

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, 2018, the step plan will increase by 4.0%
Effective October 1, 2019, the step plan will increase by 4.0%
Effective October 1, 2020, the step plan will increase by ~~4.0%~~ 0.0%
Effective October 1, 2021, the step plan will increase by 4.0%
2. Employees shall move up one step on their anniversary date unless already topped out, in which case they will receive longevity pay.
3. In the event that any other bargaining unit or other City employee receives a step plan increase, salary schedule increase, or any other across-the-board increase from October 1, 2020 through September 30, 2021, the City shall provide the same across-the-board step plan increase for all members covered by this Agreement.
4. In the event that the City receives any state or federal funds that may be used for wage increases for any members covered by this Agreement from October 1, 2020 through September 31, 2021, the City and the Union will meet to discuss the availability of funds for covered employees during the 2020-2021 fiscal year. After such discussions, the Union may elect to reopen Article 16 for the 2020-2021 fiscal year.

ALS Rescue Assignment Pay

1. Employees with EMT Basic certification who are assigned to a Rescue Unit (ALS/ambulance) shall be paid \$50.00 for each 24 hour shift.
2. Employees with Paramedic certification who are assigned to a Rescue Unit (ALS/ambulance) shall be paid \$100.00 for each 24 hour shift.

Longevity Pay

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

21 through 25 years of service	\$2,250.00
26 plus years of service	\$2,750.00

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.

ARTICLE 39

TERMS OF AGREEMENT

1. This Agreement except as provided below, shall be effective upon ratification of the Parties, and shall remain in full force and effect until and including September 30, ~~2024~~ 2022.
2. Unless amended by mutual agreement, the Union shall notify the City, in writing, between February 1 and March 1, ~~2024~~ 2022, of its readiness to start negotiations, and shall submit, in writing, any proposed additions, revisions, modifications or deletions.
3. The City shall, within thirty (30) days of notification (in #2) advise the Union of the date for the opening of negotiations, and shall submit to the Union, in writing, Employer proposed additions, revisions, modifications or deletions.