



**LEE'S SUMMIT**  
MISSOURI

AND



INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2195

**Term: 2026-2029**

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## ARTICLE 1. PREAMBLE

**Section 1.01 Titles of Parties involved:** This Agreement has been developed by Local 2195 of the International Association of Fire Fighters, AFL-CIO, (hereinafter called “the Local”) and the City of Lee’s Summit, Missouri (hereinafter called “the City.”)

**Section 1.02 Provision Hierarchy:** In the event that any provision of this Agreement conflicts with any of the City’s Personnel Policies, or with any work rules or Standard Operating Guidelines of the City’s Fire Department (hereinafter “the Department”), the provisions of this Agreement shall be controlling. The parties recognize that the City’s Personnel Policies, and the Department’s work rules and SOGs will address topics not covered in this Agreement and will provide further details about matters that are addressed in this Agreement. To the extent the provisions of the City’s Personnel Policies, and the Department’s work rules and SOGs do not conflict with the provisions of this Agreement, the Personnel Policies, work rules, and SOGs shall be enforceable.

**Section 1.03 Exceptions:** Certain Fire Department policies (designed to address 12- and 24-hour shift employees) regarding wages, hours, or other conditions of employment differ from City policies. In such cases, Fire Department policies will apply.

## ARTICLE 2. RECOGNITION

**Section 2.01 Positions Represented:** The City recognizes the Local as the exclusive bargaining representative for all full-time sworn employees in the following positions: Fire Captain, Fire Engineer, and Fire Fighter with respect to all matters concerning wages, hours, benefits, and other terms and conditions of employment. The City further recognizes the Local as the exclusive bargaining representative for all full-time civilian employees in the following positions: Lead Communication Specialist and Communication Specialist with respect to all matters concerning wages, hours, benefits and other terms and conditions of employment.

**Section 2.02 Additional Positions:** In the event any new sworn job classification is added to the Department with a rank equal to or below that of Captain, or any new civilian position is added to the Department with responsibilities equal or lesser than that of the Lead Communications Specialist, the City will bargain with the Local regarding whether the new job classification should be included in the bargaining unit. If the position is added to the bargaining unit, the City will further bargain with the Local regarding the duties and wage scale for the classification.

**Section 2.03 Non-Discrimination:** The Parties acknowledge and agree that there shall be no discrimination against or harassment of any employee by either party due to the employee's race, gender, color, national origin, religion, age, disability, sexual orientation, military service status, Local membership status or lawful Local activities, marital status, political affiliation, or membership in any other category or classification that is protected by law.

### ARTICLE 3. MANAGEMENT RIGHTS

**Section 3.01 Management Rights:** Except as otherwise expressly provided in this Agreement, the City retains the right to manage the Department, both directly and as delegated to the Fire Chief or designee, including, but not limited to the right to:

- a) Determine the mission of the City and the Department;
- b) Direct the working forces;
- c) Hire, classify, assign, promote, and transfer employees;
- d) Suspend, demote, discipline, and discharge employees for just cause;
- e) Relieve employees from duty because of lack of work or other legitimate reasons;
- f) Change existing methods, operations, facilities, equipment, and type or number of personnel;
- g) Promulgate, make, change, and/or revoke reasonable personnel rules, regulations, policies, and work and safety rules, consistent with this Agreement and applicable law, subject to the provisions of Section 3.04, herein;
- h) Determine to contract for the provision of non-emergency services to the City, or to have such services performed by employees of the City, so long as such decision does not result in the part-timing, layoff, or replacement of any bargaining unit personnel;
- i) Maintain and/or take steps to enhance the efficiency of the operation of the Department;  
and
- j) Take whatever actions may be reasonably necessary to carry out the mission of the City and the Department.

**Section 3.02 Rights and Responsibilities:** The foregoing powers, rights, authority, and responsibilities, and the adoption of policies, rules, regulations, and practices in furtherance thereof shall be exercised in good faith and in conformity with this Agreement by the City's selected management personnel. Failure of the City and/or Department to exercise any of the Management Rights enumerated above does not diminish the future ability to exercise such Management Rights.

**Section 3.03 Operation of Law:** Nothing in this Agreement shall be interpreted or construed in a way that would prevent the City and/or the Department from complying with any duty or obligation placed upon the City and/or Department by operation of law.

**Section 3.04 Rules, Regulations, and City Orders (Not in Conflict with this Agreement):**

- (a) The Local agrees that its members are subject to all City and departmental policies, rules, regulations, and City orders, including those relating to personal conduct and to work performance. The Local expresses its intent to encourage compliance of its membership with such policies, rules, regulations and orders.
- (b) The City has the right to establish reasonable personnel and departmental policies or directives for employees while on the City's property and/or during working hours. The City shall provide employees with a copy of such policies or directives and any changes thereto when they become effective. Changes to these policies and directives are not subject to collective bargaining during the term of this Agreement, except during negotiations for a successor agreement.
- (c) The City has the right to establish reasonable rules of personal conduct for employees. The City shall provide employees with a copy of the rules of personal conduct and any changes thereto when they become effective. Changes to these rules are not subject to collective bargaining during the term of this Agreement, except during negotiations for a successor agreement.
- (d) The City is free to change any or all of its policies, rules, regulations, and City orders, as it deems appropriate. The City shall notify the Local at least two weeks prior to making any rule changes, revocations, or creation of new rules prior to the rule(s) taking effect. Changes to these policies, rules, regulations, and City orders are not subject to collective bargaining during the term of this Agreement, except during negotiations for a successor agreement.

**Section 3.05 Emergency Conditions:** If the Mayor, or the Mayor's designee as set forth in the Lee's Summit Emergency Operations Plan, declares by proclamation that a state of emergency exists within the City, provisions of this Agreement may be suspended by the City during the time of the declared emergency, upon conferring with the Local. The City will return to normal operations once the emergency has concluded. The provisions eligible for suspension are: Sections 6.01 (Suppression Minimum Staffing), 6.02 (Station Staffing), 6.05 (Communications Staffing), 14.02 (Vacation Banking: max accrual allowed to be increased), 19.01 (Suppression Shift Schedule), 19.03 (Communication Center Schedule) and 19.04 (Non-Shift and Non-Communications Schedule).

## ARTICLE 4. LOCAL RIGHTS

**Section 4.01 Stewards:** The Local shall have the right to appoint or elect whatever officers, stewards, or other officials it wishes to elect. The parties contemplate that the Local will appoint one steward and may elect to assign one assistant steward per shift. The Local will provide the City with up-to-date lists of the Local's officers, stewards, and assistant stewards upon request.

**Section 4.02 Local Business:** Local officers and stewards (or assistant stewards when stewards are not available) may perform Local business while on duty, so long as Local business does not interfere in any way with performance of the employee's regular job duties, or with the work of any other on-duty personnel. Local officers and stewards (or assistant stewards when stewards are not available) who are off duty shall be paid for attending Labor/Management Committee Steering Committee meetings. Attendance by a maximum of five off-duty personnel at Labor/Management meetings shall be paid as time worked. All other Local business performed by off-duty personnel shall be performed at the employee's own discretion and on their own time, without pay, and must be conducted in such a way that it does not interfere with the work of any on-duty personnel.

**Section 4.03 Release from duty:** The City agrees to release members to participate in the daily operations of the International Association of Firefighters or its affiliates. Overtime may be required and utilized for release for duty. City Leave may be approved by the Fire Chief or designee when the requested release time activity is mutually beneficial to the Local and the City as reasonably determined by the Fire Chief or designee.

**Section 4.04 Orientation:** The City agrees that all new full-time personnel hired to fulfill represented positions shall, while on duty and during their orientation process, be given a presentation from the Local. The Local shall have up to four (4) hours of time to provide the presentation. During the presentation, the representative(s) of the Local will provide copies of this Agreement, explain the Local's function as the exclusive bargaining representative of the employees in the bargaining unit, will provide other information regarding the Local and membership therein, and will offer membership in the Local to each new full-time employee.

**Section 4.05 Informational Platforms:** The City agrees to allow the Local to maintain a bulletin board in each fire station. Bulletin boards will be furnished by the Local and will be for the exclusive use of the Local and bargaining unit employees. All items placed on the bulletin boards shall be initialed and dated by an officer of the Local. The City agrees to allow

access to the Department's electronic formats for similar purposes as the bulletin board. The Local President and Vice-President shall be given access. Items without a date and initials, or that are incendiary, inappropriate, or disruptive items may be removed by Management or a Local officer, with discussion between the parties.

**Section 4.06 Dues Deduction:** Upon submission by the Local to the Finance Director of appropriate authorization cards, the City agrees to deduct monthly Local dues from the pay of each individual employee who has authorized such deduction until the employee revokes the authorization. The City will remit deducted amounts to the Local on a monthly basis, or more frequently as the payroll system reasonably allows. The Local will notify the City of any changes in deduction rates at least thirty (30) days before such changes are to be put into effect.

**Section 4.07 Release of Information:** The City shall, upon request, provide to the Local information, statistics, and records reasonably relevant to the Local's performance of its functions in serving as the exclusive bargaining representative of the employees in the bargaining unit. Where such information involves personal or medical data, the City may require the Local to present a signed release from each employee covered by the request.

**Section 4.08 PAC Deduction:** Upon Submission by the Local to the Finance Director of appropriate authorization forms, the City agrees to deduct the specified amount from the pay of each individual employee who has authorized such deduction to a Political Action Committee (PAC) fund identified by the local. The City will remit deducted amounts to the Local on a monthly basis, or more frequently as the payroll system reasonably allows. Revocation of such authorization must be in writing, with a copy to the Local and the City.

**Section 4.09 IAFF Logo and Pin:** Members shall be allowed to wear an IAFF lapel pin and an IAFF logo patch on their official Fire Department uniform, as described below:

- An IAFF logo patch may be placed on the right sleeve of the official Fire Department Class A uniform jacket and class B uniform shirts, at the expense of the member.
- An IAFF logo measuring one (1) inch may be embroidered on Class C uniform shirts or screen-printed on Class D uniform shirts at a mutually agreeable location on the left sleeve.

IAFF logo: All apparatuses or vehicles normally staffed or operated by Local members shall have a union logo placed on it in a visible area. The logo will be provided by the Local.

**Section 4.10 Information Cost:** In the event the City estimates that responding to a single information request will require the production of more than 500 pages of information that is not available in electronic format, and will require more than four hours of staff time to research or prepare, the City shall notify the Local of this fact, and the estimated charge for compliance with the request. Research and duplication time will be estimated and charged at the lowest hourly pay and benefit rate of available qualified personnel, and copies shall be estimated and charged at 10 cents per page. In no event shall the Local be charged if the actual cost of research, duplication, and copies is less than \$300.00.

**Section 4.11 Indemnification:** The Local shall defend, indemnify, and hold harmless the City in the event that a City employee should file a claim against the City for unauthorized dues deduction or release of information, and such deduction or release was pursuant to information, or a request for information, provided by the Local to the City.

## ARTICLE 5. JOB DESCRIPTIONS AND SPECIALTY POSITIONS

**Section 5.01 Job Descriptions:** The Department shall maintain job descriptions for all positions within the bargaining unit. Job descriptions shall specify the qualifications for promotion into each classification, and for membership in any special position. Human Resources maintains applicable job descriptions. Any changes made to these job descriptions shall be drafted in conjunction with the Labor Management Committee.

**Section 5.02 Training Compensation:** Approved time spent in training for any higher or specialty position shall be paid for by the Department. Members that are compensated for training, will be ineligible to request compensation for the same class, from the date of the execution of this agreement unless curriculum changes occur to the same class, as required and approved by the Fire Chief or designee. Members who are attending or wish to attend paramedic training will be required to sign a service/reimbursement agreement with the Department. The City may, at its discretion and when funds are available, elect to reimburse newly hired employees who are currently enrolled in or obtained a paramedic license in the last two (2) years from the date of hire for tuition, up to a maximum of \$10,000 each.

**Section 5.03 Paramedic Tuition Assistance:** The City and the Local understands the importance of providing the highest level of medical care to its Citizens. In an effort to maintain an above adequate number of Paramedics, both parties are in agreement that the City may, at its discretion and when funds are available, elect to have a paramedic tuition assistance program and a paramedic retention agreement as approved in the Labor/Management process.

## ARTICLE 6. STAFFING

**Section 6.01 Suppression Minimum Staffing:** The Fire Department shall have at least eight pumpers/trucks, and seven Medic (Med) vehicles in service at all times, except when taken out of service for maintenance or repair, or callback staffing is unavailable.

Minimum staffing per apparatus is:

Pumper: Captain, Engineer, Firefighter

Truck: Captain, Engineer, Firefighter

Medic: Paramedic, Firefighter

**Section 6.02 Station Staffing:** During daily staffing adjustments every reasonable effort to retain members at the station which they bid shall be made. This is done in an effort to limit the number of personnel being moved. In the event that a staffing vacancy is generated prior to the start of a shift (first or second day of tour), a good faith effort will be made to allow employees to work at their bid station.

The local understands some movement is necessary for staffing assignments as determined via the Labor/Management process, training, and experience opportunities. In the event a unit is shut down for staffing shortages between the hours of 2300-0700 members will not move to open an apparatus and close another until 0700.

Members shall not be moved for non-sworn ride alongs.

**Section 6.03 Training or other Activities Coverage:** An attempt will be made to staff a reserve apparatus during times when multiple companies are doing scheduled training or the following scheduled activities: Annual Physicals, Live Burns, and scheduled outside city limit coverage/events.

**Section 6.04 Mandatory Staffing:** Mandatory staffing will be as set forth in Department Policy as revised through the Labor Management process. In the event a Chief Officer is on a scheduled absence and a Captain has been assigned to work out of class in the Chief Officer position, the Captain shall be returned to their normal Captain assignment if a mandatory staffing assignment would otherwise be required. The intent of this Section is that a scheduled Chief Officer absence shall not, by itself, create the need for a mandatory staffing assignment when the Captain can be returned to their regular assignment.

**Section 6.05 Communications Staffing:** For so long as the Lee’s Summit Fire Department maintains a Regional Communications Center, it shall have a minimum number of Fire Department communication staff on each shift, as follows:

- 0700 to 1900 – 1 Lead Communication Specialist and three (3) Communication Specialists, with any combination being acceptable but not to fall below a minimum staffing level of three (3) on shift at any time.
- 1900 to 0700 – 1 Lead Communication Specialist and 3 Communication Specialists, with any combination being acceptable but not to fall below a minimum staffing level of three (3) on shift at any time.

Changes to minimum staffing levels will be implemented when the expansion employee(s) are released to minimum staffing.

In the event the City discontinues its Fire Department Communications Center, the City shall exert its best efforts to ensure that communications center employees are hired by any contracting entity or will offer alternative employment with the City, in either case with no decrease in pay.

**Section 6.06 Communications Mandatory Staffing:** Communications mandatory staffing will be as set forth in Department Policy as revised through the Labor Management process.

**Section 6.07 Advanced Life Support Staffing:** It is the goal of the local and the department to provide the highest level of service possible throughout the City. In order to continue to strive to meet this goal, the Local and the City agree to make it a priority to hire paramedic licensed individuals.

## ARTICLE 7. PAST PRACTICES

**Section 7.01 Past Practice:** A past practice is an agreement to handle a particular factual situation in a given manner. In order for a past practice to exist it must be: (1) unequivocal; (2) clearly enunciated and acted upon; and (3) readily ascertainable over a reasonable period of time. In order for any binding past practice to be established in the future, the practice must be reduced to writing and signed by the parties at the time it is established. However, the parties acknowledge that past practices with regard to the interpretation of this Agreement may exist and may be used by either party in any proceeding in which the interpretation of a provision of this Agreement is at issue.

## ARTICLE 8. WAGES

**Section 8.01 Wages:** All bargaining unit members shall be placed in the appropriate step as outlined in Appendix attached to the Side Letter Agreement, based on the member's year in grade for Captains or years of service for all other positions.

All bargaining unit members must achieve an overall rating on their annual performance reviews that indicates performance meets expectations to advance to the next step on the pay scale.

Advancements to the next step on the pay scale will be effective on their Fire Department anniversary date, or for Captains, the date of promotion to that position.

The regular rate agreed to within Appendix A Ops 2912 will be compensated for 2912-hour employees by establishing an estimated annual salary using the following formula:

$(2756 \text{ hours} \times \text{regular rate}) + (156 \text{ hours (OT*)} \times 1.5 \times \text{regular rate})$  totaling 2,990 hours x regular rate

The regular rate agreed to within Appendix B Ops 2080 will be compensated for 2080-hour employees by establishing an estimated annual salary using the following formula:

2080 hours x regular rate

The established estimated annual salary will be divided by 26, providing pay smoothing each pay period for members.

*\*Within the formula, OT is the regularly scheduled overtime within the 48/96 schedule, based on a 24-day work period, with a maximum of 182 total hours.*

**Section 8.02 Paramedic Pay:** If the employee obtains paramedic licensure, the employee will be placed on the paramedic scale at the corresponding step upon presentation of the license to the EMS Division.

**Section 8.03 Promotions:** Employees who are promoted will receive the appropriate wage increases as set out below on the date of promotion.

- A. Fire Fighter to Fire Engineer: Start of the Fire Engineer's pay scale.
- B. Fire Engineer to Captain: Start of the Captain's pay scale.
- C. Communications Specialist to Lead Communications Specialist: Start of the Lead Communications Specialist pay scale or the step that provides a minimum of a 3% increase.

**Section 8.04 Communications Shift Differential:** A differential of ninety-six cents (\$0.96) per hour will be paid to Communications employees who are assigned to work the second shift between the hours of 7:00pm and 7:00am.

**Section 8.05 Recall Pay:** Any non-exempt employee who is called to work and reports for work during unscheduled off duty hours as an unscheduled emergency recall will receive compensation for the greater of the actual hours worked or four (4) hours and the City may require the employees to perform services for up to four (4) hours.

- A. Compensation for recall hours shall be at one and one-half times the regular rate of pay, including out-of-class pay if applicable under Section 10.01, and/or appropriate shift differential for employees regularly assigned for shift differential. Compensation shall begin upon the employee's receipt of the recall transmission and end when released from duty by the Resource Officer.
- B. The method and order of recall shall be pursuant to departmental policy.
- C. Employees who respond to recall and who are released, and who then respond to an additional recall shall receive an additional four-hour guarantee and the City may require the employees to perform services for up to four (4) hours.
- D. Employees who respond to a recall on a recognized holiday will earn recall pay figured at 2.5 times their rate of pay for a minimum of four (4) hours or actual hours worked, whichever is greater.

**Section 8.06 Witness and Jury Pay:** Employees who are required to attend court as a result of the performance of their assigned duties during non-work hours shall be compensated for a minimum of one hour at the standard overtime rate. All consecutive time spent in court after the first hour shall be at the standard overtime rate for the time actually spent in court. In the event an employee is called for jury duty, the employee shall be granted time off with

pay in twelve-hour increments as needed, to allow the employee to attend court when required and to avoid requiring any employee to perform night duty when the employee will be expected to be in court the next morning. Any remuneration received by the employees for personal services while serving as a juror on any day the employee also receives compensation from the City shall remain the property of the employee. The City does not pay travel time to the courthouse for off duty employees.

**Section 8.07 Educational Assistance:** The City will reimburse employees for tuition costs for college-level classes related to or leading to a degree in fire science, emergency medical service, business administration, public administration, or other similar degree programs. The City will reimburse employees for achievement and continuation of accredited Fire Officer through Center for Public Safety Excellence (CPSE). Bargaining unit personnel shall be eligible for tuition reimbursement in accordance with the City's Tuition Reimbursement Policy. The City will reimburse 24-hour shift personnel for up to twelve credit hours per year of online courses. The Department will additionally provide training and will pay employees for their time spent in approved training for appropriate job certifications as specified in Departmental policy.

**Section 8.08 Specialty/Bilingual Pay:** Employees who are conversationally fluent in a language determined necessary for the region, as reasonably determined by the Fire Chief or designee, and employees assigned to the Fire Investigation Unit, shall be paid an incentive of \$1,456 annually (\$0.50/hour for 2912-hour employees and \$0.70/hour for 2080-hour employees). No employee shall receive more than one pay enhancement under this section. The qualifications and number of members on each team may be limited by Department policy.

## ARTICLE 9. OVERTIME AND COMPENSATORY TIME

**Section 9.01 Fire Suppression Overtime Wages:** Fire suppression personnel scheduled for 24-hour shifts (referred to throughout this Agreement as “Shift Personnel”) shall have a twenty-four (24) day work period.

Employees working 24-hour shifts will earn overtime in compliance with the Fair Labor Standards Act (FLSA) and the provisions of this Agreement. Unscheduled overtime will be paid bi-weekly (regardless of the 182-hour threshold).

**Section 9.02 Administration Overtime Wages:** The work week for personnel not assigned to twenty-four (24) hour shifts (referred to throughout this Agreement as “Regular” personnel) shall run from Saturday through Friday. Personnel regularly scheduled 40 hours per week shall be paid overtime wages at a rate of time and one-half for all hours worked beyond forty (40) regularly scheduled hours in any workweek. Personnel regularly scheduled 12-hour shifts (36 hours per week for two weeks out of three and 48 hours the third week) shall be paid overtime wages at a rate of time and one-half for all hours worked beyond (40) hours in their 48-hour weeks and hours worked beyond 36 hours in their 36-hour weeks.

**Section 9.03 Accrual Increments:** Overtime and compensatory time off shall accrue in one-minute increments.

**Section 9.04 Overtime Eligibility:** Paid leave and non-paid military leave shall count as hours worked when determining overtime eligibility. The City will not require employees to take time off at the end of work periods to avoid overtime.

**Section 9.05: Overtime Callout Procedure:** Overtime callouts shall be conducted in a consistent and prompt manner established by mutual agreement through the Labor Management Steering Committee.

**Section 9.06 Compensatory Time:** Employees may elect to be paid in compensatory time off rather than receiving overtime pay. Compensatory time shall be earned at the rate of one-and-one-half times the hours worked. Fire suppression personnel scheduled for twenty-four-hour shifts may accumulate a maximum of 480 hours of compensatory time. Communications personnel scheduled for twelve-hour shifts may accumulate a maximum of 180 hours of compensatory time. All other personnel may accumulate a maximum of 80 hours of compensatory time. Employees who move from a shift position to a non-shift (eight or 12-

hour shift) position will be paid for any compensatory time in excess of 180 hours upon request but in no event later than six months (after transfer) or one year (after light-duty assignment) to the non-shift position. Payout will be at the employee's current hourly rate.

**Section 9.07 Duplicative Overtime:** There shall be no duplicative payment of overtime for the same hours worked, excluding recall pay.

Contractual premium pay (including recall and holidays) will be paid regardless. However, overtime and contractual premium pay shall not both be paid for the exact same hours worked.

Thus, recall or holiday time worked will be paid at the highest applicable rate for those hours, but will not be paid at time and a half times time and a half or time and a half of double time.

**Section 9.08: Overtime Cancellation:** Members who accept and are approved for overtime and are canceled within 24 hours prior to the start of their overtime shift will receive  $\frac{1}{4}$  of the hours they were scheduled to work in overtime compensation. In the event that multiple overtime shifts are called for the same 24-hour work period and one is subsequently canceled, the member accepted for the most recently issued callback, or if the callbacks were conducted simultaneously, the approved member in the lowest position on the original callback list will be the member that is canceled.

Members who have reported for and are working a scheduled overtime shift and who are relieved early (e.g. paramedic school, specialized training coverage, etc.) shall receive  $\frac{1}{4}$  of the remaining time of their scheduled shift in overtime in addition to the actual hours worked.

**Section 9.09 Overtime Capability:** Employees shall be offered or assigned overtime work assignments as provided in Departmental policy.

**Section 9.10 Duty-Related Phone Calls:** Employees who receive a phone call from any Chief Officer, or their designee, while off-duty which concerns a job-related issue, shall be compensated at the overtime rate for the actual time spent on the call. Employees may be required to prepare reports detailing the reason for and time expended on each off-duty phone conversation.

## ARTICLE 10. OUT OF CLASS PAY

**Section 10.01 Out of Class Payment Rate:** An employee works out of classification when he or she is assigned to perform the duties of a job classification or rank that is higher than the employee's current job classification or rank.

Any employee who is qualified to work out of classification as a Captain or Lead Communications Specialist will be compensated \$2,300 annually (2912-hour employees at a rate of \$0.79/hour and 2080-hour employees at a rate of \$1.11/hour).

Any employee who is qualified to work out of classification as a Chief Officer or Communications Supervisor will be compensated \$4,300 annually (2912-hour employees at a rate of \$1.48/hour and 2080-hour employees at a rate of \$2.07/hour).

## ARTICLE 11. HEALTH AND WELFARE

**Section 11.01 Insurance Provisions:** The City shall provide health, vision, and dental insurance plans for those employees who elect to participate. Both family and individual coverage options shall be available. The City will pay 90% of the premium cost for coverage for full-time employees and 75% of the premium for employee plus spouse and families, or such percentages as are paid for other groups of classified or organized employees, whichever is greater. The 90% individual employee premium and/or the 75% employee plus spouse and families shall be paid by the City in the event the City agrees to a Local proposal [as outlined in Insurance Provision Equity Section of this Agreement] to move IAFF employees to the IAFF Health Care Trust.

**Section 11.02 Life Insurance Provisions:** For each full-time employee, the City will maintain life insurance coverage in the amount of one times the employee's annual base salary, up to a maximum of \$100,000 per employee. The City will pay 100% of the premium for this benefit.

**Section 11.03 Employee Insurance Eligibility:** New employees will become eligible for coverage under these plans as soon as the policy allows for such coverage, and not later than the first day of the month following the beginning of full-time employment.

**Section 11.04 Insurance Provision Equity:** All employees covered under this Agreement shall receive the same insurance plan coverage options and benefits as are available to all other City employees. The City shall have the right to change plans and/or carriers, or to change benefits available under an existing plan, after providing at least 30 days' advance notice to the Local, and at least 60 days' notice if practicable, of any contemplated change. Before any change is implemented, the City shall meet with the Local to discuss changes, and whether the changes are appropriate, upon request. The Local shall have the right to research the availability of better or equal coverage than that contemplated, and upon finding such coverage, shall submit in writing to the City a proposal for adopting such coverage.

**Section 11.05 Insurance Per Capita Expenditure:** The City shall maintain at least the annual per-capita expenditure for employee and dependent health insurance premiums as of January 1, 2022. Nothing herein shall be construed to authorize the City to make changes in its health insurance carrier and/or plan coverage, if such changes would reduce the City's annual per-capita premium cost below the amount the City was spending as of January 1, 2022.

**Section 11.06 Vaccinations:** The City shall provide appropriate voluntary vaccinations and/or medical tests for employees covered under this agreement, as recommended by the City’s medical provider.

**Section 11.07 Retiree Health:** The City shall continue to make health insurance available to retirees, at the retirees’ expense. The premium charged to retirees shall be no greater than the full amount of the premium (total amount of employer and employee contributions) charged for active employees at the same coverage levels.

**Section 11.08 Retiree Health Insurance Reimbursement:** Eligible employees of the City who retire after the effective date of this agreement may select medical plans of their choice that meet Minimum Essential Coverage (MEC) requirements as outlined in the Affordable Care Act (ACA) through the Marketplace or a licensed broker, at their own expense, and will be eligible to receive reimbursement as provided in this Section. The amount of reimbursement shall not exceed the retiree’s actual monthly premium or the amount set forth below (whichever is lower).

**Eligibility:** To be eligible for retiree health reimbursement under this section, an employee must, after the date of this agreement:

- Be a full-time employee of Fire Department.
- Have completed a minimum of twenty (20) years of continuous service with the Fire Department.
- Be eligible for retirement through the Missouri Local Government Employees Retirement System (LAGERS); and
- Retire from active service from the Fire Department of Lee’s Summit and request this benefit.

Eligibility for LAGERS retirement and the required years of service must be achieved concurrently while employed with the City, or the employee must be actively employed in a full-time capacity at the time such eligibility is established. Prior service that does not coincide with LAGERS eligibility shall not be used independently to qualify for this benefit.

For purposes of this section, “continuous service” shall mean uninterrupted full-time employment with the City from the employee’s most recent date of hire through the date of retirement. Continuous service shall not include any break in service resulting from resignation, termination, or retirement. Approved leaves of absence without pay exceeding thirty (30) consecutive calendar days shall not count toward the accumulation of continuous service but shall not constitute a break in service provided the employee returns to active full-time status.

Any separation from employment followed by rehire shall reset the employee's continuous service date for purposes of this benefit.

**Amount of Reimbursement:** The City's monthly reimbursement contribution for eligible retirees shall be as follows:

- **20 or more years of continuous service:** Up to \$500 per month

**Duration:** Eligible Retirees may continue to receive a contribution from the City under this section for a period not to exceed ten (10) calendar years following the date of retirement, or until the retiree becomes eligible for Medicare at Age 65, whichever occurs first.

**Reimbursement:** It shall be the responsibility of the eligible retiree to pay the full monthly premium directly to their insurance carrier and submit appropriate documentation for reimbursement to the Fire Chief or designee for reimbursement.

**Maximum Participation:** The parties agree that the maximum number of eligible retirees bargaining unit members who may participate and receive Retiree Health Insurance Reimbursement under this provision is limited to fifty (50) at any one time.

**Continuation of Benefit:** The parties agree that eligible retirees who elect to receive the Retiree Health Insurance Reimbursement benefit under this provision during the life of this Agreement, shall continue to receive the benefit for the applicable period of time specified above, regardless of the inclusion or removal of this provision in future Agreements.

**Savings Clause:** In the event that this Provision is declared invalid by any court, government regulation, or decree, such determination shall not invalidate the remainder of this Agreement. The expressed intention of the parties is that all provisions not declared invalid shall remain in full force and effect. In such event, the parties shall promptly enter into mutual good faith negotiations for the purpose of revising this Provision. The negotiations are intended to achieve, to the extent possible, the eligible retirees receiving benefits will continue to receive the Health Insurance Reimbursement benefit under this section to the maximum extent possible, while the provision is brought into full compliance with such ruling, regulation, or decree.

**Section 11.09 VEBA:** The City will review and consider a potential VEBA. If the City pursues a VEBA and makes it available to any classification or group of City employees, it will be extended and offered to eligible members of the IAFF bargaining unit.

**Section 11.10 Health Care Trust:** The Local may choose to implement a health care trust for its members. The City is not required to participate in the health care trust: however, if the trust is created in a manner which is acceptable to the City, the City will transfer the member's pre-tax dollars, as allowed by a law and as specified by the provisions of the health care trust, from members' paychecks into the health care savings trust.

**Section 11.11 Critical Illness Pool:** The City will participate in the Missouri Firefighter Cancer Trust at the benefit level of \$300,000.

**Section 11.12 Leave of Absence:** Employees must have completed a minimum of one (1) year of continuous employment with the City to be eligible to request a leave of absence under this section.

An employee may request a leave of absence without pay for a period not to exceed fifteen (15) calendar days by submitting a written application to the Fire Chief or designee, who shall forward the request to the Human Resources Director for consideration. Approval of a leave of absence of up to fifteen (15) calendar days shall be at the sole discretion of the Human Resources Director, whose decision shall be final and not subject to the grievance procedure.

An employee may also request a leave of absence without pay for a period not to exceed six (6) months by submitting a written application to the Fire Chief or designee outlining the reason for the request and the anticipated duration. The Fire Chief or designee shall review such request and forward a recommendation to the City Manager based on operational considerations, including but not limited to staffing levels, service delivery impacts, and overall organizational needs. Approval of any leave of absence exceeding fifteen (15) calendar days and up to six (6) months shall be at the sole discretion of the City Manager, whose decision shall be final and not subject to the grievance procedure.

Leaves of absence under this section are intended to address significant personal circumstances and, absent unusual or compelling circumstances, are generally limited to situations involving an employee's poor health, family hardship, or similar substantial need.

Each request shall be evaluated on a case-by-case basis. In making a determination, the Human Resources Director or City Manager, as applicable, may consider factors including, but not limited to, the financial impact to the City, current and projected staffing levels, operational needs of the Department, and the employee's length of service and work record. The Human Resources Director or City Manager may impose reasonable conditions on any approved leave of absence, including requirements related to benefits, outside employment, or periodic status updates.

All leaves of absence granted under this section shall be unpaid. Any employee electing to maintain benefits coverage during an approved leave of absence shall be responsible for paying the full cost of such benefits on a monthly basis in order to prevent a lapse in coverage. Failure to make timely payment shall result in automatic termination of such benefits coverage.

Time spent on an approved leave of absence shall not count toward seniority, no pay progression shall occur during the leave period, and retirement service credit and accruals shall be suspended for the duration of the leave.

An employee granted a leave of absence shall be placed back into their most recent assignment upon return.

Employees requesting leave for personal medical reasons shall be required to provide a medical clearance for duty, in a form acceptable to the City, prior to returning to work.

## ARTICLE 12. RETIREMENT BENEFITS

**Section 12.01 LAGERS:** The City will continue to participate in the LAGERS L-6 non-contributory retirement program for all bargaining unit personnel utilizing the thirty-six (36) month final average salary calculation method.

**Section 12.02 Deferred Compensation:** The City will maintain enrollment in the MOST 529 Plan and 457 Deferred Compensation Plans. The City will also maintain a Section 125 flexible benefits spending plan and allow employee participation in such a plan so long as the maintenance and participation of such plan is legally compatible with the City's health insurance plan(s).

## ARTICLE 13. HOLIDAYS

**Section 13.01 Holidays:** The following holidays shall be recognized within the Department: New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve and Christmas Day. In the event the City adds an additional holiday, it will be recognized in this contract.

**Section 13.02A Holiday Pay for 24-hour Shift Personnel:** In lieu of regular holiday pay, all employees scheduled to work 24-hour shifts shall receive ninety-six (96) hours added to their earned vacation time on their anniversary date each year.

**Section 13.02B Holiday Pay for 12-hour Shift Personnel:** In lieu of regular holiday pay, all employees scheduled to work 12-hour shifts shall receive ninety-six (96) hours added to their earned vacation time on their anniversary date each year.

**Section 13.03 Holiday Pay for 40-hour Weekly:** All 40- hour weekly personnel shall receive eight hours of straight-time pay on each of the annual holidays listed above or the alternate days recognized by the City and not be required to work on the holiday. Any employee who takes unpaid leave on their last regularly scheduled working day prior to a holiday or on their first regularly scheduled working day after the holiday shall not receive holiday pay.

**Section 13.04 Holiday Premium Pay:** All personnel who work a scheduled shift, 12 hour or 24 hour, on a recognized holiday (12:01am to 12:00 midnight on the actual date of the holiday) shall be paid double time for all hours actually worked on the actual day of the recognized holiday. Double time is defined as straight time at a rate equal to straight time for holiday worked compensation. Employee may select to receive compensatory time in lieu of payment for the holiday portion (straight time) of the double time. All personnel who work a non-scheduled 12-hour or 24-hour shift on a recognized holiday shall be paid at a rate of two-and-one-half times their regular rate of pay for all hours actually worked on the day of the actual recognized holiday. Employee may select to receive compensatory time in lieu of payment for the holiday portion (straight time) of the non-scheduled shift paid at a rate of two-and-one-half times.

When paid leave is used on Holidays the City will not deduct any leave hours from the member for the portion of the Holiday worked that is compensated by Holiday Premium Pay.

## ARTICLE 14. VACATION

**Section 14.01 Vacation accrual:** Vacation leave shall be accrued on a bi-weekly basis, in accordance with the following annual vacation hours accrual schedule:

Length of Continuous Service in Years	40-Hour Weekly and 12-Hour Shift Personnel	24-Hour Shift Personnel
Less than 5	80 Hours	168 Hours
At least 5 but less than 10	120 Hours	216 Hours
At least 10 but less than 15	144 Hours	240 Hours
At least 15 but less than 20	160 Hours	264 Hours
At least 20 but less than 25	184 Hours	288 Hours
At least 25	200 Hours	312 Hours

**Section 14.02 Vacation Banking:** 40-hour Weekly and 12-hour Shift Personnel may accrue up to two hundred forty (240) hours of vacation leave. 24-hour Shift employees may accrue up to four hundred eighty (480) hours of vacation leave.

**Section 14.03 Vacation Availability:** Vacation shall be scheduled and used consistent with Departmental policies.

**Section 14.04 Partial Vacation:** Employees shall have the right to schedule up to three shifts worth of vacation time per year in increments of one hour or greater.

**Section 14.05 Vacation Payout:** When an employee separates for any reason whatsoever, all earned vacation shall be paid out at the employee's current hourly rate at the time of separation.

**Section 14.06 Vacation Conversion:** Employees transferring from 40-hour weekly or 12-hour shift positions to 24-hour shift positions, and vice versa, shall have their accrued vacation hours converted as follows: a multiplier/divisor of 1.8 will be utilized to determine new leave balances.

\*When employees who convert to 40-hour weekly or 12-hour shift positions have time in excess of the 240-hour accrual cap after applying the divisor above, they shall be paid out for all excess hours at their current pay rate at the time of conversion. Such payments will be made upon request but in no event later than six months (after transfer) or one year (after light-duty assignment) to the non-shift (40 hours per week or 12 per shift) position.

## ARTICLE 15. SICK LEAVE

**Section 15.01 Sick Leave Accrual:** Sick leave shall be accrued on a bi-weekly basis. Annual accrual hours shall be:

- (a) 96 hours for 40 hour weekly and 12-hour Shift Personnel
- (b) 288 hours for 24-hour Shift Personnel

**Section 15.02 Sick Leave Banking:** 40-hour weekly and 12-hour shift personnel may accrue up to 1,440 hours of sick leave. 24-hour shift personnel may accrue up to 4,320 hours of sick leave.

**Section 15.03 Sick leave Use:** Sick leave shall be used and administered in accordance with applicable City and Departmental policies, except that there shall be no limit on the number of hours that may be used for dependent sick leave.

Members may utilize short periods of Sick Leave for Doctors or Medical Appointments, when undergoing Therapy or Counseling Sessions, partaking in time-sensitive or regimented protocols such as ETMS, or when the availability of their provider is such that they can only be seen on days in which they are regularly scheduled to work.

**Section 15.04 Sick Leave Verification:** Employees shall generally be required to present all physician's certificates to the Human Resources Department when returning from any period of sick leave lasting three consecutive scheduled shifts or longer. Additionally, with advance notice to the employee the City may require a physician's certificate for shorter periods of absence, if the employee has exhibited a pattern of absenteeism or if there is some other legitimate reason to require a physician's certificate. During hours when the Human Resources Department is not open, the physician's certificate shall be presented to the on duty Operations Chief. Details regarding employees' illness or injuries, or their family's illness or injuries, shall not be shared with anyone outside the Human Resources Department, except to the extent necessary to manage compliance with work restrictions, or to report use of medication that may affect safe performance of job duties. Members on leave for non-compensable injury/illness must maintain an up-to-date physician statement that includes any restrictions and an estimated return to work date.

Members on leave for non-compensable injury/illness must inform the Department of their estimated return-to-work date and any changes in that date. Until such notification (*i.e.*, if that date is not known), members will report their status (*e.g.*, still recuperating) to the Department weekly.

**Section 15.05 Annual Physical:** The City shall offer an annual physical to all sworn personnel. The City shall pay for the cost of this physical, which shall take place during scheduled work hours.

**Section 15.06 Fit for Duty Examination:** The City may require a fitness-for-duty examination, with a physician of its own choosing whenever the City has a good faith doubt regarding the employee's ability to safely and properly perform any of the essential functions of their job, with or without reasonable accommodations. The City shall pay for the cost of such examinations, and for all time spent in the examination.

**Section 15.07 Sick Leave Payout for 40-hour Weekly and 12-hour Shift Personnel:** Personnel who have completed at least five years of service, and who resign or otherwise voluntarily separate from employment shall be paid for 1/8<sup>th</sup> of their unused, earned sick leave. Regular Personnel who retire shall be paid ½ of their unused, earned sick leave. Regular personnel who are terminated for cause shall not receive any sick leave payout.

**Section 15.08 Sick Leave Payout for 24-hour Shift Personnel:** 24-hour Shift Personnel who have completed at least five years of service, and who resign or otherwise voluntarily separate from employment shall be paid for 1/24<sup>th</sup> of their unused, earned sick leave. Shift personnel who retire shall be paid for 1/6<sup>th</sup> of their unused, earned sick leave. In determining the hourly rate to apply to sick leave payouts for Shift personnel, the City will convert the employee's base annual wage to the rate that would apply if the employee were scheduled for 2080 hours per year. Shift personnel who are terminated for cause shall not receive any sick leave payout.

**Section 15.09 Non-Duty Related Death Sick Leave Payout:** Upon the death of any active employee who has completed at least five years of service with the City, the employee's designated beneficiary will receive the same sick leave payout as the employee would have received if the employee had retired.

**Section 15.10 Duty Related Death Sick Leave Payout:** If a member dies in the line of duty, dies from confirmed duty related illness, injury or disease, the member's designated beneficiary will receive 100% of the member's accrued sick leave.

## ARTICLE 16. OTHER LEAVE

**Section 16.01 Other Leave Types:** All personnel covered under this Agreement shall be eligible for personal leave, bereavement leave, Family and Medical leave, worker's compensation leave, Military leave, and any other form of leave (either paid or unpaid) as provided for under City and Departmental policies.

**Section 16.02 Personal Leave:** Twenty-four-hour shift personnel shall be provided 24 hours of personal leave annually. 40-hour shift and 12-hour shift employees shall be provided with 16 hours of personal leave annually.

Personal Leave use shall be conducted in 4-hour blocks of time. In the event that overtime is not filled for 4-hour blocks of Personal Leave, an emergency recall for personnel may be conducted by the Operations Chief on Duty. Any amount of unused personal leave hours may be used in place of other scheduled leave before the end of the calendar year.

**Section 16.03 Behavioral Health:** The City and the Local mutually recognize the critical importance of behavioral health and mental wellness for all employees. In support of this commitment, employees may utilize a maximum of forty-eight (48) hours of accrued sick leave per calendar year (considered excused), without documentation from a health care provider, for the purpose of mental wellness. Employees electing to utilize sick leave under this provision acknowledge that such leave is intended solely for activities that support and improve their mental wellness, and that activities inconsistent with this purpose are prohibited.

**Section 16.04 Permissible Leave Activities:** Employees on leave shall not engage in activities that are inconsistent with the reason for the leave. Employees shall have the right to engage in any activity, including performing work for other employers, that is not inconsistent with the reasons for the leave. If they are able, and the employee voluntarily chooses an employee on leave may attend training offered by the Department but will not be compensated for that time except to the extent their leave time is otherwise paid. In this event, notice shall be given by the employee to the Fire Chief or designee at least 24 hours in advance of the scheduled training.

**Section 16.05 Leave / Vacation:** Military leave, Work Injury leave, Jury Duty leave, vacancies, training leave, temporary Assignments, FMLA, Personal Leave, and other leave as determined by Department policy, shall not adversely impact other members' ability to use their vacation time.

**Section 16.06 Trade Time:** The trading of time by members is permitted, provided however, that the appropriate Operations Chief, Captain, or Lead Communications Specialist of the member requesting the trade must be notified at least thirty (30) minutes in advance of the start of the trade, of such trading of time (this does not include early relief as defined in 16.05). Any member trading time will be responsible to work the entire allotted time period that they have traded until properly relieved. Trade requests shall be made position for position. All members requesting a shift trade shall exhaust all efforts to trade time with members of the same qualifications, before requesting a trade with someone of a different rank/qualification. Traded time will count as hours worked by the employee originally assigned (only). Each member participating in trading time will document consent for hours traded. The member on payroll (normally assigned) will receive all benefits related to holdover, working out of class (acting), holiday pay, etc. In the event an employee working on trade time outside of their regularly scheduled shift is sick, the sick leave utilized will be taken from the member who is scheduled to work on trade time for that current shift.

**Section 16.07 Early Relief:** Defined as between the hours of 0700-0800 at the conclusion of a shift. A member may request early relief from their company officer. Early relief is permitted to be used as long as all minimum qualifications are met to operate and staff the assigned apparatuses within the assigned station.

## ARTICLE 17. SENIORITY

**Section 17.01 Definition:** "Seniority" shall mean length of continuous employment within the Department, unless otherwise specified. "Rank Seniority" shall mean length of continuous employment in an employee's current rank or civilian job classification.

**Section 17.02 New Hire Seniority:** Seniority for the purposes of newly hired entry level employees will be based upon their hire date. In the event multiple new hires begin on the same hiring date and are of the same rank, their final rank from the hiring process will be used. In the event of a tie, the determining factor for seniority will be the date and time of application. Effective for all hirings after January 11, 2022.

**Section 17.03 Ranked Seniority:** Seniority for the purpose of promoted members will be based upon the member's date of promotion. Should more than one individual be promoted on the same date, promotional scoring will determine the individual ranking order. Should this scoring be tied, overall department seniority will be the determining factor. Should the overall department seniority be the same a coin toss will be facilitated by the Fire Chief or designee and witnessed by the local to determine seniority. Effective for all promotions after January 11, 2022.

**Section 17.04 Department Roster:** The Department shall maintain and provide to the Local a current roster showing names of all current bargaining unit personnel, rank or job classification, date of initial hire within the Department, and date of promotion to current position.

**Section 17.05 Loss of Seniority:** Seniority shall be lost and the employment relationship terminated upon the occurrence of any of the following events:

- A. Voluntary quit or retirement;
- B. Discharge for cause;
- C. Failure to return from an authorized leave of absence on the next working day after the authorized leave expires;
- D. Failure to return from layoff within fourteen days after the City issues a recall notice;
- E. No-call/no show for two consecutive regularly scheduled shifts if the employee was physically and practically able to call or report to work;
- F. Failure to perform work for the City for eighteen (18) consecutive months for any reason, other than military leave or work-related illness or injury.

## ARTICLE 18. PROBATION

**Section 18.01 Probation:** New employees shall be hired on a probationary basis for a period of twelve (12) months. During probation, employees shall be subject to discharge without cause, and such discharge shall not be grievable under the terms of this Agreement.

**Section 18.02 Promotional Probation:** Employees who are promoted into a higher job classification shall serve an initial six-month trial period in the new job. Employees who are unsuccessful during the trial period may be returned, or may elect to return, to their prior position at the rate of pay they would have held had they not accepted the promotion.

**Section 18.03 Probationary Performance:** If any employee exhibits performance problems during his or her new hire probation, or during their promotional trial period, management shall notify the employees of the observed problems in writing and shall provide the employee with a reasonable opportunity to improve, before taking any job-related action against the employee. If the observed problems occur in the final three (3) months from the date of hire (at the conclusion of the original probationary period) the Fire Chief or designee may grant a one (1) time extension of up to three (3) months to the original probationary period.

**Section 18.04 Probationary Leave Usage:** Probationary employees may use personal days as soon as they are earned. They may use earned sick leave and vacation after thirty (30) days of employment in accordance with City policy. However, employees who are attending Firefighter recruit training shall not use personal leave or vacation days until training is completed unless approved by the Fire Chief or designee.

## ARTICLE 19. HOURS OF WORK

**Section 19.01 Suppression Shift Schedule:** The regular schedule for 24-hour Shift Personnel shall be 24-hour shifts based on the 48/96 schedule, which includes 8 shifts scheduled per 24-day work period. Shift change shall occur at 8:00 a.m.

If funding is identified by the City Manager and approved by the City Council, the Department will then carefully consider the proposed schedule of 24/72. The regular schedule for 24-hour shift personnel shall then be 24-hour shifts based on the 24 hours on and 72 hours off.

**Section 19.02 Ready time Hours:** between 5:00pm and 7:00am will generally be considered “ready time” during which employees must maintain readiness and respond to alarms, but may otherwise rest, eat, and engage in other personal pursuits. Notwithstanding this provision, training may be scheduled during “ready time,” when reasonably necessary to fulfill the training needs of the Department. This applies to 24-hour shift personnel

**Section 19.03 Communication Center Schedule:** The regular schedule for Communications Personnel shall be 12-hour shifts, changing at 7:00am and 7:00pm.

The parties recognize that future enhancements to staffing levels within the Communications Division (beyond the current minimum staffing) may include the utilization of alternative staffing methodologies. Such alternative methodologies may include, but are not limited to, peak-hour staffing, swing shifts, or other scheduling models designed to meet operational needs.

**Section 19.04 Non-Shift and Non-Communications Schedule:** The regular schedule for all other personnel (non-Shift and non-Communications) shall be five days per week, eight hours per day. Scheduled days and start times may be adjusted according to the needs of the Department. An alternative schedule may be considered and implemented upon approval of the Fire Chief or designee, i.e. Four (4) Ten (10) Hour days.

## ARTICLE 20. REDUCTIONS IN FORCE

**Section 20.01 Force Reduction Hierarchy.:** In the event the City determines it is necessary to reduce the size of the workforce, employees shall be laid off in the order of inverse seniority, provided the remaining employees are capable of performing available work.

**Section 20.02 Force Reduction Demotions:** In the event the City determines, in connection with a layoff, that it is necessary to reduce the number of employees in any rank or job classification, the junior employees within those ranks or classifications shall have the opportunity to bump into lower-ranking positions, with a corresponding reduction in pay. Upon recall, employees who have bumped down will be bumped up to their previous rank without testing or other promotional process.

**Section 20.03 Recall List of Laid-off Employees:** Employees who are laid off shall be placed on a recall list for up to eighteen (18) months. Employees shall be recalled in seniority order. Employees shall be required to notify the City whether they will accept a recall within seventy-two hours after receiving a recall notice and shall have a maximum of fourteen days to report for duty. Any employee who declines recall, or who does not report for duty within the specified time period shall be removed from the recall list.

## ARTICLE 21. PROMOTIONS

**Section 21.01 Eligibility:** Qualifications and requirements for promotion shall be as set forth in Departmental policy.

**Section 21.02 Vacancies:** All vacancies in the Department will be posted internally as outlined in department policy. Postings shall state the title and qualifications for the position. Bargaining unit members may bid/apply to fill any vacant position for which he or she is qualified.

**Section 21.03 Promotional Exclusions:** The only employees not eligible for promotion are those who were on probation or unpaid leave (other than FMLA or military leave) on either the testing date or the appointment date.

**Section 21.04 Vacancy Filling Procedures:** All vacancies shall be filled in accordance with City and Departmental policies and procedures. Whenever practicable, vacancies shall be filled within sixty (60) days after a position becomes available.

**Section 21.05 Promotions Begin at Date of Promotion:** An employee promoted into a new rank shall enter the new rank beginning on the effective date of promotion at the start of the new pay scale or the appropriate step that provides an increase in base pay, whichever is greater.

## ARTICLE 22. EMPLOYEE PERFORMANCE REVIEW

**Section 22.01 Performance Reviews:** Employees will be evaluated by management and/or lead personnel<sup>1</sup> at least annually. Such performance evaluations will coincide with the employee's anniversary date or promotion date for Captains. Employees may also be evaluated prior to the conclusion of their probationary period. When pay increases are provided by the City, an employee's performance review must have an overall rating that indicates their performance meets expectations to qualify for the next listed step in their pay scale.

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<sup>1</sup> For the purposes of this Article, "lead personnel" shall include Captains and lead communications specialists.

## ARTICLE 23. DISCIPLINE

**Section 23.01 Use of Discipline:** The purpose of discipline is to ensure high standards of performance and efficiency, and to maintain good working relationships among employees, and to provide the citizens of the City with the highest possible level of courteous and professional public service. Discipline in the Department is for the most part “self-discipline.” It is the duty of each employee to make a conscientious effort to work and behave in accordance with the values, service standards, policies and guidelines of the Department and the City. Each employee is expected to be self-disciplined, to work hard at being the best at what they do, and to help the City provide a high level of public service. When an employee does not exercise adequate self-discipline, it may be necessary for Department Management to initiate disciplinary actions to correct the problem. Discipline or discharge of bargaining unit represented employees will be for just cause. For purposes of just cause:

- (a) Knowledge of a policy shall be imputed if the employee has received a copy of the City and departmental policies and provides affirmation of the same, subject to any amendments or updates which shall also be provided in writing and shall be affirmed by signature of the employee (electronic affirmation is acceptable).
- (b) Notice shall not be required when a reasonable person would know that the conduct could or would be likely to lead to discipline. Such instances include, but are not limited to, insubordination, intoxication, whether from drugs or alcohol, on the job, theft, fraud, loss of eligibility to perform essential duties of the job for which the individual is employed, endangering the safety of self or others, and violation of any federal, state or local law, ordinance or regulation.

Disciplinary actions for unsatisfactory performance shall be taken in compliance with Section 23.06 of this Article.

**Section 23.02 Types of Discipline:** The following types of disciplinary actions are officially recognized. The type of disciplinary action taken to correct an act of misconduct or negligence will generally follow the steps identified below. The City may deviate from these steps for good cause, including but not limited to consideration of the employee’s overall performance history, active disciplinary record, and the nature and/or severity of the misconduct, negligence or unsatisfactory performance. Factors considered by the City in deviating from the progressive steps set forth below shall be explained in writing and provided to the employee.

- (a) Verbal Warnings. A verbal warning is an oral reprimand given to an employee by any lead personnel<sup>2</sup>, and/or manager at or above the rank of Captain. A written record of the warning shall be recorded in the employee's departmental file (file located at the Fire Department).
- (b) Written Reprimand. A written reprimand is a formal warning provided in writing to an employee by any manager at or above the rank of Captain or lead personnel, which shall be recorded in the employee's personnel file (file located in City Human Resources).
- (c) Suspension. A disciplinary suspension is the removal of an employee from service, without pay, for a specific period of time. Only the Fire Chief, or, in the Fire Chief's unavailability, their designee, shall have the authority to issue suspensions without pay. An employee placed on suspension shall not be present at their work site without written permission from the Fire Chief or designee (except to participate in grievance proceedings.) A written record of the circumstances leading to the suspension shall be placed in the employee's personnel file (HR File).
- (d) Discharge. Discharge is the removal of an employee from City employment. Only the Fire Chief or, in the Fire Chief's unavailability, their designee, shall have the authority to discharge employees.

**Section 23.03 Disciplinary Records:** Employees and the Local shall be given copies of any notations or disciplinary records that are to be placed in their files, and employees shall have the right to examine their disciplinary and personnel records in both the Human Resources Department and the Fire Department. Employees shall not remove or alter any document contained in their file.

**Section 23.04 Discipline Remains Active:** Disciplinary actions shall remain active and may be considered in determining the appropriate level of progressive discipline, for the following periods: verbal warnings, one year; written warnings, two years. Suspensions shall remain active for at least six years and may remain active for up to 10 years thereafter depending on the severity and nature (such as discrimination, harassment, or bullying) of the offense. Inactive discipline shall remain in the employee's file and may be considered when determining whether the employee had knowledge of rules and expectations, and when determining whether mitigation of any disciplinary consequence would be appropriate but shall not be considered when establishing the appropriate level of progressive discipline.

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<sup>2</sup> For the purpose of this section, "lead" shall include Captains and Lead Communications Specialists.

**Section 23.05 Disciplinary Representation:** During any investigatory meeting, the result of which may reasonably be expected to lead to discipline of the employee being questioned, and during any meeting in which discipline other than informal counseling is to be issued, the employee who is being questioned or who is receiving discipline shall have the right to request Local representation. If the employee requests such representation, the meeting shall not proceed until a Local representative is present. The employee must select a representative who is available to attend the meeting within a reasonable period of time, which will typically mean that the representative must be selected from among on-duty employees. Stewards or other Local representatives present at investigatory or disciplinary meetings shall be permitted to ask questions, bring issues to management's attention, and to confer privately with the employee upon request, so long as the Local representative's conduct does not unduly disrupt or interfere with the conduct of the meeting.

Up to three (3) Union representatives and three (3) management representatives will be the normal limits allowed for the purpose of considering Departmental discipline. The Union and Management will each identify their designated speaker of the individuals in attendance, prior to the beginning of all hearings or meetings. The additional allowed individuals for both the union and management will fulfill a specific agreed-to role prior to the beginning of each meeting (*i.e.* interviewer, management scribe, labor scribe, union representation, etc.).

**Section 23.06 Unsatisfactory Performance:** In cases involving unsatisfactory performance of an employee's duties – if the unsatisfactory performance does not involve negligence, willful neglect, or gross incompetence – Department management shall notify the employee of the shortcomings in their job performance through a coaching session, explain the Department's performance expectations, and give the employee a reasonable opportunity to improve their performance before initiating the disciplinary process. If it appears that additional training is appropriate, and if such training can reasonably be provided to the employee using the City's in-house resources, the City shall provide and the employee shall willingly and in good faith participate in such training, before any discipline will commence.

## ARTICLE 24. GRIEVANCE PROCEDURE

**Section 24.01 Definition** A “grievance,” for the purposes of this Article shall mean any dispute over the application and/or interpretation of this Agreement and/or any City or Departmental personnel policy/work rule (excluding operational directives that do not address terms or conditions of employment). The parties desire to resolve grievances at the earliest possible step and shall endeavor in good faith to do so. Grievances may be settled at any of the steps of the grievance procedure. If the settlement is reduced to writing and signed by representatives of both the Local and the City, such resolution shall be final as to that grievance.

**Section 24.02 Filing Process Choice:** In the event an individual employee wishes to grieve an alleged violation of City or Departmental policies, the employee may elect to use the grievance and/or appeal procedures set forth in said policies in lieu of using this procedure. Such an election will constitute a waiver of Local representation, although the right to witnesses, etc., set forth in the policies shall apply. In the event an employee attempts to use the procedure in applicable policies in a timely manner, and it is determined that the alleged violation is a violation only of this Agreement, rather than said policies, the employee’s appeal/grievance may proceed hereunder and will be considered as having been timely filed. In the event an individual employee uses this procedure without Local representation, the outcome of such grievance will not be considered precedent, past practice, or evidence of proper interpretation or application of the provisions at issue.

**Section 24.03 Procedure and Timeline:** All grievances must be brought to the attention of management within fifteen (15) calendar days after the Local and/or grieving employee first knew or reasonably should have known of the issue being raised. The Local may file a grievance on its own behalf or on behalf of any bargaining unit employee. A grievance may be filed on behalf of two (2) or more employees if the same facts, issues and requested remedy apply to all employees in the group. The initiation of the grievance process shall begin at the direct supervisor above the parties involved in the grievance and shall be filed at the lowest level for which the supervising entity has authority to resolve said grievance.

**Section 24.04 –A. Step One:** Grievances at the first step shall be filed with the appropriate Deputy Chief. Every grievance shall be reduced to writing, signed, and dated by the person submitting the grievance. Each first step grievance shall state in summary fashion the nature of the issue being grieved and the resolution desired. The Deputy Chief shall countersign and date the grievance when its submitted. Within fourteen (14) calendar days after receiving the grievance, the Deputy Chief shall issue a written decision stating that the grievance is upheld,

or if the grievance is denied, stating the reasons for denial.

**Section 24.04 –B. Step Two:** If the matter is not satisfactorily resolved at Step One, the Local or the aggrieved employee may appeal the grievance to the Fire Chief. Any appeal to Step Two must be submitted to the Fire Chief within fourteen (14) calendar days after the Deputy Chief issues his or her decision at Step One, or within fourteen (14) calendar days after the grievance was filed at Step One if the Deputy Chief fails to issue a timely decision. The written Step Two appeal to the Fire Chief must contain a concise statement of the facts giving rise to the grievance, the applicable section of this Agreement or City or Departmental policy that has allegedly been violated, and the resolution desired. Within fourteen (14) calendar days after receiving the grievance, the Fire Chief shall issue a written decision stating that the grievance is upheld, or if the grievance is denied, stating the reasons for the denial.

**Section 24.04 -C Step Three Voluntary Mediation:** If a satisfactory settlement is not arrived at through Steps 1 through 2 above, the parties may elect to submit the grievance to voluntary mediation by a third-party mediator. Upon movement to voluntary mediation the Mediator selection process shall begin immediately. Such mediation shall begin as quickly as possible, but not to exceed thirty (30) days, unless mutually extended by the parties. If the grievance is not resolved at Step 3, then either party may proceed to Step 4.

**Section 24.04 -D Step Four – City Manager:** If the matter is not satisfactorily resolved at Step Two, or Step Three if Voluntary Mediation is utilized, any party may appeal the grievance to the City Manager or their designee. Any appeal to Step Four must be submitted within fourteen (14) calendar days after the Fire Chief issues his or her decision at Step Two, or within fourteen (14) calendar days after a voluntary mediation was held at Step Three. The written Step Four appeal must contain a concise statement of the facts giving rise to the grievance, the applicable section of this Agreement or City or Departmental policy that has allegedly been violated, and the resolution desired.

Upon request, the City Manager or their designee shall hold a hearing within fourteen (14) calendar days after receiving an appeal. At such hearing, the Local and/or aggrieved employee shall have the right to call and cross-examine witnesses and submit evidence in support of the grievance. Management personnel shall also have the right to call and cross-examine witnesses and submit evidence. The City Manager or their designee shall issue a written decision either upholding or denying the grievance within fourteen (14) calendar days of the hearing, or within fourteen (14) calendar days after the grievance is submitted if no hearing is requested. The written decision shall explain the reasons for any conclusion reached.

**Section 24.05 Grievance for Loss of Pay or Employment:** The Local or aggrieved employee filing a grievance challenging any disciplinary suspension that involves loss of pay, or any discharge from employment shall have the right to file the initial grievance with the Fire Chief.

**Section 24.06 Grievance Representations Rights:** Employees filing grievances shall have the right to be represented by the Local at all steps of the process. Legal counsel shall not directly participate in the grievance process.

**Section 24.07 Extensions:** The time limits set out above shall be strictly enforced, unless one party submits a written request for an extension of time and the other party agrees to the requested extension in writing (including e-mail). All extensions of time shall be for a specific number of calendar days.

## ARTICLE 25. ARBITRATION

**Section 25.01 Use of Arbitration:** If a matter subject to a grievance is not satisfactorily resolved at Step Five, the Local may appeal the grievance to binding arbitration by delivering a Notice of Intent to Arbitrate to the Director of Human Resources within ten (10) calendar days after receiving the City Manager's decision, or within fourteen (14) calendar days if the City Manager or designee fails to issue a decision.

**Section 25.02 Selection of the Arbitrator:** Within fourteen (14) calendar days after the Notice of Intent to Arbitrate is delivered, the parties will jointly agree upon an arbitrator. In the event a joint agreement is not reached within 14 days, then the party seeking arbitration shall submit a request for a list of seven (7) arbitrators to the Federal Mediation and Conciliation Service. Each party may reject a maximum of one list received from FMCS per grievance, and the party rejecting any list shall be responsible for obtaining a replacement list from FMCS. The parties shall alternately strike one name from the list, with the party seeking arbitration striking first. The last name remaining on the FMCS list shall be appointed to serve as the Arbitrator, empowered to resolve the matter. The party requesting arbitration shall notify the selected arbitrator of their selection within seven (7) days after the date of selection, requesting dates within the next three months on which the arbitrator could be available to hold a hearing on the matter. Within seven (7) days after receiving available hearing dates from the Arbitrator, the parties shall jointly select an agreeable hearing date.

**Section 25.03 Decision of the Arbitrator:** The decision of the Arbitrator shall be subject to the following conditions:

- (a) The Arbitrator shall determine the procedural rules of arbitration and make such orders during the pendency of the proceeding as are necessary to enable the Arbitrator to act effectively.
- (b) In the resolution of disputes, the Arbitrator shall give no weight or consideration to any matter except the language of the Agreement and policies at issue, applicable law, and the evidence presented by the parties.
- (c) The Arbitrator shall have no power to add to, subtract from, or modify any of the terms of this Agreement. The Arbitrator shall have no power to establish or change any wage rates.

- (d) The Arbitrator's authority shall be limited to resolving the particular grievance pending before them.

**Section 25.04 Decision Final and Binding:** The decision of the Arbitrator shall be final and binding on all parties as to all matters which may arise out of the interpretation or application of this Agreement. The Arbitrator's decision shall be disclosed within thirty (30) calendar days.

Either party shall have the right to file an action in the 16<sup>th</sup> Judicial Circuit Court of Jackson County to set aside an arbitration award in accordance with applicable law.

**Section 25.05 Costs:** The costs of the Arbitrator shall be shared equally by the City and the Local. Each party shall otherwise bear its own costs.

## ARTICLE 26. LABOR-MANAGEMENT COMMITTEE

**Section 26.01 Definition:** There shall be a Labor/Management Committee consisting of representatives from Department management and representatives from the Local. The Committee will strive to improve relationships between Labor and Management in all areas, and to ensure that this Agreement is properly administered at all times. The City and the Local shall appoint their respective representatives to this Committee within one month after this Agreement is signed by both parties. Those representatives shall meet promptly thereafter and shall set up a schedule of regular meetings.

**Section 26.02 Purpose of Labor/Management:** The parties mutually acknowledge that the purpose of the Labor/Management Committee is to discuss topics of mutual interest on a cooperative basis. The Labor/Management Committee is not a forum for formal collective bargaining.

**Section 26.03 Labor/Management Meetings:** The purpose of regular meetings shall include but is not limited to:

- (a) Dissemination of information.
- (b) Discussion of potential methods for improving any aspect of the Department's service, including efficiency of operations and overall working conditions. Any representative to the Committee may present topics for discussion during Committee meetings.
- (c) Presentation and if requested, discussion of any revisions or potential revisions to City or Departmental policies, work rules, or practices.
- (d) Clarifications as to the application or interpretation of this Agreement, policies, work rules, or practices, not the subject of an active grievance at the time.
- (e) Resolution of any dispute or problem involving any represented full-time employee or group of employees, on an informal, voluntary basis.

**Section 26.04 Sub-Committees:** The Labor/Management Committee may also appoint such subcommittees as they believe would be helpful in fulfilling the mission of the Department.

**Section 26.05 Request for Meeting:** A request for a meeting of the Labor/Management Committee may be made by either party at any time. The Committee shall be convened within ten (10) calendar days after receipt of a written request by either party.

## ARTICLE 27. GENERAL PROVISIONS

**Section 27.01 Uniforms and Equipment:** The City will provide all necessary uniforms and equipment for all Departmental personnel.

**Section 27.02: Personal Protective Equipment:** All personal protective equipment (PPE) issued by the City shall meet or exceed applicable National Fire Protection Association (NFPA) standards in effect at the time of purchase.

The City shall ensure that all PPE is maintained, inspected, repaired, and replaced in accordance with applicable NFPA standards, including established service life and retirement requirements. The City agrees to provide for the timely replacement of PPE to ensure ongoing compliance, safety, and operational readiness.

**Section 27.03 Inclement Weather:** Employees will not be required to perform other than emergency and life safety tasks outdoors when the actual outdoor temperature is below thirty-two degrees or above ninety degrees Fahrenheit or windchill below thirty-two degrees or heat index above 90 degrees Fahrenheit according to the weather application chosen through the Labor and Management process and outlined in Department Policy. Ice rescue training will generally not occur when temperatures are below thirty-two degrees; however, in situations where weather patterns reasonably indicate that temperatures will rise above thirty-two degrees within a short timeframe, ice rescue training may be conducted during periods at or below thirty-two degrees to ensure operational readiness. In the event of prolonged cold or heat periods, this may be altered as approved by the Labor Management Steering Committee.

**Section 27.04 Temporary, Part-Time, Contract and Other Employees:** The City will not hire or use temporary, part time, contract or non-bargaining unit employees to perform work normally performed by full-time bargaining unit employees, except for non-emergency tasks. The City will not hire or use such personnel for non-emergency tasks if such use would result in any reduction in force or part-timing of personnel in the bargaining unit.

**Section 27.05 Other Employment:** Employees may hold other employment so long as the other employment does not create a conflict of interest with the employee's employment by the City and does not interfere with the employee's ability to work as scheduled or otherwise limit the employee's ability to perform their job.

**Section 27.06 Burial Expenses:** The City agrees to defray reasonable funeral and burial expenses of any employee of the Fire Department who dies in the Line of Duty, in accordance with the employee's personal and religious beliefs through a reimbursement or direct payment to the service provider in an amount up to \$15,000.00.

**Section 27.07 Use of Bunker Gear Outside of Work:** The department shall allow the members utilization of department PPE for the IAFF Local 2195 Holiday Boot Block fundraiser, Local 2195 business including training opportunities which require the use of PPE or operation of the Local's antique Howe fire apparatus. This excludes the use of city-owned equipment or gear for any political activities.

**Section 27.08 Internal Communication:** The Local recognizes that communication is vital to a healthy organization. When the Department identifies and creates a FD Gram for information dissemination, an electronic notification will also occur through the Department's technology app for scheduling and alerting. This shall generally occur on the same day as the FD gram is transmitted.

**Section 27.09 Training Opportunities and Events:** Internal training opportunities and promotional processes will have a minimum 30-day window for submission of interest by members. It will follow the internal communication section of this CBA. The Local recognizes that external training opportunities cannot be held to this standard.

## ARTICLE 28. COMPLETE AGREEMENT

**Section 28.01 Acknowledgement:** The parties acknowledge that during negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set out in this Agreement. Therefore, the City and the Local, for the life of this Agreement, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, except as expressly provided for herein. Further, each party voluntarily and unqualifiedly waives the right and agrees that the other shall not be obligated to bargain collectively over any other subject during the life of this Agreement, even though such subjects or matters are not addressed herein, and may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement. Should matters arise during the term of this Agreement that are appropriate subjects of collective bargaining, they shall be addressed under the Labor/Management process set out in Article 26.

**Section 28.02 Agreement Finality:** This Agreement constitutes the entire Agreement between the parties hereto and supersedes and replaces any and all obligations and/or agreements, whether written or oral, express or implied, between or concerning the parties and for represented employees of the City. No amendment, modification, or addition to this Agreement shall be effective unless it is reduced to writing and signed by both parties.

**Section 28.03 Agreement Invalidation:** In the event that any provision of this Agreement shall at any time be declared invalid by any court, or by government regulation or decree, such decision shall not invalidate the entire Agreement. The expressed intention of the parties is that all provisions not declared invalid shall remain in full force and effect.

**Section 28.04 Modification of Economic Terms:** For the term of the Agreement, should the City declare a bona fide fiscal emergency, the City may reopen this Agreement for the purposes of renegotiating wages only. Should such an emergency be declared, no unilateral changes to the wage progression shall be implemented until the expiration of a mandatory forty-five (45) calendar day negotiation period during which time both parties shall negotiate in good faith. At the conclusion of the mandatory negotiation period, the City may implement such changes to the wage progression as may be necessary to address the fiscal emergency, provided that the City has met with the bargaining representative. Should the City declare a

bona fide fiscal emergency and implement unilateral changes to the wage progression, the Local may at its option terminate the remaining term of the agreement as of December 31st and begin negotiation with the City for a successor agreement.

**ARTICLE 29. TERM OF AGREEMENT**

**Section 29.01 Terms:** This Agreement shall become effective upon ratification by both parties, with an intended implementation of the new pay tables on the May 9, 2026, payroll (first paycheck of May 28, 2026), and shall remain in effect through May 8, 2029.

At least ninety (90) days prior to expiration of this Agreement, either party may notify the other that they wish to meet and confer in a good-faith attempt to reach agreement on the terms of the renewal or replacement of this Agreement, and negotiations shall begin within sixty (60) days after such notice is given, with the mutual goal to have a new contract in place by the expiration of the current contract. In the event no notice is given, this Agreement will automatically renew for successive one-year periods. If notice is given, then the terms of this Agreement will remain in effect after the expiration date, until the parties either reach agreement on a renewal or replacement agreement, or until the parties reach a bargaining impasse.

IN WITNESS WHEREOF, the parties hereto agree to the terms and conditions as set forth herein.

INTERNATIONAL ASSOCIATION OF  
FIRE FIGHTERS LOCAL 2195

CITY OF LEE’S SUMMIT, MISSOURI

\_\_\_\_\_  
Bryce Buchanan, President

\_\_\_\_\_  
Mark Dunning, City Manager

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**Appendix**

<b>Firefighter</b>										
Yrs/Serv	Step	Estimated * 05.09.26- 05.08.27	Hourly (2080) 05.09.26- 05.08.27	Hourly (2912**) 05.09.26-05.08.27	Estimated * 05.09.27- 05.08.28	Hourly (2080) 05.09.27- 05.08.28	Hourly (2912**) 05.09.27-05.08.28	Estimated * 05.09.28- 05.08.29	Hourly (2080) 05.09.28- 05.08.29	Hourly (2912**) 05.09.28-05.08.29
0	1	\$ 61,500	\$ 29.57	\$ 21.12	\$ 63,345	\$ 30.46	\$ 21.76	\$ 65,245	\$ 31.37	\$ 22.41
1	2	\$ 63,500	\$ 30.53	\$ 21.81	\$ 65,405	\$ 31.45	\$ 22.47	\$ 67,367	\$ 32.39	\$ 23.14
2	3	\$ 65,500	\$ 31.50	\$ 22.50	\$ 67,465	\$ 32.44	\$ 23.17	\$ 69,489	\$ 33.41	\$ 23.87
3	4	\$ 68,000	\$ 32.70	\$ 23.36	\$ 70,040	\$ 33.68	\$ 24.06	\$ 72,141	\$ 34.69	\$ 24.78
4	5	\$ 72,000	\$ 34.62	\$ 24.73	\$ 74,160	\$ 35.66	\$ 25.47	\$ 76,385	\$ 36.73	\$ 26.24
5	6	\$ 73,500	\$ 35.34	\$ 25.25	\$ 75,705	\$ 36.40	\$ 26.00	\$ 77,976	\$ 37.49	\$ 26.78
6	7	\$ 75,500	\$ 36.30	\$ 25.93	\$ 77,765	\$ 37.39	\$ 26.71	\$ 80,098	\$ 38.51	\$ 27.51
<b>Firefighter-Paramedic</b>										
Yrs/Serv	Step	Estimated * 05.09.26- 05.08.27	Hourly (2080) 05.09.26- 05.08.27	Hourly (2912**) 05.09.26-05.08.27	Estimated * 05.09.27- 05.08.28	Hourly (2080) 05.09.27- 05.08.28	Hourly (2912**) 05.09.27-05.08.28	Estimated * 05.09.28- 05.08.29	Hourly (2080) 05.09.28- 05.08.29	Hourly (2912**) 05.09.28-05.08.29
0	1	\$ 74,000	\$ 35.58	\$ 25.42	\$ 76,220	\$ 36.65	\$ 26.18	\$ 78,507	\$ 37.75	\$ 26.96
1	2	\$ 76,000	\$ 36.54	\$ 26.10	\$ 78,280	\$ 37.64	\$ 26.89	\$ 80,628	\$ 38.77	\$ 27.69
2	3	\$ 78,000	\$ 37.50	\$ 26.79	\$ 80,340	\$ 38.63	\$ 27.59	\$ 82,750	\$ 39.79	\$ 28.42
3	4	\$ 80,500	\$ 38.71	\$ 27.65	\$ 82,915	\$ 39.87	\$ 28.48	\$ 85,402	\$ 41.06	\$ 29.33
4	5	\$ 84,500	\$ 40.63	\$ 29.02	\$ 87,035	\$ 41.85	\$ 29.89	\$ 89,646	\$ 43.10	\$ 30.79
5	6	\$ 86,000	\$ 41.35	\$ 29.54	\$ 88,580	\$ 42.59	\$ 30.42	\$ 91,237	\$ 43.87	\$ 31.34
6	7	\$ 88,000	\$ 42.31	\$ 30.22	\$ 90,640	\$ 43.58	\$ 31.13	\$ 93,359	\$ 44.89	\$ 32.07
<b>Fire Engineer</b>										
	Step	Estimated * 05.09.26- 05.08.27	Hourly (2080) 05.09.26- 05.08.27	Hourly (2912**) 05.09.26-05.08.27	Estimated * 05.09.27- 05.08.28	Hourly (2080) 05.09.27- 05.08.28	Hourly (2912**) 05.09.27-05.08.28	Estimated * 05.09.28- 05.08.29	Hourly (2080) 05.09.28- 05.08.29	Hourly (2912**) 05.09.28-05.08.29
	1	\$ 85,000	\$ 40.87	\$ 29.19	\$ 87,550	\$ 42.10	\$ 30.07	\$ 90,177	\$ 43.36	\$ 30.97
	2	\$ 87,000	\$ 41.83	\$ 29.88	\$ 89,610	\$ 43.09	\$ 30.78	\$ 92,298	\$ 44.38	\$ 31.70
	3	\$ 89,000	\$ 42.79	\$ 30.57	\$ 91,670	\$ 44.08	\$ 31.49	\$ 94,420	\$ 45.40	\$ 32.43
	4	\$ 91,500	\$ 44.00	\$ 31.43	\$ 94,245	\$ 45.32	\$ 32.37	\$ 97,072	\$ 46.67	\$ 33.34
	5	\$ 93,000	\$ 44.72	\$ 31.94	\$ 95,790	\$ 46.06	\$ 32.90	\$ 98,664	\$ 47.44	\$ 33.89
	6	\$ 94,500	\$ 45.44	\$ 32.46	\$ 97,335	\$ 46.80	\$ 33.43	\$ 100,255	\$ 48.20	\$ 34.43
	7	\$ 96,000	\$ 46.16	\$ 32.97	\$ 98,880	\$ 47.54	\$ 33.96	\$ 101,846	\$ 48.97	\$ 34.98
<b>Fire Engineer-Paramedic</b>										
	Step	Estimated * 05.09.26- 05.08.27	Hourly (2080) 05.09.26- 05.08.27	Hourly (2912**) 05.09.26-05.08.27	Estimated * 05.09.27- 05.08.28	Hourly (2080) 05.09.27- 05.08.28	Hourly (2912**) 05.09.27-05.08.28	Estimated * 05.09.28- 05.08.29	Hourly (2080) 05.09.28- 05.08.29	Hourly (2912**) 05.09.28-05.08.29
	1	\$ 97,500	\$ 46.88	\$ 33.49	\$ 100,425	\$ 48.29	\$ 34.49	\$ 103,438	\$ 49.73	\$ 35.53
	2	\$ 99,500	\$ 47.84	\$ 34.17	\$ 102,485	\$ 49.28	\$ 35.20	\$ 105,560	\$ 50.75	\$ 36.25
	3	\$ 101,500	\$ 48.80	\$ 34.86	\$ 104,545	\$ 50.27	\$ 35.91	\$ 107,681	\$ 51.77	\$ 36.98
	4	\$ 104,000	\$ 50.00	\$ 35.72	\$ 107,120	\$ 51.50	\$ 36.79	\$ 110,334	\$ 53.05	\$ 37.89
	5	\$ 105,500	\$ 50.73	\$ 36.23	\$ 108,665	\$ 52.25	\$ 37.32	\$ 111,925	\$ 53.82	\$ 38.44
	6	\$ 107,000	\$ 51.45	\$ 36.75	\$ 110,210	\$ 52.99	\$ 37.85	\$ 113,516	\$ 54.58	\$ 38.99
	7	\$ 108,500	\$ 52.17	\$ 37.26	\$ 111,755	\$ 53.73	\$ 38.38	\$ 115,108	\$ 55.35	\$ 39.53
<b>Captain</b>										
	Step	Estimated * 05.09.26- 05.08.27	Hourly (2080) 05.09.26- 05.08.27	Hourly (2912**) 05.09.26-05.08.27	Estimated * 05.09.27- 05.08.28	Hourly (2080) 05.09.27- 05.08.28	Hourly (2912**) 05.09.27-05.08.28	Estimated * 05.09.28- 05.08.29	Hourly (2080) 05.09.28- 05.08.29	Hourly (2912**) 05.09.28-05.08.29
	1	\$ 105,000	\$ 50.49	\$ 36.06	\$ 108,150	\$ 52.00	\$ 37.14	\$ 111,395	\$ 53.56	\$ 38.26
	2	\$ 107,000	\$ 51.45	\$ 36.75	\$ 110,210	\$ 52.99	\$ 37.85	\$ 113,516	\$ 54.58	\$ 38.99
	3	\$ 108,500	\$ 52.17	\$ 37.26	\$ 111,755	\$ 53.73	\$ 38.38	\$ 115,108	\$ 55.35	\$ 39.53
	4	\$ 110,000	\$ 52.89	\$ 37.78	\$ 113,300	\$ 54.48	\$ 38.91	\$ 116,699	\$ 56.11	\$ 40.08
	5	\$ 111,500	\$ 53.61	\$ 38.29	\$ 114,845	\$ 55.22	\$ 39.44	\$ 118,290	\$ 56.88	\$ 40.63
	6	\$ 113,000	\$ 54.33	\$ 38.81	\$ 116,390	\$ 55.96	\$ 39.97	\$ 119,882	\$ 57.64	\$ 41.17
<b>Captain-Paramedic</b>										
	Step	Estimated * 05.09.26- 05.08.27	Hourly (2080) 05.09.26- 05.08.27	Hourly (2912**) 05.09.26-05.08.27	Estimated * 05.09.27- 05.08.28	Hourly (2080) 05.09.27- 05.08.28	Hourly (2912**) 05.09.27-05.08.28	Estimated * 05.09.28- 05.08.29	Hourly (2080) 05.09.28- 05.08.29	Hourly (2912**) 05.09.28-05.08.29
	1	\$ 115,000	\$ 55.29	\$ 39.50	\$ 118,450	\$ 56.95	\$ 40.68	\$ 122,004	\$ 58.66	\$ 41.90
	2	\$ 117,000	\$ 56.25	\$ 40.18	\$ 120,510	\$ 57.94	\$ 41.39	\$ 124,125	\$ 59.68	\$ 42.63
	3	\$ 118,500	\$ 56.98	\$ 40.70	\$ 122,055	\$ 58.69	\$ 41.92	\$ 125,717	\$ 60.45	\$ 43.18
	4	\$ 120,000	\$ 57.70	\$ 41.21	\$ 123,600	\$ 59.43	\$ 42.45	\$ 127,308	\$ 61.21	\$ 43.72
	5	\$ 121,500	\$ 58.42	\$ 41.73	\$ 125,145	\$ 60.17	\$ 42.98	\$ 128,899	\$ 61.98	\$ 44.27
	6	\$ 123,000	\$ 59.14	\$ 42.24	\$ 126,690	\$ 60.91	\$ 43.51	\$ 130,491	\$ 62.74	\$ 44.82

\*\*2912 hourly wage will be calculated by the following formula to determine bi-weekly pay smoothing:  
 (2756 hours x regular rate) + (156 hours (OT) x 1.5 x regular rate) totaling 2,990 hours x regular rate

Communication Specialist							
Yrs/Serv	Step	Estimated * 05.09.26- 05.08.27	Hourly (2080) 05.09.26- 05.08.27	Estimated * 05.09.27-05.08.28	Hourly (2080) 05.09.27- 05.08.28	Estimated * 05.09.28- 05.08.29	Hourly (2080) 05.09.28-05.08.29
0	1	\$ 55,000	\$ 26.45	\$ 56,650	\$ 27.24	\$ 58,350	\$ 28.06
1	2	\$ 59,125	\$ 28.43	\$ 60,899	\$ 29.28	\$ 62,726	\$ 30.16
2	3	\$ 63,266	\$ 30.42	\$ 65,164	\$ 31.33	\$ 67,119	\$ 32.27
3	4	\$ 67,064	\$ 32.25	\$ 69,076	\$ 33.21	\$ 71,148	\$ 34.21
4	5	\$ 70,417	\$ 33.86	\$ 72,530	\$ 34.87	\$ 74,705	\$ 35.92
5	6	\$ 73,234	\$ 35.21	\$ 75,431	\$ 36.27	\$ 77,694	\$ 37.36
6	7	\$ 75,064	\$ 36.09	\$ 77,316	\$ 37.18	\$ 79,635	\$ 38.29
7	8	\$ 76,000	\$ 36.54	\$ 78,280	\$ 37.64	\$ 80,628	\$ 38.77
Lead Communication Specialist							
	Step	Estimated * 05.09.26- 05.08.27	Hourly (2080) 05.09.26- 05.08.27	Estimated * 05.09.27-05.08.28	Hourly (2080) 05.09.27- 05.08.28	Estimated * 05.09.28- 05.08.29	Hourly (2080) 05.09.28-05.08.29
	1	\$ 72,530	\$ 34.88	\$ 74,706	\$ 35.92	\$ 76,947	\$ 37.00
	2	\$ 74,038	\$ 35.60	\$ 76,259	\$ 36.67	\$ 78,547	\$ 37.77
	3	\$ 75,578	\$ 36.34	\$ 77,845	\$ 37.43	\$ 80,181	\$ 38.55
	4	\$ 77,150	\$ 37.10	\$ 79,465	\$ 38.21	\$ 81,848	\$ 39.36
	5	\$ 78,754	\$ 37.87	\$ 81,117	\$ 39.00	\$ 83,550	\$ 40.17
	6	\$ 80,391	\$ 38.65	\$ 82,803	\$ 39.81	\$ 85,287	\$ 41.01
	7	\$ 82,000	\$ 39.43	\$ 84,460	\$ 40.61	\$ 86,994	\$ 41.83

\*Promotion to Lead Communication Specialist requires a minimum of a 3% increase