

CONTRACT BY AND BETWEEN

SEDGWICK COUNTY
FIRE DISTRICT NUMBER ONE

AND

LOCAL 2612 INTERNATIONAL
ASSOCIATION OF FIREFIGHTERS

WICHITA, KANSAS

JANUARY 1, 2016

TO

DECEMBER 31, 2017

- 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 as well as Compensation.
- E. The lowest Step an incumbent firefighter may be placed upon promotion is Range 19, Step 3.

ARTICLE 17: REGULAR PART-TIME EMPLOYEES

The Fire District shall have the right to employ a pool of qualified personnel as regular part-time employees to perform work covered by this contract. This pool of part-time employees may be used by the Fire District, in its discretion, as a pool from which to hire regular full-time employees. The Fire Chief, or Acting Fire Chief, will determine all compensation rates for said part-time employees. These part-time employees shall receive no other benefits.

ARTICLE 17A: VOLUNTEER AND RESERVE FIREFIGHTERS

The Fire District shall have the right to develop, maintain and make use of a volunteer and reserve firefighter force, which shall have the ability to perform work covered by this contract. Members of this volunteer and reserve force shall be fully qualified, as determined by the Fire Chief or Acting Fire Chief. Said members shall be prohibited from receiving any compensation and/or benefits for any and all duties performed.

ARTICLE 18: OVERTIME

- A. Employees come under the provisions of the Fair Labor Standards Act for the purposes of overtime.
- B. A twenty-seven (27) day work period is established for employees in fire protection activities who are required to work a twenty-four (24) hour shift and are not exempt from the Fair Labor Standards Act. Overtime pay at the rate of time and one-half of the regular rate of pay shall be paid for all hours worked over two hundred and four (204) hours during leave. Injury leave, jury leave, or other leaves are not included in computing the two hundred and four (204) hours worked, even though the leave may have been paid leave.
- C. Pursuant to 29 U.S.C. § 207(g)(3) and 29 C.F.R. §§ 548.2 and 548.3, overtime compensation shall be calculated using the "authorized basic rate" which shall consist of the employee's hourly rate of pay as reflected in the Compensation Plan currently in effect (including all step, cost-of-living, and other increases, if any), plus longevity pay, if any, computed as an hourly rate by multiplying the monthly longevity pay by 12 and dividing the product by 2912. This authorized basic rate is the same rate currently used as the employee's regular rate to calculate overtime compensation, and no change from current practice is intended.
- D. All employees covered by the terms of this contract who are called back to work from off duty, or are otherwise allowed to work during their normal scheduled days off, shall be paid at least two (2) hours minimum at their regular rate of pay. Should these two (2) hours or more constitute overtime pursuant to Paragraph C of this Article, then employees shall be paid their overtime rate. The Fire District retains the right to determine when Firefighters and/or Lieutenants will be called back to work off duty, or will otherwise be allowed to work on their scheduled days off. If the Fire District determines that Firefighters and/or Lieutenants will be needed to work during their normal off duty hours, the following procedures shall be utilized: