GATEWAY TO THE NORTHWEST

Fire Union Negotiation Meeting Minutes

Meeting Date & Time:	7/5/2016; 10:09am-12:32pm	
Attendee	**Position**	**Company/Department**
Scott Marotz	Professional Negotiator	
David Gates	Chief	Fire
Joyce Stroschein	CFO	Finance
Nichole Harms	HR Consultant	HR
Anne Butler	HR Interim Director	HR
Lynette Sampson	Legal Asst.	Legal
Heather Buchanan (late arrival)	HR Consultant	HR
Ryan O'Hearn	President, IAFF 187	Fire
Curtis Smith	Negotiation member, IAFF 187	Fire
Andy Moldenhauer	Vice President, IAFF 187	Fire
David Scott	Negotiation member, IAFF 187	Fire
Eric Anderson	Negotiation member, IAFF 187	Fire
lick Coward	Negotiation member, IAFF 187	Fire

Meeting Notes	
City of Pocatello and IAFF #187 Union Negotiation	▪ Meeting opened at 10:09a.m. by Scott Marotz
Session #4:	▪ S. Marotz distributed new proposed language for **C-15/Fire Counter C-15** as **City Counter C-15**. S. Marotz explained that the proposed language sets standards so that an arbiter or grievance committee would be able to tell how a Past-Practice is defined and limits the provision to its original origin and purpose. R. O'Hearn stated the Union would discuss in caucus. ▪ S. Marotz brought **C-8** for discussion and asked if the Union had any issues or concerns with the proposed language. R. O'Hearn asked if it was the intent of the changes to move the timeline. S. Marotz stated it was not, the set number of days was to serve as a trigger point. R. O'Hearn indicated this proposal would be discussed in caucus. ▪ S. Marotz asked if there was any discussion on **C-10**. R. O'Hearn stated the Union was open to hearing counter proposals today in regards to the proposal packages mentioned at the last meeting. S. Marotz stated that the City is trying to get some proposals off the table; those with less substantive changes and once these are resolved, discussion can occur on what is left. The proposals the City would like to see considered at today's session included **C-4, C-6, C-8, C-10, C-11, C-12, C-13,** and **C-16**. R. O'Hearn stated the Union would discuss the proposals at caucus.

- J. Stroschein distributed 3 handouts regarding pay for firefighters. J. Stroschein and S. Marotz clarified that the handouts are not a proposal, they represent working documents as a starting point to address pay changes. Discussion occurred regarding rough numbers, time constraints, complexity, and other aspects of the spreadsheet. R. O'Hearn asked if one of the columns represented longevity and if the longevity ad pay was to keep members whole; this was answered in the affirmative. S. Marotz and J. Stroschein provided more information about the number representation and what the columns reflect. S. Marotz stated that the City acknowledged that the salary schedule was under market; the City is not sure how much; and that civilian employees are above. R. O'Hearn asked how market will be defined and/or determined. S. Marotz indicated a joint salary study will have to be completed so both the City and Union are working with the same numbers. Additional discussion regarding pay structure philosophy took place. R. O'Hearn stated the Union has difficulty agreeing to accept a new pay structure without a commitment from the City Council on where they want to go with pay. S. Marotz stated he understood but he would like to have some direction from the Union to take the City Council Thursday and to be able to tell the Council that the Union is willing to work with the City. J. Stroschein indicated that whatever increases are considered must take into account the levy limit of the General Fund. S. Marotz stated that it is risky to the City to create a significant fixed cost addition going forward, which is what a change in salaries would be. S. Marotz stated that there needs to be a philosophy change going forward and stated that the City presented the Union with a concept that would give up longevity and asked the Union what they would like in return. S. Marotz stated that whatever is determined must be fair and appropriate to both sides. Discussion occurred regarding longevity and the need for a new salary schedule. S. Marotz stated that the centerpiece for the increased salary discussion hinges on the Union's commitment to remain in the City's insurance pool. R. O'Hearn asked if the financial reality is the insurance to which S. Marotz stated yes and $330,000. Additional discussion ensued regarding a salary matrix and civilian employees.
- R. O'Hearn requested caucus break at **11:07a.m.;** caucus ended at **12:12p.m.**
- R. O'Hearn started the meeting after caucus with the spreadsheet. The Union reviewed the spreadsheet but stated that it is difficult to consider the numbers as there was no proposal. R. O'Hearn stated that it feels like there are bad relations with the City Council based upon the proposals and rhetoric at various City Council meetings; and as evidenced by the City's reluctance to allow the Union to meet one-on-one with the Mayor on grievances. R. O'Hearn stated the Union is leery of the spreadsheet concept as a starting point as the Union is unsure of Council's willingness to address compensation. R. O'Hearn stated that the Union's initial figuring of the spreadsheet appears to limit the earning potential of newer employees by eliminating longevity as younger firefighters will be locked into 1 earning level. S. Marotz asked if it was the goal to have members move up in the ranks and through the pay structure through increased training and advancement; and if that is the goal, then doesn't the current longevity structure hinder that goal? R. O'Hearn stated those were just the initial feelings.

	▪ R. O'Hearn brought **C-10** for discussion and stated that the Union is reluctant to change this language without a HR Director as the last HR Director added the language to the contract. S. Marotz indicated that the language in question has no legal meaning. C. Smith and R. O'Hearn indicated that the provision was recently re-written and they anticipate another re-write in the near future. ▪ R. O'Hearn brought **C-17** for discussion and stated that the Union's interpretation of the language as presented is against the intent of the FLSA. Discussion ensued regarding the intent and effect of the proposed change. ▪ Discussion moved to the Chief's list of proposed training presented at the July 1, 2016 session. D. Gates indicated that the list is the training he would like to see for each position to be completed over a period of time. ▪ R. O'Hearn stated the Union is ready to **Tentatively Agree** to proposals **C-11, C-12, C-13,** and **C-16**; proposals signed. S. Marotz asked if the Union is rejecting proposals **C-4, C-6, C-8,** and **C-10** or if they would like more time to review; R. O'Hearn stated the Union would like to examine those proposals further. ▪ Documents attached to the July 5, 2016 meeting minutes: Three Spreadsheets prepared by J. Stroschein and H. Buchanan regarding salary changes and salary matrix. ▪ **Session #4 adjourned at 12:32pm**

By: _____
Lynette Sampson, Legal Department

Approved as to Substance and Form:

By: _____
Ryan O'Hearn, President
IAFF #187

Fire Proposed Position and Pay Grade/Step

Employee Name	Position	FY16 Hourly Amount	FY16 Longevity (Hourly)	FY16 Hourly Rate	Proposed Pay Grade	Proposed Step	Proposed Hourly Rate	Difference per Hour	FY16 Actual Amount	FY17 Total Proposed Amount	Difference	Replace Longevity Add Pay	Increase
[redacted]	Cire Captain	$ 21.88	$ 2.24	$ 24.12	24F	1	$ 22.28	$ (1.84)	$ 70,236.82	$ 64,879.36	$ (5,357.46)	$ 5,357.46	$ -
	Fire Assistant Chief	$ 40.29	$ 2.87	$ 43.16	30F	3	$ 43.75	$ 0.59	$ 89,771.76	$ 91,000.00	$ 1,228.24	$ -	$ 1,228.24
	Fire Assistant Chief	$ 40.29	$ 3.41	$ 43.70	30F	5	$ 45.07	$ 1.37	$ 90,906.92	$ 93,745.60	$ 2,838.68	$ -	$ 2,838.68
	Fire Battalian Chief	$ 25.72	$ 2.24	$ 27.96	27F	1	$ 26.17	$ (1.79)	$ 81,436.37	$ 76,207.04	$ (5,229.33)	$ 5,229.33	$ -
	Fire Battalian Chief	$ 25.72	$ 2.05	$ 27.77	27F	1	$ 26.17	$ (1.60)	$ 80,868.79	$ 76,207.04	$ (4,661.75)	$ 4,661.75	$ -
	Fire Battalian Chief	$ 25.72	$ 2.44	$ 28.16	27F	1	$ 26.17	$ (1.99)	$ 82,003.95	$ 76,207.04	$ (5,796.91)	$ 5,796.91	$ -
	Fire Captain	$ 21.88	$ 2.05	$ 23.93	24F	1	$ 22.28	$ (1.65)	$ 69,669.24	$ 64,879.36	$ (4,789.88)	$ 4,789.88	$ -
	Fire Captain	$ 21.88	$ 2.14	$ 24.02	24F	1	$ 22.28	$ (1.74)	$ 69,952.90	$ 64,879.36	$ (5,073.54)	$ 5,073.54	$ -
	Fire Captain	$ 21.88	$ 1.85	$ 23.73	24F	1	$ 22.28	$ (1.45)	$ 69,101.66	$ 64,879.36	$ (4,222.30)	$ 4,222.30	$ -
	Fire Captain	$ 21.88	$ 2.14	$ 24.02	24F	1	$ 22.28	$ (1.74)	$ 69,952.90	$ 64,879.36	$ (5,073.54)	$ 5,073.54	$ -
	Fire Captain	$ 21.88	$ 1.27	$ 23.15	24F	1	$ 22.28	$ (0.87)	$ 67,398.66	$ 64,879.36	$ (2,519.30)	$ 2,519.30	$ -
	Fire Captain	$ 21.88	$ 2.14	$ 24.02	24F	1	$ 22.28	$ (1.74)	$ 69,952.90	$ 64,879.36	$ (5,073.54)	$ 5,073.54	$ -
	Fire Captain	$ 21.88	$ 1.66	$ 23.54	24F	1	$ 22.28	$ (1.26)	$ 68,533.82	$ 64,879.36	$ (3,654.46)	$ 3,654.46	$ -
	Fire Captain	$ 21.88	$ 2.34	$ 24.22	24F	1	$ 22.28	$ (1.94)	$ 70,520.48	$ 64,879.36	$ (5,641.12)	$ 5,641.12	$ -
	Fire Captain	$ 21.88	$ 1.36	$ 23.24	24F	1	$ 22.28	$ (0.96)	$ 67,682.32	$ 64,879.36	$ (2,802.96)	$ 2,802.96	$ -
	Fire Captain	$ 21.88	$ 1.36	$ 23.24	24F	1	$ 22.28	$ (0.96)	$ 67,682.32	$ 64,879.36	$ (2,802.96)	$ 2,802.96	$ -
	Fire Captain	$ 21.88	$ 1.36	$ 23.24	24F	1	$ 22.28	$ (0.96)	$ 67,682.32	$ 64,879.36	$ (2,802.96)	$ 2,802.96	$ -
	Fire Captain	$ 21.88	$ 1.66	$ 23.54	24F	1	$ 22.28	$ (1.26)	$ 68,533.82	$ 64,879.36	$ (3,654.46)	$ 3,654.46	$ -
	Fire Captain	$ 21.88	$ 2.05	$ 23.93	24F	1	$ 22.28	$ (1.65)	$ 69,669.24	$ 64,879.36	$ (4,789.88)	$ 4,789.88	$ -
	Fire Captain	$ 21.88	$ 1.36	$ 23.24	24F	1	$ 22.28	$ (0.96)	$ 67,682.32	$ 64,879.36	$ (2,802.96)	$ 2,802.96	$ -
	Fire Chief	$ 46.64	$ 3.00	$ 49.64	33F	4	$ 49.74	$ 0.10	$ 103,263.42	$ 103,459.20	$ 195.78	$ -	$ 195.78
	Fire Division Chief Trainer	$ 38.37	$ 2.87	$ 41.24	29F	2	$ 38.10	$ (3.14)	$ 85,763.60	$ 79,248.00	$ (6,515.60)	$ 6,515.60	$ -
	Fire Driver/Operator	$ 18.19	$ 2.24	$ 20.43	20F	1	$ 18.41	$ (2.02)	$ 59,497.36	$ 53,609.92	$ (5,887.44)	$ 5,887.44	$ -
	Fire Driver/Operator	$ 18.19	$ 0.88	$ 19.07	20F	1	$ 18.41	$ (0.66)	$ 55,523.78	$ 53,609.92	$ (1,913.86)	$ 1,913.86	$ -
	Fire Driver/Operator	$ 18.19	$ 0.58	$ 18.77	20F	1	$ 18.41	$ (0.36)	$ 54,672.28	$ 53,609.92	$ (1,062.36)	$ 1,062.36	$ -
	Fire Driver/Operator	$ 18.19	$ 1.17	$ 19.36	20F	1	$ 18.41	$ (0.95)	$ 56,375.28	$ 53,609.92	$ (2,765.36)	$ 2,765.36	$ -
	Fire Driver/Operator	$ 18.19	$ 1.85	$ 20.04	20F	1	$ 18.41	$ (1.63)	$ 58,362.20	$ 53,609.92	$ (4,752.28)	$ 4,752.28	$ -
	Fire Driver/Operator	$ 18.19	$ 0.68	$ 18.87	20F	1	$ 18.41	$ (0.46)	$ 54,956.20	$ 53,609.92	$ (1,346.28)	$ 1,346.28	$ -
	Fire Driver/Operator	$ 18.19	$ 1.27	$ 19.46	20F	1	$ 18.41	$ (1.05)	$ 56,659.20	$ 53,609.92	$ (3,049.28)	$ 3,049.28	$ -
	Fire Driver/Operator	$ 18.19	$ 1.27	$ 19.46	20F	1	$ 18.41	$ (1.05)	$ 56,659.20	$ 53,609.92	$ (3,049.28)	$ 3,049.28	$ -
	Fire Driver/Operator	$ 18.19	$ 1.27	$ 19.46	20F	1	$ 18.41	$ (1.05)	$ 56,659.20	$ 53,609.92	$ (3,049.28)	$ 3,049.28	$ -
	Fire Driver/Operator	$ 18.19	$ 1.36	$ 19.55	20F	1	$ 18.41	$ (1.14)	$ 56,942.86	$ 53,609.92	$ (3,332.94)	$ 3,332.94	$ -
	Fire Driver/Operator	$ 18.19	$ 0.58	$ 18.77	20F	1	$ 18.41	$ (0.36)	$ 54,672.28	$ 53,609.92	$ (1,062.36)	$ 1,062.36	$ -
	Fire Driver/Operator	$ 18.19	$ 2.14	$ 20.33	20F	1	$ 18.41	$ (1.92)	$ 59,213.44	$ 53,609.92	$ (5,603.52)	$ 5,603.52	$ -
	Fire Driver/Operator	$ 18.19	$ 2.24	$ 20.43	20F	1	$ 18.41	$ (2.02)	$ 59,497.36	$ 53,609.92	$ (5,887.44)	$ 5,887.44	$ -
	Fire Driver/Operator	$ 18.19	$ 2.14	$ 20.33	20F	1	$ 18.41	$ (1.92)	$ 59,213.44	$ 53,609.92	$ (5,603.52)	$ 5,603.52	$ -
	Fire Driver/Operator	$ 18.19	$ 0.58	$ 18.77	20F	1	$ 18.41	$ (0.36)	$ 54,672.28	$ 53,609.92	$ (1,062.36)	$ 1,062.36	$ -
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75
	Fire Fighter 1st Class	$ 15.06	$ -	$ 15.06	18F	1	$ 16.74	$ 1.68	$ 43,854.72	$ 48,746.88	$ 4,892.16	$ -	$ 4,892.16
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75
	Fire Fighter 1st Class	$ 16.54	$ 0.49	$ 17.03	18F	1	$ 16.74	$ (0.29)	$ 49,595.47	$ 48,746.88	$ (848.59)	$ 848.59	$ -
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75
	Fire Fighter 1st Class	$ 16.54	$ 0.49	$ 17.03	18F	1	$ 16.74	$ (0.29)	$ 49,595.47	$ 48,746.88	$ (848.59)	$ 848.59	$ -

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To keep whole

Prepared by Accountant 7/5/2016

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Fire Proposed Position and Pay Grade/Step

Employee Name	Position	FY16 Hourly Amount	FY16 Longevity (Hourly)	FY16 Hourly Rate	Proposed Pay Grade	Proposed Step	Proposed Hourly Rate	Difference per Hour	FY16 Actual Amount	FY17 Total Proposed Amount	Difference	Replace Longevity Add Pay	Increase
[redacted]	Fire Fighter 1st Class	$ 16.54	$ 2.14	$ 18.68	18F	1	$ 16.74	$ (1.94)	$ 54,420.29	$ 48,746.88	$ (5,673.41)	$ 5,673.41	$ -
	Fire Fighter 1st Class	$ 16.54	$ 0.49	$ 17.03	18F	1	$ 16.74	$ (0.29)	$ 49,595.47	$ 48,746.88	$ (848.59)	$ 848.59	$ -
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75
	Fire Fighter 1st Class	$ 16.54	$ 0.68	$ 17.22	18F	1	$ 16.74	$ (0.48)	$ 50,163.05	$ 48,746.88	$ (1,416.17)	$ 1,416.17	$ -
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75
	Fire Fighter 1st Class	$ 15.06	$ -	$ 15.06	18F	1	$ 16.74	$ 1.68	$ 43,854.72	$ 48,746.88	$ 4,892.16	$ -	$ 4,892.16
	Fire Fighter 1st Class	$ 16.54	$ 0.49	$ 17.03	18F	1	$ 16.74	$ (0.29)	$ 49,595.47	$ 48,746.88	$ (848.59)	$ 848.59	$ -
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75
	Fire Fighter 1st Class	$ 15.06	$ -	$ 15.06	18F	1	$ 16.74	$ 1.68	$ 43,854.72	$ 48,746.88	$ 4,892.16	$ -	$ 4,892.16
	Fire Fighter 1st Class	$ 13.70	$ -	$ 13.70	18F	1	$ 16.74	$ 3.05	$ 39,879.84	$ 48,746.88	$ 8,867.04	$ -	$ 8,867.04
	Fire Fighter 1st Class	$ 16.54	$ 2.14	$ 18.68	18F	1	$ 16.74	$ (1.94)	$ 54,420.29	$ 48,746.88	$ (5,673.41)	$ 5,673.41	$ -
	Fire Fighter 1st Class	$ 15.06	$ -	$ 15.06	18F	1	$ 16.74	$ 1.68	$ 43,854.72	$ 48,746.88	$ 4,892.16	$ -	$ 4,892.16
	Fire Fighter 2nd Class	$ 13.70	$ -	$ 13.70	16F	1	$ 15.22	$ 1.53	$ 39,879.84	$ 44,320.64	$ 4,440.80	$ -	$ 4,440.80
	Fire Fighter 2nd Class	$ 13.70	$ -	$ 13.70	16F	1	$ 15.22	$ 1.53	$ 39,879.84	$ 44,320.64	$ 4,440.80	$ -	$ 4,440.80
	Fire Fighter Paramedic	$ 19.95	$ 2.24	$ 22.19	22F	1	$ 20.25	$ (1.94)	$ 64,628.30	$ 58,968.00	$ (5,660.30)	$ 5,660.30	$ -
	Fire Fighter Paramedic	$ 19.95	$ 2.14	$ 22.09	22F	1	$ 20.25	$ (1.84)	$ 64,344.38	$ 58,968.00	$ (5,376.38)	$ 5,376.38	$ -
	Fire Fighter Paramedic	$ 19.95	$ 0.49	$ 20.44	22F	1	$ 20.25	$ (0.19)	$ 59,519.56	$ 58,968.00	$ (551.56)	$ 551.56	$ -
	Fire Fighter Paramedic	$ 19.95	$ 2.14	$ 22.09	22F	1	$ 20.25	$ (1.84)	$ 64,344.38	$ 58,968.00	$ (5,376.38)	$ 5,376.38	$ -
	Fire Fighter Paramedic	$ 19.95	$ 1.56	$ 21.51	22F	1	$ 20.25	$ (1.26)	$ 62,641.38	$ 58,968.00	$ (3,673.38)	$ 3,673.38	$ -
	Fire Fighter Paramedic	$ 19.95	$ -	$ 19.95	22F	1	$ 20.25	$ 0.30	$ 58,100.22	$ 58,968.00	$ 867.78	$ -	$ 867.78
	Fire Fighter Paramedic	$ 19.95	$ 1.56	$ 21.51	22F	1	$ 20.25	$ (1.26)	$ 62,641.38	$ 58,968.00	$ (3,673.38)	$ 3,673.38	$ -
	Fire Fighter Paramedic	$ 19.95	$ -	$ 19.95	22F	1	$ 20.25	$ 0.30	$ 58,100.22	$ 58,968.00	$ 867.78	$ -	$ 867.78
	Fire Fighter Paramedic	$ 19.95	$ 0.88	$ 20.83	22F	1	$ 20.25	$ (0.58)	$ 60,654.72	$ 58,968.00	$ (1,686.72)	$ 1,686.72	$ -
	Fire Fighter Paramedic	$ 19.95	$ 2.44	$ 22.39	22F	1	$ 20.25	$ (2.14)	$ 65,195.88	$ 58,968.00	$ (6,227.88)	$ 6,227.88	$ -
	Fire Fighter Paramedic	$ 19.95	$ 0.88	$ 20.83	22F	1	$ 20.25	$ (0.58)	$ 60,654.72	$ 58,968.00	$ (1,686.72)	$ 1,686.72	$ -
	Fire Fighter Paramedic	$ 19.95	$ -	$ 19.95	22F	1	$ 20.25	$ 0.30	$ 58,100.22	$ 58,968.00	$ 867.78	$ -	$ 867.78
	Fire Fighter Paramedic	$ 19.95	$ 1.95	$ 21.90	22F	1	$ 20.25	$ (1.65)	$ 63,776.80	$ 58,968.00	$ (4,808.80)	$ 4,808.80	$ -
	Fire Fighter Paramedic	$ 19.95	$ 1.07	$ 21.02	22F	1	$ 20.25	$ (0.77)	$ 61,222.30	$ 58,968.00	$ (2,254.30)	$ 2,254.30	$ -
	Fire Fighter Paramedic	$ 19.95	$ 1.17	$ 21.12	22F	1	$ 20.25	$ (0.87)	$ 61,506.22	$ 58,968.00	$ (2,538.22)	$ 2,538.22	$ -
	Fire Fighter Paramedic	$ 19.95	$ 1.07	$ 21.02	22F	1	$ 20.25	$ (0.77)	$ 61,222.30	$ 58,968.00	$ (2,254.30)	$ 2,254.30	$ -
	Fire Fighter Paramedic	$ 19.95	$ 1.17	$ 21.12	22F	1	$ 20.25	$ (0.87)	$ 61,506.22	$ 58,968.00	$ (2,538.22)	$ 2,538.22	$ -
	Fire Fighter Paramedic	$ 19.95	$ -	$ 19.95	22F	1	$ 20.25	$ 0.30	$ 58,100.22	$ 58,968.00	$ 867.78	$ -	$ 867.78
									$ 4,742,307.52	**$ 4,595,909.76**		**$ 197,156.36**	**$ 50,758.60**

$ 247,914.96

Position Title	Old Grade	New Grade	2016 INCREASE OVER LEVEL BELOW	Step 1 hourly rate	Current Hourly Rate	increase over 2016	HR step 1	% increase over Grade below	HR step 2	increase over step 1	HR step 3	increase over step 2	HR step 4	increase over step 3	HR step 5	increase over step 4
FIREFIGHTER - PROBATIONARY	14F				$ 13.695	$ 0.14	$ 13.83									
FIREFIGHTER - 2ND CLASS	16F		9.494%		$ 15.060	$ 0.16	$ 15.22	9.524%								
FIREFIGHTER - 1ST CLASS	18F		9.391%		$ 16.544	$ 0.19	$ 16.74	9.524%								
FIRE DRIVER/OPERATOR	20F		9.478%		$ 18.190	$ 0.22	$ 18.41	9.524%								
FIRE FIGHTER PARAMEDIC	22F		9.239%		$ 19.952	$ 0.30	$ 20.25	9.524%								
FIRE CAPTAIN	24F		9.209%		$ 21.878	$ 0.40	$ 22.28	9.524%								
FIRE BATTALION CHIEF	27F		16.159%		$ 25.724	$ 0.45	$ 26.17	16.092%								
FIRE DIVISION CHIEF-TRAINING	29	29F	39.453%	$ 32.611	$ 38.367	$ 4.56	$ 37.17	34.711%	$ 38.10	2.469%	$ 39.05	2.469%	$ 39.64	1.489%	$ 40.23	1.489%
FIRE ASSISTANT CHIEF	30	30F	4.900%	$ 34.248	$ 40.294	$ 7.39	$ 41.64	3.440%	$ 42.68	2.469%	$ 43.75	2.469%	$ 44.40	1.489%	$ 45.07	1.489%
FIRE CHIEF	33	33F	14.608%	$ 39.649	$ 46.644	$ 7.00	$ 46.65	3.440%	$ 47.81	2.469%	$ 49.01	2.469%	$ 49.74	1.489%	$ 50.49	1.489%
ADMIN SUPPORT 5 - FIRE	15X				$ 20.064	$ (20.06)										
ADMIN SUPPORT 6 - AMBULANCE	17X				$ 21.766	$ (21.77)										
FIRE INSPECTOR - CIVILIAN	19X				$ 24.267	$ (24.27)										
ASSISTANT TO FIRE CHIEF / EXECUTIVE ASSISTANT	19X				$ 24.267	$ (24.27)										
COMMUNITY RELATIONS/ED.SPECIAL	20X				$ 25.517	$ (25.52)										
EMERGENCY VEHICLE TECHNICIAN	20X				$ 25.517	$ (25.52)										
FIRE OFFICE MANAGER	21X				$ 26.769	$ (26.77)										
FIRE INSPECTOR/CAPTAIN	24X				$ 30.632	$ (30.63)										

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Fire Proposed Position and Pay Grade/Step

Employee Name	Position	FY16 Hourly Amount	FY16 Longevity (Hourly)	FY16 Hourly Rate	Proposed Pay Grade	Proposed Step	Proposed Hourly Rate	Difference per Hour	FY16 Actual Amount	FY17 Total Proposed Amount	Difference	Replace Longevity Add Pay	Increase	FY16 Longevity	FY16 Wage Amount	Total Wage	Hourly Rate
[redacted]	Cire Captain	$ 21.88	$ 2.24	$ 24.12	24F	1	$ 22.28	$ (1.84)	$ 70,236.82	$ 64,879.36	$ (5,357.46)	$ 5,357.46	$ -	$ 6,528.08	$ 63,708.74	$ 70,236.82	31.192
	Fire Assistant Chief	$ 40.29	$ 2.87	$ 43.16	30F	3	$ 43.75	$ 0.59	$ 89,771.76	$ 91,000.00	$ 1,228.24	$ -	$ 1,228.24	$ 5,960.24	$ 83,811.52	$ 89,771.76	43.75
	Fire Assistant Chief	$ 40.29	$ 3.41	$ 43.70	30F	5	$ 45.07	$ 1.37	$ 90,906.92	$ 93,745.60	$ 2,838.68	$ -	$ 2,838.68	$ 7,095.40	$ 83,811.52	$ 90,906.92	45.07
	Fire Battalian Chief	$ 25.72	$ 2.24	$ 27.96	27F	1	$ 26.17	$ (1.79)	$ 81,436.37	$ 76,207.04	$ (5,229.33)	$ 5,229.33	$ -	$ 6,528.08	$ 74,908.29	$ 81,436.37	36.638
	Fire Battalian Chief	$ 25.72	$ 2.05	$ 27.77	27F	1	$ 26.17	$ (1.60)	$ 80,868.79	$ 76,207.04	$ (4,661.75)	$ 4,661.75	$ -	$ 5,960.50	$ 74,908.29	$ 80,868.79	36.638
	Fire Battalian Chief	$ 25.72	$ 2.44	$ 28.16	27F	1	$ 26.17	$ (1.99)	$ 82,003.95	$ 76,207.04	$ (5,796.91)	$ 5,796.91	$ -	$ 7,095.66	$ 74,908.29	$ 82,003.95	36.638
	Fire Captain	$ 21.88	$ 2.05	$ 23.93	24F	1	$ 22.28	$ (1.65)	$ 69,669.24	$ 64,879.36	$ (4,789.88)	$ 4,789.88	$ -	$ 5,960.50	$ 63,708.74	$ 69,669.24	31.192
	Fire Captain	$ 21.88	$ 2.14	$ 24.02	24F	1	$ 22.28	$ (1.74)	$ 69,952.90	$ 64,879.36	$ (5,073.54)	$ 5,073.54	$ -	$ 6,244.16	$ 63,708.74	$ 69,952.90	31.192
	Fire Captain	$ 21.88	$ 1.85	$ 23.73	24F	1	$ 22.28	$ (1.45)	$ 69,101.66	$ 64,879.36	$ (4,222.30)	$ 4,222.30	$ -	$ 5,392.92	$ 63,708.74	$ 69,101.66	31.192
	Fire Captain	$ 21.88	$ 2.14	$ 24.02	24F	1	$ 22.28	$ (1.74)	$ 69,952.90	$ 64,879.36	$ (5,073.54)	$ 5,073.54	$ -	$ 6,244.16	$ 63,708.74	$ 69,952.90	31.192
	Fire Captain	$ 21.88	$ 1.27	$ 23.15	24F	1	$ 22.28	$ (0.87)	$ 67,398.66	$ 64,879.36	$ (2,519.30)	$ 2,519.30	$ -	$ 3,689.92	$ 63,708.74	$ 67,398.66	31.192
	Fire Captain	$ 21.88	$ 2.14	$ 24.02	24F	1	$ 22.28	$ (1.74)	$ 69,952.90	$ 64,879.36	$ (5,073.54)	$ 5,073.54	$ -	$ 6,244.16	$ 63,708.74	$ 69,952.90	31.192
	Fire Captain	$ 21.88	$ 1.66	$ 23.54	24F	1	$ 22.28	$ (1.26)	$ 68,533.82	$ 64,879.36	$ (3,654.46)	$ 3,654.46	$ -	$ 4,825.08	$ 63,708.74	$ 68,533.82	31.192
	Fire Captain	$ 21.88	$ 2.34	$ 24.22	24F	1	$ 22.28	$ (1.94)	$ 70,520.48	$ 64,879.36	$ (5,641.12)	$ 5,641.12	$ -	$ 6,811.74	$ 63,708.74	$ 70,520.48	31.192
	Fire Captain	$ 21.88	$ 1.36	$ 23.24	24F	1	$ 22.28	$ (0.96)	$ 67,682.32	$ 64,879.36	$ (2,802.96)	$ 2,802.96	$ -	$ 3,973.58	$ 63,708.74	$ 67,682.32	31.192
	Fire Captain	$ 21.88	$ 1.36	$ 23.24	24F	1	$ 22.28	$ (0.96)	$ 67,682.32	$ 64,879.36	$ (2,802.96)	$ 2,802.96	$ -	$ 3,973.58	$ 63,708.74	$ 67,682.32	31.192
	Fire Captain	$ 21.88	$ 1.36	$ 23.24	24F	1	$ 22.28	$ (0.96)	$ 67,682.32	$ 64,879.36	$ (2,802.96)	$ 2,802.96	$ -	$ 3,973.58	$ 63,708.74	$ 67,682.32	31.192
	Fire Captain	$ 21.88	$ 1.66	$ 23.54	24F	1	$ 22.28	$ (1.26)	$ 68,533.82	$ 64,879.36	$ (3,654.46)	$ 3,654.46	$ -	$ 4,825.08	$ 63,708.74	$ 68,533.82	31.192
	Fire Captain	$ 21.88	$ 2.05	$ 23.93	24F	1	$ 22.28	$ (1.65)	$ 69,669.24	$ 64,879.36	$ (4,789.88)	$ 4,789.88	$ -	$ 5,960.50	$ 63,708.74	$ 69,669.24	31.192
	Fire Captain	$ 21.88	$ 1.36	$ 23.24	24F	1	$ 22.28	$ (0.96)	$ 67,682.32	$ 64,879.36	$ (2,802.96)	$ 2,802.96	$ -	$ 3,973.58	$ 63,708.74	$ 67,682.32	31.192
	Fire Chief	$ 46.64	$ 3.00	$ 49.64	33F	4	$ 49.74	$ 0.10	$ 103,263.42	$ 103,459.20	$ 195.78	$ -	$ 195.78	$ 6,243.90	$ 97,019.52	$ 103,263.42	49.74
	Fire Division Chief Trainer	$ 38.37	$ 2.87	$ 41.24	29F	2	$ 38.10	$ (3.14)	$ 85,763.60	$ 79,248.00	$ (6,515.60)	$ 6,515.60	$ -	$ 5,960.24	$ 79,803.36	$ 85,763.60	38.1
	Fire Driver/Operator	$ 18.19	$ 2.24	$ 20.43	20F	1	$ 18.41	$ (2.02)	$ 59,497.36	$ 53,609.92	$ (5,887.44)	$ 5,887.44	$ -	$ 6,528.08	$ 52,969.28	$ 59,497.36	25.774
	Fire Driver/Operator	$ 18.19	$ 0.88	$ 19.07	20F	1	$ 18.41	$ (0.66)	$ 55,523.78	$ 53,609.92	$ (1,913.86)	$ 1,913.86	$ -	$ 2,554.50	$ 52,969.28	$ 55,523.78	25.774
	Fire Driver/Operator	$ 18.19	$ 0.58	$ 18.77	20F	1	$ 18.41	$ (0.36)	$ 54,672.28	$ 53,609.92	$ (1,062.36)	$ 1,062.36	$ -	$ 1,703.00	$ 52,969.28	$ 54,672.28	25.774
	Fire Driver/Operator	$ 18.19	$ 1.17	$ 19.36	20F	1	$ 18.41	$ (0.95)	$ 56,375.28	$ 53,609.92	$ (2,765.36)	$ 2,765.36	$ -	$ 3,406.00	$ 52,969.28	$ 56,375.28	25.774
	Fire Driver/Operator	$ 18.19	$ 1.85	$ 20.04	20F	1	$ 18.41	$ (1.63)	$ 58,362.20	$ 53,609.92	$ (4,752.28)	$ 4,752.28	$ -	$ 5,392.92	$ 52,969.28	$ 58,362.20	25.774
	Fire Driver/Operator	$ 18.19	$ 0.68	$ 18.87	20F	1	$ 18.41	$ (0.46)	$ 54,956.20	$ 53,609.92	$ (1,346.28)	$ 1,346.28	$ -	$ 1,986.92	$ 52,969.28	$ 54,956.20	25.774
	Fire Driver/Operator	$ 18.19	$ 1.27	$ 19.46	20F	1	$ 18.41	$ (1.05)	$ 56,659.20	$ 53,609.92	$ (3,049.28)	$ 3,049.28	$ -	$ 3,689.92	$ 52,969.28	$ 56,659.20	25.774
	Fire Driver/Operator	$ 18.19	$ 1.27	$ 19.46	20F	1	$ 18.41	$ (1.05)	$ 56,659.20	$ 53,609.92	$ (3,049.28)	$ 3,049.28	$ -	$ 3,689.92	$ 52,969.28	$ 56,659.20	25.774
	Fire Driver/Operator	$ 18.19	$ 1.27	$ 19.46	20F	1	$ 18.41	$ (1.05)	$ 56,659.20	$ 53,609.92	$ (3,049.28)	$ 3,049.28	$ -	$ 3,689.92	$ 52,969.28	$ 56,659.20	25.774
	Fire Driver/Operator	$ 18.19	$ 1.36	$ 19.55	20F	1	$ 18.41	$ (1.14)	$ 56,942.86	$ 53,609.92	$ (3,332.94)	$ 3,332.94	$ -	$ 3,973.58	$ 52,969.28	$ 56,942.86	25.774
	Fire Driver/Operator	$ 18.19	$ 0.58	$ 18.77	20F	1	$ 18.41	$ (0.36)	$ 54,672.28	$ 53,609.92	$ (1,062.36)	$ 1,062.36	$ -	$ 1,703.00	$ 52,969.28	$ 54,672.28	25.774
	Fire Driver/Operator	$ 18.19	$ 2.14	$ 20.33	20F	1	$ 18.41	$ (1.92)	$ 59,213.44	$ 53,609.92	$ (5,603.52)	$ 5,603.52	$ -	$ 6,244.16	$ 52,969.28	$ 59,213.44	25.774
	Fire Driver/Operator	$ 18.19	$ 2.24	$ 20.43	20F	1	$ 18.41	$ (2.02)	$ 59,497.36	$ 53,609.92	$ (5,887.44)	$ 5,887.44	$ -	$ 6,528.08	$ 52,969.28	$ 59,497.36	25.774
	Fire Driver/Operator	$ 18.19	$ 2.14	$ 20.33	20F	1	$ 18.41	$ (1.92)	$ 59,213.44	$ 53,609.92	$ (5,603.52)	$ 5,603.52	$ -	$ 6,244.16	$ 52,969.28	$ 59,213.44	25.774
	Fire Driver/Operator	$ 18.19	$ 0.58	$ 18.77	20F	1	$ 18.41	$ (0.36)	$ 54,672.28	$ 53,609.92	$ (1,062.36)	$ 1,062.36	$ -	$ 1,703.00	$ 52,969.28	$ 54,672.28	25.774
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75	$ -	$ 48,176.13	$ 48,176.13	23.436
	Fire Fighter 1st Class	$ 15.06	$ -	$ 15.06	18F	1	$ 16.74	$ 1.68	$ 43,854.72	$ 48,746.88	$ 4,892.16	$ -	$ 4,892.16	$ -	$ 43,854.72	$ 43,854.72	23.436
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75	$ -	$ 48,176.13	$ 48,176.13	23.436
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75	$ -	$ 48,176.13	$ 48,176.13	23.436
	Fire Fighter 1st Class	$ 16.54	$ 0.49	$ 17.03	18F	1	$ 16.74	$ (0.29)	$ 49,595.47	$ 48,746.88	$ (848.59)	$ 848.59	$ -	$ 1,419.34	$ 48,176.13	$ 49,595.47	23.436
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75	$ -	$ 48,176.13	$ 48,176.13	23.436
	Fire Fighter 1st Class	$ 16.54	$ 0.49	$ 17.03	18F	1	$ 16.74	$ (0.29)	$ 49,595.47	$ 48,746.88	$ (848.59)	$ 848.59	$ -	$ 1,419.34	$ 48,176.13	$ 49,595.47	23.436
	Fire Fighter 1st Class	$ 16.54	$ 2.14	$ 18.68	18F	1	$ 16.74	$ (1.94)	$ 54,420.29	$ 48,746.88	$ (5,673.41)	$ 5,673.41	$ -	$ 6,244.16	$ 48,176.13	$ 54,420.29	23.436
	Fire Fighter 1st Class	$ 16.54	$ 0.49	$ 17.03	18F	1	$ 16.74	$ (0.29)	$ 49,595.47	$ 48,746.88	$ (848.59)	$ 848.59	$ -	$ 1,419.34	$ 48,176.13	$ 49,595.47	23.436
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75	$ -	$ 48,176.13	$ 48,176.13	23.436
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75	$ -	$ 48,176.13	$ 48,176.13	23.436
	Fire Fighter 1st Class	$ 16.54	$ 0.68	$ 17.22	18F	1	$ 16.74	$ (0.48)	$ 50,163.05	$ 48,746.88	$ (1,416.17)	$ 1,416.17	$ -	$ 1,986.92	$ 48,176.13	$ 50,163.05	23.436
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75	$ -	$ 48,176.13	$ 48,176.13	23.436
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75	$ -	$ 48,176.13	$ 48,176.13	23.436
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75	$ -	$ 48,176.13	$ 48,176.13	23.436
	Fire Fighter 1st Class	$ 15.06	$ -	$ 15.06	18F	1	$ 16.74	$ 1.68	$ 43,854.72	$ 48,746.88	$ 4,892.16	$ -	$ 4,892.16	$ -	$ 43,854.72	$ 43,854.72	23.436
	Fire Fighter 1st Class	$ 16.54	$ 0.49	$ 17.03	18F	1	$ 16.74	$ (0.29)	$ 49,595.47	$ 48,746.88	$ (848.59)	$ 848.59	$ -	$ 1,419.34	$ 48,176.13	$ 49,595.47	23.436
	Fire Fighter 1st Class	$ 16.54	$ -	$ 16.54	18F	1	$ 16.74	$ 0.20	$ 48,176.13	$ 48,746.88	$ 570.75	$ -	$ 570.75	$ -	$ 48,176.13	$ 48,176.13	23.436
	Fire Fighter 1st Class	$ 15.06	$ -	$ 15.06	18F	1	$ 16.74	$ 1.68	$ 43,854.72	$ 48,746.88	$ 4,892.16	$ -	$ 4,892.16	$ -	$ 43,854.72	$ 43,854.72	23.436
	Fire Fighter 1st Class	$ 13.70	$ -	$ 13.70	18F	1	$ 16.74	$ 3.05	$ 39,879.84	$ 48,746.88	$ 8,867.04	$ -	$ 8,867.04	$ -	$ 39,879.84	$ 39,879.84	23.436

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Prepared by Accountant 7/5/2016

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Fire Proposed Position and Pay Grade/Step

Employee Name	Position	FY16 Hourly Amount	FY16 Longevity (Hourly)	FY16 Hourly Rate	Proposed Pay Grade	Proposed Step	Proposed Hourly Rate	Difference per Hour	FY16 Actual Amount	FY17 Total Proposed Amount	Difference	Replace Longevity Add Pay	Increase	FY16 Longevity	FY16 Wage Amount	Total Wage	Hourly Rate
[redacted]	Fire Fighter 1st Class	$ 16.54	$ 2.14	$ 18.68	18F	1	$ 16.74	$ (1.94)	$ 54,420.29	$ 48,746.88	$ (5,673.41)	$ 5,673.41	$ -	$ 6,244.16	$ 48,176.13	$ 54,420.29	23.436
[redacted]	Fire Fighter 1st Class	$ 15.06	$ -	$ 15.06	18F	1	$ 16.74	$ 1.68	$ 43,854.72	$ 48,746.88	$ 4,892.16	$ -	$ 4,892.16	$ -	$ 43,854.72	$ 43,854.72	23.436
[redacted]	Fire Fighter 2nd Class	$ 13.70	$ -	$ 13.70	16F	1	$ 15.22	$ 1.53	$ 39,879.84	$ 44,320.64	$ 4,440.80	$ -	$ 4,440.80	$ -	$ 39,879.84	$ 39,879.84	21.308
[redacted]	Fire Fighter 2nd Class	$ 13.70	$ -	$ 13.70	16F	1	$ 15.22	$ 1.53	$ 39,879.84	$ 44,320.64	$ 4,440.80	$ -	$ 4,440.80	$ -	$ 39,879.84	$ 39,879.84	21.308
[redacted]	Fire Fighter Paramedic	$ 19.95	$ 2.24	$ 22.19	22F	1	$ 20.25	$ (1.94)	$ 64,628.30	$ 58,968.00	$ (5,660.30)	$ 5,660.30	$ -	$ 6,528.08	$ 58,100.22	$ 64,628.30	28.35
[redacted]	Fire Fighter Paramedic	$ 19.95	$ 2.14	$ 22.09	22F	1	$ 20.25	$ (1.84)	$ 64,344.38	$ 58,968.00	$ (5,376.38)	$ 5,376.38	$ -	$ 6,244.16	$ 58,100.22	$ 64,344.38	28.35
[redacted]	Fire Fighter Paramedic	$ 19.95	$ 0.49	$ 20.44	22F	1	$ 20.25	$ (0.19)	$ 59,519.56	$ 58,968.00	$ (551.56)	$ 551.56	$ -	$ 1,419.34	$ 58,100.22	$ 59,519.56	28.35
[redacted]	Fire Fighter Paramedic	$ 19.95	$ 2.14	$ 22.09	22F	1	$ 20.25	$ (1.84)	$ 64,344.38	$ 58,968.00	$ (5,376.38)	$ 5,376.38	$ -	$ 6,244.16	$ 58,100.22	$ 64,344.38	28.35
[redacted]	Fire Fighter Paramedic	$ 19.95	$ 1.56	$ 21.51	22F	1	$ 20.25	$ (1.26)	$ 62,641.38	$ 58,968.00	$ (3,673.38)	$ 3,673.38	$ -	$ 4,541.16	$ 58,100.22	$ 62,641.38	28.35
[redacted]	Fire Fighter Paramedic	$ 19.95	$ -	$ 19.95	22F	1	$ 20.25	$ 0.30	$ 58,100.22	$ 58,968.00	$ 867.78	$ -	$ 867.78	$ -	$ 58,100.22	$ 58,100.22	28.35
[redacted]	Fire Fighter Paramedic	$ 19.95	$ 1.56	$ 21.51	22F	1	$ 20.25	$ (1.26)	$ 62,641.38	$ 58,968.00	$ (3,673.38)	$ 3,673.38	$ -	$ 4,541.16	$ 58,100.22	$ 62,641.38	28.35
[redacted]	Fire Fighter Paramedic	$ 19.95	$ -	$ 19.95	22F	1	$ 20.25	$ 0.30	$ 58,100.22	$ 58,968.00	$ 867.78	$ -	$ 867.78	$ -	$ 58,100.22	$ 58,100.22	28.35
[redacted]	Fire Fighter Paramedic	$ 19.95	$ 0.88	$ 20.83	22F	1	$ 20.25	$ (0.58)	$ 60,654.72	$ 58,968.00	$ (1,686.72)	$ 1,686.72	$ -	$ 2,554.50	$ 58,100.22	$ 60,654.72	28.35
[redacted]	Fire Fighter Paramedic	$ 19.95	$ 2.44	$ 22.39	22F	1	$ 20.25	$ (2.14)	$ 65,195.88	$ 58,968.00	$ (6,227.88)	$ 6,227.88	$ -	$ 7,095.66	$ 58,100.22	$ 65,195.88	28.35
[redacted]	Fire Fighter Paramedic	$ 19.95	$ 0.88	$ 20.83	22F	1	$ 20.25	$ (0.58)	$ 60,654.72	$ 58,968.00	$ (1,686.72)	$ 1,686.72	$ -	$ 2,554.50	$ 58,100.22	$ 60,654.72	28.35
[redacted]	Fire Fighter Paramedic	$ 19.95	$ -	$ 19.95	22F	1	$ 20.25	$ 0.30	$ 58,100.22	$ 58,968.00	$ 867.78	$ -	$ 867.78	$ -	$ 58,100.22	$ 58,100.22	28.35
[redacted]	Fire Fighter Paramedic	$ 19.95	$ 1.95	$ 21.90	22F	1	$ 20.25	$ (1.65)	$ 63,776.80	$ 58,968.00	$ (4,808.80)	$ 4,808.80	$ -	$ 5,676.58	$ 58,100.22	$ 63,776.80	28.35
[redacted]	Fire Fighter Paramedic	$ 19.95	$ 1.07	$ 21.02	22F	1	$ 20.25	$ (0.77)	$ 61,222.30	$ 58,968.00	$ (2,254.30)	$ 2,254.30	$ -	$ 3,122.08	$ 58,100.22	$ 61,222.30	28.35
[redacted]	Fire Fighter Paramedic	$ 19.95	$ 1.17	$ 21.12	22F	1	$ 20.25	$ (0.87)	$ 61,506.22	$ 58,968.00	$ (2,538.22)	$ 2,538.22	$ -	$ 3,406.00	$ 58,100.22	$ 61,506.22	28.35
[redacted]	Fire Fighter Paramedic	$ 19.95	$ 1.07	$ 21.02	22F	1	$ 20.25	$ (0.77)	$ 61,222.30	$ 58,968.00	$ (2,254.30)	$ 2,254.30	$ -	$ 3,122.08	$ 58,100.22	$ 61,222.30	28.35
[redacted]	Fire Fighter Paramedic	$ 19.95	$ 1.17	$ 21.12	22F	1	$ 20.25	$ (0.87)	$ 61,506.22	$ 58,968.00	$ (2,538.22)	$ 2,538.22	$ -	$ 3,406.00	$ 58,100.22	$ 61,506.22	28.35
[redacted]	Fire Fighter Paramedic	$ 19.95	$ -	$ 19.95	22F	1	$ 20.25	$ 0.30	$ 58,100.22	$ 58,968.00	$ 867.78	$ -	$ 867.78	$ -	$ 58,100.22	$ 58,100.22	28.35
									$ 4,742,307.52	**$ 4,595,909.76**		**$ 197,156.36**	**$ 50,758.60**	$ 263,109.86		$ 4,742,307.52	

$ 247,914.96

City Counter Proposal to Fire Counter Proposal to City # 15: C. Counter #15

ARTICLE 25- PREVAILING RIGHTS

All rights and privileges held or established as "past practices" that exist at the present time, which are not specifically included as part of this Agreement, shall have force and effect and be considered part of the terms of this Agreement.

A past practice is a practice understood and accepted by both the Bargaining Unit and the Department to be the accepted way of doing things over an extended period of time.

The course of conduct making up the practice must be clear and consistent. It is not a practice if the course of conduct is vague or ambiguous or which has been contradicted as often as it has been followed.

To be a past practice there must be a consistent pattern of behavior with a reasonable period of longevity and repetition of the behavior for a consistent pattern to be established.

Both the Bargaining Unit and the Department must have knowledge of the particular conduct and must regard it as the correct and customary means of handling a situation. The scope of the past practice is limited to its original origin and purpose.

7.5.16
(copy)