

Collective Bargaining Agreement

Between Kootenai County Fire & Rescue and Local 2856,
International Association of Fire Fighters, AFL-CIO

Effective:

October 1st, 2014 – September 30th, 2018

COLLECTIVE BARGAINING AGREEMENT

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COLLECTIVE BARGAINING AGREEMENT

PREAMBLE

This agreement is entered into by Kootenai County Fire & Rescue, hereinafter collectively referred to as “District”, and Local 2856, International Association of Fire Fighters, AFL- CIO, hereinafter referred to as “Union”.

ARTICLE 1 TERM OF AGREEMENT AND NEGOTIATIONS

1. Effective Dates

This Agreement, after being signed by both parties, shall be effective October 1, 2014 and shall remain in full force and effect through September 30, 2018, subject to the conditions hereinafter stated and thereafter from year to year unless otherwise terminated.

2. Amendment of Agreement

This Agreement may be amended at any time by mutual agreement of the parties.

3. Termination of Agreement

This Agreement may be terminated as of September 30, 2018 or as of any September 30th thereafter by either party serving notice in writing upon the other party not later than two (2) months before the end of the then-current Agreement year.

ARTICLE 2

RECOGNITION

1. Exclusive Bargaining Representative

The District hereby recognizes the Union as the exclusive bargaining representative for all full-time uniformed fire personnel (as that term is defined in Idaho Code § 44-1801 (a) now or hereafter amended) employed by the District, excluding the Chief Officers and all other employees of the District.

2. Employee

Hereinafter, all references to “employees” shall mean those employees whose position in the District, for whom the Union is the bargaining representative.

ARTICLE 3

UNION SECURITY AND ASSESSMENTS

1. Purpose

The purpose of this Agreement is to achieve and maintain harmonious relations between the District and the Union, to provide for equitable and peaceful resolution of differences, and to establish standards of wages, hours, and conditions of employment.

2. No Lockout

The District shall not lockout Union members.

3. Notice of Agreement

Any new affected employee of the District shall be notified of this Agreement by the Union. The District shall neither encourage nor discourage the new employee from joining the Union.

4. Dues

The District shall deduct, and remit to the Union, the Union dues from the compensation of those employees who individually request in writing that such deduction(s) be made. The amounts to be deducted shall be certified to the District by the Treasurer of the Union.

5. Assessments

- A. The District and Union agree that the Union may unanimously opt to participate in non-District related benefit plans and programs for the exclusive use and benefit of bargaining unit employees. If the Union chooses to unanimously participate in such programs it does so autonomously and the District shall have no legal or financial obligation(s) for such insurance policies, programs or assessments. Under Idaho law, all payroll withholdings require written authorization by each employee. The District reserves the right to restrict the number of assessments/programs available through payroll withholding.
- B. Disability Insurance: Currently, the Union participates in a self-pay Disability Insurance policy, the premiums for which are one hundred percent (100%) paid by the employee through a payroll withholding that is forwarded to the Union. The District neither promises nor implies that future premiums or premium increases will be funded by the District.
- C. Medical Expense Reimbursement Program (MERP): Should the Union unanimously opt to participate in a self-pay MERP all costs associated with the program shall be paid one hundred percent (100%) by the employees. The District neither promises nor implies that future premiums or premium increases will be funded by the District.

If adopted, the District shall deduct MERP contributions in accordance with each employee's written authorization and shall forward said contributions to the Union's designated MERP trust fund administrator no later than the twentieth (20th) of each month following the month in which the contributions were withheld. The MERP contribution and trust fund administrator shall be certified by the Treasurer of the Union.

- D. The Union and the Employees agree to hold the District harmless and indemnify the District from any and all liability, claims, demands, law suits, and/or losses, damage or injury to persons or property, of whatsoever kind, arising from and in any way related to the implementation and administration of all non-District related benefit plans, including but not limited to the Disability and MERP plans discussed above. The Union and Employees shall be one hundred percent (100%) liable for any and all liabilities that arise out of such plans. The Union and Employees shall be liable for any and all tax penalties, as well as any other liabilities and audit costs arising out of the implementation and administration of said plans.

ARTICLE 4

DISTRICT SECURITY

1. No Interruption of Work

The Union agrees to the essential nature of the services provided by bargaining unit employees in protecting public safety. In recognition of this fact, the Union agrees that there shall be no work interruptions, slowdowns, or strikes at any time during the life of this Agreement. In the event of unauthorized interruptions, the Union agrees to join the District in requiring involved employees to return to work immediately. Employees found to be in violation of this article may be disciplined, provided that unlawful actions of the District, which are prohibited by statute, have not forced such action by the employees.

2. "Work Now - Grieve Later" Principle

The Union recognizes the "work-now grieve-later" doctrine. The Union will join with the District to enforce and support this doctrine.

3. Union Right to Challenge District Action

The District recognizes the right of the Union to challenge action taken by the District through the grievance procedure as provided for herein.

ARTICLE 5

MANAGEMENT RIGHTS

1. Management Rights of the District

The Union recognizes that, except as specifically limited, abridged, or relinquished by the terms and provisions of this Agreement, all rights to manage, direct and supervise the operations of the District and the employees are vested solely in the District.

2. Specific Management Rights

Subject to the provisions of this Agreement, the Union recognizes:

- A. The prerogatives of the District to operate and manage its affairs in all respects and in accordance with its responsibilities and powers.
- B. The reservation by the District of those rights concerned with the management and operation of the District, including but not limited to the following:
 - (1) Recruit, assign, transfer and promote employees to positions within the District.
 - (2) Assign and schedule work and determine job content.
 - (3) Establish reasonable performance and productivity standards.
 - (4) Introduce and use new, improved, or automated methods or equipment.
 - (5) Suspend, demote, discharge, or take other disciplinary action against employees for just cause.
 - (6) Adopt reasonable rules for the operation of the District and the conduct of its employees. Whenever and wherever practicable, the District and its management shall confer with the Union and consider its recommendations and comments prior to adoption of such rules.
 - (7) Lay off employees due to financial reasons.
 - (8) Establish and control the District budget.
 - (9) Take emergency action as necessary to perform the proper functions of the District.
 - (10) Eliminate wasteful work.
 - (11) The District may make and implement decisions in the above areas.

3. Matters Not Covered by Agreement

The Union does not waive its rights for matters not covered by this Agreement.

4. Impacts Bargainable

Nothing in this Agreement is to be construed as a waiver by the Union of its right to bargain the impact, where required by law, of any District decision or action.

ARTICLE 6

NON-DISCRIMINATION

1. Principle of Non-Discrimination

Neither party shall discriminate against any applicant or employee on the basis of race, religion, creed, sex, color, age, national origin, marital status, or mental or physical handicap.

2. Neutral Gender

Whenever words denoting the masculine gender are used in this Agreement, they shall be interpreted as neutral and equally applicable to either gender.

3. Union Activity

The District will not discriminate against any employee for activity in or on behalf of, or membership in, the Union to the extent that such activity is protected by law.

ARTICLE 7

DRUG AND ALCOHOL POLICY

1. Drug and Alcohol Policy Principles

Drug and alcohol abuse are recognized as a potential safety and security threat to the employees and the District. The goal of the parties is to eliminate drug and alcohol abuse through education, rehabilitation, and/or discipline of the affected personnel. The District has adopted a drug and alcohol policy to eliminate drug and alcohol abuse. The District will inform each employee of the terms and procedures of the drug and alcohol policy. Spouses will be provided such information upon request. The District assumes sole responsibility for the administration of this policy.

2. Working Under the Influence Prohibited

Employees who are under the influence of alcohol or drugs on the job, or who possess or consume alcohol or drugs on the job, have the potential for interfering with their own as well as their coworker's safe and efficient job performance. Being under the influence of any illegal drug or alcohol while performing District business on or off District premises is strictly prohibited. Any employee under the influence of, or using, selling, or possessing illegal drugs or alcohol in violation of this policy while on the job, on or off District premises, may be subject to disciplinary action as outlined in Article 13 of this Agreement.

The term "illegal drug" includes all federally illegal drugs as well as the improper use and/or abuse of prescription drugs. Employees who are directed by their doctor to take prescription drugs shall immediately inform their supervisor of such use if there is any job limitation such use may suggest.

3. Drug and Alcohol Policy Alignment

As stated in paragraph 1 above, the District and the Union have from time to time reviewed the District's policies and any such mutually agreed upon revisions shall be incorporated into this article.

ARTICLE 8

INSURABILITY

1. Insurability as Condition of Employment

The insurability of all employees under the liability insurance policy held by the District, which covers all employees for all employment-related activities including driving, is mandatory and shall be a condition of employment with the District. Insurability shall be determined by the District's Insurance carriers.

2. Standards

The District shall develop reasonable and prudent standards for insurability in cooperation with its insurance underwriter and provide notice of those standards to all employees. The District's insurance underwriter may adopt changes to those standards from time to time. In the event that the District's insurance underwriter updates or makes changes to their standards for insurability the District shall provide updates of those standards to all employees. The District has developed physical fitness standards and they shall be included as part of the overall insurability standards, as well as the physical exams as outlined in Article 23.

3. Procedure

Employees shall be granted due process in any disciplinary or termination procedure based on un-insurability. An annual audit may be required which may include an annual employee information update.

ARTICLE 9

PROBATION

1. Types of Probation

There are three types of probation recognized by this agreement:

- A. Initial Probation
- B. Discipline Probation (in accordance with Article 13)
- C. Promotional Probation

2. Initial Probation

- A. Probation under the terms of this agreement shall be for a period of twelve (12) months from the employee's beginning date of employment with the District. The District has an option to extend probation for a period of time not greater than six (6) months. This extension can only be used for situations with extenuating circumstances. These circumstances include but are not limited to an illness or injury where the employee will miss a period of work that precludes a performance evaluation.
- B. During initial probation an employee may be terminated without recourse.
- C. This period of probation is recognized as a period of evaluation of the employee and their abilities. The successful completion of probation is based upon the employee demonstrating the ability to meet the requirements of their job description and an evaluation of their job performance. It is the expressed intent that all evaluations be completed within twelve (12) months from the beginning date of employment.

3. Discipline Probation

- A. The period of discipline probation is recognized as a period of evaluation of the employee and their abilities. The successful completion of probation is based upon the employee demonstrating the ability to meet the requirements of the job description and an evaluation of their job performance.
- B. Any discipline will follow the progressive discipline policy which could include demotion or termination based on documentation and in accordance with Article 13.

4. Promotional Probation

- A. This period of probation starts upon the employee being promoted and shall be for a period of twelve (12) months. There are no extensions for this type of probation. This period of probation is used to evaluate the ability of the employee to meet the job description of their new position.
- B. All evaluations shall be based upon how the employee is meeting the requirements of their new job description and their performance in their new role.
- C. If the employee is unsuccessful in meeting the requirements of their promotional probationary period they will be returned to their previous rank and must retest to be considered for promotion.

5. Probation Review

During the initial and promotion probation reviews, the employee's job performance will be reviewed on a quarterly basis. The employee must participate in these reviews in person. All written reviews of an employee's performance must be provided to the employee prior to being entered into the employee's personnel file.

ARTICLE 10

PROMOTIONS

1. Promotional Process

- A. All promotions to positions within the bargaining unit shall be made through the use of a competitive promotional process, which provides notice and opportunity for qualified employees to apply for the position.
- B. The final promotion decision shall be solely the decision of the Fire Chief.

2. Non-Participation

In the event that no member of the Union successfully completes the promotional process, the District may open the position to any qualified applicants and conduct another identical promotional process to determine the qualified candidates for the position.

3. Testing Schedule and Interview Process

- A. Testing for entry level Firefighter/EMT eligibility shall be at the discretion of District Administration.
- B. Testing for Engineer eligibility shall be at the discretion of District Administration but at least every even numbered year.
- C. Testing for Officer eligibility shall be at the discretion of District Administration but at least every odd numbered year.
- D. A candidate who passes a promotional eligibility test is eligible for swing-up assignments once they have completed all necessary requirements for the swing-up assignment.
- E. It is the Fire Chief's discretion to promote one of the top three (3) scoring candidates or to interview further down the list.
- F. The qualifications and testing process for all promotional exams will be determined by District Administration, with input from the Union, and will be communicated to potential candidates in advance of the exam. The Union President will be consulted when changes to the testing process are necessary due to extenuating circumstances.

4. Promotional Testing Process

- A. The testing process may be delayed if there are less than four (4) qualified candidates who submit to test for any promotional eligibility exam.
- B. Promotional lists will normally be maintained for two (2) years. There will be no provision to maintain a score from a previous promotional exam once the process, outlined in Section 5 below, is completed, tested, and adopted.

5. The District and the Union E-Board, or their designees, agree to meet, review and develop a promotional process that meets the needs of the District and addresses the needs/concerns of the Union for implementation in the year 2015.

ARTICLE 11

40-HOUR EMPLOYEES

1. Positions

The District may create 40-hour positions as deemed necessary. These positions may be unfilled, filled, or vacated at the sole option of the District, provided: In the event of vacating a filled position, the impacts of said vacating on the employee holding the position shall be subject to bargaining. Prospective impacts on other employees may not be asserted. However, the District shall consult with and consider the recommendations and comment of the Union.

2. Position Descriptions

The District shall develop and establish, and may revise, the position descriptions for 40-hour employee positions.

3. Hours of Work

40-hour employee shall work a consistent schedule of forty (40) hours per week and shall be paid at the overtime rate (1.5 x regular rates) for all hours worked in excess of forty (40) hours a week. Comp time accrual is not allowed, however 40-hour employees may be eligible for mutually agreeable flex time with approval by a Chief Officer or his/her designee.

4. Shift Staffing Assignment

A 40-hour employee may fill or augment shift staffing as a Firefighter, Engineer, or relief Officer at the discretion of, and as assigned by, the District, provided that the 40-hour employee is eligible for such line assignments in accordance with Section 6 herein below.

5. Holidays

40-hour employees shall be granted holidays as time off with pay in accordance with the schedule of holidays of the Administrative Staff of the District.

6. Promotions

Promotions to, or lateral changes within 40-hour union represented employee positions shall be in accordance with the provisions of Article 10 of this Agreement. Eligibility for promotion to a 40-hour employee position shall not be limited to present 40-hour employees and may include any prerequisites deemed by the District as essential to the position.

7. Movement Between 56-hour and 40-hour Assignments

An employee's movement between assignments shall not preclude access to overtime to meet staffing needs or impact their rank/status.

ARTICLE 12

LAYOFF AND REHIRING PROCEDURE

1. Seniority

In case of personnel reduction, the employee having the least seniority in the District shall be laid off first. In the case of reduction in rank, time in position shall be the determining factor. If times in position are equal, scores on the promotional list(s) shall govern, so that the employee with the lowest score on the most recent list shall be reduced in rank first. If scores on the promotional list are equal, then time in the District shall govern so that the employee with the least time shall be reduced in rank first.

- A. The employee with the least seniority shall be laid off first; with the exception that the District shall be allowed to retain, out of seniority order, sufficient Paramedics to meet the needs of its Emergency Medical Services program, as required by the most current Master Provider Agreement.
- B. The minimum number of Paramedics needed to staff two (2) full-time paramedic units is six (6) personnel.

2. Employment List and Qualification for Re-hire

- A. When employees are laid off, their names shall be placed on an employment list in order of descending seniority.
- B. This list shall stand for a period of sixty (60) months and no new bargaining unit employees may be hired during that period until the laid off personnel have been given the opportunity to return to work or have been removed from the list pursuant to the provisions of this paragraph.
- C. For a period of sixty (60) months laid off personnel shall be eligible to be re-hired for any position for which they are eligible.
- D. Upon re-hire within the first twenty-four (24) months following layoff, a re-hired individual shall be restored to their position without entry level testing, and shall have restored such seniority and correlating benefits commensurate with their service.
- E. Eligible personnel re-hired after twenty-four (24) months following layoff shall be required, in addition to all other applicable qualifications, to pass all entry level tests, including but not limited to physical agility testing. An individual rehired after twenty-four (24) months shall not be entitled to have restored their former seniority or the commensurate benefits. Persons being re-promoted to positions held prior to being reduced in rank shall be re-promoted in the reverse order from which they were reduced in rank.
- F. At any time subsequent to layoff, an individual notified of a position for which he or she is qualified who fails to apply or is otherwise unavailable for re-hire, shall be removed from the employment list and shall have no further rights to be re-hired by the District.

3. Notice of Layoff

The Fire Chief or his/her designee shall give written notice to the employees and specifically to the employee who is to be laid off and the reason for the layoff at least thirty (30) calendar days prior to the effective date of such action.

ARTICLE 13

DISCIPLINE AND TERMINATION

1. Progressive Discipline

- A. The parties agree to employ the progressive discipline system in accordance with the rules, regulations and written policy of the District. The progressive discipline system is intended to give employees notice, whenever possible, of problems with their conduct or performance. Normally, such discipline progresses from verbal counseling, to a documented oral reprimand, to a written reprimand, to suspension without pay, to demotion, to termination. It is understood that each situation that warrants discipline results from a unique set of circumstances. Given that fact, a supervisor may repeat as appropriate any of the previously listed steps in the discipline process.
- B. There are instances when cases of severe violation of clearly defined District policy, rules, regulations, and/or Standard Operating Procedures occur. In those instances, exceptions or deviations from the normal progressive discipline procedure may occur, up to and including immediate termination.
- C. In all cases of termination where clear progressive discipline is not followed, specifically where suspension and/or demotion do(es) not occur, a burden of proof shall be placed on the District to substantiate in writing the specific cause for such action.

2. Cause

- A. Discipline and termination shall be based on just cause. Just cause shall be tested according to the seven tests or steps of just cause as listed by the Bureau of National Affairs. Additionally, prior to discipline being exacted, the employee shall be provided an opportunity to give account for his or her actions. Throughout the discipline process, *Garrity* and *Weingarten* rights shall be protected. In cases where an employee exercises his or her right to representation, the time frame the employee expects the District to accommodate such action shall be reasonable. A reasonable time to secure appropriate representation shall not exceed seventy-two (72) hours.
- B. The Union shall provide and keep current a list of Union members designated/qualified to serve as representation in the event an employee exercises their *Weingarten* right. However, pending disciplinary action, the employee may be suspended with pay if the District deems such suspension necessary and appropriate.
- C. When exercising discipline, the District shall ensure that all proper and prudent disciplinary steps are followed and appropriate actions taken. All disciplinary actions beyond an oral reprimand shall be subject to the grievance procedure.

3. Rules

- A. Rules outlining the appropriate conduct and behavior of employees are found in *District Policy, District Rules and Regulations*, and in the *Standard Operating Procedures* of the District.
- B. The District may amend such rules, regulations and procedures. Any complaint relative to the reasonableness of any such policy or rule, established after the date hereof, or any complaint relative to the discriminatory application thereof, may be considered a grievance and is subject to the grievance procedure provided in this Agreement.

C. Any changes made to the District's Progressive Discipline Policy shall be subject to the collective bargaining process with the Union.

ARTICLE 14

WAGES /COMPENSATION

Wages and Compensation shall be paid in accordance with this Article.

1. General

- A. Wages for each fiscal year covering the term of this agreement shall be as set forth in Appendix "A" and shall be paid on the fifteenth (15th) and last business day of each month.
- B. Longevity step increases shall be awarded for years of career service completed; and shall take effect on the employee's anniversary date.
- C. Paychecks will be available by 0830 hours at the Administration office.
- D. Direct deposit services are available for employees, upon written request, at no cost to the employee.

2. Calculation of wages for 56-hour employees.

- A. Annual wages shall be calculated by multiplying the shift pay times one hundred twenty one point six six (121.66).
- B. Monthly pay shall be one twelfth (1/12) times annual wages.
- C. Shift pay shall be calculated by multiplying hourly pay times twenty-four (24).
- D. The amounts applicable are set forth in Appendix "A"

3. Calculation of wages for 40-hour employees.

- A. Annual wages shall be calculated by multiplying hourly pay times two thousand eighty (2080).
- B. Monthly pay shall be one twelfth (1/12) times the annual compensation.
- C. The amounts applicable are set forth in Appendix "A"

4. Overtime pay for 56-hour employees.

- A. All overtime shall be administered in accordance with the Fair Labor and Standards Act (FLSA).
- B. The annual wage calculations outlined in this article (based on the wage scale in Appendix A) shall include straight time pay for one hundred ninety two (192) hours in a twenty-four (24)-day work cycle. A payment of one half (½) times the regular hourly rate shall be paid for all hours between one hundred eighty two (182) hours and one hundred ninety two (192) hours in a twenty-four (24)-day work cycle. This averages out to be twelve point six seven three six (12.6736) hours of scheduled overtime per calendar month.
- C. Hours worked in excess of one hundred ninety two (192) hours in a twenty-four (24)-day work period shall be compensated at one and one half (1½) times the regular hourly rate.
- D. Sick leave use, vacation use, personal day use, bereavement leave, and other excused hours shall not be subtracted from the sum of hours worked for the purpose of calculating scheduled overtime.
- E. Time off without pay, for any reason, shall be subtracted from the sum of hours worked for the purpose of calculating scheduled overtime.

5. Incentive Pay

The District and the Union recognize that Emergency Medical Services account for a majority of the responses for our District. To encourage the continued development of skills necessary to meet this demand, the District shall pay incentives as follows:

A. 56-hour Paramedic Incentive Pay

Certain 56-hour bargaining unit personnel, who obtain, practice and maintain an Idaho State EMT-Paramedic licensure and approval by the Kootenai County Emergency Medical Services System's Medical Director and the District's EMS Chief shall receive incentive pay each pay period. Incentive pay shall be calculated as follows for 56-hour employees:

- (1) Firefighter and Engineer/Paramedics will receive thirteen (13) percent of 56-hour Step F Firefighter hourly rate multiplied times one hundred ninety two (192) then multiplied times fifteen point two zero eight three (15.2083) then divided by twelve (12) to determine the monthly incentive pay rate.
- (2) Lieutenant/Paramedics will receive ten (10) percent of 56-hour Step F Firefighter hourly rate multiplied times one hundred ninety two (192) then multiplied times fifteen point two zero eight three (15.2083) then divided by twelve (12) to determine the monthly incentive pay rate.
- (3) Captain/Paramedics will receive eight (8) percent of 56-hour Step F Firefighter hourly rate multiplied times one hundred ninety two (192) then multiplied fifteen point two zero eight three (15.2083) then divided by twelve (12) to determine the monthly incentive pay rate.
- (4) Incentive pay is not part of the hourly rate.

B. 40-hour Paramedic Incentive Pay

Certain 40-hour bargaining unit personnel, who obtain, practice and maintain an Idaho State EMT-Paramedic licensure and approval by the Kootenai County Emergency Medical Services System's Medical Director and the District's EMS Chief shall receive incentive pay each pay period. Incentive pay shall be calculated as follows for 40-hour employees:

- (1) 40-hour Paramedics primarily involved in the management and delivery of EMS Services will receive thirteen (13) percent of 40-hour Step F Firefighter hourly rate multiplied times two thousand eighty (2080) then divided by twelve (12) to determine the monthly incentive pay rate.
- (2) 40-hour Paramedics not primarily involved in the management and delivery of EMS Services shall not receive Paramedic Incentive pay unless they are assigned to a work related light duty assignment.
- (3) Incentive pay is not part of the hourly rate.

C. EMS Lead

Certain 56-hour bargaining unit personnel selected and assigned as a shift EMS Lead shall receive incentive pay each pay period. EMS Lead incentive pay shall be calculated as follows:

- (1) 56-hour EMS Leads, regardless of rank, will receive two (2) percent of 56-hour Step F Firefighter hourly rate multiplied times one hundred ninety two (192) then multiplied times fifteen point two zero eight three (15.2083) then divided by twelve (12) to determine the monthly incentive pay rate.

(2) 40-hour EMS Leads, regardless of rank, will receive two (2) percent of 40-hour Step F Firefighter hourly rate multiplied times two thousand eighty (2080) then divided by twelve (12) to determine the monthly incentive pay rate.

(3) Incentive pay is not part of the hourly rate.

D. 56-Hour Advanced EMT Incentive Pay

Certain 56-hour bargaining unit personnel who obtain and maintain an Idaho State EMT-A licensure and approval by the Kootenai County Emergency Medical Services System's Medical Director and the District's EMS Chief shall receive incentive pay each pay period. Incentive pay shall be calculated as follows for 56-hour employees:

(1) EMT-A's will receive two (2) percent of 56-hour Step F Firefighter hourly rate multiplied times one hundred ninety two (192) then multiplied times fifteen point two zero eight three (15.2083) then divided by twelve (12) to determine the monthly stipend rate.

(2) Advanced EMT Incentive Pay will not be paid for members above the rank of Lieutenant.

(3) Incentive pay is not part of the hourly rate.

E. 40-hour Advanced EMT Incentive Pay

Certain 40-hour bargaining unit personnel who obtain and maintain an Idaho State EMT-A licensure and approval by the Kootenai County Emergency Medical Services System's Medical Director and the District's EMS Chief shall receive incentive pay each pay period. Incentive pay shall be calculated as follows for 40-hour employees:

(1) EMT-A's primarily involved in the management and delivery of EMS Services will receive two (2) percent of 40-hour Step F Firefighter hourly rate multiplied times two thousand eighty (2080) then divided by twelve (12) to determine the monthly stipend rate.

(2) Advanced EMT Incentive Pay will not be paid for members above the rank of Lieutenant.

(3) Other 40-hour employees not primarily involved in the management and delivery of EMS Services shall not receive Advanced EMT Incentive Pay.

(4) Incentive pay is not part of the hourly rate.

F. The District reserves the right to suspend EMT based incentive payments until proof of licensure is provided by the employee.

G. Training Lead

Certain 56-hour bargaining unit personnel selected and assigned as a shift Training Lead shall receive incentive pay each pay period. Training Lead incentive pay shall be calculated as follows:

(1) 56-hour Training Leads, regardless of rank, will receive two (2) percent of 56-hour Step F Firefighter hourly rate multiplied times one hundred ninety two (192) then multiplied times fifteen point two zero eight three (15.2083) then divided by twelve (12) to determine the monthly incentive pay rate.

(2) 40-hour Training Leads, regardless of rank, will receive two (2) percent of 40-hour Step F Firefighter hourly rate multiplied times two thousand eighty (2080) then divided by twelve (12) to determine the monthly incentive pay rate.

(3) Incentive pay is not part of the hourly rate.

ARTICLE 15

HOURS OF DUTY AND OVERTIME

1. Work Schedules

Work schedules for 56-hour shift personnel, covered by this agreement shall be as follows.

- A. For the period of October 1, 2014 through January 20, 2015 the existing “modified Detroit” scheduled shall be followed.
- B. Effective January 21, 2015 and continuing through term of this agreement (except for as noted in Section G below) the “forty-eight/ninety-six (48/96) hour work schedule shall be used, which consists of the following recognized shifts (Green (G), Red (R), Blue (B) Example: GRRBBGRRBB). Each employee will work two consecutive twenty-four (24) hour work periods or two (2) “shifts” for a total of forty-eight (48) hours or one (1) “set”, followed by ninety-six (96) hours off duty:
 - 24 hours on duty
 - 24 hours on duty
 - 96 hours off duty
- C. This schedule equates to one hundred ninety-two (192) hours of work in a twenty-four (24) day cycle; which in turn averages fifty-six (56) hours in a seven (7) day work week. All hours worked outside of the normal work schedule shall be considered unscheduled overtime hours.
- D. No 56-hour employee shall work more than fifty two (52) consecutive hours without a minimum twelve (12) hour time off period unless authorized by the Fire Chief or his/her designee except for emergency call back or extenuating circumstances.
- E. In the event that a shift is scheduled to work both December 24th and December 25th of the same year, the shift assigned to work on December 23rd will be reassigned to work December 24th. The shift originally scheduled to work December 24th will be reassigned to work on December 23rd.
- F. Both the District and the Union understand that occasionally staffing may need to be changed temporarily to accommodate any safety issues or long distance deployments.
- G. If at any time during this agreement, either party determines that the forty-eight/ninety-six (48/96) schedule is causing negative impacts, both parties agree to open this Article in accordance with Article 1 Section 2.
 - (1) In the month of January 2016 the Union and the District will meet to review any documentation and statistics for the previous twelve (12) month period relating to the new shift schedule.
 - (2) In the month of December 2016, the District and the Union agree to mutually open Article 15 of this Agreement for the sole purpose of evaluating and negotiating the forty-eight/ninety-six (48/96) work schedule.

2. Duty Shift

Duty shifts for 56-hour employees shall be as follows.

- A. 56-hour employees’ duty shifts shall begin at 0800 hours of the duty day and end at 0800 hours the following day.
- B. The District may establish such work schedules as it deems necessary, not to exceed the average work period (56-hours or 40-hours respectively) for any employee.

3. Unscheduled Overtime

The unscheduled overtime rate for all employees shall be one and one-half (1½) times their current regular hourly rate.

4. Call Back

All employees called in for overtime work on an emergent basis, shall be paid at least a two (2) hour minimum at the overtime rate of pay. However; the aforementioned two (2) hour minimum shall not apply to employees required to attend departmental meetings, on their off-duty time, and shall be paid only hours worked computed to the nearest one-quarter (1/4) hour.

5. Hold Over

All employees required to work beyond the end of their regular shift shall be paid at the overtime rate in increments of one-quarter (1/4) hour, to the nearest one-quarter (1/4) hour.

ARTICLE 16

EMERGENCY RESOURCE MOBILIZATION

The District Administration reserves the right to mobilize resources to any jurisdiction in response to a major fire or other emergency incident.

1. Emergency Mobilization

For the purpose of assisting agencies outside of automatic or mutual aid responses, employees of the District will be mobilized in accordance with this Article.

- A. All emergency mobilization assignments shall be voluntary.
- B. All personnel accepting emergency mobilization assignments shall be in compliance with the requesting agencies health, fitness, and training requirements.

2. Compensation

Employees shall be compensated according to these guidelines.

- A. All 56-hour employees shall be paid for all regularly assigned duty shifts missed during the mobilization plus their overtime hourly rate for the hours worked while on a mobilization assignment for those days not regularly scheduled.
- B. All 40-hour employees shall be paid their regular hourly rate for the first forty (40) hours of the week while on a mobilization assignment and their overtime hourly rate for all hours worked over forty (40) hours per week. (A week for a forty (40) employee is set forth in Article 11).
- C. All Employees shall be paid for travel time to and from the incident, said hours shall be considered hours worked.
- D. All equipment shall be cleaned and placed back in service prior to the employee being relieved or beginning a rest period.
- E. All personnel returning from an emergency mobilization shall be given an appropriate rest period before being required to return to their regularly scheduled shift. Said rest period shall begin upon satisfaction of section 2D of this Article. The rest period shall be a minimum of twenty-four (24) hours. If the employee returns on a regularly scheduled shift day the rest period shall include the remainder of the shift. If the twenty-four (24) hour period ends in the middle of a shift the rest period shall continue through the remainder of the shift. The regularly scheduled shift time will be time off with pay.

3. Mobilization Time

Mobilization assignments shall be for the time required by the incident. Furthermore the District retains the flexibility to move personnel to and from the incident as needed for the purpose of fiscal management and staffing of the District.

4. Staffing

Staffing of apparatus for emergency mobilization shall be determined by the request for assistance and approval by the Fire Chief or his/her designee.

ARTICLE 17

REVITALIZATION TIME

1. Revitalization Time

The District recognizes the necessity to provide for periods of rest during a twenty- four (24) hour shift, so that employees are physically able to carry out emergency operations. The District recognizes Revitalization Time as follows:

- A. Those hours of a twenty-four (24) hour shift which occur between 1700 hours and 0600 hours.
- B. All hours when the ambient temperature is in excess of 90 degrees or below 10 degrees on the Fahrenheit scale.
- C. All hours on Holidays recognized in Article 25 of this agreement.

2. Work Assignments during Revitalization Time may include:

- A. Emergency response
- B. Training as necessary
- C. Incident reporting
- D. Mission critical work assignments as defined by the Shift Officer

ARTICLE 18

SHIFT FILL ON OVERTIME (RELIEF)

Shift Fill

Vacancies created by personnel shortages shall be filled according to the following:

- A. The Shift Officer or designated Officer shall call back from a list of qualified full-time career employees to fill shortages created by short term illness, injury, vacation or any other situation that causes staffing to fall below minimum staffing levels as outlined in Article 36 of this agreement.
- B. All shift fill hours for full time employees shall be paid at the overtime rate.

The Shift Officer or designated Officer shall make every effort to ensure that the shift fill is offered evenly among qualified employees.

ARTICLE 19

COURT-SUBPOENAED WITNESS OR JURY DUTY

1. Authorized Leave

All employees required to report for Jury Duty shall be granted leave for such purpose, upon presentation of Jury notice to District Administration. Said employees shall receive full pay at his/her regular salary for work time served. The employee shall return any monies paid to the employee by the court for Jury Duty, on work duty days, to the District.

2. Court Subpoenaed Witness

All employees subpoenaed for District related issues shall be granted leave for such purpose, upon presentation of the subpoena to District Administration. Said employees shall receive full pay at his/her regular salary for the time required as a Witness. The employee shall return any monies paid to the employee by the court or lawyer, to the District. Should it be necessary for the employee to provide testimony on a regularly scheduled day off the employee shall be compensated at his/her overtime rate for all court hours plus travel time to and from the courthouse.

3. Compensation for Non-District Related Subpoenas

No compensation shall be due from or paid by the District to an employee for court subpoenaed witness duty for issues that are not District related. Employees subpoenaed as a witness for non-District related matters shall be allowed time off without pay to fulfill the requirements of the court. Personnel may take time off without pay or use vacation.

ARTICLE 20

OUT OF CLASS PAY

1. General Provision

Except as provided by Article 27 (Shift Trades) of this Agreement any employee who works out of class, at a higher classification, shall be paid at the rate of pay for that classification for the total hours worked at that classification.

2. Temporary Assignments

A. 56-hour schedule to 40-hour schedule

56-hour personnel accepting a temporary assignment to a 40-hour position shall receive the following benefits:

- (1) Hourly pay scale in accordance with Appendix A (40-hour)
- (2) Vacation accrual and use will be in accordance with Article 26 (40-hour)
- (3) Vacation and sick leave maximum accruals shall not be affected during the temporary assignment.
- (4) Holiday pay in accordance with Article 25 pro-rated to reflect a reduction for the holidays that fall within the temporary assignment.

B. 40-hour schedule to 56-hour schedule

40-hour personnel accepting a temporary assignment to a 56-hour position shall receive the following benefits:

- (1) Hourly pay scale in accordance with Appendix A (56-hour)
- (2) Holiday pay in accordance with Article 25 pro-rated for the holidays that fall within the temporary assignment.
- (3) Vacation accrual and use will be in accordance with Article 26 (56 hour)

ARTICLE 21

HEALTH INSURANCE

1. Medical Insurance

The District shall provide access to group medical insurance for all full-time career employees and their dependents in accordance with the Affordable Care Act (ACA). The group medical plan provided shall be the Regence PPO or equivalent, including existing riders.

2. Healthcare Reimbursement Arrangement (HRA)

A Healthcare Reimbursement Arrangement (HRA) shall be set up in the name of each plan member.

A. The HRA shall be funded and monies made available to employees are as follows:

- (1) The Fire District shall make contributions to HRA accounts in the amount of \$1,000.00 for each plan member with single medical coverage and \$2,000.00 for each plan member with one or more dependents enrolled on the District's group medical plan on October 1st of each year. If the coverage for an employee changes from single to family or family to single the HRA amounts shall increase or decrease as appropriate at the start of the next plan year.
- (2) This section shall apply after an employee has accumulated an amount equal to the maximum expense calculation in their HRA. If the employee's HRA account falls below the maximum expense calculation for a plan year, on October 1st of the following year the District shall restore those funds to the maximum expense calculation following a written request to the District by a member in need. The restoration of HRA accounts back to the maximum expense calculation shall be provided to each member up to three (3) times during a member's career.

B. The District shall provide for the administration and cover any fees as it pertains to the HRA for current employees.

C. Points specific to HRA use:

- (1) All unused funds in a member's HRA shall rollover to the next year.
- (2) There shall be no maximum placed on the amount each HRA can accrue.
- (3) Members with less than five years of employment are not vested in their HRA and will forfeit all unspent funds at the end of the month in which they are employed, regardless of the reason for termination (ie: layoff, cause, just cause).
- (4) Members with five or more years of employment are vested in their HRA and shall have ten (10) years from the date of separation from the District to deplete their HRA, regardless of the reason for termination. If funds are not depleted by that date, remaining funds shall revert back to the District.
- (5) In the event a member with family coverage and five or more years of employment should become deceased while still eligible to use the funds in their HRA, their surviving spouse and/or eligible dependents shall be able to utilize those funds until they are depleted, up to ten (10) years from date of members death. Exception: If the member had previously separated from the District, eligible spouse or dependents shall have the remainder of the time from date of separation from the District to utilize those funds.

3. Extra-Ordinary Medical Expense Reimbursements

The District has an extra-ordinary medical expense reimbursement program that shall provide additional funding up to the maximum medical expense calculation, for all medical expenses that follow IRS 213 guidelines, after a plan member's HRA account is exhausted. The employee expense reimbursement program shall provide funding up to the maximum medical expense calculation, for all medically necessary vision and dental expenses that follow IRS 213 guidelines.

- A. In the event that a plan member has elected to use their HRA funds for non- medically necessary vision or dental expenses those expenses shall be the plan member's responsibility prior to providing funding under this provision.
- B. Maximum Expense Calculation definition:
The maximum medical expense calculation is determined by adding together the medical deductible, the medical maximum out-of-pocket, and the medical maximum prescription out-of-pocket for the medical policy in place effective October 1 of each year.
- C. For reimbursement by the District, all processed claims must be submitted to the HR Department by December 31st of the current plan year. Claims that have not been processed, by provider and/or insurance, by December 31st (for previous year services) can be submitted past the deadline for reimbursement.
- D. Both the District and the Union agree that this article is subject to change, in accordance with Article 1 Section 2, in the event that changes in the ACA and/or insurance rates subject the District to extraordinary fines, taxes, or costs associated with the Extra-Ordinary Medical Expense Reimbursement program.

4. Dental and Vision Insurance

The District shall pay one hundred (100%) percent of the cost of dental and vision insurance premiums (subject to the provisions of Section 5 of this Article) for full-time employees and their dependents provided under the Delta Dental (Delta Dental Plan of Idaho) and VSP (Vision Services Plan) or equivalent.

5. Sharing of Medical Insurance Premiums

An employee shall share a portion of the health care premiums with the District. The shared portion shall be in effect if and when the employee enters his/her dependents onto the health care policy of the District. The amounts to be contributed by an employee are as follows:

Employees with no dependents: zero dollars (\$0.00)

Employees with one or more dependents: twenty dollars (\$20.00)

This amount shall be taken out of the employee's monthly pay. This amount, by the employee's discretion, shall be withheld before or after taxes are calculated.

Employee's shall provide the District with timely notification of all family status changes that may affect their coverage. Notice shall be given to the District within thirty (30) days of said change or the employee may be required to reimburse the District for the unnecessary premium charges.

6. Prescription Safety Lenses

The District shall pay one hundred (100%) percent of the reasonable and customary cost of basic prescription safety frames and lenses for full-time employees. All safety lenses and frames must

meet ANSI standards. Replacement of safety lenses shall not exceed once every other calendar year, except in the event of loss or damage as a result of performance of duties.

7. Additionally, a committee is hereby established to oversee the application and interpretation of this Article. The committee shall consist of the Union President and the Director of Administration.

ARTICLE 22

LIFE INSURANCE

The District agrees to select, furnish, and pay one hundred percent (100%) of the premiums for a minimum of fifty thousand dollar (\$50,000) term life policy for all bargaining unit employees.

ARTICLE 23

PHYSICAL EXAMS

1. Basis for Physical Examinations

Routine physical examinations are deemed to be a benefit to the employee, and such physical examinations are seen by the parties as in the best interest of both the District and employees. Regular physical examinations are an integral part of effective preventative medicine. Both the District and the Union have an abiding and continuing interest in the health and fitness for duty of all employees. It is particularly acute for line personnel, where our ability to provide services and assure both personal and team safety is dependent on health and fitness for duty.

2. Cost of Physical Exams

The District shall pay for the uninsured cost of all physical examinations provided for in this Article.

3. Medical Requirements for Firefighters

Current NFPA 1582 Medical Requirements for Fire fighters, or successor NFPA standard, shall be utilized by the examining physician in determining fitness for duty as a firefighter.

4. Physician

The District shall designate an examining physician who is qualified in all respects to conduct the physical examinations of firefighter personnel and provide reliable firefighter fitness evaluations based on current NFPA 1582 Medical Requirements for Firefighters.

5. Routine Physical Exams

All bargaining unit employees shall have annual firefighter physical examinations by an authorized physician. Physical exams shall be complete and comprehensive, consistent with Appendix "B" to this agreement. The examination will be scheduled by the employee with a District authorized examining physician. If the physical exam is scheduled during a regular scheduled work day, sick leave shall be used by the employee. Failure to submit to the required physical examination shall be cause for discipline.

6. Release by Treating Physician

Any employee who has been on injury/sick/medical leave may be required to provide to the District a written release for return to duty from the employee's treating physician.

7. Fitness-for-Duty Exams

Any employee who has been on injury/sick/medical leave may be required by the District to pass a special fitness-for-duty examination conducted by an authorized examining physician as a condition precedent to the return to duty. This exam shall be conducted immediately upon written release for return to duty by the employee's treating physician, and shall be paid for by the District.

The special fitness-for-duty exam shall be confined to an evaluation of the condition(s) for which the injury/sick/medical leave was incurred and affected overall fitness for duty. The District, with just cause and in its sole discretion, may direct an employee to have a fitness-for-duty examination conducted by an authorized examining physician.

8. Fitness-for Duty Report

For any physical examination by other than the District's physician, the examining physician shall provide the District with verification that the employee is fit to perform their regularly assigned duty on a District supplied form.

9. Reassignment

An employee certified as permanently unfit for duty examined by two (2) physicians, may be reassigned to a position of lesser physical demand if such a position is funded and available. If employee cannot be reassigned for reasons stated above, the employee may be terminated and may be eligible for disability retirement. The District will make all efforts to assist in securing retirement benefits for employee.

ARTICLE 24

CLOTHING

1. District Provision of Clothing

- A. The District agrees to provide the clothing required of all full-time uniformed employees of the District according to the District Rules and Regulations or Standard Operating Procedures. They will not receive an annual replacement allowance until after their first year of employment.
- B. New full-time employees will receive Personal Protective Equipment (PPE) items as listed in Section 3 of this Article.
- C. All uniform items purchased and worn shall comply and be used and maintained in accordance with District Rules and Regulations or Standard Operating Procedures.
- D. All Personal Protective Equipment (PPE) purchased and worn shall comply and be used and maintained in accordance with current NFPA 1500 Fire Department Occupational Safety and Health and any other applicable current NFPA standards for PPE.

2. Clothing Replacement

The District agrees to replace or repair any items of required uniforms or PPE, which are damaged or otherwise unserviceable. The annual cost of replacement or repair of uniform items shall not exceed two hundred fifty dollars (\$250.00) per year, except in the event of extraordinary loss or damage occurring in the line of duty or in a year when the employee requires a new pair of work shoes or structure boots, based on the results of an annual uniform inspection, up to a maximum of three hundred fifty dollars (\$350.00) per pair.

3. Personal Protective Equipment

The District will provide each new full-time employee with two (2) complete sets of personal protective equipment (PPE), (hood, gloves, coat, pants and boots, etc). Employees will be issued one (1) helmet and one (1) SCBA face piece/whip.

4. Upon termination of employment for any reason, all clothing items shall be returned to the District.

5. Care of Clothing

Employees shall make a good faith effort to take reasonable care of all clothing items provided by the District and shall see the uniform coordinator for replacements against their annual allowance.

6. Class "A" Uniform

The District shall provide a complete Class A uniform to each employee upon completion of initial probation. All employees who have been issued a Class A uniform, may be required to wear them at District functions as directed by the Fire Chief or his/her designee. It shall be the responsibility of the uniform coordinator to monitor and approve funds as needed in accordance with District Standard Operating Procedures.

ARTICLE 25

HOLIDAYS

1. Holidays

Holidays are as follows:

- A. New Year's Day, January 1
- B. President's Day, 3rd Monday of February
- C. Memorial Day, last Monday of May
- D. Independence Day, July 4
- E. Labor Day, 1st Monday in September
- F. Patriots' Day, September 11
- G. Veterans' Day, November 11
- H. Thanksgiving Day, 4th Thursday in November
- I. Christmas Day, December 25

2. Personal Day

56-hour employees shall be granted 24 hours off, and 40-hour employees shall be granted 8 hours off in a fiscal year as a Personal Day. The Personal Day:

- May be taken at any time during the fiscal year.
- Must be taken during the fiscal year, i.e., is not accruable as vacation time and will not be compensated if not taken.

Fourteen (14) days' notice will be required for a Personal Day.

3. Holiday Compensation

56-hour employees shall receive special holiday compensation of:

216 x Current Hourly Rate, made as a single payment in the last payroll period of the month of September, EXCEPT:

- A. 56-hour employees with less than twelve (12) months of continuous employment with the District as of September 30, in which event, the holiday compensation set forth above shall be prorated for the number of days employed in the twelve (12) month period ending September 30. The holiday compensation set forth above is in addition to regular pay for all hours worked on a holiday.
- B. 40-hour employees shall not normally work on a holiday and shall not receive extra holiday compensation. If required to work on a holiday, such employees shall be paid at their overtime rate.

ARTICLE 26

VACATION

1. Vacation Accrual

Full-time employees shall accrue vacation time in accordance with the following schedule:

A. 56-hour employees:

Completed Service	Hours per Month
0 - 24 months	6
25 - 60 months	12
61 - 120 months	18
121 - 180 months	22
181 - 240 months	26
241 + months	28

B. 40-hour employees:

Completed Service	Hours per Month
0 - 24 months	5
25 - 60 months	8
61 - 120 months	11
121 - 180 months	15
181 - 240 months	18
241 + months	20

2. Vacation Accrual Limit

- A. Employees are limited to accruing the maximum number of hours accruable in a twenty-four (24)-month period at the respective rates.
- B. Unused vacation in excess of maximum shall be forfeited thirty (30) days after maximum accrual, and will not be compensated by the District.

3. Vacation Increments

- A. 56-hour employees may use vacation in half-hour increments with a minimum of no less than four (4) hours.
- B. 40-hour employees may use vacation in half-hour increments with a minimum of no less than two (2) hours.

4. Requests

- A. All vacation requests submitted and complying with the District Vacation Policy shall be approved in accordance with such policy.
- B. Vacation requests outside the scope of the District Vacation Policy may be approved by a Shift Officer, except in the case where overtime will occur. In such cases, the request must be approved by a Chief Officer.

ARTICLE 27

SHIFT TRADES

1. 24 Hour Shift Trade

Employees may request the exchange of shift, subject to the limitations prescribed in Section 2 of this Article, with other qualified employees with the approval of a Shift Officer. The denial of a shift trade by a Chief Officer shall be final, and is not subject to appeal for any reason. A shift trade will only be considered for approval when requested not less than forty-eight (48) hours prior to the shift and accompanied by a pay-back of the requested shift trade, and both trades must be cleared and approved for either to be effective. Shift trades of less than twelve (12) hours may be approved by the Station Officer of the employee. The employees trading a portion of a shift that is less than twelve (12) hours shall be solely responsible for the accounting of the portion of the shift traded.

2. Limitations on Shift Trades

Each employee may request a maximum of two hundred forty (240) hours of trade time in a calendar year. Note: The District may allow an exception to this condition for approved union business shift trades.

Shift trades may not be approved if they result in a shift schedule (at the time of consideration) that does not provide an adequate number of qualified personnel to fill officer positions.

3. Double Shifts

No employee shall work more than fifty two (52) consecutive hours without a minimum twelve (12) hour time off period unless authorized by the Fire Chief or his/her designee.

4. Overtime

Shift trade approvals shall not result in overtime, provided that an employee working a shift trade who is injured while on duty shall have no further responsibility for that shift trade and an employee called in for replacement may receive overtime pay.

5. Out-of-Class Pay

Shift trades will not result in out-of-class pay for anyone on the shift, including a third party affected by a shift trade between two others.

6. Responsibility

The employee who accepts the shift trade establishes a work obligation and assumes the responsibility for that shift.

7. Shift Trades for Union Business

Members of the IAFF Local may secure shift coverage for the purpose of conducting union business, as authorized by the union executive board and approved by the Shift Officer. This Union shift coverage shall not be counted against the shift trade limits.

ARTICLE 28

UNION BUSINESS

A Union official, who is an employee in the bargaining unit, will be granted time off without pay, or may utilize a shift trade or accrued vacation for conducting Union business provided the following conditions are met:

- A. The employee notifies their Shift Officer at least ninety-six (96) hours prior to the time off, except in the event of exigent circumstances in which case the time for notice may be shortened.
- B. There are sufficient qualified employees available to staff the District during the requested time off. If necessary, Union official will utilize shift trades to meet this requirement.
- C. Two (2) members of the Union negotiating team, if on duty on scheduled meeting dates, shall be allowed to attend mutually agreed-to negotiation meetings, provided that they shall respond as required to emergencies.

ARTICLE 29

SICK LEAVE

Employees of the District earn sick leave in accordance with this Article.

1. Accrual

- A. 40-hour employees shall accumulate eighteen (18) hours per month. The maximum accrual is one thousand five hundred sixty (1560) hours.
- B. 56-hour employees shall accumulate eighteen (18) hours per month. The maximum accrual is two thousand one hundred sixty (2160) hours.

2. Sick Leave Use

Sick leave will be used in accordance with the following:

- A. An illness or injury incapacitating the employee.
- B. Exposure to a contagious disease, during which period his/her attendance at work would constitute a health threat to other employees or the public.
- C. Medical doctor or dental appointments for the employee or their immediate family. All non-emergency appointments shall be scheduled on off duty time.
- D. Care for an ill/injured immediate family member.
- E. Sick leave may not be used for any other reason, including additional annual leave (vacation) or any other compensation.

3. Leave Accrual during Prolonged Sick Leave

Prolonged sick leave shall be defined as that time missed beyond ninety-six (96) consecutive shift hours for 56-hour employees and eighty (80) consecutive working hours for 40-hour employees. An employee on prolonged sick leave shall not accrue vacation or sick time unless the employee is assigned to light duty in accordance to Section 7 below or on a District approved Family Medical Leave under the Family Medical Leave Act (FMLA).

4. Light Duty during Prolonged sick Leave

- A. Light duty for non-duty related prolonged sick leave use shall be voluntary on the part of the employee, and as available at the discretion of the District.
- B. Light Duty shall be for any work assignment by the District that can be performed by the employee in consideration of the employee's physical condition and ability. The District shall provide the employee's treating physician with a statement describing the work assignment in terms that will enable the physician to relate the physical activities of the tasks to the worker's disability. The physician shall determine whether the employee is physically able to perform the work described.
- C. Light duty assignments shall not be in excess of forty (40) hours per week. An employee on light duty shall earn all wages and benefits commensurate with their light duty assignment. Time off accruals and use thereof will be calculated at the employees light duty status. Light duty may be available for a period of twelve (12) consecutive months, at which time additional and/or alternative options shall be discussed with the affected employee and his/her physician and implemented at the discretion of the District.

5. Sick Leave Record

Sick leave records shall be maintained in units of full hours, one hour of leave for each one hour of absence. Only hours taken during the scheduled work period of the employee shall be recorded.

6. Verification of Need

When more than three (3) consecutive workdays are missed for a 40-hour employee, or more than two (2) consecutive shifts are missed for a 56-hour employee, the Fire Chief or his/her designee may request of the employee a written verification by a physician of the illness or injury. The District may contact the employee to verify need of sick leave.

7. On Duty Related Illness or Injury

- A. An employee with a verified work related illness or injury shall be subject to light duty assignments at the discretion of the District.
- B. Light duty shall be for any work assignments by the District that can be performed by the employee in consideration of the employee's physical condition and ability. The District shall provide the employee's treating physician with a statement describing the work assignment in terms that will enable the physician to relate the physical activities of the task to the worker's disability. The physician shall determine whether the employee is physically able to perform the work described.
- C. Light duty assignments shall not be in excess of forty (40) hours per week. An employee who is unable to perform their duties as a result of a duty related illness or injury shall earn all wages and benefits commensurate with their 40-hour schedule for a period of twelve (12) months, or until such time the employee is able to return to work or is determined to be permanently disabled according to Idaho's Workers Compensation Law or as defined by the Public Employee Retirement System of Idaho. Time off accruals and use thereof will be calculated at the employees light duty status.
- D. An employee suffering or that suffers a recurring work related injury or illness (the same injury or illness) may not be away from full duty more than 12 months during a 24-month period.
 - (1) During this twelve (12) month period all payments from Workers Compensation and payments from the District supplied supplemental insurance, shall be immediately turned over to the District. Exception: Payment for permanent partial impairment.
 - (2) Employees on work related light duty must remain available for work during the normal forty (40) hour workweek. Employees, who are not available for light duty due to vacation or other reasons, must utilize the appropriate leave for those purposes.
 - (3) Employees' vacation and sick leave maximum accruals shall not be affected during light duty assignments.
 - (4) Holiday pay in accordance with Article 25 shall not be affected during light duty assignments.

- (5) An employee unable to return to full duty status may be eligible for a mutually agreeable permanent assignment. If a permanent assignment is made, a mutually agreeable understanding will be reached on the conversion of wages and benefits between the District and the Employee.

8. Unused Sick Leave

Employees who retire (see PERSI definition of retire) from the District shall be eligible for payment of up to sixty percent (60%) of their accrued sick leave, based on their salary at the date of retirement. Sick leave cash out will be paid according to the following schedule of full years of career service (PERSI rules) with the District:

- A. < 5 years = No cash-out allowed
- B. 5 + years = 60% of unused sick leave balance

9. Maternity Leave

The District is committed to protecting the rights of expectant mothers and complying with Title VII of the 1964 Civil Rights Act as amended by the Pregnancy Discrimination Act of 1978. Employees affected by pregnancy, childbirth, or related medical conditions shall be subject to the same policies as other employees unable to work because of their physical condition in all employment aspects, including recruitment, hiring, training, promotion, and benefits.

10. Sick Leave sharing

Sick leave sharing will be managed in accordance with the District's Employee Handbook.

ARTICLE 30

FAMILY MEDICAL LEAVE

The District will follow the Federal guidelines and standards of the Family Medical Leave Act.

ARTICLE 31

BEREAVEMENT LEAVE

1. Bereavement Leave Period

- A. The expressed intent of bereavement leave is to provide immediate relief from work related to the loss of a qualified family member to assist in planning or attending a funeral for the same.
- B. In the event of a death occurring in the immediate family of an employee; 56-hour employees shall be granted forty-eight (48) hours of scheduled work time off without loss of pay and 40-hour employees shall be granted twenty-four (24) hours of scheduled work time off without loss of pay.
- C. Additional bereavement leave may be granted by the Fire Chief or his/her designee on a case by case basis.

2. Immediate Family

The immediate family is defined as:

- A. Spouse and children of employee.
- B. Step-children, foster children and children under legal guardianship.
- C. Mother, father, brother, and sister of employee.
- D. Mother, father, brother, and sister of employee's spouse.
- E. Grandmother or grandfather of employee.
- F. Grandmother or grandfather of employee's spouse.
- G. Grandchild.
- H. Step parents and siblings

ARTICLE 32

PERFORMANCE STANDARDS

The District has developed minimum performance standards. Any standard developed by the District will be submitted to the Union for comment prior to implementation.

ARTICLE 33

EDUCATION

1. Education Definitions

“Higher Education” is defined as college-level education accredited toward an academic degree, i.e., AA, BA, MA. “Special Training and Education” is defined as non-academic training or education related directly to present or prospective fire service position responsibilities or assignments with the District.

2. Pre-Approval of Education

Pre-approval of education by the Fire Chief is a prerequisite for any education expense reimbursement. The employee shall submit an Education Request to the Fire Chief prior to registering for or beginning the course. Expense reimbursement, in whole or in part, may be granted by the Fire Chief when and if, in the sole discretion of the Fire Chief, the benefit to the District merits such support. The Fire Chief will take into consideration the following factors:

- A. Needs of the District relative to the present, eligible or prospective position assignment of the employee, i.e., job description.
- B. The budgeted expense plan allocation for higher education expense, including the effects of other known or anticipated requests.
- C. Operational staffing considerations, with particular attention given to the arrangements made by the requesting employee for avoiding the incidence of overtime.

3. Class Attendance

Employees enrolled in accredited and District-approved education shall be entitled to limited flexibility in regular work schedules to accommodate class attendance as determined and Pre-approved by the Fire Chief or his/her designee.

To accommodate class attendance requirements only, limitations imposed by the terms of this Agreement pertaining to shift trades and vacation, may be waived upon prior request by the employee and approval of the Fire Chief or his/her designee.

As a general principle, education will be approved subject to the employee making shift trades as necessary to assure that minimal operational staffing is maintained without incurring overtime. However, if, in the sole judgment of the Fire Chief, the benefits to the District of the education outweigh the staffing consideration, the Fire Chief may grant an education request requiring overtime staffing in whole or in part. An Education Request shall clearly indicate any and all overtime staffing that will be incurred.

4. Reimbursement of Higher Education Expense

Employees eligible for reimbursement will be reimbursed as determined by the Employee Education Assistance budget. Reimbursement is limited to the cost of tuition and other fees as required by the institution as follows:

- A. Fees for textbooks and certain supplies required by the institution for which the employee will be reimbursed are those related to successful completion of the educational course or curriculum.
- B. Expenses which are not a required part of the educational course will not be reimbursed, such as: travel costs, meals, and lodging, calculators, computers, etc.
- C. Application for reimbursement may be made upon completion of the course. Reimbursement, less all scholarships, will be based on cost and grade scale.
- D. Reimbursement based on grade scale is as follows:
 - 4.0 – 3.6 = 90% of tuition & expenses
 - 3.5 – 2.6 = 80% of tuition & expenses
 - 2.5 – 2.0 = 70% of tuition & expenses
 - Below these grades there will be no reimbursement.

5. Pay

If the approved educational classes fall on a normally scheduled work day and authorized leave has been granted, the District will pay the normal daily wage to the employee.

6. Expenses of Special Fire Department Training and Education

The expenses of special training and education, including:

- Registration fees
- Transportation: Public transportation and necessary car rental expense, or
- Personal car mileage, or
- District-provided transportation
- Food and lodging

These expenses will be paid per District policy and procedures.

ARTICLE 34

EMPLOYEE - MANAGEMENT MEETINGS

For the purpose of items specifically related to the collective bargaining agreement, the negotiating committee for the employees and the negotiating committee for the District may conduct employee-management meetings for the purpose of resolving problems that may arise. Meetings may be requested by written notice from either party and shall be scheduled and held within fifteen (15) business days after giving notice.

ARTICLE 35

GRIEVANCE PROCEDURE

1. Settlement of Grievances

Grievances or disputes, which may arise involving the interpretations and applications of this agreement, shall be settled as provided in this Article.

2. Compliance with Agreement

No settlement of a grievance with any employee shall be contrary to the terms of this Agreement.

3. Resolution by Meeting

Nothing in this agreement shall preclude the right of the two parties to meet and discuss the grievance in an attempt to resolve the issue.

4. Preliminary Grievance Procedure

An employee or group of employees who feel they have a grievance shall initially present such grievance to the employee's supervisor, who shall attempt to resolve it.

5. Formal Grievance Procedure, Step 1: Presentation to Fire Chief

If the grievance is not resolved in the preliminary procedure, the Union Grievance Committee, upon receiving a written and signed petition, shall determine if a grievance exists. If in its opinion no grievance exists, no further action will be taken. If a grievance does exist, it shall, with or without the physical presence of the aggrieved employee, present the grievance to a chief officer, in writing, within fifteen (15) business days of its occurrence, or when it reasonably should have come to the attention of the employee, whichever is later. The Fire Chief shall respond within fifteen (15) business days after it has been presented to him/her. The written grievance shall include the specific Article(s) or Section (s) of the Agreement allegedly violated, the facts, and remedy sought.

6. Formal Grievance Procedure, Step 2: Presentation to the District Board of Commissioners

If the Union is not satisfied with the response of the Fire Chief, the grievance may be presented in writing to the Board of Commissioners, together with all pertinent materials, by the Union within fifteen (15) business days of receipt of the response of the Fire Chief, or failure of Fire Chief to timely respond. The Board of Commissioners shall attempt to resolve the grievance within twenty-one (21) business days. If requested by the Board, the Union shall meet with the Board to attempt to resolve the grievance. If no response is submitted by the Board within twenty-one (21) business days after receiving the grievance, the grievance may be moved to the next step.

7. Formal Grievance Procedure, Step 3: Arbitration

If grievance involving the interpretation or application of this Agreement is not resolved in accordance with foregoing procedure (Section 5 and 6 hereinabove), it may be submitted in writing for arbitration within fifteen (15) business days after receipt of the answer of the Board of Commissioners or their failure to act.

The arbitration board shall be comprised of a representative of the District, a representative of the Union, and a third member to be selected jointly by the District and the Union representatives. The District and the Union will each have ten (10) business days after receipt of the answer of the Board of Commissioners or their failure to act to select their member of the arbitration board. If the two (2) representatives cannot agree on a third member within five (5) business days, the third member shall be chosen from a list of seven names provided by the Idaho State Department of Labor. The District and the Union shall alternately strike from this list one name at a time until only one name remains on the list, with the party striking the first name decided by a coin toss. Both parties shall accept the arbitrator remaining on the list. Upon appointment of the third arbitrator, the arbitration board shall hold an arbitration hearing at a time and place selected by them, such hearing to be held within ten business days of the selection of the third arbitrator.

The arbitration board shall render its decision, based on its interpretation and application of this Agreement, within thirty (30) business days of the close of the hearing. The decision shall be final and binding upon the parties to the grievance, provided that the decision does not require or involve action by the District which is beyond its power or jurisdiction, and provided further that the decision shall be subject to appeal pursuant to the provision of Title 7, Chapter 9, Idaho Code.

The cost of arbitration shall be borne equally by the parties.

8. Power to Alter Agreement

Neither the arbitrator nor any other person or persons involved in the grievance procedure shall have the power to negotiate new agreements or to change any of the present provisions of this Agreement.

9. Time Limits

The time limits specified herein are to be strictly construed. Failure by the grievant or Union to comply with any time deadlines specified herein will render the grievance waived. The District and the Union may agree to extend the time limits of any of the above steps if mutually agreed to by both parties. Failure by the District to timely respond shall allow the Union to move to the next step.

10. Construction

No part of this Article shall be construed to mean that the Union cannot lodge a grievance and process it through the various steps to arbitration in accordance with, and subject to, the provisions hereof. The right of the Union to so lodge and process a grievance is confirmed and an employee may be represented at any stage of the grievance by the Union.

ARTICLE 36

MINIMUM STAFFING

The Union and the District recognize the importance of providing adequate resources to mitigate any and all emergencies.

1. Staffing will be in accordance with the following:
 - A. All stations that are staffed with fulltime career personnel shall have a minimum of one (1) Officer or swing-up Officer and one (1) Engineer or swing-up Engineer on duty. A minimum of two (2) stations shall have three-person Engine/Truck crews on duty. Additionally, each shift shall have a qualified Shift Officer on duty assigned independently of Engine, Truck, or EMS Crews.
 - B. All staffed ambulances shall consist of a minimum of two (2) fulltime career FF/EMT personnel on duty. The District will determine how many ambulances will be staffed and their location.
 - C. No more than two (2) employees may be on vacation at one time. Vacations will be taken as outlined in the District Vacation Policy.
2. In the event funding from KCEMSS is changed, reduced, or eliminated the Board of Commissioners has the option of discontinuing incentives and to layoff the positions of Firefighter/Paramedic, Firefighter/EMT-A, Firefighter/EMT-I as outlined in Article 12 – Layoff and Hiring Procedure.
3. At the signing of this agreement the District is staffing three (3) stations full time with career personnel. This constitutes a daily staffing of thirteen (13) personnel on duty. In the event additional stations are staffed with fulltime career personnel that station would be staffed similarly. Additional personnel will be assigned as needed based on the District staffing plan as developed by the District Officers and approved by the Fire Chief.
4. It is at the discretion of the District to determine how many and which stations are staffed with fulltime career personnel.

ARTICLE 37

HEALTH AND SAFETY COMMITTEE

The District and the employees have established a joint Health and Safety Committee with equal representation with a minimum of three (3) members selected by the Union and three (3) members selected by Administration. The Fire Chief will designate the Committee Chair who will preside over the meetings. The Health and Safety Committee will meet on a regular basis for the purpose of recommending to management improvements in health and safety conditions.

ARTICLE 38

SAVINGS CLAUSE

1. Invalid Provision

If any provision of this Agreement or the application of such provision should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect.

2. Negotiation of Replacement Provision

Upon issuance of such a decision, the parties agree to begin negotiations of a replacement article within a period not to exceed fifteen (15) business days.

3. FLSA Interpretation

In the event of a change to the Fair Labor Standards Act by the United States Congress, or an interpretation of that act by a federal court, or an administrative agency charged with the implementation or enforcement of that act, those Agreement sections affected by the change shall be rendered null and void. In the event of any such changes, the Union and the District shall enter into negotiations for substitute language.

AGREEMENT between Kootenai County Fire & Rescue and Local 2856, International Association of Firefighters acknowledged and executed this 11 day of August 2014.

IAFF Local 2856


Kootenai County Fire & Rescue



President, IAFF Local 2856



KCFR Commission President



Secretary, IAFF Local 2856



KCFR Commission Secretary-Treasurer

ATTEST:



Signed: 8/11, 2014

Seth Hohenstreet
President, IAFF Local 2856

Richard Nordstrom
Commission President

Justin Capaul
Secretary, IAFF Local 2856

Joe Doellefeld
Commission Secretary-Treasurer

Original signatures on file with Local 2856 Secretary and District Administration.

APPENDIX A

WAGE SCALE

2014.2015

2%

56 Hour	A Starting	B 36 Mos.	C 60 Mos.	D 96 Mos.	E 120 Mos.	F 144 Mos.
Firefighter/EMT	\$ 15.45	\$ 17.03	\$ 17.88	\$ 18.77	\$ 19.71	\$ 20.70
Engineer	\$ 16.99	\$ 18.73	\$ 19.67	\$ 20.65	\$ 21.68	\$ 22.77
Lieutenant	\$ 18.70	\$ 20.61	\$ 21.64	\$ 22.72	\$ 23.86	\$ 25.05
Captain	\$ 20.57	\$ 22.67	\$ 23.80	\$ 24.99	\$ 26.24	\$ 27.55
Bat. Chief	\$ 22.61	\$ 24.94	\$ 26.18	\$ 27.49	\$ 28.86	\$ 30.30

Idaho Paramedic Incentive FF & Eng	\$ 654.77	monthly	13% of step F FF
Idaho Paramedic Incentive LT	\$ 503.67	monthly	10% of step F FF
Idaho Paramedic Incentive Capt	\$ 402.94	monthly	8% of step F FF
Idaho EMT A Incentive	\$ 100.73	monthly	2% of step F FF
EMS Lead Incentive	\$ 100.73	monthly	2% of step F FF
Training Lead Incentive	\$ 100.73	monthly	2% of step F FF

40 Hour

Fire Marshal	\$ 29.65	\$ 32.70	\$ 34.33	\$ 36.05	\$ 37.85	\$ 39.75
EMS Officer	\$ 29.65	\$ 32.70	\$ 34.33	\$ 36.05	\$ 37.85	\$ 39.75
Firefighter/EMT	\$ 22.29	\$ 24.57	\$ 25.80	\$ 27.09	\$ 28.44	\$ 29.86
Engineer	\$ 24.51	\$ 27.03	\$ 28.37	\$ 29.79	\$ 31.29	\$ 32.85
Lieutenant	\$ 26.96	\$ 29.73	\$ 31.21	\$ 32.77	\$ 34.41	\$ 36.14
Captain	\$ 29.65	\$ 32.70	\$ 34.33	\$ 36.05	\$ 37.85	\$ 39.75
Bat. Chief	\$ 32.62	\$ 35.97	\$ 37.77	\$ 39.66	\$ 41.64	\$ 43.73

Idaho Paramedic Incentive EMS Officer	\$ 672.85	monthly	13% of step F FF
Idaho EMT A Incentive	\$ 103.51	monthly	2% of step F FF
EMS Lead Incentive	\$ 103.51	monthly	2% of step F FF
Training Lead Incentive	\$ 103.51	monthly	2% of step F FF

President, IAFF Local 2856 Date

KCFR Board of Commission Date

APPENDIX A

WAGE SCALE

2015.2016

1%

56 Hour	A Starting	B 36 Mos.	C 60 Mos.	D 96 Mos.	E 120 Mos.	F 144 Mos.	G 180 Mos.
Firefighter/EMT	\$ 15.60	\$ 17.20	\$ 18.06	\$ 18.96	\$ 19.91	\$ 20.91	\$ 21.96
Engineer	\$ 17.16	\$ 18.92	\$ 19.87	\$ 20.86	\$ 21.90	\$ 23.00	\$ 24.15
Lieutenant	\$ 18.88	\$ 20.81	\$ 21.86	\$ 22.95	\$ 24.10	\$ 25.30	\$ 26.57
Captain	\$ 20.77	\$ 22.90	\$ 24.04	\$ 25.24	\$ 26.50	\$ 27.83	\$ 29.23
Bat. Chief	\$ 22.85	\$ 25.19	\$ 26.44	\$ 27.76	\$ 29.15	\$ 30.61	\$ 32.15

Idaho Paramedic Incentive FF & Eng	\$ 661.42	monthly	13% of step F FF
Idaho Paramedic Incentive LT	\$ 508.78	monthly	10% of step F FF
Idaho Paramedic Incentive Capt	\$ 407.03	monthly	8% of step F FF
Idaho EMT A Incentive	\$ 101.76	monthly	2% of step F FF
EMS Lead Incentive	\$ 101.76	monthly	2% of step F FF
Training Lead Incentive	\$ 101.76	monthly	2% of step F FF

40 Hour

Fire Marshal	\$ 29.95	\$ 33.03	\$ 34.68	\$ 36.41	\$ 38.23	\$ 40.14	\$ 42.15
EMS Officer	\$ 29.95	\$ 33.03	\$ 34.68	\$ 36.41	\$ 38.23	\$ 40.14	\$ 42.15
Firefighter/EMT	\$ 22.51	\$ 24.82	\$ 26.06	\$ 27.36	\$ 28.73	\$ 30.16	\$ 31.67
Engineer	\$ 24.76	\$ 27.30	\$ 28.67	\$ 30.10	\$ 31.60	\$ 33.18	\$ 34.84
Lieutenant	\$ 27.23	\$ 30.03	\$ 31.54	\$ 33.11	\$ 34.76	\$ 36.50	\$ 38.32
Captain	\$ 29.95	\$ 33.03	\$ 34.68	\$ 36.42	\$ 38.24	\$ 40.15	\$ 42.16
Bat. Chief	\$ 32.95	\$ 36.33	\$ 38.15	\$ 40.06	\$ 42.06	\$ 44.16	\$ 46.37

Idaho Paramedic Incentive EMS Officer	\$ 679.61	monthly	13% of step F FF
Idaho EMT A Incentive	\$ 104.55	monthly	2% of step F FF
EMS Lead Incentive	\$ 104.55	monthly	2% of step F FF
Training Lead Incentive	\$ 104.55	monthly	2% of step F FF

President, IAFF Local 2856

Date

KCFR Board of Commission

Date

APPENDIX A

WAGE SCALE

2016.2017

2%

56 Hour	A	B	C	D	E	F	G
	Starting	36 Mos.	60 Mos.	96 Mos.	120 Mos.	144 Mos.	180 Mos.
Firefighter/EMT	\$ 15.91	\$ 17.54	\$ 18.42	\$ 19.34	\$ 20.31	\$ 21.33	\$ 22.40
Engineer	\$ 17.50	\$ 19.30	\$ 20.26	\$ 21.27	\$ 22.34	\$ 23.46	\$ 24.64
Lieutenant	\$ 19.26	\$ 21.23	\$ 22.29	\$ 23.40	\$ 24.57	\$ 25.80	\$ 27.10
Captain	\$ 21.19	\$ 23.36	\$ 24.52	\$ 25.74	\$ 27.03	\$ 28.38	\$ 29.80
Bat. Chief	\$ 23.31	\$ 25.69	\$ 26.97	\$ 28.32	\$ 29.73	\$ 31.22	\$ 32.78

Idaho Paramedic Incentive FF & Eng	\$ 674.70	monthly	13% of step F FF
Idaho Paramedic Incentive LT	\$ 519.00	monthly	10% of step F FF
Idaho Paramedic Incentive Capt	\$ 415.20	monthly	8% of step F FF
Idaho EMT A Incentive	\$ 103.80	monthly	2% of step F FF
EMS Lead Incentive	\$ 103.80	monthly	2% of step F FF
Training Lead Incentive	\$ 103.80	monthly	2% of step F FF

40 Hour

Fire Marshal	\$ 30.55	\$ 33.69	\$ 35.37	\$ 37.14	\$ 39.00	\$ 40.95	\$ 43.00
EMS Officer	\$ 30.55	\$ 33.69	\$ 35.37	\$ 37.14	\$ 39.00	\$ 40.95	\$ 43.00
Firefighter/EMT	\$ 22.96	\$ 25.32	\$ 26.58	\$ 27.91	\$ 29.31	\$ 30.77	\$ 32.31
Engineer	\$ 25.26	\$ 27.85	\$ 29.24	\$ 30.70	\$ 32.24	\$ 33.85	\$ 35.54
Lieutenant	\$ 27.78	\$ 30.63	\$ 32.16	\$ 33.77	\$ 35.46	\$ 37.23	\$ 39.09
Captain	\$ 30.55	\$ 33.69	\$ 35.37	\$ 37.14	\$ 39.00	\$ 40.95	\$ 43.00
Bat. Chief	\$ 33.61	\$ 37.06	\$ 38.91	\$ 40.86	\$ 42.91	\$ 45.06	\$ 47.31

Idaho Paramedic Incentive EMS Officer	\$ 693.35	monthly	13% of step F FF
Idaho EMT A Incentive	\$ 106.67	monthly	2% of step F FF
EMS Lead Incentive	\$ 106.67	monthly	2% of step F FF
Training Lead Incentive	\$ 106.67	monthly	2% of step F FF

President, IAFF Local 2856

Date

KCFR Board of Commission

Date

APPENDIX A

WAGE SCALE

2017.2018

1%

56 Hour	A	B	C	D	E	F	G	H
	Starting	36 Mos.	60 Mos.	96 Mos.	120 Mos.	144 Mos.	180 Mos.	240 Mos.
Firefighter/EMT	\$ 16.07	\$ 17.72	\$ 18.60	\$ 19.53	\$ 20.51	\$ 21.53	\$ 22.61	\$ 23.74
Engineer	\$ 17.68	\$ 19.49	\$ 20.46	\$ 21.48	\$ 22.55	\$ 23.68	\$ 24.87	\$ 26.11
Lieutenant	\$ 19.45	\$ 21.44	\$ 22.51	\$ 23.63	\$ 24.81	\$ 26.05	\$ 27.35	\$ 28.72
Captain	\$ 21.40	\$ 23.59	\$ 24.76	\$ 26.00	\$ 27.30	\$ 28.66	\$ 30.09	\$ 31.59
Bat. Chief	\$ 23.54	\$ 25.95	\$ 27.25	\$ 28.61	\$ 30.03	\$ 31.53	\$ 33.10	\$ 34.75

Idaho Paramedic Incentive FF & Eng	\$ 681.03	monthly	13% of step F FF
Idaho Paramedic Incentive LT	\$ 523.87	monthly	10% of step F FF
Idaho Paramedic Incentive Capt	\$ 419.09	monthly	8% of step F FF
Idaho EMT A Incentive	\$ 104.77	monthly	2% of step F FF
EMS Lead Incentive	\$ 104.77	monthly	2% of step F FF
Training Lead Incentive	\$ 104.77	monthly	2% of step F FF

40 Hour

Fire Marshal	\$ 30.86	\$ 34.03	\$ 35.73	\$ 37.52	\$ 39.39	\$ 41.36	\$ 43.43	\$ 45.60
EMS Officer	\$ 30.86	\$ 34.03	\$ 35.73	\$ 37.52	\$ 39.39	\$ 41.36	\$ 43.43	\$ 45.60
Firefighter/EMT	\$ 23.19	\$ 25.57	\$ 26.85	\$ 28.19	\$ 29.60	\$ 31.08	\$ 32.63	\$ 34.26
Engineer	\$ 25.51	\$ 28.13	\$ 29.54	\$ 31.01	\$ 32.56	\$ 34.19	\$ 35.90	\$ 37.69
Lieutenant	\$ 28.06	\$ 30.94	\$ 32.49	\$ 34.11	\$ 35.81	\$ 37.61	\$ 39.49	\$ 41.46
Captain	\$ 30.86	\$ 34.03	\$ 35.73	\$ 37.52	\$ 39.39	\$ 41.36	\$ 43.43	\$ 45.60
Bat. Chief	\$ 33.95	\$ 37.43	\$ 39.30	\$ 41.27	\$ 43.33	\$ 45.50	\$ 47.77	\$ 50.16

Idaho Paramedic Incentive EMS Officer	\$ 700.34	monthly	13% of step F FF
Idaho EMT A Incentive	\$ 107.74	monthly	2% of step F FF
EMS Lead Incentive	\$ 107.74	monthly	2% of step F FF
Training Lead Incentive	\$ 107.74	monthly	2% of step F FF

 President, IAFF Local 2856 Date

 KCFR Board of Commission Date

APPENDIX B

PHYSICAL EXAMINATION PROCEDURES

Procedures which are to be included in the “complete comprehensive physical examination” Lab Profile:

SMA Profile
Auto Hem Profile
Differential Sedimentation Rate
Urinalysis
Visual (Tonometry)
Resting EKG
Hemocult
Pulmonary Functional Tests

Additional tests which will be provided at the option of the examining physician:

Pap Smear
Proctoscopy
Treadmill ECG
Gastro Intestinal X-Rays
Chest X-Ray