

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
LOCAL 3564
AND THE
CITY OF GRANTS PASS**

2015 Contract Rollover and COLA

The City of Grants Pass (Employer), and the International Association of Firefighters Local 3564 (IAFF), agree to the following Memorandum of Understanding concerning a one year extension of the parties' 2013-2014 Collective Bargaining Agreement.

1. The Employer and the IAFF agree that their 2013-2014 Collective Bargaining Agreement will be extended for one year with the following changes:

(a) Article 23 "Term of Agreement" is amended to state:

"This Agreement shall be effective upon ratification by the parties and except as amended or modified, shall remain in full force and effect until December 31, 2015.

"This Agreement shall be automatically renewed from year to year thereafter unless either the Association or the City desires to amend or renegotiate this Agreement and so notifies the other party in writing by May 1, 2015.

"During the time the contract is in negotiations, it will remain in full force and effect."

(b) Exhibit A is amended to add Exhibit A-3 "Firefighters Salary Schedule January 1, 2015 – December 31, 2015

"Effective January 1, 2015, the salary schedule for all employees shall be increased by the U.S. CPI-U All Cities October 2014 with a minimum increase of 1.6% up to two percent (2%) or the average of the 12 month period of November 2013 through October 2014, whichever is higher, up to two percent (2%)."

(c) When the increase in the CPI-U is announced a Salary Schedule will be prepared stating the increased wage rates for all classifications within the Association's bargaining unit and attached to this MOU and to the Collective Bargaining Agreement.

(d) The contract language for Article 10.5, Incentive Pay, item G, DPSST Fire Ground I Leader and Exhibit B, Step Schedule, Step Seven for Firefighter and Corporal shall be amended as per attached.

2. This memorandum of understanding shall be considered an addendum to the current collective bargaining agreement, subject to modification through future collective bargaining. Any dispute between the Employer and the IAFF or an employee concerning the interpretation, application or alleged violation of any term of this Memorandum of Understanding shall be subject to the Grievance Procedure set forth in the parties' collective bargaining agreement.

For the Employer



Aaron Cubic, City Manager

Dated: 05 19 14

For the IAFF



Jeremy Petronella, IAFF Vice President

Dated: 6/19/2014

total of 160 hours of such compensatory time. Forty-hour employees may accrue 80 hours of such compensatory time. Compensatory time-off may be taken upon the request of the employee if the supervisor agrees based on the operating needs of the department.

An employee during the periods specified below must advise the head of the department or the employee's designee if overtime is to be credited as compensatory time. If no notification is given on the specified dates, overtime will be paid and not credited as compensatory time. Notification dates are as follows: First week in July, first week in November, and first week in March.

10.5 Incentive Pay. For the life of this contract, the Fire Inspector will be eligible for incentive pay for an Associate's or Bachelor's Degree, an EMT-I certification and/or Fluency in a Second Language. Firefighters and Fire Corporals will be eligible for incentive pay as follows:

A.	Associate's Degree	\$ 94.00 per month
B.	Bachelor's Degree	\$ 189.00 per month
C.	Fluency in a Second Language**	\$ 63.00 per month
D.	Emergency Medical Technician, Advanced	\$ 96.00 per month
E.	Emergency Medical Technician, Intermediate	\$112.00 per month
F.	Emergency Medical Technician, Paramedic	\$132.00 per month
G.	DPSST Fire Ground Leader or Grants Pass Fire Rescue Leadership course	\$109.00 per month
H.	Department Trainers Incentive*	\$128.00 per month
I.	Apparatus Operator***	\$135.00 per month

*In cases where a trainer meeting all requirements of department policy may be selected to perform the duties of Field Training Officer (FTO) such trainers shall be paid a premium when assigned as a trainer and working with an Employee in Training. The incentive is the equivalent of \$121.00 per month. All payment of incentive shall be pro-rated to the actual hours when assigned employees in training are working with the designated trainer.

** With requirements for a mutually agreed annual proficiency test.

***In cases where a firefighter meeting all requirements of department policy is selected to perform the duties of Apparatus Operator (AO) such firefighter shall be paid an incentive when assigned to perform such duties. (Effective the signing date of this agreement.)

In cases where a firefighter meeting all requirements of department policy is selected as a Company Officer (CO) such firefighter shall be paid a premium equivalent to \$250.00 per month. Firefighters not regularly assigned CO will be paid a premium only when acting in capacity.

Incentive Pay for Bachelor's Degree, Associate's Degree, EMT-I, EMT-A and EMT-P are

EXHIBIT "B"

STEP SCHEDULE ELIGIBILITY FOR STEP INCREASES

STEP ONE

This is entry level.

STEP TWO

Requires one-year satisfactory performance at step one.

STEP THREE

Requires one-year satisfactory performance at step two.

STEP FOUR

Requires one-year satisfactory performance at step three.

STEP FIVE

Requires one-year satisfactory performance at step four.

STEP SIX

Requires one-year satisfactory performance at step five.

STEP SEVEN

New hires, not hired as a lateral fire, shall attain Step Six before being eligible for Step Seven incentive compensation.

An employee hired prior to January 1, 2006, requires Achievement of Identified Criteria specified in the terms of this Agreement.

For Step Seven provisions for Firefighter and Fire Corporal, the following standards shall apply:

Evaluations

Any member who receives less than an overall rating of "effectively meets standards" will receive a special evaluation within 6 months of the rating below "effectively meets standards", and should the evaluation be at minimum overall rating of "effectively meets standards" or better, the member's Step Seven compensation shall be reinstated effective six (6) months after the loss of Step Seven pay/ When a special six (6) months evaluation is done in accord with this provision, the standard evaluation will remain scheduled on the member's anniversary date. Any member whose rating is more than 90 days out of cycle shall be considered to have completed an evaluation with an overall rating of "effectively meets standards".

Discipline

Any member who receives more than one written reprimand within a twelve month period or who is suspended without pay will lose his/her Step Seven pay for a period of six months. After six months, if the member has not received further discipline his/her

Step Seven pay shall be restored on condition that all other requirements have been satisfactorily met.

It is the affirmative duty of the union member to sign up for and complete training identified in these standards. Training sponsored by the City shall include at least the minimum necessary to achieve these standards.

The City will not deny Step Seven compensation to an employee who was prevented from attending necessary training through shift scheduling conflicts that prohibited the City from allowing the employee to attend training, provided the employee requested training throughout the calendar year with sufficient advance notice to allow the City the ability to accommodate in accord with the department policy.

Upon submission of approved Step Seven Application to the Public Safety Department Support Specialist, the paperwork will be reviewed by management and submitted to Personnel within fourteen (14) days. Compensation will be effective the next pay period following receipt in Personnel.

Compliance with Step Seven training requirements shall be determined on a calendar year basis.

Effective January 1, 2015, all current Step 7 Firefighters and Corporals will have until December 31, 2015, to meet all updated Step 7 preliminary qualifications in order to maintain Step 7.

STEP SEVEN for Firefighter
Preliminary Qualifications

Minimum three years of consecutive performance evaluations with a minimum overall rating of "effectively meets standards".

Successfully complete the following courses/classes:

~~DPSST Fire Ground Leader or Company Officer Development Course~~ **Grants**

Pass Fire Rescue Leadership course

~~DPSST S-205~~ **215 Fire Operations in Wildland Urban Interface course** &**

S-290 Intermediate Wildland Fire Behavior course**

S-230/231 Engine Boss course **

NFPA Instructor I **

~~Fire Dept. Budgets Workshop (16 hours) *~~

~~Fire Dept. Leadership Workshop (16 hours) *~~

~~Managing Fire Personnel OR Management Practices Workshop (16 hours) *~~

~~Public Education/Public Information Workshop (16 hours) *~~

WR121 - College writing course, advanced or technical, i.e. WR121 **

~~3 Credit Building Construction Course from an Accredited College or University~~

FRP233 Firefighter Safety and Survival **

FRP262 Fundamentals of Fire Prevention **

FRP264 Building Construction for Fire Protection **

STEP SEVEN – Maintenance

Member must submit to the Public Safety Department Administrative Support Specialist **Public Safety Executive Assistant** in writing proof of:

Attendance and successful completion of a minimum of 16 hours of approved training in the areas of leadership, ethics, supervision, management, critical incident management, incident command, media relations, prevention and/or similar career development courses each calendar year.

Minimum overall rating of “effective meets standard” on last scheduled performance evaluation.

STEP SEVEN for Corporal

Preliminary Qualifications

All requirements of Firefighter Step Seven

DPSST Fire Officer II**

~~DPSST Basic Fire Institute Series (8 classes)**~~

~~DPSST Haz-Mat Incident Commander**~~

S330 Taskforce/Strike Team Leader course

S390 Advanced Wildland Fire Behavior course

WR227 – Technical Report Writing **

Step Seven – Maintenance

Member must submit to the Public Safety Department Administrative Support Specialist **Public Safety Executive Assistant** in writing proof of:

Attendance and successful completion of a minimum of 24 hours of approved training in the areas of leadership, ethics, supervision, management, critical incident management, incident command, crisis negotiations, media relations, fire suppression, prevention and/or similar career development courses each calendar year.

Minimum overall rating of “effective meets standard” on last scheduled performance evaluation.

Note that a Step 7 Firefighter who promotes to Fire Corporal would go to the nearest compensable step in the Fire Corporal salary schedule. Upon completing trial service and all other requirements for Fire Corporal Step 7 would advance.

~~Step 7 – Fire Corporal –~~

~~— All requirements of Firefighter Step 7,~~

~~— DPSST Fire Officer II**~~

~~— DPSST Basic Fire Institute Series**~~

~~— DPSST Haz-Mat Incident Commander**~~

~~— Must attend and successfully complete a minimum of 24 hours of approved training in the areas of leadership, ethics, supervision, management, critical incident management, incident command, media relations, fire suppression, prevention and/or similar career development courses each calendar year.~~

For Step Seven provisions in all classifications, the following training standards shall

apply;

It is the affirmative duty of the association member to sign up for and complete training identified in these standards. Training sponsored by City shall include at least the minimum necessary to achieve these standards.

The City will not deny step seven compensation to an employee who was prevented from attending necessary training through shift scheduling conflicts that prohibited the City from allowing the employee to attend training, provided the employee requested training throughout the calendar year with sufficient advance notice to allow the City the ability to accommodate in accord with the department policy.

- * Or approved DPSST equivalent
- ** Or subsequent management approved DPSST replacement **or Department approved accredited course.**
- * After means the first pay period following the last step increase.