Agreement between
City of Cedar Rapids and
Cedar Rapids Association of Firefighters, Local No. 11

July 1, 2019 – June 30, 2022
# Table of Contents

Table of Contents ..................................................................................................... i  
Article 1 - Preamble ............................................................................................. 1  
Article 2 - Recognition ....................................................................................... 1  
Article 3 - Major Change in Job Content or Establishment of a New Job ........ 1  
Article 4 - Mileage, Acting Pay, Tuition, Standby .......................................... 1  
Article 5 - Delegates and Committees ............................................................... 2  
Article 6 - Departmental Rules ......................................................................... 3  
Article 7 - Grievance Procedure ....................................................................... 3  
Article 8 - Seniority ............................................................................................ 4  
Article 9 - Workweek and Time Trades ............................................................. 6  
Article 10 - Overtime ......................................................................................... 7  
Article 11 - Uniform Allowance ....................................................................... 11  
Article 12 - Holidays ......................................................................................... 11  
Article 13 - Vacations ....................................................................................... 12  
Article 14 - Health and Welfare ....................................................................... 15  
Article 15 - Deferred Compensation ................................................................ 17  
Article 16 - Bid Process ..................................................................................... 17  
Article 17 - Longevity Pay .............................................................................. 20  
Article 18 - Jury Duty ....................................................................................... 20  
Article 19 - Leave of Absence - General Provisions ........................................ 20  
Article 20 - Sick Leave .................................................................................... 20  
Article 21 - Funeral Leave ............................................................................... 23  
Article 22 - Special Leave ............................................................................... 23  
Article 23 - Safety, Accidents and Report ......................................................... 24  
Article 24 - Personal Development / Evaluations ........................................... 25  
Article 25 - Physical Performance Evaluation .................................................. 26  
Article 26 - Wages ........................................................................................... 26  
Article 27 - Complete Agreement .................................................................... 26  
Article 28 - Separability and Savings Clause .................................................... 27  
Article 29 - Labor Management Meetings ....................................................... 27  
Article 30 - Effective Date ............................................................................... 28  
Appendix A - Choice Health Insurance Plan Design ......................................... 29  
Schedule F .......................................................................................................... 34
Article 1 - Preamble

1.1 This Agreement entered into by the City of Cedar Rapids, hereinafter referred to as "Employer", or "the City" and the Cedar Rapids Association of Firefighters, Local No. 11, hereinafter referred to as "the Union" has as its purpose to set forth terms and conditions of the employment and to assure the orderly operation of the Fire Department in providing for the health, safety, and welfare of the citizens of Cedar Rapids and to conform with the Public Employment Relations Act of the State of Iowa.

Article 2 - Recognition

2.1 The Employer recognizes the Union as the exclusive collective bargaining agent for the following unit, consisting of employees of the Cedar Rapids Fire Department; INCLUDED: All firefighters and captains EXCLUDED: Fire Chief, assistant chiefs, administrative district chiefs or battalion chiefs, fire marshal, assistant fire marshal, all secretaries, all other city employees, and all those excluded by Section 4 of the Iowa Public Employment Relations Act.

2.2 The Union recognizes the employees' responsibility to cooperate with the Employer to assure efficient service to the public and the obligation to safeguard the safety and welfare of the citizens of Cedar Rapids.

2.3 The Employer has the rights as listed in Section 7 of the Public Employment Relations Act and Chapter 20 of the Iowa Code except as limited by the provisions of this collective bargaining agreement.

Article 3 - Major Change in Job Content or Establishment of a New Job

3.1 In event of a major change of job content or installation of a new job, the Employer shall establish a new rate. Either party is not satisfied with the rate may file a grievance in accordance with the grievance procedure.

3.2 Such grievance must be filed between the thirtieth (30) and forty-fifth (45) day of operation of the job and if the rate of the job is increased by the Employer such rate shall apply as of the first day the new job or revised job began.

Article 4 - Mileage, Acting Pay, Tuition, Standby

4.1 Employees required by superior officer to use their private automobiles for Fire Departments business or as a necessity in changing stations shall be compensated at a rate to stay current with state allowances and as approved by the City Council.

4.2 a. When an employee assumes the duties and responsibilities of a bargaining unit classification higher than that which he normally holds, he shall be paid the rate of the higher classification. However, if such employee assumes the duties and responsibilities of a higher classification not in the bargaining
unit, he shall be paid at a rate that is 5% higher than his regular rate of pay. Such provision shall not apply in training assignment for a designated period of time. An employee may also be temporarily assigned work in a class of lower rank, but in such event shall be paid his regular rate of pay. To qualify for pay in a higher classification, day personnel shall be assigned the higher-class position for periods of time greater than eight (8) hours.

b. An employee who has served as a temporary Battalion Chief may be required to complete some of that work subsequent to returning to their permanent rank. With the approval of the Battalion Chief, the employee will be compensated at their Acting Battalion Chief rate for the actual time spent completing that work. The above shall also apply to employees who are Acting Captains.

4.3 a. Employees are eligible for reimbursement of 60% of the cost of tuition and books for training and courses compatible with his/her current position or a higher position to which the employee could reasonably expect to be promoted. All courses must be approved by the Chief prior to enrollment in the classes. City Personnel Policy 6.04.2, Educational Assistance Program, spells out the procedural rules for participating in the program.

b. All employees covered by this Agreement who receive assistance and/or time-off for obtaining an EMS certification recognized by the Iowa Department of Public Health will maintain the certification throughout the time they are covered by this Agreement. This will only apply to employees who have received said certifications after July 1, 2013. The Chief may waive this requirement in special circumstances.

4.4 Employees operating as a Fire Investigator for the City of Cedar Rapids who are required to be on "standby" (being available at a place designated by the employee) shall be accessible via telephone. The employee will be available to the requesting party within a reasonable amount of time. The employee will be compensated at a rate of $30.00 per day while on standby.

No employee will be required to be on standby during approved vacation.

Article 5 - Delegates and Committees

5.1 No employee shall be discharged by the Employer because of serving on committees of the Union or as a delegate to labor conventions. If any employee is chosen by the Union as a delegate to a labor convention, or on a Union Committee for such convention, the Union shall give the Employer seven (7) days’ notice where possible prior to such employee being absent for such purpose. Not more than two (2) employees may be absent from work because of serving as a delegate or committeeman at one time without written permission from the Employer. Upon written request additional employees may be granted a leave of absence for this purpose if such absence will not interfere with the safe operation of the department. The Employer shall provide paid leave for employees during Union-sponsored events resulting in a maximum of four days per year. The Union President shall designate the Union-sponsored events and the employees to receive such leave.

5.2 All members of the Union Contract or Negotiating Committee or Grievance Committee, shall be
granted leave with pay from duty for all meetings between the Employer and the Union concerning negotiations of the terms of a contract and grievance meetings when such meetings or hearings take place at a time when such members are on duty. Negotiating and grievance committees shall not exceed five (5) members.

Article 6 - Departmental Rules

6.1 Each employee is expected to follow all written and verbal directives. It is agreed that conformance with rules does not jeopardize the employee's right to file a grievance protesting the degree of discipline for violation of such rules.

6.2 Employer will update the Administrative Regulations (ARS) and Standard Operating Guidelines (SOGS) as necessary. Employees will be notified when any change is made. A copy of these guidelines will be placed in each station.

Article 7 - Grievance Procedure

7.1 It is mutually agreed that all grievances, disputes or complaints arising under and during the term of this Agreement shall be settled in accordance with the procedure herein provided. Every effort shall be made to adjust controversies and disagreements in an amicable manner between the Employer and the Union.

7.2 a. Should any differences arise between the Employer and the Union or between the Employer and any employee or group of employees, regarding the effect, interpretation or application of this Agreement or any agreement made supplementary hereto, it shall be settled as shown in this article.

b. Suspensions, demotions or discharge cases involving employees covered under the Civil Service statute shall be processed in accordance with that statute.

7.3 The following steps are agreed upon in the handling of grievances:

a. Step I. The Union shall present the grievance in writing citing the article and paragraph of the contract that has allegedly been violated to the Chief within ten (10) business days of the alleged infraction or when the employee should have had knowledge thereof. The Chief or his designee shall respond to the Union in writing within ten (10) business days from receipt of the written grievance.

b. Step II. If the grievance remains unsettled, the Union shall notify the Human Resources Director or designee in writing within five (5) business days that they wish to appeal the grievance to the next step. Within ten (10) business days, the Human Resources Director or designee shall schedule a hearing to allow both parties to present their case. The Human Resources Director will issue the decision, in writing, to both parties within ten (10) business days.

c. Step III. If the grievance is still unsettled, either party may file for arbitration by requesting
a panel of five (5) arbitrators from the Public Employment Relations Board within thirty (30) calendar days of the Step II answer.

d. Failure on the part of the Union or an employee to make a timely filing, appeal or to strike arbitrators under this article, except for good cause, shall constitute a waiver of the grievance. Failure of the Employer to make a timely filing or answer under this article, except for good cause, shall constitute a settlement of the grievance in accordance with the requested remedy.

8.4 The following provisions are agreed upon in relation to the grievance procedure:

a. The Employer and Union shall meet within ten (10) business days from receipt of said list and alternately strike four (4) names from the submitted list. The arbitration shall be held within four (4) months of the date of the Employer's answer at Step II. The requesting party will present its case first except in the case of disciplinary action where the Employer shall present its case first.

b. The arbitrator shall conduct a hearing on the grievance within a reasonable time and shall be empowered to rule on all disputes that concern the effect, interpretation and application of the Agreement and his decision shall be limited by the provision of this Agreement. The arbitrator shall have no authority to add to, subtract from, disregard or in any way modify the terms of this Agreement or any agreement made supplementary thereto. At the close of an arbitration hearing the Arbitrator shall have thirty (30) calendar days to render a decision. The decision reached by the Arbitrator shall be final and binding upon the parties unless otherwise agreed to by the parties after the decision has been received. Any award resulting from the Arbitrator's decision shall not be retroactive beyond the date on which the grievance first occurred.

c. Each party shall bear the expense incurred in presentation of its case including costs of witnesses and both parties shall equally share the expense of the arbitrator and other incidental and necessary expenses incurred by the arbitrator.

d. The rights of individuals set forth in this grievance procedure are agreed upon in consideration that the decision rendered under this grievance procedure shall be final and that there shall be no refusal to perform any specific duty, pending the handling of a grievance.

e. Business days referred to in the steps for handling grievances mean that Saturdays, Sundays, and holidays shall not be counted in determining the number of days in any interval mentioned in this article.

Article 8 - Seniority

Seniority means an employee's length of continuous service with the Employer that is not broken by resignation, retirement or other terminations. This seniority is used to establish the accrual rate of benefits.

Department Seniority means an employee's length of continuous service with the Department that is not broken by resignation, retirement or other termination. This seniority is used for all other purposes except
in Articles that explicitly state that Civil Service seniority prevails.

8.1 The Iowa Civil Service Act in relation to all jobs falling within such statute, shall be followed in the filling of vacancies, promotions, demotions, suspensions, or voluntarily returning to a former job. Where the Agreement is consistent with the Iowa Civil Service Act, the following shall be followed in matters of seniority.

8.2 The Employer will maintain and make available complete seniority lists of the employees covered by this Agreement. This list will be maintained electronically.

8.3 All original appointments of new employees shall be probationary and subject to probationary period after date of appointment of one (1) year for firefighters. At any time during such probationary period the Employer may release such employee for any reason; however, at the end of this such probationary period, such employee shall be classed as a regular employee with established seniority, which shall date from the date of appointment. Employees on an unpaid leave of absence that exceeds 60 days in duration will have their seniority adjusted accordingly. An employee on job injury sick leave is considered to be on a paid leave of absence under this section and will not have their seniority adjusted.

8.4 All Civil Service employees are subject to the pertinent provisions of Iowa law.

8.5 In the event it becomes necessary to reduce the work force, the Civil Service Act will be followed for those positions coming under such Act.

8.6 In the event of a layoff, an employee so laid off shall be given ten (10) day's notice of recall be certified letter, mailed to his last known address. The employee must respond to such notice within three (3) days after receipt thereof and actually report to work in seven (7) days after receipt of notice unless otherwise mutually agreed to. In the event the employee fails to comply with the above except for just cause, he shall be considered to resign.

8.7 An employee shall lose all seniority rights under this Agreement for the following reasons subject to the rights of Civil Service employees under the Iowa Code:

1. Voluntary quit or retirement.
2. Final discharge for cause.
3. Except for good cause, failure to secure proper leave of absence or failure to return by the expiration date of leave of absence or an extension thereof properly granted.
4. Laid off for a period of more than twenty-four (24) months.
5. Failure to return after being recalled from layoff, except for just cause.
6. Has not worked on a job covered under this Agreement for any reason for a period of twelve (12) months except for job-incurred injuries or medical reasons or layoff.
7. Working another job while on paid or unpaid leave for any purpose, unless written approval is received from the Chief of Fire Department in advance.
Article 9 - Workweek and Time Trades

9.1 This article is intended only to provide a basis for establishing normal work schedules and is not meant to establish any guarantee of hours or pay.

9.2 Shift employees shall work a schedule of 53 hours per week. This will consist of 24 hours on, 48 hours off with a scheduled shift off (resulting in 120 hours off) after seventeen (17) work shifts. The schedule will repeat every 54 calendar days. The Day Staff will have a forty (40) hour workweek. This will consist of a flexible schedule within the hours of 7:00 a.m. and 5:30 p.m. on Monday through Friday. If agreed upon by the employee and the Employer this flexible schedule may be within the hours of 5:00 a.m. and 6:00 p.m. on Monday through Friday.

9.3 Any time the words "work day" or "day" appear it shall mean twenty-four (24) hours for shift personnel, and eight (8) hours or flex schedule for day personnel.

9.4 For pay purposes the workweek of the Employer runs from 7:00 AM. Saturday of one week to 7:00 AM. of the following week. Also, for pay purposes, holidays begin at 12:00 midnight and end twenty-four (24) hours later.

9.5 Payday shall be biweekly and shall be on a Friday except when Friday is a holiday, then pay will be made available on the day preceding such holiday. However, should there be any changes necessary in payday, the employees will be notified at least 10 days prior to such change. Not over 2 weeks' pay shall be held back.

9.6 It is anticipated that from time to time an employee may receive a phone call when he is not at work for information to assist the Department in completing such employee's reports or for other information. The employee shall furnish all information in his possession to the person making such call.

9.7 No job or job classification shall be displaced by the use of temporary or seasonal employees.

9.8 An employee to be permanently transferred to a different shift or station will be notified fifteen (15) days prior to the effective date of the transfer, if practicable.

9.9 TIME TRADES - Employees shall be allowed to trade time. This shall include entire twenty-four (24) hour shifts and or any part of a shift with company officer notification. Officers will trade with officers and Firefighters will trade with Firefighters with the following exception: personnel on a certified Civil Service list for Captain can trade with either a Captain or a Firefighter. A person on a Civil Service list who trades with a Firefighter not on a Captains List, should not expect to be utilized in an Acting position for that shift. It is the responsibility of the company officer to update the roster in a timely manner to reflect all time trades. Employees trading a workday must report for their scheduled tour of duty or have a replacement available. If a time trade is not properly consummated, the employees originally scheduled to work will lose pay for those hours not worked.
Article 10 - Overtime

10.1 OVERTIME RATES

a. All overtime to be worked must be approved in advance by the Chief of the Fire Department or Assistant Chief, except in case of emergency. The Employer retains the right to require any and all employees to work additional hours when an emergency exists or the Employer believes it necessary in the interest of public safety.

b. Employees will be paid at the rate of one and one-half (1½) their basic hourly rate for hours worked in excess of their normal workweek. Paid leave hours such as sick leave, funeral leave, or vacations will count as hours worked in computing the workweek. All overtime should be computed to the nearest 1/10 of an hour. Shift personnel will receive overtime for the extra hour worked on the adjustment for daylight savings time in the fall.

c. There will be no pyramiding of overtime in that any hours for which overtime or premium pay has been paid will not be included or counted as hours worked for the purpose of determining further overtime or further premium pay under this Agreement. A change in work schedules or trade off of work assignments or other rescheduling of work assignments requested by an employee, when approved by the Employer, which results in work assignments within a workday in addition to the regularly scheduled shift of an employee, will not be considered overtime.

d. If the overtime compensation is funded by a third party, then all employees will be paid at one and one-half (1½) times the Day Rate for an equivalent day position. If the overtime is not paid for by a third party, then the employee will be paid at a rate of one and one-half (1½) times their normal rate.

e. Day personnel will be permitted to accumulate up to one hundred sixty (160) hours of compensatory time at a rate of one and one-half (1½) hours compensatory time for each overtime hour worked. Time-off in multiples of one hour or the full one hundred sixty (160) hours may be taken off at the discretion of the Fire Chief or his designated Officer.

10.2 ELIGIBILITY

a. Overtime for specific work may be assigned to those employees who are normally assigned to such work. Examples of employees normally assigned to this work include, but are not limited to, employees certified as fire instructors, live fire training instructors, EMS instructors, or CPAT administrators.

b. Overtime will be paid when an employee works beyond their normal shift as a result of a fire or other emergency. Tasks that result in additional time may include, but are not limited to, personal cleanup, equipment cleanup and documentation.

c. An employee called back to work while off duty shall be given a minimum of three (3) hours of overtime pay. If the employee is no longer needed, he or she may be released from work early with pay for the three (3) hours of overtime. Departmental committees, work related medical appointments, pre-scheduled non-mandatory training and public education events will have a one-hour minimum. Any
time spent in preparation for said events shall be documented and compensated.

d. If overtime staffing is needed to meet minimum staffing levels (as defined by management) and no eligible employees have accepted the necessary overtime after two (2) overtime calls, probationary employees (who have been on shift for more than thirty (30) calendar days) may be utilized to fulfill staffing needs for the shift.

e. An employee may only accept overtime if they are able to work at least two-thirds (2/3) of the overtime shift without trading time. For example, an employee may trade no more than eight (8) hours of a twenty-four (24) overtime shift or three (3) hours of a nine-hour overtime shift. This will only apply to hours worked in excess of their normal workweek. This will not apply to mandatory overtime assignments.

f. An employee that accepts an overtime assignment off of the short or long list after the shift has started at 0700 will arrive at the assigned station within ninety (90) minutes of accepting the assignment. If an employee cannot arrive within ninety (90) minutes, they will not accept the overtime assignment.

g. An employee is not eligible to work overtime until twenty-four (24) hours have passed from the conclusion of the employee's sick leave usage.

10.3 OVERTIME LISTS

a. When the need for overtime occurs, hiring will be based on the employee's last overtime date worked. Two (2) lists will be maintained for this purpose. One list will be for twenty (20) hours or more and the other for less than twenty (20) hours. The Battalion Chief will call from the appropriate list based on the overtime hours available. The time it takes for an employee to get to work will not affect the list on which the overtime is recorded.

b. The order of the lists will be updated by moving the employee who worked most recently to the bottom. If multiple employees work overtime on the same day, they will be moved to the bottom of the list in order of civil service seniority with the least senior employee placed last on the list. If an additional employee or group of employees works additional overtime for the same date and timeframe, they will be moved to the bottom of the list in order of civil service seniority, with the least senior employee placed on the bottom of the list. Due to limitations in the notification system, the second employee or group of employees will be placed below the first group on the list. Typically, this occurs due to additional roster vacancies after the first callback has occurred. No employee will be moved to the bottom of a list for refusing an overtime opportunity.

10.4 HIRING EMPLOYEES FOR OVERTIME

a. When possible, overtime calls will occur between seven (7) o'clock pm and nine (9) o'clock pm the night before the overtime shift is to begin by the Battalion Chief or designee. If more people accept the assignment than are needed, the people that accepted the night before will be given the first opportunity at six (6) o'clock am the following morning if additional vacancies have occurred.
b. Overtime calls may begin at six (6) o’clock am on the day of the shift by the Battalion Chief or designee.

c. Personnel will be provided the date and time the shift is planned on beginning and ending.

d. When possible, the Battalion Chief or designee will notify personnel on-duty assigned to an incident of the overtime opportunity.

e. After the call has been made, the Battalion Chief or designee will wait ten (10) minutes before selecting the employee closest to the top of the appropriate list.

f. All personnel that accepted the assignment will be notified of the award within forty (40) minutes of initial notification whenever possible.

g. If an overtime assignment is not filled, a second call will be placed at least ten (10) minutes after the first call. In this notification, personnel will be advised that they will not be recorded (unless the employee requests otherwise) on the list if they accept the assignment. If the assignment is not filled after a second call, qualifying probationary employees (as described in 10.2.d) will be given an opportunity to work.

If the assignment is still not filled, a third call will be placed. This call will request a reply from employees who may be available to work a portion of the assignment, potentially allowing the Battalion Chief to fill one assignment with multiple employees.

h. When a second or third call is necessary, personnel will not be recorded on the list (unless the employee requests otherwise), including those who accepted a similar assignment (time, date) on the first call. Personnel who accepted overtime on the first call will be awarded the overtime. The remaining positions will be filled off of the second and third calls.

i. If overtime is required between 2200 and 0700 hours, personnel that are assigned at that station during the next shift will be given the first opportunity to work the overtime assignment. If one of the assigned personnel accepts the overtime, they will not be recorded on an overtime list and not be subject to the three (3) hour minimum in 10.2c.

j. If overtime is required at a station beginning between 0700 and 0800 and concluding no later than one (1) o’clock pm, personnel that were assigned at the station on the prior shift will be given the first opportunity to work the overtime assignment. If one of the assigned personnel accepts the overtime, they will not be recorded on the partial day overtime list and not be subject to the three (3) hour minimum in 10.2c.

k. If a paramedic is needed for a special events overtime assignment that is for EMS purposes only, this will be included in the announcement and the paramedic highest on the appropriate list will be selected.
I. When filling an overtime assignment for a special event the procedures will be the same as above with the following exception: personnel may be contacted multiple days in advance between the hours described in 10.4a.

10.5 MANDATORY OVERTIME

If an overtime assignment must be filled to keep a daily emergency vehicle in service and the assignment has not been filled after three (3) calls, employees may be required to work additional hours.

a. Mandatory overtime assignments will be split into two (2) categories; those occurring between 0700-1900 and those occurring between 1900-0700. If a 24-hour assignment is needed, it will be split into two (2) 12-hour periods. No employee will be required to work an assignment that is less than eight (8) hours.

b. The period from 0700-1900 will be staffed by an employee who is working on the shift prior to the vacancy. The period from 1900-0700 will be staffed by an employee who is scheduled to work the shift following the vacancy, unless the employee required to work from 0700-1900 has chosen to stay for the entire 24-hour period.

c. When a mandatory overtime assignment is necessary, it will be filled by the employee (from the appropriate shift as described in 10.5b) who is nearest the top of the “twenty (20) hours or more overtime list”. This list will be used regardless the length of time an employee is required to work. The employee will have the option to retain his or her location on the list or be moved to the bottom.

d. Once informed of the mandatory overtime assignment, the employee may have another willing employee(s) work any or all of the required hours. This may occur either through time trades or assigning overtime pay to the employee for the hours worked, whichever the employees have decided upon.

e. Employees will not be required to work if they are on approved vacation leave during their previous work day or their next work day. The Fire Chief will decide on a case-by-case scenario if an employee believes it is not feasible for them to work the assignment for any other reason.

f. The Employer and the Union recognize the importance of staffing emergency vehicles on a daily basis. The parties also recognize that requiring employees to work additional hours creates a significant burden for the employees and their families. Except while waiting for their relief to arrive, employees have not been required to work additional hours in the past. If this begins to occur regularly or if problems with the process arise, the Employer and Union will meet as soon as possible to bargain over the implementation of any new policies with the intent of improving the process or lessening the frequency of the occurrences. Nothing in the Agreement will be changed without the approval of both management and the Union.
Article 11 – Uniform Allowance

11.1 The Employer agrees to furnish all required clothing, equipment and allowances for repairs and dry cleaning, set forth under the present quartermaster system, which shall continue in effect. A current list of such items and allowances shall be kept by department administrative assistants and fire specialists. Any changes in the present quartermaster system will be made by the Fire Chief after consultation with the Safety Committee, as established in Article 23.

11.2 An employee leaving the service of the Employer whether through resignation, retirement, layoff or discharge, is responsible for returning any City property which he may have in his possession. An exception is in regard to the identical clothing or equipment purchased by the employee under the previous clothing allowance system prior to the present quartermaster system. Failure to return City property which includes all protective clothing, badges and identification card, may result in the employee’s final check being held up with deduction being made for the value of the property.

Article 12 - Holidays

12.1 During the term of this Agreement the following shall be observed as holidays:

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<th>Holiday Observed</th>
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<th>Holiday Pay Paid On</th>
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<tbody>
<tr>
<td>Labor Day</td>
<td>September 2, 2019</td>
<td>September 7, 2020</td>
<td>September 6, 2021</td>
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<tr>
<td>Columbus Day</td>
<td>October 14, 2019</td>
<td>October 12, 2020</td>
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<td>Veteran’s Day</td>
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<tr>
<td>Thanksgiving Day</td>
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<td>November 25, 2021</td>
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<tr>
<td>Day After Thanksgiving Day</td>
<td>November 29, 2019</td>
<td>November 27, 2020</td>
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<td>Christmas Eve</td>
<td>December 24, 2019</td>
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<td>Christmas Day</td>
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<td>New Year’s Eve</td>
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<td>Dr. Martin Luther King, Jr. Day</td>
<td>January 20, 2020</td>
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<td>(Observed)</td>
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<td>President’s Day</td>
<td>February 17, 2020</td>
<td>February 15, 2021</td>
<td>February 21, 2022</td>
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12.2 All employees shall receive eight (8) hours pay at straight time for holidays subject to Section 12.3.

Line Personnel are paid holiday pay with their last pay check in June for holidays occurring in the calendar year prior to that date and in the first pay check in December for holidays occurring the balance of the year not paid for in the previous check. Employees on scheduled shifts will observe the holiday on the date which it falls. Line employees working on shifts who work on a designated holiday in addition to holiday pay allowed as aforesaid, shall be paid time and one-half (1½) for hours worked on the holiday as follows: on a holiday, one shift would be paid holiday premium pay for hours from 12:00 midnight until 7:00 a.m. and the shift reliever would be paid holiday premium time for hours from 7:00 a.m. until 12:00 midnight on the holiday.

For all other employees, the holiday will be celebrated on the preceding Friday if the holiday occurs on Saturday and on Monday when the holiday occurs on Sunday. In the years when the day before Christmas and the day before New Year's Day occurs on Friday, such employees will celebrate their holiday on the preceding Thursday. In the years when the day before Christmas and the day before New Year's Day occurs on Sunday, such employees will celebrate their holiday on the following Tuesday. If scheduled to work, in addition to being paid holiday pay, such employees will be paid for each hour worked on the holiday at one and one-half (1½) times his regular base pay.

12.3 An employee during the first thirty (30) consecutive calendar days of an unpaid sick leave of absence, shall be eligible for holiday pay for any holidays falling in that period. Any employee on other unpaid leaves of absence shall not earn holiday pay.

12.4 A shift employee called in for duty, when scheduled off on the holiday, shall in addition to being allowed eight (8) hours' holiday pay be paid time and one-half (1½) his regular hourly rate for all time worked on such holiday.

12.5 Day personnel having a holiday occurring during a vacation period will not be charged vacation for each day of such holiday and will be entitled to a day off for such vacation at a time approved by their superior officer.

12.6 Employees who are serving their probationary period are entitled to holiday pay for holidays falling within such probationary period on the same basis as regular employees.

**Article 13 - Vacations**

13.1 All full-time employees shall be entitled to vacation time with pay at their established rate under the following schedule (New employees are not entitled to vacation until completing one (1) year of service):

<table>
<thead>
<tr>
<th>Service</th>
<th>Vacation Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>one week</td>
<td>after one (1) year of service</td>
</tr>
<tr>
<td>two weeks</td>
<td>after two (2) years of service</td>
</tr>
</tbody>
</table>
A week will consist of three 24-hour work days for shift personnel and 40 hours for day personnel.

13.2 Employees who have been on military leave of absence shall be given seniority credit for vacation purposes for the full calendar year in which they return to active employment.

13.3 If an employee has been employed for a period of more than twelve (12) months, payment for vacation days earned will be paid upon retirement, resignation, or dismissal, if an employee gives five (5) days' notice in case of resignation. The employee will not be paid if the employee fails to return from a leave of absence without giving five (5) days' notice before the leave expires except for just cause. In the event of the death of an employee, payment will be made to the surviving spouse or the estate of the employee.

13.4 Vacation hours are calculated and posted for all employees the first month of every year and reflect the hours of vacation earned the previous year, which represent the vacation due on the next anniversary date of each employee. This vacation is also shown on the pay voucher of employees for their information. For those full-time employees who will complete two (2), seven (7), twelve (12) or seventeen (17) years of service in the calendar year, the vacation posted will show the extra week of vacation for those employees. In order for vacation to be taken during the calendar year in which posted, the extra week of vacation may be taken before the employee's anniversary date, his final paycheck will have the amount of unearned vacation taken deducted.

13.5 The schedule for vacation dates for any calendar year will be from January 1 through December 31, but a workweek that starts at the end of December and ends in the first part of January will be listed as a week for vacation picking purposes. An employee who is unable to take his or her vacation as originally scheduled at some later time in the calendar year solely because of job related injury or because the city requested the employee to postpone vacation shall be permitted to carryover up to two (2) weeks of vacation for up to six months after the end of said calendar year with the approval of the Chief or designee which approval shall not unreasonably be withheld.

13.6 a. ANNUAL VACATION SELECTIONS. Shift personnel shall select vacations by Civil Service seniority regardless of rank. The Fire Chief will determine the number of daily vacation openings for annual vacation selections (normally occurring in early December). To ensure employees are able to schedule all of their vacation, additional openings may need to be approved by the Fire Chief. This will occur prior to the selection process and the days will be spaced throughout the calendar year in all months and days of the week.

   b. During the three (3) days of annual vacation selections any activities that can reasonably be scheduled on a different day shall be. This includes, but is not limited to, classes, training, tours and other public education events.

Vacation picking will consist of two (2) rounds. The first round will consist of any number of
days. If more than one day is selected, the days must be consecutive work days (e.g. A7, A8, A9, etc.) or consecutive, identical letter days (e.g. four consecutive B9 days). The second round of picking will allow the remaining vacation to be picked in any manner (either single days or any number of consecutive days on open dates).

13.7 Day shift personnel may pick any or all of their vacation in December. They may also choose to pass on picking. Any remaining vacation shall be selected at any time during the year with one (1) day advance notice. Conflicts shall be settled by seniority.

13.8 An employee who is off work because of sickness or injury and is under a doctor's care, if his vacation was scheduled to begin before he is able to return to work, may have his vacation rescheduled for a later date. This request must be in writing and turned in to the Battalion Chief prior to the vacation period starting. Approval/disapproval rests with the Chief or his designee, who will attempt to give written answer prior to the start of his first scheduled day of vacation.

13.9 Banked Vacation
During Annual vacation picks employees may bank a maximum of seventy-two (72) hours of vacation time. Under special circumstances, the Fire Chief, or his designee, may approve additional vacation hours to be moved to an employee’s bank.

a) To avoid the interruption of training events and the overnight sleep of other personnel, banked vacation may be taken in ten (10), twelve (12), fourteen (14) or twenty-four (24) hour increments and must begin or end at 7 am.

b) The total number of employees allowed on vacation (annual selections AND banked days) on a given day will be equal to one more than the daily vacation openings as determined by the Fire Chief in 13.6a.

For example, assume the Fire Chief determined there would be four (4) daily openings for annual vacation selections. This would mean a total of five (5) employees would be allowed on vacation daily. So, if two (2) employees had selected vacation on a day, then an additional three (3) employees may use banked vacation on that day. If five (5) employees (as a result of an additional approved opening) had selected vacation on a day, then no employee may use banked vacation.

The only exception is as follows: Additional banked vacation usage (beyond the limits just described) will be allowed if it does not result in additional overtime. In this circumstance, an employee is required to arrive to work at the normal time to ensure that staffing is adequate. If multiple employees request banked vacation in this manner, preference will be given to the employee(s) with Civil Service seniority. Once a banked vacation day has been approved, an employee will not be called back to work due to an unforeseen event that results in overtime.

c) The Fire Chief or designee may allow additional employees on vacation on a case-by-case basis.

d) Whenever possible, banked vacation days should be coordinated with the employee's
Battalion Chief at least one shift prior to the usage of banked time. This is particularly important if the employee wishes to use banked time starting at 0700. If the request occurs with less than forty-eight (48) hours prior to the start of the shift or during the shift, the employee must speak directly to an on-duty Battalion Chief or Acting Battalion Chief.

e) If multiple employees submit requests by the 15th day of the month prior to the month in which the day is being requested, the requests will be granted in the following order:
   1st) Employees in order of civil service seniority who have requested full 24-hour shifts.
   2nd) Employees in order of civil service seniority who have requested partial shifts.

f) Any requests received after the 15th day of the month prior to the month in which the day is being requested will be granted on a first come, first served basis. (Except requests that require an employee to arrive to work and ensure adequate staffing. These are prioritized by Civil Service seniority. (See 13.9b.)

g) Banked vacation was initiated to provide employees with more flexibility in their vacation usage. The city and the union agree to re-evaluate the implementation of this article on a year-to-year basis to ensure that it meets the common goals of adding increased flexibility to work schedules and reducing sick leave usage without adversely affecting the overtime budget. Nothing in the Agreement will be changed without the approval of both the city of union.

h) Any unused banked vacation days at the time of annual vacation picks may not be used for traditional selections. Any unused banked vacation at the end of the year will automatically carry over to the next calendar year. An employee’s bank, however, cannot exceed seventy-two (72) hours of vacation unless permission is granted by the Chief.

i) Any personnel with vacation days in their bank upon separation of employment will be paid for their vacation at their normal rate.

**Article 14 - Health and Welfare**

14.1 The Employer shall continue in effect the present coverage of insurance programs currently available to employees; however, this statement, nor any other contract language is to be construed as limiting the Employer’s sole authority to change insurance carriers, if equivalent or better coverage can be obtained. However, the Union shall be given 30-day notice of any contemplated change of carrier for discussion purposes. These programs and the contributions by the Employer are:

a. Employees electing single or family coverage shall contribute toward the cost of the applicable monthly premium as follows:
Traditional Plan

Employee Participating in Wellness:

<table>
<thead>
<tr>
<th></th>
<th>Percentage Employee Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 1, 2020</td>
<td>10%</td>
</tr>
<tr>
<td>January 1, 2021</td>
<td>10%</td>
</tr>
<tr>
<td>January 1, 2022</td>
<td>11%</td>
</tr>
</tbody>
</table>

Starting January 1, 2020, Employees Not Participating in Wellness Contribute 18% of the Premium for the Traditional Plan

Deductibles and Out-of-Pocket Maximums

<table>
<thead>
<tr>
<th></th>
<th>Single/Family Deductible</th>
<th>Single/Family/OPM</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>200/500</td>
<td>700/1400</td>
</tr>
</tbody>
</table>

Prescription Drugs

Effective January 1, 2020 – December 31, 2022

Tier 1 (generic) – 90/10%
Tier 2 (formulary) – 75/25%
Tier 3 (non-formulary) – 60/40%

Prescription Deductible: **$150** single and **$300** family
Prescription OPM: **$500** single and family

Choice Plan:

Employees may elect the Choice Health Insurance Plan, with a monthly premium of five percent (5%) of the total premium cost, if the employee participates in the City's Wellness Plan. Subsequent monthly contributions for the duration of the contract will follow the five percent (5%) of the total premium cost. Or employees may elect the Choice Health Insurance Plan, with a monthly premium of ten percent (10%) of the total premium cost, if the employee does not participate in the City's Wellness Plan. Subsequent monthly contributions for the duration of the contract will follow the ten percent (10%) of the total premium cost. Total premium cost may change subject to review by the employer.

5% - Participate in Wellness

10% - Not Participating in Wellness
The Employer's obligation to contribute towards the above coverages will commence on July 1, 1980, or such later date that the Employer's insurance carrier places the single or family coverage into effect; whether going underwriting or in the case of an "event" as defined by the insurance carrier.

Each calendar year the City will offer a Health Risk Assessment process. Any full-time or part-time employee that is eligible for benefits, who completes a Health Risk Assessment will receive the incentive plan offered by the City. Information gained in the Health Risk Assessment process will not be shared with City of Cedar Rapids management except in aggregate form. The Health Risk Assessment process is optional. The Employer will allow sufficient opportunity for the employee to participate in all aspects of the Wellness program while on duty.

b. Group term life insurance with accidental death and dismemberment in the amount of $50,000 on each eligible employee. Employees will be offered the opportunity to purchase up to five (5) times their annual salary, in $5,000 increments, with a maximum of $500,000, in additional life insurance subject to availability and certain limitations.

14.2 Dental Insurance: The Employer agrees to offer and pay the monthly premium for the employee's portion of dental insurance covering check-ups and teeth cleaning, cavity repair and tooth extractions, and high cost fillings, root canal fillings, gum and bone disease (non-surgical) subject to certain deductibles, reimbursement percentages, waiting periods, and other carrier restrictions. The employee may elect to pay the cost of dependent coverage for the above coverages, which will also include teeth straightening for eligible dependents, at his or her own expense:

Elective dependent coverage is also subject to certain deductibles, reimbursement percentages, waiting periods, and other carrier restrictions.

Benefits and administrative procedures as described in the current Benefits Certificate.

14.3 During a layoff or an unpaid leave or absence for any reason as shown under Article 19 herein, the employee may continue his health insurance and life insurance in accordance with the master contract of the insurance company by making arrangements with the City Treasurer's office to pay the entire cost of monthly premiums for each month. Failure to make such payment will result in the employee being dropped from coverage in accordance with the provisions of the master policy of each carrier.

Article 15 - Deferred Compensation

15.1 Each employee shall be eligible to contribute up to the maximum amount allowed by the IRS into a deferred compensation plan currently established by the City. The City agrees to contribute a sum equal to that contributed by the employee up to one-half percent ($\%$) of the employee's annual salary.

Article 16 - Bid Process

16.1 This article is intended to give employees an opportunity to bid into stations. A fire bid group shall manage the bid process. The fire bid group will consist of representation from the Fire Department management and the association. Each side will have up to three members determined by the fire chief
16.2 The following positions will be eligible for bid:

16.2a A vacancy created by promotion, demotion or separation from employment. This will include employees who have established a retirement date prior to the end of the current calendar year.

16.2b A position occupied by an employee who has completed their probationary period and the employee who occupied it previously does not wish to reclaim it.

16.2c A position occupied by a firefighter that is placed on a certified list for Captain (Operations).

16.2d Other vacancies created if the fire chief or his designee deems the position biddable.

16.2e Vacancies created by paramedic staffing needs as covered in 16.5.

16.2f Any newly created positions by management.

16.3 The fire chief or designee will determine which fire department units will be staffed with Paramedic(s).

16.4 Bids will be based on Civil Service seniority and paramedic status (as described in 16.5).

16.5 If a unit that the fire chief has determined is a paramedic unit does not have an assigned paramedic after the third round of bidding for Captains and there are no other openings in the unit on the appropriate letter day, the least senior firefighter will be displaced and his/her position will be opened for bidding in the first round of firefighter bidding with paramedic certification required.

16.6 If a unit the fire chief has determined is a paramedic unit has a paramedic assigned regardless of rank after the third round of Captains' bids, all subsequent openings will be bid based on civil service seniority alone.

16.6a Firefighters with a paramedic certification that bid into an assignment that does not require a paramedic certification may be moved to fill open paramedic assignments on a day-to-day basis.

16.7 Employees on a certified list for Captain (Operations) and employees who have not completed one year of service on January 1st of the following year are ineligible to place a bid. Employees who have completed between one and three years of service on January 1st of the following year may submit bids but their bids are not guaranteed to be honored.

16.8 Personnel can only place a bid for their rank. Firefighters may bid firefighter openings and Captains may bid Captains openings.

16.9 The employer reserves the right to balance shifts to maintain maximum efficiency. If the employer needs to balance shifts, the employer will notify the employee fifteen (15) calendar days prior
to the transfer. When the employee's vacation is impacted, the employee will be allowed to choose unfilled vacation slots or slots close to his/her current vacation picks.

16.10 Personnel working at any station may be temporarily moved to another station to accommodate day-to-day staffing needs including paramedic placement.

16.11 Employees' who wish to reclaim their position due to the assignment of a probationer shall notify their Battalion Chief of their intent to reoccupy their old position when the probationary period ends.

16.12 Bidding will begin between September 1st and November 1st. Preferably, it will start after a Captains promotional exam if one is given that year.

16.13 At least ten (10) day's-notice will be given via email prior to the first day of bidding.

16.14 There will be three (3) rounds of bidding for Captains and three (3) rounds of bidding for firefighters. Each subsequent round is only required if there was active bidding and eligible positions created during the previous round.

16.15 Biddable positions will be posted on email allowing three (3) calendar days for responses. If all rounds are needed the bid process will take eighteen (18) calendar days.

EX: 1st Round Captain: Open day 1, day 2, day 3 until 1600 hours.
     2nd Round Captain: Open day 4, day 5, day 6 until 1600 hours.
     3rd Round Captain: Open day 7, day 8, day 9 until 1600 hours.
     1st Round Firefighter: Open day 10, day 11, day 12 until 1600 hours.
     2nd Round Firefighter: Open day 13, day 14, day 15 until 1600 hours.
     3rd Round Firefighter: Open day 16, day 17, day 18 until 1600 hours.

16.6 Persons wishing to bid for a posted position will email the Fire Bid Group with the following information within the appropriate three (3) day period: their name, the new apparatus, the new station, and the new shift and their current station, apparatus, and shift. Winning bids will be determined by civil service seniority and paramedic status if the assigned position has been designated as a paramedic station.

16.7 If the employer fills a biddable position by transfer or assignment of an employee, the position will be available for bid during the next bidding cycle. This is intended to prevent bypassing the bid process as an employee nears retirement, promotion, etc. It does not mean that positions that go unbidded will be carried over to the next bidding cycle.

16.8 Specific Kelly days are not guaranteed to stay the same for biddable positions.
Article 17 - Longevity Pay

17.1 Longevity rate schedules are intended to recognize long and faithful service, particularly where the opportunity for employment is limited and there is no provision for further advancement within the base pay range. Longevity rate schedules are not construed as being a part of base pay schedules which relate to the level, nature, and difficulty of work of positions and not to the service circumstances of employees.

17.2 Longevity pay will accrue monthly and will be based on the following rates:

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Percentage of Annual Wage</th>
<th>Monthly Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>0.75%</td>
<td>0.0625%</td>
</tr>
<tr>
<td>10</td>
<td>1.25%</td>
<td>0.1042%</td>
</tr>
<tr>
<td>15</td>
<td>1.75%</td>
<td>0.1458%</td>
</tr>
<tr>
<td>20</td>
<td>2.25%</td>
<td>0.1875%</td>
</tr>
<tr>
<td>25</td>
<td>2.75%</td>
<td>0.2292%</td>
</tr>
</tbody>
</table>

17.3 Payments of longevity will be made twice yearly, on the second pay check in June and the second pay check in December. The payments will be calculated using the base wage of the employee on June 1st and December 1st preceding each payment.

Article 18 - Jury Duty

18.1 The Employer shall pay an employee who serves on a jury, the difference in salary between jury pay and his regular salary for the hours required to serve. If discharged from such service before his workday ends, such employee shall immediately report for duty. An employee who has been subpoenaed or ordered to appear in court on behalf of the employer on a day when he is not scheduled to work, shall be paid at the rate of one and one-half (1 ½) his basic hourly rate for the time so spent with a minimum pay in accordance with Article 10.2c of this agreement.

Article 19 - Leave of Absence - General Provisions

19.1 Leaves of absence will follow the general personnel policies and provisions of the Employer which cover special leaves, sick leaves, job injury sick leave, maternity leaves, funeral and military leaves, etc., except as covered in Articles 20 through 22.

19.2 Inability to work because of proven sickness or injury shall not result in any loss of seniority rights. During the period of absence on any paid leave, the employee shall not engage in gainful employment inconsistent with medical restrictions.

Article 20 - Sick Leave

20.1 Each full-time employee of the Employer shall be entitled to sick leave on one (1) work period with pay for each completed month of service. Permanent employees who render part-time services shall be entitled to a prorated amount of sick leave for the time actually worked at the same rate as that granted full-time employees.
20.2 Accrual of sick leave is unlimited.

20.3 a. An employee eligible for sick leave with pay shall be granted sick leave for absence due to a condition rendering the employee temporarily unable to perform job duties. This may include illness, injury, exposure to contagious disease, pregnancy, childbirth and related medical conditions. An employee using sick leave shall inform the Battalion Chief that they are unable to perform their job duties. Failure to do so may require an employee paid doctor's certificate and may be the cause for the denial of sick leave pay. Should the Fire Chief suspect an employee of misuse of sick leave, the Fire Chief shall notify the union with the person's name and then send the employee a non-disciplinary letter stating they shall provide a doctor's certificate each time they call in sick for the next six (6) months. Such written notification shall remain in effect for the next six (6) months from the date of the written notification. Such medical visits shall be at the employee's expense. Failure to supply this document shall be cause for denial of sick leave pay. Any employee who suffers an injury off the job and who is later required to see a physician of the City's choice shall have that doctor's visit paid by the City. When an employee is released to return to work without restrictions by their personal physician and the City requires them to see the City physician, all deduction of sick leave shall cease and the employee shall be on their normal pay (this will not include holiday premium pay).

The City's physician will review the release provided by the employee's personal physician, and if the City's physician agrees with the release, then the employee will be returned to work immediately. If the City's physician does not agree with the release, the City's physician will consult with the employee's personal physician regarding any return-to-work issues. If the City's physician and the employee's personal physician cannot agree that the employee may return to work without restrictions, then the two (2) physicians will attempt to agree upon a third physician to render an opinion on the matter. If the two (2) physicians agree upon a third physician, then the employee will be examined by the third physician and that physician will provide an opinion regarding the employee's ability to return to work without restrictions and that opinion will be final and binding on the employee and the City.

If the two (2) physicians cannot agree upon a third physician, then the City's physician and the employee's personal physician will each provide to the City a list of three names of physicians who are qualified and willing to provide an opinion to the City regarding the employee's ability to return to work without restrictions. The names of the six (6) physicians will then each be assigned a number, five (5) of the numbers will be randomly selected, and a list of five (5) names will be compiled. The parties will take alternate turns and will each strike two (2) names from the list. The physician whose name remains will serve as the third physician. The employee will then be examined by the third physician and that physician will provide an opinion regarding the employee's ability to return to work without restrictions and that opinion will be final and binding on the employee and the City.

All costs associated with the examination of the employee by the third physician will be paid by the City. The employee shall not be required to take any physical fitness test to return to work.

b. An employee who is unable to work will notify the Battalion Chief no later than one (1) hour or earlier than twelve (12) hours prior to the starting time of his scheduled shift. Sick leave calls
prior to 0600 employees will use sick call-in line. Sick leave calls between 0600 - 0700 employees must call and speak to Battalion Chief on duty.

20.4 Employees absent from work on legal holidays, during sick leave, vacation, for disability arising from verified injuries in the course of their employment, or for authorized leaves of absence with pay, shall continue to accumulate sick leave at the regularly prescribed rate during such absence as though they were employed.

20.5 Any employee on leave of absence without pay shall not earn sick leave.

20.6 Absences for part of a day that are chargeable to sick leave in accordance with these provisions shall be charged in an amount not smaller than one (1) hour.

20.7 Sick leave shall be uniformly posted on employee's pay voucher on a monthly basis for all employees at the rate of one day per month.

20.8 a. Fire Department personnel on the twenty-four (24) hour shift schedule shall accumulate sick leave on the basis of one (1) day for each completed month of service provided that sick leave used shall be charged at the rate of one (1) day for every twenty-four (24) hour shift missed. For purposes of this rule, one (1) day is defined as eight (8) hours.

b. Also for purposes of charging sick leave to twenty-four (24) hour shift personnel, sick leave will be charged in increments of one (1) hour for each multiple of three (3) hours or portions thereof absent because of sickness.

c. Non-twenty-four (24) hour shift personnel shall be charged sick leave at the rate of eight (8) hours for each eight (8) hour day absent because of sickness.

d. Employees may elect to use a maximum of forty-eight (48) hours of sick leave per year for the illness, injury or hospitalization of a member of the employee's immediate family (spouse, child, sibling or parent). Additional sick leave may be authorized through the approval of a documented medical condition through FMLA.

e. Employees may use a maximum of two (2) consecutive work days chargeable to sick leave for attendance of the birth or adoption of a child.

20.9 During any absences of an employee when sick leave would be payable, an employee may use his vacation time after all of his accumulated sick leave time has been used.

20.10 Job Injury Sick Leave - Civil Service. All accidents must be reported to the employee's supervisor or the City's Industrial Nurse as required by the Employee's Handbook of Occupational Safety and Health Regulations. Upon the employee so reporting, the employee will be paid for the balance of the shift on the date the injury or job-related illness occurred providing the injury or illness incapacitates him from doing his regular work. No time shall be deducted for the employee's accrued sick leave for the duration of illness or injury if found to be job related. In the event there is a question as to whether
an injury is job related or as to the duration of the illness, the matter shall be referred to the City physician, if practicable. Any matter not referred to the City physician or still in dispute after referral to the City physician shall be determined in accordance with the grievance and arbitration provisions of this agreement. The arbitrators shall give controlling weight to any determination made by the City physician within the scope of his or her expertise which is based upon fact. In all other cases the employee shall be required to clearly demonstrate that the illness or injury was job related. Benefits hereunder shall be denied if the employee cannot demonstrate that the injury was job related. The City shall pay for such doctor's determination if found to be job related. The employee shall pay for this examination if found not to be job related. In serious cases of possible permanent disability, the present practice of obtaining such determination shall not be followed. This article shall in such cases not be considered a right of unlimited sick leave payment.

Article 21 - Funeral Leave

21.1 In the event of a death an employee shall be granted the following amount of time off with pay based on the relationship of the deceased:

a. Spouse, child, parent, spouse's parent or other family members residing in the same household as the employee: 2 shift days (5 work days for 40-hour employees).

b. Sister, brother, stepfather, stepmother, stepsister, stepbrother, stepchildren, grandmother, grandfather, grandchildren, son-in-law, daughter-in-law: 1 shift day (1 work day for 40-hour employees).

c. Aunt, uncle, spouse's grandmother or grandfather, sister-in-law, brother-in-law: 1 shift day (1 work day for 40-hour employees) if it falls on the day the funeral or visitation or with the approval of the Chief.

21.2 Additional leave with pay may be granted by the Chief of the Fire Department or his/her designee upon sufficient demonstration of need (e.g. location of funeral, funeral responsibilities). Additional unpaid leave may also be requested.

Article 22 - Special Leave

22.1 The Fire Chief may authorize an employee to be absent without pay for personal reasons for a period or periods not to exceed a total of ten (10) working days in any calendar year; or five (5) working days in any one instance. Nothing in this article shall be construed to preclude a Battalion Chief at the employer's discretion to grant up to six (6) hours of paid leave if such an emergency arises while the employee is on duty.

22.2 Any leave of absence for six (6) days or more will require the authorization of the City Manager.

22.3 The City Manager may authorize special leaves of absence for any period or periods for the following purposes:

With or without pay for attendance at a college, university, or business school for the purpose of training
in subjects relating to the work of the employee which will benefit the employee and the Employer; with
or without pay for urgent personal business requiring employee's attention for an extended period or for
purposes that are deemed beneficial to the Employer. Such request shall be submitted to the Fire Chief
who will forward it to the City Manager with a recommendation dependent upon whether the application
is in the best interests of the department and/or the employee.

22.4 The City Manager may authorize special leaves of absence for medical necessity after all accrued
paid leave is exhausted not to exceed twelve months, but only for such periods of time as are operationally
feasible for the department. Such leave must be requested in writing and supported by a doctor's
certificate.

22.5 During periods of medical leave without pay in excess of thirty (30) calendar days the employee
may continue insurance by paying the entire cost of the monthly premiums each month.

22.6 An employee permitted to attend a seminar, school, or conference for the mutual benefit of the
employee and employer, will not suffer any loss in pay for the time necessary for such attendance. The
employee will be reimbursed for the cost of transportation, housing, and meals, as limited by the City,
while he/she is away from Cedar Rapids. Any expense for items required by the school will be
reimbursed and such items shall become the property of the department. Proof of purchase and necessity
of purchase will be required to justify reimbursement.

22.7 Employees who at their request are granted special leave of sixty (60) days or more
without pay will have their city and departmental seniority dates and their wage increase
applicable and longevity dates adjusted to reflect the time lost during such period of absence.

22.8 a. The department shall provide the opportunity for training for each employee to maintain
their training or certification. For the purposes of this article these minimum standards shall apply to: FF
1, FFII, HazMat Operations, and EMS. If an employee is a member of the Special Operations team, they
will be trained to the Technician Level of those disciplines that the Employer identifies as necessary
within the first year of their team membership, or as soon as possible thereafter. All relevant OSHA
mandates will be adhered to. The mandate for HazMat will be OSHA 29 CFR 1910.120.

b. No employee will be required or asked to obtain a contingency time trade for any reason.

Article 23 - Safety, Accidents and Report

23.1 a. It is the desire of the Employer and the Union to maintain the highest standard of safety and
health in the Fire Department in order to eliminate, as much as possible, accidents, deaths, injuries and
illness in the fire service.

b. Protective devices, wearing apparel and other equipment necessary to properly protect
firefighters shall be provided by the Employer. An individual may request inspection of protective gear
by the Safety Committee should a disagreement arise over serviceability.

c. There shall be appointed a six (6) man departmental Occupational Health and Safety
Committee. The Union may name one-half (½) of the committee. They will meet with the Department Safety Officer quarterly, or when necessary for the purpose of discussing safety and suggesting safety regulations. When a safety suggestion or complaint is filed, the Safety Committee may, by vote of the majority of the Committee, meet to review the suggestion or complaint. If it is agreed to do so, the majority of the Safety Committee will also determine when the meeting will be convened. If the majority of the Safety Committee does not vote to review the suggestion or complaint, the suggestion or complaint will be presented to and reviewed by the Safety Committee at its next regular meeting. The person filing the suggestion or complaint will be notified of the meeting and will be allowed to discuss the issue with the Safety Committee. The Fire Chief shall make the determination on all matters of safety and the issuance of safety rules. The committee shall have the right to refer safety matters and rules to the Employee Safety Director after the discussion with the Fire Chief. The committee will be on a rotating basis. Two (2) members will be replaced each year.

d. Safety Committee members will be granted time off with pay when meeting jointly with management, and for any inspection or investigation of safety or health problems in the Fire Department.

e. The Employer shall not restrict the Safety Committee members from any Fire Department facility when investigating health or safety conditions.

23.2 An employee who is injured while on duty and is required to leave the job because of such injury and is required to remain off the job by a medical authority will be paid for the balance of his shift.

23.3 If an employee is required to take any medical examinations associated with their annual testing and the City Occupational physician determines that a work-related condition exists the city will bear all costs of these work related exams and treatments.

**Article 24 - Personal Development / Evaluations**

Employees will receive a Personal Development Evaluation periodically (annually). The evaluated employee will have two (2) work days to review the completed evaluation and may schedule a subsequent meeting with the supervisor if the employee so chooses. The evaluator will meet with the individual to review the document. The interview will also include establishing improvement objectives, steps to be taken to reach the goal and what the supervisor will do to assist the employee. The employee has the right to attach a statement to the evaluation should they choose. The document with the attachment becomes part of the employee's personnel file. An employee who has been evaluated has the right to grieve all evaluations through the contractual grievance procedure if such evaluations are unfair, unjust and/or inaccurate.
Article 25 - Physical Performance Evaluation

It is understood by Local # 11 and the City of Cedar Rapids that it is in the best interest of the parties to have employees physically fit. The City will make every effort to provide the necessary environment for the employees to achieve an acceptable level of physical fitness. In order to achieve and maintain high levels of aerobic fitness, flexibility, muscular endurance and strength, all personnel covered by this labor Agreement shall participate in a mandatory fitness program.

Exercise programs may be designed by a certified trainer. Crew officers are responsible for scheduling or allowing for a workout period on each shift of one (1) hour. This program is non-punitive if an individual is actively participating in an exercise program. The City will maintain city purchased physical fitness equipment.

Article 26 - Wages

26.1 An employee covered by this Agreement shall be paid at the hourly rate shown for their present grade and step as shown on Pay Schedule F hereto attached for all time worked in the employment of the Employer. For purposes of this section, all time worked shall include paid leave.

26.2 Shift employees who are assigned to the following specialty assignments will receive an additional hourly premium of $0.10 in FY17 and an additional $0.10 in FY18:

- Special Operations Manager
- Hazardous Materials Manager
- EMS Auditors
- Mask Repair Manager
- Hose Program Manager
- Air Monitoring Equipment Program Manager
- Discipline Leaders.

Article 27 - Complete Agreement

27.1 The Union and the Employer acknowledges that the understandings and agreements arrived at between the parties after negotiations are set forth in the Agreement, and that this is the complete Agreement. However, this Agreement may be amended or revised in any of its provisions at any time during its existence provided such revisions or amendments are reduced to writing and subscribed to by both parties.

27.2 This article is not intended to prohibit discussion between the Employer and employees in regard to existing practices or any changes effected by either the legislature or courts during the term of this Agreement.
Article 28 - Separability and Savings Clause

28.1 It is the sense and intention of the parties hereto that all of the provisions of this Agreement shall comply with all applicable statutes or authority or restriction on authority granted the Employer and any ordinances, rules and regulations made in compliance with such statute.

28.2 In the event that any provision of the Agreement shall at any time be declared invalid by a court of competent jurisdiction or found to be in conflict with any statute, ordinance or rule or regulation made in compliance with such statute, such decision or conflict shall not invalidate the entire Agreement and it being the express intention of the parties that all other provisions of this Agreement shall remain in full force and effect.

28.3 In the event that any provision of this Agreement is held invalid, as set forth above, the parties shall enter into negotiation to modify such provision to comply with such decision.

Article 29 – Labor Management Meetings

29.1 Labor Management Meetings.
Representatives of the Union and Employer shall meet quarterly at a mutually agreed upon time to discuss matters of mutual interest, resolve potential conflicts and propose changes that could improve services, efficiency or morale. Neither this contract or prevailing rights of the parties shall be modified without the written agreement of the parties. Agenda items should be exchanged in advance when applicable to allow for more productive meetings. If agreed upon by both parties, meetings can occur more often than quarterly.
Article 30 - Effective Date

30.1 This Agreement shall be in full force and effect from July 1, 2019, to and including June 30, 2022.

CEDAR RAPIDS ASSOCIATION OF FIREFIGHTERS, LOCAL NO. 11

By: [Signature]
Title: President L-11
Date: 5-23-2019

CITY OF CEDAR RAPIDS:

By: [Signature]  City Manager
Date: 6-5-19

Attest: [Signature]  City Clerk
Date: 6-5-19
Appendix A – Choice Health Insurance Plan Design

This summary does not contain all of the provisions or limitations which apply to your Medical and Prescription Drugs coverages. For coverage details, see your Benefit Plan Booklet.

<table>
<thead>
<tr>
<th>Medical Expense Coverage</th>
<th>PPO PROVIDER</th>
<th>NON-PPO PROVIDER</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Lifetime Maximum Payment Limit</strong></td>
<td></td>
<td>Unlimited</td>
</tr>
<tr>
<td><strong>Calendar Year Deductible</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual</td>
<td></td>
<td>$500</td>
</tr>
<tr>
<td>Family</td>
<td></td>
<td>$1,000</td>
</tr>
</tbody>
</table>

You pay one individual Deductible Amount each calendar year. For satisfaction of the family Deductible Amount, no more than one individual Deductible Amount will apply for any one person. After the Deductible is satisfied for one individual, other family members’ claims will combine to satisfy the remainder of the Family Deductible.

<table>
<thead>
<tr>
<th>Out-of-Pocket Maximums</th>
<th>Individual</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$2,000</td>
<td>$4,000</td>
</tr>
</tbody>
</table>

If the amount you pay for Covered Charges in any one calendar year reaches the Out-of-Pocket Expense Maximum shown above, Comprehensive Medical benefits payable will be 100% of additional Covered Charges (except as described below).

The amounts that **DO NOT** apply toward your Out-of-Pocket Expense Maximum are:

- Outpatient charges related to mental or nervous disorders and alcoholism or drug abuse; and
- Infertility charges; and
- The amount you must pay because of penalty charges for failure to comply with Utilization Management Requirements
The Calendar Year Deductible applies to the following services, except as noted.

All coinsurance amounts listed are based on allowable provider charge, after PPO network discounts have been applied. For Non-PPO charges, all coinsurance amounts will not exceed Prevailing Charges.

<table>
<thead>
<tr>
<th>SERVICE</th>
<th>PPO PROVIDER</th>
<th>NON-PPO PROVIDER</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physician Visit Charges (Treatment or Service furnished at a Physician's clinic or office)</td>
<td>Plan pays 90% (Deductible waived)</td>
<td>Plan pays 80% (Deductible waived)</td>
</tr>
<tr>
<td>Preventive Care</td>
<td>Plan pays 100% (Deductible waived)</td>
<td>Plan pays 100% (Deductible waived)</td>
</tr>
<tr>
<td>• Routine Physical Exams</td>
<td>Plan pays 100% (Deductible waived)</td>
<td>Plan pays 100% (Deductible waived)</td>
</tr>
<tr>
<td>• Routine Gynecological Exams</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Routine Mammograms</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Routine Sigmoidoscopies</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Well Child Care</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Immunizations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• X-Ray and Lab services provided during the exam</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Colonoscopies (routine or with a diagnosis)</td>
<td>Plan pays 100% (Deductible waived)</td>
<td>Plan pays 100% (Deductible waived)</td>
</tr>
<tr>
<td>Allergy Injections and Serum</td>
<td>You pay Deductible, then plan pays 90%</td>
<td>You pay Deductible, then plan pays 90%</td>
</tr>
<tr>
<td>Inpatient Hospital Care</td>
<td>You pay Deductible, then plan pays 90%</td>
<td>You pay Deductible, then plan pays 90%</td>
</tr>
<tr>
<td>Outpatient Hospital Care</td>
<td>You pay Deductible, then plan pays 90%</td>
<td>You pay Deductible, then plan pays 90%</td>
</tr>
<tr>
<td>X-Ray and Laboratory Services</td>
<td>You pay Deductible, then plan pays 90%</td>
<td>You pay Deductible, then plan pays 90%</td>
</tr>
<tr>
<td>Emergency Room Services</td>
<td>You pay Deductible, then plan pays 90%</td>
<td>You pay Deductible, then plan pays 90%</td>
</tr>
<tr>
<td>Ambulance Services for a Medical Emergency</td>
<td>You pay Deductible, then plan pays 90%</td>
<td>You pay Deductible, then plan pays 90%</td>
</tr>
<tr>
<td>Ambulance Services for other than a Medical Emergency</td>
<td>You pay Deductible, then plan pays 90%</td>
<td>You pay Deductible, then plan pays 90%</td>
</tr>
<tr>
<td>Chiropractic Services (performed by DC, MD, or DO)</td>
<td>Plan pays 90% (Deductible waived)</td>
<td>Plan pays 80% (Deductible waived)</td>
</tr>
<tr>
<td>Limited to a combined 24 visit maximum per year (if determined to be Medically Necessary Care additional visits may be allowed)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physical Therapy, when provided by a licensed physical therapist</td>
<td>You pay Deductible, then plan pays 90%</td>
<td>You pay Deductible, then plan pays 90%</td>
</tr>
<tr>
<td>Home Health Care, Home Skilled Nursing</td>
<td>You pay Deductible, then plan pays 90%</td>
<td>You pay Deductible, then plan pays 90%</td>
</tr>
<tr>
<td>Service</td>
<td>You pay Deductible, then plan pays 90%</td>
<td>You pay Deductible, then plan pays 80%</td>
</tr>
<tr>
<td>----------------------------------------</td>
<td>----------------------------------------</td>
<td>----------------------------------------</td>
</tr>
<tr>
<td>Hospice Care</td>
<td>You pay Deductible, then plan pays 90%</td>
<td>You pay Deductible, then plan pays 80%</td>
</tr>
<tr>
<td>Inpatient Treatment</td>
<td>You pay Deductible, then plan pays 90%</td>
<td>You pay Deductible, then plan pays 80%</td>
</tr>
<tr>
<td>Limited to 15 days of respite care per lifetime</td>
<td>You pay Deductible, then plan pays 90%</td>
<td>You pay Deductible, then plan pays 80%</td>
</tr>
<tr>
<td>Outpatient Treatment</td>
<td>You pay Deductible, then plan pays 90%</td>
<td>You pay Deductible, then plan pays 80%</td>
</tr>
<tr>
<td>Limited to 15 days of respite care per lifetime</td>
<td>You pay Deductible, then plan pays 90%</td>
<td>You pay Deductible, then plan pays 80%</td>
</tr>
<tr>
<td>Skilled Nursing Facility Care</td>
<td>You pay Deductible, then plan pays 90%</td>
<td>You pay Deductible, then plan pays 80%</td>
</tr>
<tr>
<td>Durable Medical Equipment, including oxygen</td>
<td>You pay Deductible, then plan pays 90%</td>
<td>You pay Deductible, then plan pays 80%</td>
</tr>
<tr>
<td>SERVICE</td>
<td>PPO PROVIDER</td>
<td>NON-PPO PROVIDER</td>
</tr>
<tr>
<td>---------------------------------------------</td>
<td>--------------------------------------------------</td>
<td>-------------------------------------------------------</td>
</tr>
<tr>
<td>Blood</td>
<td>You pay Deductible, then plan pays 90%</td>
<td>You pay Deductible, then plan pays 80%</td>
</tr>
<tr>
<td>Prosthetic Appliances</td>
<td>You pay Deductible, then plan pays 90%</td>
<td>You pay Deductible, then plan pays 80%</td>
</tr>
</tbody>
</table>
| Infertility Treatment  
Limited to a lifetime maximum benefit of $15,000 | You pay Deductible, then plan pays 90%             | You pay Deductible, then plan pays 80%                |
| One Postpartum Home Visit  
Applicable when you and your baby are discharged from the Hospital within 48 hours of a normal delivery or within 96 hours of a cesarean birth | You pay Deductible, then plan pays 90%             | You pay Deductible, then plan pays 80%                |
| Mental or Nervous Disorders and Alcoholism and Drug Abuse  
Inpatient Treatment  
Limited to 30 days per year  
Outpatient Treatment  
Limited to 52 visits per year | You pay Deductible, then plan pays 90%             | You pay Deductible, then plan pays 80%                |
| All Other Covered Charges                  | You pay Deductible, then plan pays 90%             | You pay Deductible, then plan pays 80%                |

Medical Emergency

If you or one of your Dependents requires treatment for a Medical Emergency and cannot reasonably reach a PPO Provider, benefits for such treatment received will be paid at the same level as a PPO Provider.

Uncontrollable Providers

For services provided by a Non-PPO emergency room Physician, anesthesiologist, radiologist, or pathologist, benefits will be payable at the PPO level when such services are provided at a PPO Hospital (inpatient, outpatient, and Hospital emergency room) or a licensed PPO freestanding surgical center.
### PRESCRIPTION DRUGS

<table>
<thead>
<tr>
<th></th>
<th>RETAIL DRUGS</th>
<th>MAIL ORDER DRUGS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tier 1: Generic Drugs</td>
<td>Plan pays 90%, you pay 10%</td>
<td></td>
</tr>
<tr>
<td>Tier 2: Formulary Brand Name Drugs</td>
<td>Plan pays 75%, you pay 25%</td>
<td></td>
</tr>
<tr>
<td>Tier 3: Non-Formulary Brand Name Drugs</td>
<td>Plan pays 60%, you pay 40%</td>
<td></td>
</tr>
<tr>
<td>Maximum Supply</td>
<td>N/A</td>
<td>90 days for each prescription</td>
</tr>
</tbody>
</table>
| Prior Authorization  | For certain drugs and classes of drugs designated by the Claims Administrator, the Claim Administrator reserves the right to:  
• require prior authorization for dispensing; and  
• limit payment of benefits for specified quantities; and  
• require the dispensing of certain drugs before paying benefits for another drug within a given class, as established by the Claims Administrator.  
To request a preauthorization contact the Pharmacy Benefit Manager at the telephone number listed on your or your Dependent’s identification card. |

The group coverage(s) described above are self-funded by your employer with administrative services provided by the National Accounts Division of Principal Life Insurance Company. This means Principal Life does not assume any of the risk for any medical or prescription drug claims. Because this material is a summary, it does not state all coverage provisions, restrictions of coverage, benefits, conditions, limitations, or provisions required by federal law. If any provision presented here is found to be in conflict with federal law, that provision will be applied to comply with federal law. The group plan determines all rights, benefits, exclusions and limitations of the coverage described above.
SCHEDULE F - Hourly Wage Schedule for July 1, 2019 through June 30, 2022

FY20 rate is effective for 1st payday in July 2019 (4.00%)
FY21 rate is effective for 1st payday in July 2020 (3.50%)
FY22 rate is effective for 1st payday in July 2021 (3.50% & 0.5% 18 year step increase)

All rates are based on years of service on Department, not years at rank or grade.

Day rates are calculated using the conversion rate of 2756/2080 of the shift rate ensuring that shift and day employees at the same grade earn the same annual wages.

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Grade</th>
<th>Step</th>
<th>Service</th>
<th>FY20</th>
<th>FY21</th>
<th>FY22</th>
<th>FY20</th>
<th>FY21</th>
<th>FY22</th>
</tr>
</thead>
<tbody>
<tr>
<td>Firefighter (EMT)</td>
<td>30</td>
<td>1</td>
<td>Entry</td>
<td>18.89</td>
<td>19.55</td>
<td>20.23</td>
<td>25.02</td>
<td>25.90</td>
<td>26.81</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2</td>
<td>1 year</td>
<td>20.08</td>
<td>20.79</td>
<td>21.51</td>
<td>26.61</td>
<td>27.54</td>
<td>28.50</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3</td>
<td>3 years</td>
<td>23.29</td>
<td>24.10</td>
<td>24.94</td>
<td>30.85</td>
<td>31.93</td>
<td>33.05</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4</td>
<td>6 years</td>
<td>23.96</td>
<td>24.80</td>
<td>25.67</td>
<td>31.75</td>
<td>32.86</td>
<td>34.01</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5</td>
<td>9 years</td>
<td>24.88</td>
<td>25.75</td>
<td>26.65</td>
<td>32.96</td>
<td>34.12</td>
<td>35.31</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6</td>
<td>18 years</td>
<td>25.64</td>
<td>26.53</td>
<td>27.60</td>
<td>33.97</td>
<td>35.16</td>
<td>36.57</td>
</tr>
<tr>
<td>Captain (EMT)</td>
<td>40</td>
<td>1</td>
<td>Entry</td>
<td>28.18</td>
<td>29.17</td>
<td>30.19</td>
<td>37.34</td>
<td>38.65</td>
<td>40.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2</td>
<td>18 years</td>
<td>29.03</td>
<td>30.04</td>
<td>31.25</td>
<td>38.46</td>
<td>39.81</td>
<td>41.41</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2</td>
<td>1 year</td>
<td>20.46</td>
<td>21.17</td>
<td>21.91</td>
<td>27.11</td>
<td>28.05</td>
<td>29.04</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3</td>
<td>3 years</td>
<td>23.66</td>
<td>24.49</td>
<td>25.35</td>
<td>31.35</td>
<td>32.45</td>
<td>33.58</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4</td>
<td>6 years</td>
<td>24.34</td>
<td>25.19</td>
<td>26.07</td>
<td>32.25</td>
<td>33.37</td>
<td>34.54</td>
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<tr>
<td></td>
<td></td>
<td>5</td>
<td>9 years</td>
<td>25.25</td>
<td>26.13</td>
<td>27.05</td>
<td>33.46</td>
<td>34.63</td>
<td>35.84</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6</td>
<td>18 years</td>
<td>26.01</td>
<td>26.92</td>
<td>28.00</td>
<td>34.46</td>
<td>35.67</td>
<td>37.10</td>
</tr>
<tr>
<td>Capt (Advanced-EMT)</td>
<td>40A</td>
<td>1</td>
<td>Entry</td>
<td>28.56</td>
<td>29.56</td>
<td>30.59</td>
<td>37.84</td>
<td>39.16</td>
<td>40.54</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2</td>
<td>18 years</td>
<td>29.39</td>
<td>30.42</td>
<td>31.64</td>
<td>38.94</td>
<td>40.31</td>
<td>41.92</td>
</tr>
<tr>
<td>Firefighter (Paramedic)</td>
<td>31</td>
<td>1</td>
<td>Entry</td>
<td>19.77</td>
<td>20.46</td>
<td>21.18</td>
<td>26.20</td>
<td>27.11</td>
<td>28.06</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2</td>
<td>1 year</td>
<td>20.97</td>
<td>21.70</td>
<td>22.46</td>
<td>27.78</td>
<td>28.75</td>
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<td></td>
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<td>3</td>
<td>3 years</td>
<td>24.17</td>
<td>25.02</td>
<td>25.89</td>
<td>32.02</td>
<td>33.15</td>
<td>34.31</td>
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<tr>
<td></td>
<td></td>
<td>4</td>
<td>6 years</td>
<td>24.85</td>
<td>25.72</td>
<td>26.62</td>
<td>32.92</td>
<td>34.07</td>
<td>35.27</td>
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<td></td>
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<td>5</td>
<td>9 years</td>
<td>25.77</td>
<td>26.67</td>
<td>27.61</td>
<td>34.15</td>
<td>35.34</td>
<td>36.58</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6</td>
<td>18 years</td>
<td>26.52</td>
<td>27.45</td>
<td>28.55</td>
<td>35.14</td>
<td>36.37</td>
<td>37.83</td>
</tr>
<tr>
<td>Captain (Paramedic)</td>
<td>41</td>
<td>1</td>
<td>Entry</td>
<td>29.07</td>
<td>30.09</td>
<td>31.14</td>
<td>38.52</td>
<td>39.86</td>
<td>41.26</td>
</tr>
<tr>
<td></td>
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<td>2</td>
<td>18 years</td>
<td>29.91</td>
<td>30.96</td>
<td>32.20</td>
<td>39.63</td>
<td>41.02</td>
<td>42.67</td>
</tr>
<tr>
<td>Captain - Canine Handler (EMT)</td>
<td>40C</td>
<td>1</td>
<td>Entry</td>
<td></td>
<td></td>
<td></td>
<td>41.44</td>
<td>42.89</td>
<td>44.39</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2</td>
<td>18 years</td>
<td></td>
<td></td>
<td></td>
<td>42.56</td>
<td>44.05</td>
<td>45.82</td>
</tr>
<tr>
<td>Captain - Canine Handler (Adv.-EMT)</td>
<td>40D</td>
<td>1</td>
<td>Entry</td>
<td></td>
<td></td>
<td></td>
<td>41.94</td>
<td>43.41</td>
<td>44.93</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2</td>
<td>18 years</td>
<td></td>
<td></td>
<td></td>
<td>43.04</td>
<td>44.55</td>
<td>46.34</td>
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<tr>
<td>Captain - Canine Handler (Paramedic)</td>
<td>40E</td>
<td>1</td>
<td>Entry</td>
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<td>42.61</td>
<td>44.10</td>
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<tr>
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<td>43.73</td>
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