

# **COLLECTIVE BARGAINING AGREEMENT**

BETWEEN THE

CITY OF DELRAY BEACH, FLORIDA

AND THE

PROFESSIONAL FIRE FIGHTER

OF DELRAY BEACH, IAFF LOCAL 1842 INC.

## **SUPERVISORY UNIT**



October 1, 2021 through September 30, 2023

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## ARTICLE 1

### **PREAMBLE**

This Agreement is entered into by the Employer, the City of Delray Beach, Florida, a municipal corporation, hereinafter referred to as "City," and the Professional Fire Fighters of Delray Beach, IAFF Local 1842 INC., hereinafter referred to as the "Union," for the purpose of promoting harmonious relations between the City and the Bargaining Unit Employees, hereinafter referred to as "Employees," to establish an orderly and peaceful procedure for settling differences which might arise and to set forth the basis and full agreement between the parties concerning rates of pay, wages, hours of work, and other conditions of employment.

## ARTICLE 2

### **RECOGNITION**

#### **Section 1**

The City recognizes that the Union is the Certified Bargaining Agent of the Employees for the purpose of representing the Employees for all matters relating to wages, hours and terms and conditions of employment.

#### **Section 2**

The Union President may designate a Union representative to represent an Employee in grievance proceedings. An Employee shall have the option of proceeding individually or by a person of his or her own choosing; provided, however, that only the Union may request arbitration of a grievance pursuant to Article 4 of this Agreement.

## ARTICLE 3

### **BARGAINING UNIT**

The Bargaining Unit represented by the Union shall be the Bargaining Unit for which the Union was certified (#1959) by the State of Florida Public Employees Relations Commission, May 6, 2019, under Case #EL-2019-006. It is agreed that the bargaining unit shall include: All Employees in the classifications of Battalion and Division Chief; This agreement excludes Fire Chief, Assistant or Deputy Chief, Fire Marshall all classifications represented by the rank and file bargaining unit and all other Employees of the City of Delray Beach.

## ARTICLE 4

### **GRIEVANCE PROCEDURE**

This article shall be governed by Article 4 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

## ARTICLE 5

### **DUES CHECK OFF**

This article shall be governed by Article 5 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

## ARTICLE 6

### **DISCRIMINATION**

This article shall be governed by Article 6 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

## ARTICLE 7

### **UNION BUSINESS**

This article shall be governed by Article 7 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

## ARTICLE 8

### **CORRESPONDENCE**

This article shall be governed by Article 8 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

## ARTICLE 9

### **BULLETIN BOARDS**

This article shall be governed by Article 9 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

## ARTICLE 10

### **HOURS OF WORK**

#### **Section 1**

The Fire Chief has the sole and exclusive discretion to assign and reassign Chief Officers as Shift Personnel and Non-Shift Personnel in accordance with Section 3.

A. **Non-Shift Personnel** - The workweek for regular full-time non-shift employees shall be forty (40) hours. The number of hours per day and the number of days per week shall be five, eight-hour days or four, ten-hour days as determined by the Fire Chief. Normal workdays per week may include Saturday and Sunday. Employees who regularly work a four day ten hour workweek schedule shall convert to a five (5) eight (8) hour days schedule during weeks that have a holiday, as identified in Article 14, or may use 2 hours of personal leave to supplement the Holiday and maintain the ten hour workweek. Request for such leave shall be made at least one pay period in advance of the Holiday.

B. **Shift Personnel** - The normal workday for regular full-time shift employees shall be twenty-four (24) hours. The work week for regular full-time shift employees generally shall be of forty-eight (48) hours duration and scheduled twenty-four (24) continuous hours on duty and forty-eight (48) continuous hours off duty, except in the event of an emergency or a change of shift. No employee shall work more than 48 consecutive hours unless a State of Emergency is declared in accordance with Section 95 of the City's Code of Ordinance. A work week of forty- eight (48) hours duration will be achieved by having one fixed and regularly recurring shift out of generally every seven (7) shifts declared to be a Kelly Day, on which day the employee shall be excused from duty.

The above notwithstanding, shift employees may be required to work up to and including one hundred forty-four (144) hours in

any one 21-day work cycle, after which time a stipend shall be paid in accordance with the provisions of Article 11.

C. The Fire Chief shall establish the basic workweek, shift, and hours of work best suited to meet the needs of the community. The normal workweek and starting times in various groups as established by the City shall be:

i.) Forty-eight (48) work hours per week consisting of periods of twenty-four (24) hours on duty, including meals and rest periods, and forty-eight (48) hours off duty. Starting time for twenty-four (24) hour shift will be determined by the Fire Chief or designee.

ii.) Forty (40) work hours per week consisting of five (5) eight-hour work periods, or four (4) ten-hour work periods, including meals and rest periods. Starting time will be determined by the Fire Chief or designee.

iii.) All days shall be measured as follows:

a.) For employees who work twenty-four (24) hour shifts a day shall equal twenty-four (24) hours.

b.) For employees who work eight (8) hour shifts a day shall equal eight (8) hours.

c.) For employees who work ten (10) hour shifts a day shall equal ten (10) hours.

## **Section 2**

The parties acknowledge that the employees in the bargaining unit are exempt from the overtime requirements of the Fair Labor Standards Act.

## **Section 3**

It is recognized and understood that deviations from the foregoing schedules of work will be necessary and will unavoidably result from several causes, such as but not limited to: rotation of shifts, vacation, leaves of absence, weekend and holiday duty, absenteeism, employee

requests, temporary shortage of personnel and emergencies. When an employee is transferred from non-shift to shift or shift to shift or shift to non-shift the City will provide the employee with thirty days' written notice of the change, with the exclusion of promotions. If there is an operational need to move an employee sooner than thirty days, the city shall seek mutual consent between the Fire Chief and the Union President. The employee shall have the opportunity to respond in writing to the change prior to the scheduled change, provided; however, the City retains the right to unilaterally make the change. No such deviation shall be considered a violation of this Contract.

#### **Section 4**

For all employees the work hour shall be broken down into four (4) fifteen (15) minute segments. An employee shall be noted as late for work if the employee does not report ready for work at the assigned workstation at the assigned starting time. If an employee reports for work late, eight (8) minutes or more after starting time, the employee shall be docked in major segments of one-quarter of an hour.

## ARTICLE 11

### **EXTRA HOUR STIPENDS**

#### **SECTION 1:**

Stipends will be paid to Chief Officers when they perform work over their normal work duties as determined by the sole discretion of the Fire Chief.

Chief Officers will be provided a stipend as follows:

**Stipend A:** Special Events as defined by the City of Delray Beach Special Events Policy (e.g. Incident Commander/ Chief Officer of a parade, festival, race, or city event) shall be paid at the rate of \$82.44 per hour.

**Stipend B:** Battalion Chief shift vacancies due to vacation leave, sick leave, or as determined by the Fire Chief shall be paid at the rate of \$77.42 per hour.

#### **SECTION 2: Exclusions**

This stipend shall exclude Fire Department events (e.g. Open Houses, Fire service ceremonies) and scheduled Staff Meetings. The parties agree that these are considered part of the normal work duties.

#### **SECTION 3:**

Shift vacancies shall be filled in accordance with the Rank and File Article 12-A-FR Section 4.

## ARTICLE 12

### **SALARIES**

#### **Section 1 Salary Step Plan**

Effective October 1, 2021, employees' salaries shall be paid in accordance with the Salary Step Plan outlined in Appendix A (Attached).

All eligible employees shall proceed to the next step in their position as specified in the Salary Step Plan on the anniversary date for the employee's corresponding years of service according to Appendix A. Eligible employees shall be defined as achieving a satisfactory evaluation.

Performance evaluations shall be given once a year, one month prior to the employee's anniversary date. However, the employee's proposed step increase will be effective on the employee's actual anniversary date.

Chief Officers who have reached the final step in the Step Plan shall receive a Top Out Bonus on their anniversary date, that is not added towards their base salary as more particularly described in City Policy.

#### **Section 2 Promotions**

An employee, who has obtained a promotion, shall be compensated in the following manner:

- A.** A Captain who is promoted to the position of Chief Officer shall be paid 10% above the step he or she occupied in the Salary Step Plan for the rank of Captain as provided in Appendix A<sup>1</sup>.
- B.** Chief Officers shall receive the 3% ICMA Match as long as other Management Level employees in the City receive this match.

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<sup>1</sup> As of October 1, 2021, the current OR Chief Officer shall be placed in Step 13 of the Supervisory Unit Chief Officer Step Plan in Appendix A. If an OR employee is promoted into the position of OR Chief Officer on or after October 1, 2021, the OR Chief Officer shall be paid 10% above the OR Captain in accordance with the Salary Step Plan based on continuous years of service with the City as established in Article 13-B-OR of the Rank-and-File collective bargaining agreement.

### **Section 3 Education Incentive**

Employees covered by this agreement who possess an Associates or Bachelor's Degree (or higher level) of education from a certified college or university shall be compensated as follows:

Associate degree -	\$1.00 per hour
Bachelor's Degree (or higher level) -	\$2.00 per hour

The Education Incentive shall be included in pension calculations.

### **Section 4 40 Hour Incentive**

Employees working a 40-hour work week shall receive a salary adjustment of \$3 per hour.

## ARTICLE 13

### **VACATION**

This article shall be governed by Article 15 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit with one (1) spot available for the battalion chief position separate and apart from the Rank and File's current allotted spots.

## ARTICLE 14

### **HOLIDAYS**

This article shall be governed by Article 16 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

## ARTICLE 15

### **SICK LEAVE**

This article shall be governed by Article 17 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

## ARTICLE 16

### **BEREAVEMENT LEAVE**

This article shall be governed by Article 18 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

## ARTICLE 17

### **HEALTH INSURANCE**

This article shall be governed by Article 19 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

## ARTICLE 18

### **SENIORITY**

This article shall be governed by Article 20 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

## ARTICLE 19

### **MANAGEMENT RIGHTS**

This article shall be governed by Article 22 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

## ARTICLE 20

### **STRIKES AND ILLEGAL ACTIVITY**

This article shall be governed by Article 23 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

## ARTICLE 21

### **UNCONSTITUTIONALITY CLAUSE**

This article shall be governed by Article 24 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

## ARTICLE 22

### **PROMOTIONS**

#### **Section 1:**

The promotional process for the rank of Chief Officer will be determined by the Fire Chief, but will at minimum include:

- a. Posting an announcement for the opening that includes minimum and desired qualifications, and the date(s) and times of the process.
- b. The announcement will be posted a minimum 90 days prior to the first day of the examination.
- c. A process that consists of at least the submission of a letter of interest and a written test.
- d. Candidates shall be ranked in order of their final score highest to lowest, with such score determined as outlined in the announcement of the exam process. The Fire Chief has the right to promote any person in the top 3 positions on the promotional list.
- e. An additional evaluation process may be considered and implemented by the Fire Chief at his/her discretion.

#### **Section 2:**

The minimum qualifications shall be as follows:

1. Currently serving as a Captain off probation.
2. Nine (9) years continuous service with the City of Delray Beach Fire Rescue Department.
3. Candidates for Division Chief of Training and EMS shall possess a current State of Florida Certification for Fire Service Instructor or obtain the certification within 6 months of promotion.
4. Candidates for Division Chief of Fire and Life Safety shall possess a current Fire Safety Inspector Certification with the State of Florida.

### **Section 3:**

Preference Points shall be as follows:

Seniority: 0.5 points for each year of service over 5 years with Delray Beach Fire Rescue to a max of 5 points.

Hazardous Materials Technician: 2 points.

Fire Service Instructor: 2 point.

Fire Officer Certification: 2 point.

Associates Degree: 2 point

Bachelor's Degree: 2 points. (Bachelor's Degree will also receive Associates Degree points)

### **Section 4:**

The selection of the employee to be promoted or appointed to the rank of Chief Officer is at the discretion of the Fire Chief from the top three (3) candidates on the promotional list.

In the event that the promotional process does not produce a qualified internal candidate(s) for promotion to the rank of Chief Officer, the Fire Chief will have the discretion to appoint a qualified internal or external candidate to fill the open position.

## ARTICLE 23

### **PROBATIONARY PERIOD - NEW EMPLOYEES**

The probationary period for all new Employees covered by this Agreement shall be one (1) year from the date of hire excluding time spent outside the department for the purpose of obtaining firefighter or paramedic certification. Probationary Employees shall have no right to utilize the Grievance/Arbitration procedure contained in this Agreement or any other policy or procedure for any matter concerning discharge, suspension, or other discipline.

## ARTICLE 24

### **PROBATIONARY PERIOD- PROMOTED EMPLOYEES**

There shall be a probationary period of one year for each Employee who is promoted to a higher classification within the Bargaining Unit. This probationary period shall commence from the Employee's initial regular assignment to the higher classification. At any time during the probationary period, the Fire Chief shall have the right to remove the probationary Employee from the position to which that Employee was promoted. Any probationary Employee so removed shall have no right to appeal said action under the provisions of this Agreement or any other policy or procedure.

A probationary promoted Employee who is removed from the position to which that Employee was promoted, shall return to the position from which that Employee was promoted (however, this shall not be construed as limitation on or a waiver of the City's right to dismiss or discipline such a probationary promoted Employee). Other probationary promoted Employees may also be removed and returned to their former positions if made necessary because of the return of such a probationary promoted Employee to his or her former position.

## ARTICLE 25

### **DISMISSAL/DISCIPLINE**

This article shall be governed by Article 29 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

## ARTICLE 26

### **RESIGNATION**

This article shall be governed by Article 30 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

## ARTICLE 27

### **LEAVES OF ABSENCE WITH PAY**

Employees may be granted leaves of absence with pay upon approval of the Fire Chief and / or the City Manager for the following:

- A. Jury duty or other required appearances before a court or other public body except such appearances required because of the personal matters of the employee or his or her family. Unless prior written approval, employees shall call their Supervisor for return to work instructions.
- B. Official training courses such as conferences, conventions, workshops, or similar meetings required by the City.

Under these provisions, no overtime pay or stipends will be considered.

- C. Employees who are required to make off-duty appearances as a subpoenaed witness in any court, administrative proceeding or deposition involving or arising out of the employee's duties will be compensated for the appearance at the rate of the employee's regular straight-time rate for the time actually spent, provided that a minimum of two (2) hours time will be paid and the standard City per mile travel expense allowed will be paid in order to offset the employee's automobile expenses; provided that any mileage and witness fees received by the employee will be endorsed over to the City.

ARTICLE 28

**LEAVES OF ABSENCE WITHOUT PAY**

This article shall be governed by Article 32 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

ARTICLE 29

**ABSENCE WITHOUT LEAVE**

This article shall be governed by Article 33 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

ARTICLE 30

**OUTSIDE EMPLOYMENT**

This article shall be governed by Article 34 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

ARTICLE 31

Firefighter Bill of Rights

This article shall be governed by Article 11 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

ARTICLE 32

**NON-APPLICABILITY OF CIVIL SERVICE ACT, CIVIL SERVICE**

**RULES AND REGULATIONS AND PERSONNEL POLICIES**

It is understood and agreed that the Civil Service Act and the Civil Service Code of Rules and Regulations of Delray Beach and any amendments thereto and the Personnel Policies shall have no applicability whatsoever to the Employees covered by this Agreement.

ARTICLE 33

**DAMAGE TO CITY/ PERSONAL PROPERTY**

This article shall be governed by Article 37 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

ARTICLE 34

**PENSION PLAN MATTERS**

This article shall be governed by Article 38 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

ARTICLE 35

**ANNUAL PHYSICALS**

This article shall be governed by Article 39 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit but shall exclude the current fitness assessment test detailed in Section 5 of the rank and file collective bargaining agreement.

ARTICLE 36

**COMPREHENSIVE DRUG AND ALCOHOL POLICY AND PROCEDURE**

This article shall be governed by Article 40 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

**ARTICLE 37**  
**MISCELLANEOUS LEAVE**

This article shall be governed by Article 41 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

**ARTICLE 38**  
**WORKERS' COMPENSATION**

This article shall be governed by Article 42 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

**ARTICLE 39**  
**CERTIFICATION INCENTIVE PAY**

This article shall be governed by Article 43-A-FR of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit. However, Chief Officers shall not count towards any of the allotted spots in the rank and file agreement but will be paid above those totals.

**ARTICLE 40**  
**TUITION REIMBURSEMENT PROGRAM**

This article shall be governed by Article 44 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

**ARTICLE 41**  
**DISABILITY INSURANCE**

This article shall be governed by Article 46 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

**ARTICLE 42**  
**SICK AND VACATION PAY-OUT ACCRUALS**

This article shall be governed by Article 47 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

**ARTICLE 43**

**RETIREE INSURANCE**

This article shall be governed by Article 48-A-FR of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

**ARTICLE 44**

**Shift Swaps**

This article shall be governed by Article 49-A-FR of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

\*Replace Battalion Chief with Assistant Fire Chief of Operations Chief where applicable.

**ARTICLE 45**

**Return to Duty Performance Evaluation**

This article shall be governed by Article 50 of the collective bargaining agreement between the City of Delray Beach and IAFF Local 1842, Rank and File unit.

ARTICLE 46  
**Take Home Vehicles**

So long as a take home vehicle program exists, as determined by the Fire Chief the following will apply:

A take home vehicle will be provided to all Non-shift Chief Officers. Non-shift Chief Officers must reside within Palm Beach, Broward, or Martin County to be eligible for a take home vehicle.

Take home vehicle are permitted for commuting, department related activities and for de minimis use ( e.g. dropping or picking up children from school on the way to or from work, stopping to buy a soda or item at the store) in Palm Beach, Martin and Broward County only. Any other use must be approved by the Fire Chief.

ARTICLE 47  
**Cell Phone Stipend and FLSA days**

**Section 1: cell phone**

Shift and 40-hour chief officers shall receive a \$45 cell phone stipend on a monthly basis.

**Section 2: FSLA time**

Upon ratification of this Agreement and on October 1<sup>st</sup> of each year moving forward, Chief Officer's shall receive 96 hours of FLSA time for Shift employees and 80 hours of FLSA time for Non-Shift employees.

## ARTICLE 48

### **DURATION**

This Agreement shall be effective October 1, 2021, through September 30 2023. Negotiations for a successor Agreement shall commence upon written notice by either party issued between March 1, and April 1, 2023. Enumeration of the items to be negotiated for a successor agreement shall be submitted no later than the second bargaining session and only those items shall be negotiated, except by mutual agreement.

- a) Without a successor agreement in place, (after the expiration of this agreement and before the effective date of a successor agreement) step increases shall be frozen effective October 1, 2023 until such time as an agreement has been reached.

**EXECUTION OF AGREEMENT**

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2021

**ATTEST:**

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Katerri Johnson, City Clerk

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Jennifer Alvarez, Interim City Manager

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Duane D' Andrea, Human Resource Director

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L. Keith Tomey III, Fire Chief

**Approved as to form:**

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Lynn Gelin, City Attorney

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2021

**ATTEST:**

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Craig Mahoney, Union President

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Todd Lynch, Battalion Chief

City of Delray Beach & Professional Fire Fighters, Local 1842, IAFF

Collective Bargaining Agreement

October 1, 2021 through September 30, 2023

**Appendix A: Salary Step Plan**

FD		Years of Service	Starting	1	2	3	4	5	6	7	8	9	10	11	12	13	14					
10/1/2021	5%			5%	5%	5%	5%	5%	5%	5%	5%	5%	4%	4%	4%	3%						
FF/EMT	\$51,266.25	\$53,829.56	\$56,521.04	\$59,347.09	\$62,314.45	\$65,430.17	\$68,701.68	\$72,136.76	\$75,743.60	\$79,530.78	\$83,507.32	\$86,847.61	\$90,321.52	\$93,934.38								
FF/PM	\$56,199.94	\$59,009.94	\$61,960.43	\$65,058.46	\$68,311.38	\$71,726.95	\$75,313.29	\$79,078.96	\$83,032.91	\$87,184.55	\$91,543.78	\$95,205.53	\$99,013.75	\$102,974.30								
DE/EMT				\$62,314.44	\$65,430.16	\$68,701.67	\$72,136.75	\$75,743.59	\$79,530.77	\$83,507.31	\$87,682.67	\$91,189.98	\$94,837.58	\$98,631.08								
DE/PM				\$68,311.37	\$71,726.94	\$75,313.29	\$79,078.95	\$83,032.90	\$87,184.54	\$91,543.77	\$96,120.96	\$99,965.80	\$103,964.43	\$108,123.00								
Lieutenant					\$75,142.52	\$78,899.64	\$82,844.62	\$86,986.86	\$91,336.20	\$95,903.01	\$100,698.16	\$104,726.08	\$108,915.13	\$113,271.73								
Captain						\$83,034.41	\$87,186.13	\$91,545.44	\$96,122.71	\$100,928.84	\$105,975.29	\$110,214.30	\$114,622.87	\$119,207.78	\$122,784.02							
Chief													\$111,021.73	\$116,572.82	\$121,235.73	\$126,085.16	\$131,128.56	\$135,062.42				
OR		Years of Service	Starting	1	2	3	4	5	6	7	8	9	10	11	12	13	14					
10/1/2021	Years of Service			4%	4%	4%	4%	4%	5%	5%	5%	5%	5%	5%	5%	3%	3%					
OR Trainee	\$32,357.45	\$33,651.75	\$34,997.82	\$36,397.73	\$37,853.64	\$39,367.79	\$41,336.17	\$43,402.98	\$45,573.13	\$47,851.79	\$50,244.38	\$52,756.60	\$54,339.30	\$55,969.47								
OR Lifeguard	\$34,868.60	\$36,263.34	\$37,713.88	\$39,222.43	\$40,791.33	\$42,422.98	\$44,544.13	\$46,771.34	\$49,109.91	\$51,565.40	\$54,143.67	\$56,850.86	\$58,556.38	\$60,313.07								
OR LT	\$43,921.26	\$45,678.11	\$47,505.23	\$49,405.44	\$51,381.66	\$53,436.93	\$56,108.77	\$58,914.21	\$61,859.92	\$64,952.92	\$68,200.57	\$71,610.59	\$73,758.91	\$75,971.68								
OR Captain	\$48,313.39	\$50,245.92	\$52,255.76	\$54,345.99	\$56,519.83	\$58,780.62	\$61,719.65	\$64,805.63	\$68,045.92	\$71,448.21	\$75,020.62	\$78,771.65	\$81,134.80	\$83,568.85								
OR Chief															\$67,891.62	\$71,286.20	\$74,850.51	\$78,593.03	\$82,522.69	\$86,648.82	\$89,248.28	\$91,925.73
FD		Years of Service	Starting	1	2	3	4	5	6	7	8	9	10	11	12	13						
10/1/2022	Years of Service			4%	4%	4%	4%	4%	5%	5%	5%	5%	5%	5%	5%	5%						
OR Trainee	\$32,357.45	\$33,651.75	\$34,997.82	\$36,397.73	\$37,853.64	\$39,367.79	\$41,336.17	\$43,402.98	\$45,573.13	\$47,851.79	\$50,244.38	\$52,756.60	\$55,394.43	\$58,164.15								
OR Lifeguard	\$34,868.60	\$36,263.34	\$37,713.88	\$39,222.43	\$40,791.33	\$42,422.98	\$44,544.13	\$46,771.34	\$49,109.91	\$51,565.40	\$54,143.67	\$56,850.86	\$59,693.40	\$62,678.07								
OR LT	\$43,921.26	\$45,678.11	\$47,505.23	\$49,405.44	\$51,381.66	\$53,436.93	\$56,108.77	\$58,914.21	\$61,859.92	\$64,952.92	\$68,200.57	\$71,610.59	\$75,191.12	\$78,950.68								
OR Captain	\$48,313.39	\$50,245.92	\$52,255.76	\$54,345.99	\$56,519.83	\$58,780.62	\$61,719.65	\$64,805.63	\$68,045.92	\$71,448.21	\$75,020.62	\$78,771.65	\$82,710.24	\$86,845.75								
OR Chief																						