

ARTICLE 16

WAGES AND ASSIGNMENT PAY

The City and Association agree that the Step Pay Plan" is incorporated in this Agreement and that this "Step Pay Plan" shall be valid for the duration of this Agreement only, subject to the following increases:

1. Effective October 1, 2012 the step plan will increase by 3.0%

Effective October 1, 2013 the step plan will increase by 2.0%

Effective October 1, 2014 the step plan will increase by 2.0%

2. Employees with EMT Basic certification who are assigned to a Rescue Unit (ALS/ambulance) shall be paid \$50.00 for each (24) hour shift.

3. Employees with Paramedic certification who are assigned to a Rescue Unit (ALS/ambulance) shall be paid \$100.00 for each (24) hour shift.

4. Employees shall move up one step on their anniversary date unless already topped out, in which case they will receive longevity pay.

Longevity Pay

Longevity pay will be granted to covered employees during this Agreement as follows:

21 through 25 years of service	\$1750.00
26 plus years of service	\$2250.00

Nothing in this Agreement shall require the payment of any wage increases, including but not limited to step increases, after the expiration of this Agreement by its terms or the period of City Commission imposition of terms.

Any Firefighter/Driver-Engineer/Captain/Shift Commander assigned as Fire Inspector shall receive assignment pay of \$100.00 per pay period added to their base salary before assignment. Assignment pay shall be prorated for those assignments which are for less than a full pay period.

At such time as a Firefighter/Driver-Engineer/Captain/Shift Commander no longer serves in a Fire Inspector capacity, the individual's salary shall be reduced by the assignment pay increment discussed above.

Standby Pay

Fire Inspectors who are assigned to remain in a standby status while not on duty shall be paid the following rates beginning October 1, 2010, for the term of the agreement:

Monday through Friday \$20.00 per night -- Nightly standby (Monday through Friday) shall begin at the end of each regular workday and shall end at the beginning of the next workday.

Weekends \$50.00 per weekend -- Weekend standby shall begin at the time which would be the employee's normal starting time on Saturday and shall conclude at the beginning of the employee's regular workday on Monday.

Fire Inspectors assigned to standby status will be assigned a take home vehicle (subject to City Manager approval) to utilize only in the event employee is called out to work while on nightly or weekend standby duty.

There shall be no more than one (1) Fire Inspector assigned to standby status.