# MEMORANDUM OF UNDERSTANDING

# SPECIALIZED FIRE SERVICES UNIT

# 2026-2030

**BETWEEN**
**SAN BERNARDINO COUNTY**
**FIRE PROTECTION DISTRICT**

**AND**

**SAN BERNARDINO COUNTY**
**SHERIFF'S EMPLOYEES'**
**BENEFIT ASSOCIATION**

# *Table of Contents*

PREAMBLE ..... 4
RECOGNITION ..... 4
ACCESS TO NEW EMPLOYEES ..... 4
ACCESS TO PERSONNEL RECORDS ..... 4
ACCESS TO WORK LOCATIONS ..... 4
ACCIDENTAL DEATH AND DISMEMBERMENT ..... 5
AUTHORIZED EMPLOYEE REPRESENTATIVES ..... 5
Section 1 – Authorized Employee Representatives ..... 5
Section 2 – Handling of Grievances and Disciplinary Proceedings ..... 6
Section 3 – SEBA Board of Directors ..... 6
BILINGUAL COMPENSATION ..... 6
BULLETIN BOARDS ..... 6
CLASSIFICATION ..... 7
FIRE DISTRICT MANAGEMENT RIGHTS ..... 7
DEFERRED COMPENSATION ..... 8
Section 1 – Participation ..... 8
Section 2 – Salary Deferral Enrollment ..... 8
Section 3 – The Fire District Matching Contribution ..... 8
Section 4 – Grandfathered Fire District Contribution ..... 8
DEFINITIONS ..... 9
DEPENDENT CARE ASSISTANCE PLAN AND FLEXIBLE SPENDING ACCOUNT ..... 10
DIFFERENTIALS ..... 10
Section 1 – Assignment Differentials ..... 10
Section 2 – Longevity Pay Differential ..... 11
Section 3 – Canine Assignment Pay ..... 11
DIRECT DEPOSIT (ELECTRONIC FUND TRANSFER) ..... 11
DISABILITY INSURANCE ..... 11
Section 1 – Disability Insurance ..... 11
DISASTER SERVICE WORKERS ..... 11
DUAL APPOINTMENTS ..... 11
DUES DEDUCTIONS ..... 12
DUTY TO ACCOMMODATE ..... 13
ELECTRONIC TIME REPORTS ..... 13
EMPLOYEE RIGHTS ..... 13
EQUITY ADJUSTMENTS ..... 14
EXPENSE REIMBURSEMENT ..... 14
Section 1 – General Provisions ..... 14
Section 2 – Responsibilities ..... 14
Section 3 – Travel Authorization ..... 14
Section 4 – Authorization for Attendance at Meetings ..... 15
Section 5 – Records and Reimbursements ..... 15
Section 6 – Transportation Modes ..... 15
Section 7 – Meals and Lodging ..... 16
Section 8 – Expense Advances ..... 16
Section 9 – Credit Cards ..... 17
FULL UNDERSTANDING, MODIFICATION AND WAIVER ..... 17
GRIEVANCE PROCEDURE ..... 17

Section 1 – Purpose ..... 17
Section 2 – Definition of a Grievance ..... 17
Section 3 – Jurisdiction ..... 17
Section 4 – Exclusions ..... 18
Section 5 – Representation ..... 18
Section 6 – Consolidation of Grievances ..... 18
Section 7 – Time Limitations and Notification ..... 18
Section 8 – Steps in the Grievance Procedure ..... 18
HAZARDOUS MATERIALS EXPOSURE RECORDS ..... 21
HEALTHCARE TRUST ..... 21
Section 1 – General Provisions ..... 21
Section 2 – Active Employees Healthcare Premium Subsidies ..... 22
Section 3 – Compliance with Applicable Law ..... 23
Section 4 – Indemnification and Insurance ..... 24
Section 5 – Eligibility and Enrollment ..... 24
Section 6 – Administration of Trust ..... 25
Section 7 – Meet and Confer ..... 26
Section 8 – Post Employment Healthcare ..... 26
Section 9 – Choice of Law and Venue ..... 26
HOURS OF WORK ..... 27
IMPLEMENTATION ..... 27
JOB SHARING AND PART-TIME EMPLOYMENT ..... 27
LABOR MANAGEMENT TASK FORCE ..... 28
LAYOFF ..... 28
LEAVE PROVISIONS ..... 28
Section 1 – Sick Leave ..... 28
Section 2 – Vacation Leave ..... 31
Section 3 – Holiday Leave ..... 32
Section 4 – Leave Accruals While on Disability Leave ..... 34
Section 5 – Compulsory Leave ..... 34
Section 6 – Military Leave ..... 34
Section 7 – Political Leave ..... 36
Section 8 – Special Leaves of Absence Without Pay ..... 36
Section 9 – Jury Duty Leave ..... 38
Section 10 – Examination Time ..... 38
Section 11 – Witness Leave ..... 38
Section 12 – Blood Donations ..... 38
LIFE INSURANCE ..... 39
MEAL PERIODS ..... 39
MEDICAL AND DENTAL COVERAGE ..... 39
Section 1 – Medical and Dental Plan Coverage ..... 39
Section 2 – Opt-Out and Waive ..... 40
Section 3 – Medical and Dental Subsidies ..... 41
Section 4 – Needles Medical Premium Subsidy ..... 42
Section 5 – Eligibility for MPS and DPS While on Leave ..... 42
MEDICAL EMERGENCY LEAVE ..... 42
MERIT ADVANCES ..... 44
OBLIGATION TO SUPPORT ..... 45
OVERTIME ..... 45
PAY PERIOD ..... 45

PAYROLL ADJUSTMENTS ..... 46
PAYROLL DEDUCTIONS ..... 46
PHYSICAL FITNESS ..... 47
Section 1 – General ..... 47
Section 2 – Wellness Examinations ..... 47
PRE-HEARING DISCUSSIONS ..... 47
PROBATIONARY PERIOD AND TRAINEE APPOINTMENTS ..... 47
Section 1 – Probationary Period ..... 47
Section 2 – Trainee Appointments ..... 48
PROMOTIONS ..... 48
PROVISIONS OF LAW ..... 48
REEMPLOYMENT ..... 48
RELOCATION ..... 49
RENEGOTIATION ..... 49
REST PERIODS ..... 49
RETIREMENT MEDICAL TRUST FUND ..... 50
RETIREMENT SYSTEM CONTRIBUTIONS ..... 51
Section 1 – Eligibility ..... 51
Section 2 – Employee Contributions ..... 51
Section 3 – Special Provisions ..... 51
Section 4 – Survivor Benefits for General Retirement Members Administered by San Bernardino County Employees' Retirement Association (SBCERA) ..... 51
Section 5 – Retirement Formula ..... 51
RETURN-TO-WORK COMPENSATION ..... 52
Section 1 – Purpose ..... 52
Section 2 – On-Call Compensation ..... 52
Section 3 – Standby Compensation ..... 52
Section 4 – Call Back Compensation ..... 53
SALARY ADJUSTMENTS ..... 53
Section 1 – Across-the-Board Salary Increases ..... 53
Section 2 – Base Salary Range ..... 54
SALARY RATES AND STEP ADVANCEMENTS ..... 54
SCHEDULES ..... 55
SECTION 125 PREMIUM CONVERSION PLAN ..... 55
TEMPORARY PERFORMANCE OF HIGHER-LEVEL DUTIES ..... 56
TERM ..... 57
TUITION REIMBURSEMENT AND MEMBERSHIP DUES ..... 57
UNIFORMS/ALLOWANCE ..... 58
UNION LEAVE BANK ..... 58
USE OF FIRE DISTRICT RESOURCES ..... 58
VISION CARE INSURANCE ..... 59
VOLUNTARY TIME OFF ..... 59
WORK DISRUPTION ..... 59
APPENDIX A – APPROVAL BY BOARD OF DIRECTORS ..... 60
APPENDIX B – CLASSIFICATIONS ..... 61
APPENDIX C – SALARY SCHEDULE ..... 62

# MEMORANDUM OF UNDERSTANDING
# SPECIALIZED FIRE SERVICES UNIT

## *PREAMBLE*

The parties to this Agreement affirm their mutual commitment to the goals of effective and efficient public service, high employee morale, sound and responsible management of San Bernardino County Fire Protection District (Fire District) business, and amicable employer-employee relations. The parties acknowledge that productivity improvement can only be achieved as a by-product to valuing people.

The parties encourage the highest possible degree of friendly cooperative relationships between their respective representatives at all levels and with and between all employees.

## *RECOGNITION*

Pursuant to the provisions of the Employee Relations Ordinance for Board-Governed Special Districts of San Bernardino County and applicable State law, the San Bernardino County Sheriff's Employees' Benefit Association (SEBA) was certified on October 16, 2001, as the exclusive recognized employee organization for Fire District employees in the Specialized Fire Services Unit.

The Fire District hereby recognizes SEBA as the exclusive recognized employee organization for the employees in the employee classifications comprising said Unit as listed in the certification, as well as employees in such classes as might be added to these Units hereafter by the Fire District.

## *ACCESS TO NEW EMPLOYEES*

SEBA will be given a list of all new hires upon appointment to classifications represented by the Association. The list shall contain the name of each new hire. On the first day of orientation, new hires shall be advised that a representative of SEBA will be present to address them at the conclusion of orientation.

## *ACCESS TO PERSONNEL RECORDS*

Personnel records are confidential and access to personnel records of the employee shall be limited to the Human Resources Director or designee, the Fire Chief, the Board of Supervisors, or their authorized representatives. Employees currently employed by the Fire District, and/or their representatives, designated by the employee in writing, will be allowed to review the employee's personnel records during regular business hours.

The employee shall be excluded from inspecting letters of reference and other matters that are exempted by law.

Negative information may be purged from the personnel records maintained by Human Resources, subject to legal constraints, at the sole discretion of Human Resources or upon the request of the employee or the Appointing Authority, and upon approval of Human Resources Director or designee, and the employee shall be so notified.

Employees desiring to review such records shall make such request in writing at least twenty-four (24) hours in advance to the Fire Chief, Human Resources Business Partner or designee.

## *ACCESS TO WORK LOCATIONS*

The parties recognize and agree that in order to maintain good employee relations, it is necessary for SEBA Field Representatives to confer with Fire District employees during working hours.

Therefore, SEBA Field Representatives will be granted access to work locations during regular working hours to investigate and process grievances or appeals. SEBA Field Representatives shall be granted access upon obtaining authorization from the Appointing Authority or designated management representative prior to entering a work location and after advising of the

general nature of the business, the employee(s) to be seen and the approximate time needed. However, the Appointing Authority or designated management representative may deny access or terminate access to work locations if, in their judgment, it is deemed that the visit would interfere with the efficiency, safety, or security of Fire District operations. The Appointing Authority shall not unreasonably withhold timely access to work locations. The Appointing Authority shall ensure that there is, at all times, someone designated who shall have full authority to approve access. If a request is denied, the Appointing Authority or designated management representative shall establish a mutually agreeable time for access to the employee.

SEBA Field Representatives granted access to work locations shall limit such visits to a reasonable period of time, taking into consideration the nature of the grievance or appeal.

The Appointing Authority or designated management representative may mutually establish with the SEBA Field Representative reasonable limits as to the number of visits authorized with the same employee on the same issue, and reasonable limits as to the number of employees who may participate in a visit when several employees are affected by a specific issue. The Fire District shall not unduly interfere with SEBA's access right to work locations.

## *ACCIDENTAL DEATH AND DISMEMBERMENT*

Any employee may purchase amounts of Accidental Death and Dismemberment insurance coverage for themselves and dependents through payroll deduction according to the following schedule:

| EMPLOYEE COVERAGE | DEPENDENT COVERAGE | |
|---|---|---|
| | SPOUSE/DOMESTIC PARTNER | EACH CHILD |
| $10,000 | $5,000 | $3,125 |
| $25,000 | $12,500 | $6,250 |
| $50,000 | $25,000 | $12,500 |
| $100,000 | $50,000 | $25,000 |
| $150,000 | $75,000 | $25,000 |
| $200,000 | $100,000 | $25,000 |
| $250,000 | $125,000 | $25,000 |

The Fire District agrees to provide these benefits subject to carrier requirements, to be administered by the County's Employee Benefits and Services Division. Selection of the insurance provider(s) and the method of computing premiums shall be within the sole discretion of the Fire District.

## *AUTHORIZED EMPLOYEE REPRESENTATIVES*

**Section 1 – Authorized Employee Representatives**

SEBA may designate employees as authorized employee representatives or alternates to represent employees subject to the following rules and procedures. It is recognized that SEBA employs professional representatives that have been designated in the place of employee representatives.

(a) SEBA may designate at least one (1) authorized representative from each classification series. SEBA shall be entitled to designate one (1) alternate for each authorized employee representative.

(b) SEBA will designate only employees who have obtained regular status.

(c) SEBA shall file with the Fire Chief and the County Human Resources Director, a written list of all employees designated as authorized employee representatives and alternates, such list is to be kept current by SEBA.

(d) Time spent during regularly scheduled work hours by an authorized employee representative or alternate in representing an employee shall only be compensated by the Fire District at such representative's or alternate's base rate of pay.

(e) Fire District vehicles and supplies may not be used. Fire District telephones may not be used in implementing the provisions of this Article if such use would unduly interfere with the efficiency, safety, or security of Fire District's operations and/or result in telephone costs to the Fire District.

**Section 2 – Handling of Grievances and Disciplinary Proceedings**

(a) At the request of an employee, a field representative may investigate a formal grievance and represent the employee at the resulting proceedings or represent the employee during disciplinary proceedings.

(b) Prior to participating in any representation activity, the authorized employee representative or alternate and affected employee shall first obtain authorization from their immediate supervisor. The immediate supervisor may deny such request if it is deemed that such a request would unduly interfere with the efficiency, safety, or security of Fire District operations. If the request is denied, the immediate supervisor will establish an alternate time convenient to the Fire District when the authorized employee representative or alternate and affected employee can reasonably expect to be released from their work.

(c) Employees must use the authorized employee representative or alternate assigned.

**Section 3 – SEBA Board of Directors**

Up to two (2) authorized employee representatives or alternates will be permitted to attend SEBA Board of Directors meetings on Fire District time; provided, however, that no such employee shall be released for more than two (2) hours per month. In January of each year of this Agreement, representatives of SEBA and the Fire District will review the maximum number of attendees in this Section.

Monthly, SEBA shall notify the Fire District of employee representatives who attended the previous SEBA Board of Directors meeting.

## *BILINGUAL COMPENSATION*

Employees in positions designated by the Appointing Authority which require employees, as a condition of employment, to perform bilingual translation involving the use of English and a second language (including American Sign Language) as a part of their regular duties, shall be entitled to bilingual compensation. Such compensation shall apply regardless of the total time required per day for such translation. Employees in such positions must be certified as competent in translation skills by the Human Resources Division to be eligible for compensation. There are three (3) levels of competency certification solely determined and administered by the Special Districts/Fire District Human Resources Division: Level 1 – verbal skill level: the use of English and a second language in verbal contexts which may require interpretation of simple documents in the second language; Level 2 – written skill level: reading, writing and speaking English and a second language; and Level 3 – technical skill level: reading, writing and speaking English and a second language using medical or legal terminology. Compensation per pay period shall be effective as follows: verbal skill level at fifty dollars ($50.00) per pay period, written skill level at fifty-five dollars ($55.00) per pay period, and technical skill level at sixty dollars ($60.00) per pay period.

## *BULLETIN BOARDS*

SEBA shall have the right to place notices on the bulletin boards. Bulletin boards may be used only for the following notices:

(a) Recreational and social affairs of SEBA;

(b) Notices of SEBA meetings;

(c) SEBA elections;

(d) Board minutes;

(e) Reports of SEBA committees;

(f) News releases regarding SEBA business; and

(g) Notices regarding candidates running for SEBA offices.

No notice or announcement shall contain defamatory, obscene, political (except with regard to those running for a SEBA office) or derogatory statements about the Fire District or any employee of the Fire District. All notices to be posted must be dated and signed by an authorized representative of SEBA, and must have also been faxed to the County Human Resources Director and the Fire District Human Resources Division.

SEBA campaign posters may be posted on bulletin boards under the following conditions:

(a) The maximum size of the poster will be 8-1/2" by 11";

(b) The content of the poster will only include the candidate's name, picture, the position being sought and information relating to the candidate's qualifications and position on salient issues; and

(c) The SEBA Executive Committee must approve the poster prior to posting.

Any violations of the above policy will require that the poster be removed from the bulletin board.

Fire District equipment, materials, or supplies shall not be used for the preparation, reproduction or distribution of notices, nor shall such notices be prepared by Fire District employees during their regular work time. SEBA may utilize the Fire District's interdepartmental mail system provided SEBA picks up and delivers necessary bulletins to the mail room, delivery to be concurrent with regular routes with no special trips made by the Fire District, and SEBA holds the Fire District harmless against any loss or delays in delivery.

In cases where SEBA represents more than one (1) authorized employee representation Unit at a work location, the space described above will become the bulletin board space for all employees represented by SEBA at that work location.

## *CLASSIFICATION*

Classification is a management tool to ensure the accurate reflection of tasks and duties involved in each position for the purpose of recruitment, retention, compensation and organizational structuring. Whenever Unit positions are subject to any changes as a result of classification review, any Board of Supervisors action shall be made on the recommendation of the Fire Chief. Any request to review a classification action shall be submitted to the County Human Resources Department. Any classification appeals shall be subject to the Classification Appeal Procedure as stated in the Personnel Rules for Board-Governed Special Districts.

## *FIRE DISTRICT MANAGEMENT RIGHTS*

All management rights and functions shall remain vested exclusively with the Fire District except those which are clearly and expressly limited in this Agreement. It is recognized merely by way of illustration that such management rights and functions include but are not limited to:

(a) The right to determine the mission and organizational structure of each of its agencies, departments, institutions, boards, and commissions.

(b) The right of full and exclusive control of the management of the Fire District; supervision of all operations; determination of the methods and means of performing any and all work; and composition, assignment, direction, location, and determination of the size and mission of the work force.

(c) The right to determine the work to be done by the employees, including establishment of levels of service and staffing patterns.

(d) The right to change or introduce new or improved operations, methods, means or facilities; to recognize operations, modify or discontinue programs and services; or, to contract for work to be done; provided, however, that the parties shall meet and discuss the impacts of any contract proposed to be awarded which would contract for services currently being provided by Unit employees.

(e) The right to prescribe qualifications for employment and determine whether they are met; to hire, set and enforce performance standards, and promote employees; to establish, revise and enforce work rules; to schedule work time

and time off; to require overtime and determine the necessity for overtime; to transfer, reassign, and lay off employees; to suspend, reduce in step, demote, discharge or otherwise discipline employees for cause; and to otherwise maintain orderly, effective, and efficient operations.

This Article neither establishes nor grants any rights or benefits to SEBA or employees covered by this Agreement and the Fire District shall be free to exercise its rights under this provision without challenge from SEBA or employees except where it can be demonstrated that such exercise is contrary to a specific limitation placed upon the Fire District in another Article of this Agreement.

## *DEFERRED COMPENSATION*

**Section 1 – Participation**

All bargaining unit employees shall be eligible to participate in the County's 457(b) Deferred Compensation Plan.

**Section 2 – Salary Deferral Enrollment**

All employees in the Unit shall automatically be enrolled in the County's 457 Deferred Compensation Plan and contribute 1.00% of base salary to the plans, subject to all legal requirements and constraints. Prior to the first salary deferral deduction, employees shall be provided a 30-day period during which the employee may decline in writing to be enrolled and no salary deferral deduction shall be taken. Thereafter, after being enrolled into the County's 457 Deferred Compensation Plan employees may withdraw at any time.

The Human Resources Employee Benefits and Services Division shall establish the forms and guidelines for the salary deferral declination of enrollment and administer the deduction according to the applicable Plan Document(s) and/or Human Resources Benefits procedures.

**Section 3 – The Fire District Matching Contribution**

Employees who are not eligible to receive Safety Retirement and who have completed one (1) year of continuous service in a regular position shall be eligible for the benefits of this section. Employees who are eligible to receive Safety Retirement are not eligible for the Fire District matching contribution. The bi-weekly contribution of employees who contribute to the County's Section 457(b) Deferred Compensation Plan will be matched by a Fire District contribution not to exceed one percent (1%) the employee's biweekly base salary. For example, an employee who contributes $10.00 per pay period shall receive a Fire District contribution of $10.00 per pay period, provided that $10.00 does not exceed one-half percent (1%) of the employee's bi-weekly base salary. Fire District contributions to the Plan shall not be considered earnable compensation.

**Section 4 – Grandfathered Fire District Contribution**

Effective August 12, 2023, the County shall make a $700 per month contribution for employees who were hired in the unit prior to January 1, 2013 and who are in the following classifications upon board approval of the MOU:

| Job Code | Classifications |
|---|---|
| 43236 | Assistant Fire Marshal-Comm Saf-Arson |
| 46129 | Assistant Fire Marshal-HMRT |
| 46230 | BG Hazardous Mat Spec IV-HMRT |
| 46116 | Hazardous Materials Specialist III-HMRT |
| 46186 | Fire Investigator II |

Eligible employees in the above classifications who promote to another eligible classification above will continue to receive the contribution. However, if an employee promotes to an ineligible classification the employee will no longer be eligible to receive the contribution. For example, a Hazardous Materials Specialist III-HMRT who promotes to Hazardous Materials Specialist IV-HMRT the employee will continue to receive the contribution. If such employee promotes from Hazardous Materials Specialist III-HMRT to Hazardous Materials Specialist IV, they would no longer be eligible to receive the contribution.

The benefits articulated in this section are vested rights intended by both parties to remain effective beyond the expiration of this contract until the respective eligible employee retires or is otherwise separated from employment with County/District.

## *DEFINITIONS*

Listed below are definitions of terms commonly used in this Agreement.

Appointing Authority – Refers to the department head of the employee's department (i.e., the Fire District Chief). It includes any person who is designated as acting department head, employees acting for the department head during absence, and/or employees delegated all authority to act on behalf of the Appointing Authority on a regular basis.

Base Rate of Pay or Base Hourly Rate – The employee's base hourly wage, excluding differentials and other pay above the base hourly wage (See Appendix C).

Base Biweekly Salary – Employee's base hourly rate, excluding any differentials or other pay above the base hourly rate, multiplied by the base hours paid (e.g., REG, SCK, VAC, etc.) each pay period. Base hours paid does not include time without pay or disability payments such as State Disability Insurance or workers' compensation.

Board of Supervisors – Refers to the County of San Bernardino Board of Supervisors sitting as the Board of Directors of the San Bernardino County Fire Protection District (the Fire District).

County – Refers to San Bernardino County, a separate legal entity that contracts with the Fire District to provide certain administrative functions to the Fire District.

Continuous Service – Refers to the total length of service from an employee's beginning hire date in a regular position with no separation from Fire District employment.

The Fire District – Refers to San Bernardino County Fire Protection District.

Date of Hire or Hire Date – Refers to the effective date of the most recent date of hire in a regular position.

Fiscal Year – Ordinarily refers to pay period 15 of one year through pay period 14 of the following year.

Human Resources Director or designee – Refers to the incumbent in the County Human Resources Director position. It also includes any person who has been designated as acting Human Resources Director, employees acting for the Director during absence, and/or employees delegated authority approval on a regular basis by the Human Resources Director.

Human Resources Division – Refers to the County Human Resources Department. It includes the Human Resources Business Partner who is delegated authority approval on a regular basis by the Director of Human Resources.

Paid Hours – Shall mean hours actually worked or the use of accrued leave time such as vacation, sick, holiday, or compensatory time. It does not include unpaid hours or disability payments such as State Disability Insurance or workers' compensation.

Paid Status – Refers to any pay period in which an employee codes paid hours.

Regular Position – Refers to a position authorized by the Board of Directors that may be budgeted at either a full-time or part-time level, and may be in either the Classified or Unclassified Service. Regular positions do not include recurrent, extra-help, ordinance, contract and other contingent positions.

Regular Status - Refers to the completion of a required probationary and/or trainee period in a regular classified position in the employee's current or prior position, as applicable.

Service Hours – Refers to paid hours during an employee's regular schedule, up to eighty (80) hours per pay period. Time without pay and overtime hours do not count as service hours.

Working Days – Refers to the days that the Fire District Administration is normally open to conduct business, i.e., Monday through Friday, 8:00 a.m. to 5:00 p.m., excluding Fire District holidays.

## *DEPENDENT CARE ASSISTANCE PLAN AND FLEXIBLE SPENDING ACCOUNT*

The purpose of Section 125 Dependent Care Assistance Plan (DCAP) and Section 125 Medical Expense Reimbursement Flexible Spending Account (FSA) is to permit eligible employees to make an election to pay for qualifying dependent and/or medical care expenses in accordance with the Internal Revenue Code (IRC) and regulations issued pursuant thereto. DCAP and FSA shall be construed to comply with said Code Sections and to meet the requirements of any other applicable provisions of law.

DCAP and FSA will be administered by the County's Human Resources Employee Benefits and Services Division, consistent with said IRC Sections and the County's Plan Documents.

(a) To be eligible for these benefits, an employee must be in a regular position.

(b) Enrollment in each Plan is required each Plan year and is limited to the annual open enrollment period or no later than sixty (60) calendar days following the date of becoming eligible due to a mid-year Change in Status event.

(c) Eligible employees may contribute on a pre-tax basis, to the DCAP and/or FSA, each bi-weekly pay period, an amount not to exceed the established annual maximum pursuant to the IRC. An employee election to participate in the Plan(s) shall be irrevocable for the remainder of the Plan year. Once a salary reduction has begun, in no event will changes to elections or discontinuation of contributions be permitted during the Plan year except to the extent permitted under Internal Revenue Service rulings and regulations and the County's Plan Documents.

(d) Any unused amounts remaining in an employee's account at the end of the Plan year must be forfeited, except as permitted by the IRC and the County's Plan Documents. The County will use any forfeited amounts to help defray the Plan's administrative expenses.

## *DIFFERENTIALS*

**Section 1 – Assignment Differentials**

(a) Except as provided in section (b), below, all employees in regular positions in the Hazardous Materials classification series not assigned to the Hazardous Materials Response Team (see Appendix B) shall receive a hazardous materials handling differential of two-hundred and twenty-five dollars ($225.00) per pay period over and above their base bi-weekly pay. Effective February 1, 2020, this assignment differential shall be increased by thirty-six dollars ($36.00) per pay period to two-hundred and sixty-one dollars ($261.00) per pay period.

(b) Employees in the classification of Environmental Specialist 3 shall receive a hazardous materials handling differential of two-hundred and twenty-five dollars ($225.00) per pay period over and above their base bi-weekly pay.

(c) Effective October 31, 2026, employees in regular positions assigned to the Hazardous Materials Response Team shall receive a differential of two-hundred and twenty-five dollars ($225.00) per pay period over and above their base bi-weekly pay.

(d) Emergency Medical Services - Emergency Medical Services (EMS) staff assigned to the Training Division shall receive a thirteen and one-half percent (13.5%) EMS Training Differential on all hours actually worked, excluding overtime. Employees shall receive the differential on all paid leave hours, except absences of eighty (80) or more consecutive hours for sick leave purposes.

**Section 2 – Longevity Pay Differential**

Unit employees shall be eligible for a longevity pay differential above the base rate of pay, as indicated below, based on total hours of completed continuous service with the Fire District. The longevity pay differential shall be paid for all paid hours, up to an employee's standard hours, and shall not be considered when determining the appropriate rate of pay for a promotion or demotion.

| TOTAL COMPLETED SERVICE | COMPENSATION |
|---|---|
| 20,800 Continuous Service Hours (10 years) | 1.0% |
| 31,200 Continuous Service Hours (15 years) | 3.0% |

For purposes of the longevity pay differential only, a year of completed Fire District service is defined as 2,080 service hours with the Fire District.

**Section 3 – Canine Assignment Pay**

Employees assigned by the Appointing Authority to care for a Department Canine will be compensated eight (8) hours of pay each pay period at the employee's base rate of pay in order to provide care, feeding and maintenance to the Canine for the Department. Such time will be considered hours worked for the purposes of calculating overtime. This compensation shall not be paid during any period of extend leave, e.g., more than 80 consecutive hours, during which the employee is no longer responsible for caring for the Canine.

## *DIRECT DEPOSIT (ELECTRONIC FUND TRANSFER)*

All employees must make and maintain arrangements for the direct deposit of paychecks and expense reimbursements into the financial institution of their choice via electronic fund transfer. Employees who do not attempt to make such arrangements by the end of the 4th pay period after their date of hire shall be subject to disciplinary action.

In cases where an employee is unable to make arrangements for electronic fund transfer, the Fire District, at its discretion, may allow an exception to this Article. If any exception is granted, such employee shall receive paychecks and/or expense reimbursements via pay card. Any exceptions granted may be reviewed periodically for continuation, subject to the approval of the Fire District.

## *DISABILITY INSURANCE*

**Section 1 – Disability Insurance**

The Fire District will pay each month to SEBA fifty-two dollars ($52.00) times the number of Unit employees in regular positions for the disability plan administered by SEBA. SEBA shall have sole fiduciary and administrative responsibility for the disability program. These payments shall not be reported to the Retirement System as "Compensation Earnable."

## *DISASTER SERVICE WORKERS*

All employees covered by this Agreement are public employees, and, as such, are to serve as disaster service workers subject to such service activities as may be assigned to them by their superiors or by law, pursuant to Government Code Section 3100.

## *DUAL APPOINTMENTS*

The appointment of two (2) full-time employees to the same budgeted regular position may be authorized by the Fire Chief or designee to facilitate training, to make assignments to a position which is vacant due to extended authorized leave of absence, or in an emergency. The most recently hired dual appointee shall enjoy all of the benefits of regular employees

except regular status, unless the most recently appointed dual appointee has regular status in the classification. The most recently appointed dual appointee shall be notified in writing by the Fire Chief, Human Resources Director or designee and such notification will clearly define the benefits to which that employee is entitled. Upon return of the initial appointee or completion of the training period or emergency, the following procedure shall apply. If the most recently appointed dual appointee has regular status in the same classification, he/she shall be placed in a vacant position in the same classification in the bargaining unit. If no position is available, the employee shall be laid off, pursuant to the layoff provisions of the Agreement provided, however, that the initial appointee shall be excluded from the order of layoff. If the most recently appointed dual appointee does not have regular status in the classification, he/she may be appointed to a vacant position in the same classification in the bargaining unit; however, he/she shall be required to serve a probationary period unless waived by the Fire Chief, Human Resources Director or designee. If the most recently appointed dual appointee held prior regular status in a lower classification immediately preceding the dual appointment, he/she shall have the right to return to the former classification and department. If he/she has not held prior regular status in a lower level classification, he/she shall be terminated.

## *DUES DEDUCTIONS*

All current employees who are in a job classification within the Specialized Fire Services Unit covered by this MOU may choose to become a member of SEBA. The employee member shall authorize payroll deduction for membership dues.

Employee requests to cancel membership in SEBA and attendant dues deductions shall be made in writing directed to SEBA, not the County. Upon receipt of such request, SEBA shall immediately certify to the County to terminate dues deductions for any such employees, consistent with applicable law. SEBA shall indemnify the County for any claims made by the employee for dues deductions made in reliance on that information.

The County shall turn over to SEBA any authorizations to deduct dues for SEBA membership in its possession. Such authorizations shall continue to be recognized as effective by the County for all Unit employees.

Further, any employee who 1) is in the Specialized Fire Serviced Unit and has chosen to be a member of SEBA, 2) then separates from a SEBA-represented Unit (e.g., leaves County employment, promotes to another non-SEBA represented unit, etc.), 3) then later returns to a SEBA-represented Unit and again chooses to become a member of SEBA, shall be required to sign a new payroll deduction card.

Dues withheld by the Fire District shall be transmitted to the SEBA Officer designated in writing by SEBA as the person authorized to receive such funds, at the address specified.

The Fire District shall not be obligated to put into effect any new, changed or discontinued deduction until a dues deduction card is submitted by SEBA to the County in sufficient time to permit normal processing of the dues deduction. Dues deduction card must continue to clearly state that he employee is affirmatively consenting to the membership dues deduction.

SEBA shall be fully responsible for expending funds received under this Article consistent with all legal requirements for expenditures of employee dues that are applicable to public sector labor organizations.

Whenever a Unit member shall be delinquent in the payment of dues or fees, SEBA shall give the Unit member written notice thereof and fifteen (15) days to cure the delinquency; a copy of said notice shall be forwarded to the Fire District's Human Resources Division. In the event the Unit member fails to cure said delinquency, SEBA shall request, in writing, that the Fire District initiate termination proceedings. The termination proceedings shall be governed by applicable laws and are specifically excluded from the Grievance Procedure.

The Fire District shall not deduct monies specifically earmarked for a Political Action Committee or other political activities.

SEBA shall keep an adequate itemized record of its financial transactions and shall make available annually to the Fire District and, upon request to the employees who are members of SEBA within sixty (60) days after the end of its fiscal year, a detailed written financial report thereof in the form of a balance sheet and an operating statement, certified as to its accuracy by its President and Treasurer or corresponding Principal Officer or by a Certified Public Accountant. A copy of financial reports required under or referred to in the Labor-Management Disclosure Act of 1959 or Government Code Section 3546.5 shall satisfy this requirement.

SEBA's indemnity and liability obligation is more fully set forth as follows:

(a) SEBA shall defend, indemnify and hold harmless the Fire District, San Bernardino County and its officers and employees from any claim, loss, liability, cause of action or administrative proceeding arising out of the operation of this Article. Upon commencement of such legal action, administrative proceeding, or claim, SEBA shall have the right to decide and determine whether any claim, administrative proceeding, liability, suit or judgment made or brought against the Fire District, County or its officers and employees because of any application of this Article shall not be compromised, resisted, defended, tried or appealed. Any such decision on the part of SEBA shall not diminish SEBA's defense and/or indemnification obligations under this Agreement.

(b) The Fire District, immediately upon receipt of notice of such claim, proceeding or legal action shall inform SEBA of such action, provide SEBA with all information, documents, and assistance necessary for SEBA defense or settlement of such action and fully cooperate with SEBA in providing all necessary employee witnesses and assistance necessary for said defense. The cost of any such assistance shall be paid by SEBA.

(c) SEBA upon its compromise or settlement of such action or matter shall immediately pay the parties to such action all sums due under such settlement or compromise. SEBA, upon final order and judgment of a Court of competent jurisdiction awarding damages or costs to any employee, shall pay all sums owing under such order and judgment.

## *DUTY TO ACCOMMODATE*

The Association recognizes the Fire District's obligations under the ADA and CFRA, including its duty to provide reasonable accommodations, even where a conflict may exist between such duty to provide accommodations, and a specific provision of this Agreement.

## *ELECTRONIC TIME REPORTS*

Electronic Time Reports should normally be completed and electronically signed by the employee each pay period. Employees shall be provided a copy of any Electronic Time Report whenever said report is submitted without the employee's signature. Payroll specialists who handle Electronic Time Reporting shall make every effort to contact the employee regarding any correction to the time shown on said report and explain the reasons for the change before the report is submitted to the Auditor-Controller/Treasurer/Tax Collector's office for processing. In all cases where corrections are made in the presence of the employee and accepted, the employee shall approve such corrections by signing an amended Time and Labor Report. If time does not allow for this procedure because of the Auditor-Controller/Treasurer/Tax Collector's deadline, the payroll specialist shall notify the employee of the correction and that an adjustment will be made in a subsequent pay warrant. Unless otherwise provided in this Agreement, time shall be reported in increments of full fifteen (15) minutes actually worked for pay purposes.

The Fire District reserves the right to use other time accumulation devices. If errors result from the improper or unclear preparation of an employee's Electronic Time Reports by the employee, the employee shall hold harmless the Fire District for any delays in warrant processing.

## *EMPLOYEE RIGHTS*

The following are employee rights:

(a) The rights of employees to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations.

(b) The right of employees to refuse to join or participate in the activities of employee organizations and the right to represent themselves individually in their employment relations with the Fire District.

(c) The right of employees to be free from interference, intimidation, restraint, coercion, discrimination, or reprisal on the part of an Appointing Authority, supervisor, other employees, or employee organizations as a result of their exercise of rights granted in this Article.

(d) The right of SEBA, upon its request and prior to implementation, to discuss with Fire District Management any significant change in terms or conditions of employment which results in a significant impact on employees, except in

emergencies.

## *EQUITY ADJUSTMENTS*

(a) Equity

- Effective February 17, 2029, the Fire District shall provide all classifications covered by this MOU with a 1.00% equity increase (i.e. a 1.00% base salary increase).

(b) New Top Step

- Effective May 1, 2027, the Fire District shall establish a new top step that is approximately 2.5% above the current top step for all non-trainee classifications in the bargaining unit.

  Employees who are at the existing top step on that date and have completed at least 1,040 service hours at that step are eligible to advance on May 1, 2027. Employees who have not completed at least 1,040 service hours at that step on that date shall be eligible to move to the new top step upon completion of 1,040 service hours.

- Effective October 27, 2029, the Fire District shall establish a new top step that is approximately 2.5% above the current top step for all non-trainee classifications in the bargaining unit.

  Employees who are at the existing top step on that date and have completed at least 1,040 service hours at that step are eligible to advance on October 27, 2029. Employees who have not completed at least 1,040 service hours at that step on that date shall be eligible to move to the new top step upon completion of 1,040 service hours.

## *EXPENSE REIMBURSEMENT*

**Section 1 – General Provisions**

The purpose of this Article is to define the policy and procedures by which employees shall report and be reimbursed for necessary expenses incurred on behalf of the Fire District, except as may be otherwise provided in this Agreement.

**Section 2 – Responsibilities**

It shall be the responsibility of the Fire Chief or designee to investigate and approve each request for expense reimbursement. It shall be the responsibility of each employee to obtain prior approval from the Fire Chief or designee to incur a business expense or to exceed maximum allowable amounts provided in Section 7 of this Article. Prior approval may be in the form of standing orders issued by the Fire Chief or designee. Failure to obtain prior approval may result in denial of any expense claim (or excess amount) not pre-approved.

**Section 3 – Travel Authorization**

(a) All travel requests must be submitted to the Fiscal Division four (4) weeks prior to travel. Out of state travel requests must be submitted six (6) weeks prior to travel.

(b) Travel outside the State of California must be approved by the Chief Executive Officer or designee except when the trip outside California is within twenty (20) miles of the California border or travel through a location anywhere in the adjacent state as a means of arriving at a location within California. Requests for such travel shall be submitted to the County Administrative Office in triplicate on a standard "Travel Request" form, unless specifically approved in the Fire District's budget.

(c) The Fire Chief or designee shall initiate travel requests. The Chief Executive Officer and Auditor-Controller/Treasurer/Tax Collector shall be notified in writing of all such designees.

(d) The Fire Chief or designee is authorized to approve necessary travel within the State of California and use of transportation mode consistent with this Article.

**Section 4 – Authorization for Attendance at Meetings**

(a) The Appointing Authority or designee may authorize attendance at meetings at the Fire District's expense when the program material is directly related to an important phase of Fire District service and holds promise of benefit to the Fire District as a result of such attendance.

(b) Authorization for attendance at meetings without expense reimbursement, but on Fire District time, may be granted when the employee is engaged on the Fire District's behalf, but from which the gain will inure principally to the benefit of the employee and only incidentally the Fire District.

**Section 5 – Records and Reimbursements**

(a) Requests for expense reimbursement should be submitted once each month and within one year of the date that expense was incurred.

(b) Unless otherwise provided in this Article, receipts or vouchers which verify the claimed expenditures will be required for all items of expense, except:

Private mileage (e.g., mileage to the airport).

Telephone and other communication-related charges including Wi-Fi and internet access fees if needed to conduct Fire District business.

Other authorized expenses which are less than one dollar ($1.00).

(c) Claims for expense reimbursement totaling less than one dollar ($1.00) in any fiscal year shall not be paid.

(d) Reimbursement shall not be made for any personal expenses such as, but not limited to, entertainment, barbering, etc.

(e) Except as otherwise provided in this Article, expense reimbursements shall be made on an actual cost basis.

(f) If original receipt is unavailable, the employee may submit a photocopy and a signed statement as to the location of the original receipt or an explanation as to its absence.

(g) Expense reimbursement shall be made via Electronic Fund Transfer into the financial institution of the employee's choice or by pay card. Employees who fail to make arrangements for direct deposit shall receive reimbursements via pay card.

**Section 6 – Transportation Modes**

(a) The general rule for selection of a mode of transportation is that mode which represents the lowest expense to the Fire District. Where an employee is given the choice between several means of travel (e.g. use of Fire District vehicle vs. own personal vehicle, flying vs. driving, etc.) and the employee chooses the option that is more costly, the employee shall only be reimbursed for the lesser cost option. For example, if an employee chooses to drive his/her own vehicle when offered a Fire District vehicle, the employee shall not be entitled to any reimbursement. Similarly, if the cost of flying on an airplane is less than the cost of driving, the employee shall only be reimbursed for the amount the Fire District would have paid for the flight.

(b) <u>Travel Via Private Automobile</u>

(1) Reimbursement for the use of privately owned automobiles, to conduct Fire District business, shall be at the IRS allowable rate or forty-eight and one-half cents (48.5) per mile, whichever is greater. Reimbursement at this rate shall be considered as full and complete payment for actual necessary expenses for the use of the private automobile, insurance, maintenance and all other transportation-related costs. The Fire District does not provide any insurance for private automobiles used on Fire District business. The owner of an automobile is responsible for the personal liability and property damage insurance when the vehicle is used on Fire District business.

When employees traveling on official Fire District business leave directly from the principal place of residence rather than from their assigned work location, mileage allowed to the first work contact point shall be the difference between the distance from the residence to the assigned work location and the distance from the residence to the first work contact point. If the first work contact point is closer than the assigned work location, no mileage shall be allowed. If the employee departs from the last work contact point directly to the residence, the same principle governs.

Employees may have multiple assigned work locations. Mileage allowed is based on the assigned work location for that day. When employees have more than one assigned work location in a standard shift, mileage shall be allowed between assigned work locations.

In no case will mileage be allowed between the employee's residence and the assigned work location.

(c) Travel Via Rental Vehicles

Reimbursement will be provided for the cost of a rental vehicle for business purposes if the Appointing Authority or designee approves such use. Rental vehicles are covered for liability and vehicle physical damage under the Fire District's self-insurance program. Reimbursement will not be provided for the additional costs incurred if any employee purchases additional insurance or signs a Collision Damage Waiver (CDW) when renting a vehicle for Fire District business. A copy of the rental agreement or rental receipt and gasoline receipt must accompany requests for reimbursement for gasoline for rental vehicles.

(d) Travel Via Ride-Share Service, Taxi, or Public/Mass Transit

Reimbursement will be provided for the cost of using a ride-share service, (e.g., Uber or Lyft), taxi, or public/mass transit (e.g., bus, streetcar, and ferry) if such expenses are incurred for Fire District business and approved by the Fire Chief.

(e) Travel Via Air

When commercial aircraft transportation is approved the "cost of public carrier" shall mean the cost of air coach class rate including tax and security surcharges.

(f) Incidental Travel Expenses

Reimbursement will be provided for the cost of incidental travel expenses such as bridge tolls, road tolls and parking fees if such expenses are incurred as part of Fire District business and approved by the appointing authority. Valet parking will not be reimbursed unless self-parking is not available or security is a concern.

**Section 7 – Meals and Lodging**

(a) Meal and lodging expenses shall not be allowed without prior approval of the Fire Chief or designee as necessary for the purpose of conducting Fire District business. Meal and lodging selections should represent a reasonable cost to the Fire District and be generally consistent with the rates established by the General Services Administration (GSA). Excess charges for meals and lodging greater than the amounts listed below in paragraphs (b) and (c) may be authorized under special conditions, such as a convention or conference requirement (e.g., lodging at the hotel where the conference is held) or if Fire District business requires lodging and meals in an area of unusually high cost (i.e., Non-Standard Areas as established by the GSA). Employees may be reimbursed for expenses in high cost areas for the actual cost incurred, but generally not to exceed the per diem amounts established by the GSA for that area and month. Receipts are mandatory to obtain reimbursement for all lodging expenses and, except as provided below, for all meal expenses claimed.

(b) An employee may be reimbursed for lodging expenses at actual cost, generally not to exceed the standard lodging per diem rate established by the GSA, except as otherwise provided in Section 7 paragraph (a) of this Article.

(c) Where the cost of a meal is included as part of a registration charge for an event (e.g., lunch at a conference or training seminar).

(d) The parties agree that it is the basic responsibility of employees to anticipate and make provision for their own meals. In emergency situations at the work site, if an employee is unable to obtain a meal due to extraordinary working conditions or an extremely remote work site, the Fire District shall make every effort to provide meals.

**Section 8 – Expense Advances**

Advancement of funds for business expenses can be obtained from the Auditor-Controller/Treasurer/Tax Collector's office through submission of the appropriate form. Advancements shall not exceed the maximum per diem amounts set forth herein. The minimum amount to be advanced is twenty-five dollars ($25.00). Upon return from travel, the employee must submit an expense reimbursement form and all receipts documenting expenses incurred. If the employee does not submit this accounting within fifteen (15) calendar days of return from travel, or prior to termination of Fire District employment,

the Auditor-Controller/Treasurer/Tax Collector's office may recover the amount advanced from the employee's pay.

**Section 9 – Credit Cards**

The Fire Chief may issue a Fire District credit card to an employee and require business expenses be paid with said card. Further, the Fire District may require that meal and lodging expenses be limited to the maximum amounts listed in Section 7, paragraphs (b) and (c) above. If unauthorized charges are placed on the card, the employee shall be required to reimburse the Fire District. If the employee fails to reimburse the Fire District within fifteen (15) calendar days or prior to separation from Fire District service, the Auditor- Controller/Treasurer/Tax Collector's Office may recover any unauthorized charges from the employee, subject to state law.

## *FULL UNDERSTANDING, MODIFICATION AND WAIVER*

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the full right and adequate opportunity to make demands and proposals with respect to any subject or matter within the scope of representation, and that the understandings arrived at after the exercise of that right are set forth in this Agreement. The express provisions of this Agreement, for its duration, therefore constitute the complete and total contract between the Fire District and SEBA with respect to wages, hours and other terms and conditions of employment. Any prior or existing Agreement between the parties, whether formal or informal, regarding any such matters are hereby superseded and terminated in their entirety. Therefore, the Fire District and SEBA for the life of this Agreement, each voluntarily waives the right to meet and confer in good faith with respect to any subject or matter referred to or covered in this Agreement.

## *GRIEVANCE PROCEDURE*

**Section 1 – Purpose**

The Fire District and SEBA fully realize the importance of a viable grievance procedure to aid in the resolution of disputes. As such, this procedure is intended to establish a systematic and orderly method of processing grievances. It is not intended to be used to effect changes in the terms of this Agreement or those matters not covered by this Agreement. The Board of Supervisors, sitting as the governing body for Special Districts, and SEBA have pledged that their representatives at all levels will extend active, aggressive and continuing efforts to secure prompt disposition of grievances. The initiation of a grievance in good faith by an employee shall not cause any adverse reflection on the employee's standing with immediate supervisors or loyalty as a Fire District employee.

**Section 2 – Definition of a Grievance**

A grievance is a timely, sufficient and good faith allegation by an employee, group of employees, or SEBA that there has been a violation concerning the interpretation or application of a specific Article(s) of this Agreement. Group grievances are defined as, and limited to, those grievances that allege more than one (1) employee suffered harm under similar facts and circumstances within the grievance filing period. A group grievance does not need to identify, by name, the specific individuals alleged to have suffered harm provided the affected employees (i.e., grievant(s) are readily ascertainable (e.g., all Hazardous Materials Specialists assigned to Household Hazardous Waste). However, where only some employees in a larger group of employees are alleged to have suffered harm or where back pay or monetary relief is sought, SEBA shall be required to name all of the grievant(s) so as to enable the Fire District to determine and evaluate the scope and potential liability and also attempt settlement.

**Section 3 – Jurisdiction**

The Human Resources Director, Fire Chief or designee shall have the sole authority within Fire District structure to provide the official management interpretation or application to any and all provisions of this Agreement. The arbitrator has the final authority within Fire District structure to adjudicate all grievances, as defined or otherwise provided herein. The arbitrator holds no jurisdiction over a grievance where the remedy has been granted or otherwise provided.

**Section 4 – Exclusions**

All matters are excluded from this procedure, which deal with the "Fire District Management Rights" Article; the project compensation provisions of the "Temporary Performance of Higher Level Duties" Article; federal or state statutes, rules or regulations; Special District Personnel Rules; or which are preempted by County Charter, or are excluded by an express provision of this Agreement.

There shall be no double or multiple requests or appeals for the same case/same set of circumstances where one adjudicatory body has rendered a decision on the same. Decision is to be interpreted as excluding a situation where an adjudicatory body has determined it has no jurisdiction in the matter.

Except as otherwise provided by this Agreement or state or federal statute, this grievance procedure shall be the sole and exclusive procedure for seeking recourse on the grievance.

**Section 5 – Representation**

Aggrieved employee(s) may represent themselves, or may be represented by a SEBA Representative. This representation may commence at any step in the Grievance Procedure. A representative of Human Resources may be in attendance at any step in the Grievance Procedure. The Fire District agrees within reasonable limits to compensate the aggrieved employee(s) for time spent during regularly scheduled hours in the handling of real and prospective grievances.

**Section 6 – Consolidation of Grievances**

In order to avoid the necessity or processing numerous similar grievances at one time, similar grievances shall be consolidated whenever possible.

**Section 7 – Time Limitations and Notification**

Time limitations are established to settle a grievance quickly. Time limits may be modified only by agreement of the parties in writing. If at any step of this Grievance Procedure, the grievant is dissatisfied with the decision rendered, it shall be the grievant's responsibility to initiate the action which submits the grievance to the next level of review within the time limits specified. Failure to submit the grievance within the time limits imposed shall terminate the grievance process and the matter shall be considered resolved. For purposes of this Grievance Procedure, notification to a party may be given either personally, by U.S. mail, telephonically, or via e-mail.

The grievant shall promptly proceed to the next step if a reviewing official does not respond within the time limits specified. A grievance may be entertained or advanced to any step beyond Step 2, Employee Relations Division, if the parties jointly so agree. A copy of such agreements bearing the signature of the parties shall be filed with the Human Resources Director or designee.

When notice is mailed to an employee, it shall be sent to the employee's current address of record. For the purpose of this procedure, notice by mail shall be deemed to have been completed on the fifth calendar day following deposit of notice with the United States Postal Service, unless the party can establish that notice was not actually received as a result of circumstances beyond the party's control.

**Section 8 – Steps in the Grievance Procedure**

The procedures outlined herein constitute the steps necessary to resolve an employee's grievance. The attempt of settlement of grievances must be submitted at Step 1 within fifteen (15) working days after the employee is aware of the conditions precipitating the grievance. For example, anything written on the employee's time card is considered actual notice.

Step 1 – Immediate Supervisor. As a prerequisite to the filing of a formal grievance, the employee having a grievance shall, on a personal face-to-face basis, discuss the complaint with the immediate supervisor. If an employee's immediate supervisor is not available or is directly involved in the subject of the grievance, next in command may be notified instead of employee's immediate supervisor. At this step, it is the responsibility of the employee to inform the supervisor, or next in command that he/she is initiating the grievance process. Within three (3) working days the immediate supervisor or next in command shall give the decision to the employee orally. The employee shall notify the immediate supervisor, or next in command, in writing

(preferably by e-mail) if the employee advances the grievance to the next step.

Step 2 – Employee Relations Division. If a mutually acceptable solution has not been reached in Step 1, the grievant shall submit the grievance in writing on appropriate forms supplied by the Employee Relations Division which shall provide, in order to be considered, a detailed statement of the grievance, including the date of occurrence, names of witnesses or individuals involved, location, applicable Agreement Articles alleged to have been violated, date discussed with immediate supervisor, and the specific remedy or action requested. The written grievance shall be filed in triplicate with the Employee Relations Division within ten (10) working days of oral notification of the immediate supervisor's decision. The Employee Relations Division shall make a determination of whether the grievance is a matter for which the Grievance Procedure is appropriate. In making such determination, the Employee Relations Division shall determine if: (1) the grievance has been filed in a timely manner; (2) the initial step has been followed; (3) the grievance contains the information required; and (4) if the grievance alleges that specific Memorandum of Understanding Article(s) have been misinterpreted, misapplied, or violated. The determination and notification to the grievant and SEBA will be made within five (5) working days of receipt of the grievance. If the Employee Relations Division determines that the grievance is not subject to this procedure, SEBA may appeal this decision directly to the arbitrator, in accordance with the provisions of this procedure, within five (5) working days.

If objection is made to the procedural and/or substantive grievability of a grievance at this step or any other step of the grievance procedure it is expressly agreed that such objections to the procedural and/or substantive grievability of a grievance are preserved in any arbitration hearing and that no waiver will result from the subsequent processing and discussion of the grievance on the merits.

Step 3 – Division Level. If the grievance is accepted, the grievant shall submit the written grievance to the division level within five (5) working days of notification of the Employee Relations Division's determination.

The Division/Section Head shall meet with the grievant and thoroughly discuss the grievance. The Division/Section Head shall submit a written response to the grievant within five (5) working days of receipt of the formal grievance from the employee.

Step 4 – Human Resources Department. If a mutually acceptable solution has not been reached, SEBA or the grievant shall submit the written grievance to the Human Resources Director or designee within five (5) working days of the receipt of written response of the Division/Section Head.

Following a review of the grievance with the Appointing Authority, the Human Resources Director or that individual's designee, in consultation with the County Labor Relations Chief, shall have full and final authority on behalf of the Fire District to mutually resolve the grievance with the employee/employee's representative within ten (10) working days of receipt of the written grievance of the employee. Such notification shall be rendered in writing to the grievant, SEBA and the Appointing Authority. Only SEBA may appeal this determination directly to an arbitrator in accordance with the provisions of this procedure within five (5) working days following notification by the Human Resources Department.

Step 5 – Pre-Arbitration Process. If a grievance has not been satisfactorily resolved at Step 4, a written appeal to arbitration must be filed with the Human Resources Director or designee by SEBA within five (5) working days of notification of the decision by the Human Resources Director or that individual's designee. The appeal must be presented on the aforementioned grievance form along with a copy of any pertinent documents.

Grievances shall only be advanced to arbitration by SEBA. The cost for hearing all grievances advanced to arbitration shall be split equally between the Fire District and the grievant and SEBA, including any cancellation fee if both parties are mutually responsible, otherwise the party responsible shall pay the entire cancellation fee.

Pre-arbitration conferences are to be mandatory and no grievances shall be forwarded to the arbitration process without same. Within twenty (20) working days of the approval to advance a grievance to arbitration, both parties are required to meet in such conference with the goal of resolving mutually identified grievance issues. If resolution is not attained, both parties are obligated at that time to jointly or individually declare stipulations, identify witnesses and exchange exhibits that will be carried forward to the arbitration process, the intent being full disclosure by both sides prior to the arbitration process. No new issues or violations may be raised at the pre-arbitration hearing conference.

Step 6 – Arbitration. At the discretion of SEBA, grievances that occur during the term of the agreement that are not resolved at a prior step in the process can proceed to arbitration. The Human Resources Director or designee and SEBA shall select an arbitrator by mutual agreement. Where mutual agreement cannot be reached, within five (5) days the parties shall request

a list of arbitrators from the State Mediation and Conciliation Service, and mutually select an arbitrator from said list. Where mutual agreement cannot be made, the arbitrator shall be determined following a striking process. The determination as to which party strikes first shall be based on a coin flip. If the last remaining person on the list is not available, the previously stricken person(s) shall be contacted in reverse order until one is available. The parties shall contact the arbitrator to establish a hearing date acceptable to both parties.

(a) In reaching a decision and award the arbitrator shall limit himself to the allegations contained in the grievance presented in relation to the express provisions of the agreement alleged to have been violated. Further, the arbitrator shall have no authority to amend, change, add to, subtract from, or ignore any provisions of this agreement. Lastly the arbitrator shall not substitute his judgment for that of the Fire District on matters pertaining to the exercise of managerial discretion except where it can be shown by SEBA that the Fire District abused its discretion. The arbitrator shall not grant any right or relief on any grievance occurring at any time other than the contract period in which such right originated. If the arbitrability of the grievance is in dispute, the arbitrator shall render a decision on the arbitrability of the dispute prior to scheduling a hearing on the merits of the grievance.

(b) The decision of the arbitrator will be in writing and transmitted to the parties within thirty (30) calendar days after the close of the hearing. This decision may require an Appointing Authority or a subordinate to cease and desist from the action, which is the subject of the grievance. The arbitrator may also require the Appointing Authority to take whatever action is necessary, within the control of the Appointing Authority, to remedy the grievance or take other action to relieve the loss, if any, to the employee. Under no conditions can the arbitrator order relief that exceeds the relief requested by the grievant and shall be limited to making the grievant whole. In the event the arbitrator determines that monetary relief is an appropriate remedy, he/she shall limit any retroactive award, including interest, to a date that is no earlier than fifteen (15) working days from the date the grievance was filed in writing.

(c) The arbitrator's decision shall be transmitted to the Human Resources Director or designee and SEBA with a copy to the grievant.

(d) All grievances shall be treated as confidential and no publicity will be given until the final resolution of the grievance.

(e) The decision by the arbitrator shall be final and binding on all parties unless appealed or there is a financial impact of greater than one thousand dollars ($1,000.00), in which case it shall be subject to approval of the Board of Supervisors.

(f) For grievance decision with financial impact of greater than one thousand dollars ($1,000.00), the Human Resources Director or designee will submit the grievance decision within ten (10) working days to the next meeting of the Board of Supervisors. If the Board of Supervisors fails to act within thirty (30) days following receipt of formal notice of the decision of the arbitrator, it shall become final and binding. A copy of the decision shall be filed with the Human Resources Director or designee, SEBA and the grievant.

(g) The Fire District will submit a request for payment to the Auditor-Controller/Treasurer/Tax Collector within five (5) working days of the Board decision.

Prior to Step 5 – Pre-Arbitration. The parties (Human Resources Director or designee and SEBA) may by mutual agreement utilize mediation for grievances filed under the provisions of this Agreement. The mediation process described in this Section may be invoked only by the two (2) parties identified herein and is expressly an exception to the language contained in Section 5 of this Article.

The parameters of the mediation process, where mutual resolution of the grievance or disciplinary appeal sought, are as follows:

(a) The parties (Human Resources Director or designee and SEBA) shall exchange in writing the agreement to refer a specific grievance or disciplinary appeal to mediation.

(b) The grievant shall have the right to be present, represented by SEBA as the sole, exclusive bargaining agent.

(c) The grievant shall have SEBA as the singular spokesperson and the Fire District a representative from the Human Resources Department, with neither side allowed the presence of an attorney.

(d) Any written material submitted to the mediator shall be returned to the party providing the material at the conclusion of the mediation meeting.

(e) The mediation process shall be as follows:

(1) The mediation meeting shall be an informal process, limited to a one (1) hour presentation for each side, not restricted to the rules of evidence with no retention of a proceedings record.

(2) The mediator will meet jointly with the parties and separately, if necessary.

(3) The mediator has no authority to compel resolution of the matter mediated.

(4) The oral advisory opinion of the mediator shall be given at the conclusion of the meeting and the parties may opt to agree in writing to the opinion, reject the same mutually or singularly and proceed to the next step of the usual process, or remove the matter from the process by mutual agreements.

(5) The advisory opinion accepted in writing by the two (2) parties does not constitute a precedent and is not admissible as evidence in any future process governed by this Agreement.

(f) Where possible the parties shall utilize the mediation services provided by the California State Mediation and Conciliation Service. In the event that the mediation process would result in fees for service rendered by the State or by use of a private hearing officer, such costs shall be equally divided between the Fire District and SEBA.

(g) The post-mediation process is restricted by the following:

(1) No person serving in the capacity as a mediator may serve as the arbitrator for the same case should the same be forwarded to arbitration.

(2) (2) No reference to a matter mediated may be utilized in a subsequent arbitration or hearing unless stated in writing at a step prior to the mediation. The penalty for violation of this understanding shall be forfeiture of the hearing or appeal by the party violating the same.

(h) This procedure may be modified by mutual agreement of both parties.

## *HAZARDOUS MATERIALS EXPOSURE RECORDS*

The Fire District shall pay the annual membership fee for each employee to participate in the State's record keeping system of personal exposure to hazardous materials.

## *HEALTHCARE TRUST*

**Section 1 – General Provisions**

Sheriff's Employees' Benefit Association ("SEBA") has established a Voluntary Employee Benefit Association ("VEBA" or "Trust") that offers medical, dental, vision, and prescription drug coverage components (collectively, "Healthcare Benefits") compliant with Internal Revenue Code section 4980H and the Affordable Care Act ("ACA") and that does not create Government Accounting Standards Board ("GASB") Other Post Employment Benefit ("OPEB") liability for the County. For the purposes of this Article, the effective date of Trust will be July 13, 2024. The County is not a party to the Trust agreement, nor is the County responsible for administering the Trust and the obligations of the County set forth herein do not constitute administration of the Trust. The Trust has provided and will continue to provide sufficient documentation and information for the County to conduct an analysis to determine whether the Trust meets the criteria outlined in this paragraph and is relevant to the County's compliance with other applicable State and Federal statutes. The parties shall utilize best efforts to negotiate additional details of the Trust pursuant to Government Code section 3505.

(a) SEBA shall continue to offer Healthcare Benefits to eligible dues paying SEBA members who are active employees in the Specialized Fire Services Unit ("Bargaining Unit"). Active employee is defined as an employee in a regular position who has not terminated employment from the County, including those on paid status and on approved unpaid leave of absence.

(b) SEBA shall continue to offer Healthcare Benefits to eligible dues paying SEBA Associate members who:

(1) Are active employees who promoted from classifications represented by the Bargaining Unit (e.g., Sheriff's Lieutenant to Sheriff's Captain), or
(2) Are newly hired active employees to a regular position that is in the chain of command from a Bargaining Unit position (e.g., employee is hired from outside county agency as a Sheriff's Deputy Chief who would have otherwise promoted from a Bargaining Unit),
(3) And all SEBA Associate members in (2) a. and b. above are in an unrepresented classification (i.e., in a classification not covered by another recognized employee organization).

(c) Employees returning from a leave of absence will continue to participate in Healthcare Benefits under the same plan (i.e., the SEBA Trust or the County's plan) in which they were enrolled when the leave began.

(d) SEBA shall continue to offer Healthcare Benefits to active Bargaining Unit members or Associate members, who retire subsequent to the effective date of the Trust. Employees who retire prior to the effective date of the Trust are not eligible to participate in the Trust.

(e) Eligible active and retired employees may choose to participate in Healthcare Benefits offered by either the County or by SEBA through the Trust.

(f) SEBA has established separate Healthcare Benefits plans to be funded by the Trust: one covering active employees and their eligible dependents ("active plan"); and a second one covering retired employees and their eligible dependents ("retiree plan"). Only employees retiring after the inception of the Trust and their dependents are eligible for coverage by the Trust. The Trust and the Healthcare Benefits plans funded by the Trust are sponsored and administered by SEBA.

(g) The parties agree to a "side-by-side" where active employees shall have a choice regarding whether they choose insurance through the County or the SEBA Trust. For details on the requirements and eligibility for the SEBA Trust, employees should refer to the SEBA Trust plan document. Medical, dental, and vision coverage and premium subsidies eligibility for active employees will be determined by the terms of the MOU.

(h) The Trust will continue to maintain separate accounting for active members and retirees, with the intent of ensuring the use of County-paid subsidies as described in Section 2 are solely used for active members. The County-paid subsidies as provided under Section 2(a) to the active plan will be used solely to fund Healthcare Benefits under the active plan, including reasonable administrative expenses, and may not be diverted to any other purpose, including subsidizing retiree healthcare premiums. Employee contributions to the Trust, along with investment earnings on those funds, will be used solely to fund Healthcare Benefits provided by the Trust, including reasonable administrative expenses.

(i) Annually, the underwriters for the Trust plans will provide separately underwritten rates for the active plan and the retiree plan. Each set of rates will be designed to be self-sufficient. The County will not make any financial contributions to subsidize medical plans covering retired employees and/or their dependents.

(j) Funds in the Trust may not be co-mingled with SEBA funds or other funds outside the Trust. The Trust shall be structured so that earnings in the Trust will be tax-exempt and benefits to employees will be tax-free to the extent possible under the tax rules. A determination of its tax-exempt status has been obtained from the IRS.

**Section 2 – Active Employees Healthcare Premium Subsidies**

(a) The parties previously agreed to convert the tiered Medical Premium Subsidy (MPS) for each Bargaining Unit into a composite MPS by Bargaining Unit and shall continue to do so. This composite MPS will be applicable only for those enrolled in the Healthcare Benefits plans offered by the Trust.

Employees who elect to participate in the Healthcare Benefits plan under the Trust will no longer be eligible for Section 3 – Medical and Dental Subsidies and Section 4 – Needles Medical Premium Subsidy under the Medical and Dental Coverage Article of the MOU. Instead, employees who elect to participate in the Healthcare Benefit plan under the Trust, shall receive the applicable composite MPS per pay period as set forth below:

- Effective October 31, 2026: $494.84
- Effective October 30, 2027: $568.36
- Effective October 28, 2028: $641.88
- Effective October 27, 2029: $715.40

(b) SEBA and the Fire District may bargain modifications to the MPS in future MOUs. Unless further agreement is reached, there is no requirement that the MPS shall be identical across the Bargaining Units.

(c) For employees who elect to participate in the Healthcare Benefits plan under the Trust, the Fire District will contribute the following subsidies by Bargaining Unit to the active plan under the Trust:

(1) The MPS amounts as specified in the MOU's Medical and Dental Coverage Article for the sole purpose of offsetting such employees' cost of the underwritten active medical premiums. At no time shall the MPS be used to subsidize retiree medical premiums that creates an explicit or implicit subsidy.

The Fire District's payment to the Trust shall be no more than the total biweekly cost of the underwritten active medical premiums per Bargaining Unit. For example, if the total biweekly cost of the underwritten active medical premium for the Unit is $20,000 and the total MPS for the Unit is $20,200, the Fire District would pay the total underwritten active medical premium of $20,000; and

(2) The Dental Premium Subsidy (DPS) amounts as specified in the MOU's Medical and Dental Coverage Article for the sole purpose of offsetting such employees' cost of the underwritten dental premiums. At no time shall the DPS be used to subsidize retiree dental premiums that creates an explicit or implicit subsidy.

The Fire District's payment to the Trust shall be no more than the total biweekly cost of the underwritten active dental premiums per Bargaining Unit. For example, if the total biweekly cost of the underwritten active dental premium for the Unit is $1,000 and the total DPS for the Unit is $1,200, the Fire District would pay the total underwritten active dental premium of $1,000; and

(3) An amount equal to the lesser of either (1) the premium for the active employee's vision coverage under the Fire District's vision plan as provided in the MOU's Vision Care Insurance article, or (2) the underwritten premium rate for active employee's vision coverage under the Trust.

(d) For every employee who elects to participate in the Healthcare Benefits plan under the Trust, contributions for the employee's active Healthcare Benefits premiums will be deducted on a bi-weekly basis from the employee's pay warrant in amounts established by the Trust. Employees may elect to designate the deductions as pre-tax or after-tax, subject to the terms of the County's Section 125 Premium Conversion Plan. The Fire District and SEBA acknowledge that the Fire District is not a party of the Trust, and that the permitted use of Trust funds collected through employee contributions is governed exclusively by the Trust's terms, including but not limited to providing retirement healthcare. The employee's participation in the Healthcare Benefits plan will satisfy one of the eligibility conditions for retirement medical benefits under the Trust.

**Section 3 – Compliance with Applicable Law**

(a) The Trust shall comply with all laws applicable to medical, dental, and vision plans and/or healthcare trust funds and the administration and management thereof.

(b) In the administration and provision of medical, dental, and/or vision plans, the Trust shall comply with the Consolidated Omnibus Budget Reconciliation Act (COBRA), HIPAA, ACA, and all other applicable laws and regulations. The County and Trust will work together to ensure compliance with COBRA and the Trust's plan(s) shall accept retroactive enrollments and corrections (COBRA and active) within one hundred twenty (120) days to allow for COBRA's notification, election, and payment timeframes.

**Section 4 – Indemnification and Insurance**

(a) In addition to the obligations of the Trust outlined in this article, SEBA will be responsible for administering the Trust and all accounting practices relating to the disbursement of all Trust funds. Accounting practices will be in accordance with industry standards for trust fiduciaries, including the prompt payment of any premiums due to medical plan providers. The parties agree that the County, including its officers, employees, or agents, shall have no responsibility or liability for the operations, management decisions, accounting decisions and practices of the Trust.

(b) Except where such indemnification is prohibited by law and as set forth in Section 4(c) below, SEBA shall defend (with counsel reasonably approved by the County), indemnify and hold harmless the County and its officers, employees, agents, and volunteers from any and all claims, actions, losses, damages and/or liability arising out of, or in any way related to, the Trust and/or any health plans administration, including those related to the taxable status of employee contributions provided pursuant to this Agreement, and those related to any determination by any state or federal tax authority that contributions required by this agreement do not qualify for pre-tax treatment.

(c) SEBA's obligation to defend, indemnify and hold harmless as set forth in Section 4(b) above (the "Indemnification") shall not apply to any breach by the County of its obligations under this MOU/agreement, including any acts, errors or omissions of the County, in the provision of the payment of the medical premium subsidy as indicated in Section 2(a) of this agreement. Nor shall the Indemnification apply to the County's intentional misconduct or gross negligence. However, the Indemnification shall apply to the County's active or passive negligence.

**Section 5 – Eligibility and Enrollment**

(a) Employees in a Bargaining Unit who are scheduled to work forty-one (41) hours or more per pay period in a regular position must enroll in either the County's Healthcare Benefits plans or SEBA's Healthcare Benefits plans, unless the employee opts out or waives medical/dental insurance pursuant to the requirements of the Medical and Dental Coverage article. For details on the requirements and eligibility for the SEBA Trust, employees should refer to the SEBA Trust plan document. Medical, dental, and vision coverage and premium subsidies eligibility for active employees will be determined by the terms of the MOU.

(b) Newly hired eligible employees into any of the Bargaining Units may choose to participate in either the County's Healthcare Benefits plans, or SEBA's Healthcare Benefits plans under the Trust. For avoidance of doubt, all components of an employee's Healthcare Benefits—medical and prescription drug, dental, and vision coverage—must be under either the County's Healthcare Benefits plans, or the SEBA Trust's Healthcare Benefits plans; an employee cannot be simultaneously covered by both vehicles.

(c) If a newly hired eligible employee fails to select a medical plan upon hire and does not opt out or waive coverage, the employee will be automatically enrolled in the lowest-cost self-only medical and dental coverage options under SEBA's medical and dental plans, assuming such employee is a dues paying SEBA member. If not a dues paying SEBA member, such employee will be automatically enrolled in the lowest-cost self-only medical and dental coverage options under the County's medical and dental plans. If an automatically enrolled employee is responsible for paying premiums for such coverage, the amount will be deducted after-tax from their County compensation; any outstanding premium balance will be the employee's responsibility.

(d) Employees may only change from SEBA Trust plan to County plan during open enrollment or certain Internal Revenue Code (IRC) Section 125 qualifying events that are consistent with such a change. Employees must sign and provide to the County a written authorization for deductions via paper and/or electronic signature. Such employees shall not be eligible for any coverage under the Trust Plans thereafter.

(e) Employees who are not members of a Bargaining Unit will be eligible for coverage under the SEBA Trust upon joining a Bargaining Unit. Once eligible, employees will have the option to enroll in either the County's or SEBA's Healthcare Benefits plans. This choice becomes effective on the earliest date permitted by the SEBA and County Healthcare Benefits plans and, if applicable, the County's Section 125 Cafeteria Plan. If the employee does not elect to enroll in the SEBA Trust plans, their existing coverage (or non-coverage) under the County's plans will continue until the next permitted election change date.

(f) Employees who do not make a new plan selection during open enrollment will automatically retain their current coverage or non-coverage status for the subsequent plan year.

(g) The open enrollment period and plan year period for the Trust shall coincide with the County's open enrollment and plan year period. The Trust shall work closely with the County in preparation for the County's plan year and production of open enrollment materials. The parties agree that both the County and SEBA may educate employees regarding the Union's Trust and County medical plan options.

**Section 6 – Administration of Trust**

(a) The County will transmit eligibility files and all contributions as provided in Section 2 to the Trust on a bi-weekly basis for the purpose of plan administration as required by the Trust. The County will deduct administrative fees provided in Section 6(c) per participating employee from the transfer of premiums to the trust on a bi-weekly basis. Likewise, the Trust will provide the County on a bi-weekly basis employees' plan elections (e.g., Employee Only, Employee + 1, or Employee + 2 or more). The Trust will be responsible for reconciling any billing discrepancies with their healthcare carrier plans. Any discrepancies identified will be paid or withheld from a future scheduled payment.

(b) The Trust will be responsible for reimbursing the County up to a maximum of $2,274 for start-up administrative costs incurred by the County. The County shall invoice the Trust for all such costs incurred.

(c) In addition to any other deductions required by this Article and/or MOU, the County shall deduct the following amounts from the employee's pay warrant in accordance with the Section 125 Plan for ongoing administrative costs associated with the active plan under the Trust:

| Plan Enrollment in Trust | Per Enrolled Employee Per Pay Period |
|---|---|
| Medical | $0.69 |
| Dental | $0.50 |
| Vision | $0.23 |

(d) The Trust fund shall be administered by healthcare benefit Trustee(s) who shall serve in a legally recognized fiduciary capacity. The Trust shall maintain fiduciary liability insurance coverage for Trustees. The County may request to be listed as an additional insured on an endorsement of the administrator's errors and omission policy.

(e) The Trust will be responsible for all accounting practices relating to the disbursement of all trust funds. Accounting practices will be in accordance with industry standards for trust fiduciaries, including the prompt payment of any premiums due to health plan providers. To the extent that the County may be required to obtain information from the Trust for the purpose of completing its annual financial statements, the Trust will cooperate in providing necessary information.

(f) The Trust will be responsible for all policies relating to the investment of trust funds, including reserves. Investment practices will be in accordance with industry fiduciary standards and best practices.

(g) The parties agree that the County, to include its officers, employees, or agents, shall have no fiduciary or administrative responsibility or liability whatsoever with respect to the Trust or the plans funded by the Trust, including but not limited to the accounting decisions and practices of the Trust, the investment decisions related to Trust funds, or any other aspect of the Trust's or plans' administration or operation.

(h) The parties will periodically review how the administration of the Trust is working, as necessary. The Trust shall establish a liaison between County's Employee Benefits and Services Division and the Trust Administrator to address such concerns.

(i) The County reserves the right to unilaterally terminate the concurrent Healthcare Benefits arrangement and cease its County-paid subsidies as provided under Section 2(a) to the Trust should an independent audit of the Trust identify substantial deficiencies or compliance issues. The County will articulate its concerns in writing and provide one hundred

twenty (120) days' notice of its intent to terminate the arrangement and cease County-paid subsidies as provided under Section 2(a) if the Trust is unable to rectify these issues within ninety (90) days from the date of the Trust's receipt of the County's deficiency notice.

(j) The County shall have the ability to review Trust audit results and/or independently conduct its own audit of the Trust, including its operations, compliance, experience, utilization, rate setting documentation and supporting data, loss ratios, expenses, transactions, and financial results as they pertain to the Trust plan.

(k) The County shall have the ability to meet with SEBA, its Board of Directors, the Trustees, Trust Counsel, or the Trust Administrator, as applicable, to discuss any concerns it has with the Trust.

(l) The Trust may not terminate any coverage component of Healthcare Benefits under the SEBA plans for eligible active employees during the term of this Agreement. If a provider terminates any coverage component of such Healthcare Benefits, the County will terminate its County-paid subsidies as provided under Section 2(a) for the applicable benefit thirty (30) days prior to plan termination unless the Trust provides a suitable replacement plan such that employees are covered until coverage terminates. The County must be notified at least one hundred twenty (120) days prior to coverage termination.

(m) The Trust shall cooperate with the County and provide all necessary information to the County within agreed upon or established timelines as set forth in the MOUs, plan documents, applicable law, or pursuant to the County's request in order for the County to fulfill its compliance and regulatory obligations. To the extent allowed by applicable law, Trust shall be responsible for paying any penalties caused by its failure to comply with Trust reporting and compliance requirements. To the extent the Trust is not permitted under applicable law to fund such penalties, SEBA shall take reasonable steps to seek reimbursement to the Trust from any vendors engaged by the Trust that may be responsible for failure to meet reporting and compliance requirements.

(n) SEBA shall be responsible for the Trust and the Third-Party Administrator of the Trust's plans complying with all provisions of this Article, and any other applicable agreements related to the Trust. The County is not responsible for administration of the Trust and SEBA's compliance with this agreement or any applicable agreements related to the Trust.

This Agreement hereby supersedes and replaces all prior agreements both written and oral relating to the matters covered by this Agreement. In the event any prior agreements shall have terms which conflict with this Agreement, the terms of this Agreement shall control.

**Section 7 – Meet and Confer**

(a) The parties will meet and confer on any Trust-related issues if they are required to do so under Government Code section 3500 et seq. or upon mutual agreement to do so.

(b) If SEBA proposes to implement a self-insured medical, dental, and/or vision plan, parties agree to meet and confer prior to the implementation.

(c) Upon the request of SEBA, the County agrees to meet and confer with SEBA, subject to the requirements of the Meyers-Milias-Brown Act and any applicable laws, to discuss any proposed modification for participation/funding/eligibility in the County's RMT or participation/funding/eligibility of any agreed-upon retiree health component of the SEBA-sponsored Healthcare Trust.

**Section 8 – Post Employment Healthcare**

Post Employment Healthcare established by SEBA shall not create an Other Post Employment Benefit ("OPEB") liability as indicated by the accounting and reporting requirements under the Government Accounting Standards Board ("GASB") or other liability for the County as determined by the County. Upon request, the Trust will provide the County sufficient documentation and information for the County to conduct an analysis to determine liability for the County.

**Section 9 – Choice of Law and Venue**

Neither the grievance procedure in the MOU nor any administrative process shall apply to disputes regarding this Side Letter Agreement. This does not prohibit mediation upon mutual agreement of the parties.

This side letter agreement shall be governed by the and construed according to the laws of the State of California. The parties agree that the venue of any action or claim brought by any party to this side letter agreement will be the Superior Court of California, San Bernardino County, San Bernardino District. Each party hereby waives any law or rule of the court which would allow them to request or demand a change of venue. If any action or claim concerning the side letter agreement is brought by any third-party and filed in another venue, the parties hereto agree to use their best efforts to obtain a change of venue to the Superior Court of California, San Bernardino County, San Bernardino District.

## *HOURS OF WORK*

**(FLSA Exempt Employees ONLY)**

Employees shall be required to work during such hours as necessary to carry out the duties of their position, as designated by the appointing authority, and such hours may be varied so long as the work requirements and efficient operations of the Fire District are assured.

Notwithstanding any other provisions of this Agreement, the Chief Executive Officer may authorize overtime compensation at straight time or time and one-half rates at any time (including retroactively for emergencies as defined in Section 13.022(h) of the County Code) to be paid to any employee in order to carry out the intent of a Board-approved program, to respond to an emergency, or to compensate for hours of work performed above that normally expected of such employee.

Certain employees in regular positions in this unit may be considered to be exempt for purposes of the Fair Labor Standards Act (FLSA). If, as a result of changes in legislation, federal regulations, or court decisions, employees' FLSA status changes, the County and SEBA will meet and confer regarding the effects of such changes.

Deductions from the pay of FLSA Exempt employees in this unit for disciplinary and other reasons shall be made in a manner consistent with FLSA regulations. For example, employees covered by this Article who are disciplined by a suspension without pay shall only receive such suspension in increments of one (1) or more full days. Alternatively, an appointing authority may discipline an employee covered by this Article via a deduction of accrued leave time. The accrued leave time is limited to vacation and holiday leave. Deductions of accrued leave time may be made in increments of less than one (1) work week. Any disciplinary action imposed under this Article is subject to appeal under the Personnel Rules of San Bernardino County Fire District. Employees shall not be disciplined by a reduction in step.

## *IMPLEMENTATION*

This Agreement constitutes a mutual agreement by all members of each party's bargaining team to be jointly submitted to the Board of Supervisors for approval. It is agreed that this Agreement shall not be binding upon the parties either in whole or in part unless and until approved by the Board of Supervisors.

Any changes to this Agreement, which do not have specific effective dates, become effective on the date of Board of Supervisors approval. Any economic changes to this Agreement, which do not have specific effective dates, become effective the beginning of the pay period following Board of Supervisors approval.

## *JOB SHARING AND PART-TIME EMPLOYMENT*

At the discretion of the Appointing Authority, an employee may be allowed to job share or to work on a part-time basis in a regular position. Job share is defined as two (2) employees sharing one regular position. Part-time employment is defined as an employee working in a regular position that is scheduled for less than eighty (80) hours per pay period.

Benefits for job sharing and part-time employees shall be pro-rated on regularly scheduled hours except as may be provided in the appropriate Article. For example, an employee who is regularly scheduled twenty (20) hours per week is eligible for a maximum donation of five hundred and twenty (520) hours of Medical Emergency Leave. Benefits not subject to proration include the following Leaves: Blood Donation and Examination Time. Further, where a specific article provides a minimum hour requirement (e.g., must be full-time, or scheduled hours) job sharing and part-time employees shall be required to meet the minimum hour requirement in order to receive the benefit. For example, to be eligible to enroll in a medical and dental plan offered by the County an employee must be in a regular position and scheduled to work for a minimum of forty (40) hours per pay period. Therefore, job sharing and part-time employees in regular positions scheduled less than forty (40)

hours per pay period would not be eligible to enroll in a medical and dental plan offered by the County. Each employee shall be notified in writing by the Appointing Authority at the time of the appointment and such notification will clearly define the benefits to which each employee is entitled.

The Appointing Authority may discontinue part-time or job share status with written notice at least two (2) pay periods prior to the effective date of the change.

## *LABOR MANAGEMENT TASK FORCE*

The parties recognize that delivery of public services in the most efficient and effective manner is of paramount importance and interest to the Fire District and SEBA. Maximized productivity is recognized to be a mutual obligation of both parties within their respective roles and responsibilities.

To this end, the parties agree that a Labor Management Task Force comprised of equal numbers of management and employees shall be created as necessary to address issues which affect the efficient and effective delivery of public services appropriate to each department and Unit employees. The purpose of such a Task Force shall be to:

(a) Review and provide input on proposed departmental policies and procedures.

(b) Develop, review, and prioritize work simplification project proposals.

(c) Develop and review solutions to specific program problems.

The Appointing Authority, in conjunction with a designee of the Human Resources Department and SEBA, shall determine the composition of each Task Force. The Appointing Authority or designee shall select the chairperson(s) of the Task Force. Meetings will be held as often as necessary to discharge the functions of the Task Force. The Task Force will establish reasonable time frames for the accomplishment of its charges.

Recommendation of the Task Force will be arrived at by consensus and shall be submitted in writing to the Appointing Authority for final action, subject to review and approval. The Task Force shall not have any right or authority to abrogate representation rights of SEBA or Fire District Management rights, nor shall this Article be subject to the Grievance Procedure.

## *LAYOFF*

Layoff shall be governed exclusively by Special District's Personnel Rules except that ties in seniority, for purposes of determining order of layoff, shall be broken first by:

(a) Hire Date in the Fire District

(b) Hire Date in County

(c) Service Hours

## *LEAVE PROVISIONS*

**Section 1 – Sick Leave**

(a) Definitions

(1) Sick Leave – Sick leave with pay is an insurance or protection provided by the Fire District to be granted in circumstances of adversity to promote the health of the individual employee. It is not an earned right to time off from work. Sick leave is defined to mean the authorized absence from duty of an employee because of physical or mental illness, injury, pregnancy, confirmed exposure to a serious contagious disease, for a medical, optical, dental appointment, for certain purposes related to being a victim of domestic violence, sexual assault, or stalking.

(2) Family Member –Family Member, as defined by Labor Code section 245.5, is a parent, child, step-child, spouse, registered domestic partner, grandparent, grandchild, sibling, or any person designated by the employee at the time the employee requests paid sick days. An employee shall not identify more than one "designated person" as a family

member in a 12-month period from the first date of designation. Parent means a biological, foster, or adoptive parent, a step parent, legal guardian, or a person who stood in loco parentis when the employee was a minor child. Child means a biological, foster, or adopted child, a step child, a legal ward, a child of a domestic partner, or a child to whom the employee stands in loco parentis. Domestic Partner is defined by Family Code section 297.

(3) Extended Family – Extended family is defined as parent/sibling-in-law, aunt, uncle, niece, nephew, foster child, ward of the court, or any step relations as defined herein.

(b) Accumulation – Employees in regular positions shall accrue sick leave for each payroll period completed, prorated on the basis of 3.69 hours per pay period, except as provided in Section 5 of this Article. Earned sick leave shall be available for use the first day following the payroll period in which it is earned. Employees in regular positions paid less than eighty (80) hours per pay period or job-shared positions shall receive sick leave accumulation on a pro-rata basis.

(c) Compensation – Approved sick leave with pay shall be compensated at the employee's base rate of pay, except as otherwise provided in this Agreement. The minimum charge against accumulated sick leave shall be fifteen (15) minutes.

(d) Administration

(1) Investigation – It shall be the responsibility and duty of the Appointing Authority or designee to investigate each request for sick leave and to allow sick leave with pay where the application is determined to be proper and fitting, subject to approval of the Human Resources Director or designee.

(2) Notice of Sickness – In twenty-four (24) hour departments and for employees whose work assignment requires leaving their assigned work site together with one or more other employees shortly after reporting to work, the Appointing Authority or designee should be notified at least two (2) hours prior to the start of the employee's scheduled shift of a sickness on the first day of absence. For all other employees, the employee's supervisor must be notified at least one-half (1/2) hour prior to the start of the employee's scheduled shift of a sickness on the first day of absence.

It is the responsibility of the employee to keep the Appointing Authority or designee informed as to continued absence beyond the first day for reasons due to sickness or occupational disability. Failure to make such notification shall result in denial of sick leave with pay. If the employee receives a doctor's off-work order and provides notice of same to the Appointing Authority, the employee is not required to contact the department daily. If the employee does not have an off-work order or has not notified the Appointing Authority that one has been issued, the employee shall be required to contact the department daily in accordance with the timeframe above. If an employee fails to return to work for three (3) consecutive days following an approved leave of absence or upon expiration of an off work order, the employee may be subject to Automatic Resignation in accordance with the Personnel Rules for the Board-Governed Special Districts.

(3) Review – The Human Resources Director or designee may review and determine the justification of any request for sick leave with pay and may, in the interest of the Fire District and in compliance with the California Labor Code, require a medical report by a doctor to support a claim for sick leave pay.

(4) Proof – The employee shall provide a doctor's certificate or other adequate proof in all cases of absence due to illness when requested by the Appointing Authority. All requests for proof if illness shall be made in compliance with the California Labor Code.

(5) Improper Use – Evidence substantiating the use of sick leave for willful injury, gross negligence, intemperance, trivial indispositions, instances of misrepresentation, or violation of the rules defined herein will result in denial of sick leave with pay and shall be construed as grounds for disciplinary action including termination.

(e) Sick Leave for Other than Personal Illness/Injury

(1) Family Sick Leave – For all units a maximum of one-half (1/2) of the employee's annual accrual of earned sick leave per calendar year may be used for attendance upon the family members of the employee who require the attention of the employee.

Upon approval of the Appointing Authority, the employee may use part of this annual allowance for attendance upon members of the employee's extended family residing in the employee's household who require the attention

of the employee.

(2) Bereavement – A maximum of three (3) days earned sick leave may be used per occurrence for bereavement due to the death of a family member or member of the employee's extended family, as defined in Section 1(a)(2) of this Article, except for a person "designated" by the employee for sick leave purposes, or any relative who resided with the employee. Employees in regular positions may use up to two (2) days paid leave, not charged to the employee's personal leave balances, per occurrence for bereavement due to the death of a family member of the employee's, as defined herein.

(3) Birth/Adoption – A maximum of forty (40) hours earned sick leave may be used per occurrence for arrival of an adoptive child at the employee's home. An employee (father) may utilize on an annual basis no more than forty (40) hours of accumulated sick leave per rolling calendar year for the birth of his child.

(4) Medical, Optical or Dental Appointments – The employee may use sick leave for medical, dental or optical appointments. However, every effort should be made to schedule the appointments at a time of day that will minimize the employee's time off work.

(f) Return-to-Work Medical Clearance

(1) Under any of the following circumstances, all employees who have been off work due to an illness or injury will report to the San Bernardino County Center for Employee Health and Wellness for a medical evaluation of their condition and authorization to return to work before returning to work.

(i) Employees whose treating physician or other qualified medical provider has ordered job modification(s) as a condition for either continuing to work or for returning to work after an illness or injury. This applies to both occupational and non-occupational illness or injury.

(ii) Employees who have been off work due to communicable diseases such as, but not limited to, chicken pox and measles.

(iii) Employees who have been absent on account of a serious medical condition, when so directed by their Appointing Authority.

(2) Employees are required to attend return-to-work medical appointments at the Center for Employee Health and Wellness on their own time; however, mileage for attending such appointments is eligible for reimbursement pursuant to the Expense Reimbursement Article.

(3) It is the responsibility of the employee, covered by (f) (1) (i) - (iii) above, to obtain written notice from their medical provider of their authorization to return to work with or without job modification. To ensure all necessary and relevant medical information is provided, the Fire District/County shall make available forms to be completed by the medical provider. It is the responsibility of the employee to provide verbal notice to their Appointing Authority or designee immediately upon receipt of their medical provider's authorization to return to work, and no later than twenty-four (24) hours after receipt of the notice. The Appointing Authority or designee will schedule an appropriate medical evaluation for the employee with the Center for Employee Health and Wellness prior to the employee's return to work. The employee shall provide their medical provider's written notice of authorization to return to work to the Center at or prior to the employee's scheduled appointment time.

(4) Exceptions to the above requirements may be made on a case-by-case basis by the Medical Director or designee for the Center for Employee Health and Wellness.

(5) The employee is obligated to attend the appointment as scheduled under the conditions outlined above. If the employee fails to adhere to the procedure, the employee is required to use sick leave or leave without pay for any work hours missed. If required notice has been provided, and there is a delay between the employee's appointment with the Center for Employee Health and Wellness and the start of his/her scheduled shift on the day that he/she was released to return to work, the Fire District/County will pay for work hours missed, without charge to the employee's leave balances.

(6) The final decision on the employee's ability to return to work rests with the medical provider at the Center for Employee Health and Wellness. In the event the employee is not released to return to work by the medical provider

at the Center for Employee Health and Wellness, the employee's status would continue on sick leave or, where there is no balance, leave without pay.

(g) Workers' Compensation – Employees shall receive full salary in lieu of Workers' Compensation benefits and paid sick leave for the first forty (40) hours following an occupational injury or illness, if authorized off work by order of an accepted physician under the Workers' Compensation sections of the California Labor Code. Thereafter, accumulated paid leave may be prorated to supplement such temporary disability compensation payments, provided that the total amount shall not exceed the regular gross salary of the employee. Employees eligible for salary continuation pursuant to Labor Code 4850 are not entitled to this paid time.

(h) Separation – Unused sick leave shall not be payable upon separation of the employee, except as provided in the Article Retirement Medical Trust Fund.

(i) Perfect Attendance – Employees in regular, full-time positions who do not utilize any sick leave, any leave (e.g., vacation) in lieu of sick leave, or benefits in lieu of sick leave (e.g., workers' compensation, State Disability, etc.), in pay periods 1 through pay period 26 consecutively (or 27, when applicable), and who do not record any sick leave without pay, absent without pay during that year, Medical Emergency Leave, or Military Leave except to the extent as may be required by law, during those consecutive pay periods, shall be reimbursed up to a maximum of $299 for an annual individual (employee only) health club membership In lieu of the reimbursement, the employee has the option of utilizing sixteen (16) hours of perfect attendance leave, no cash out provision, from the pay period the perfect attendance leave is credited to the employee's leave balances until the end of pay period 26 (or 27 when applicable) that year. Failure to utilize perfect attendance leave by pay period 26 (or 27 when applicable) of the year it was credited to the employee's leave balance or if the employee is appointed to a position in an occupational unit that does not contain a perfect attendance leave provision shall result in forfeiture of any unused leave.

**Section 2 – Vacation Leave**

(a) Definition – Vacation is a right, earned as a condition of employment, to a leave of absence with pay for the recreation and well-being of the employee. If an employee has exhausted sick leave, vacation leave may be used for sick leave purposes upon the request of the employee and with the approval of the Appointing Authority.

(b) Accumulation – Employees in regular positions shall accrue, on a pro-rata basis, vacation leave for completed pay periods. Except as provided in Section 5 of this Article, employees in regular positions paid less than eighty (80) hours per pay period or job-shared positions shall receive vacation leave accumulation on a pro-rata basis; provided, however, that there shall be no proration of the maximum accumulations. Such vacation allowance shall be available for use on the first day following the pay period in which it is earned, provided that an employee has completed one thousand forty (1,040) hours of continuous service from the employee's hire date.

| Length of Service From Hire Date | Annual Vacation Allowance | Maximum Allowed Unused Balance |
|---|---|---|
| Hire Date through 8,320 service hours | 80 Hours | 160 Hours |
| Over 8,320 and through 18,720 service hours | 120 Hours | 240 Hours |
| Over 18,720 service hours | 160 Hours | 320 Hours |

(c) Administration

(1) Scheduling – Vacation periods should be taken annually with the approval of the Appointing Authority or designee at such time as will not impair the work schedule or efficiency of the Fire District but with consideration given to the well-being of the employee. No employee shall lose earned vacation leave time because of work urgency. If an employee has reached the maximum allowed unused balance and is unable to take vacation leave because of work urgency, the Human Resources Director or designee will request a waiver of the maximum allowed unused balance for a period not to exceed one (1) thirteen (13) pay period waiver per calendar year.

Written request for vacation leave shall receive a written response from the Appointing Authority or designee within two (2) weeks of submission. In instances where a vacation leave request has received written, advance approval and is rescinded due to work urgency by the supervisor, that decision may be appealed to the Fire Chief, Human Resources Director or designee for an immediate review. In those instances where a financial hardship would occur because pre-approval resulted in prepayment by the employee, a vacation would only be canceled under the most extreme work emergency.

(2) Minimum Charge – The minimum charge against accumulated vacation leave shall be fifteen (15) minutes or multiples thereof. Vacation leave shall be compensated at the employee's base rate of pay, except as otherwise provided in this Agreement.

(3) Holiday During Vacation – When a fixed holiday falls within a vacation period, the holiday time shall not be charged against an employee's earned vacation benefits.

(4) Vacation Leave and Termination Date – Employees not planning to return to Fire District employment at the expiration of a vacation leave, except those retiring, shall be compensated in a lump sum payment for accrued vacation at the employee's then base rate of pay and shall not be carried on the payroll. Refer to Personnel Rules for Board-Governed Special Districts for further explanation.

(5) Vacation Cash-Out – On one occasion each calendar year until the expiration of this contract, an employee who had used eighty (80) or more hours of vacation leave during the preceding calendar year may elect to convert into a cash payment, at the rate of pay in effect at the time of the cash-out, up to eighty (80) hours of accrued vacation leave. In order to sell back vacation leave during the term of this MOU, an employee must make an irrevocable election (i.e., pre-designation) during the month of December (beginning in December of 2019), specifying the number of hours to be sold back from the next calendar year's vacation leave accrual. During the calendar year following the pre-designation, a request may be made to cash out the vacation leave. Such request to cash out, if made, must be in a single block of not less than ten (10) hours and shall not exceed eighty (80) hours, up to the amount the employee has accrued at the time of the request. For example, an employee who requests a cash-out in pay period 15 can only cash-out the vacation leave accrued through pay period 14. The number of hours requested for cash-out shall not exceed an amount equal to or less than the amount accrued. For example, an employee in December 2016 makes a pre-designation to cash-out 25 hours. The employee accrues 4.61 hours of vacation leave per pay period. At the end of pay period 2 the employee can request to cash-out the 8 hours of vacation leave that she had accrued, but is not yet eligible to cash-out the entire 25 pre-designated hours because the employee has yet to accrue 25 hours of vacation leave. Once an election is made, the employee must request that the designated number of hours actually be sold back by pay period 25 of the calendar year in which the election is effective, or the hours will be automatically converted to cash in pay period 26. The vacation leave cash-out shall sunset upon the expiration of this agreement.

**Section 3 – Holiday Leave**

(a) Fixed Holidays – All employees in a regular Fire District position shall be entitled to the following fixed holidays:

| | |
|---|---|
| January 1st | Second Monday in October |
| Third Monday in January | November 11th |
| Third Monday in February | Thanksgiving Day |
| Last Monday in May | Day after Thanksgiving |
| June 19th | December 24th |
| July 4th | December 25th |
| First Monday in September | December 31st |

(b) Floating Holidays – Employees in regular positions shall be entitled to accrue one (1) floating holiday [eight (8) hours holiday time] during the first pay period prior to the third Monday in January, provided that the employee is not on unpaid leave for the entire pay period and is in a paid status.

Floating holidays accrued shall be available for use on the first day following the pay period in which they are accrued, with the approval of the Appointing Authority or designee. The Appointing Authority or designee has the right to schedule employees' time off for accrued holidays to meet the needs of the service but with consideration given to the

well-being of the employee. Employees in regular positions budgeted less than eighty (80) hours per pay period or job-shared positions shall receive floating holiday accruals on a pro-rata basis.

(c) Eligibility for Holiday Pay – Except as provided in Section 5 of this Article, to receive holiday pay for a fixed holiday, the following conditions must be met during the pay period in which the fixed holiday fell.

(1) The employee must have been hired prior to or at the start of the pay period and not have separated prior to the end of the pay period in which such fixed holiday fell.

(2) The employee must be paid for at least one-half (1/2) of their regularly scheduled hours.

(3) The employee must have been on an approved leave of absence for any unpaid hours.

(4) The employee must have not had any unauthorized leave.

(d) Holiday During Vacation – When a fixed holiday falls within a vacation period, the holiday time shall not be charged against an employee's earned vacation benefits. In no instance shall an employee be permitted to use vacation, sick or other paid leave on a fixed holiday that the employee is not scheduled to work in order to accrue the holiday leave.

As such, the employee shall receive holiday pay for any fixed holiday that falls within a vacation period, provided the employee is eligible for that fixed holiday pay. For example, an employee has approved vacation leave from Tuesday through Thursday and Wednesday is a fixed holiday. Tuesday and Thursday would be coded as vacation leave but Wednesday would be coded as holiday leave.

(e) Working on a Holiday – Whenever an employee is required to work on a fixed holiday or the fixed holiday falls on an employee's regularly scheduled day off, the employee shall accrue, on an hour for hour basis, up to a total of eight (8) hours floating holiday time. At the request of the employee, and with approval of the Appointing Authority/Fire Marshal, straight time payment can be made in lieu of accrual provided such compensation is approved during the pay period in which it is worked.

(f) Weekend Holidays – When a fixed holiday falls on a Saturday, the previous Friday will be observed as the fixed holiday except that when the preceding Friday is also a fixed holiday, the preceding Thursday will be observed as the fixed holiday. When a fixed holiday falls on a Sunday, the following Monday will be observed as the fixed holiday except that when the following Monday is also a fixed holiday, the following Tuesday will be observed as the fixed holiday.

(g) Holiday Time Accrual

(1) Upon retirement or termination, employees shall be compensated for any unused accrued holiday time at the then current base rate equivalency.

(2) An employee may code vacation or other appropriate accrued paid leave time on a fixed holiday only under the following circumstances:

(i) An employee on an alternate work schedule such as a 9/80 or 4/10 may code accrued vacation hours on a fixed holiday that falls on a workday up to an amount that if combined with his/her fixed holiday accrual would equal the total number of hours the employee would have been scheduled for that day (e.g., an employee on a 4/10 work schedule normally works ten (10) hours on Mondays, when the fixed holiday falls on a Monday the employee codes eight (8) hours of holiday and may code up to two (2) hours of vacation).

(ii) An employee in a regular part-time or job share position who does not accrue eight (8) hours of holiday leave due to the employee's reduced work schedule may code accrued vacation leave hours on a fixed holiday that falls on a normal workday up to an amount that if combined with the employee's fixed holiday accrual would equal the total number of hours the employee would have been scheduled for that day (e.g., an employee due to his/her reduced work schedule accrued four (4) hours of holiday, but normally would have worked eight (8) hours on the day in which the holiday occurred, may code four (4) hours of accrued vacation leave in addition to the four (4) hours of holiday.

**Section 4 – Leave Accruals While on Disability Leave**

Employees receiving the benefits of workers' compensation or state disability insurance while on disability leave receive partial replacement of their income through these benefits. Employees on these types of disability leaves may choose to fully integrate, partially integrate, or not integrate personal leave time with these disability payments.

The maximum amount the employee receives from integrating leave time with disability payments shall not exceed one hundred percent (100%) of the employee's base salary. Paid personal leave time coded on the employees' Time and Labor Report will be limited to the amount of leave necessary to integrate benefits to the level designated by the employee. When the exact amount is not known, a good faith estimate may be made and the amount will be adjusted later as necessary. If any overpayments are made, the employee will be required to repay that amount in accordance with the Payroll Adjustments Article. An employee who knowingly receives payment in excess of their regular base salary is required to report it to their the Fire District payroll specialist.

Employees who are fully integrating accrued leave time with disability benefits shall be eligible to receive full accruals of vacation and sick leave. Employees who are not fully integrating shall earn pro-rated vacation and sick leave accruals based upon paid leave time coded on the Time and Labor Report only.

Employees who are fully integrating paid leave time with disability (SDI) benefit(s) will be eligible for fixed holiday pay provided that they are on the payroll for the entire pay period and have no unapproved leave for the pay period. Employees who are partially integrating or not integrating paid leave time with disability benefits will be paid for holidays in accordance with the holiday leave provisions in Section 4 of this Article.

Employees eligible to apply for SDI must provide proof of benefit amount or denial of SDI benefits. If proof is not provided, the Fire District will presume the employee is getting the maximum allowable SDI benefit payment and the amount of paid leave coded on the Time and Labor Report will be limited to the maximum allowable leave integration to ensure gross pay from all combined sources does not exceed the employee's base salary.

**Section 5 – Compulsory Leave**

If, in the opinion of the Appointing Authority/Fire Marshal, employees are unable to perform the duties of their position for physical or psychological reasons, an examination may be required by a physician or other competent authority designated by the Human Resources Director or designee. If the examination report shows the employee to be in an unfit condition to perform the duties required of the position, the Appointing Authority/Fire Marshal shall have the right to compel such employee to take sufficient leave of absence with or without pay, to transfer to another position without reduction in compensation, and/or follow a prescribed treatment regimen until medically qualified to return to duty.

Employees who become disqualified to perform the duties of their position (e.g., fail to maintain required licenses) shall be immediately removed from duty without pay or may use accrued paid leave for which they are eligible and may be subject to appropriate disciplinary action.

**Section 6 – Military Leave**

As provided in the California Military and Veterans Code Section 395 et seq., and any amendment thereto, and the federal Uniformed Services Employment and Reemployment Rights Act of 1994, a Fire District employee, regular, extra-help, or recurrent may be entitled to the following rights concerning military leave:

(a) Definition – Military leave is defined as the performance of duty on a voluntary or involuntary basis in a uniformed service under competent authority and includes active duty, active duty for training, initial active duty for training (weekend drills), full-time National Guard duty, and a period for which an employee is absent for the purpose of an examination to determine the fitness of the person to perform any such duty.

(b) Notice and Orders – All employees shall provide advance notice of military service unless military necessity prevents the giving of notice or the giving of notice is impossible or unreasonable. Where available, copy of military orders must accompany the request for leave.

(c) Temporary Active Duty – Any employee who is a member of the reserve corps of the Armed Forces, National Guard, or Naval Militia shall be entitled to temporary military leave of absence for the purpose of active military training provided

that the period of ordered duty does not exceed one hundred eighty (180) calendar days, including time involved in going to and returning from such duty. While on paid status, an employee on temporary military leave shall receive the same vacation, holiday, and sick leave, step advances and benefits that would have been enjoyed had the employee not been absent, providing such employee has been employed by the Fire District for at least one (1) year immediately prior to the date such leave begins. In determining the one (1) year employment requirement, all time spent in recognized military service, active or temporary, shall be counted. An exception to the above is that an uncompleted probationary period must be completed upon return to the job. Any employee meeting the above one (1) year employment requirement shall be entitled to receive their regular salary or compensation, pursuant to Section (e) of this Article.

(d) Full-Time Active Duty – Employees who resign from their positions to serve in the Armed Forces for more than one hundred eighty (180) days, shall have a right to return to their former classification upon serving written notice to the appointing authority, no later than ninety (90) days after completion of such service. Returning employees are subject to a physical/psychological examination.

Should such employee's former classification have been abolished, then the employee shall be entitled to a classification of comparable functions, duties, and compensation if such classification exists, or to a comparable vacant position for which the employee is qualified.

The right to return to former classification shall include the right to be restored to such civil service status as the employee would have if the employee had not so resigned; and no other person shall acquire civil service status in the same position so as to deprive such employee of this right to restoration.

Eligible employees are also entitled to the reemployment and benefit rights as further described in the Uniformed Services and Employment and Reemployment Rights Act, 38 U.S.C. Sections 4301-4333. Specifically, a returning employee will receive restoration of original hire date, salary step, vacation accrual rate, sick leave balance (unless the employee has received payment for unused sick leave in accordance with provisions contained herein), the retirement plan contribution rate and retirement system contributions (provided the employee complies with any requirements established by the Retirement Board). However, such employee will not have accrued vacation, sick leave, or other benefit while absent from Fire District employment, except as provided in the temporary duty provision.

(e) Compensation – This provision does not include an employee's attendance for inactive duty, commonly referred to as weekend reserve meetings or drills. Employees must use their own time to attend such meetings. Should the meetings unavoidably conflict with an employee's regular working hours, the employee is required to use vacation or holiday leave, leave without pay, or make up the time. Employees who are called in for a medical examination to determine physical fitness for military duty must also use vacation leave, leave without pay, or make up the time. Employees cannot be required to use their accrued leave. Any employee meeting the requirements in (c) and (d) shall be entitled to receive their regular salary or compensation for the first thirty (30) calendar days of any such leave. Pay for such purposes shall not exceed thirty (30) days in any one fiscal year and shall be paid only for the employee's regularly scheduled workdays that fall within the first thirty (30) calendar days.

(f) Extension of Benefits – The Fire District recognizes the increased requirements of the military due to the current threats facing the United States of America and, as such, has established a program under which employees may be eligible for an extension of benefits. Employees who are called to active duty as a result of the activation of military reservists beginning in September 2001, and who are eligible to receive the thirty (30) calendar day military leave compensation, and meet the requirements established by the Board, shall receive the difference between their base the Fire District salary and their military salary starting on the 31st calendar day of military leave. The difference in salary may be extended when expressly approved by the Board of Supervisors. During any extended period, the Fire District will continue to provide the employee the benefits and all leave accruals as was provided prior to such active duty. Retirement contributions and credit will be granted if the employee had enough pay to cover the entire contribution. If the employee does not get enough pay to cover the retirement contribution, no contribution or credit will be given. Employees should note that the Accidental Death and Dismemberment (AD&D) plan contains a war exclusion.

If the employee becomes eligible for full Fire District payment for the first 30 days of military leave provided in (e) of this Article, the extended payments provided under this Section shall be suspended and shall be continued after the 30 days compensation has been completed.

No compensation shall be paid beyond the 30-day leave period, unless such compensation is expressly approved by the Board of Supervisors. The Fire District may unilaterally extend the benefits of this subsection upon the approval of the Board of Supervisors.

(g) Vacation and Military Leave – Employees shall not be permitted to take vacation or other accrued leave in lieu of the military leave provisions provided in Section (e) of the Article. Employees may elect to use accrued leave time, except sick leave, in lieu of the integrated pay in Section (f) of this Article under the following conditions:

(1) The employee must decline in writing the benefits of Section (f) of this Article prior to the due date of the Time and Labor Report (TLR). The employee must include the dates for which he/she is declining the benefit.

(2) The employee must use accrued leave time for the entire pay period (i.e., the Fire District pay will not be integrated with military pay for partial pay periods).

(3) Such written declination cannot be revoked or amended at a later date for a pay period for which the TLR has already been submitted.

(4) Benefits, leave accruals, and pay will be administered per normal procedures for vacation pay; no additional benefits otherwise granted under this Article will be available.

Employees may elect to use accrued leave time, except sick leave, once all paid benefits have been exhausted.

**Section 7 – Political Leave**

Any employee who is a declared candidate for public office (i.e., a candidate who has filed the appropriate documents) shall have the right to a leave of absence without pay for a reasonable period to campaign for the election. Such leave is subject to the conditions governing special leaves of absence without pay under Section 8 of this Article.

**Section 8 – Special Leaves of Absence Without Pay**

(a) General Provisions

A special leave of absence without pay for a period not exceeding one (1) year may be granted to an employee who:

(1) Is medically incapacitated to perform the duties of the position.

(2) Desires to engage in a relevant course of study, which will enhance the employee's value to the Fire District.

(3) Takes a leave of absence pursuant to the federal Family Medical Leave Act, the California Family Rights Act, and/or Pregnancy Disability Leave provisions under the Fair Employment and Housing Act (FEHA).

(4) For any reason considered appropriate by the Appointing Authority and Human Resources Director or designee.

(b) Types of Leaves of Absence

There are four (4) types of leaves of absence. All requests must be in writing and require the approval of the Appointing Authority or designee and the Human Resources Director or designee. Upon request, the Appointing Authority or designee and the Human Resources Director or designee may grant successive leaves of absence. All benefits shall be administered in accordance with the appropriate Article of this Agreement.

(1) Leaves of Absence With Right to Return

Leaves of absence with right to return may be granted to employees in regular positions for a period not exceeding one (1) year. The employee remains in his/her position.

Family Leave

Leaves of absence will be granted in accordance with the federal Family Medical Leave Act (FMLA), the California Family Rights Act (CFRA) and/or Pregnancy Disability Leave (PDL) provision under Fair Employment and Housing Act (FEHA). This leave can be concurrent with use of paid leave or leave of absence without pay with right to return.

An employee on an approved leave of absence without pay under this provision will continue to receive the benefits specified in the Medical and Dental Coverage Article of this Agreement. Certification from a health care provider is

required for all instances of medical leave under this provision. Employees are required to inform supervisors of the need for leave at least thirty (30) days before commencement where possible.

Leaves of Absence Without Right to Return

(i) Definition – Leaves of absence without right to return may be granted to employees with regular status for a period not exceeding one (1) year. Employees without right to return shall be removed from their position. All leave benefits shall be administered as if the employee has been terminated; retirement contributions shall remain in the system and cannot be requested for distribution until the expiration of the leave. The employee shall be eligible to purchase benefits pursuant to federal Consolidated Omnibus Reconciliation Act of 1985 (COBRA).

(ii) Rehire Process – An employee may be reemployed in the same classification from which the employee took the leave of absence with the approval of the Appointing Authority and the Human Resources Director or designee. Alternatively, the employee must apply through the Human Resources Department by the last day of the leave of absence. The employee will be placed on the eligible list for the classification from which he/she took the leave of absence without examination. Placement on the eligible list will be administered in accordance with the requalification provisions of the Personnel Rules. If the employee is not re-hired within ninety (90) calendar days of the expiration of such a leave the employee shall be terminated from Fire District service. If reemployed, the employee shall be required to serve a new probationary period. The Human Resources Director or designee has the discretion to waive the requirement to serve a new probationary period.

(iii) Benefits Upon Rehire – An employee who is reemployed within ninety (90) days after the expiration of the leave of absence without right to return shall retain the following benefits:

- Hire date.
- Hire date for purposes of leave accruals and step advances; except that the employee will not receive service credit for the period of time the employee is on leave of absence without right to return.
- Any sick leave accruals that had not been cashed out in accordance with the Retirement Medical Trust Fund Article will be restored.

To be reemployed and retain the above benefits, the employee must be appointed to a position no later than ninety (90) calendar days after the date of expiration of leave of absence. The ninety (90) days shall run concurrently with the first ninety (90) days of the one hundred eighty (180) day period provided in the Article on Reemployment.

Medical Leave of Absence

(i) Definition – A medical leave of absence of up to one (1) year may be granted to employees with regular status who suffer from catastrophic illness or serious mental illness. Such leave of absence will be granted only after FMLA, CFRA and/or PDL have been exhausted. The employee is responsible for providing documentation from a qualified health practitioner prior to approval. The Fire District retains the right to request medical documentation regarding the employee's continued incapacity to return to work.

The employee will be removed from his/her position so that the department may fill behind the employee. All leave benefits shall be administered as if the employee has been terminated; retirement contributions shall remain in the system and cannot be requested for distribution until the expiration of the leave. The employee shall be eligible to purchase benefits pursuant to the federal Consolidated Omnibus Reconciliation Act of 1985 (COBRA).

Upon the employee's ability to return to work or the expiration of the leave of absence, whichever comes first, the employee will have the right to return to the classification within the department from which he/she took a leave of absence when a funded vacancy for which the employee meets the qualifications is available. If the employee does not return to work by the expiration date of the leave, or the soonest date after that for which the department has a vacancy (but in no event later than ninety (90) days following the expiration, the employee relinquishes the right to return. The employee will serve a new probationary period with no right to return to

former classification.

(ii) Upon return from a medical leave of absence, the employee shall retain the benefits described under Section 9(b)(3)(iii) above.

**Section 9 – Jury Duty Leave**

Employees in regular positions who are ordered/summoned to serve jury duty including Federal Grand Jury duty shall be entitled to base pay for those hours of absence from work, provided the employee waives fees for service, other than mileage. Such employees will further be required to deliver a "Jury Duty Certification" form at the end of the required jury duty to verify such service. When practicable, the Appointing Authority will convert an employee's regular shift to a day shift during the period of jury duty. If an employee is required to report to jury duty during hours the employee is not scheduled to work (e.g., it is the employee's normal day off, the employee is off work pursuant to FMLA/CFRA, the employee is not in a paid status for the pay period, etc.) the employee is not entitled to Jury Duty pay for those hours. Employees required to serve on a jury must report to work before and after jury duty provided there is an opportunity for at least one (1) hour of actual work time. The employee will not be required to return to work if more than one (1) hour remains after the employee has completed jury duty and the employee has received prior approval from the appointing authority or designee to use appropriate leave from the employee's accrued leave bank. Employees volunteering to serve on Grand Jury duty shall be granted a leave of absence without pay to perform the duties of a member of the Grand Jury, in the same manner as provided in Section 9 of this Article.

**Section 10 – Examination Time**

Employees having regular status in regular positions at the time of application shall be entitled to a reasonable amount of time off with pay for the purpose of attending all examination processes required for selection to a different Fire District or County position. Employees are responsible for notifying and obtaining approval from their immediate supervisor prior to taking such leave. Such time off shall not be charged against any accumulated leave balances and shall be compensated at the employee's base hourly rate. Employees having probationary status, including those who have previously held regular status in another classification, are not entitled to examination time off with pay. Employees must report to work before and after examination time provided there is an opportunity for at least one (1) hour of actual work time. The employee will not be required to return to work if more than one (1) hour remains after Examination Time and the employee has received prior approval from the appointing authority or designee to use appropriate leave from the employee's accrued "leave bank."

**Section 11 – Witness Leave**

Employees in regular positions shall be entitled to a leave of absence from work when subpoenaed to testify as a witness, such subpoena being properly issued by a court, agency, or commission legally empowered to subpoena witnesses. This benefit shall not apply in any case in which the subpoenaed employee is a party to the action or the subpoena has arisen out of the employee's scope of employment. Witness leave shall not be charged against any accumulated leave balances and shall be compensated at the employee's base hourly rate. This benefit will be paid only if the employee has demanded witness fees at the time of service of the subpoena, and such fees are turned over to the Fire District. If an employee is required to testify as a witness during hours the employee is not scheduled to work (e.g. it is the employee's normal day off, the employee is off work pursuant to FMLA, CFRA, or workers' compensation leave, the employee is not in a paid status for the pay period, etc.) the employee is not entitled to Witness Leave during those hours.

**Section 12 – Blood Donations**

Employees in regular positions who donate blood without receiving compensation for such donation, may have up to two (2) hours off with pay to recover with prior approval of the immediate supervisor for each such donation. This benefit shall not be charged to any accumulated leave; provided, however, if the employee is unable to work, any time in excess of two (2) hours may be charged to accumulated sick leave or be taken as leave without pay. Evidence of each donation must be presented to the Appointing Authority to receive this benefit.

Employees in regular positions who are aphaeresis donors may have up to four (4) hours off with pay to recover with prior approval of the immediate supervisor for each such donation, provided no compensation is received for such donation. This benefit shall not be charged to any accumulated leave; provided, however, if the employee is unable to work any time in

excess of four (4) hours may be charged to accumulated sick leave or be taken as leave without pay. Evidence of each aphaeresis donation must be presented to the Appointing Authority to receive this benefit.

## *LIFE INSURANCE*

(a) The Fire District agrees to pay the premium for a term life insurance policy for each employee according to the table below. Life insurance will become effective on the first day of the pay period following the employee's first pay period in which the employee is in paid status and shall continue for each pay period in which the employee is in a paid status. For pay periods in which the employee is not in paid status, the employee shall have the option of continuing life insurance coverage at the employee's expense.

| **Amount of Life Insurance** | |
|---|---|
| Scheduled Hours from 40 to 60 | Scheduled Hours from 61 to 80 |
| $12,000 | $25,000 |

(b) The County further agrees to make available to each employee a group term life insurance program wherein the employee may purchase additional term life insurance in the amounts specified in the Certificate of Insurance. New employees shall become initially eligible to participate in these programs on the first day of the pay period following the pay period in which the employee is in paid status. Participation will continue as long as premiums are paid timely. In the absence of sufficient earnings to cover the deduction for premiums, the employee will be given another payment option.

(c) The Fire District agrees to provide these benefits subject to carrier requirements. Selection of the insurance provider(s) and the method of computing premiums shall be within the sole discretion of the Fire District.

(d) Note: All persons eligible for the insurance programs will be covered for the insurance on the date the insurance becomes effective, or in the case where the employee is absent on the date the insurance becomes effective because of illness, the insurance will commence on the date of return to work.

## *MEAL PERIODS*

Meal periods are non-paid and nonworking time and shall not be less than one-half (1/2) hour, or greater than one (1) hour when scheduled. Every effort will be made to schedule such meal period during the middle of the shift when possible. If a standard schedule does not include a duty-free meal period, the Appointing Authority shall allow employees a maximum of twenty (20) minutes per shift to eat a meal. Such time shall be considered work time.

## *MEDICAL AND DENTAL COVERAGE*

**Section 1 – Medical and Dental Plan Coverage**

(a) All eligible employees scheduled to work forty (40) hours or more per pay period in a regular position must enroll in a Fire District-sponsored medical and dental plan. Employees who fail to elect medical and dental plan coverage will be automatically enrolled in the medical and dental plan with the lowest bi-weekly premium rates available in the geographical location of the employee's primary residence. Medical and dental plan coverage will become effective on the first day of the pay period following the first pay period in which the employee is scheduled to work for forty (40) hours or more and is in paid status.

(b) To continue enrollment in a Fire District-sponsored medical and/or dental plan, an employee must remain in a regular position scheduled for a minimum of forty (40) hours per pay period and have received pay for at least one-half plus one hour of scheduled hours in a pay period or be on an approved leave for which continuation of medical and dental

coverage is expressly provided under Section 5 of this Article, or be eligible for and have timely paid the premium for COBRA continuation coverage.

(c) Eligible employees may elect to enroll their dependents upon initial eligibility for medical and dental insurance within sixty (60) days of hire date. Thereafter, newly eligible dependents may be enrolled within sixty (60) days of obtaining eligibility status, such as birth, adoption or marriage.

(d) Dependent(s) must be removed mid-Plan Year when a dependent(s) becomes ineligible for coverage under the insurance plan eligibility rules, for example divorce, over aged dependent or termination of domestic partnership.

(e) Enrollment elections must remain in effect for the remainder of the Plan Year unless an employee experiences a mid-year qualifying event.

(f) Notification of a mid-year qualifying event must be submitted to the Employee Benefits and Services Division in accordance with procedures adopted by the County. Employees are responsible for notifying the Employee Benefits and Services Division within sixty (60) days of dependent's change in eligibility for the County plans.

(g) Premiums for coverage will be automatically deducted from the employee's pay warrant. If the employee does not have sufficient earnings to cover the deduction for premiums, the employee must make alternative payment arrangements that are acceptable to the Employee Benefits and Services Division. Failure to pay premiums will result in loss of coverage for the employee and/or the dependents.

**Section 2 – Opt-Out and Waive**

(a) Employees eligible for medical and dental plan coverage who are also enrolled in comparable group medical and/or dental plan sponsored by another employer may elect to discontinue enrollment in their Fire District-sponsored medical and/or dental plan (opt-out).

(b) Employees eligible for medical and dental coverage who are covered by a spouse, domestic partner, or parent who is also employed with the Fire District/Special Districts or the County may elect to waive enrollment in their Fire District-sponsored medical and/or dental plan (waive).

(c) To receive the opt-out or waive amounts of this Section the employee must be in paid status.

(d) Employees who elect to opt out or waive Fire District-sponsored medical plan coverage who are scheduled for 61 to 80 hours per pay period shall receive forty dollars ($40.00) per pay period; and, employees scheduled for 40 to 60 hours per period shall receive twenty dollars ($20.00) per pay period.

(e) The rules and procedures for electing to opt-out or waive Fire District-sponsored medical and/or dental plan coverage are established and administered by the Employee Benefits and Services Division.

(1) Employees may elect to opt-out or waive Fire District-sponsored medical and/or dental plan(s) within sixty (60) calendar days of the effective date of coverage of another employer-sponsored group plan. Proof of initial gain of other group coverage is required at the time the opt-out or waive is elected.

(2) Employees may also elect to opt-out or waive Fire District-sponsored medical and/or dental plan(s) coverage during an annual open enrollment period. All employees who are newly opting-out or waiving during an annual open enrollment period must provide verification of other group plan coverage.

(3) Employees who opt-out or waive and who voluntarily or involuntarily lose their other employer group medical and/or dental plan coverage must enroll in a Fire District-sponsored health plan within sixty (60) calendar days of the qualifying change in status event. Enrollment in a Fire District-sponsored medical and/or dental plan will be provided in accordance with the requirements of the applicable plan. If the employee elects not to enroll his/her eligible dependents, the dependents may only be added at a subsequent annual open enrollment period or within sixty (60) calendar days from a mid-year qualifying event.

(4) There must be no break in the employee's medical and dental plan coverage between the termination date of the other employer group coverage and enrollment in a Fire District-sponsored medical and dental plan. The retroactive enrollment period and premiums required to implement coverage are subject to the terms and conditions of the

applicable plan. Failure to notify the Employee Benefits and Services Division of loss of group coverage within sixty (60) calendar days will require the employee to pay their insurance premiums retroactively on an after-tax basis.

**Section 3 – Medical and Dental Subsidies**

(a) Under no circumstances will the Medical Premium Subsidy (MPS) be prorated.

(b) The Fire District has established an MPS in an amount that would offset a portion of the cost of medical plan premiums charged to eligible employees. The MPS shall be applied to medical insurance premiums only and shall not be applicable to dental plan premiums. The applicable MPS amount shall be paid directly to the provider of Fire District-sponsored medical plan in which the eligible employee has enrolled. The MPS shall not be considered compensation earnable for purposes of calculating benefits or contributions for the San Bernardino County Employees' Retirement Association (SBCERA). In no case, shall the MPS exceed the total cost of the medical insurance premium for the coverage selected.

(c) The Fire District has established a Dental Premium Subsidy (DPS) for all employees in regular positions in the Unit in an amount that would offset a portion of the cost of dental plan premiums charged to eligible employees. The DPS shall be applied to dental insurance premiums only and shall not be applicable to medical insurance premiums. The applicable DPS amount shall be paid directly to the provider of the County-sponsored dental plan in which the eligible employee has enrolled. The DPS shall not be considered compensation earnable for purposes of calculating benefits or contributions for the SBCERA; nor shall the DPS be converted to cash.

(d) Eligibility – Employees in a regular position scheduled for a minimum of forty (40) hours per pay period, who are enrolled in a Fire District-sponsored medical plan, are eligible to receive the MPS towards the cost of medical coverage. Employees in a regular position scheduled for a minimum of forty (40) hours per pay period, who are enrolled in a Fire District-sponsored medical and dental plan, are eligible to receive the DPS towards the cost of dental coverage. However, employees must be in paid status to actually receive the benefits of this Section.

Paid hours shall not include disability payments such as state disability insurance and workers' compensation.

(e) All eligible employees shall receive a MPS in the following amounts per pay period:

| **Effective October 31, 2026** | **Scheduled for 40 to 60 Hours** | **Schedule for 61 to 80 Hours** |
|---|---|---|
| Employee Only | $ 132.46 | $ 264.92 |
| Employee +1 | $ 276.38 | $ 552.75 |
| Employee +2 | $ 388.91 | $ 777.81 |

| **Effective October 30, 2027** | **Scheduled for 40 to 60 Hours** | **Schedule for 61 to 80 Hours** |
|---|---|---|
| Employee Only | $ 152.14 | $ 304.28 |
| Employee +1 | $ 317.44 | $ 634.88 |
| Employee +2 | $ 446.69 | $ 893.37 |

| **Effective October 28, 2028** | **Scheduled for 40 to 60 Hours** | **Schedule for 61 to 80 Hours** |
|---|---|---|
| Employee Only | $ 171.82 | $ 343.64 |
| Employee +1 | $ 358.50 | $ 717.00 |
| Employee +2 | $ 504.47 | $ 1,008.94 |

| Effective October 27, 2029 | Scheduled for 40 to 60 Hours | Schedule for 61 to 80 Hours |
|---|---|---|
| Employee Only | $ 191.50 | $ 383.00 |
| Employee +1 | $ 399.56 | $ 799.13 |
| Employee +2 | $ 562.25 | $ 1,124.50 |

(f) The DPS paid for each eligible employee shall be $9.46 per pay period.

**Section 4 – Needles Medical Premium Subsidy**

For employees assigned to work in Needles, Trona, and Baker work locations, a "Needles Subsidy" will be paid by the Fire District and will be equal to the amount of the premium difference between the indemnity medical plan offered in these specific work locations and the HMO medical plan with the most comparable benefit design (e.g., similar copayment amounts, out-of-pocket maximums, etc.) provided by the Fire District. To be eligible for the Needles Subsidy the employee must be enrolled in a medical plan and receive MPS. The applicable Subsidy amount shall be paid directly to the provider of the Fire District-sponsored medical plan in which the eligible employee has enrolled. The Subsidy will be established each year when premiums change for Fire District-sponsored medical plans. The Subsidy will be discontinued when the lowest cost health plan becomes available to the employees.

**Section 5 – Eligibility for MPS and DPS While on Leave**

(a) FMLA/CFRA – Employees who are on approved leave pursuant to the FMLA /CFRA and whose paid hours in a pay period are less than the required number of hours designated in sub-section 3(d) above will continue to be enrolled in a Fire District-sponsored medical and/or dental plan and receive the MPS and DPS in accordance with applicable law.

An employee who does not otherwise meet the requirements for FMLA/CFRA e.g., an employee who has not actually worked 1,250 hours during the applicable twelve (12) month rolling period after the employee has received the MPS and/or DPS as provided by law, shall not be eligible for continuation of MPS and/or DPS in the subsequent year. For example, an employee who is off work continuously for two (2) years, and has received the MPS as provided by law, shall not be eligible for the continuation of MPS in the next rolling calendar year.

(b) Pregnancy Disability Leave (PDL) – An employee on an approved Pregnancy Disability Leave is eligible for continuation of MPS and DPS in accordance with PDL law.

(c) Workers' Compensation – Employees on an approved leave on an approved Worker's Compensation claim shall continue to receive the MPS and/or DPS for up to twenty (20) pay periods while off work due to that injury, inclusive of any FMLA leave, providing the employee has been receiving MPS and DPS immediately prior to the leave of absence and as long as the employee pays his/her portion of the premiums on time. Should any subsequent workers' compensation claims occur during the initial twenty (20) pay periods, the remaining MPS and/or DPS eligibility from the original claim shall run concurrent with any additional workers' compensation claims that occur during the initial claim. For example, if the employee is receiving the MPS and DPS for twenty (20) pay periods for an injury and after ten (10) pay periods another workers' compensation claim is approved and the employee is eligible to receive the MPS and DPS for an additional twenty (20) pay periods, ten (10) pay periods will run concurrent with the initial claim, for a total of 30 pay periods. Employees who are fully integrating paid leave time with workers' compensation pay, shall continue to receive the MPS and DPS.

(d) State Disability Insurance – Employees who are in paid status shall continue to receive the MPS and DPS.

## *MEDICAL EMERGENCY LEAVE*

The particulars of this Medical Emergency Leave policy are as follows:

(a) The employee must have regular status with the Fire District or one (1) year of continuous service in a regular position

with the Fire District.

(b) The employee must meet all of the following criteria before he or she becomes eligible for Medical Emergency Leave donation: (1) be on an approved medical leave of absence for at least thirty (30) consecutive calendar days (160 working hours) exclusive of an absence due to a work related injury/illness; (2) submit a doctor's off work order verifying the medical requirement to be off work for a minimum of thirty (30) calendar days (160 working hours); (3) have exhausted all useable leave balances prior to initial eligibility for Medical Emergency Leave donations--subsequent accruals will not affect eligibility; and (4) have also recorded at least forty (40) hours of sick leave without pay during the current period of disability.

(c) An employee is not eligible for Medical Emergency Leave if he/she is receiving workers' compensation benefits. An employee eligible for State Disability Insurance and/or Long Term Disability must agree to integrate these benefits with Medical Emergency Leave.

(d) Vacation, holiday and compensatory time, may be donated by employees only on a voluntary and confidential basis, in increments of eight (8) hours [or in the case of holiday leave only four (4) hours] not to exceed a total of fifty percent (50%) of an employee's annual vacation, holiday, or compensatory time accrual per employee. The donation may be made for a specific employee on the time frames established by the County Human Resources Department. The employee (donee) using/coding the Medical Emergency Leave will be taxed accordingly.

(e) The donation is to be for the employee's Medical Emergency Leave only; the donation to one (1) employee is limited to a total of one thousand forty (1,040) hours per fiscal year. The maximum of 1,040 hours shall be prorated for those scheduled less than 40 hours per week. Example: An employee who is regularly scheduled twenty (20) hours per week is eligible for a maximum donation of five hundred and twenty (520) hours of Medical Emergency Leave.

(f) The definition of Medical Emergency Leave is an approved Leave of Absence due to a verifiable, long term illness or injury, either physical or mental impairment of the employee. Medical Emergency Leave is not for use to care for a member of the employee's family. Job and/or personal stress (not the result of a diagnosed mental disorder) is specifically excluded for receipt by the employee of Medical Emergency Leave. A statement from the employee's treating physician, subject to review by the Center of Employee Health and Wellness or medical designee, is required for initial and continued eligibility. An employee shall be eligible to utilize and receive Medical Emergency Leave during the period they are on the approved long term leave of absence.

(g) The employee on an approved Medical Leave of Absence who is receiving Medical Emergency Leave can continue to earn benefit monies (i.e., MPS, Opt-out, and Waive amounts) per the minimum paid hours (i.e., paid status) per pay period requirement of the Medical and Dental Coverage Article, or the requirement of the Federal and State Family Leave Acts, as applicable to the individual employee.

(h) An employee using/coding leave under this program is not eligible for receipt of any accruals such as vacation, sick leave or retirement credit.

(i) Medical Emergency Leave hours will count towards the accountable hours used to determine Holiday Leave eligibility.

(j) Donor hours shall be contributed at the donor's hourly base salary rate and be converted to the donee's hourly base salary, exclusive in both instances of overtime, differentials and the like as the singular purpose of this program is to provide financial assistance.

(k) Any donated time unused by the employee for the medical emergency shall remain in the donee's accruals to be utilized as follows:

(1) Employees who resign while on Medical Emergency Leave (i.e., an approved Leave of Absence due to a verifiable, long-term illness or injury, either physical or mental impairment of the employee) shall be paid at one hundred percent (100%) of their base hourly rate of pay for all unused Medical Emergency Leave up to 160 hours at time of resignation in accordance with payroll procedures established by the County Auditor-Controller/Treasurer/Tax Collector. In the case of employees who die while on Medical Emergency Leave, the employee's spouse or registered domestic partner, unless otherwise specified on the Beneficiary Designation For Last Warrant form on file with ATC, shall be paid at the deceased employee's base hourly rate of pay for all unused Medical Emergency Leave up to 160 hours at the time of employee's death in accordance with payroll procedures established by the County Auditor-

Controller/Treasurer/Tax Collector. Any unused Medical Emergency Leave in excess of 160 hours shall be returned to the donor(s), in accordance with procedures established by the County.

(2) An employee on Medical Emergency Leave who has received the approval of his/her physician and the Center for Employee Health and Wellness to return to full time work shall be eligible to retain up to 160 hours unused Medical Emergency Leave. Such hours shall be used for the same purpose and in the same manner as Sick Leave and in accordance with the Sick Leave provision of the Memorandum of Understanding, however, such hours shall not be eligible for conversion (e.g., cash-out). Any unused Medical Emergency Leave in excess of 160 hours shall be returned to the donor(s) in accordance with procedures established by the County.

(3) An employee on Medical Emergency Leave who has received the approval of his/her physician and the Center for Employee Health and Wellness to return to work on a part time basis (less than the employee's normally scheduled hours of work per pay period) may code MEL for those hours the employee was restricted from working pursuant to a physician's order. The combined total of work time and Medical Emergency Leave may not exceed each pay period the lesser of eighty (80) hours or the employee's normally scheduled hours of work. However, should the employee accrue sick leave while working part-time on Medical Emergency Leave, the employee is required to use those sick leave accruals before utilizing Medical Emergency Leave hours (i.e., Medical Emergency Leave hours may not be used in place of accrued sick leave).

(l) The donation shall be administered on a specific basis where so designated with instances charged to the Medical Emergency Leave donation for the actual administrative costs.

(m) Solicitation of donors shall be regulated by the County's Human Resources Department, names of donors are to be confidential and the privacy rights of the donees upheld per legal requirements.

(n) All donors and donees shall sign release forms designed, retained and affected by the County Human Resources Department.

## *MERIT ADVANCES*

(a) Work Performance Evaluation for a regular status employee shall be completed by the employee's immediate supervisor within a period of thirty (30) workdays prior to the employee's step advance eligibility date or annual evaluation date. To receive the step advancement, the employee must be evaluated overall on the Work Performance Evaluation as "Meets Job Standards" or better.

(b) If an employee receives an overall "Unsatisfactory Work Performance" or "Needs Improvement" evaluation, the employee's step advance may not be granted on the date.

(c) In cases where no Work Performance Evaluation is filed in a timely manner, an employee should contact the supervisor, who must complete and file the Work Performance Evaluation within five (5) workdays. If the employee is rated, as "Meets Job Standards" or better, the employee will be granted the step advancement retroactive to the employee's original step advance eligibility date, provided the delayed rating is the responsibility of the supervisor.

(d) An employee denied a step advancement shall be provided an additional ninety (90) day review period. The supervisor shall complete a Work Performance Evaluation within sixty (60) days after such additional review period. If the employee receives an overall "Meets Job Standards" or better on the Work Performance Evaluation the step advancement shall be granted.

(e) Any dispute arising out of the content of a Work Performance Evaluation with an overall rating of "Needs Improvement" or "Unsatisfactory Work Performance" may be processed in accordance with the appeal procedure in the Personnel Rules for Board-Governed Special Districts.

(f) The performance of any employee without regular status must be rated as "Meets Job Standards" or better prior to granting any merit step advancement.

## *OBLIGATION TO SUPPORT*

The parties agree that subsequent to the execution of this Memorandum of Understanding and during the period of time any tentatively agreed-upon successor, further amendment, addition, or deletion to this Memorandum is pending before the Board of Supervisors for action (i.e., after ratification by the Association but before the Board of Supervisors takes action); neither SEBA nor Fire District Administration, nor their authorized representatives will appear before the Board of Supervisors individually or collectively to advocate any amendment, addition or deletion to the terms and conditions of this Memorandum of Understanding. It is further understood that this Article shall not preclude the parties from appearing before the Board of Supervisors nor meeting with individual members of the Board of Supervisors to advocate or urge the adoption and approval of any tentatively agreed-upon successor, amendment, addition, or deletion to this Memorandum of Understanding in its entirety.

## *OVERTIME*

(a) Policy – It is the policy of the Fire District to discourage overtime except when necessitated by abnormal or unanticipated workload situations. It is the responsibility of the Appointing Authority to arrange for the accomplishment of workload under their jurisdiction within the normal schedule of employees. The Fire District has the right to require overtime to be worked as necessary.

(b) Definition – Overtime shall be defined as all hours actually worked in excess of forty (40) hours a work period. For purposes of defining overtime, paid leave time, excluding sick leave used by employees on leave restriction, shall be considered as time actually worked.

Overtime shall be reported in increments of full fifteen (15) minutes and is non-accumulative and non-payable when incurred in units of less than fifteen (15) minutes. Overtime shall not affect leave accruals.

(c) Overtime Compensation

(1) Any employee authorized by the Appointing Authority or designee to work overtime shall be compensated at premium rates, i.e., one and one-half (1-1/2) times the employee's regular rate of pay. Payment for overtime compensation shall be made on the first payday following the pay period in which such overtime is worked, unless overtime compensation cannot be computed until some later date, in which case overtime compensation will be paid on the next regular payday after such computation can be made.

(2) In lieu of cash payment upon request of the employee and approval of the Appointing Authority or designee, an employee may accrue compensating time off at premium hours. Cash payment at the employee's base rate of pay shall automatically be paid for any compensating time, which exceeds eighty (80) hours, or for any hours on record immediately prior to promotion, demotion or termination of employment.

(d) Variable Work Schedule – The Appointing Authority/Fire Marshal may, with agreement of an affected employee, arrange for that individual to take such time off as is necessary to ensure that an employee's actual time worked does not exceed forty (40) hours within any given work period.

(e) Work Period

The work period for purposes of overtime, established for employees in this Unit commences at 12:01 a.m. Saturday and ends at 12:00 a.m. (midnight) the following Friday of each week. The work period normally does not exceed forty (40) hours. Employees may be assigned or authorized by the Appointing Authority to a 9/80 work schedule provided a work period is established and agreed to in writing by the Appointing Authority and the employee which includes forty (40) hours work in each work period. This provision does not otherwise limit the ability of the Appointing Authority or designee to modify work schedules in accordance with the Articles, "Pay Period" or "Hours of Work."

## *PAY PERIOD*

A pay period shall be comprised of fourteen (14) calendar days. The first pay period under this Agreement shall commence at 12:01 a.m. October 31, 2026, and shall end at 12:00 a.m. (midnight) on the second Friday thereafter. Each subsequent fourteen (14) day period shall commence on the succeeding Saturday at 12:01 a.m. and shall end at 12:00 a.m. (midnight) on

the second Friday thereafter. The pay period and workweek may be adjusted in accordance with FLSA requirements. The intent of the Fire District and SEBA is to allow for alternative shift scheduling without violating requirements of the FLSA. Under no circumstances shall the right to adjust in accordance with FLSA requirements entitle the Fire District to make such adjustments for the primary purpose of avoiding overtime.

The Fire District may reasonably establish, change, or modify standard days, schedules, or shifts for individual positions according to the needs of the service within the established period. Except in the case of any emergencies, employees shall be notified personally or by mail by a supervisor of a shift change no later than forty-eight (48) hours prior to the time the shift change is to become effective.

It is recognized that during the term of this Agreement it may be necessary for Management to make changes in the number of hours in a standard day, schedule, or shift to meet the needs of the service. Where Management finds it necessary to make such changes, it shall notify SEBA indicating the proposed change prior to its implementation. Where such change would significantly affect the working conditions of a significantly large number of employees, and where SEBA requests to meet with Management in a timely manner concerning the changes, the parties shall expeditiously undertake to meet regarding the impact the change would have on the employees in this Unit.

The phrase "significantly large number" shall mean: (a) a majority of the employees in the Unit; (b) all employees within a division or section; or (c) all employees within a specified classification in the Unit.

Paychecks shall be issued on the second Wednesday following the end of the preceding pay period, provided that the Auditor-Controller/Treasurer/Tax Collector may issue paychecks at an earlier date if possible.

## *PAYROLL ADJUSTMENTS*

In situations involving overpayment to an employee by the Fire District, said employee shall be obligated to repay by payroll recovery the amount of overpayment within the time frame the overpayment was received by the employee. The Auditor-Controller/Treasurer-Tax Collector's office or Human Resources, when applicable, shall provide documentation showing the calculations of the overpayment to the employee. The employee, subject to the approval of the County's Auditor-Controller/Treasurer/Tax Collector, may request extensions to the period for repayment of the overage. Extensions will be approved only in the case of extreme hardship, and the extended period for repayment will not be longer than one and one-half (1-1/2) times as long as the overpayment period. If the employee leaves employment prior to the repayment of overage, the Auditor-Controller/Treasurer/Tax Collector's office shall recover the amount owed from the employee's final pay. If the amount owed is greater than the employee's final pay, the Auditor-Controller/Treasurer/Tax Collector shall initiate the collections process against the employee.

In situations involving underpayment to an employee by the Fire District, the employee shall receive the balance due within the next pay period for which the adjustment can be made, following timely submission of appropriate documentation to the Auditor-Controller/Treasurer/Tax Collector's office, including necessary approval of the Appointing Authority and the Human Resources Director or designee.

In those situations where the employee has been underpaid by seven and one-half percent (7.5%) or more of their base pay in the immediately preceding pay period, through no fault of their own, the employee may request an on-demand payment to correct the error. The departmental payroll section shall complete the request for on-demand pay and forward it and any necessary approval of the Appointing Authority to the Auditor-Controller within one (1) working day of receipt of the employee's request. The Auditor-Controller office shall pay the employee the amount due within two (2) working days of receipt of the request for the on-demand pay from the department. For this Section, base pay shall be determined by multiplying the employee's base rate of pay by the number of hours in their usual work schedule.

The Fire District's Human Resources Division must authorize payroll adjustments to correct any payroll error or omission for instances arising more than thirteen (13) pay periods prior to the request for payroll adjustment.

## *PAYROLL DEDUCTIONS*

It is agreed that SEBA membership dues and, pursuant to the County's Employee Relations Ordinance any insurance premiums for plans sponsored by SEBA as agreed to by the parties, shall be deducted by the Fire District from the pay of each

employee covered hereby who files with the Fire District a written authorization requesting that such deduction be made. Remittance of the aggregate amount of all membership dues and insurance premiums deducted from the pay warrants of employees covered hereby shall be made to SEBA within thirty (30) days after the conclusion of the month in which said membership dues and insurance premiums were deducted.

The Fire District shall not be liable to SEBA, employees, or any party by reason of the requirements of this Article for the remittance of any sum other than that constituting actual deductions made from employee wages earned. SEBA shall hold the Fire District harmless for any and all claims, demands, suits, orders, judgments or other forms of liability that may arise out of or by reason of action taken by the Fire District under this Article.

## *PHYSICAL FITNESS*

**Section 1 – General**

The parties agree that physical and mental fitness of Fire District employees are reasonable requirements to perform the duties of the job and instill public confidence. Recognizing these important factors, the parties agree that during the term of this Agreement, the Fire District, with reasonable cause, may require medical and psychological assessments of employees provided the Fire District pays and provides time off without loss of pay for such assessments. All such assessments shall be done by appropriately qualified health care professionals. Medical and psychological reports shall be released to and retained by the Center for Employee Health and Wellness. The information in these reports shall only be released on a need-to-know basis, restricted to the purpose for which the examination was originally required, for the effective conduct of Fire District business.

Any remedial or treatment action shall be the full responsibility of the employee, except as otherwise provided by law or as may be provided through the Employee Assistance Program for County/Fire District employees.

**Section 2 – Wellness Examinations**

The Fire District shall provide, at the Fire District's expense, pre-scheduled annual toxicology examinations performed by a Fire District-selected physician for all employees assigned to this Unit who regularly work with and/or are exposed to dangerous substances.

## *PRE-HEARING DISCUSSIONS*

The parties agree that prior to submitting any matter within this Agreement for adjudication or prior to the filing of a civil lawsuit, other than disciplinary matters, both parties shall discuss such matters at the earliest moment.

All parties agree to provide full disclosure and to extend good faith efforts to resolve disputes through these discussions. Such discussions on offers of settlement may not be revealed at subsequent hearing.

Nothing in this Article shall serve to waive the rights of the appellants or their representatives to the applicable appeal procedure due to a lapse of time resulting from such pre-hearing discussions.

## *PROBATIONARY PERIOD AND TRAINEE APPOINTMENTS*

**Section 1 – Probationary Period**

Employees in this unit in non-trainee classifications shall serve a probationary period. The probationary period for employees in such non-trainee classifications shall be one thousand six hundred (1,600) service hours and end at the end of the day in which the employee has completed the required number of service hours.

The probationary period will be automatically extended for each hour during which the employee is on leave without pay or on military leave, past thirty (30) days whether paid or unpaid. In situations where the employee is on continuous paid sick leave for eighty (80) or more consecutive hours, or on modified duty for occupational or non-occupational reasons, the probationary period may be extended at the discretion of the Appointing Authority. Such extension is in addition to the

eighteen (18) pay period extension allowed by the Personnel Rules.

**Section 2 – Trainee Appointments**

A trainee appointment (e.g., Fire Prevention Officer Trainee) is an underfill appointment to a regular position made from an appropriate eligible list of a lower classification for a prescribed period, as provided at the time of appointment, during which the employee must qualify for the higher classification or be terminated.

The original trainee appointment must be made on a competitive basis. During the period of a trainee appointment, the trainee shall be in an at-will status. Appointments to the higher classification (e.g., Fire Prevention Officer Trainee to Fire Prevention Officer) are subject to a probationary period.

## *PROMOTIONS*

A promotion is the appointment of an employee from one classification to a classification having a higher base salary range. A promoted employee shall receive at least the entrance rate of the new range or approximately (i.e., mathematically closest to) a five percent (5%) salary increase, whichever is greater; provided that no employee is thereby advanced above top step of the higher base salary range. At the discretion of the Appointing Authority and with the approval of the Human Resources Director or designee, an employee may be placed at any step within the higher base salary range. Promotions shall be effective only at the beginning of a pay period unless an exception is approved by the Human Resources Director or designee.

## *PROVISIONS OF LAW*

It is understood and agreed that this Agreement is subject to all current and future applicable Federal and State laws and regulations and the current provisions of the Charter of the County of San Bernardino. If any part or provision of this Agreement is in conflict or inconsistent with such applicable provisions of those Federal, State, or Fire District enactments or is otherwise held to be invalid or unenforceable by any court of competent jurisdiction, such part or provisions shall be suspended and superseded by such applicable law or regulations, and the remainder of this Agreement shall not be affected thereby. If any part or provision of this Agreement is suspended or superseded, the parties agree to reopen negotiations regarding the suspended or superseded part or provision with the understanding that total compensation to employees under this Agreement shall not be reduced or increased as a result of this Article. The parties hereto agree to refrain from initiating any legal action or taking individual or collective action that would invalidate Articles of this Agreement.

## *REEMPLOYMENT*

(a) Reemployment in Same Classification – A regular employee who has separated from Fire District employment, and who is subsequently rehired in the same classification in a regular position within one hundred eighty (180) days (i.e., beginning the first day of work by the 180th calendar day), may receive restoration of salary step, vacation accrual rate, sick leave balance (unless the employee has received payment for unused sick leave in accordance with the Article on "Retirement Medical Trust Fund"), subject to the approval and conditions established by the Appointing Authority and the Human Resources Director or designee. Restoration of retirement contribution rate shall be in accordance with the applicable state law and in compliance with any requirements established by the Board of Retirement. The employee shall be required to serve a new probationary period, unless waived by the Human Resources Director or designee. The employee shall be provided a new date of hire for purposes of Fire District seniority.

(b) Reemployment in Same Job Family – A regular employee who has separated from Fire District employment and who is subsequently rehired to a regular position in the same job family within one hundred eighty (180) days (i.e., beginning the first day of work by the 180th calendar day), may receive restoration of vacation accrual rate, sick leave (unless the employee has received payment for unused sick leave in accordance with the Retirement Medical Trust Fund Article) and retirement contribution rate in the same manner as described above. The employee shall be required to serve a new probationary period, unless waived by the Human Resources Director or designee. The employee shall be provided a new date of hire for purposes of Fire District seniority.

(c) Reemployment in Another Job Family – A regular employee who has separated from Fire District employment, and who is subsequently rehired to a regular position in another job family within a ninety (90) calendar day period, must begin the first day of work within ninety (90) calendar days and beginning the first day of work by the ninety-first (91st) day, may receive restoration of salary step (in the instance of rehire in a classification at the same pay range as the position originally held), vacation accrual rate, sick leave (unless the employee has received payment for unused sick leave in accordance with the Retirement Medical Trust Fund Article) and retirement contribution rate in the same manner as described above. The employee shall be required to serve a new probationary period, unless waived by the Human Resources Director or designee. The employee shall be provided a new date of hire for purposes of Fire District seniority.

(d) Reemployment from Layoff - A regular employee who has been laid off from Fire District employment and is subsequently rehired to a regular position within one (1) year shall receive restoration of vacation accrual rate and sick leave (unless the employee has received payment for unused sick leave in accordance with the Retirement Medical Trust Fund Article) in the same manner as described above. Restoration of retirement contribution rate shall be in accordance with applicable state law and in compliance with any requirements established by the Retirement Board.

(e) For the purposes of this Article, a regular employee shall mean an employee in a regular position who held regular status in any classification during the previous period of Fire District employment.

## *RELOCATION*

Employees in regular positions who are required by order of the Fire Marshal to change their principal place of residence because of reassignment to meet the needs of the Fire District will be granted time off with pay not to exceed two (2) work days and up to four hundred dollars ($400.00) reimbursement towards the actual cost of relocating their personal furnishings and belongings.

## *RENEGOTIATION*

In the event either party hereto desires to negotiate a successor Agreement, such party shall timely serve upon the other, at least one hundred and fifty (150) calendar days prior to the expiration of this Agreement, a written request to commence negotiations. Upon receipt of such written request, negotiations shall begin no later than thirty (30) calendar days after such receipt. The first order of business shall be negotiation of ground rules.

If the anticipated District revenues, at any time during this MOU, are expected to be reduced by $25,000,000 or more during the ensuing twelve (12) month period and there is a shortfall in fees to cover service costs, the parties agree to reopen the MOU upon the request of either party to meet and confer over the economic impact of the anticipated reduction. The parties shall meet and confer no later than fifteen (15) days from the date of the request.

## *REST PERIODS*

Employees shall be entitled to rest periods in accordance with the schedule contained herein. Rest periods shall be scheduled in accordance with the requirements of the Fire District, but in no instance shall rest periods be scheduled within one (1) hour of the beginning or ending of a shift or meal period, nor shall such time be cumulative nor used to report to work late or leave early. Rest periods shall be considered as time worked. Employees required to work beyond their regular shift shall be granted a ten (10) minute rest period for each two (2) hours of such work.

| **Regularly Scheduled Shift** | **Number and Limit of Rest Period** |
|---|---|
| After 3 hours and through 6 hours | One – 15 Minute Rest Period |
| After 6 hours and through 8 hours | Two – 15 Minute Rest Periods |
| After 8 hours and through 10 hours | Two – 20 Minute Rest Periods |
| After 10 hours | One – 25 Minute Rest Period and One – 20 Minute Rest Period |

## *RETIREMENT MEDICAL TRUST FUND*

A Retirement Medical Trust Fund has been established for eligible Unit employees. Eligible employees are those employees with ten (10) or more years of participation in the San Bernardino County Employees' Retirement Association (SBCERA); or those individuals who contributed to a public sector retirement system or systems over a ten (10) year period and did not withdraw their contributions from the retirement system(s); or those who receive a disability retirement. Those eligible employees with ten (10) or more years of combined contributions to SBCERA and other public sector retirement system(s) must complete a Prior Service Credit Request form and submit it to the Retirement Medical Trust Plan Administrator for approval. A letter from the public sector retirement system(s) confirming that contributions have not been withdrawn must accompany the form.

The Trust is administered by a Board of Trustees who manage the resources of the Trust Fund and determine appropriate investment options and administrative fees for managing the Trust Fund. The Trustees insure that payments of qualified medical expenses incurred by retirees or their eligible dependents are properly reimbursed. The Trust will establish individual accounts for each participant who will be credited with earnings/losses based upon the investment performance of the participant's individual account. All of the contributions to the Trust Fund will be treated for tax purposes as employer, non-elective contributions resulting in tax-free contributions for the Fire District. All of the distributions from the Trust Fund made to retirees or their eligible dependents for the reimbursement of qualified medical expenses as defined by the Internal Revenue Codes (including medical and other eligible insurance premiums) will also be non-taxable to the retiree or the retiree's eligible dependent(s).

The Trust is a Voluntary Employees Benefit Association (VEBA) and will comply with all of the provisions of Section 501(c)(9) of the Internal Revenue Code.

At retirement (including disability retirement), all eligible employees will be required to contribute the cash value of their unused sick leave balances to the Trust, in accordance with the conditions described below.

| **Amount of Remaining Sick Leave Hours** | **Cash Formula Value** |
|---|---|
| 80 to 480 hours | 30% |
| 481 to 720 hours | 45% |
| 721 to 840 hours | 50% |
| 841 to 960 hours | 55% |
| 961 to 1,200 hours | 65% |

The Fire District shall contribute to the Trust an amount equal to a percentage of the base biweekly salary of eligible employees as follows:

| **Years of Completed The Fire District Service** | **Percentage** |
|---|---|
| Less than one year | 0.00% |
| One but less than Five years | 1.00% |
| Five but less than twenty years | 2.00% |
| Twenty or more years | 3.00% |

Contributions to the Trust shall not be considered earnable compensation.

For employees with ten (10) years of continuous service from the date of hire in a regular position, upon death, the estate of the deceased employee will be paid for unused sick leave balances according to the following formula:

| **Amount of Remaining Sick Leave Hours** | **Cash Formula Value** |
|---|---|
| 80 to 480 hours | 30% |
| 481 to 720 hours | 45% |
| 721 to 840 hours | 50% |
| 841 to 960 hours | 55% |
| 961 to 1,300 hours | 65% |

## *RETIREMENT SYSTEM CONTRIBUTIONS*

**Section 1 – Eligibility**

Under the provisions of the County Employees Retirement Law of 1937, all employees in regular positions who are scheduled to work for a minimum of forty (40) hours per pay period shall become members of the San Bernardino County Employees' Retirement Association (SBCERA).

Exception: Employees first hired at age sixty (60) or over may choose not to become a member of SBCERA at the time of hire. If this election is made, the employee will participate in the County's PST Deferred Compensation Retirement Plan. Said employee shall contribute seven and one-half percent (7.5%) of the employee's biweekly gross earnings. The employee's contributions to the PST Deferred Compensation Retirement Plan shall be automatically deducted from employee's earnings. Employees shall automatically be enrolled in the Plan upon notification from SBCERA that the employee has opted out of SBCERA membership.

**Section 2 – Employee Contributions**

Employees shall pay all the required employee retirement contributions to the San Bernardino County Employees' Retirement Association.

The Auditor-Controller/Treasurer/Tax Collector has implemented the pickup of such Retirement System contributions under Internal Revenue Code Section 414(h)(2).

The Fire District shall make member contributions under this Section on behalf of the employee, which shall be in lieu of the employee's contributions and such contributions shall be treated as employer contributions for purposes of reporting and wage withholding under the Internal Revenue Code and the Revenue and Taxation Code. The amounts picked up under this Section shall be recouped through offsets against the salary of each employee for whom the Fire District picks up member contributions. These offsets are akin to a reduction in salary and shall be made solely for purposes of income tax reporting and withholding. The member contributions picked up by the Fire District under this article shall be treated as compensation paid to Fire District employees for all other purposes. No employee shall have the option to receive the Retirement System contribution amounts directly instead of having them paid to the County Retirement System.

**Section 3 – Special Provisions**

Employees with at least twenty-five (25) years of service as set forth in Government Code section 31625.3 as of March 12, 2013 and who either had or thereafter attain thirty (30) years of service credit as set forth in Government Code section 31625.3 and no longer make retirement contributions under the provisions of the County Employees' Retirement Law of 1937, shall have one opportunity during the employee's employment to receive cash payments of seven percent (7%) of earnable compensation for up to twenty-six (26) consecutive pay periods.

**Section 4 – Survivor Benefits for General Retirement Members Administered by San Bernardino County Employees' Retirement Association (SBCERA)**

Survivor benefits are payable to employed general retirement members with at least eighteen (18) months continuous retirement membership pursuant to Section 31855.12 of the County Employees' Retirement Law of 1937. An equal, non-refundable employer and employee biweekly contribution will be paid to SBCERA as provided in annual actuarial study.

**Section 5 – Retirement Formula**

(a) Tier 1 Retirement Formula: For Tier 1 safety members of SBCERA, the County Board of Supervisors adopted a resolution to make Section 31664.1 of the Government Code (3% at 50 Retirement Formula) applicable to all eligible safety retirement members of SBCERA, including such safety retirement members in this Unit on October 1, 2003.

(b) Tier 2 Formula: For Tier 2 safety members of SBCERA, the applicable Retirement Formula shall be 2.7% at age 57 as provided by applicable law.

## *RETURN-TO-WORK COMPENSATION*

**Section 1 – Purpose**

Return-to-work compensation is designed to compensate employees for being available to return to work with limited notice and for hours not previously regularly scheduled. There are three (3) types of return-to-work compensation covered by this Article: on-call, standby, and call back. Assignment and approval of return-to-work compensation shall be made by the Appointing Authority or designee based upon the needs of the service.

**Section 2 – On-Call Compensation**

(a) On-call duty requires the employee to return a call, text, or email as soon as practicable but not to exceed approximately thirty (30) minutes.

(b) Employees assigned to be on-call shall: (1) leave a telephone number where they can be reached or wear a communicating device; and (2) be able to report to their work site within one (1) hour after notification. Employees can also be given a designated time of more than one (1) hour to report by the Appointing Authority or designee.

(c) While assigned to on-call duty, the employee shall be free to use the time for his or her own purposes.

(d) On-call duty shall be compensated at the rate of three dollars and twenty-five cents ($3.25) for each full hour of duty or portion thereof. For example, an employee assigned to be on-call for an entire day, which also happens to be a holiday, would be eligible to receive twenty-four (24) hours of on-call pay for the day, assuming the employee was not called-back pursuant to Section 4 below. On-call time shall not count as hours worked.

(e) The employee shall not receive on-call compensation during working hours, during meal/break periods, or during periods where the employee is taking paid time off (e.g., Sick Leave, Vacation Leave, etc.). On-call would begin no earlier than when the employee has ended his/her shift and end upon the employees return to work or upon the end of his/her on-call assignment.

**Section 3 – Standby Compensation**

(a) Standby duty requires the employee to return a call, text, email or page as soon as practicable but not to exceed ten (10) minutes.

(b) Employees assigned to standby duty shall: (1) leave a telephone number where they can be reached or wear/carry a communicating device; and/or (2) after being told to report to work, the employee shall immediately report to work and arrive at the work site no later than the time it takes to commute between the employee's home and the work site. Employees can also be given a designated time to report by the Appointing Authority or designee.

(c) The employee shall not receive standby compensation during working hours, during meal/break periods, or during periods where the employee is taking paid time off (e.g., Sick Leave, Vacation Leave, etc.). Standby compensation would begin no earlier than when the employee has ended his/her shift and end upon the employees return to work or upon the end if his/her standby assignment.

(d) Grandfathered – All employees in the classifications of Environmental Specialist III, Hazardous Materials Specialist 2, Hazardous Material Specialist 2/3/4-HMRT, Hazardous Material Specialist III, Fire investigator I (formally Fire Prevention Officer – Arson) and Fire investigator II (formally Fire Prevention Specialist - Arson), Assistant Fire Marshal-Community Safety- Arson (formally Fire Prevention Supervisor – Arson) as of November 1, 2019 and who were assigned to standby compensation on or before November 1, 2019 shall be eligible to receive Grandfathered Standby pay which shall be compensated at $12.00 for each full hour of standby duty or portion thereof. Should the employee move to a classification, position, assignment, etc. that does not receive standby compensation and then return to his/her former position, assignment, classification, etc., the employee shall no longer be eligible to receive the Grandfathered Standby pay, but shall be eligible to receive the Non-Grandfathered Standby pay as provided below. For example, a Fire investigator I receiving the Grandfathered Standby pay promotes to a position which does not receive the Grandfathered Standby pay. The employee then returns to his/her Fire investigator I classification and is placed on standby. The employee would be paid the Non-Grandfathered Standby pay. Under the MOU, the Grandfathered Standby hours under this sub-section (d) shall count as hours worked for overtime purposes.

Examples of application of this provision for computing overtime:

Employee earning $10.00 per hour works 40 hours in a work period, plus 20 hours of Grandfathered Standby.

| | |
|---|---|
| 40 hours x $10.00 (base salary rate) 1 | = $400.00 |
| 20 hours x $12.00 (Grandfathered Standby) | = $240.00 |
| | $640.00 |

| | |
|---|---|
| $640.00 divided by 60 hours worked (regular rate of pay) 2 | = $ 10.67 |
| $10.67 x 1-1/2 (overtime rate) | = $ 16.01 |

Pay for this week would be:

| | | |
|---|---|---|
| 40 hours x $10.67 (regular rate of pay) | = | $426.80 |
| 20 hours x $16.01 (overtime rate) | = | $320.20 |
| TOTAL PAY | = | $747.00 |

[1] Base salary rate is defined in Salary Adjustment, Section 2.

[2] Regular rate of pay is defined within the requirements of the Fair Labor Standards Act to include all remuneration for employment paid to the employee. When more than one rate of pay is paid for hours worked, the regular rate of pay is calculated using the weighted average of the rates of pay.

(e) Non-Grandfathered – Employees assigned to standby on or after November 1, 2019 shall be compensated at $7.25 for each full hour of standby duty or portion thereof. Standby hours under this sub-section (e) shall not count as hours worked for overtime purposes.

**Section 4 – Call Back Compensation**

(a) Call back pay is used when an employee in a regular position returns to active duty at the request of the Appointing Authority or designee after said employee has been released from active duty and has left the worksite. An employee need not be assigned to on-call or standby duty to receive call back compensation.

(b) Call back compensation shall be paid in the following manner: the two (2) hours minimum begins when the employee acknowledges the page or phone call and indicates that he/she are responding. All time actually worked during a call back, including travel time, shall be considered time actually worked for purposes of the Article on "Overtime."

(c) The employee shall be paid for a minimum of two (2) hours worked, provided there is not overlap of less than two (2) hours between each call back. The two (2) hour minimum begins when the employee acknowledges the page or phone call and indicates they are responding.

## *SALARY ADJUSTMENTS*

**Section 1 – Across-the-Board Salary Increases**

- Effective October 31, 2026, the Fire District shall provide all classifications covered by this MOU a 3.00% across-the-board salary increase.
- Effective October 30, 2027, the Fire District shall provide all classifications covered by this MOU a 3.00% across-the-board salary increase subject to the following:
    - If the Fire District's total Property Tax Revenue (amongst all Fire District Zones) is less than a two percent (2.00%) increase in 2026-27 compared to 2025-26 then the Fire District shall have the right to meet and confer with SEBA over its financial ability to fund this increase, provided that any modification of this agreement must be by mutual written consent.

      If the parties are unable to reach an agreement by October 16, 2027, the increase due on October 30, 2027 shall be deferred until April 19, 2028, or as otherwise agreed by the parties in the meet and confer process.

- Effective October 28, 2028, the Fire District shall provide all classifications covered by this MOU a 3.00% across-the-board salary increase subject to the following:
    - If the Fire District's total Property Tax Revenue (amongst all Fire District Zones) is less than a two percent (2.00%) increase in 2027-28 compared to 2026-27 then the Fire District shall have the right to meet and confer with SEBA over its financial ability to fund this increase, provided that any modification of this agreement must be by mutual written consent.

      If the parties are unable to reach an agreement by October 14, 2028, the increase due on October 28, 2028 shall be deferred until April 18, 2029, or as otherwise agreed by the parties in the meet and confer process.
- Effective October 27, 2029, the Fire District shall provide all classifications covered by this MOU a 3.00% across-the-board salary increase subject to the following:
    - If the Fire District's total Property Tax Revenue (amongst all Fire District Zones) is less than a two percent (2.00%) increase in 2028-29 compared to 2027-28 then the Fire District shall have the right to meet and confer with SEBA over its financial ability to fund this increase, provided that any modification of this agreement must be by mutual written consent.

      If the parties are unable to reach an agreement by October 13, 2029, the increase due on October 27, 2029 shall be deferred until April 17, 2030, or as otherwise agreed by the parties in the meet and confer process.

**Section 2 – Base Salary Range**

For purposes of this Agreement, base salary range shall mean the salary range assigned to a specific classification as provided in Appendix B. Base salary rate shall mean the hourly rate of pay established pursuant to the step placement within the base salary range as provided in Appendix C of this Agreement as appropriate. Salary ranges shall be those provided in the Basic Salary Schedule contained in the existing County Code.

## *SALARY RATES AND STEP ADVANCEMENTS*

New employees shall be hired at step 1 of the established base salary range, except as otherwise provided in this Agreement. Variable entrance steps may be established if justified by recruitment needs through step 5 with the approval of the Appointing Authority and through step 11 with the approval of the Human Resources Director or designee.

Within the base salary range, all step advancements will be made at the beginning of the pay period following the pay period in which the employee completes the required number of service hours. Approval for advancement shall be based upon completion of required service hours in the classification, satisfactory work performance and Appointing Authority recommendation. An employee whose step advancement is denied shall not be eligible for reconsideration for step advancement except as provided in the Article, "Merit Advancements."

Completed service hours shall be defined as regularly scheduled hours in a paid status, up to eighty (80) hours per pay period. Overtime hours and time without pay shall not count toward step advancements.

Step advancements within a base salary range shall be based upon one (1) step increment, approximately two and one-half percent (2.5%). The employee shall be eligible for the first step advancement after completion of one thousand and forty (1,040) hours and subsequent step advancements after completion of two thousand eighty (2,080) hours.

Effective February 1, 2020, employees shall be eligible for step advancement after completion of increments of 1,040 hours, until the top step of the range is reached. Employees who, as of February 1, 2020, have at least 1,040 hours from their most recent step advancement shall be immediately eligible to advance to the next step, if applicable, on February 1, 2020. After receiving that step advancement, such employees shall be eligible for step advancement after completion of increments of 1,040 hours, until the top step of the range is reached.

Employees who, as of February 1, 2020 have less than 1,040 hours from their most recent step advancement shall be eligible to receive their next step advancement, if applicable, upon completion of 1,040 hours from their most recent step advancement. For example, an employee who received his step advancement effective September 28, 2019 would be eligible to move to the next step on or about March 28, 2020 provided the employee had completed sufficient service hours.

Thereafter, such employees shall be eligible for step advancement after completion of increments of 1,040 hours until the top step of the range is reached.

Examples:

| | | |
|---|---|---|
| Hire step | 1 | 7 |
| After 1,040 hours* | 2 | 8 |
| After additional 1,040 hours* | 3 | 9 |
| After additional 1,040 hours* | 4 | 10 |
| After additional 1,040 hours* | 5 | 11 |
| After additional 1,040 hours* | 6 | N/A |

*Assumes satisfactory work performance and Appointing Authority recommendation.

The Appointing Authority may request in limited exceptional circumstances and with adequate justification, the adjustment of the salary step or salary rate of an employee to maintain salary equity within the system, to prevent undue hardship or unfairness due to the application of any rule or policy, or to correct any salary inequity, subject to the recommendation of the Director of Human Resources and the final approval of the Chief Executive Officer or his/her designee. The Human Resources Director or designee may authorize the adjustment of the salary step or salary rate of an employee to correct any payroll error or omission, including any such action which may have arisen in any prior fiscal year.

## *SCHEDULES*

The standard schedule represents the time that an employee is regularly scheduled to work. The employee shall be present at the assigned work location and ready to begin work at the start of the shift. The current standard schedules are the 9/80, 4/10 or 5/40. For payroll purposes a shift which commences before midnight and ends the following day shall be reported as time worked for the day in which the shift began. The Appointing Authority shall establish the actual number of hours, which comprises the standard schedule for each position. The Appointing Authority may modify or change the number of hours in a standard day, schedule or shift for each position to meet the needs of the service.

## *SECTION 125 PREMIUM CONVERSION PLAN*

(a) Eligible employees shall be provided with a Section 125 Premium Conversion Plan. The purpose of the Plan is to provide employees a choice between paying premiums with either pre-tax salary reductions or after-tax payroll deductions for health insurance, dental insurance, voluntary life (to the IRS specified limit) and accidental death and dismemberment insurance premiums. The amount of the pre-tax salary reduction or after-tax payroll deduction must be equal to the required insurance premium.

(b) Benefit elections shall not reduce earnable compensation for purposes of calculating benefits or contributions for the San Bernardino County Employees' Retirement Association.

(c) To be eligible for the Section 125 Premium Conversion Plan, an employee must be eligible to participate in medical, dental, accidental death and dismemberment, and/or life insurance plans and have a premium deduction for any of these benefit plans.

(d) Election of pre-tax salary reductions and after-tax payroll deductions shall be made within sixty (60) calendar days of the initial or subsequent eligibility period in a manner and on such forms designated by the Human Resources Employee Benefits and Services Division. Failure to timely submit appropriate paperwork will result in after-tax deductions for all eligible premiums for the remainder of the Plan Year.

(e) Once a salary reduction has begun, in no event will changes in elections be permitted during the Plan Year except to the extent permitted under Internal Revenue Service rulings and regulations and with the County's Plan Document.

## *TEMPORARY PERFORMANCE OF HIGHER-LEVEL DUTIES*

Employees directed to continuously perform the duties of a vacant higher-level position, or employees who have been given the temporary assignment of a project involving the performance of more difficult duties and requiring a greater level of skill(s) may be granted additional compensation. No award shall be made in any situation related to a vacation, short-term illness or other temporary relief. For the purpose of this Article, temporary is defined as six (6) weeks or less. The duration of such assignments are not intended to exceed one (1) calendar year.

Eligibility Criteria – Employees will normally have regular status and not be in a probationary or trainee status; and there must be evidence of the employee's ability to competently perform the new assignment as determined by the Human Resources Director or designee and the employee shall be required to meet standards for satisfactory performance. Appointments to regular positions of trainees or underfills are exempt from the provisions of this Article.

Assignment Criteria

(a) For the purposes of this Article, a vacant position is defined as an authorized regular position for which funds have been appropriated and which may be: (1) an unoccupied position due to attrition; (2) a position from which the incumbent is on extended leave of absence; or (3) a new position authorized by the Board of Supervisors. The Appointing Authority certifies that the employee is assigned and held responsible to fully perform all of the higher-level duties without limitation as to difficulty or complexity of assignments or consequence of action. This provision shall not be used to circumvent the merit system of promotion and approval of such a request shall initiate the appropriate recruitment/selection process where applicable.

(b) Compensation related to project assignments requires the temporary assignment of more difficult duties involving a greater level of skills. Such assignment may be made to allow for employee rotation, enhance upward mobility or to determine the impact of potential operational/organizational changes. The specific, temporary duties must be identified in writing.

Compensation

(a) Compensation shall be awarded in pay period increments.

(b) Employees performing the duties of a vacant higher-level regular position shall be entitled to a salary rate increase to the higher level for the time actually worked. The amount of the increase shall be determined as if the assignment had been a promotion. The employee shall be eligible for step advances in the higher- level position in accordance with the Salary Rates and Step Advancements and Merit Advances Articles.

The employee shall continue to receive benefits associated with his/her pre-assignment occupational Unit. Differentials and other compensation shall be paid only if applicable to the higher-level position assignment. Overtime compensation shall be administered according to the FLSA status of the higher-level position. Upon assignment to the higher-level position, the employee's service hours for determining salary step in the pre-assignment position shall continue to accrue. Upon completion of assignment, the employee shall be returned to his/her former position classification. If, while on the temporary assignment, the employee's step due date occurs, the employee shall receive their salary step effective the pay period they are returned to their former classification; provided, however, that the employee received a Work Performance Evaluation of at least "Meets Job Standards" while on the temporary assignment. If the employee was due a step advance while on the temporary assignment and no evaluation has been completed or if the employee was not rated at least "Meets Job Standards," the employee shall be evaluated within three (3) pay periods of return to former classification, and if rated at least "Meets Job Standards," the employee shall receive his/her step advance retroactive to the date of return to former classification. Under no circumstances will the step advancement be retroactive beyond the date of the return to former classification. Step placement upon promotion to the same or other higher-level position following completion of the temporary assignment will be determined based upon salary rate in the pre-assignment position in accordance with the Promotions Article.

(c) Project compensation shall be in the form of a specified percentage of the employee's base pay. The Human Resources Director or designee will determine the amount in increments of one-half percent (0.5%) from a minimum of two and one-half percent (2.5%) up to a maximum of seven and one-half percent (7.5%). The bonus will be computed at the specified percentage of the current base pay of the employee for each pay period. The bonus shall be considered

earnable compensation and shall be considered part of the employee's regular rate of pay for purposes of calculating overtime, if applicable. Such increases in pay shall not affect the employee's step advancement in the base range pursuant to the Article on "Salary Rates and Step Advancements."

Requests for Temporary Performance Compensation may be initiated by the Appointing Authority or an employee via the Appointing Authority. The Appointing Authority and the employee bear mutual responsibility for initiating the compensation request in a timely manner and adhering to the compensation provisions defined in this Article. It is important to obtain Human Resources Division review of the request in advance of the date the employee begins the assignment, because there is no guarantee the request will be approved. Temporary Performance Compensation is to be effective only with the Human Resources Director or designee's written approval, assignment of the greater level of duties, and signed acceptance by the employee. Under no circumstances will Temporary Performance Compensation be granted retroactively.

Requests for Temporary Performance Compensation shall be reviewed by the Human Resources Director or designee. Denial of compensation due to assignment [Assignment Criteria (c)] shall not be subject to review, appeal, or the grievance procedure.

The provisions of this Article shall not be utilized to circumvent the provisions of or provide additional compensation over and above that which may be provided in the Article on "Classification." The Articles, "Temporary Performance of Higher Level Duties" and "Classification" are mutually exclusive concepts and as such there shall be no dual or multiple requests and/or appeals, where the latter is applicable for a single situation.

## *TERM*

The term of this Agreement shall commence upon approval by the Board of Directors, and this Agreement shall expire and otherwise be fully terminated at 12:00 a.m. (midnight) of October 31, 2030.

The parties shall reopen this Agreement for the purposes of meeting and conferring over the Standby Compensation Article, including the possibility of converting Standby Pay to Assignment Pay. No other article shall be reopened.

## *TUITION REIMBURSEMENT AND MEMBERSHIP DUES*

The Fire District established an individual departmental fund in the amount of five hundred dollars ($500.00) each fiscal year for each employee in a regular position budgeted more than forty (40) hours per pay period to reimburse employees for tuition costs incurred for job-related education or career development or to reimburse membership dues in professional organization(s); provided such expenditure enhances furtherance of Fire Department or continuing education goals.

Effective fiscal year 2027/2028, there shall be an annual tuition fund of up to forty thousand dollars ($40,000.00) for employees in the bargaining unit. No employee shall be reimbursed more than two thousand dollars ($2,000.00) per fiscal year.

Requests for reimbursement must be approved in advance by the Fire Marshal and shall not be paid in increments less than ten dollars ($10.00) per fiscal year. Employee initiated education or career development shall not be considered as time actually worked for purposes of computing overtime and normally shall not occur during regular work hours except that which has the prior approval of the Fire Marshal.

No employee shall receive tuition reimbursement in excess of the limitation determined by the Internal Revenue Service. Eligibility for reimbursement is contingent upon an approved course or seminar, completed with, where applicable, a grade of "C" or better or "pass" when taken on a pass/fail basis, except in extenuating circumstances where such a situation as verifiable illness prevents an individual from completing a course.

<u>REHS Recertification</u>

All Unit employees in regular positions who are required to maintain their Registered Environmental Health Specialist certificate, shall be reimbursed for their recertification registration fee, once every two years, upon proof of payment. This reimbursement will not count against the two thousand dollar ($2,000.00) individual departmental fund established for each employee in paragraph one of this article.

## *UNIFORMS/ALLOWANCE*

(a) The Fire District agrees to provide an annual lump sum uniform allowance of six hundred dollars ($600.00) to employees in regular positions who are in paid status in the pay period that includes July 1 each year to compensate for costs associated with the purchase of uniform and clothing items as established by the department. Effective fiscal year 2027/2028 the annual lump sum uniform allowance shall be seven hundred and fifty dollars ($750.00) for employees in regular positions who are in paid status in the pay period that includes July 1. An eligible employee in a regular position who is part-time or job-sharing shall be eligible for a prorated lump-sum payment based on regularly scheduled hours. The department specified uniform will include the appropriate footwear and comply with OSHA and other required standards.

Employees not in paid status (i.e., not coding paid hours) in the pay period that includes July 1 shall receive the uniform allowance payment upon return to paid status. However, an employee who is not in paid status during the entire fiscal year (i.e., not in paid status from pay period 15 of one year through pay period 14 of the following year) shall not receive the annual uniform allowance for the fiscal year(s) during which he/she was not in paid status. For example, if an employee is not in paid status from June of 2014 through September 2016, and then returns to paid status in October 2016, the employee shall receive a uniform allowance payment for FY 2016/2017 upon their return to paid status but shall not receive the FY 2014/2015 allowance because the employee was not in paid status for the entire 2014/2015 fiscal year. An employee separating from Fire District employment at the conclusion of the leave of absence shall not receive the uniform allowance.

Those employees appointed after the pay period that includes July 1 shall receive a prorated allowance payment at the time of their appointment. Such proration shall be based upon the remaining number of pay periods in the fiscal year nearest their appointment.

(b) Employees in regular positions who are required to wear a “Class C” uniform shall be provided, on a one-time basis only, one (1) complete “Class C” uniform or alternate Class C uniform (shirt, pants, belt, boots and embroidery) at the Fire District’s expense.

(c) If an employee’s uniform becomes excessively worn, damaged, or otherwise unsuitable for professional appearance, the Appointing Authority may require the employee to replace the uniform with one that meets established uniform standards.

## *UNION LEAVE BANK*

The Fire District shall establish a Union leave bank of eighty (80) hours per calendar year to enable Executive Officers, Association Directors or their alternates (if the Association Director is unavailable) to attend the annual SEBA conference. The leave bank shall also be available for the Hazardous Materials Unit negotiating team to attend related negotiations training. It is expressly understood that the Fire District shall not be obligated or responsible for any of the expenses or costs of member attendance at such training or conferences. The release time for leave taken under this Section shall not be counted as hours worked for purposes of overtime.

## *USE OF FIRE DISTRICT RESOURCES*

SEBA will be granted permission to use Fire District facilities for the purpose of meeting with employees to conduct its internal affairs during non-work hours, provided space for such meetings can be made available without interfering with Fire District needs. Permission to use Fire District facilities must be obtained by SEBA from the appropriate Appointing Authority. SEBA shall be held fully responsible for any damages to and the security of any Fire District facilities that are used by SEBA. No Fire District vehicles, equipment, time, or supplies may be used in connection with any activity of SEBA, except as may be otherwise provided in this Agreement.

Use of Fire District resources shall be limited to activities pertaining directly to the employer-employee relationship and matters within the scope of representation and shall not interfere with the efficiency, safety or security of Fire District operations. This Article and applicable provisions of the Fire District’s Employee Relations Ordinance shall govern use of Fire District resources.

The costs of printing of one-hundred (100) Memorandum of Understanding booklets shall be shared by the Fire District and SEBA.

## *VISION CARE INSURANCE*

The Fire District agrees to pay the full premium for vision care insurance for each regular employee in paid status assigned to the Unit and their eligible dependents. The County agrees to provide these benefits subject to carrier requirements and pursuant to applicable law. Employees and eligible dependents who are no longer eligible, will have the option of enrolling in COBRA continuation coverage.

## *VOLUNTARY TIME OFF*

Voluntary Time Off (VTO) Program is intended to provide employees a means of taking unpaid (i.e., non-compensated) time off work without losing benefits (e.g., Medical Premium Subsidy, Opt-out/Waive amount, RMT contribution, and life insurance), which depend on the employee being in a paid status. The following conditions apply:

(a) VTO may be taken in the same manner as vacation time except that the increment is one (1) hour and is limited to eighty (80) hours per calendar year.

(b) When VTO is taken, leave accruals continue as if the employee were on paid time. Vacation maximum accrual limits will be extended by the amount of VTO taken provided that the employee takes the vacation time off during the first thirteen (13) pay periods of the following calendar year. VTO time counts toward satisfying the minimum hour requirement to receive the benefits, such as Medical Premium Subsidy, Opt-out/Waive amount, and County-paid life insurance.

(c) VTO does not count as hours worked for purposes of computing overtime. County contributions to the retirement system under the Retirement System Contributions Article will only be paid if the employee is in a paid status in any pay period in which VTO is used and the employee receives enough earnings to pay his/her retirement contribution in that pay period.

Pursuant to applicable law, Tier 1 system members are eligible for full service credit for the pay period in which VTO is used and the employer contribution would be based on the employees' normal compensation earnable.

Pursuant to applicable law, Tier 2 members are eligible for a reduced service credit amount for the pay period in which VTO was used and the employer contribution would be based on the employees' actual earnings for that pay period.

(d) VTO may not be used for situations that would otherwise require leave without pay, or in conjunction with leave without pay. VTO may be used only by an employee who is otherwise on paid status.

(e) VTO is an entirely voluntary program. No employee may be required to take VTO.

(f) VTO may be taken by request of the employee and upon approval of the appointing authority.

## *WORK DISRUPTION*

The parties agree that no work disruptions shall be caused or sanctioned by SEBA during the term of this Agreement. Work disruptions include, but are not limited to: sit-down, stay-in, speed-up, or slowdown in any operation of the Fire District, or any curtailment of work, disruption, or interference with the operations of the Fire District. The parties shall endeavor to discourage any such work disruptions and make positive efforts to return employees to their jobs. The parties acknowledge that participation of any employee in a concerted work action against the Fire District is grounds for disciplinary action, including termination. The parties agree that no lockout of employees shall be instituted by the Fire District during the term of this Agreement, unless such work disruptions occur.

The Fire District reserves the right to revoke all payroll deduction privileges of SEBA during and after any period of such work disruption which is sanctioned or precipitated by SEBA in accordance with the Special District's Employee Relations Ordinance.

## *APPENDIX A – APPROVAL BY BOARD OF DIRECTORS*

This Memorandum of Understanding is subject to approval by the Board of Directors. The parties hereto agree to perform whatever acts are necessary, both jointly and separately, to urge the Board to approve and enforce this Memorandum of Understanding.

Following approval of this Memorandum of Understanding by the Board, its terms and conditions shall be implemented by resolution, if applicable or other appropriate lawful action.

This Contract may be executed in any number of counterparts, each of which so executed shall be deemed to be an original, and such counterparts shall together constitute one and the same Contract. The parties shall be entitled to sign and transmit an electronic signature of this Contract (whether by facsimile, PDF or other email transmission), which signature shall be binding on the party whose name is contained therein. Each party providing an electronic signature agrees to promptly execute and deliver to the other party an original signed Contract upon request.

**DATED**: _____

**SAN BERNARDINO COUNTY FIRE PROTECTION DISTRICT**

_____
**LEO GONZALEZ**
County Labor Relations Chief

**SHERIFF'S EMPLOYEES' BENEFIT ASSOCIATION**

_____
**ALISHA ROSA**
President

**RECOMMENDED FOR BOARD OF DIRECTORS APPROVAL:**

_____
**LUTHER SNOKE**
Chief Executive Officer

**BOARD OF DIRECTORS**

_____
**DAWN ROWE**, Chair

_____
Date

## *APPENDIX B – CLASSIFICATIONS*

| JOB CODE | CLASSIFICATION TITLE | GRADE |
|---|---|---|
| 44834 | Emergency Management Officer Trainee | H28 |
| 44809 | Emergency Management Officer | H37R |
| 43036 | EMS Nurse Educator | H49A |
| 44821 | EMS Training Officer | H49A |
| 46216 | Environmental Specialist 3 | H36 |
| 44015 | Fire Prevention Officer Trainee | H22R |
| 49112 | Fire Prevention Officer | H36U |
| 46187 | Fire Plans Examiner | H39U |
| 46186 | Fire Investigator | H39U |
| 43235 | Assistant Fire Marshal – Community Safety | H48R |
| 43236 | Assistant Fire Marshal- Community Safety – Arson | H48R |
| 44010 | Hazardous Materials Specialist Trainee | H28 |
| 44011 | Hazardous Materials Specialist 1 | H36 |
| 46213 | Hazardous Materials Specialist 2 | H38 |
| 46115 | Hazardous Materials Specialist 2-HMRT | H38 |
| 46214 | Hazardous Materials Specialist 3 | H41 |
| 46116 | Hazardous Materials Specialist 3-HMRT | H41 |
| 46229 | Hazardous Materials Specialist 4 | H43 |
| 46230 | Hazardous Materials Specialist 4-HMRT | H43 |
| 40058 | Senior Plans Examiner | H43R |
| 46129 | Assistant Fire Marshal – HMRT | H48R |
| 44835 | Emergency Management Coordinator | H22R |

## *APPENDIX C – SALARY SCHEDULE*

**Effective 10/31/2026**
**3% Across the Board Increase**

| Classification | Range | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Fire Prevention Officer Trainee**<br>**Emergency Management Coordinator** | **22R** | **Hourly** | **$ 26.07** | **$ 26.65** | **$ 27.31** | **$ 27.97** | **$ 28.57** | **$ 29.27** | **$ 29.97** | **$ 30.68** | **$ 31.42** | **$ 32.18** | **$ 32.93** | | | |
| | | **Approx Bi-Wk** | $ 2,085.60 | $ 2,132.00 | $ 2,184.80 | $ 2,237.60 | $ 2,285.60 | $ 2,341.60 | $ 2,397.60 | $ 2,454.40 | $ 2,513.60 | $ 2,574.40 | $ 2,634.40 | | | |
| | | **Approx. Mon** | $ 4,518.80 | $ 4,619.33 | $ 4,733.73 | $ 4,848.13 | $ 4,952.13 | $ 5,073.47 | $ 5,194.80 | $ 5,317.87 | $ 5,446.13 | $ 5,577.87 | $ 5,707.87 | | | |
| | | **Annual** | $ 54,225.60 | $ 55,432.00 | $ 56,804.80 | $ 58,177.60 | $ 59,425.60 | $ 60,881.60 | $ 62,337.60 | $ 63,814.40 | $ 65,353.60 | $ 66,934.40 | $ 68,494.40 | | | |
| **Hazardous Material Specialist Trainee**<br>**Emergency Management Officer Trainee** | **28** | **Hourly** | **$ 29.86** | **$ 30.63** | **$ 31.38** | **$ 32.16** | **$ 32.95** | **$ 33.79** | **$ 34.63** | **$ 35.49** | **$ 36.39** | **$ 37.28** | **$ 38.23** | | | |
| | | **Approx Bi-Wk** | $ 2,388.80 | $ 2,450.40 | $ 2,510.40 | $ 2,572.80 | $ 2,636.00 | $ 2,703.20 | $ 2,770.40 | $ 2,839.20 | $ 2,911.20 | $ 2,982.40 | $ 3,058.40 | | | |
| | | **Approx. Mon** | $ 5,175.73 | $ 5,309.20 | $ 5,439.20 | $ 5,574.40 | $ 5,711.33 | $ 5,856.93 | $ 6,002.53 | $ 6,151.60 | $ 6,307.60 | $ 6,461.87 | $ 6,626.53 | | | |
| | | **Annual** | $ 62,108.80 | $ 63,710.40 | $ 65,270.40 | $ 66,892.80 | $ 68,536.00 | $ 70,283.20 | $ 72,030.40 | $ 73,819.20 | $ 75,691.20 | $ 77,542.40 | $ 79,518.40 | | | |
| **Environmental Specialist 3**<br>**Hazardous Materials Specialist 1** | **36** | **Hourly** | **$ 36.39** | **$ 37.28** | **$ 38.23** | **$ 39.15** | **$ 40.16** | **$ 41.16** | **$ 42.21** | **$ 43.23** | **$ 44.32** | **$ 45.42** | **$ 46.56** | **$ 47.71** | **$ 48.89** | |
| | | **Approx Bi-Wk** | $ 2,911.20 | $ 2,982.40 | $ 3,058.40 | $ 3,132.00 | $ 3,212.80 | $ 3,292.80 | $ 3,376.80 | $ 3,458.40 | $ 3,545.60 | $ 3,633.60 | $ 3,724.80 | $ 3,816.80 | $ 3,911.20 | |
| | | **Approx. Mon** | $ 6,307.60 | $ 6,461.87 | $ 6,626.53 | $ 6,786.00 | $ 6,961.07 | $ 7,134.40 | $ 7,316.40 | $ 7,493.20 | $ 7,682.13 | $ 7,872.80 | $ 8,070.40 | $ 8,269.73 | $ 8,474.27 | |
| | | **Annual** | $ 75,691.20 | $ 77,542.40 | $ 79,518.40 | $ 81,432.00 | $ 83,532.80 | $ 85,612.80 | $ 87,796.80 | $ 89,918.40 | $ 92,185.60 | $ 94,473.60 | $ 96,844.80 | $ 99,236.80 | $ 101,691.20 | |
| **Fire Prevention Officer** | **36U** | **Hourly** | **$ 37.15** | **$ 38.05** | **$ 38.96** | **$ 39.89** | **$ 40.86** | **$ 41.84** | **$ 42.82** | **$ 43.87** | **$ 44.93** | **$ 46.02** | **$ 47.11** | **$ 48.31** | **$ 49.50** | **$ 50.73** |
| | | **Approx Bi-Wk** | $ 2,972.00 | $ 3,044.00 | $ 3,116.80 | $ 3,191.20 | $ 3,268.80 | $ 3,347.20 | $ 3,425.60 | $ 3,509.60 | $ 3,594.40 | $ 3,681.60 | $ 3,768.80 | $ 3,864.80 | $ 3,960.00 | $ 4,058.40 |
| | | **Approx. Mon** | $ 6,439.33 | $ 6,595.33 | $ 6,753.07 | $ 6,914.27 | $ 7,082.40 | $ 7,252.27 | $ 7,422.13 | $ 7,604.13 | $ 7,787.87 | $ 7,976.80 | $ 8,165.73 | $ 8,373.73 | $ 8,580.00 | $ 8,793.20 |
| | | **Annual** | $ 77,272.00 | $ 79,144.00 | $ 81,036.80 | $ 82,971.20 | $ 84,988.80 | $ 87,027.20 | $ 89,065.60 | $ 91,249.60 | $ 93,454.40 | $ 95,721.60 | $ 97,988.80 | $ 100,484.80 | $ 102,960.00 | $ 105,518.40 |
| **Emergency Management Officer** | **37R** | **Hourly** | **$ 38.63** | **$ 39.57** | **$ 40.52** | **$ 41.47** | **$ 42.47** | **$ 43.49** | **$ 44.51** | **$ 45.61** | **$ 46.71** | **$ 47.84** | **$ 48.99** | **$ 50.21** | **$ 51.47** | **$ 52.76** |
| | | **Approx Bi-Wk** | $ 3,090.40 | $ 3,165.60 | $ 3,241.60 | $ 3,317.60 | $ 3,397.60 | $ 3,479.20 | $ 3,560.80 | $ 3,648.80 | $ 3,736.80 | $ 3,827.20 | $ 3,919.20 | $ 4,016.80 | $ 4,117.60 | $ 4,220.80 |
| | | **Approx. Mon** | $ 6,695.87 | $ 6,858.80 | $ 7,023.47 | $ 7,188.13 | $ 7,361.47 | $ 7,538.27 | $ 7,715.07 | $ 7,905.73 | $ 8,096.40 | $ 8,292.27 | $ 8,491.60 | $ 8,703.07 | $ 8,921.47 | $ 9,145.07 |
| | | **Annual** | $ 80,350.40 | $ 82,305.60 | $ 84,281.60 | $ 86,257.60 | $ 88,337.60 | $ 90,459.20 | $ 92,580.80 | $ 94,868.80 | $ 97,156.80 | $ 99,507.20 | $ 101,899.20 | $ 104,436.80 | $ 107,057.60 | $ 109,740.80 |
| **Hazardous Materials Specialist 2**<br>**Hazardous Materials Specialist 2-HMRT** | **38** | **Hourly** | **$ 38.23** | **$ 39.15** | **$ 40.16** | **$ 41.16** | **$ 42.21** | **$ 43.23** | **$ 44.32** | **$ 45.42** | **$ 46.56** | **$ 47.73** | **$ 48.91** | **$ 50.16** | **$ 51.41** | |
| | | **Approx Bi-Wk** | $ 3,058.40 | $ 3,132.00 | $ 3,212.80 | $ 3,292.80 | $ 3,376.80 | $ 3,458.40 | $ 3,545.60 | $ 3,633.60 | $ 3,724.80 | $ 3,818.40 | $ 3,912.80 | $ 4,012.80 | $ 4,112.80 | |
| | | **Approx. Mon** | $ 6,626.53 | $ 6,786.00 | $ 6,961.07 | $ 7,134.40 | $ 7,316.40 | $ 7,493.20 | $ 7,682.13 | $ 7,872.80 | $ 8,070.40 | $ 8,273.20 | $ 8,477.73 | $ 8,694.40 | $ 8,911.07 | |
| | | **Annual** | $ 79,518.40 | $ 81,432.00 | $ 83,532.80 | $ 85,612.80 | $ 87,796.80 | $ 89,918.40 | $ 92,185.60 | $ 94,473.60 | $ 96,844.80 | $ 99,278.40 | $ 101,732.80 | $ 104,332.80 | $ 106,932.80 | |
| **Fire Plans Examiner**<br>**Fire Investigator~~II~~** | **39U** | **Hourly** | **$ 39.89** | **$ 40.86** | **$ 41.84** | **$ 42.82** | **$ 43.87** | **$ 44.93** | **$ 46.02** | **$ 47.11** | **$ 48.25** | **$ 49.41** | **$ 50.61** | **$ 51.88** | **$ 53.18** | **$ 54.52** |
| | | **Approx Bi-Wk** | $ 3,191.20 | $ 3,268.80 | $ 3,347.20 | $ 3,425.60 | $ 3,509.60 | $ 3,594.40 | $ 3,681.60 | $ 3,768.80 | $ 3,860.00 | $ 3,952.80 | $ 4,048.80 | $ 4,150.40 | $ 4,254.40 | $ 4,361.60 |
| | | **Approx. Mon** | $ 6,914.27 | $ 7,082.40 | $ 7,252.27 | $ 7,422.13 | $ 7,604.13 | $ 7,787.87 | $ 7,976.80 | $ 8,165.73 | $ 8,363.33 | $ 8,564.40 | $ 8,772.40 | $ 8,992.53 | $ 9,217.87 | $ 9,450.13 |
| | | **Annual** | $ 82,971.20 | $ 84,988.80 | $ 87,027.20 | $ 89,065.60 | $ 91,249.60 | $ 93,454.40 | $ 95,721.60 | $ 97,988.80 | $ 100,360.00 | $ 102,772.80 | $ 105,268.80 | $ 107,910.40 | $ 110,614.40 | $ 113,401.60 |
| **Hazardous Materials Specialist 3**<br>**Hazardous Materials Specialist 3-HMRT** | **41** | **Hourly** | **$ 41.16** | **$ 42.21** | **$ 43.23** | **$ 44.32** | **$ 45.42** | **$ 46.56** | **$ 47.73** | **$ 48.91** | **$ 50.18** | **$ 51.42** | **$ 52.68** | **$ 54.00** | **$ 55.36** | |
| | | **Approx Bi-Wk** | $ 3,292.80 | $ 3,376.80 | $ 3,458.40 | $ 3,545.60 | $ 3,633.60 | $ 3,724.80 | $ 3,818.40 | $ 3,912.80 | $ 4,014.40 | $ 4,113.60 | $ 4,214.40 | $ 4,320.00 | $ 4,428.80 | |
| | | **Approx. Mon** | $ 7,134.40 | $ 7,316.40 | $ 7,493.20 | $ 7,682.13 | $ 7,872.80 | $ 8,070.40 | $ 8,273.20 | $ 8,477.73 | $ 8,697.87 | $ 8,912.80 | $ 9,131.20 | $ 9,360.00 | $ 9,595.73 | |
| | | **Annual** | $ 85,612.80 | $ 87,796.80 | $ 89,918.40 | $ 92,185.60 | $ 94,473.60 | $ 96,844.80 | $ 99,278.40 | $ 101,732.80 | $ 104,374.40 | $ 106,953.60 | $ 109,574.40 | $ 112,320.00 | $ 115,148.80 | |
| **Hazardous Materials Specialist 4**<br>**Hazardous Materials Specialist 4-HMRT** | **43** | **Hourly** | **$ 43.23** | **$ 44.32** | **$ 45.42** | **$ 46.56** | **$ 47.73** | **$ 48.91** | **$ 50.18** | **$ 51.42** | **$ 52.68** | **$ 54.00** | **$ 55.38** | **$ 56.76** | **$ 58.18** | |
| | | **Approx Bi-Wk** | $ 3,458.40 | $ 3,545.60 | $ 3,633.60 | $ 3,724.80 | $ 3,818.40 | $ 3,912.80 | $ 4,014.40 | $ 4,113.60 | $ 4,214.40 | $ 4,320.00 | $ 4,430.40 | $ 4,540.80 | $ 4,654.40 | |
| | | **Approx. Mon** | $ 7,493.20 | $ 7,682.13 | $ 7,872.80 | $ 8,070.40 | $ 8,273.20 | $ 8,477.73 | $ 8,697.87 | $ 8,912.80 | $ 9,131.20 | $ 9,360.00 | $ 9,599.20 | $ 9,838.40 | $ 10,084.53 | |
| | | **Annual** | $ 89,918.40 | $ 92,185.60 | $ 94,473.60 | $ 96,844.80 | $ 99,278.40 | $ 101,732.80 | $ 104,374.40 | $ 106,953.60 | $ 109,574.40 | $ 112,320.00 | $ 115,190.40 | $ 118,060.80 | $ 121,014.40 | |
| **Senior Plans Examiner** | **43R** | **Hourly** | **$ 43.78** | **$ 44.81** | **$ 45.87** | **$ 46.97** | **$ 48.10** | **$ 49.26** | **$ 50.49** | **$ 51.70** | **$ 52.98** | **$ 54.27** | **$ 55.56** | **$ 56.95** | **$ 58.38** | **$ 59.84** |
| | | **Approx Bi-Wk** | $ 3,502.40 | $ 3,584.80 | $ 3,669.60 | $ 3,757.60 | $ 3,848.00 | $ 3,940.80 | $ 4,039.20 | $ 4,136.00 | $ 4,238.40 | $ 4,341.60 | $ 4,444.80 | $ 4,556.00 | $ 4,670.40 | $ 4,787.20 |
| | | **Approx. Mon** | $ 7,588.53 | $ 7,767.07 | $ 7,950.80 | $ 8,141.47 | $ 8,337.33 | $ 8,538.40 | $ 8,751.60 | $ 8,961.33 | $ 9,183.20 | $ 9,406.80 | $ 9,630.40 | $ 9,871.33 | $ 10,119.20 | $ 10,372.27 |
| | | **Annual** | $ 91,062.40 | $ 93,204.80 | $ 95,409.60 | $ 97,697.60 | $ 100,048.00 | $ 102,460.80 | $ 105,019.20 | $ 107,536.00 | $ 110,198.40 | $ 112,881.60 | $ 115,564.80 | $ 118,456.00 | $ 121,430.40 | $ 124,467.20 |
| **Assistant Fire Marhsal - Community Safety**<br>**Assistant Fire Marhsal - Community Safety - Arson**<br>**Assistant Fire Marshal - HMRT** | **48R** | **Hourly** | **$ 49.26** | **$ 50.49** | **$ 51.70** | **$ 52.98** | **$ 54.27** | **$ 55.56** | **$ 56.92** | **$ 58.29** | **$ 59.71** | **$ 61.16** | **$ 62.67** | **$ 64.23** | **$ 65.84** | |
| | | **Approx Bi-Wk** | $ 3,940.80 | $ 4,039.20 | $ 4,136.00 | $ 4,238.40 | $ 4,341.60 | $ 4,444.80 | $ 4,553.60 | $ 4,663.20 | $ 4,776.80 | $ 4,892.80 | $ 5,013.60 | $ 5,138.40 | $ 5,267.20 | |
| | | **Approx. Mon** | $ 8,538.40 | $ 8,751.60 | $ 8,961.33 | $ 9,183.20 | $ 9,406.80 | $ 9,630.40 | $ 9,866.13 | $ 10,103.60 | $ 10,349.73 | $ 10,601.07 | $ 10,862.80 | $ 11,133.20 | $ 11,412.27 | |
| | | **Annual** | $ 102,460.80 | $ 105,019.20 | $ 107,536.00 | $ 110,198.40 | $ 112,881.60 | $ 115,564.80 | $ 118,393.60 | $ 121,243.20 | $ 124,196.80 | $ 127,212.80 | $ 130,353.60 | $ 133,598.40 | $ 136,947.20 | |
| **EMS Nurse Educator**<br>**EMS Training Officer** | **49A** | **Hourly** | **$ 50.79** | **$ 52.08** | **$ 53.35** | **$ 54.68** | **$ 56.04** | **$ 57.44** | **$ 58.89** | **$ 60.38** | **$ 61.85** | **$ 63.41** | **$ 65.02** | **$ 66.64** | **$ 68.31** | |
| | | **Approx Bi-Wk** | $ 4,063.20 | $ 4,166.40 | $ 4,268.00 | $ 4,374.40 | $ 4,483.20 | $ 4,595.20 | $ 4,711.20 | $ 4,830.40 | $ 4,948.00 | $ 5,072.80 | $ 5,201.60 | $ 5,331.20 | $ 5,464.80 | |
| | | **Approx. Mon** | $ 8,803.60 | $ 9,027.20 | $ 9,247.33 | $ 9,477.87 | $ 9,713.60 | $ 9,956.27 | $ 10,207.60 | $ 10,465.87 | $ 10,720.67 | $ 10,991.07 | $ 11,270.13 | $ 11,550.93 | $ 11,840.40 | |
| | | **Annual** | $ 105,643.20 | $ 108,326.40 | $ 110,968.00 | $ 113,734.40 | $ 116,563.20 | $ 119,475.20 | $ 122,491.20 | $ 125,590.40 | $ 128,648.00 | $ 131,892.80 | $ 135,241.60 | $ 138,611.20 | $ 142,084.80 | |

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| /tI-ããĭTÎÔI-úl2y´ | wł-yЭŠ | | {ûŠЦ м | {ûŠЦ н | {ûŠЦ о | {ûŠЦ п | {ûŠЦ р | {ûŠЦ с | {ûŠЦ т | {ûŠЦ у | {ûŠЦ ф | {ûŠЦ мл | {ûŠЦ мм | {ûŠЦ мн | {ûŠЦ мо | {ûŠЦ мп | {ûŠЦ мр |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| CШS tШSØSyûl2y´hTTlÔŠШ ¢Ш-lyŠS<br>9YŠш∃ŠyÔë a l-yĭ-∃ŠY´Šyû /22ШŘtyĭ-úl2ш | ннw | l 2ź∏ûfê | Þ нсl∩т | Þ нсl©р | Þ нтt©м | Þ нтчфт | Þ ну∏рт | Þ нфl∩т | Þ нфчфт | Þ олl©у | Þ ом©пн | Þ он©му | Þ он©фо | | | | |
| | | ! LJJJl2Ë .Л ² ⌊ | $ 2,085.60 | $ 2,132.00 | $ 2,184.80 | $ 2,237.60 | $ 2,285.60 | $ 2,341.60 | $ 2,397.60 | $ 2,454.40 | $ 2,513.60 | $ 2,574.40 | $ 2,634.40 | | | | |
| | | ! LJJJl2Ë³ a2y´ | $ 4,518.80 | $ 4,619.33 | $ 4,733.73 | $ 4,848.13 | $ 4,952.13 | $ 5,073.47 | $ 5,194.80 | $ 5,317.87 | $ 5,446.13 | $ 5,577.87 | $ 5,707.87 | | | | |
| | | ! yÝûtł | $ 54,225.60 | $ 55,432.00 | $ 56,804.80 | $ 58,177.60 | $ 59,425.60 | $ 60,881.60 | $ 62,337.60 | $ 63,814.40 | $ 65,353.60 | $ 66,934.40 | $ 68,494.40 | | | | |
| l l-Il-IIŘ2tźã a l-ûŠШI-ťá {LJŠÔIl-ťlâû ¢Ш-lyŠS<br>9YŠш∃ŠyÔë a l-yĭ-∃ŠY´Šyû hTTlÔŠш ¢Ш-lyŠŠ | ну | l 2ź∏ûfê | Þ нфtус | Þ олl©о | Þ ом©оу | Þ он©мс | Þ онфр | Þ оо©тф | Þ оп©со | Þ ор©пф | Þ ос©оф | Þ от©ну | Þ оу©но | | | | |
| | | ! LJJJl2Ë .Л ² ⌊ | $ 2,388.80 | $ 2,450.40 | $ 2,510.40 | $ 2,572.80 | $ 2,636.00 | $ 2,703.20 | $ 2,770.40 | $ 2,839.20 | $ 2,911.20 | $ 2,982.40 | $ 3,058.40 | | | | |
| | | ! LJJJl2Ë³ a2y´ | $ 5,175.73 | $ 5,309.20 | $ 5,439.20 | $ 5,574.40 | $ 5,711.33 | $ 5,856.93 | $ 6,002.53 | $ 6,151.60 | $ 6,307.60 | $ 6,461.87 | $ 6,626.53 | | | | |
| | | ! yÝûtł | $ 62,108.80 | $ 63,710.40 | $ 65,270.40 | $ 66,892.80 | $ 68,536.00 | $ 70,283.20 | $ 72,030.40 | $ 73,819.20 | $ 75,691.20 | $ 77,542.40 | $ 79,518.40 | | | | |
| 9yØlЫ2yY´Šyûl-ť {LJŠÔIl-ťlâû o<br>l l-Il-IIŘ2tźã a l-ûŠШI-ťá {LJŠÔIl-ťlâû м | ос | l 2ź∏ûfê | Þ ос©оф | Þ от©ну | Þ оу©но | Þ офlмр | Þ пл©мс | Þ пм©мс | Þ пн©нм | Þ по©но | Þ пп©он | Þ пр©пн | Þ пс©рс | Þ пт©тм | Þ пу©уф | Þ рл©мм | |
| | | ! LJJJl2Ë .Л ² ⌊ | $ 2,911.20 | $ 2,982.40 | $ 3,058.40 | $ 3,132.00 | $ 3,212.80 | $ 3,292.80 | $ 3,376.80 | $ 3,458.40 | $ 3,545.60 | $ 3,633.60 | $ 3,724.80 | $ 3,816.80 | $ 3,911.20 | $ 4,008.80 | |
| | | ! LJJJl2Ë³ a2y´ | $ 6,307.60 | $ 6,461.87 | $ 6,626.53 | $ 6,786.00 | $ 6,961.07 | $ 7,134.40 | $ 7,316.40 | $ 7,493.20 | $ 7,682.13 | $ 7,872.80 | $ 8,070.40 | $ 8,269.73 | $ 8,474.27 | $ 8,685.73 | |
| | | ! yÝûtł | $ 75,691.20 | $ 77,542.40 | $ 79,518.40 | $ 81,432.00 | $ 83,532.80 | $ 85,612.80 | $ 87,796.80 | $ 89,918.40 | $ 92,185.60 | $ 94,473.60 | $ 96,844.80 | $ 99,236.80 | $ 101,691.20 | $ 104,228.80 | |
| CШS tШSØSyûl2y´hTTlÔŠШ | ос¦ | l 2ź∏ûfê | Þ от©мр | Þ оу©лр | Þ оу©фс | Þ офlуф | Þ пл©ус | Þ пм©уп | Þ пн©ун | Þ по©ут | Þ пп©фо | Þ пс©лн | Þ пт©мм | Þ пу©ом | Þ пф©рл | Þ рл©то | Þ рн©лл |
| | | ! LJJJl2Ë .Л ² ⌊ | $ 2,972.00 | $ 3,044.00 | $ 3,116.80 | $ 3,191.20 | $ 3,268.80 | $ 3,347.20 | $ 3,425.60 | $ 3,509.60 | $ 3,594.40 | $ 3,681.60 | $ 3,768.80 | $ 3,864.80 | $ 3,960.00 | $ 4,058.40 | $ 4,160.00 |
| | | ! LJJJl2Ë³ a2y´ | $ 6,439.33 | $ 6,595.33 | $ 6,753.07 | $ 6,914.27 | $ 7,082.40 | $ 7,252.27 | $ 7,422.13 | $ 7,604.13 | $ 7,787.87 | $ 7,976.80 | $ 8,165.73 | $ 8,373.73 | $ 8,580.00 | $ 8,793.20 | $ 9,013.33 |
| | | ! yÝûtł | $ 77,272.00 | $ 79,144.00 | $ 81,036.80 | $ 82,971.20 | $ 84,988.80 | $ 87,027.20 | $ 89,065.60 | $ 91,249.60 | $ 93,454.40 | $ 95,721.60 | $ 97,988.80 | $ 100,484.80 | $ 102,960.00 | $ 105,518.40 | $ 108,160.00 |
| 9YŠш∃ŠyÔë a l-yĭ-∃ŠY´Šyû hTTlÔŠШ | отw | l 2ź∏ûfê | Þ оу©со | Þ оф©рт | Þ пл©рн | Þ пм©пт | Þ пн©пт | Þ по©пф | Þ пп©рм | Þ пр©см | Þ пс©тм | Þ пт©уп | Þ пу©фф | Þ рл©нм | Þ рм©пт | Þ рн©тс | Þ рп©лу |
| | | ! LJJJl2Ë .Л ² ⌊ | $ 3,090.40 | $ 3,165.60 | $ 3,241.60 | $ 3,317.60 | $ 3,397.60 | $ 3,479.20 | $ 3,560.80 | $ 3,648.80 | $ 3,736.80 | $ 3,827.20 | $ 3,919.20 | $ 4,016.80 | $ 4,117.60 | $ 4,220.80 | $ 4,326.40 |
| | | ! LJJJl2Ë³ a2y´ | $ 6,695.87 | $ 6,858.80 | $ 7,023.47 | $ 7,188.13 | $ 7,361.47 | $ 7,538.27 | $ 7,715.07 | $ 7,905.73 | $ 8,096.40 | $ 8,292.27 | $ 8,491.60 | $ 8,703.07 | $ 8,921.47 | $ 9,145.07 | $ 9,373.87 |
| | | ! yÝûtł | $ 80,350.40 | $ 82,305.60 | $ 84,281.60 | $ 86,257.60 | $ 88,337.60 | $ 90,459.20 | $ 92,580.80 | $ 94,868.80 | $ 97,156.80 | $ 99,507.20 | $ 101,899.20 | $ 104,436.80 | $ 107,057.60 | $ 109,740.80 | $ 112,486.40 |
| l l-Il-IIŘ2tźã a l-ûŠШI-ťá {LJŠÔIl-ťlâû н<br>l l-Îl-IIŘ2tźã a l-ûŠШI-ťá {LJŠÔIl-ťlâû нт l a w¢ | оу | l 2ź∏ûfê | Þ оу©но | Þ оф©мр | Þ пл©мс | Þ пм©мс | Þ пн©нм | Þ по©но | Þ пп©он | Þ пр©пн | Þ пс©рс | Þ пт©то | Þ пу©фм | Þ рл©мс | Þ рм©пм | Þ рн©тл | |
| | | ! LJJJl2Ë .Л ² ⌊ | $ 3,058.40 | $ 3,132.00 | $ 3,212.80 | $ 3,292.80 | $ 3,376.80 | $ 3,458.40 | $ 3,545.60 | $ 3,633.60 | $ 3,724.80 | $ 3,818.40 | $ 3,912.80 | $ 4,012.80 | $ 4,112.80 | $ 4,216.00 | |
| | | ! LJJJl2Ë³ a2y´ | $ 6,626.53 | $ 6,786.00 | $ 6,961.07 | $ 7,134.40 | $ 7,316.40 | $ 7,493.20 | $ 7,682.13 | $ 7,872.80 | $ 8,070.40 | $ 8,273.20 | $ 8,477.73 | $ 8,694.40 | $ 8,911.07 | $ 9,134.67 | |
| | | ! yÝûtł | $ 79,518.40 | $ 81,432.00 | $ 83,532.80 | $ 85,612.80 | $ 87,796.80 | $ 89,918.40 | $ 92,185.60 | $ 94,473.60 | $ 96,844.80 | $ 99,278.40 | $ 101,732.80 | $ 104,332.80 | $ 106,932.80 | $ 109,616.00 | |
| CШS tfl-yã 9El-Y´lySШ<br>CШŠ LyØŠáûl∃H-îi2ш-ш | оф¦ | l 2ź∏ûfê | Þ оф©уф | Þ пл©ус | Þ пм©уп | Þ пн©ун | Þ по©ут | Þ пп©фо | Þ пс©лн | Þ пт©мм | Þ пу©нр | Þ пф©пм | Þ рл©см | Þ рм©уу | Þ ро©му | Þ рп©рн | Þ рр©уу |
| | | ! LJJJl2Ë .Л ² ⌊ | $ 3,191.20 | $ 3,268.80 | $ 3,347.20 | $ 3,425.60 | $ 3,509.60 | $ 3,594.40 | $ 3,681.60 | $ 3,768.80 | $ 3,860.00 | $ 3,952.80 | $ 4,048.80 | $ 4,150.40 | $ 4,254.40 | $ 4,361.60 | $ 4,470.40 |
| | | ! LJJJl2Ë³ a2y´ | $ 6,914.27 | $ 7,082.40 | $ 7,252.27 | $ 7,422.13 | $ 7,604.13 | $ 7,787.87 | $ 7,976.80 | $ 8,165.73 | $ 8,363.33 | $ 8,564.40 | $ 8,772.40 | $ 8,992.53 | $ 9,217.87 | $ 9,450.13 | $ 9,685.87 |
| | | ! yÝûtł | $ 82,971.20 | $ 84,988.80 | $ 87,027.20 | $ 89,065.60 | $ 91,249.60 | $ 93,454.40 | $ 95,721.60 | $ 97,988.80 | $ 100,360.00 | $ 102,772.80 | $ 105,268.80 | $ 107,910.40 | $ 110,614.40 | $ 113,401.60 | $ 116,230.40 |
| l l-Il-IIŘ2tźã a l-ûŠШI-ťá {LJŠÔIl-ťlâû о<br>l l-Îl-IIŘ2tźã a l-ûŠШI-ťá {LJŠÔIl-ťlâû оп l a w¢ | пм | l 2ź∏ûfê | Þ пм©мс | Þ пн©нм | Þ по©но | Þ пп©он | Þ пр©пн | Þ пс©рс | Þ пт©то | Þ пу©фм | Þ рл©му | Þ рм©пн | Þ рн©су | Þ рп©лл | Þ рр©ос | Þ рс©тп | |
| | | ! LJJJl2Ë .Л ² ⌊ | $ 3,292.80 | $ 3,376.80 | $ 3,458.40 | $ 3,545.60 | $ 3,633.60 | $ 3,724.80 | $ 3,818.40 | $ 3,912.80 | $ 4,014.40 | $ 4,113.60 | $ 4,214.40 | $ 4,320.00 | $ 4,428.80 | $ 4,539.20 | |
| | | ! LJJJl2Ë³ a2y´ | $ 7,134.40 | $ 7,316.40 | $ 7,493.20 | $ 7,682.13 | $ 7,872.80 | $ 8,070.40 | $ 8,273.20 | $ 8,477.73 | $ 8,697.87 | $ 8,912.80 | $ 9,131.20 | $ 9,360.00 | $ 9,595.73 | $ 9,834.93 | |
| | | ! yÝûtł | $ 85,612.80 | $ 87,796.80 | $ 89,918.40 | $ 92,185.60 | $ 94,473.60 | $ 96,844.80 | $ 99,278.40 | $ 101,732.80 | $ 104,374.40 | $ 106,953.60 | $ 109,574.40 | $ 112,320.00 | $ 115,148.80 | $ 118,019.20 | |
| l l-Il-IIŘ2tźã a l-ûŠШI-ťá {LJŠÔIl-ťlâû п<br>l l-Îl-IIŘ2tźã a l-ûŠШI-ťá {LJŠÔIl-ťlâû пт l a w¢ | по | l 2ź∏ûfê | Þ по©но | Þ пп©он | Þ пр©пн | Þ пс©рс | Þ пт©то | Þ пу©фм | Þ рл©му | Þ рм©пн | Þ рн©су | Þ рп©лл | Þ рр©оу | Þ рс©тс | Þ ру©му | Þ рф©со | |
| | | ! LJJJl2Ë .Л ² ⌊ | $ 3,458.40 | $ 3,545.60 | $ 3,633.60 | $ 3,724.80 | $ 3,818.40 | $ 3,912.80 | $ 4,014.40 | $ 4,113.60 | $ 4,214.40 | $ 4,320.00 | $ 4,430.40 | $ 4,540.80 | $ 4,654.40 | $ 4,770.40 | |
| | | ! LJJJl2Ë³ a2y´ | $ 7,493.20 | $ 7,682.13 | $ 7,872.80 | $ 8,070.40 | $ 8,273.20 | $ 8,477.73 | $ 8,697.87 | $ 8,912.80 | $ 9,131.20 | $ 9,360.00 | $ 9,599.20 | $ 9,838.40 | $ 10,084.53 | $ 10,335.87 | |
| | | ! yÝûtł | $ 89,918.40 | $ 92,185.60 | $ 94,473.60 | $ 96,844.80 | $ 99,278.40 | $ 101,732.80 | $ 104,374.40 | $ 106,953.60 | $ 109,574.40 | $ 112,320.00 | $ 115,190.40 | $ 118,060.80 | $ 121,014.40 | $ 124,030.40 | |
| {Sył2Ш tfl-yã 9El-Y´lySШ | пow | l 2ź∏ûfê | Þ по©ту | Þ пп©ум | Þ пр©ут | Þ пс©фт | Þ пу©мл | Þ пф©нс | Þ рл©пф | Þ рм©тл | Þ рн©фу | Þ рп©нт | Þ рр©рс | Þ рс©рр | Þ ру©оу | Þ рф©уп | Þ см©оп |
| | | ! LJJJl2Ë .Л ² ⌊ | $ 3,502.40 | $ 3,584.80 | $ 3,669.60 | $ 3,757.60 | $ 3,848.00 | $ 3,940.80 | $ 4,039.20 | $ 4,136.00 | $ 4,238.40 | $ 4,341.60 | $ 4,444.80 | $ 4,556.00 | $ 4,670.40 | $ 4,787.20 | $ 4,907.20 |
| | | ! LJJJl2Ë³ a2y´ | $ 7,588.53 | $ 7,767.07 | $ 7,950.80 | $ 8,141.47 | $ 8,337.33 | $ 8,538.40 | $ 8,751.60 | $ 8,961.33 | $ 9,183.20 | $ 9,406.80 | $ 9,630.40 | $ 9,871.33 | $ 10,119.20 | $ 10,372.27 | $ 10,632.27 |
| | | ! yÝûtł | $ 91,062.40 | $ 93,204.80 | $ 95,409.60 | $ 97,697.60 | $ 100,048.00 | $ 102,460.80 | $ 105,019.20 | $ 107,536.00 | $ 110,198.40 | $ 112,881.60 | $ 115,564.80 | $ 118,456.00 | $ 121,430.40 | $ 124,467.20 | $ 127,587.20 |
| ! ããłãûł-yû CШS a l-ûKãł-ť π /2YY´dzyЛûë {l-ťŠûë<br>! ããłãûł-yû CШS a l-ûKãł-ť π /2YY´dzyЛûë {l-ťŠûë π ! ılã2y´<br>! ããłãûł-yû CШS a l-ûãKł-ť π l a w¢ | пyw | l 2ź∏ûfê | Þ пф©нс | Þ рл©пф | Þ рм©тл | Þ рн©фу | Þ рп©нт | Þ рр©рс | Þ рс©фн | Þ ру©нф | Þ рф©тм | Þ см©мс | Þ сн©ст | Þ сп©но | Þ ср©уп | Þ ст©пф | |
| | | ! LJJJl2Ë .Л ² ⌊ | $ 3,940.80 | $ 4,039.20 | $ 4,136.00 | $ 4,238.40 | $ 4,341.60 | $ 4,444.80 | $ 4,553.60 | $ 4,663.20 | $ 4,776.80 | $ 4,892.80 | $ 5,013.60 | $ 5,138.40 | $ 5,267.20 | $ 5,399.20 | |
| | | ! LJJJl2Ë³ a2y´ | $ 8,538.40 | $ 8,751.60 | $ 8,961.33 | $ 9,183.20 | $ 9,406.80 | $ 9,630.40 | $ 9,866.13 | $ 10,103.60 | $ 10,349.73 | $ 10,601.07 | $ 10,862.80 | $ 11,133.20 | $ 11,412.27 | $ 11,698.27 | |
| | | ! yÝûtł | $ 102,460.80 | $ 105,019.20 | $ 107,536.00 | $ 110,198.40 | $ 112,881.60 | $ 115,564.80 | $ 118,393.60 | $ 121,243.20 | $ 124,196.80 | $ 127,212.80 | $ 130,353.60 | $ 133,598.40 | $ 136,947.20 | $ 140,379.20 | |
| 9 a { bœûãŠ 9Rœôl-ûl2ш<br>9 a { ¢Ш-lyIyЭ hTTlÔŠШ | пф ! | l 2ź∏ûfê | Þ рл©тф | Þ рн©ну | Þ ро©ор | Þ рп©су | Þ рс©лп | Þ рт©пп | Þ ру©уф | Þ сл©оу | Þ см©ур | Þ со©пм | Þ ср©лн | Þ сс©сп | Þ су©ом | Þ тл©пн | |
| | | ! LJJJl2Ë .Л ² ⌊ | $ 4,063.20 | $ 4,166.40 | $ 4,268.00 | $ 4,374.40 | $ 4,483.20 | $ 4,595.20 | $ 4,711.20 | $ 4,830.40 | $ 4,948.00 | $ 5,072.80 | $ 5,201.60 | $ 5,331.20 | $ 5,464.80 | $ 5,601.60 | |
| | | ! LJJJl2Ë³ a2y´ | $ 8,803.60 | $ 9,027.20 | $ 9,247.33 | $ 9,477.87 | $ 9,713.60 | $ 9,956.27 | $ 10,207.60 | $ 10,465.87 | $ 10,720.67 | $ 10,991.07 | $ 11,270.13 | $ 11,550.93 | $ 11,840.40 | $ 12,136.80 | |
| | | ! yÝûtł | $ 105,643.20 | $ 108,326.40 | $ 110,968.00 | $ 113,734.40 | $ 116,563.20 | $ 119,475.20 | $ 122,491.20 | $ 125,590.40 | $ 128,648.00 | $ 131,892.80 | $ 135,241.60 | $ 138,611.20 | $ 142,084.80 | $ 145,641.60 | |

9ττŠÒúιόŠ млколкнлнт
o¦: !Òu2ää úKŠ . 2l-uŘ LyÖuŠł-ăŠ

| /fł-ăăΠΤÔł-úι2y | wł-y3Š | | {úŠLJ м | {úŠLJ н | {úŠLJ о | {úŠLJ п | {úŠLJ р | {úŠLJ с | {úŠLJ т | {úŠLJ у | {úŠLJ ф | {úŠLJ мл | {úŠLJ мм | {úŠLJ мн | {úŠLJ мо | {úŠLJ мп | {úŠLJ мр |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| CłuŠ tιŠØŠyΰι2y hττłÓŠu ¢ιł-łySŠ<br>9YŠιэŠyÔè a ł-ył-ɜŠYŠyΰ / 22uŘιył-úι2u | нnw | I 2ddłΠē | Þ нсłур | Þ нтłпр | Þ ну‰о | Þ ну‰м | Þ нф‰п | Þ ол‰р | Þ ол‰т | Þ ом‰л | Þ он‰с | Þ оо‰р | Þ оо‰н | | | | |
| | | !LJLJ2Ē .łr ² ⎫ | $ 2,148.00 | $ 2,196.00 | $ 2,250.40 | $ 2,304.80 | $ 2,354.40 | $ 2,412.00 | $ 2,469.60 | $ 2,528.00 | $ 2,588.80 | $ 2,652.00 | $ 2,713.60 | | | | |
| | | !LJLJ2Ē› a2y | $ 4,654.00 | $ 4,758.00 | $ 4,875.87 | $ 4,993.73 | $ 5,101.20 | $ 5,226.00 | $ 5,350.80 | $ 5,477.33 | $ 5,609.07 | $ 5,746.00 | $ 5,879.47 | | | | |
| | | !yΰιł-f | $ 55,848.00 | $ 57,096.00 | $ 58,510.40 | $ 59,924.80 | $ 61,214.40 | $ 62,712.00 | $ 64,209.60 | $ 65,728.00 | $ 67,308.80 | $ 68,952.00 | $ 70,553.60 | | | | |
| łł-Ît-uŘ2ddă a ł-ŭŠιłł-f {LJŠÒłł-ßáΰ ¢ιł-łySŠ<br>9YŠιэŠyÔè a ł-ył-ɜŠYŠyΰ hττłÓŠu ¢ιł-łySŠ | ну | I 2ddłΠē | Þ олłтс | Þ ом‰р | Þ он‰н | Þ оо‰н | Þ оо‰п | Þ оп‰л | Þ ор‰т | Þ ос‰р | Þ от‰у | Þ оу‰л | Þ оф‰у | | | | |
| | | !LJLJ2Ē .łr ² ⎫ | $ 2,460.80 | $ 2,524.00 | $ 2,585.60 | $ 2,649.60 | $ 2,715.20 | $ 2,784.00 | $ 2,853.60 | $ 2,924.00 | $ 2,998.40 | $ 3,072.00 | $ 3,150.40 | | | | |
| | | !LJLJ2Ē› a2y | $ 5,331.73 | $ 5,468.67 | $ 5,602.13 | $ 5,740.80 | $ 5,882.93 | $ 6,032.00 | $ 6,182.80 | $ 6,335.33 | $ 6,496.53 | $ 6,656.00 | $ 6,825.87 | | | | |
| | | !yΰιł-f | $ 63,980.80 | $ 65,624.00 | $ 67,225.60 | $ 68,889.60 | $ 70,595.20 | $ 72,384.00 | $ 74,193.60 | $ 76,024.00 | $ 77,958.40 | $ 79,872.00 | $ 81,910.40 | | | | |
| 9yØłu2yYŠyΰł-f {LJŠÒłł-ßáΰ o<br>łł-Ît-uŘ2ddă a ł-ŭŠιłł-fă {LJŠÒłł-ßáΰ м | ос | I 2ddłΠē | Þ от‰у | Þ оу‰л | Þ оф‰у | Þ пл‰н | Þ пм‰с | Þ пн‰ф | Þ по‰у | Þ пр‰р | Þ пс‰у | Þ пт‰с | Þ пф‰п | Þ рл‰с | Þ рм‰м | | |
| | | !LJLJ2Ē .łr ² ⎫ | $ 2,998.40 | $ 3,072.00 | $ 3,150.40 | $ 3,225.60 | $ 3,308.80 | $ 3,391.20 | $ 3,478.40 | $ 3,562.40 | $ 3,652.00 | $ 3,742.40 | $ 3,836.80 | $ 3,931.20 | $ 4,028.80 | $ 4,128.80 | |
| | | !LJLJ2Ē› a2y | $ 6,496.53 | $ 6,656.00 | $ 6,825.87 | $ 6,988.80 | $ 7,169.07 | $ 7,347.60 | $ 7,536.53 | $ 7,718.53 | $ 7,912.67 | $ 8,108.53 | $ 8,313.07 | $ 8,517.60 | $ 8,729.07 | $ 8,945.73 | |
| | | !yΰιł-f | $ 77,958.40 | $ 79,872.00 | $ 81,910.40 | $ 83,865.60 | $ 86,028.80 | $ 88,171.20 | $ 90,438.40 | $ 92,622.40 | $ 94,952.00 | $ 97,302.40 | $ 99,756.80 | $ 102,211.20 | $ 104,748.80 | $ 107,348.80 | |
| CłuŠ tιŠØŠyΰι2y hττłÓŠu | ос¦ | I 2ddłΠē | Þ оу‰с | Þ оф‰ф | Þ пл‰о | Þ пм‰ф | Þ пн‰ф | Þ по‰л | Þ пп‰л | Þ пр‰ф | Þ пс‰у | Þ пт‰п | Þ пу‰р | Þ пф‰с | Þ рл‰ф | Þ рн‰р | Þ ро‰с |
| | | !LJLJ2Ē .łr ² ⎫ | $ 3,060.80 | $ 3,135.20 | $ 3,210.40 | $ 3,287.20 | $ 3,367.20 | $ 3,448.00 | $ 3,528.00 | $ 3,615.20 | $ 3,702.40 | $ 3,792.00 | $ 3,881.60 | $ 3,980.80 | $ 4,079.20 | $ 4,180.00 | $ 4,284.80 |
| | | !LJLJ2Ē› a2y | $ 6,631.73 | $ 6,792.93 | $ 6,955.87 | $ 7,122.27 | $ 7,295.60 | $ 7,470.67 | $ 7,644.00 | $ 7,832.93 | $ 8,021.87 | $ 8,216.00 | $ 8,410.13 | $ 8,625.07 | $ 8,838.27 | $ 9,056.67 | $ 9,283.73 |
| | | !yΰιł-f | $ 79,580.80 | $ 81,515.20 | $ 83,470.40 | $ 85,467.20 | $ 87,547.20 | $ 89,648.00 | $ 91,728.00 | $ 93,995.20 | $ 96,262.40 | $ 98,592.00 | $ 100,921.60 | $ 103,500.80 | $ 106,059.20 | $ 108,680.00 | $ 111,404.80 |
| 9YŠιэŠyÔè a ł-ył-ɜŠYŠyΰ hττłÓŠu | отw | I 2ddłΠē | Þ оф‰ф | Þ пл‰с | Þ пм‰п | Þ пн‰м | Þ по‰п | Þ пп‰ф | Þ пр‰р | Þ пс‰у | Þ пу‰м | Þ пф‰у | Þ рл‰с | Þ рм‰н | Þ ро‰м | Þ рп‰о | Þ рр‰л |
| | | !LJLJ2Ē .łr ² ⎫ | $ 3,183.20 | $ 3,260.80 | $ 3,339.20 | $ 3,416.80 | $ 3,499.20 | $ 3,583.20 | $ 3,668.00 | $ 3,758.40 | $ 3,848.80 | $ 3,942.40 | $ 4,036.80 | $ 4,137.60 | $ 4,240.80 | $ 4,347.20 | $ 4,456.00 |
| | | !LJLJ2Ē› a2y | $ 6,896.93 | $ 7,065.07 | $ 7,234.93 | $ 7,403.07 | $ 7,581.60 | $ 7,763.60 | $ 7,947.33 | $ 8,143.20 | $ 8,339.07 | $ 8,541.87 | $ 8,746.40 | $ 8,964.80 | $ 9,188.40 | $ 9,418.93 | $ 9,654.67 |
| | | !yΰιł-f | $ 82,763.20 | $ 84,780.80 | $ 86,819.20 | $ 88,836.80 | $ 90,979.20 | $ 93,163.20 | $ 95,368.00 | $ 97,718.40 | $ 100,068.80 | $ 102,502.40 | $ 104,956.80 | $ 107,577.60 | $ 110,260.80 | $ 113,027.20 | $ 115,856.00 |
| łł-Ît-uŘ2ddă a ł-ŭŠιłł-fă {LJŠÒłł-ßáΰ н<br>łł-Ît-uŘ2ddă a ł-ŭŠιłł-fă {LJŠÒłł-ßáΰ нт I a w¢ | оу | I 2ddłΠē | Þ оф‰у | Þ пл‰о | Þ пм‰с | Þ пн‰ф | Þ по‰у | Þ пп‰р | Þ пр‰р | Þ пс‰у | Þ пт‰с | Þ пф‰с | Þ рл‰у | Þ рм‰с | Þ рн‰р | Þ рп‰у | |
| | | !LJLJ2Ē .łr ² ⎫ | $ 3,150.40 | $ 3,225.60 | $ 3,308.80 | $ 3,391.20 | $ 3,478.40 | $ 3,562.40 | $ 3,652.00 | $ 3,742.40 | $ 3,836.80 | $ 3,932.80 | $ 4,030.40 | $ 4,132.80 | $ 4,236.00 | $ 4,342.40 | |
| | | !LJLJ2Ē› a2y | $ 6,825.87 | $ 6,988.80 | $ 7,169.07 | $ 7,347.60 | $ 7,536.53 | $ 7,718.53 | $ 7,912.67 | $ 8,108.53 | $ 8,313.07 | $ 8,521.07 | $ 8,732.53 | $ 8,954.40 | $ 9,178.00 | $ 9,408.53 | |
| | | !yΰιł-f | $ 81,910.40 | $ 83,865.60 | $ 86,028.80 | $ 88,171.20 | $ 90,438.40 | $ 92,622.40 | $ 94,952.00 | $ 97,302.40 | $ 99,756.80 | $ 102,252.80 | $ 104,790.40 | $ 107,452.80 | $ 110,136.00 | $ 112,902.40 | |
| CłuŠ tłł-yă 9Eł-YłySu<br>CłuŠ LyÖŠáΰɜł-ú2u-ш | оф¦ | I 2ddłΠē | Þ пм‰ф | Þ пн‰ф | Þ по‰л | Þ пп‰л | Þ пр‰ф | Þ пс‰у | Þ пт‰л | Þ пу‰р | Þ пф‰т | Þ рл‰у | Þ рн‰о | Þ ро‰п | Þ рп‰у | Þ рс‰с | Þ рт‰с |
| | | !LJLJ2Ē .łr ² ⎫ | $ 3,287.20 | $ 3,367.20 | $ 3,448.00 | $ 3,528.00 | $ 3,615.20 | $ 3,702.40 | $ 3,792.00 | $ 3,881.60 | $ 3,976.00 | $ 4,071.20 | $ 4,170.40 | $ 4,275.20 | $ 4,382.40 | $ 4,492.80 | $ 4,604.80 |
| | | !LJLJ2Ē› a2y | $ 7,122.27 | $ 7,295.60 | $ 7,470.67 | $ 7,644.00 | $ 7,832.93 | $ 8,021.87 | $ 8,216.00 | $ 8,410.13 | $ 8,614.67 | $ 8,820.93 | $ 9,035.87 | $ 9,262.93 | $ 9,495.20 | $ 9,734.40 | $ 9,977.07 |
| | | !yΰιł-f | $ 85,467.20 | $ 87,547.20 | $ 89,648.00 | $ 91,728.00 | $ 93,995.20 | $ 96,262.40 | $ 98,592.00 | $ 100,921.60 | $ 103,376.00 | $ 105,851.20 | $ 108,430.40 | $ 111,155.20 | $ 113,942.40 | $ 116,812.80 | $ 119,724.80 |
| łł-Ît-uŘ2ddă a ł-ŭŠιłł-fă {LJŠÒłł-ßáΰ o<br>łł-Ît-uŘ2ddă a ł-ŭŠιłł-fă {LJŠÒłł-ßáΰ оп I a w¢ | пм | I 2ddłΠē | Þ пн‰ф | Þ по‰у | Þ пп‰р | Þ пр‰р | Þ пс‰у | Þ пт‰с | Þ пф‰с | Þ рл‰у | Þ рм‰ф | Þ рн‰с | Þ рп‰ф | Þ рр‰н | Þ рт‰л | Þ ру‰п | |
| | | !LJLJ2Ē .łr ² ⎫ | $ 3,391.20 | $ 3,478.40 | $ 3,562.40 | $ 3,652.00 | $ 3,742.40 | $ 3,836.80 | $ 3,932.80 | $ 4,030.40 | $ 4,135.20 | $ 4,236.80 | $ 4,340.80 | $ 4,449.60 | $ 4,561.60 | $ 4,675.20 | |
| | | !LJLJ2Ē› a2y | $ 7,347.60 | $ 7,536.53 | $ 7,718.53 | $ 7,912.67 | $ 8,108.53 | $ 8,313.07 | $ 8,521.07 | $ 8,732.53 | $ 8,959.60 | $ 9,179.73 | $ 9,405.07 | $ 9,640.80 | $ 9,883.47 | $ 10,129.60 | |
| | | !yΰιł-f | $ 88,171.20 | $ 90,438.40 | $ 92,622.40 | $ 94,952.00 | $ 97,302.40 | $ 99,756.80 | $ 102,252.80 | $ 104,790.40 | $ 107,515.20 | $ 110,156.80 | $ 112,860.80 | $ 115,689.60 | $ 118,601.60 | $ 121,555.20 | |
| łł-Ît-uŘ2ddă a ł-ŭŠιłł-fă {LJŠÒłł-ßáΰ п<br>łł-Ît-uŘ2ddă a ł-ŭŠιłł-fă {LJŠÒłł-ßáΰ пт I a w¢ | по | I 2ddłΠē | Þ пп‰р | Þ пр‰р | Þ пс‰у | Þ пт‰с | Þ пф‰с | Þ рл‰у | Þ рм‰ф | Þ рн‰с | Þ рп‰с | Þ рт‰п | Þ ру‰с | Þ рф‰ф | Þ см‰н | | |
| | | !LJLJ2Ē .łr ² ⎫ | $ 3,562.40 | $ 3,652.00 | $ 3,742.40 | $ 3,836.80 | $ 3,932.80 | $ 4,030.40 | $ 4,135.20 | $ 4,236.80 | $ 4,340.80 | $ 4,449.60 | $ 4,563.20 | $ 4,676.80 | $ 4,794.40 | $ 4,913.60 | |
| | | !LJLJ2Ē› a2y | $ 7,718.53 | $ 7,912.67 | $ 8,108.53 | $ 8,313.07 | $ 8,521.07 | $ 8,732.53 | $ 8,959.60 | $ 9,179.73 | $ 9,405.07 | $ 9,640.80 | $ 9,886.93 | $ 10,133.07 | $ 10,387.87 | $ 10,646.13 | |
| | | !yΰιł-f | $ 92,622.40 | $ 94,952.00 | $ 97,302.40 | $ 99,756.80 | $ 102,252.80 | $ 104,790.40 | $ 107,515.20 | $ 110,156.80 | $ 112,860.80 | $ 115,689.60 | $ 118,643.20 | $ 121,596.80 | $ 124,654.40 | $ 127,753.60 | |
| {Sył2u tłł-yă 9Eł-YłySu | пow | I 2ddłΠē | Þ пр‰ф | Þ пс‰р | Þ пт‰р | Þ пу‰у | Þ пф‰п | Þ рл‰п | Þ рн‰л | Þ ро‰р | Þ рп‰т | Þ рр‰ф | Þ рт‰о | Þ ру‰с | Þ сл‰о | Þ см‰п | Þ со‰у |
| | | !LJLJ2Ē .łr ² ⎫ | $ 3,607.20 | $ 3,692.00 | $ 3,780.00 | $ 3,870.40 | $ 3,963.20 | $ 4,059.20 | $ 4,160.00 | $ 4,260.00 | $ 4,365.60 | $ 4,472.00 | $ 4,580.40 | $ 4,692.80 | $ 4,810.40 | $ 4,931.20 | $ 5,054.40 |
| | | !LJLJ2Ē› a2y | $ 7,815.60 | $ 7,999.33 | $ 8,190.00 | $ 8,385.87 | $ 8,586.93 | $ 8,794.93 | $ 9,013.33 | $ 9,230.00 | $ 9,458.80 | $ 9,689.33 | $ 9,919.87 | $ 10,167.73 | $ 10,422.53 | $ 10,684.27 | $ 10,951.20 |
| | | !yΰιł-f | $ 93,787.20 | $ 95,992.00 | $ 98,280.00 | $ 100,630.40 | $ 103,043.20 | $ 105,539.20 | $ 108,160.00 | $ 110,760.00 | $ 113,505.60 | $ 116,272.00 | $ 119,038.40 | $ 122,012.80 | $ 125,070.40 | $ 128,211.20 | $ 131,414.40 |
| ! ăăłăΰł-yΰ CłuŠ a ł-uKăł-f π / 2Y Yάyłΰè {ł-tŠΰè<br>! ăăłăΰł-yΰ CłuŠ a ł-uKăł-f π / 2Y Yάyłΰè {ł-tŠΰè π ! łă2y<br>! ăăłăΰł-yΰ CłuŠ a ł-uăKł-f π I a w¢ | пуw | I 2ddłΠē | Þ рл‰тп | Þ рн‰лл | Þ ро‰нр | Þ рп‰рт | Þ рр‰фл | Þ рт‰но | Þ ру‰со | Þ сл‰лп | Þ см‰рл | Þ сн‰фф | Þ сп‰рр | Þ сс‰мс | Þ ст‰ун | Þ сф‰рм | |
| | | !LJLJ2Ē .łr ² ⎫ | $ 4,059.20 | $ 4,160.00 | $ 4,260.00 | $ 4,365.60 | $ 4,472.00 | $ 4,578.40 | $ 4,690.40 | $ 4,803.20 | $ 4,920.00 | $ 5,039.20 | $ 5,164.00 | $ 5,292.80 | $ 5,425.60 | $ 5,560.80 | |
| | | !LJLJ2Ē› a2y | $ 8,794.93 | $ 9,013.33 | $ 9,230.00 | $ 9,458.80 | $ 9,689.33 | $ 9,919.87 | $ 10,162.53 | $ 10,406.93 | $ 10,660.00 | $ 10,918.27 | $ 11,188.67 | $ 11,467.73 | $ 11,755.47 | $ 12,048.40 | |
| | | !yΰιł-f | $ 105,539.20 | $ 108,160.00 | $ 110,760.00 | $ 113,505.60 | $ 116,272.00 | $ 119,038.40 | $ 121,950.40 | $ 124,883.20 | $ 127,920.00 | $ 131,019.20 | $ 134,264.00 | $ 137,612.80 | $ 141,065.60 | $ 144,580.80 | |
| 9 a { bdłăŠ 9Rłόł-ú2u<br>9 a { ¢ιł-łyłyЭ hττłÓŠu | пф ! | I 2ddłΠē | Þ рн‰м | Þ ро‰п | Þ рп‰р | Þ рс‰н | Þ рт‰т | Þ рф‰с | Þ сл‰с | Þ сн‰ф | Þ со‰т | Þ ср‰м | Þ сс‰т | Þ су‰п | Þ тл‰ос | Þ тн‰мн | |
| | | !LJLJ2Ē .łr ² ⎫ | $ 4,184.80 | $ 4,291.20 | $ 4,396.00 | $ 4,505.60 | $ 4,617.60 | $ 4,732.80 | $ 4,852.80 | $ 4,975.20 | $ 5,096.80 | $ 5,224.80 | $ 5,357.60 | $ 5,491.20 | $ 5,628.80 | $ 5,769.60 | |
| | | !LJLJ2Ē› a2y | $ 9,067.07 | $ 9,297.60 | $ 9,524.67 | $ 9,762.13 | $ 10,004.80 | $ 10,254.40 | $ 10,514.40 | $ 10,779.60 | $ 11,043.07 | $ 11,320.40 | $ 11,608.13 | $ 11,897.60 | $ 12,195.73 | $ 12,500.80 | |
| | | !yΰιł-f | $ 108,804.80 | $ 111,571.20 | $ 114,296.00 | $ 117,145.60 | $ 120,057.60 | $ 123,052.80 | $ 126,172.80 | $ 129,355.20 | $ 132,516.80 | $ 135,844.80 | $ 139,297.60 | $ 142,771.20 | $ 146,348.80 | $ 150,009.60 | |

**Effective 10/28/2028**
**3% Across the Board Increase**

| Classification | Range | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Fire Prevention Officer Trainee** | **22R** | **Hourly** | **$ 27.66** | **$ 28.27** | **$ 28.97** | **$ 29.67** | **$ 30.31** | **$ 31.05** | **$ 31.80** | **$ 32.55** | **$ 33.33** | **$ 34.14** | **$ 34.94** | | | | |
| **Emergency Management Coordinator** | | **Approx Bi-Wk** | $ 2,212.80 | $ 2,261.60 | $ 2,317.60 | $ 2,373.60 | $ 2,424.80 | $ 2,484.00 | $ 2,544.00 | $ 2,604.00 | $ 2,666.40 | $ 2,731.20 | $ 2,795.20 | | | | |
| | | **Approx. Mon** | $ 4,794.40 | $ 4,900.13 | $ 5,021.47 | $ 5,142.80 | $ 5,253.73 | $ 5,382.00 | $ 5,512.00 | $ 5,642.00 | $ 5,777.20 | $ 5,917.60 | $ 6,056.27 | | | | |
| | | **Annual** | $ 57,532.80 | $ 58,801.60 | $ 60,257.60 | $ 61,713.60 | $ 63,044.80 | $ 64,584.00 | $ 66,144.00 | $ 67,704.00 | $ 69,326.40 | $ 71,011.20 | $ 72,675.20 | | | | |
| **Hazardous Material Specialist Trainee** | **28** | **Hourly** | **$ 31.68** | **$ 32.50** | **$ 33.29** | **$ 34.11** | **$ 34.96** | **$ 35.84** | **$ 36.74** | **$ 37.65** | **$ 38.60** | **$ 39.55** | **$ 40.56** | | | | |
| **Emergency Management Officer Trainee** | | **Approx Bi-Wk** | $ 2,534.40 | $ 2,600.00 | $ 2,663.20 | $ 2,728.80 | $ 2,796.80 | $ 2,867.20 | $ 2,939.20 | $ 3,012.00 | $ 3,088.00 | $ 3,164.00 | $ 3,244.80 | | | | |
| | | **Approx. Mon** | $ 5,491.20 | $ 5,633.33 | $ 5,770.27 | $ 5,912.40 | $ 6,059.73 | $ 6,212.27 | $ 6,368.27 | $ 6,526.00 | $ 6,690.67 | $ 6,855.33 | $ 7,030.40 | | | | |
| | | **Annual** | $ 65,894.40 | $ 67,600.00 | $ 69,243.20 | $ 70,948.80 | $ 72,716.80 | $ 74,547.20 | $ 76,419.20 | $ 78,312.00 | $ 80,288.00 | $ 82,264.00 | $ 84,364.80 | | | | |
| **Environmental Specialist 3** | **36** | **Hourly** | **$ 38.60** | **$ 39.55** | **$ 40.56** | **$ 41.53** | **$ 42.60** | **$ 43.66** | **$ 44.78** | **$ 45.87** | **$ 47.02** | **$ 48.18** | **$ 49.40** | **$ 50.61** | **$ 51.87** | **$ 53.16** | |
| **Hazardous Materials Specialist 1** | | **Approx Bi-Wk** | $ 3,088.00 | $ 3,164.00 | $ 3,244.80 | $ 3,322.40 | $ 3,408.00 | $ 3,492.80 | $ 3,582.40 | $ 3,669.60 | $ 3,761.60 | $ 3,854.40 | $ 3,952.00 | $ 4,048.80 | $ 4,149.60 | $ 4,252.80 | |
| | | **Approx. Mon** | $ 6,690.67 | $ 6,855.33 | $ 7,030.40 | $ 7,198.53 | $ 7,384.00 | $ 7,567.73 | $ 7,761.87 | $ 7,950.80 | $ 8,150.13 | $ 8,351.20 | $ 8,562.67 | $ 8,772.40 | $ 8,990.80 | $ 9,214.40 | |
| | | **Annual** | $ 80,288.00 | $ 82,264.00 | $ 84,364.80 | $ 86,382.40 | $ 88,608.00 | $ 90,812.80 | $ 93,142.40 | $ 95,409.60 | $ 97,801.60 | $ 100,214.40 | $ 102,752.00 | $ 105,268.80 | $ 107,889.60 | $ 110,572.80 | |
| **Fire Prevention Officer** | **36U** | **Hourly** | **$ 39.41** | **$ 40.37** | **$ 41.33** | **$ 42.32** | **$ 43.35** | **$ 44.39** | **$ 45.42** | **$ 46.55** | **$ 47.67** | **$ 48.82** | **$ 49.98** | **$ 51.25** | **$ 52.52** | **$ 53.82** | **$ 55.17** |
| | | **Approx Bi-Wk** | $ 3,152.80 | $ 3,229.60 | $ 3,306.40 | $ 3,385.60 | $ 3,468.00 | $ 3,551.20 | $ 3,633.60 | $ 3,724.00 | $ 3,813.60 | $ 3,905.60 | $ 3,998.40 | $ 4,100.00 | $ 4,201.60 | $ 4,305.60 | $ 4,413.60 |
| | | **Approx. Mon** | $ 6,831.07 | $ 6,997.47 | $ 7,163.87 | $ 7,335.47 | $ 7,514.00 | $ 7,694.27 | $ 7,872.80 | $ 8,068.67 | $ 8,262.80 | $ 8,462.13 | $ 8,663.20 | $ 8,883.33 | $ 9,103.47 | $ 9,328.80 | $ 9,562.80 |
| | | **Annual** | $ 81,972.80 | $ 83,969.60 | $ 85,966.40 | $ 88,025.60 | $ 90,168.00 | $ 92,331.20 | $ 94,473.60 | $ 96,824.00 | $ 99,153.60 | $ 101,545.60 | $ 103,958.40 | $ 106,600.00 | $ 109,241.60 | $ 111,945.60 | $ 114,753.60 |
| **Emergency Management Officer** | **37R** | **Hourly** | **$ 40.98** | **$ 41.98** | **$ 42.99** | **$ 43.99** | **$ 45.05** | **$ 46.13** | **$ 47.23** | **$ 48.39** | **$ 49.55** | **$ 50.76** | **$ 51.97** | **$ 53.27** | **$ 54.60** | **$ 55.97** | **$ 57.37** |
| | | **Approx Bi-Wk** | $ 3,278.40 | $ 3,358.40 | $ 3,439.20 | $ 3,519.20 | $ 3,604.00 | $ 3,690.40 | $ 3,778.40 | $ 3,871.20 | $ 3,964.00 | $ 4,060.80 | $ 4,157.60 | $ 4,261.60 | $ 4,368.00 | $ 4,477.60 | $ 4,589.60 |
| | | **Approx. Mon** | $ 7,103.20 | $ 7,276.53 | $ 7,451.60 | $ 7,624.93 | $ 7,808.67 | $ 7,995.87 | $ 8,186.53 | $ 8,387.60 | $ 8,588.67 | $ 8,798.40 | $ 9,008.13 | $ 9,233.47 | $ 9,464.00 | $ 9,701.47 | $ 9,944.13 |
| | | **Annual** | $ 85,238.40 | $ 87,318.40 | $ 89,419.20 | $ 91,499.20 | $ 93,704.00 | $ 95,950.40 | $ 98,238.40 | $ 100,651.20 | $ 103,064.00 | $ 105,580.80 | $ 108,097.60 | $ 110,801.60 | $ 113,568.00 | $ 116,417.60 | $ 119,329.60 |
| **Hazardous Materials Specialist 2** | **38** | **Hourly** | **$ 40.56** | **$ 41.53** | **$ 42.60** | **$ 43.66** | **$ 44.78** | **$ 45.87** | **$ 47.02** | **$ 48.18** | **$ 49.40** | **$ 50.63** | **$ 51.89** | **$ 53.21** | **$ 54.54** | **$ 55.91** | |
| **Hazardous Materials Specialist 2-HMRT** | | **Approx Bi-Wk** | $ 3,244.80 | $ 3,322.40 | $ 3,408.00 | $ 3,492.80 | $ 3,582.40 | $ 3,669.60 | $ 3,761.60 | $ 3,854.40 | $ 3,952.00 | $ 4,050.40 | $ 4,151.20 | $ 4,256.80 | $ 4,363.20 | $ 4,472.80 | |
| | | **Approx. Mon** | $ 7,030.40 | $ 7,198.53 | $ 7,384.00 | $ 7,567.73 | $ 7,761.87 | $ 7,950.80 | $ 8,150.13 | $ 8,351.20 | $ 8,562.67 | $ 8,775.87 | $ 8,994.27 | $ 9,223.07 | $ 9,453.60 | $ 9,691.07 | |
| | | **Annual** | $ 84,364.80 | $ 86,382.40 | $ 88,608.00 | $ 90,812.80 | $ 93,142.40 | $ 95,409.60 | $ 97,801.60 | $ 100,214.40 | $ 102,752.00 | $ 105,310.40 | $ 107,931.20 | $ 110,676.80 | $ 113,443.20 | $ 116,292.80 | |
| **Fire Plans Examiner** | **39U** | **Hourly** | **$ 42.32** | **$ 43.35** | **$ 44.39** | **$ 45.42** | **$ 46.55** | **$ 47.67** | **$ 48.82** | **$ 49.98** | **$ 51.19** | **$ 52.42** | **$ 53.69** | **$ 55.04** | **$ 56.42** | **$ 57.84** | **$ 59.29** |
| **Fire Investigator~~II~~** | | **Approx Bi-Wk** | $ 3,385.60 | $ 3,468.00 | $ 3,551.20 | $ 3,633.60 | $ 3,724.00 | $ 3,813.60 | $ 3,905.60 | $ 3,998.40 | $ 4,095.20 | $ 4,193.60 | $ 4,295.20 | $ 4,403.20 | $ 4,513.60 | $ 4,627.20 | $ 4,743.20 |
| | | **Approx. Mon** | $ 7,335.47 | $ 7,514.00 | $ 7,694.27 | $ 7,872.80 | $ 8,068.67 | $ 8,262.80 | $ 8,462.13 | $ 8,663.20 | $ 8,872.93 | $ 9,086.13 | $ 9,306.27 | $ 9,540.27 | $ 9,779.47 | $ 10,025.60 | $ 10,276.93 |
| | | **Annual** | $ 88,025.60 | $ 90,168.00 | $ 92,331.20 | $ 94,473.60 | $ 96,824.00 | $ 99,153.60 | $ 101,545.60 | $ 103,958.40 | $ 106,475.20 | $ 109,033.60 | $ 111,675.20 | $ 114,483.20 | $ 117,353.60 | $ 120,307.20 | $ 123,323.20 |
| **Hazardous Materials Specialist 3** | **41** | **Hourly** | **$ 43.66** | **$ 44.78** | **$ 45.87** | **$ 47.02** | **$ 48.18** | **$ 49.40** | **$ 50.63** | **$ 51.89** | **$ 53.24** | **$ 54.55** | **$ 55.89** | **$ 57.29** | **$ 58.73** | **$ 60.19** | |
| **Hazardous Materials Specialist 3-HMRT** | | **Approx Bi-Wk** | $ 3,492.80 | $ 3,582.40 | $ 3,669.60 | $ 3,761.60 | $ 3,854.40 | $ 3,952.00 | $ 4,050.40 | $ 4,151.20 | $ 4,259.20 | $ 4,364.00 | $ 4,471.20 | $ 4,583.20 | $ 4,698.40 | $ 4,815.20 | |
| | | **Approx. Mon** | $ 7,567.73 | $ 7,761.87 | $ 7,950.80 | $ 8,150.13 | $ 8,351.20 | $ 8,562.67 | $ 8,775.87 | $ 8,994.27 | $ 9,228.27 | $ 9,455.33 | $ 9,687.60 | $ 9,930.27 | $ 10,179.87 | $ 10,432.93 | |
| | | **Annual** | $ 90,812.80 | $ 93,142.40 | $ 95,409.60 | $ 97,801.60 | $ 100,214.40 | $ 102,752.00 | $ 105,310.40 | $ 107,931.20 | $ 110,739.20 | $ 113,464.00 | $ 116,251.20 | $ 119,163.20 | $ 122,158.40 | $ 125,195.20 | |
| **Hazardous Materials Specialist 4** | **43** | **Hourly** | **$ 45.87** | **$ 47.02** | **$ 48.18** | **$ 49.40** | **$ 50.63** | **$ 51.89** | **$ 53.24** | **$ 54.55** | **$ 55.89** | **$ 57.29** | **$ 58.75** | **$ 60.21** | **$ 61.73** | **$ 63.26** | |
| **Hazardous Materials Specialist 4-HMRT** | | **Approx Bi-Wk** | $ 3,669.60 | $ 3,761.60 | $ 3,854.40 | $ 3,952.00 | $ 4,050.40 | $ 4,151.20 | $ 4,259.20 | $ 4,364.00 | $ 4,471.20 | $ 4,583.20 | $ 4,700.00 | $ 4,816.80 | $ 4,938.40 | $ 5,060.80 | |
| | | **Approx. Mon** | $ 7,950.80 | $ 8,150.13 | $ 8,351.20 | $ 8,562.67 | $ 8,775.87 | $ 8,994.27 | $ 9,228.27 | $ 9,455.33 | $ 9,687.60 | $ 9,930.27 | $ 10,183.33 | $ 10,436.40 | $ 10,699.87 | $ 10,965.07 | |
| | | **Annual** | $ 95,409.60 | $ 97,801.60 | $ 100,214.40 | $ 102,752.00 | $ 105,310.40 | $ 107,931.20 | $ 110,739.20 | $ 113,464.00 | $ 116,251.20 | $ 119,163.20 | $ 122,200.00 | $ 125,236.80 | $ 128,398.40 | $ 131,580.80 | |
| **Senior Plans Examiner** | **43R** | **Hourly** | **$ 46.44** | **$ 47.53** | **$ 48.67** | **$ 49.83** | **$ 51.03** | **$ 52.26** | **$ 53.56** | **$ 54.85** | **$ 56.21** | **$ 57.58** | **$ 58.95** | **$ 60.42** | **$ 61.93** | **$ 63.49** | **$ 65.08** |
| | | **Approx Bi-Wk** | $ 3,715.20 | $ 3,802.40 | $ 3,893.60 | $ 3,986.40 | $ 4,082.40 | $ 4,180.80 | $ 4,284.80 | $ 4,388.00 | $ 4,496.80 | $ 4,606.40 | $ 4,716.00 | $ 4,833.60 | $ 4,954.40 | $ 5,079.20 | $ 5,206.40 |
| | | **Approx. Mon** | $ 8,049.60 | $ 8,238.53 | $ 8,436.13 | $ 8,637.20 | $ 8,845.20 | $ 9,058.40 | $ 9,283.73 | $ 9,507.33 | $ 9,743.07 | $ 9,980.53 | $ 10,218.00 | $ 10,472.80 | $ 10,734.53 | $ 11,004.93 | $ 11,280.53 |
| | | **Annual** | $ 96,595.20 | $ 98,862.40 | $ 101,233.60 | $ 103,646.40 | $ 106,142.40 | $ 108,700.80 | $ 111,404.80 | $ 114,088.00 | $ 116,916.80 | $ 119,766.40 | $ 122,616.00 | $ 125,673.60 | $ 128,814.40 | $ 132,059.20 | $ 135,366.40 |
| **Assistant Fire Marhsal - Community Safety** | **48R** | **Hourly** | **$ 52.26** | **$ 53.56** | **$ 54.85** | **$ 56.21** | **$ 57.58** | **$ 58.95** | **$ 60.39** | **$ 61.84** | **$ 63.35** | **$ 64.88** | **$ 66.49** | **$ 68.14** | **$ 69.85** | **$ 71.60** | |
| **Assistant Fire Marhsal - Community Safety - Arson** | | **Approx Bi-Wk** | $ 4,180.80 | $ 4,284.80 | $ 4,388.00 | $ 4,496.80 | $ 4,606.40 | $ 4,716.00 | $ 4,831.20 | $ 4,947.20 | $ 5,068.00 | $ 5,190.40 | $ 5,319.20 | $ 5,451.20 | $ 5,588.00 | $ 5,728.00 | |
| **Assistant Fire Marshal - HMRT** | | **Approx. Mon** | $ 9,058.40 | $ 9,283.73 | $ 9,507.33 | $ 9,743.07 | $ 9,980.53 | $ 10,218.00 | $ 10,467.60 | $ 10,718.93 | $ 10,980.67 | $ 11,245.87 | $ 11,524.93 | $ 11,810.93 | $ 12,107.33 | $ 12,410.67 | |
| | | **Annual** | $ 108,700.80 | $ 111,404.80 | $ 114,088.00 | $ 116,916.80 | $ 119,766.40 | $ 122,616.00 | $ 125,611.20 | $ 128,627.20 | $ 131,768.00 | $ 134,950.40 | $ 138,299.20 | $ 141,731.20 | $ 145,288.00 | $ 148,928.00 | |
| **EMS Nurse Educator** | **49A** | **Hourly** | **$ 53.88** | **$ 55.25** | **$ 56.60** | **$ 58.01** | **$ 59.45** | **$ 60.93** | **$ 62.48** | **$ 64.06** | **$ 65.62** | **$ 67.27** | **$ 68.98** | **$ 70.70** | **$ 72.47** | **$ 74.28** | |
| **EMS Training Officer** | | **Approx Bi-Wk** | $ 4,310.40 | $ 4,420.00 | $ 4,528.00 | $ 4,640.80 | $ 4,756.00 | $ 4,874.40 | $ 4,998.40 | $ 5,124.80 | $ 5,249.60 | $ 5,381.60 | $ 5,518.40 | $ 5,656.00 | $ 5,797.60 | $ 5,942.40 | |
| | | **Approx. Mon** | $ 9,339.20 | $ 9,576.67 | $ 9,810.67 | $ 10,055.07 | $ 10,304.67 | $ 10,561.20 | $ 10,829.87 | $ 11,103.73 | $ 11,374.13 | $ 11,660.13 | $ 11,956.53 | $ 12,254.67 | $ 12,561.47 | $ 12,875.20 | |
| | | **Annual** | $ 112,070.40 | $ 114,920.00 | $ 117,728.00 | $ 120,660.80 | $ 123,656.00 | $ 126,734.40 | $ 129,958.40 | $ 133,244.80 | $ 136,489.60 | $ 139,921.60 | $ 143,478.40 | $ 147,056.00 | $ 150,737.60 | $ 154,502.40 | |

**Effective 02/17/2029**
**1% Equity**

| Classification | Range | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Fire Prevention Officer Trainee** | **22R** | **Hourly** | **$ 27.94** | **$ 28.55** | **$ 29.26** | **$ 29.97** | **$ 30.61** | **$ 31.36** | **$ 32.12** | **$ 32.88** | **$ 33.66** | **$ 34.48** | **$ 35.29** | | | | |
| **Emergency Management Coordinator** | | **Approx Bi-Wk** | $ 2,235.20 | $ 2,284.00 | $ 2,340.80 | $ 2,397.60 | $ 2,448.80 | $ 2,508.80 | $ 2,569.60 | $ 2,630.40 | $ 2,692.80 | $ 2,758.40 | $ 2,823.20 | | | | |
| | | **Approx. Mon** | $ 4,842.93 | $ 4,948.67 | $ 5,071.73 | $ 5,194.80 | $ 5,305.73 | $ 5,435.73 | $ 5,567.47 | $ 5,699.20 | $ 5,834.40 | $ 5,976.53 | $ 6,116.93 | | | | |
| | | **Annual** | $ 58,115.20 | $ 59,384.00 | $ 60,860.80 | $ 62,337.60 | $ 63,668.80 | $ 65,228.80 | $ 66,809.60 | $ 68,390.40 | $ 70,012.80 | $ 71,718.40 | $ 73,403.20 | | | | |
| **Hazardous Material Specialist Trainee** | **28** | **Hourly** | **$ 32.00** | **$ 32.83** | **$ 33.62** | **$ 34.45** | **$ 35.31** | **$ 36.20** | **$ 37.11** | **$ 38.03** | **$ 38.99** | **$ 39.95** | **$ 40.97** | | | | |
| **Emergency Management Officer Trainee** | | **Approx Bi-Wk** | $ 2,560.00 | $ 2,626.40 | $ 2,689.60 | $ 2,756.00 | $ 2,824.80 | $ 2,896.00 | $ 2,968.80 | $ 3,042.40 | $ 3,119.20 | $ 3,196.00 | $ 3,277.60 | | | | |
| | | **Approx. Mon** | $ 5,546.67 | $ 5,690.53 | $ 5,827.47 | $ 5,971.33 | $ 6,120.40 | $ 6,274.67 | $ 6,432.40 | $ 6,591.87 | $ 6,758.27 | $ 6,924.67 | $ 7,101.47 | | | | |
| | | **Annual** | $ 66,560.00 | $ 68,286.40 | $ 69,929.60 | $ 71,656.00 | $ 73,444.80 | $ 75,296.00 | $ 77,188.80 | $ 79,102.40 | $ 81,099.20 | $ 83,096.00 | $ 85,217.60 | | | | |
| **Environmental Specialist 3** | **36** | **Hourly** | **$ 38.99** | **$ 39.95** | **$ 40.97** | **$ 41.95** | **$ 43.03** | **$ 44.10** | **$ 45.23** | **$ 46.33** | **$ 47.49** | **$ 48.66** | **$ 49.89** | **$ 51.12** | **$ 52.39** | **$ 53.69** | |
| **Hazardous Materials Specialist 1** | | **Approx Bi-Wk** | $ 3,119.20 | $ 3,196.00 | $ 3,277.60 | $ 3,356.00 | $ 3,442.40 | $ 3,528.00 | $ 3,618.40 | $ 3,706.40 | $ 3,799.20 | $ 3,892.80 | $ 3,991.20 | $ 4,089.60 | $ 4,191.20 | $ 4,295.20 | |
| | | **Approx. Mon** | $ 6,758.27 | $ 6,924.67 | $ 7,101.47 | $ 7,271.33 | $ 7,458.53 | $ 7,644.00 | $ 7,839.87 | $ 8,030.53 | $ 8,231.60 | $ 8,434.40 | $ 8,647.60 | $ 8,860.80 | $ 9,080.93 | $ 9,306.27 | |
| | | **Annual** | $ 81,099.20 | $ 83,096.00 | $ 85,217.60 | $ 87,256.00 | $ 89,502.40 | $ 91,728.00 | $ 94,078.40 | $ 96,366.40 | $ 98,779.20 | $ 101,212.80 | $ 103,771.20 | $ 106,329.60 | $ 108,971.20 | $ 111,675.20 | |
| **Fire Prevention Officer** | **36U** | **Hourly** | **$ 39.80** | **$ 40.77** | **$ 41.74** | **$ 42.74** | **$ 43.78** | **$ 44.83** | **$ 45.87** | **$ 47.02** | **$ 48.15** | **$ 49.31** | **$ 50.48** | **$ 51.76** | **$ 53.05** | **$ 54.36** | **$ 55.72** |
| | | **Approx Bi-Wk** | $ 3,184.00 | $ 3,261.60 | $ 3,339.20 | $ 3,419.20 | $ 3,502.40 | $ 3,586.40 | $ 3,669.60 | $ 3,761.60 | $ 3,852.00 | $ 3,944.80 | $ 4,038.40 | $ 4,140.80 | $ 4,244.00 | $ 4,348.80 | $ 4,457.60 |
| | | **Approx. Mon** | $ 6,898.67 | $ 7,066.80 | $ 7,234.93 | $ 7,408.27 | $ 7,588.53 | $ 7,770.53 | $ 7,950.80 | $ 8,150.13 | $ 8,346.00 | $ 8,547.07 | $ 8,749.87 | $ 8,971.73 | $ 9,195.33 | $ 9,422.40 | $ 9,658.13 |
| | | **Annual** | $ 82,784.00 | $ 84,801.60 | $ 86,819.20 | $ 88,899.20 | $ 91,062.40 | $ 93,246.40 | $ 95,409.60 | $ 97,801.60 | $ 100,152.00 | $ 102,564.80 | $ 104,998.40 | $ 107,660.80 | $ 110,344.00 | $ 113,068.80 | $ 115,897.60 |
| **Emergency Management Officer** | **37R** | **Hourly** | **$ 41.39** | **$ 42.40** | **$ 43.42** | **$ 44.43** | **$ 45.50** | **$ 46.59** | **$ 47.70** | **$ 48.87** | **$ 50.05** | **$ 51.27** | **$ 52.49** | **$ 53.80** | **$ 55.15** | **$ 56.53** | **$ 57.94** |
| | | **Approx Bi-Wk** | $ 3,311.20 | $ 3,392.00 | $ 3,473.60 | $ 3,554.40 | $ 3,640.00 | $ 3,727.20 | $ 3,816.00 | $ 3,909.60 | $ 4,004.00 | $ 4,101.60 | $ 4,199.20 | $ 4,304.00 | $ 4,412.00 | $ 4,522.40 | $ 4,635.20 |
| | | **Approx. Mon** | $ 7,174.27 | $ 7,349.33 | $ 7,526.13 | $ 7,701.20 | $ 7,886.67 | $ 8,075.60 | $ 8,268.00 | $ 8,470.80 | $ 8,675.33 | $ 8,886.80 | $ 9,098.27 | $ 9,325.33 | $ 9,559.33 | $ 9,798.53 | $ 10,042.93 |
| | | **Annual** | $ 86,091.20 | $ 88,192.00 | $ 90,313.60 | $ 92,414.40 | $ 94,640.00 | $ 96,907.20 | $ 99,216.00 | $ 101,649.60 | $ 104,104.00 | $ 106,641.60 | $ 109,179.20 | $ 111,904.00 | $ 114,712.00 | $ 117,582.40 | $ 120,515.20 |
| **Hazardous Materials Specialist 2** | **38** | **Hourly** | **$ 40.97** | **$ 41.95** | **$ 43.03** | **$ 44.10** | **$ 45.23** | **$ 46.33** | **$ 47.49** | **$ 48.66** | **$ 49.89** | **$ 51.14** | **$ 52.41** | **$ 53.74** | **$ 55.09** | **$ 56.47** | |
| **Hazardous Materials Specialist 2-HMRT** | | **Approx Bi-Wk** | $ 3,277.60 | $ 3,356.00 | $ 3,442.40 | $ 3,528.00 | $ 3,618.40 | $ 3,706.40 | $ 3,799.20 | $ 3,892.80 | $ 3,991.20 | $ 4,091.20 | $ 4,192.80 | $ 4,299.20 | $ 4,407.20 | $ 4,517.60 | |
| | | **Approx. Mon** | $ 7,101.47 | $ 7,271.33 | $ 7,458.53 | $ 7,644.00 | $ 7,839.87 | $ 8,030.53 | $ 8,231.60 | $ 8,434.40 | $ 8,647.60 | $ 8,864.27 | $ 9,084.40 | $ 9,314.93 | $ 9,548.93 | $ 9,788.13 | |
| | | **Annual** | $ 85,217.60 | $ 87,256.00 | $ 89,502.40 | $ 91,728.00 | $ 94,078.40 | $ 96,366.40 | $ 98,779.20 | $ 101,212.80 | $ 103,771.20 | $ 106,371.20 | $ 109,012.80 | $ 111,779.20 | $ 114,587.20 | $ 117,457.60 | |
| **Fire Plans Examiner** | **39U** | **Hourly** | **$ 42.74** | **$ 43.78** | **$ 44.83** | **$ 45.87** | **$ 47.02** | **$ 48.15** | **$ 49.31** | **$ 50.48** | **$ 51.70** | **$ 52.94** | **$ 54.23** | **$ 55.59** | **$ 56.98** | **$ 58.42** | **$ 59.88** |
| **Fire Investigator~~II~~** | | **Approx Bi-Wk** | $ 3,419.20 | $ 3,502.40 | $ 3,586.40 | $ 3,669.60 | $ 3,761.60 | $ 3,852.00 | $ 3,944.80 | $ 4,038.40 | $ 4,136.00 | $ 4,235.20 | $ 4,338.40 | $ 4,447.20 | $ 4,558.40 | $ 4,673.60 | $ 4,790.40 |
| | | **Approx. Mon** | $ 7,408.27 | $ 7,588.53 | $ 7,770.53 | $ 7,950.80 | $ 8,150.13 | $ 8,346.00 | $ 8,547.07 | $ 8,749.87 | $ 8,961.33 | $ 9,176.27 | $ 9,399.87 | $ 9,635.60 | $ 9,876.53 | $ 10,126.13 | $ 10,379.20 |
| | | **Annual** | $ 88,899.20 | $ 91,062.40 | $ 93,246.40 | $ 95,409.60 | $ 97,801.60 | $ 100,152.00 | $ 102,564.80 | $ 104,998.40 | $ 107,536.00 | $ 110,115.20 | $ 112,798.40 | $ 115,627.20 | $ 118,518.40 | $ 121,513.60 | $ 124,550.40 |
| **Hazardous Materials Specialist 3** | **41** | **Hourly** | **$ 44.10** | **$ 45.23** | **$ 46.33** | **$ 47.49** | **$ 48.66** | **$ 49.89** | **$ 51.14** | **$ 52.41** | **$ 53.77** | **$ 55.10** | **$ 56.45** | **$ 57.86** | **$ 59.32** | **$ 60.79** | |
| **Hazardous Materials Specialist 3-HMRT** | | **Approx Bi-Wk** | $ 3,528.00 | $ 3,618.40 | $ 3,706.40 | $ 3,799.20 | $ 3,892.80 | $ 3,991.20 | $ 4,091.20 | $ 4,192.80 | $ 4,301.60 | $ 4,408.00 | $ 4,516.00 | $ 4,628.80 | $ 4,745.60 | $ 4,863.20 | |
| | | **Approx. Mon** | $ 7,644.00 | $ 7,839.87 | $ 8,030.53 | $ 8,231.60 | $ 8,434.40 | $ 8,647.60 | $ 8,864.27 | $ 9,084.40 | $ 9,320.13 | $ 9,550.67 | $ 9,784.67 | $ 10,029.07 | $ 10,282.13 | $ 10,536.93 | |
| | | **Annual** | $ 91,728.00 | $ 94,078.40 | $ 96,366.40 | $ 98,779.20 | $ 101,212.80 | $ 103,771.20 | $ 106,371.20 | $ 109,012.80 | $ 111,841.60 | $ 114,608.00 | $ 117,416.00 | $ 120,348.80 | $ 123,385.60 | $ 126,443.20 | |
| **Hazardous Materials Specialist 4** | **43** | **Hourly** | **$ 46.33** | **$ 47.49** | **$ 48.66** | **$ 49.89** | **$ 51.14** | **$ 52.41** | **$ 53.77** | **$ 55.10** | **$ 56.45** | **$ 57.86** | **$ 59.34** | **$ 60.81** | **$ 62.35** | **$ 63.89** | |
| **Hazardous Materials Specialist 4-HMRT** | | **Approx Bi-Wk** | $ 3,706.40 | $ 3,799.20 | $ 3,892.80 | $ 3,991.20 | $ 4,091.20 | $ 4,192.80 | $ 4,301.60 | $ 4,408.00 | $ 4,516.00 | $ 4,628.80 | $ 4,747.20 | $ 4,864.80 | $ 4,988.00 | $ 5,111.20 | |
| | | **Approx. Mon** | $ 8,030.53 | $ 8,231.60 | $ 8,434.40 | $ 8,647.60 | $ 8,864.27 | $ 9,084.40 | $ 9,320.13 | $ 9,550.67 | $ 9,784.67 | $ 10,029.07 | $ 10,285.60 | $ 10,540.40 | $ 10,807.33 | $ 11,074.27 | |
| | | **Annual** | $ 96,366.40 | $ 98,779.20 | $ 101,212.80 | $ 103,771.20 | $ 106,371.20 | $ 109,012.80 | $ 111,841.60 | $ 114,608.00 | $ 117,416.00 | $ 120,348.80 | $ 123,427.20 | $ 126,484.80 | $ 129,688.00 | $ 132,891.20 | |
| **Senior Plans Examiner** | **43R** | **Hourly** | **$ 46.90** | **$ 48.01** | **$ 49.16** | **$ 50.33** | **$ 51.54** | **$ 52.78** | **$ 54.10** | **$ 55.40** | **$ 56.77** | **$ 58.16** | **$ 59.54** | **$ 61.02** | **$ 62.55** | **$ 64.12** | **$ 65.73** |
| | | **Approx Bi-Wk** | $ 3,752.00 | $ 3,840.80 | $ 3,932.80 | $ 4,026.40 | $ 4,123.20 | $ 4,222.40 | $ 4,328.00 | $ 4,432.00 | $ 4,541.60 | $ 4,652.80 | $ 4,763.20 | $ 4,881.60 | $ 5,004.00 | $ 5,129.60 | $ 5,258.40 |
| | | **Approx. Mon** | $ 8,129.33 | $ 8,321.73 | $ 8,521.07 | $ 8,723.87 | $ 8,933.60 | $ 9,148.53 | $ 9,377.33 | $ 9,602.67 | $ 9,840.13 | $ 10,081.07 | $ 10,320.27 | $ 10,576.80 | $ 10,842.00 | $ 11,114.13 | $ 11,393.20 |
| | | **Annual** | $ 97,552.00 | $ 99,860.80 | $ 102,252.80 | $ 104,686.40 | $ 107,203.20 | $ 109,782.40 | $ 112,528.00 | $ 115,232.00 | $ 118,081.60 | $ 120,972.80 | $ 123,843.20 | $ 126,921.60 | $ 130,104.00 | $ 133,369.60 | $ 136,718.40 |
| **Assistant Fire Marhsal - Community Safety** | **48R** | **Hourly** | **$ 52.78** | **$ 54.10** | **$ 55.40** | **$ 56.77** | **$ 58.16** | **$ 59.54** | **$ 60.99** | **$ 62.46** | **$ 63.98** | **$ 65.53** | **$ 67.15** | **$ 68.82** | **$ 70.55** | **$ 72.32** | |
| **Assistant Fire Marhsal - Community Safety - Arson** | | **Approx Bi-Wk** | $ 4,222.40 | $ 4,328.00 | $ 4,432.00 | $ 4,541.60 | $ 4,652.80 | $ 4,763.20 | $ 4,879.20 | $ 4,996.80 | $ 5,118.40 | $ 5,242.40 | $ 5,372.00 | $ 5,505.60 | $ 5,644.00 | $ 5,785.60 | |
| **Assistant Fire Marshal - HMRT** | | **Approx. Mon** | $ 9,148.53 | $ 9,377.33 | $ 9,602.67 | $ 9,840.13 | $ 10,081.07 | $ 10,320.27 | $ 10,571.60 | $ 10,826.40 | $ 11,089.87 | $ 11,358.53 | $ 11,639.33 | $ 11,928.80 | $ 12,228.67 | $ 12,535.47 | |
| | | **Annual** | $ 109,782.40 | $ 112,528.00 | $ 115,232.00 | $ 118,081.60 | $ 120,972.80 | $ 123,843.20 | $ 126,859.20 | $ 129,916.80 | $ 133,078.40 | $ 136,302.40 | $ 139,672.00 | $ 143,145.60 | $ 146,744.00 | $ 150,425.60 | |
| **EMS Nurse Educator** | **49A** | **Hourly** | **$ 54.42** | **$ 55.80** | **$ 57.17** | **$ 58.59** | **$ 60.04** | **$ 61.54** | **$ 63.10** | **$ 64.70** | **$ 66.28** | **$ 67.94** | **$ 69.67** | **$ 71.41** | **$ 73.19** | **$ 75.02** | |
| **EMS Training Officer** | | **Approx Bi-Wk** | $ 4,353.60 | $ 4,464.00 | $ 4,573.60 | $ 4,687.20 | $ 4,803.20 | $ 4,923.20 | $ 5,048.00 | $ 5,176.00 | $ 5,302.40 | $ 5,435.20 | $ 5,573.60 | $ 5,712.80 | $ 5,855.20 | $ 6,001.60 | |
| | | **Approx. Mon** | $ 9,432.80 | $ 9,672.00 | $ 9,909.47 | $ 10,155.60 | $ 10,406.93 | $ 10,666.93 | $ 10,937.33 | $ 11,214.67 | $ 11,488.53 | $ 11,776.27 | $ 12,076.13 | $ 12,377.73 | $ 12,686.27 | $ 13,003.47 | |
| | | **Annual** | $ 113,193.60 | $ 116,064.00 | $ 118,913.60 | $ 121,867.20 | $ 124,883.20 | $ 128,003.20 | $ 131,248.00 | $ 134,576.00 | $ 137,862.40 | $ 141,315.20 | $ 144,913.60 | $ 148,532.80 | $ 152,235.20 | $ 156,041.60 | |

**Effective 10/27/2029**
**3% Across the Board Increase**

| Classification | Range | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Fire Prevention Officer Trainee** | **22R** | **Hourly** | **$ 28.78** | **$ 29.41** | **$ 30.14** | **$ 30.87** | **$ 31.53** | **$ 32.30** | **$ 33.08** | **$ 33.87** | **$ 34.67** | **$ 35.51** | **$ 36.35** | | | | |
| **Emergency Management Coordinator** | | **Approx Bi-Wk** | $ 2,302.40 | $ 2,352.80 | $ 2,411.20 | $ 2,469.60 | $ 2,522.40 | $ 2,584.00 | $ 2,646.40 | $ 2,709.60 | $ 2,773.60 | $ 2,840.80 | $ 2,908.00 | | | | |
| | | **Approx. Mon** | $ 4,988.53 | $ 5,097.73 | $ 5,224.27 | $ 5,350.80 | $ 5,465.20 | $ 5,598.67 | $ 5,733.87 | $ 5,870.80 | $ 6,009.47 | $ 6,155.07 | $ 6,300.67 | | | | |
| | | **Annual** | $ 59,862.40 | $ 61,172.80 | $ 62,691.20 | $ 64,209.60 | $ 65,582.40 | $ 67,184.00 | $ 68,806.40 | $ 70,449.60 | $ 72,113.60 | $ 73,860.80 | $ 75,608.00 | | | | |
| **Hazardous Material Specialist Trainee** | **28** | **Hourly** | **$ 32.96** | **$ 33.81** | **$ 34.63** | **$ 35.48** | **$ 36.37** | **$ 37.29** | **$ 38.22** | **$ 39.17** | **$ 40.16** | **$ 41.15** | **$ 42.20** | | | | |
| **Emergency Management Officer Trainee** | | **Approx Bi-Wk** | $ 2,636.80 | $ 2,704.80 | $ 2,770.40 | $ 2,838.40 | $ 2,909.60 | $ 2,983.20 | $ 3,057.60 | $ 3,133.60 | $ 3,212.80 | $ 3,292.00 | $ 3,376.00 | | | | |
| | | **Approx. Mon** | $ 5,713.07 | $ 5,860.40 | $ 6,002.53 | $ 6,149.87 | $ 6,304.13 | $ 6,463.60 | $ 6,624.80 | $ 6,789.47 | $ 6,961.07 | $ 7,132.67 | $ 7,314.67 | | | | |
| | | **Annual** | $ 68,556.80 | $ 70,324.80 | $ 72,030.40 | $ 73,798.40 | $ 75,649.60 | $ 77,563.20 | $ 79,497.60 | $ 81,473.60 | $ 83,532.80 | $ 85,592.00 | $ 87,776.00 | | | | |
| **Environmental Specialist 3** | **36** | **Hourly** | **$ 40.16** | **$ 41.15** | **$ 42.20** | **$ 43.21** | **$ 44.32** | **$ 45.42** | **$ 46.59** | **$ 47.72** | **$ 48.91** | **$ 50.12** | **$ 51.39** | **$ 52.65** | **$ 53.96** | **$ 55.30** | |
| **Hazardous Materials Specialist 1** | | **Approx Bi-Wk** | $ 3,212.80 | $ 3,292.00 | $ 3,376.00 | $ 3,456.80 | $ 3,545.60 | $ 3,633.60 | $ 3,727.20 | $ 3,817.60 | $ 3,912.80 | $ 4,009.60 | $ 4,111.20 | $ 4,212.00 | $ 4,316.80 | $ 4,424.00 | |
| | | **Approx. Mon** | $ 6,961.07 | $ 7,132.67 | $ 7,314.67 | $ 7,489.73 | $ 7,682.13 | $ 7,872.80 | $ 8,075.60 | $ 8,271.47 | $ 8,477.73 | $ 8,687.47 | $ 8,907.60 | $ 9,126.00 | $ 9,353.07 | $ 9,585.33 | |
| | | **Annual** | $ 83,532.80 | $ 85,592.00 | $ 87,776.00 | $ 89,876.80 | $ 92,185.60 | $ 94,473.60 | $ 96,907.20 | $ 99,257.60 | $ 101,732.80 | $ 104,249.60 | $ 106,891.20 | $ 109,512.00 | $ 112,236.80 | $ 115,024.00 | |
| **Fire Prevention Officer** | **36U** | **Hourly** | **$ 40.99** | **$ 41.99** | **$ 42.99** | **$ 44.02** | **$ 45.09** | **$ 46.17** | **$ 47.25** | **$ 48.43** | **$ 49.59** | **$ 50.79** | **$ 51.99** | **$ 53.31** | **$ 54.64** | **$ 55.99** | **$ 57.39** |
| | | **Approx Bi-Wk** | $ 3,279.20 | $ 3,359.20 | $ 3,439.20 | $ 3,521.60 | $ 3,607.20 | $ 3,693.60 | $ 3,780.00 | $ 3,874.40 | $ 3,967.20 | $ 4,063.20 | $ 4,159.20 | $ 4,264.80 | $ 4,371.20 | $ 4,479.20 | $ 4,591.20 |
| | | **Approx. Mon** | $ 7,104.93 | $ 7,278.27 | $ 7,451.60 | $ 7,630.13 | $ 7,815.60 | $ 8,002.80 | $ 8,190.00 | $ 8,394.53 | $ 8,595.60 | $ 8,803.60 | $ 9,011.60 | $ 9,240.40 | $ 9,470.93 | $ 9,704.93 | $ 9,947.60 |
| | | **Annual** | $ 85,259.20 | $ 87,339.20 | $ 89,419.20 | $ 91,561.60 | $ 93,787.20 | $ 96,033.60 | $ 98,280.00 | $ 100,734.40 | $ 103,147.20 | $ 105,643.20 | $ 108,139.20 | $ 110,884.80 | $ 113,651.20 | $ 116,459.20 | $ 119,371.20 |
| **Emergency Management Officer** | **37R** | **Hourly** | **$ 42.63** | **$ 43.67** | **$ 44.72** | **$ 45.76** | **$ 46.87** | **$ 47.99** | **$ 49.13** | **$ 50.34** | **$ 51.55** | **$ 52.81** | **$ 54.06** | **$ 55.41** | **$ 56.80** | **$ 58.23** | **$ 59.68** |
| | | **Approx Bi-Wk** | $ 3,410.40 | $ 3,493.60 | $ 3,577.60 | $ 3,660.80 | $ 3,749.60 | $ 3,839.20 | $ 3,930.40 | $ 4,027.20 | $ 4,124.00 | $ 4,224.80 | $ 4,324.80 | $ 4,432.80 | $ 4,544.00 | $ 4,658.40 | $ 4,774.40 |
| | | **Approx. Mon** | $ 7,389.20 | $ 7,569.47 | $ 7,751.47 | $ 7,931.73 | $ 8,124.13 | $ 8,318.27 | $ 8,515.87 | $ 8,725.60 | $ 8,935.33 | $ 9,153.73 | $ 9,370.40 | $ 9,604.40 | $ 9,845.33 | $ 10,093.20 | $ 10,344.53 |
| | | **Annual** | $ 88,670.40 | $ 90,833.60 | $ 93,017.60 | $ 95,180.80 | $ 97,489.60 | $ 99,819.20 | $ 102,190.40 | $ 104,707.20 | $ 107,224.00 | $ 109,844.80 | $ 112,444.80 | $ 115,252.80 | $ 118,144.00 | $ 121,118.40 | $ 124,134.40 |
| **Hazardous Materials Specialist 2** | **38** | **Hourly** | **$ 42.20** | **$ 43.21** | **$ 44.32** | **$ 45.42** | **$ 46.59** | **$ 47.72** | **$ 48.91** | **$ 50.12** | **$ 51.39** | **$ 52.67** | **$ 53.98** | **$ 55.35** | **$ 56.74** | **$ 58.16** | |
| **Hazardous Materials Specialist 2-HMRT** | | **Approx Bi-Wk** | $ 3,376.00 | $ 3,456.80 | $ 3,545.60 | $ 3,633.60 | $ 3,727.20 | $ 3,817.60 | $ 3,912.80 | $ 4,009.60 | $ 4,111.20 | $ 4,213.60 | $ 4,318.40 | $ 4,428.00 | $ 4,539.20 | $ 4,652.80 | |
| | | **Approx. Mon** | $ 7,314.67 | $ 7,489.73 | $ 7,682.13 | $ 7,872.80 | $ 8,075.60 | $ 8,271.47 | $ 8,477.73 | $ 8,687.47 | $ 8,907.60 | $ 9,129.47 | $ 9,356.53 | $ 9,594.00 | $ 9,834.93 | $ 10,081.07 | |
| | | **Annual** | $ 87,776.00 | $ 89,876.80 | $ 92,185.60 | $ 94,473.60 | $ 96,907.20 | $ 99,257.60 | $ 101,732.80 | $ 104,249.60 | $ 106,891.20 | $ 109,553.60 | $ 112,278.40 | $ 115,128.00 | $ 118,019.20 | $ 120,972.80 | |
| **Fire Plans Examiner** | **39U** | **Hourly** | **$ 44.02** | **$ 45.09** | **$ 46.17** | **$ 47.25** | **$ 48.43** | **$ 49.59** | **$ 50.79** | **$ 51.99** | **$ 53.25** | **$ 54.53** | **$ 55.86** | **$ 57.26** | **$ 58.69** | **$ 60.17** | **$ 61.68** |
| **Fire Investigator~~II~~** | | **Approx Bi-Wk** | $ 3,521.60 | $ 3,607.20 | $ 3,693.60 | $ 3,780.00 | $ 3,874.40 | $ 3,967.20 | $ 4,063.20 | $ 4,159.20 | $ 4,260.00 | $ 4,362.40 | $ 4,468.80 | $ 4,580.80 | $ 4,695.20 | $ 4,813.60 | $ 4,934.40 |
| | | **Approx. Mon** | $ 7,630.13 | $ 7,815.60 | $ 8,002.80 | $ 8,190.00 | $ 8,394.53 | $ 8,595.60 | $ 8,803.60 | $ 9,011.60 | $ 9,230.00 | $ 9,451.87 | $ 9,682.40 | $ 9,925.07 | $ 10,172.93 | $ 10,429.47 | $ 10,691.20 |
| | | **Annual** | $ 91,561.60 | $ 93,787.20 | $ 96,033.60 | $ 98,280.00 | $ 100,734.40 | $ 103,147.20 | $ 105,643.20 | $ 108,139.20 | $ 110,760.00 | $ 113,422.40 | $ 116,188.80 | $ 119,100.80 | $ 122,075.20 | $ 125,153.60 | $ 128,294.40 |
| **Hazardous Materials Specialist 3** | **41** | **Hourly** | **$ 45.42** | **$ 46.59** | **$ 47.72** | **$ 48.91** | **$ 50.12** | **$ 51.39** | **$ 52.67** | **$ 53.98** | **$ 55.38** | **$ 56.75** | **$ 58.14** | **$ 59.60** | **$ 61.10** | **$ 62.61** | |
| **Hazardous Materials Specialist 3-HMRT** | | **Approx Bi-Wk** | $ 3,633.60 | $ 3,727.20 | $ 3,817.60 | $ 3,912.80 | $ 4,009.60 | $ 4,111.20 | $ 4,213.60 | $ 4,318.40 | $ 4,430.40 | $ 4,540.00 | $ 4,651.20 | $ 4,768.00 | $ 4,888.00 | $ 5,008.80 | |
| | | **Approx. Mon** | $ 7,872.80 | $ 8,075.60 | $ 8,271.47 | $ 8,477.73 | $ 8,687.47 | $ 8,907.60 | $ 9,129.47 | $ 9,356.53 | $ 9,599.20 | $ 9,836.67 | $ 10,077.60 | $ 10,330.67 | $ 10,590.67 | $ 10,852.40 | |
| | | **Annual** | $ 94,473.60 | $ 96,907.20 | $ 99,257.60 | $ 101,732.80 | $ 104,249.60 | $ 106,891.20 | $ 109,553.60 | $ 112,278.40 | $ 115,190.40 | $ 118,040.00 | $ 120,931.20 | $ 123,968.00 | $ 127,088.00 | $ 130,228.80 | |
| **Hazardous Materials Specialist 4** | **43** | **Hourly** | **$ 47.72** | **$ 48.91** | **$ 50.12** | **$ 51.39** | **$ 52.67** | **$ 53.98** | **$ 55.38** | **$ 56.75** | **$ 58.14** | **$ 59.60** | **$ 61.12** | **$ 62.63** | **$ 64.22** | **$ 65.81** | |
| **Hazardous Materials Specialist 4-HMRT** | | **Approx Bi-Wk** | $ 3,817.60 | $ 3,912.80 | $ 4,009.60 | $ 4,111.20 | $ 4,213.60 | $ 4,318.40 | $ 4,430.40 | $ 4,540.00 | $ 4,651.20 | $ 4,768.00 | $ 4,889.60 | $ 5,010.40 | $ 5,137.60 | $ 5,264.80 | |
| | | **Approx. Mon** | $ 8,271.47 | $ 8,477.73 | $ 8,687.47 | $ 8,907.60 | $ 9,129.47 | $ 9,356.53 | $ 9,599.20 | $ 9,836.67 | $ 10,077.60 | $ 10,330.67 | $ 10,594.13 | $ 10,855.87 | $ 11,131.47 | $ 11,407.07 | |
| | | **Annual** | $ 99,257.60 | $ 101,732.80 | $ 104,249.60 | $ 106,891.20 | $ 109,553.60 | $ 112,278.40 | $ 115,190.40 | $ 118,040.00 | $ 120,931.20 | $ 123,968.00 | $ 127,129.60 | $ 130,270.40 | $ 133,577.60 | $ 136,884.80 | |
| **Senior Plans Examiner** | **43R** | **Hourly** | **$ 48.31** | **$ 49.45** | **$ 50.63** | **$ 51.84** | **$ 53.09** | **$ 54.36** | **$ 55.72** | **$ 57.06** | **$ 58.47** | **$ 59.90** | **$ 61.33** | **$ 62.85** | **$ 64.43** | **$ 66.04** | **$ 67.70** |
| | | **Approx Bi-Wk** | $ 3,864.80 | $ 3,956.00 | $ 4,050.40 | $ 4,147.20 | $ 4,247.20 | $ 4,348.80 | $ 4,457.60 | $ 4,564.80 | $ 4,677.60 | $ 4,792.00 | $ 4,906.40 | $ 5,028.00 | $ 5,154.40 | $ 5,283.20 | $ 5,416.00 |
| | | **Approx. Mon** | $ 8,373.73 | $ 8,571.33 | $ 8,775.87 | $ 8,985.60 | $ 9,202.27 | $ 9,422.40 | $ 9,658.13 | $ 9,890.40 | $ 10,134.80 | $ 10,382.67 | $ 10,630.53 | $ 10,894.00 | $ 11,167.87 | $ 11,446.93 | $ 11,734.67 |
| | | **Annual** | $ 100,484.80 | $ 102,856.00 | $ 105,310.40 | $ 107,827.20 | $ 110,427.20 | $ 113,068.80 | $ 115,897.60 | $ 118,684.80 | $ 121,617.60 | $ 124,592.00 | $ 127,566.40 | $ 130,728.00 | $ 134,014.40 | $ 137,363.20 | $ 140,816.00 |
| **Assistant Fire Marhsal - Community Safety** | **48R** | **Hourly** | **$ 54.36** | **$ 55.72** | **$ 57.06** | **$ 58.47** | **$ 59.90** | **$ 61.33** | **$ 62.82** | **$ 64.33** | **$ 65.90** | **$ 67.50** | **$ 69.16** | **$ 70.88** | **$ 72.67** | **$ 74.49** | |
| **Assistant Fire Marhsal - Community Safety - Arson** | | **Approx Bi-Wk** | $ 4,348.80 | $ 4,457.60 | $ 4,564.80 | $ 4,677.60 | $ 4,792.00 | $ 4,906.40 | $ 5,025.60 | $ 5,146.40 | $ 5,272.00 | $ 5,400.00 | $ 5,532.80 | $ 5,670.40 | $ 5,813.60 | $ 5,959.20 | |
| **Assistant Fire Marshal - HMRT** | | **Approx. Mon** | $ 9,422.40 | $ 9,658.13 | $ 9,890.40 | $ 10,134.80 | $ 10,382.67 | $ 10,630.53 | $ 10,888.80 | $ 11,150.53 | $ 11,422.67 | $ 11,700.00 | $ 11,987.73 | $ 12,285.87 | $ 12,596.13 | $ 12,911.60 | |
| | | **Annual** | $ 113,068.80 | $ 115,897.60 | $ 118,684.80 | $ 121,617.60 | $ 124,592.00 | $ 127,566.40 | $ 130,665.60 | $ 133,806.40 | $ 137,072.00 | $ 140,400.00 | $ 143,852.80 | $ 147,430.40 | $ 151,153.60 | $ 154,939.20 | |
| **EMS Nurse Educator** | **49A** | **Hourly** | **$ 56.05** | **$ 57.47** | **$ 58.89** | **$ 60.35** | **$ 61.84** | **$ 63.39** | **$ 64.99** | **$ 66.64** | **$ 68.27** | **$ 69.98** | **$ 71.76** | **$ 73.55** | **$ 75.39** | **$ 77.27** | |
| **EMS Training Officer** | | **Approx Bi-Wk** | $ 4,484.00 | $ 4,597.60 | $ 4,711.20 | $ 4,828.00 | $ 4,947.20 | $ 5,071.20 | $ 5,199.20 | $ 5,331.20 | $ 5,461.60 | $ 5,598.40 | $ 5,740.80 | $ 5,884.00 | $ 6,031.20 | $ 6,181.60 | |
| | | **Approx. Mon** | $ 9,715.33 | $ 9,961.47 | $ 10,207.60 | $ 10,460.67 | $ 10,718.93 | $ 10,987.60 | $ 11,264.93 | $ 11,550.93 | $ 11,833.47 | $ 12,129.87 | $ 12,438.40 | $ 12,748.67 | $ 13,067.60 | $ 13,393.47 | |
| | | **Annual** | $ 116,584.00 | $ 119,537.60 | $ 122,491.20 | $ 125,528.00 | $ 128,627.20 | $ 131,851.20 | $ 135,179.20 | $ 138,611.20 | $ 142,001.60 | $ 145,558.40 | $ 149,260.80 | $ 152,984.00 | $ 156,811.20 | $ 160,721.60 | |

**Effective 10/27/2029**
**New Top Step for All Non-Trainee Classifications**

| Classification | Range | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Fire Prevention Officer Trainee** | **22R** | **Hourly** | **$ 28.78** | **$ 29.41** | **$ 30.14** | **$ 30.87** | **$ 31.53** | **$ 32.30** | **$ 33.08** | **$ 33.87** | **$ 34.67** | **$ 35.51** | **$ 36.35** | | | | | |
| **Emergency Management Coordinator** | | **Approx Bi-Wk** | $ 2,302.40 | $ 2,352.80 | $ 2,411.20 | $ 2,469.60 | $ 2,522.40 | $ 2,584.00 | $ 2,646.40 | $ 2,709.60 | $ 2,773.60 | $ 2,840.80 | $ 2,908.00 | | | | | |
| | | **Approx. Mon** | $ 4,988.53 | $ 5,097.73 | $ 5,224.27 | $ 5,350.80 | $ 5,465.20 | $ 5,598.67 | $ 5,733.87 | $ 5,870.80 | $ 6,009.47 | $ 6,155.07 | $ 6,300.67 | | | | | |
| | | **Annual** | $ 59,862.40 | $ 61,172.80 | $ 62,691.20 | $ 64,209.60 | $ 65,582.40 | $ 67,184.00 | $ 68,806.40 | $ 70,449.60 | $ 72,113.60 | $ 73,860.80 | $ 75,608.00 | | | | | |
| **Hazardous Material Specialist Trainee** | **28** | **Hourly** | **$ 32.96** | **$ 33.81** | **$ 34.63** | **$ 35.48** | **$ 36.37** | **$ 37.29** | **$ 38.22** | **$ 39.17** | **$ 40.16** | **$ 41.15** | **$ 42.20** | | | | | |
| **Emergency Management Officer Trainee** | | **Approx Bi-Wk** | $ 2,636.80 | $ 2,704.80 | $ 2,770.40 | $ 2,838.40 | $ 2,909.60 | $ 2,983.20 | $ 3,057.60 | $ 3,133.60 | $ 3,212.80 | $ 3,292.00 | $ 3,376.00 | | | | | |
| | | **Approx. Mon** | $ 5,713.07 | $ 5,860.40 | $ 6,002.53 | $ 6,149.87 | $ 6,304.13 | $ 6,463.60 | $ 6,624.80 | $ 6,789.47 | $ 6,961.07 | $ 7,132.67 | $ 7,314.67 | | | | | |
| | | **Annual** | $ 68,556.80 | $ 70,324.80 | $ 72,030.40 | $ 73,798.40 | $ 75,649.60 | $ 77,563.20 | $ 79,497.60 | $ 81,473.60 | $ 83,532.80 | $ 85,592.00 | $ 87,776.00 | | | | | |
| **Environmental Specialist 3** | **36** | **Hourly** | **$ 40.16** | **$ 41.15** | **$ 42.20** | **$ 43.21** | **$ 44.32** | **$ 45.42** | **$ 46.59** | **$ 47.72** | **$ 48.91** | **$ 50.12** | **$ 51.39** | **$ 52.65** | **$ 53.96** | **$ 55.30** | **$ 56.68** | |
| **Hazardous Materials Specialist 1** | | **Approx Bi-Wk** | $ 3,212.80 | $ 3,292.00 | $ 3,376.00 | $ 3,456.80 | $ 3,545.60 | $ 3,633.60 | $ 3,727.20 | $ 3,817.60 | $ 3,912.80 | $ 4,009.60 | $ 4,111.20 | $ 4,212.00 | $ 4,316.80 | $ 4,424.00 | $ 4,534.40 | |
| | | **Approx. Mon** | $ 6,961.07 | $ 7,132.67 | $ 7,314.67 | $ 7,489.73 | $ 7,682.13 | $ 7,872.80 | $ 8,075.60 | $ 8,271.47 | $ 8,477.73 | $ 8,687.47 | $ 8,907.60 | $ 9,126.00 | $ 9,353.07 | $ 9,585.33 | $ 9,824.53 | |
| | | **Annual** | $ 83,532.80 | $ 85,592.00 | $ 87,776.00 | $ 89,876.80 | $ 92,185.60 | $ 94,473.60 | $ 96,907.20 | $ 99,257.60 | $ 101,732.80 | $ 104,249.60 | $ 106,891.20 | $ 109,512.00 | $ 112,236.80 | $ 115,024.00 | $ 117,894.40 | |
| **Fire Prevention Officer** | **36U** | **Hourly** | **$ 40.99** | **$ 41.99** | **$ 42.99** | **$ 44.02** | **$ 45.09** | **$ 46.17** | **$ 47.25** | **$ 48.43** | **$ 49.59** | **$ 50.79** | **$ 51.99** | **$ 53.31** | **$ 54.64** | **$ 55.99** | **$ 57.39** | **$ 58.82** |
| | | **Approx Bi-Wk** | $ 3,279.20 | $ 3,359.20 | $ 3,439.20 | $ 3,521.60 | $ 3,607.20 | $ 3,693.60 | $ 3,780.00 | $ 3,874.40 | $ 3,967.20 | $ 4,063.20 | $ 4,159.20 | $ 4,264.80 | $ 4,371.20 | $ 4,479.20 | $ 4,591.20 | $ 4,705.60 |
| | | **Approx. Mon** | $ 7,104.93 | $ 7,278.27 | $ 7,451.60 | $ 7,630.13 | $ 7,815.60 | $ 8,002.80 | $ 8,190.00 | $ 8,394.53 | $ 8,595.60 | $ 8,803.60 | $ 9,011.60 | $ 9,240.40 | $ 9,470.93 | $ 9,704.93 | $ 9,947.60 | $ 10,195.47 |
| | | **Annual** | $ 85,259.20 | $ 87,339.20 | $ 89,419.20 | $ 91,561.60 | $ 93,787.20 | $ 96,033.60 | $ 98,280.00 | $ 100,734.40 | $ 103,147.20 | $ 105,643.20 | $ 108,139.20 | $ 110,884.80 | $ 113,651.20 | $ 116,459.20 | $ 119,371.20 | $ 122,345.60 |
| **Emergency Management Officer** | **37R** | **Hourly** | **$ 42.63** | **$ 43.67** | **$ 44.72** | **$ 45.76** | **$ 46.87** | **$ 47.99** | **$ 49.13** | **$ 50.34** | **$ 51.55** | **$ 52.81** | **$ 54.06** | **$ 55.41** | **$ 56.80** | **$ 58.23** | **$ 59.68** | **$ 61.17** |
| | | **Approx Bi-Wk** | $ 3,410.40 | $ 3,493.60 | $ 3,577.60 | $ 3,660.80 | $ 3,749.60 | $ 3,839.20 | $ 3,930.40 | $ 4,027.20 | $ 4,124.00 | $ 4,224.80 | $ 4,324.80 | $ 4,432.80 | $ 4,544.00 | $ 4,658.40 | $ 4,774.40 | $ 4,893.60 |
| | | **Approx. Mon** | $ 7,389.20 | $ 7,569.47 | $ 7,751.47 | $ 7,931.73 | $ 8,124.13 | $ 8,318.27 | $ 8,515.87 | $ 8,725.60 | $ 8,935.33 | $ 9,153.73 | $ 9,370.40 | $ 9,604.40 | $ 9,845.33 | $ 10,093.20 | $ 10,344.53 | $ 10,602.80 |
| | | **Annual** | $ 88,670.40 | $ 90,833.60 | $ 93,017.60 | $ 95,180.80 | $ 97,489.60 | $ 99,819.20 | $ 102,190.40 | $ 104,707.20 | $ 107,224.00 | $ 109,844.80 | $ 112,444.80 | $ 115,252.80 | $ 118,144.00 | $ 121,118.40 | $ 124,134.40 | $ 127,233.60 |
| **Hazardous Materials Specialist 2** | **38** | **Hourly** | **$ 42.20** | **$ 43.21** | **$ 44.32** | **$ 45.42** | **$ 46.59** | **$ 47.72** | **$ 48.91** | **$ 50.12** | **$ 51.39** | **$ 52.67** | **$ 53.98** | **$ 55.35** | **$ 56.74** | **$ 58.16** | **$ 59.61** | |
| **Hazardous Materials Specialist 2-HMRT** | | **Approx Bi-Wk** | $ 3,376.00 | $ 3,456.80 | $ 3,545.60 | $ 3,633.60 | $ 3,727.20 | $ 3,817.60 | $ 3,912.80 | $ 4,009.60 | $ 4,111.20 | $ 4,213.60 | $ 4,318.40 | $ 4,428.00 | $ 4,539.20 | $ 4,652.80 | $ 4,768.80 | |
| | | **Approx. Mon** | $ 7,314.67 | $ 7,489.73 | $ 7,682.13 | $ 7,872.80 | $ 8,075.60 | $ 8,271.47 | $ 8,477.73 | $ 8,687.47 | $ 8,907.60 | $ 9,129.47 | $ 9,356.53 | $ 9,594.00 | $ 9,834.93 | $ 10,081.07 | $ 10,332.40 | |
| | | **Annual** | $ 87,776.00 | $ 89,876.80 | $ 92,185.60 | $ 94,473.60 | $ 96,907.20 | $ 99,257.60 | $ 101,732.80 | $ 104,249.60 | $ 106,891.20 | $ 109,553.60 | $ 112,278.40 | $ 115,128.00 | $ 118,019.20 | $ 120,972.80 | $ 123,988.80 | |
| **Fire Plans Examiner** | **39U** | **Hourly** | **$ 44.02** | **$ 45.09** | **$ 46.17** | **$ 47.25** | **$ 48.43** | **$ 49.59** | **$ 50.79** | **$ 51.99** | **$ 53.25** | **$ 54.53** | **$ 55.86** | **$ 57.26** | **$ 58.69** | **$ 60.17** | **$ 61.68** | **$ 63.22** |
| **Fire Investigator~~II~~** | | **Approx Bi-Wk** | $ 3,521.60 | $ 3,607.20 | $ 3,693.60 | $ 3,780.00 | $ 3,874.40 | $ 3,967.20 | $ 4,063.20 | $ 4,159.20 | $ 4,260.00 | $ 4,362.40 | $ 4,468.80 | $ 4,580.80 | $ 4,695.20 | $ 4,813.60 | $ 4,934.40 | $ 5,057.60 |
| | | **Approx. Mon** | $ 7,630.13 | $ 7,815.60 | $ 8,002.80 | $ 8,190.00 | $ 8,394.53 | $ 8,595.60 | $ 8,803.60 | $ 9,011.60 | $ 9,230.00 | $ 9,451.87 | $ 9,682.40 | $ 9,925.07 | $ 10,172.93 | $ 10,429.47 | $ 10,691.20 | $ 10,958.13 |
| | | **Annual** | $ 91,561.60 | $ 93,787.20 | $ 96,033.60 | $ 98,280.00 | $ 100,734.40 | $ 103,147.20 | $ 105,643.20 | $ 108,139.20 | $ 110,760.00 | $ 113,422.40 | $ 116,188.80 | $ 119,100.80 | $ 122,075.20 | $ 125,153.60 | $ 128,294.40 | $ 131,497.60 |
| **Hazardous Materials Specialist 3** | **41** | **Hourly** | **$ 45.42** | **$ 46.59** | **$ 47.72** | **$ 48.91** | **$ 50.12** | **$ 51.39** | **$ 52.67** | **$ 53.98** | **$ 55.38** | **$ 56.75** | **$ 58.14** | **$ 59.60** | **$ 61.10** | **$ 62.61** | **$ 64.18** | |
| **Hazardous Materials Specialist 3-HMRT** | | **Approx Bi-Wk** | $ 3,633.60 | $ 3,727.20 | $ 3,817.60 | $ 3,912.80 | $ 4,009.60 | $ 4,111.20 | $ 4,213.60 | $ 4,318.40 | $ 4,430.40 | $ 4,540.00 | $ 4,651.20 | $ 4,768.00 | $ 4,888.00 | $ 5,008.80 | $ 5,134.40 | |
| | | **Approx. Mon** | $ 7,872.80 | $ 8,075.60 | $ 8,271.47 | $ 8,477.73 | $ 8,687.47 | $ 8,907.60 | $ 9,129.47 | $ 9,356.53 | $ 9,599.20 | $ 9,836.67 | $ 10,077.60 | $ 10,330.67 | $ 10,590.67 | $ 10,852.40 | $ 11,124.53 | |
| | | **Annual** | $ 94,473.60 | $ 96,907.20 | $ 99,257.60 | $ 101,732.80 | $ 104,249.60 | $ 106,891.20 | $ 109,553.60 | $ 112,278.40 | $ 115,190.40 | $ 118,040.00 | $ 120,931.20 | $ 123,968.00 | $ 127,088.00 | $ 130,228.80 | $ 133,494.40 | |
| **Hazardous Materials Specialist 4** | **43** | **Hourly** | **$ 47.72** | **$ 48.91** | **$ 50.12** | **$ 51.39** | **$ 52.67** | **$ 53.98** | **$ 55.38** | **$ 56.75** | **$ 58.14** | **$ 59.60** | **$ 61.12** | **$ 62.63** | **$ 64.22** | **$ 65.81** | **$ 67.46** | |
| **Hazardous Materials Specialist 4-HMRT** | | **Approx Bi-Wk** | $ 3,817.60 | $ 3,912.80 | $ 4,009.60 | $ 4,111.20 | $ 4,213.60 | $ 4,318.40 | $ 4,430.40 | $ 4,540.00 | $ 4,651.20 | $ 4,768.00 | $ 4,889.60 | $ 5,010.40 | $ 5,137.60 | $ 5,264.80 | $ 5,396.80 | |
| | | **Approx. Mon** | $ 8,271.47 | $ 8,477.73 | $ 8,687.47 | $ 8,907.60 | $ 9,129.47 | $ 9,356.53 | $ 9,599.20 | $ 9,836.67 | $ 10,077.60 | $ 10,330.67 | $ 10,594.13 | $ 10,855.87 | $ 11,131.47 | $ 11,407.07 | $ 11,693.07 | |
| | | **Annual** | $ 99,257.60 | $ 101,732.80 | $ 104,249.60 | $ 106,891.20 | $ 109,553.60 | $ 112,278.40 | $ 115,190.40 | $ 118,040.00 | $ 120,931.20 | $ 123,968.00 | $ 127,129.60 | $ 130,270.40 | $ 133,577.60 | $ 136,884.80 | $ 140,316.80 | |
| **Senior Plans Examiner** | **43R** | **Hourly** | **$ 48.31** | **$ 49.45** | **$ 50.63** | **$ 51.84** | **$ 53.09** | **$ 54.36** | **$ 55.72** | **$ 57.06** | **$ 58.47** | **$ 59.90** | **$ 61.33** | **$ 62.85** | **$ 64.43** | **$ 66.04** | **$ 67.70** | **$ 69.39** |
| | | **Approx Bi-Wk** | $ 3,864.80 | $ 3,956.00 | $ 4,050.40 | $ 4,147.20 | $ 4,247.20 | $ 4,348.80 | $ 4,457.60 | $ 4,564.80 | $ 4,677.60 | $ 4,792.00 | $ 4,906.40 | $ 5,028.00 | $ 5,154.40 | $ 5,283.20 | $ 5,416.00 | $ 5,551.20 |
| | | **Approx. Mon** | $ 8,373.73 | $ 8,571.33 | $ 8,775.87 | $ 8,985.60 | $ 9,202.27 | $ 9,422.40 | $ 9,658.13 | $ 9,890.40 | $ 10,134.80 | $ 10,382.67 | $ 10,630.53 | $ 10,894.00 | $ 11,167.87 | $ 11,446.93 | $ 11,734.67 | $ 12,027.60 |
| | | **Annual** | $ 100,484.80 | $ 102,856.00 | $ 105,310.40 | $ 107,827.20 | $ 110,427.20 | $ 113,068.80 | $ 115,897.60 | $ 118,684.80 | $ 121,617.60 | $ 124,592.00 | $ 127,566.40 | $ 130,728.00 | $ 134,014.40 | $ 137,363.20 | $ 140,816.00 | $ 144,331.20 |
| **Assistant Fire Marhsal - Community Safety** | **48R** | **Hourly** | **$ 54.36** | **$ 55.72** | **$ 57.06** | **$ 58.47** | **$ 59.90** | **$ 61.33** | **$ 62.82** | **$ 64.33** | **$ 65.90** | **$ 67.50** | **$ 69.16** | **$ 70.88** | **$ 72.67** | **$ 74.49** | **$ 76.35** | |
| **Assistant Fire Marhsal - Community Safety - Arson** | | **Approx Bi-Wk** | $ 4,348.80 | $ 4,457.60 | $ 4,564.80 | $ 4,677.60 | $ 4,792.00 | $ 4,906.40 | $ 5,025.60 | $ 5,146.40 | $ 5,272.00 | $ 5,400.00 | $ 5,532.80 | $ 5,670.40 | $ 5,813.60 | $ 5,959.20 | $ 6,108.00 | |
| **Assistant Fire Marshal - HMRT** | | **Approx. Mon** | $ 9,422.40 | $ 9,658.13 | $ 9,890.40 | $ 10,134.80 | $ 10,382.67 | $ 10,630.53 | $ 10,888.80 | $ 11,150.53 | $ 11,422.67 | $ 11,700.00 | $ 11,987.73 | $ 12,285.87 | $ 12,596.13 | $ 12,911.60 | $ 13,234.00 | |
| | | **Annual** | $ 113,068.80 | $ 115,897.60 | $ 118,684.80 | $ 121,617.60 | $ 124,592.00 | $ 127,566.40 | $ 130,665.60 | $ 133,806.40 | $ 137,072.00 | $ 140,400.00 | $ 143,852.80 | $ 147,430.40 | $ 151,153.60 | $ 154,939.20 | $ 158,808.00 | |
| **EMS Nurse Educator** | **49A** | **Hourly** | **$ 56.05** | **$ 57.47** | **$ 58.89** | **$ 60.35** | **$ 61.84** | **$ 63.39** | **$ 64.99** | **$ 66.64** | **$ 68.27** | **$ 69.98** | **$ 71.76** | **$ 73.55** | **$ 75.39** | **$ 77.27** | **$ 79.20** | |
| **EMS Training Officer** | | **Approx Bi-Wk** | $ 4,484.00 | $ 4,597.60 | $ 4,711.20 | $ 4,828.00 | $ 4,947.20 | $ 5,071.20 | $ 5,199.20 | $ 5,331.20 | $ 5,461.60 | $ 5,598.40 | $ 5,740.80 | $ 5,884.00 | $ 6,031.20 | $ 6,181.60 | $ 6,336.00 | |
| | | **Approx. Mon** | $ 9,715.33 | $ 9,961.47 | $ 10,207.60 | $ 10,460.67 | $ 10,718.93 | $ 10,987.60 | $ 11,264.93 | $ 11,550.93 | $ 11,833.47 | $ 12,129.87 | $ 12,438.40 | $ 12,748.67 | $ 13,067.60 | $ 13,393.47 | $ 13,728.00 | |
| | | **Annual** | $ 116,584.00 | $ 119,537.60 | $ 122,491.20 | $ 125,528.00 | $ 128,627.20 | $ 131,851.20 | $ 135,179.20 | $ 138,611.20 | $ 142,001.60 | $ 145,558.40 | $ 149,260.80 | $ 152,984.00 | $ 156,811.20 | $ 160,721.60 | $ 164,736.00 | |