

ARTICLE 14: COMPENSATION

- A. For the term of this Agreement, the Fire District agrees to reinstate the Compensation Plan in effect prior to the 2014-2015 Agreement (hereinafter the "2012 Pay Plan"). Effective January 1, 2016, all Bargaining Unit employees (i.e., Firefighters and Lieutenants) will be transferred to the 2012 Pay Plan and placed in the Range/Pay scale level that they would have been on January 1, 2016, had the 2012 Pay Plan remained in effect during 2014 and 2015. Upon reinstitution of the 2012 Pay Plan, all hourly salaries will be frozen (i.e., no step increases will occur) for the duration of this Agreement.
- B. Bargaining Unit employees will receive a 2.0% bonus in years 2017 and 2018. In addition, for those Bargaining Unit employees who do not receive any increase (i.e., 0.0%) due to the reinstitution of the 2012 Pay Plan, those employees will receive an additional 2.0% bonus, effective January 1, 2016. The wage scale and structure will be published in the County's compensation plan.
- C. Newly-employed Firefighters (i.e., those who begin employment after January 1, 2016) will start at Range 19, Step 1B (EMT). Upon completing one (1) year of probation, these employees will be eligible to move to Range 19, Step 02.
- D. Promotion from Firefighter to Lieutenant will result in placement at the step within Range 21 that provides, at a minimum, a 4.5% increase in base pay. In the event a Firefighter receives a promotion to Lieutenant and, at the time of said promotion, the Firefighter is less than ninety (90) days from receiving a step increase within the range of firefighter, placement in Range 21 will be made as though the pending firefighter step increase was already in effect at the time of promotion to lieutenant.
- E. If, during the term of this Agreement, the Fire District implements a reclassification plan for employees, such reclassification shall apply to employees covered by this Agreement.

ARTICLE 15: LONGEVITY PAY

Effective January 1, 2016, Longevity Pay shall remain frozen for the duration of this Agreement for all Fire District employees, not just those employees covered under this Agreement, at the rates in effect as of December 31, 2013.

- A. Individuals employed by the Fire District on or before December 31, 1997, shall receive longevity pay based on their position on this schedule on December 31, 2013:

Years	Monthly
5	\$25.00
10	40.00
15	55.00
20	70.00
25	85.00
30	100.00

- B. Individuals employed by the Fire District on or after January 1, 1998, shall receive longevity pay based on their position on this schedule on December 31, 2013:

Years	Monthly
10	\$40.00
15	55.00
20	70.00
25	85.00
30	100.00

- C. If an employee voluntarily leaves the employ of the Fire District but is later reinstated within one hundred twenty-one (121) calendar days from the effective date of separation, said employee will retain the time accumulated toward longevity. Breaks of employment with the Fire District of more than one hundred twenty-one (121) calendar days constitute re-employment and prior service time will be lost. Time spent on leave of absence or unpaid leave does not count toward service time. Time spent on military leave will be granted in accordance with the Federal Uniform Services Employment and Re-Employment Rights Act.

ARTICLE 16: COMPENSATION STRUCTURE AND WITHIN
RANGE SALARY INCREASES

- A. Employees shall be granted a step increase upon receiving a satisfactory evaluation according to the following schedule:

Fire Fighters

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
12 mos.	12 mos.	12 mos.	12 mos.	12 mos.	12 mos.	12 mos.
Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
18 mos.	18 mos.	18 mos.	18 mos.	18 mos.	-----	

Lieutenant

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
12 mos.	12 mos.	12 mos.	12 mos.	12 mos.	12 mos.	12 mos.
Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
18 mos.	18 mos.	18 mos.	18 mos.	18 mos.	-----	

- B. The evaluation process necessary for advancement from step to step shall be completed on or before the last day of the evaluation period.
- C. Advancement from Step 1 to Step 2 shall be granted after an employee has completed his or her one (1) year probationary period with a satisfactory evaluation. All subsequent within-range increases shall be granted at intervals as specified above upon receipt of a satisfactory evaluation.
- D. Within-range salary increases shall not be arbitrarily or unreasonably withheld. The Fire District and Division of Human Resources will audit the Firefighters and Lieutenants Compensation Plan annually for compliance and accuracy of step placement and Compensation.
- E. The lowest step an incumbent firefighter may be placed upon promotion is Range, Step 03.