

AGREEMENT

between the

TOWN OF MARBLEHEAD

and the

**INTERNATIONAL ASSOCIATION OF FIREFIGHTERS,
AFL-CIO, CLC, LOCAL NO. 2043**

July 1, 2022 – June 30, 2025

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PREAMBLE

Contract by and between the Town of Marblehead, hereinafter referred to as the

Section 5: Copies of Collective Bargaining Agreements

Local 2043 and the Town shall share the costs of providing copies of the collective bargaining agreement.

ARTICLE 2. DEATH IN FAMILY

In case of death of a grandparent, father, mother, sister, brother, spouse, child, grandchild, father-in-law, brother-in-law, sister-in-law, mother-in-law, aunt or uncle, the employee shall be granted a leave of absence without loss of pay for a period of seventy-two (72) hours from the time of death of said relative if said relative died within the Commonwealth provided, however, that the employee shall be granted an additional leave of twenty-four (24) hours to attend the funeral if the funeral occurs on such fifth (5th) leave day. The employee shall be granted an additional leave of absence without loss of pay of forty-eight (48) hours (beyond the 72 hours) for the purpose of attending funeral services of said relative if said relative resided and died outside of the Commonwealth.

ARTICLE 3. EQUIPMENT AND UNIFORM ALLOWANCE

The clothing allowance of eight hundred fifty (\$850.00) Dollars shall be increased as set forth below:

1. Effective July 1, 2021

entitlement may be expended by such newly hired employee upon the filing of a requisition with the Fire Chief no later than May 15th of the fiscal year of such initial employment.

Protective clothing such as helmets, gloves, protective eye shield, boots, bunker gear, protective hoods and personal safety equipment shall be provided, cleaned, repaired, or replaced at the discretion of the Fire Chief.

Dress uniforms shall not be required in going to and from station assignments. Sleeve badges shall be provided by the Town.

ARTICLE 4. EXTRA PAID DETAILS

The following provisions shall govern the assignment of extra paid details to permanent firefighters and officers where the detail is to be paid for by any other Town department, government body, or by an outside individual person or group, corporation or organization.

A. Such assignment shall be made by the Fire Chief or his duly authorized representative on a voluntary basis and shall be distributed among said firefighters and officers in a reasonable manner as evenly as possible. No firefighter or officer or any other person shall accept any such assignment unless the same is made by the Fire Chief as aforesaid.

B. Extra paid details shall be paid at the following rates:

1. Non-Town/Non-Enterprise Funds

(a) Effective July 1, 2018, time plus one-half Captain Step 6 rate of pay. With a minimum of four (4) hours, and an additional four (4) hours minimum for any time worked by a firefighter in excess of four (4) hours up to and including eight (8) hours, and at the rate of time and one-half the detail hourly rate of pay for each hour in excess of eight (8) hours.

(b) Notwithstanding the language set forth in paragraph F below, to the contrary, effective July 1, 2012, except for the July 4th Town sanctioned Fireworks Exhibition and activities related thereto, the July 4th Festival of Arts and activities related thereto, and the other July 4th Town sanctioned/sponsored activities, firefighters and officers shall be compensated at an hourly rate of pay of \$60.00 for working a detail on a holiday, Christmas Eve beginning at 5:00 p.m., New Year

With a minimum of four (4) hours, and an additional four (4) hours minimum for any time worked by a firefighter in excess of four (4) hours up to and including eight (8) hours, and at the rate of time and one-half the detail hourly rate of pay in excess of eight (8) hours.

2. Town/Enterprise Funds

(a) Effective July 1, 2018, time and one-half the regular straight time hourly rate of pay for a member's current rank, with a minimum of three (3) hours.

(b) A Town extra paid detail shall be defined as any extra paid detail assigned to work performed by a Town employee.

(c) A ten percent (10%) surcharge is to be added to all non-Town Enterprise fund details. The Town shall create a revolving account, initially funded with \$5,000.00 from the Town to enable firefighters to be paid for details in a timely fashion. Paid detail receipts are to be deposited into said fund. If all said fund is depleted, then the firefighter will receive payment for details worked when the vendor pays the Town for the detail worked or when the fund contains sufficient money to pay the detail(s) worked. The Town

ARTICLE 5. VACATIONS

Excluding special assignments, personnel may designate by fire department seniority choice of vacations. The Fire Chief shall schedule each employee for two weeks of such employee

continue for all or the greater part of such employee

year. In no event shall a bargaining unit employee who works less than thirty (30) weeks in the aggregate during the said twelve (12) months be allowed to earn vacation in excess of eight (8) tours.

Except for the vacation drawings conducted the first week in April of each calendar year as set forth in this ARTICLE 5, any other vacation leave request shall be submitted by the employee at a minimum of twenty-four (24) hours prior to the date requested for vacation leave, subject to the approval of the Chief or the Chief's designee. This provision may be waived by the Chief. Use of banked holidays shall not be subject to this provision.

ARTICLE 6. HOURS OF WORK

A twenty-four (24) hour shift schedule has been implemented upon terms and conditions mutually agreeable to the Town and the Union, and approved by the Chief. The average weekly hours of duty for the Marblehead Fire Department shall not exceed forty-two (42) hours per week, average, over an eight (8) week cycle as follows. One twenty-four (24) hour shift on duty followed by twenty-four (24) hours off duty, followed by one twenty-four (24) hour shift on duty, followed by one hundred and twenty (120) hours off duty. A twenty-four (24) hour work shift shall consist of a ten (10) hour day tour followed by a fourteen (14) hour night tour.

The schedule for administrative positions such as fire prevention shall be a forty-two (42) hour week with the schedule as determined by the Chief.

ARTICLE 7. OVERTIME, EXTRA PAID DUTY, SICK LEAVE AND RECORDS OF SAME

SECTION 1:

The Fire Chief or the Chief

Overtime will be distributed as equally as is reasonably possible among firefighters who have the same rank and according to the Memorandum of Understanding for overtime dated November 25, 2002.

When an employee has completed the employee

SECTION 3:

Effective July 1, 2018, any regular full-time employee shall be paid in a lump sum upon the employee



Any firefighter temporarily assigned and performing the duties and responsibilities of the Chief, in excess of one week shall be paid a base rate in accordance with the Town

Section 1:

The salary rates for Bargaining Unit employees are set forth in Appendix A attached hereto and made a part of this Collective Bargaining Agreement.

Section 2:

Appendix A reflects the following Steps and Step progression within each salary grade:

A. Steps to maximum grade are as follows:

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Start	6-12 Mos. Later	18-24 Mos.	30-36 Mos.	10yrs Continuous Service With MFD	15 yrs Continuous Service With MFD	20 years Continuous Service With MFD	25 yrs Continuous Service With MFD

B. Progression on Steps within each grade shall be governed by the following:

Step 1 starting or hiring rate shall remain in effect for a probationary period of not less than six (6) months nor more than twelve (12) months, at the end of which time an automatic increase of one (1) step (to Step 2) shall be made.

In order to be eligible for Step 3 wage, the firefighter shall have served at least twelve (12) months in Step 2.

In order to be eligible for the Step 4 wage, the firefighter shall have served at least twelve (12) months at Step 3.

In order to be eligible for the Step 5 wage, a firefighter shall have ten (10) years of continuous service with the Marblehead Fire Department, providing however, the firefighter has served at least twelve (12) months at Step 4.

In order to be eligible for the Step 6 wage, a firefighter shall have fifteen (15) years of continuous service with the Marblehead Fire Department, providing however, the firefighter has served at least twelve (12) months at Step 5.

Effective July 1, 2022, a Step 7 shall be implemented into the Salary Schedule. In order to be eligible for the Step 7 wage, a firefighter shall have twenty (20) years of continuous service with the Marblehead Fire Department, providing however, the firefighter has served at least twelve (12) months at Step 6. The differential between Step 6 and Step 7 shall be two (2%) percent.

Effective July 1, 2023, a Step 8 shall be implemented into the Salary Schedule. In order to be eligible for the Step 8 wage, a firefighter shall have twenty (25) years of continuous service with the Marblehead Fire Department, providing however, the firefighter has served at least twelve (12) months at Step 7. The differential between Step 7 and Step 8 shall be two (2%) percent.

Increases in salary through the merit range (Steps 3, 4, 5, 6, 7 and 8) are neither automatic nor mandatory and shall be granted only on the basis of merit by the Chief. No more than one merit increase may be granted in any twelve month period.

Section 3:

The following rules are intended to cover future promotions.

(a) Firefighter to Lieutenant or Lieutenant to Captain

A firefighter promoted to Lieutenant or a Lieutenant promoted to Captain shall be placed at the lowest step of the higher classification which results in a raise of pay, provided however, that if the increase resulting therefrom is less than 9% such firefighter shall be paid at the rate of the first step that is no less than 9% greater than such firefighter

Newly hired employees with no prior experience as a firefighter in the Marblehead Fire Department shall be placed at Step 1 of the salary schedule, except as hereinafter specifically provided, and the progression rules set forth in Article 11, Section 2B shall govern. Anything contained in the Town By-laws with respect thereto shall not be applicable.

The Board of Selectmen, upon recommendation of the Fire Chief, may place such a newly hired employee on a step greater than Step 1. The decision of the Board of Selectmen granting or denying such greater placement shall not be subject to challenge.

2. Newly hired or rehired employees with prior experience as a firefighter in the Marblehead Fire Department.

Newly hired or rehired employees with prior experience as a firefighter in the Marblehead Fire Department shall be placed on the same step on the salary schedule as which they previously occupied, except as hereinafter specifically provided. Thereafter, the progression rules set forth in Article 11, Section 2B shall govern. Anything contained in the Town By-laws with respect thereto shall not be applicable.

The Board of Selectmen, upon recommendation of the Fire Chief, may place such newly hired or rehired employee on a step greater than previously occupied. The decision of the Board of Selectmen granting or denying such greater placement shall not be subject to challenge.

ARTICLE 12. BULLETIN BOARD

The Town shall provide a bulletin board within the fire stations to be used by the Union for posting of notices concerning Union business and activities.

ARTICLE 13. MANAGEMENT RIGHTS

The Fire Chief and Town where applicable retain the right, in accordance with all applicable laws and regulations and subject to applicable clauses contained in this Contract, (A) to direct employees within the fire department; (B) to hire, promote, transfer, assign, and retain employees in positions within the fire department, and to suspend, demote, discharge, or take other disciplinary action against employees; (C) to relieve employees from duties because of lack of work or for other legitimate reasons; (D) to maintain efficiency of the government operations entrusted to them; (E) to determine the methods, means, and personnel by which such operations are to be conducted, and (F) to take whatever actions may be necessary to carry out the mission of the fire department in case of emergency.

It is understood and agreed that the Fire Chief, subject to the approval of the Town where applicable, possesses the sole right to operate the fire department and that all management rights repose in him, but such rights must be exercised consistently with other provisions of this contract. These rights include, but are not limited to the following:

1. Discipline or discharge for just cause. (The Just Cause Clause is not applicable during employee

ARTICLE 15. GRIEVANCE AND ARBITRATION

Section 1: Complaints, disputes, or controversies which arise between one or more employees and the Town of Marblehead or its agents concerning the interpretation or application of this Agreement may be processed under the following procedure:

Step 1. Union representatives shall within thirty (30) business days of the event giving rise to the grievance or the date the aggrieved employee did or should have first acquired knowledge of its occurrence present the grievance in writing to the Chief. The Chief, or his designee, shall meet with the Union within three (3) business days of the receipt of the grievance and shall respond in writing within four (4) business days of such meeting.

Step 2. If the grievance is not settled at Step 1, the Union within ten (10) business days after the receipt of the Step 1 answer, if it wishes to appeal, shall submit the grievance to the Town Administrator who shall schedule a meeting with the Union to discuss the grievance within ten (10) business days of such submission. The Town Administrator shall provide a written response within ten (10) business days of such meeting.

Step 3. If the grievance is not settled at Step 2 the Union, within fourteen (14) business days after the receipt of the Step 2 answer, if it wishes to appeal, shall submit the grievance to the Selectmen who shall schedule a meeting with the Union to discuss the grievance within fourteen (14) business days of such submission. The Selectmen shall provide a written response within fourteen (14) business days of such meeting.

Step 4. Subject to the full absolute authority of the Chief for administration of the Department under M.G.L. c. 48, Section 42, the Union, if the grievance is not settled at Step 3, may within fourteen (14) business days after the written response from the Selectmen submit the grievance to final and binding arbitration by providing the Board with written notice thereof. Upon such submissions, the Union and the Town shall attempt to select an arbitrator within seven (7) business days of notice of submission; the Union may submit the dispute to the American Arbitration Association for arbitration designation according to its procedure. The voluntary labor arbitration rules of said Association shall govern the proceedings regardless of the manner utilized by the parties in selecting the arbitrator. Within the limits of his authority, the arbitrator

A business day shall be defined as any day Monday through Friday, providing however, if any such day shall fall on a Town recognized legal holiday, then in such event, such day shall be excluded.

Section 2: In the event any of the parties to whom the grievance is presented as hereinbefore provided fails to respond within the time limits provided, it shall be deemed a denial of the grievance.

Section 3: No employee shall be disciplined or discharged except for just cause. (The Just Cause Clause is not applicable during employee

Memorial Day
Firefighter

Thanksgiving

ARTICLE 19. NO DISCRIMINATION

Employees will not be discriminated against because of their activities on behalf of the interests of Local 2043.

ARTICLE 20. HEALTH AND SAFETY

Section 1: The Chief of the Fire Department and representatives of Local 2043 shall conduct monthly meetings to discuss issues of health and safety, time of meetings to discuss issues determined by the Chief of the Department.

Section 2: The Town shall bear the full cost of repairing and replacing the employee

B. Effective July 1, 2022, a Bargaining Unit employee who attains a degree from a regionally accredited college or university in Fire Science, Public Administration, or Fire and Emergency Management which includes any degree recognized by Civil Service Promotional Education and Experience Claim, Category 1 Majors: Business Administration, Management, Nursing, Paramedic Medicine, Engineering (Civil, Chemical, Structural, Electrical, Building Construction, Fire Prevention), Chemical Science, Physical Science, Biological Science, Computer Science or other Category 1 Majors recognized by Civil Service shall only be entitled to receive the below listed annual educational compensation which shall be included as part of such an employee's weekly base salary::

Associates Degree

ARTICLE 27. INDEMNIFICATION

The Town may, upon written application by any of its firefighters retired either before or after May 3, 1983, under a general or specific law specifically relating to retirement for accidental disability, except a special law applicable to one person, or in the event of the death of any such firefighter, upon written application by his widow, or if he leaves no widow, by his next of kin, indemnify, out of any funds appropriated for the purposes of this section, such firefighter, or in the event of his death, his widow, or if he leaves no widow, his next of kin, for all reasonable hospital, medical and surgical, chiropractic, nursing, pharmaceutical, prosthetic and related expenses and reasonable charges for podiatry incurred by such firefighter after his retirement; provided however, that no person shall be indemnified under this section unless a majority of the members of a panel consisting of (a) the Chairman of the Retirement Board of the Town, (b) the Town Counsel or other officer having similar duties or a person designated in writing by such counsel or officer to act for him, and (c) such physician as the Selectmen in writing appoint, shall, upon receipt from the applicant of due proof, certify: (1) that the expenses for which indemnification is sought were the natural and proximate result of the disability for which the firefighter was retired; (2) that such expenses were incurred after (date of Town Meeting action on Wage Agreement); (3) that the hospital, medical, and surgical, chiropractic, nursing, pharmaceutical, prosthetic and related expenses and reasonable charges for podiatry to which such expenses relate were rendered within six (6) months before the application; (4) that such expenses were in no way attributable to the use by the firefighter of any intoxicating liquor or drug or to his being gainfully employed after retirement or to any other willful act or conduct on his part; and (5) that such expenses are reasonable under all circumstances.

ARTICLE 28. SWAPS

Bargaining unit employees may request permission to swap tours or partial tours of duty, and the Chief shall approve such requests, except for good reason providing:

1. The swaps impose no cost on the Town.
2. Neither the department nor the Town shall be responsible for enforcing any agreement made between the employees.
3. No exchange shall be used by the employee or the Union for the purpose of claiming overtime pay.
4. The exchange is within rank only (firefighter for firefighter, lieutenant for lieutenant, captain for captain).
5. Request for permission is made with appropriate notice to the Chief.
6. Only one (1) swap shall be permitted during a tour.

ARTICLE 29. DISPATCHING

A. The Union acknowledges the right of the Town to have fire and/or non-fire personnel perform

B. The Town shall pay the costs of the tuition, texts, and examination fees, if any, related to the EMT re-certification of Town firefighters.

C. Effective July 1, 2022, a firefighter who is EMT certified shall receive an annual stipend of 13% of the pay of a top Step firefighter, which shall be paid in weekly amounts of \$172.01.

D. Effective July 1, 2023, a firefighter who is EMT certified shall receive an annual stipend of 14% of the pay of a Step 7 firefighter, which shall be paid in weekly amounts of \$188.95.

E. Effective July 1, 2024, a firefighter who is EMT certified shall receive an annual stipend of 15% of the pay of a top Step firefighter, which shall be paid in weekly amounts of \$210.63.

A firefighter/EMT shall be required to advance such firefighter

the time of injury), if such work activity is medically inconsistent with the employee's Chapter 41, Section 111F status/injury. An employee who desires to work during such time must submit a written request to work, simultaneously to the Chief and Town Administrator, stating the nature of the employee's duties and responsibilities, the place of employment and hours/schedule of work; and obtain the prior written approval of the Chief and the Town Administrator. In the event that the employee is denied the right to work by the Chief or the Town Administrator, then said employee shall have the right to be examined, at the employee's expense, by a physician designated by the Town who has expertise in the type of injury/illness that has caused the employee to be placed in a Chapter 41, §111F injury status, in order to determine if the employee's work activity is medically inconsistent with the employee's Chapter 41, §111F status/injury. Said denial or approval shall be given to the employee within fourteen (14) days of the receipt by the Chief and the Town Administrator of the employee's written request. In the event that the Chief is unavailable to receive the employee's written request to work or is unavailable during the said fourteen (14) day period, then the written request shall be presented solely to the Town Administrator. In the event that both the Chief and the Town Administrator are unavailable to receive the employee's written request or are unavailable throughout the said fourteen (14) period, the Town Administrator's designee shall serve in place of the Town Administrator. If an employee wishes to appeal the denial to work by the Town, the employee shall do so in writing within seven (7) days, and present it to the Town Administrator or the Town Administrator's designee, who will within seventy-two (72) hours of receiving the employee's request, provide the employee with the doctor's name and date of appointment. The medical opinion of the physician is final and binding, on all parties, without appeal, including but not limited to arbitration, any agency, a governmental body, court or any other forum, etc. However, the procedural aspects of this paragraph (b) shall be subject to the grievance-arbitration clause of the collective bargaining agreement between the parties. In the event that a grievance proceeds to arbitration and is decided by an arbitrator, then the losing party shall solely bear the expense of the arbitrator.

The Town shall request from either the Salem Hospital or its affiliates or the Lahey Clinic or its affiliates a list of doctors who have expertise in the employee's injury/illness. Prior to any examination the employee agrees to sign any and all documents required by the Town for the purpose of obtaining the medical reports and/or evaluation(s).

ARTICLE 33. MASSACHUSETTS FIRE ACADEMY TRAINING/CREDITS

A. For the period of time effective July 1, 2022, through and including June 30, 2025, firefighters who complete fifty-four (54) hours of training/credit in Massachusetts Firefighting Academy (MFTA) sponsored courses or other training courses with prior approval of the Chief, shall be paid a one-time bonus of Five Hundred (\$500.00) Dollars.

B. For the period of time effective July 1, 2022, through and including June 30, 2025, firefighters who complete fifty-four (54) hours of training/credit in

Massachusetts Firefighting Academy (MFTA) sponsored courses or other training courses with the prior approval of the Fire Chief, shall be paid in addition to the bonus set forth in Paragraph A of this Article 34, a bonus of Five Hundred (\$500.00) Dollars; and an additional bonus of Five Hundred (\$500.00) Dollars upon completion of an additional fifty-four (54) hours of training as set forth above. In no event shall a firefighter be entitled to receive in excess of One Thousand (\$1,000.00) Dollars per fiscal year for training under this Paragraph B.

1. Firefighters shall not be credited for hours or credits for any repeated courses.
2. Firefighters shall not be granted leave to attend the MFTA.
3. The Town, if scheduling permits and subject to the Chief

**ARTICLE 35. CELL PHONE AND/OR ELECTRONIC DEVICE USAGE
IN A VEHICLE**

This Cell Phone Usage in a Town owned Vehicle policy applies to any device that makes or receives phone calls, leaves messages, sends text messages, surfs the Internet, or downloads and allows for the reading of and responding to email whether the device is Town-supplied or personally owned.

Any employee while utilizing a Town owned vehicle is prohibited from using a cell phone or similar device while driving, whether the business conducted is personal or Town-related. This prohibition includes without limitation, receiving or placing calls, text messaging, surfing the Internet, receiving or responding to email, checking for phone messages, or any other purpose. **To safely use a cell phone or similar device, an employee is required to stop such employee's vehicle in a safe location.**

ARTICLE 36. FAMILY MEDICAL LEAVE ACT ("FMLA")

An employee who is absent from work as a result of a qualifying event/reason under the FMLA may within three (3) days at the beginning of such absence, at the employee

ARTICLE 40. DURATION

Unless otherwise specified, the provisions of this Agreement shall be effective July 1, 2022, and shall continue in full force and effect until June 30, 2025, unless written notice of a desire to terminate or modify is given by either party to the other not later than September 1st prior to said expiration date or any anniversary date of any subsequent year that said party desires to terminate or modify said contract. Upon timely notice and bargaining for a successor contract, the terms and conditions of this Agreement shall remain in full force and effect until a successor contract is executed and implemented.

[Signature page follows]

IN WITNESS WHEREOF, the parties to this contract have caused their presence to be executed by their duly authorized representatives, and their seals to be affixed as of this _____ day of May, 2022.

International Association
of Fire Fighters
AFL-CIO, Local 2043

Town of Marblehead
Board of Selectmen

By: _____
Eric Ridge, President

By: _____
Jackie Belf-Becker, Chair

By: _____
Eric Thibodeau, Vice President

By: _____
M. C. Moses Grader, Selectman

By: _____
Mark Barcamonte, Treasurer

By: _____
Erin M. Noonan, Selectman

By: _____
John LeQuinn, Secretary

By: _____
James E. Nye, Selectman

By: _____
Mark Tentindo, Negotiating Team Member

By: _____
Alexa J. Singer, Selectman

By: _____
John McGinn,
Interim Town Administrator

APPENDIX A

FIRE PERSONNEL SALARY SCHEDULE

A. Effective July 1, 2021, the Training Officer(s), EMS Coordinator(s) and Fire Prevention Officer shall each receive the below listed annual stipends paid weekly less requisite withholdings.

1. Two (2) Training Officers(s) \$2,000.00 each
2. Two (2) EMS Coordinator(s) \$2,000.00 each
3. One Fire Prevention Officer \$6,000.00

FY2023 FIRE SALARY SCHEDULE									
Effective 7/1/2022 - 2%									
						10+ Years	15+ Years	20+ Years	25+ Years
Group	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
01	Firefighter	1,076.56	1,119.62	1,164.40	1,210.97	1,253.36	1,297.23	1,323.18	0.00
	Hourly	25.63	26.66	27.72	28.83	29.84	30.89	31.50	0.00
02	Lieutenant	1,243.42	1,293.15	1,344.88	1,398.68	1,447.63	1,498.30	1,528.27	0.00
	Hourly	29.61	30.79	32.02	33.30	34.47	35.67	36.39	0.00
03	Captain	1,436.14	1,493.59	1,553.33	1,615.47	1,672.01	1,730.53	1,765.14	0.00
	Hourly	34.19	35.56	36.98	38.46	39.81	41.20	42.03	0.00

FY2024 FIRE SALARY SCHEDULE									
Effective 7/1/2023 - 2%									
						10+ Years	15+ Years	20+ Years	25+ Years
Group	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
01	Firefighters	1,098.09	1,142.01	1,187.69	1,235.19	1,278.42	1,323.18	1,349.64	1,376.63
	Hourly	26.14	27.19	28.28	29.41	30.44	31.50	32.13	32.78
02	Lieutenants	1,268.29	1,319.02	1,371.78	1,426.66	1,476.59	1,528.27	1,558.83	1,590.01
	Hourly	30.20	31.41	32.66	33.97	35.16	36.39	37.12	37.86
03	Captains	1,464.87	1,523.46	1,584.40	1,647.78	1,705.45	1,765.14	1,800.44	1,836.45
	Hourly	34.88	36.27	37.72	39.23	40.61	42.03	42.87	0.00

FY2025 FIRE SALARY SCHEDULE									
Effective 7/1/2024 - 2%									
						10+ Years	15+ Years	20+ Years	25+ Years
Group	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
01	Firefighters	1,120.05	1,164.85	1,211.44	1,259.90	1,303.99	1,349.64	1,376.63	1,404.17
	Hourly	26.67	27.73	28.84	30.00	31.05	32.13	32.78	33.43
02	Lieutenants	1,293.66	1,345.40	1,399.21	1,455.19	1,506.12	1,558.83	1,590.01	1,621.81
	Hourly	30.80	32.03	33.31	34.65	35.86	37.12	37.86	38.61
03	Captains	1,494.16	1,553.93	1,616.08	1,680.74	1,739.56	1,800.44	1,836.45	1,873.18
	Hourly	35.58	37.00	38.48	40.02	41.42	42.87	43.72	0.00

The one (1) Fire Mechanic position recognized as part of the Bargaining Unit covered by this Collective Bargaining Agreement shall be filled by two (2) Bargaining Unit Firefighters, the total stipend for both shall be no more than \$4,150.00 per year. The stipend payment for each Fire Mechanic shall be determined at the sole discretion of the Chief. In no event shall these two (2) stipends be construed or interpreted to mean that there are two (2) Fire Mechanic positions in the Bargaining Unit.

Said stipend shall be paid, notwithstanding nonperformance of the duties, in the following circumstances.

- A. While the Mechanic is on vacation.
- B. In the event the Fire Mechanic is injured or sick (unrelated to the performance of the Fire Mechanic