

A G R E E M E N T
BY AND BETWEEN
CITY OF MONTESANO, WASHINGTON
AND
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
AFFILIATED WITH AFL - CIO LOCAL NO: 1862
January 1, 2018 to December 31, 2020

TABLE OF CONTENTS

PREAMBLE	3
ARTICLE 1 RECOGNITION	3
ARTICLE 2 UNION SECURITY	3
ARTICLE 3 NONDISCRIMINATION	3
ARTICLE 4 STRIKES	3
ARTICLE 5 LABOR MANAGEMENT COMMITTEE	3
ARTICLE 6 WORK SCHEDULE	4
ARTICLE 7 HOLIDAYS	5
ARTICLE 8 VACATION	6
ARTICLE 9 SICK LEAVE	7
ARTICLE 10 HEALTH CARE	8
ARTICLE 11 LONGEVITY	9
ARTICLE 12 GRIEVANCE PROCEDURE	10
ARTICLE 13 EMPLOYEE RIGHTS	12
ARTICLE 14 WAGES	13
ARTICLE 15 CLOTHING ALLOWANCE	14
ARTICLE 16 SAVINGS CLAUSE	14
ARTICLE 17 MANAGEMENT RIGHTS	14
ARTICLE 18 EDUCATION INCENTIVE	15
ARTICLE 19 PERSONNEL REDUCTIONS	15
ARTICLE 20 TERM OF AGREEMENT	15
SIGNATURE PAGE	15
APPENDIX A	16

PREAMBLE

This agreement is between the CITY OF MONTESANO (hereinafter referred to as the "Employer") and LOCAL NO. 1862, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (hereinafter referred to as the "Union").

ARTICLE 1..... RECOGNITION

1.1 The Employer recognizes the Union as the sole and exclusive bargaining representative for the purpose of negotiations concerning wages, hours, other terms and conditions of employment for all bargaining unit employees described as follows:

All uniformed fire department employees, excluding the Fire Chief, and Fire Marshall.

ARTICLE 2UNION SECURITY

2.1 All employees who are members of the Union on the effective date of this Agreement shall remain members of the Union. Employees hired on or after the effective date of this Agreement shall become member of the Union within thirty (30) days after employment begins or comply with the provisions of R.C.W. 41.56.122.

ARTICLE 3NONDISCRIMINATION

3.1 The Employer and the Union shall not unlawfully discriminate against any employee for any reason. There shall be no unlawful discrimination against any employee because of race, creed, color, national origin, religion, age, sex, marital status or handicap, other than a bona fide occupational qualification.

ARTICLE 4STRIKES

4.1 There shall be no strikes, slowdowns, stoppage of work or any interference with the efficient management of the Fire Department.

ARTICLE 5LABOR MANAGEMENT COMMITTEE

5.1 Labor Management - The Employer and the Union agree that a need exists for closer cooperation between labor and management, and further, from time to time suggestions and complaints of a general nature affecting the Union and the Employer require consideration. To accomplish this objective, the Employer and the Union agree that no more than three (3) duly authorized representatives of the Union shall function as one-half (1/2) of a Labor-Management Committee, the other half being no more than three (3) certain representatives of the Employer named for that purpose. The committee shall

meet periodically for the purpose of discussing and facilitating the resolution of all problems which may arise between the parties.

- 5.2 Should the Union and Employer mutually agree to change, add, or delete any provision of this Agreement, such change shall be set forth in an Appendix to the Agreement.

ARTICLES 6WORK SCHEDULE

- 6.1 Work Shift - The following work shifts are established by this contract. Other work shifts may be established by the Employer, subject to its obligation to bargain on the timely request of the Union.

- 6.1.1 Twenty-four (24) hour shifts. Employees assigned to this shift are referred to in this agreement as "24 hour shift employees." The work schedule for said employees shall consist of one (1) shift on and three (3) shifts off. The work week shall average forty-two (42) hours, and the work month shall average one hundred eighty-two (182) hours. The hours of duty may be modified with the mutual consent of the Employer and the Union.

- 6.1.2 Employees may be assigned to day shifts of eight (8) or twelve (12) hours per day. These shifts are referred to in this agreement as 8 or 12 hour shift employees, respectively.

- 6.1.2.1 The eight (8) hour shift shall be from 08:00 hours to 17:00 hours with a one (1) hour lunch break with two (2) fifteen (15) minute rest periods. The work week shall be forty (40) hours per week and average one hundred seventy-three and a third (173.33) hours per month.

- 6.1.2.2 The twelve (12) hour shifts shall be from 07:00 hours to 19:00 hours. Shifts may be established which provide coverage seven (7) days a week. The average weekly and monthly hours shall be the same as those established by Section 6.1.1 for 24 hour shift employees.

- 6.1.3 Shift Changes. The Employer shall be required to give a minimum of forty-eight (48) hours notice of any change in the scheduling of personnel to another shift schedule, except as limited in Subsections 6.1.3.1 and 6.1.3.2. Less than forty-eight (48) hours notice will result in hours worked within the forty-eight (48) hour period being paid at time and a half. Employees shall give the Employer forty-eight (48) hours notice prior to foreseeable sick leave usage such as a doctor's appointment, surgery or therapy. Failure to give notice may result in denial of sick leave usage.

- 6.1.3.1 8 or 12 hour shift employees may be detailed to cover twenty-four (24) hour shift assignments when given one calendar week's notice. When less than one (1) calendar week's notice is given, hours worked within that calendar week notice period shall be compensated at a time and a half rate. Such coverage shall normally be assigned after two (2) consecutive vacation relief shifts or in the event of a long-term disability within the department. Such employees may begin 24 hour shift work at the beginning of the third consecutive vacation relief or long-term disability shift.

- 6.1.3.2 While assigned to a 24 hour shift, 8 and 12 hour shift employees shall be compensated at an hourly rate based on their regular hourly compensation.
- 6.2 Callback - When an employee is ordered back to work by a commanding officer for the catastrophic event such as an earthquake, flood, or other like catastrophic events, the employee shall be compensated at one-and-one half (1 ½) times the employee's regular straight time hourly rate of pay, based upon the time of off-shift service with a four (4) hour minimum. Compensation shall include travel time.
- 6.3 Overtime - Effective January 1, 2015, employees shall be paid their regular straight time rate of pay for all hours up to two hundred (200) hours within the established twenty-eight (28) day cycle. For such hours worked in excess of the two hundred (200) hours, compensation shall be at one-and-one half (1½) times employee's regular straight time hourly rate of pay. "Hours worked" shall include regularly scheduled hours taken as vacation or holiday by the employee. An employee required to remain on duty for more than fifteen (15) minutes following the end of his regularly scheduled shift shall be compensated at the overtime rate.
 - 6.3.1 Off-duty employees shall report:
 - 6.3.1.1 When required by Section 6.2;
 - 6.3.1.2 When dispatched by the on-duty officer or fire chief; and/or
 - 6.3.1.3 To respond to tone-outs for additional manpower or expertise when required by departmental standard operating procedures, state, federal and NFPA standards. Except as provided in 6.2, minimum compensation for such call-outs shall be one (1) hour at the overtime rate.
 - 6.3.2 Response shall be pursuant to procedures and standards as may from time to time be established by the Employer.
 - 6.3.3 Beginning with the first day of a twenty-eight (28) day cycle, all hours will be kept as a running total. Once the total reaches two hundred (200) hours, ambulance and off-shift hours continue to be paid at the overtime rate, but will not be paid at an additional half-time. All hours worked after the two hundred (200) hour threshold has been achieved, and within the 28-day cycle (other than ambulance and off-shift hours) will be compensated according to Section 6.3.

ARTICLES 7HOLIDAYS

- 7.1 12 and 24 hour shift employees shall receive twelve (12) hours per month of paid leave as holiday compensation
 - 7.1.1 If an employee has more than forty-eight (48) hours of unused holiday time at the end of the year, the Employer will buy back the excess. The employee may choose to roll cashed out holiday time into either their deferred compensation plan or MERP.

7.2 Holidays - Eight (8) hour shift employees shall receive statutory holidays based on the following schedule:

New Year's Day	Veteran's Day
Martin Luther King's Birthday	Thanksgiving Day
President's Day	Day After Thanksgiving
Memorial Day	Christmas Day
4th of July	2 Floating Holidays
Labor Day	

ARTICLE 8VACATION

8.1 12 and 24 hour shift employees shall accrue the following vacation schedule:

<u>Years of Service</u>	<u>Hours</u>
1st Year	96
2nd Year through 4th Year	144
5th Year through 9th Year	168
10th Year through 14th Year	192
15 Years Plus	216

8.2 8 hour shift employees shall accrue the following vacation schedule:

<u>Years of Service</u>	<u>Hours</u>
1st Year through 2nd Year	104
3rd Year	112
4th Year	120
5th Year through 6th Year	128
7th Year through 8th Year	136
9th Year	144
10th Year	152
11th through 12th Year	160
13th Year through 14th Year	168
15th Year through 16th Year	176
17th Year through 18th Year	184
19th Year through 20th Year	192
21 Years Plus	200

8.2.1 Holidays and vacation shifts shall be paid on the basis of one (1) shift.

8.3 Vacation leave may be carried over from one calendar year to the next so as the total amount does not exceed two hundred eighty-eight (288) hours. Employees may carry over additional amounts of vacation with prior approval from the Fire Chief. If an

employee is unable to take their scheduled vacation due to illness or injury then the employee will be allowed to carry over the additional time which must be used first.

- 8.4 8 hour shift employees may accumulate up to two hundred forty (240) hours of vacation.
- 8.5 Employees requesting vacation that cannot be covered by an 8 or 12 hour shift employee must provide appropriate shift coverage.

ARTICLE 9SICK LEAVE

- 9.1 Sick leave shall conform to the provisions of Chapter 41.26 of the Revised Code of Washington known as the Washington State Law Enforcement Officers and Firefighters Retirement Act.
- 9.2 For those firefighter/drivers first employed on or after October 1, 1977, sick leave allowance shall, commencing with the seventh (7th) consecutive month of employment with the Employer, accrue at the rate of twenty-four (24) hours for each month of service. Total accumulation shall not exceed two thousand one hundred sixty (2,160) hours.
 - 9.2.1 For those forty (40) hour employees employed on or after October 1, 1977, sick leave allowance shall, commencing with the seventh (7th) consecutive month of employment with the Employer, accrue at the rate of eight (8) hours of each month of service. Total accumulation shall not exceed one thousand forty (1,040) hours.
- 9.3 Upon request of the department head, the employee shall produce a physician's certificate documenting the illness or physical incapacity, should the absence extend beyond three (3) consecutive shifts in any calendar year.
- 9.4 Should an employee become ill or physically incapacitated while on vacation, sick leave may be used for the period of incapacity in lieu of vacation time. A doctor's certification of the stated incapacitation may be requested by the Employer.
- 9.5 An employee who has exhausted sick leave is able to document need of additional time due to medical reasons, may be granted up to thirty (30) calendar days leave of absence without pay at no loss of seniority.
- 9.6 An employee with at least five (5) years of service with the City may cash out unused sick leave under the following conditions:
 - 9.6.1 An employee terminated for cause may not cash out sick leave.
 - 9.6.2 An employee who is permanently disabled in the line of duty or the estate of an employee who dies in the line of duty may cash out one hundred percent (100%) of the employee's sick leave bank.

9.6.3 Employees who retire or who terminate due to a non-duty related disability may cash out on the following schedule:

Years of Service	Percentage of Sick Leave Bank
5 through 10 years	20%
10 through 15 years	25%
15 + years	30%

9.6.4 Employees who voluntarily quit may cash out one-half (1/2) of the schedule established in subsection 9.6.3.

9.6.5 An employee who is promoted out of the bargaining unit may cash out banked sick leave hours above the maximum accumulation permitted for the new position under the schedule in Section 9.6.3.

9.6.6 The employee may choose to roll cashed out sick time into either their deferred compensation plan or MERP.

9.7 If any full-time employee suffers a death in the immediate family, including: spouse, child (step child or adopted), mother, father, siblings, grandparents, grandchildren and like relatives of employee's spouse, the employee shall be allowed to utilize Bereavement Leave. Bereavement Leave shall apply to the following schedule:

9.7.1 24 hour shift employee - The employee will be allowed one or more shifts of paid time off sufficient to provide at least five consecutive calendar days off.

9.7.2 40 hour per week employee - The employee will be allowed 24 hours of paid time off. Additional leave may be approved beyond the allotted 24 hours, but may not exceed a total of 72 hours. Hours utilized beyond the original 24 hours will be charged to the employee's accrued but unused sick leave.

9.7.3 ADDITIONAL LEAVE - At the discretion of the Fire Chief, an additional shift of bereavement leave may be allowed for:

9.7.3.1 Unusual, interstate and/or international travel time; or

9.7.3.2 When the employee has insufficient accrued sick leave hours to permit additional time off.

ARTICLE 10HEALTH CARE

10.1 The Employer shall pay the following percentage of the premium amounts, and the employees shall pay the remaining percentage:

Northwest Fire Fighters Benefit Trust NWFFT Plan 100
Employer pays 100% of employee premium
Employer pays 95% of spouse/dependent premium

Employee pays 5% of spouse/dependent premium

10.1.1 The employee's share of dependent and spouse coverage shall be paid by the employee by means of payroll deduction. In no case shall the employee's deduction for the aforementioned coverage exceed sixty dollars (\$60.00) per month for the term of this agreement.

10.2 The Employer shall pay the following percentage of the premium amounts to provide the following insurance plan:

Teamsters Dental Plan

Employer pays 100% of Employee, spouse and dependent premium

10.3 The Employer shall pay the following percentage of the premium amounts to provide the following insurance plan:

Teamsters Vision Plan

Employer pays 100% of Employee, spouse and dependent premium

10.3.1 Employees shall have the option at the next enrollment period to replace the current health care plan with a different health care plan which shall include the spouse/dependent premium cost sharing as set forth above.

10.4 MERP (Medical Expense Reimbursement Plan) - Effective upon signing this Agreement, the City shall deduct from the base salary of each LEOFF II employee, on a pretax basis, contributions to the Washington State Council of Firefighters Benefit Trust. The contribution rate to be deducted is to be two hundred (\$200.00) dollars per month or as amended by the Plan's Board of Trustees. These contributions shall be included as salary for purposes of calculating retirement benefits.

10.4.1 The Employer's role is administrative only, and the Employer shall not be liable for any contribution not deducted from an employee's pay. While the Plan is voluntary and funded by the employees, the MERP Plan was unanimously elected by the members of the IAFF Local 1862 and requires participation by all LEOFF II Plan members, unless participation is modified by the Plan's board of Trustees.

ARTICLE 11LONGEVITY

11.1 In addition to their regular rate of pay, the Employer shall provide the following longevity pay.

<u>Length of Service</u>	<u>Rate Per Month</u>
0 through 5 Years	0%
Upon Completion of 5 Years	1%
Upon Completion of 10 Years	2%
Upon Completion of 15 Years	3%
Upon Completion of 20 Years	4%

ARTICLE 12GRIEVANCE PROCEDURE

- 12.1 Definition of Grievance - For the purpose of this Agreement the term “grievance” shall be defined as only those disputes involving the interpretation, application, or alleged violation of any provision of this Agreement. Grievances shall be processed in accordance with the following procedures within the stated time limits, unless mutually extended, in writing, by the Union and Employer.
- 12.1.1 A grievance may be initiated with the Employer within thirty (30) calendar days of the Union or grievant’s knowledge of the alleged violation, but in no event may a grievance be initiated after sixth (60) calendar days of the alleged violation.
- 12.2 Step 1: Oral Discussion - Employees shall notify their immediate supervisor of the grievance and, if they so desire, shall discuss the grievance with the steward or the Union Representative, and if the steward of the Union Representative considers the grievance to be valid, then the employee and the steward or Union Representative will contact the Fire Chief, who shall approve or deny in writing said grievance within fifteen (15) calendar days.
- 12.3 Step 2: If the grievance is not resolved to the Union’s satisfaction at Step 1, the Union shall submit the grievance in writing to the Mayor or designee, setting forth the article or section of the contract allegedly violated, the facts, and the names of any witnesses, and the remedy requested. The Mayor or designee shall render a written decision at the earliest convenience within fifteen (15) days.
- 12.4 Step 3: The Union may appeal an adverse decision of the Mayor or designee to a neutral arbitrator. The Union shall give written notice to the Employer of its intent to submit a grievance to arbitration within thirty (30) calendar days of the Mayor’s decision. The parties shall first attempt to select a mutually acceptable arbitrator. If the parties are unable, within five (5) business days, to agree to an arbitrator, the Union shall have the option, within ten (10) calendar days, to request a list of eleven (11) neutral arbitrators from the Public Employment Relations Commission.
- 12.5 In the event the Employer has not responded to the grievance within the specified time limitation of any step in the procedure in this Article, the grievance may be moved to the next step in the procedure. In the event the Union does not advance the grievance within the specified time frames, the grievance shall be presumed settled with the last Employer response.

12.6 Arbitration

- 12.6.1 Step 1: The arbitration shall hold a hearing at which the parties may submit their cases concerning the grievance. The hearing shall be kept private and shall include only the parties in interest and/or designated representatives.
- 12.6.2 Step 2: The arbitration decision shall be made in writing and shall be issued to the parties as soon as possible after the hearing.
- 12.6.3 Step 3: The arbitration procedure shall be the exclusive remedy of the aggrieved party; provided, however, that in the event the arbitrator determines that he/she does not have authority to rule on the grievance, the aggrieved party shall have a period of fifteen (15) calendar days from such determination to advise the Employer, in writing, that it elects to commence court proceedings to resolve the grievance. The aggrieved party, if it elects to litigate the issue, shall have thirty-five (35) calendar days from the date of such election to commence a Superior Court action to resolve the dispute. In the event the aggrieved party fails to elect or fails to commence litigation within such time period, the grievance shall be deemed to be withdrawn. The decision to commence litigation may be made by an aggrieved employee or the Union. In the event the Union shall not make or consent to such election to litigate, then the aggrieved employee shall be responsible for such employee's costs and expenses in the litigation proceedings.
- 12.7 The arbitrator shall have no power to render a decision that will add to, subtract from or alter, change or modify the terms of the Agreement, and the arbitrator's power shall be limited to interpretation and application of the express terms of this Agreement.
- 12.8 The parties shall have a minimum of thirty (30) calendar days to prepare and file a post-hearing brief with the arbitrator.
- 12.9 In the event a court reporter is engaged to record the hearing, the parties shall have a minimum of thirty (30) calendar days following receipt of the court reporter's verbatim transcript of proceedings to prepare and file a post-hearing brief with the arbitrator. If one party orders a transcript of proceedings from the court reporter, the ordering party shall bear the cost of the court reporter and the cost of preparing the transcript. If both parties order the transcript, then the cost of the court reporter and the cost of preparing the transcript shall be shared equally. If a transcript is ordered by either or both of the parties, the arbitrator shall be provided with a copy of the transcript.
- 12.10 The decision of the arbitrator shall be final and binding upon the Employer, the Union and the employees involved.
- 12.11 The cost of the arbitrator shall be shared equally by the parties. Each party shall bear the cost of presenting its own case.

ARTICLE 13EMPLOYEE RIGHTS

- 13.1 Employee Protection - All employees within the bargaining unit shall be entitled to the protections specified in the following paragraphs:
- 13.2 Application of Discipline - Any formal discipline of employees shall be applied by Department Directors. Discipline shall include documented: oral warnings, written warnings, suspension or discharge for just cause. No employee covered by this Agreement shall formally discipline another employee; provided however, nothing in this Article shall prevent such employee from directing that workforce when so assigned by the Employer.
- 13.3 An employee who has a reasonable belief that he or she is subject to discipline shall have the right to a reasonable opportunity to have the Union steward and/or Union representative present to represent the employee. Reasonable opportunity is defined as the right to an extension of up to ten (10) business days to allow the steward or representative to be present.
- 13.4 Any document which may relate to disciplinary action shall be signed by the affected employee prior to placement of such document in the employee's personnel file. Items not bearing such signature will have no evidentiary value in a disciplinary hearing.
- 13.5 Investigations and Interrogations - The employee shall be informed in writing of the nature of the investigation and whether the employee is a witness or a suspect before any interrogation commences, including the name, address and other information necessary to reasonably apprise the employee of allegations of such complaint.
- 13.6 Any interrogation of an employee shall be at a reasonable hour, when the employee is on duty unless the exigencies of the investigation dictate otherwise. Where practicable, interrogations shall be scheduled for the daytime.
- 13.7 The interrogation (which shall not violate the employee's Constitutional rights) shall take place at an Employer's facility, except when impractical. The employee shall be afforded an opportunity and facilities to contact and consult privately with the Union Steward and/or Union Representative before being interrogated. The Union Steward and/or a Union Representative shall be present during the interrogation, if requested, and shall be allowed to provide the employee with representation.
- 13.8 The questioning shall not be overly long and the employee shall be entitled to such reasonable intermissions as the employee shall request for personal necessities, telephone calls, and counseling.

- 13.9 The employee shall not be subjected to any offensive language, nor shall the employee be threatened with dismissal, transfer or other disciplinary punishment as a guise to attempt to obtain the employee's resignation, nor shall the employee be intimidated in any other manner. No promises or rewards shall be made as an inducement to answer questions.
- 13.10 All employees may request an attorney of their choosing to be present during a departmental investigation. The cost of such attorney shall be paid by the employee requesting such attorney. The employee will be given a reasonable opportunity to schedule steps in the investigation so that his/her attorney may be present but no step in the investigation shall be unreasonably delayed. An "unreasonable delay" is defined to be any delay beyond ten (10) business days.
- 13.11 Polygraph Tests - No employee shall be required to take or be subjected to any polygraph as a condition of continued employment.
- 13.12 Substance Abuse Tests - No employee, except those employees required by state or federal law, shall be required to take or be subjected to any random alcohol or drug testing as a condition of continued employment. Post-accident testing and testing for probable cause are permissible under this section.

ARTICLE 14WAGES

- 14.1 The wages shall be set forth in Appendix A.
- 14.2 Starting firefighters may enter service at other than the starting rate of pay if, in the judgment of the Fire Chief and Mayor, it is warranted by previous training and experience.
- 14.3 Paramedics will be compensated for time spent in mandatory training to the extent of fifty (50) hours per year at the employee's regular rate of pay. Verification of training must be submitted to the City Clerk prior to payment.
- 14.4 The regular straight time hourly rate of pay for twenty-four (24) hour shift employees shall be determined by dividing the monthly rate of pay by one hundred eighty-two (182) hours.
- 14.5 The regular straight time hourly rate of pay for forty (40) hour employees shall be determined by dividing the monthly rate of pay by one hundred seventy-three point three (173.3).
- 14.6 The overtime rate of pay shall be determined by multiplying the regular straight time hourly rate of pay by one point five (1.5).
- 14.7 Employees assigned to a forty (40) hour per week assignment shall receive a shift differential of One Dollar (\$1.00) per hour.

ARTICLE 15CLOTHING ALLOWANCE

- 15.1 The uniform allowance shall be five hundred (\$500.00) dollars annually.
- 15.2 Upon employment with the City of Montesano Fire Department new employees shall be provided the following uniform:

Item	Quantity
Navy Blue Nomex Pant	5
Light Blue Nomex Shirt	5
1.5" Leather Belt	1
Safety Toe Leather Boots	1
Badge	2
Quarter Zip Job Shirt	1
Navy Blue Under Shirt	2
Cold Weather Responder Jacket	1

Upon successful completion of the employee's probation period, the City shall provide the employee with a class A dress uniform per department uniform standard.

- 15.3 The Employer shall also provide all protective clothing and protective devices approved by the Fire Chief. Care and maintenance of uniforms shall be the responsibility of the employee.

ARTICLE 16SAVINGS CLAUSE

- 16.1 Should any provision of this Agreement or application of such provisions be rendered invalid by any court of competent jurisdiction, or any reason of any existing or subsequently enacted legislation, the remaining parts of this Agreement shall remain in full force and effect.

ARTICLE 17MANAGEMENT RIGHTS

- 17.1 Except as limited by the terms of this Agreement and the applicable law, the Union recognizes the prerogative of the Employer to exclusively operate and manage its affairs in all respects in accordance with its responsibilities and lawful power and legal authority. The Employer shall have, as examples, the right to:
 - 17.1.1 Institute from time-to-time, work rules applicable to bargaining unit employees.
 - 17.1.2 Determine work schedules, overtime, and the methods and processes by which work is to be performed. Changes to work schedules will be preceded by reasonable notice.
 - 17.1.3 Hire, promote, transfer, assign and/or retain employees in positions within the City.

17.1.4 Discipline employees.

17.1.5 Lay off employees for lack of work, lack of funds, reorganization or occurrence of conditions beyond the control of the Fire Chief.

17.1.6 Determine the methods and processes, means and personnel by which operations are to be carried out on an efficient basis. This includes the right to modify operations, personnel and equipment.

17.1.7 To take whatever actions the Employer deems necessary to carry out services in an "emergency." Examples of "emergencies" are civil disorders, natural disasters, man-made disasters, quarantine of a large number of people, etc.

ARTICLE 18EDUCATION INCENTIVE

18.1 An employee who receives an AA degree or higher from a fully accredited institution of higher learning shall receive two percent (2%) of his/her base wage each month. The incentive is available to all full-time members of the bargaining unit from date of hire.

ARTICLE 19..... PERSONNEL REDUCTIONS

19.1 In the event the employer determines that a reduction in force is necessary, the order of layoff within each classification shall be determined by seniority. Employees laid off in accord with the provisions of this Article shall be recalled into a position within the same classification in inverse order of layoff, provided it has been less than two (2) years since the employee has been laid off and the employee has maintained all required qualifications.

ARTICLE 20TERM OF AGREEMENT

20.1 The terms and conditions of this Agreement shall be in full force and effect from January 1, 2018, and shall remain in full force and effect through December 31, 2020.

DATED this 31 day of December, 2017.

CITY OF MONTESANO

By: 

Vinni Samuels, Mayor
VINI SAMUEL

INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS, LOCAL NO. 1862

By: 

Union President

Appendix A

2018 Appendix A

Position/Differential	Step A 80% (0-6 Mo.)	Step B 85% (7-12 Mo.)	Step C 90% (13- 24 Mo.)	Step D 95% (25- 36 Mo.)	Step E 100% (37+ Mo.)
Firefighter/EMT	\$4,214.38	\$4,477.77	\$4,741.18	\$5,004.57	\$5,267.98
Firefighter/Paramedic (+8%)	\$4,551.53	\$4,835.99	\$5,120.48	\$5,404.94	\$5,689.41
Fire Officer I (PM/lieutenant/MSO) (+13%)	\$4,762.25	\$5,059.88	\$5,357.54	\$5,655.17	\$5,952.81
Fire Officer II (PM/Captain) (+18%)	\$4,972.97	\$5,283.77	\$5,594.60	\$5,905.40	\$6,216.21

2019 Appendix A

Position/Differential	Step A 80% (0-6 Mo.)	Step B 85% (7-12 Mo.)	Step C 90% (13- 24 Mo.)	Step D 95% (25- 36 Mo.)	Step E 100% (37+ Mo.)
Firefighter/EMT	\$4,340.81	\$4,612.10	\$4,883.42	\$5,154.71	\$5,426.02
Firefighter/Paramedic (+8%)	\$4,688.08	\$4,981.07	\$5,274.09	\$5,567.09	\$5,860.10
Fire Officer I (PM/lieutenant/MSO) (+13%)	\$4,905.12	\$5,211.68	\$5,518.26	\$5,824.82	\$6,131.40
Fire Officer II (PM/Captain) (+18%)	\$5,122.16	\$5,442.28	\$5,762.43	\$6,082.56	\$6,402.70

2020 Appendix A

Position/Differential	Step A 80% (0-6 Mo.)	Step B 85% (7-12 Mo.)	Step C 90% (13- 24 Mo.)	Step D 95% (25- 36 Mo.)	Step E 100% (37+ Mo.)
Firefighter/EMT	\$4,471.03	\$4,750.47	\$5,029.92	\$5,309.35	\$5,588.80
Firefighter/Paramedic (+8%)	\$4,828.72	\$5,130.50	\$5,432.31	\$5,734.10	\$6,035.90
Fire Officer I (PM/lieutenant/MSO) (+13%)	\$5,052.27	\$5,368.03	\$5,683.81	\$5,999.57	\$6,315.34
Fire Officer II (PM/Captain) (+18%)	\$5,275.82	\$5,605.55	\$5,935.31	\$6,265.04	\$6,594.78

* All Position differentials are calculated from the Firefighter/EMT base salary