

**COLLECTIVE
BARGAINING
AGREEMENT**

**CITY OF SAND
SPRINGS
&
I.A.F.F LOCAL
#2173**



**JULY 1, 2021
to
JULY 30, 2023**

CITY OF SAND SPRINGS, OKLAHOMA
AND
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL #2173
FISCAL YEAR 2022/2023

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This Agreement is entered into by and between the City of Sand Springs, hereinafter referred to as the "Corporate Authority", and the active members of the City of Sand Springs Fire Department, acting by and through its duly authorized bargaining agent, Local #2173 International Association of Firefighters, hereinafter referred to as "Employees" or "Firefighters".

Article 1: Recognition

The Corporate Authority recognizes Local #2173 International Association of Firefighters, hereinafter referred to as "Local #2173", as the exclusive bargaining agent for all employees of the Sand Springs Fire Department except:

1. The Fire Chief and his designated Administrative Assistant
2. Civilian Employees

"Firefighters" shall mean the permanent paid members of the Fire Department.

To ensure compliance with relevant state law and the intent and purpose of the City of Sand Springs Charter, Code of Ordinances, and personnel rules, employees on initial employment probation shall be covered by this agreement only to the extent required by state law and shall not be entitled to the grievance procedures contained in this agreement.

Article 2: Rights of Management

Section 1. The Fire Department recognizes the prerogative of the Corporate Authority to operate and manage its affairs in all respects in accordance with its responsibilities, as defined in State Statutes and City Charter, and with such conditions affecting the public welfare as they may arise, and all authority shall be retained wholly by the Corporate Authority.

Management officials of the Corporate Authority retain the rights in accordance with all applicable laws and regulations including--but not limited to--the following:

- a) To manage and direct the Employees of the Fire Department.
- b) To hire, promote, transfer, assign, retain and schedule hours and places of work of Employees in positions with the Fire Department.
- c) To suspend, demote, discharge or take other appropriate disciplinary action against members of the Fire Department for just cause in accordance with appropriate procedures.
- d) To relieve Employees from duty for reduction of force caused by lack of work, funds or other legitimate reasons.
- e) To maintain the efficiency of the operation of the Fire Department.

- f) To determine the methods, means, procedures and personnel by which fire operations are to be conducted, including the right to contract and subcontract any existing and future work.
- g) The right of establishing the organization and structure of the Fire Department; however, no Firefighter presently employed shall be reduced in salary as a result of such re-organization or restructuring.

Section 2. The Corporate Authority has the sole authority to determine the purpose, mission, duties and responsibilities of the Corporate Authority, including the total amount of the budget and its allocation to different functions and to establish priorities.

Section 3. If, in the sole discretion by the Corporate Authority, it is determined that civil emergency conditions exist--including but not limited to--civil riots, civil disorders, natural disorders, or other similar catastrophes, the provisions of this Agreement may be suspended by the Corporate Authority during the time of the declared emergency; provided, however, that wage rates shall not be affected or suspended by such declared emergency.

Section 4. It is understood by both parties that since every duty connected with operations, job descriptions, etc., may not always be described, employees--at the discretion of the Corporate Authority--may be required to perform duties not specifically spelled out in their job description, but which may be reasonably considered to be incidental to the performing of their duties just as though they were actually written out in the job description sheet.

Article 3: Prevailing Rights

All rules, regulations, fiscal procedures, working conditions, departmental practices and manner of conducting the operations and administration of the Sand Springs Fire Department currently in effect on the effective date of any negotiated Agreement shall be deemed a part of said Agreement unless and except as modified or changed by the specific terms of said Agreement.

The standard operating procedures manual of the department may be modified as necessitated by federal or state laws or regulations. Prior to implementation of any other modification, the proposed modification shall be presented to each shift in the department for implementation impact discussions.

Article 4: Severability Clause

If any provision of the Agreement, or the application of such provision, should be rendered or declared invalid by any Court action, or by reason of any existing, or subsequently enacted Legislation, the remaining parts or portions of the Agreement shall remain in full force and effect.

Article 5: Discrimination

The Corporate Authority agrees not to discriminate against any employee for or because of his activity in behalf of, or membership in, Local #2173. The Corporate Authority and Local #2173 agree that there shall be no discrimination against any employee because of race, creed, sex, age or disability.

Article 6: Prohibition of Strikes

Section 1. The Fire Department and its members agree that they shall have no right to engage in any work stoppage, slowdown or strike as defined in Title 11 O.S.A. Section 51-101-B.

Section 2. In the event of a strike, work stoppage, slowdown or other interference with the operation of the Fire Department of the City of Sand Springs, a responsible official of Local #2173 will promptly and publicly disavow any such activities and order its employees to return to work in an attempt to bring about a resumption of operations. Local #2173 will notify the City within twenty-four (24) hours after the commencement of such activities of the measures it has taken to comply with the provisions of this Article.

Section 3. That in the event of a strike, work stoppage, slowdown, or other interferences with the operation of the Fire Department of the City of Sand Springs, any member of Local #2173 participating in such activities shall be eligible for immediate dismissal immediately upon establishing his guilt in such participation.

Article 7: Personnel Reduction

Section 1. In case of a personnel reduction, the employee with the least seniority shall be laid off first. Seniority is defined in Article 8 of this agreement.

Section 2. Notice of recall shall be sent to the employee at his last known address by certified mail. If the employee fails to notify the office of the Chief of the Fire Department within fourteen (14) calendar days after mailing of such recall notice that the employee intends to return to work, such employee shall be deemed to have quit.

Section 3. No new employee shall be hired into a classification until all employees who are on lay-off status from that classification have been recalled by seniority.

Article 8: Seniority

Section 1. The employee's anniversary date shall be the date of that employee's regular employment with the Corporate Authority.

Section 2. Seniority shall mean the status attained by length of continuous full-time service within the classification of the Fire Department.

- a) In the case of employees with the same hire date seniority will be established by initial interview score.
- b) The Corporate Authority agrees to establish a seniority list and it shall be brought up to date by July 1 of each year and shall be attached as an addendum to this agreement.
- c) For the purpose of promotion, seniority in grade shall mean the status attained by continuous full-time service in that grade.

Article 9: Residence of Members

Section 1. The members of the Sand Springs Fire Department shall have the right to reside within an area not to exceed thirty (30) driving miles from Sand Springs Fire Station #1 and/or Fire Station #2. Such distance is intended to permit a rapid return to duty in the case of an emergency.

Section 2. After fifteen (15) years of continued service, members of the Sand Springs Fire Department shall have the right to reside within an area not to exceed sixty (60) driving miles from Sand Springs Fire Station #1 and/or Fire Station #2.

Article 10: Time Exchange

Section 1. Employees may have the privilege to exchange duty time, subsequent to approval of the Captain in charge, or the Chief of the Fire Department. The request for time exchange shall be made at least twelve (12) hours in advance of replacement, whenever possible. The replacement employee must be of at least equal duty qualifications of that employee being excused from duty.

Section 2. In order for an employee to be afforded the privilege to exchange duty time, in addition to the foregoing, it will be necessary that the employee requesting the exchange—as well as the employee exchanging—execute documents evidencing that the exchange of time is done voluntarily by the employees and not at the request of the employer as well as that the trade is made for reasons of the employee and not reasons relating to the employer's business operations. The Corporate Authority may make modifications if necessitated for FLSA compliance or administrative convenience.

Article 11: Eight Hour Shift Employees

Section 1. Members of the bargaining unit who are transferred from twenty-four (24) hour shifts to eight (8) hour shifts will receive the benefits provided within the policy and procedures manual in lieu of those benefits provided in the labor agreement, excepting those members of the bargaining unit will receive the Kelly Days provided for in Article 12 of this agreement.

Section 2. Conversion of vacation accruals - members of the bargaining unit who are permanently transferred from a twenty-four (24) hour shift to an eight (8) hour shift will have vacation accruals converted to eight (8) hour shifts as follows: $(\text{Hours of Leave Balance}) \div (1.4) = (\text{Converted Leave Balance})$ after transfer.

Members of the bargaining unit who are transferred from an eight (8) hour shift to a twenty-four (24) hour shift will have vacation accruals converted to twenty-four (24) hour shifts as follows: $(\text{Hours of Leave Balance}) \times (1.4) = (\text{Converted Leave Balance})$ after transfer.

Section 3. Conversion of sick leave accruals – members of the bargaining unit who are permanently transferred from a twenty-four (24) hour shift to an eight (8) hour shift will have sick leave accruals converted to eight hour shifts as follows: $(\text{Hours of Leave balance in excess of 2400 hours}) \div (1.4)$, and $(\text{Hours of Leave Balance up to and including 2400 hours}) \div (3) = (\text{Converted Leave Balance})$ after transfer.

Section 4. Members of the Bargaining unit that are temporarily assigned to work a forty hour (40) schedule, shall have their pay adjusted using the following formula. $(\text{Base Annual Salary} + \text{EMT pay} / 2080 \text{ hours} + \text{Additional Pay Items})$

Members of the bargaining unit who are permanently transferred from an eight (8) hour shift to a twenty-four (24) hour shift will have sick leave accruals converted to twenty-four hours shifts as follows: $(\text{Hours of Leave Balance in excess of 800 hours}) \times (1.4)$, and $(\text{Hours of Leave Balance up to and including 800 hours}) \times (3) = (\text{Converted Leave Balance})$ after transfer.

Article 12: Vacation and Holiday

Section 1. Members of the bargaining unit shall receive annual vacation time as follows:

Service Years	Vacation Shifts	Kelly Days	Total Shifts
After One Year	Four (4) Shifts	Two (2) Shifts	Six (6) Shifts
After Four Years	Eight (8) Shifts	Two (2) Shifts	Ten (10) Shifts
After Seven Years	Twelve (12) Shifts	Two (2) Shifts	Fourteen (14) Shifts
After Ten Years	Thirteen (13) Shifts	Two (2) Shifts	Fifteen (15) Shifts
After Twenty Years	Fourteen (14) Shifts	Two (2) Shifts	Sixteen (16) Shifts

Employees may elect to cash in up to three (3) vacation shifts and receive pay therefore by the Corporate Authority at straight time rate on or about December 15th each year. The Kelly days may be used by the member of the bargaining unit under the terms provided herein. After ninety (90) calendar days of continuous paid leave, vacation and sick leave accruals shall cease.

Section 2. Members of the bargaining unit may schedule earned vacation leave, within annual accrual limits, by seniority, as long as it does not impede Fire Department operations and is approved by the Chief of the Fire Department.

Vacation shifts shall be in twenty-four (24) hour or twelve (12) hour increments except that each member shall have the option of taking vacation in eight (8) hour increments not to exceed three (3) times during any calendar year and in four (4) hour increments not to exceed (3) three times during any calendar year. Four (4) hour increments cannot be used in conjunction with any other leave.

Twelve (12) hour increments may be taken either 8:00 a.m. to 8:00 p.m. or 8:00 p.m. to 8:00 a.m.

Shifts earned for vacation, within annual accrual limits, may be scheduled by January 1 each year. Shifts earned but not scheduled by January 1 may be taken at any time as long as such does not impede Fire Department operations. Requests must be made in writing at least one (1) hour in advance and approved by the Chief of the Fire Department or his designee. Seniority does not apply to shifts not scheduled by January 1. The Kelly days; eight (8) hour and four (4) hour vacation increments may be taken at any time as long as such does not impede Fire Department operations and is approved by the Chief of the Fire Department. Seniority does not apply to Kelly days.

Members of the bargaining unit who are eight (8) hour employees may take vacation in increments as approved by the Chief.

Section 3. Members of the bargaining unit who work at least four (4) hours on any authorized holiday shall be eligible for additional pay at a holiday pay rate in addition to their regular rate of pay the total number of hours of additional holiday pay for any single holiday shall not exceed twelve (12) hours. The additional holiday pay shall be calculated at one half of (1/2) the hourly non-overtime base rate of pay + hourly pay for EMT certification + specialty pays (calculated to an hourly rate) + longevity (calculated to an hourly rate).

Members of the bargaining unit whose shift ends at 0800 hours on an authorized holiday shall not be eligible for holiday pay unless they are held over or called back to duty for a minimum of three (3) hours on the day of the holiday.

Authorized Holidays Defined	
New Year's Day	<i>January 1</i>
Martin Luther King's Day	<i>Third Monday in January</i>
Easter Sunday	<i>First Sunday following the First Full Moon</i>
Memorial Day	<i>Last Monday In May</i>
Independence Day	<i>July 4</i>
Labor Day	<i>First Monday in September</i>
Veteran's Day	<i>November 11</i>
Thanksgiving Day	<i>Forth Thursday in November</i>
Floating Holiday	<i>Friday after Thanksgiving Day</i>
Christmas Eve	<i>December 24</i>
Christmas Day	<i>December 25</i>

Section 4. Vacation and Kelly day leave shall be considered hours worked for purposes of consideration for F.L.S.A. regularly scheduled overtime.

Members of the bargaining unit that are eight (8) hour shift, forty (40) hour work period, employees, shall, in addition to the foregoing have the holidays provided considered as hours worked for purposes of F.L.S.A. overtime compensation.

Article 13: Other Leave

Other leave shall be deducted from accumulated sick leave, and be considered as hours worked having no effect on F.L.S.A. regularly scheduled overtime.

Section 1. Funeral Leave - In the event of death in the immediate family of an Employee, the Employee shall be granted funeral leave of up to two (2) consecutive twenty-four (24) hour shifts off or three (3) consecutive days off for eight (8) hour employees. Such time shall begin immediately following the date of death and shall include any days off previously scheduled by the Employee. The Chief of the Fire Department may authorize additional days off or shifts off, depending on the individual circumstances, and may allow an advance for probationary employees.

The immediate family is defined as those people who are related to the employee or the employee's spouse as follows: spouse, children, parents, brothers, sisters, grandparents, grandchildren, former guardians, or relative living in the home of the Employee immediately prior to death. Funeral Leave shall not be deducted from any accumulated leave. Funeral Leave shall be considered as hours worked having no effect on F.L.S.A. regularly scheduled overtime.

Section 2. Parental Leave – To allow for the successful start of the Parent/Child relationship, employees not partaking in or are otherwise ineligible for FMLA may take three (3) consecutive twenty-four hour shifts off or five (5) days off for eight (8) hour employees.

Parental Leave must be initiated within three (3) days of the date of birth or adoption. Parental Leave shall be deducted from accumulated sick leave, and be considered as hours worked having no effect on F.L.S.A. regularly scheduled overtime.

Employees requiring extended time off as a result of Parental Leave should communicate this to the Fire Chief or Designee and apply for FMLA leave in accordance with the state/federal guidelines and City Policy prior to approval.

Article 14: Sick Leave

Section 1. Any person covered under this Agreement shall be entitled to sick leave at the rate of ten (10) shifts per year, accumulative to a maximum of one hundred (100) shifts. On or about December 15, sick leave accrued in excess of one hundred (100) shifts will be reimbursed to the Employee at

the rate of three (3) sick leave shifts for one (1) paid shift. If an Employee is injured on the job and is receiving Worker's Compensation, he is not eligible for sick leave pay.

Section 2. If more than two (2) consecutive shifts are necessary in any one illness or injury, a doctor's statement may be required. After ninety (90) calendar days of continuous paid leave, vacation and sick leave accruals shall cease. The City may request an independent medical examination to determine whether the Employee is able to return to work.

Section 3. Any employee leaving the service of the City after a period of ten (10) years of service, or alternatively, upon the occurrence of a non-job related disability retirement, shall be paid at such employee's then current regular rate of pay one (1) shift's pay for each three (3) shifts of said employee's then accumulated sick leave, such accumulated sick leave not to exceed one hundred (100) working shifts. Said sum shall be paid in a lump sum on the employee's final pay check to be issued following the employee's effective date of retirement.

Section 4. Members of the fire department can donate sick leave to a fellow member who is suffering from an extraordinary or severe illness, injury, impairment, or physical or mental condition, which has caused this member to take leave without pay.

Shared leave shall be granted subject to the following:

- a) The receiving member has exhausted, all annual leave and sick leave due to the "extraordinary" or "severe" condition.
- b) The donating member may donate up to seventy-two (72) hours of shared leave, providing the donation does not cause the sick leave balance of the donating member to fall below three hundred sixty (360) hours.
- c) The receiving member may use up to a maximum of seven hundred twenty (720) hours of shared leave during a twelve (12) month period. A twelve (12) month period includes the past eleven (11) months plus the current month.
- d) Any shared leave not used by the recipient shall be returned to the donor(s). Unused shared leave will be divided equally among the donors.
- e) The receiving member will not accrue annual leave or sick leave while on donated leave time.
- f) All donated leave must be given on a voluntary basis, and must be pre-approved by both the City Manager and the Fire Chief or their designees and include all appropriate documentation.

Article 15: Union Business

The Union shall be granted up to ninety-six (96) hours -- to include travel-- per fiscal year for Union business. Said leave shall be contingent upon the Union making specific request and upon the determination by the Corporate Authority that the needs of the service will not be adversely affected by such leaves.

Article 16: Wages

Section 1. All persons hired after July 1, 1999, with the Sand Springs Fire Department shall have EMT Licensure; or, alternatively, obtain such Licensure within one (1) year.

All members of the department must undergo an annual evaluation to be completed by the member's Anniversary date as defined by the employee's hire date or promotional date, whichever is of the later. Any member of the department who does not meet or exceed performance standards as set forth by the department will not be eligible for their promotional step as set forth in the remaining portion of this Article.

Firefighters who complete their one year probationary period and meet the requirements as set forth in the job description of Firefighter I and are retained by the Corporate Authority, shall be reclassified in Grade F-2 and receive a salary adjustment effective the first pay period after probation is completed.

Firefighters who complete two (2) years continuous service and meet the requirements as set forth in the job description of Firefighter II shall be reclassified in Grade F-3 and receive a salary adjustment effective the first pay period after their second anniversary.

On each successive anniversary thereafter, members classified in Grade F-3, shall be reclassified in the next higher Step and receive a salary adjustment effective the first pay period following their anniversary date.

For grades F-4 and above, the employee shall be reclassified in the next higher Step within their grade and receive a salary adjustment effective the first pay period following their promotion date within that grade.

An employee shall receive a salary adjustment effective the first pay period following the employee's obtaining NREMT Certification in the

respective EMT categories as set forth in Section 3 of this article. If, in the event, an employee fails to maintain the respective EMT Licensure, then such employee shall receive a salary adjustment to the respective EMT Licensure possessed by said employee.

Any person hired after July 1, 1999, shall maintain a minimum of EMT Licensure. Failure to maintain such certification shall be grounds for dismissal.

Section 2. Effective the first full pay period in July 2021, all members of the bargaining unit shall receive wages pursuant to Chart A FY22 with respect to the employees' current step. Additionally, members of the bargaining unit who have not reached the top step in the pay scale shall be subject to a one-step increase upon the employees anniversary date provided they meet any requirements necessary to advance.

The parties agree that in FY23, pay adjustments shall be made as follows:

- a. The parties will compare the total sales and use tax collections of the City, less any sales or use tax TIF payments and less any sales or use tax rebates paid out, during the time period between January 1, 2020 and December 31, 2020, and compare the total collections with the same collections during the same period for 2021. Based on the total collections of sales and use tax revenues less any sales or use tax TIF and rebates paid out, the parties shall agree on a percentage growth amount in the tax collections. Effective July 1, 2022, the base scale shall be adjusted by the percentage growth above two percent (2%) based on the above calculation. For example, if tax growth is equal to five point two percent (5.2%) during the agreed year, the scale would be adjusted three point two percent (3.2%). If the growth is less than two percent (2%), the scale would not be adjusted. Additionally, employees will receive an advancement of one (1) step on their anniversary date.

Section 3. All members of the bargaining unit who obtain and maintain Licensure as an EMT, EMT-Intermediate, Advanced EMT, or EMT-Paramedic shall have the following compensation added to and included in their base rate of pay:

EMT LICENSE	PAY RATE PER HOUR
EMT-Basic	\$.50 (Fifty cents)
EMT-Intermediate	\$.75 (Seventy-five cents)
Advanced EMT	\$1.05 (One dollar five cents)
EMT-Paramedic	\$1.55 (One dollar fifty-five cents)

The Fire Marshal shall not be eligible for receive the compensations listed in this section for EMT-Intermediate, Advanced EMT, or EMT-Paramedic.

Section 4. Non-Probationary members of the bargaining unit who obtain IFSAC certification as a Hazardous Materials Technician shall receive fifty dollars (\$50.00) per month.

Section 5. Non-Probationary members of the bargaining unit, who successfully complete the necessary requirements for SSFD Rescue Technician, shall receive thirty dollars (\$30.00) per month. The requirements for this designation are the following Oklahoma State University Fire Service Training courses: Rope Technician I and Rope Technician II, Confined Space Rescue Operations and Technician, and Trench Rescue Operations and Technician or previously equivalent classes. The combined total of class hours shall not be less than eighty (80) hours and must include all components previously listed. Courses taken outside the OSU-FST organization shall require equivalency approval from the Fire Chief.

Section 6. Non-Probationary members of the bargaining unit who are selected as EMS, Technical Rescue, or HazMat coordinators shall receive sixty dollars (\$60.00) per month. A maximum of three (3) EMS, one (1) Technical Rescue, and one (1) HazMat coordinators are permitted.

Section 7: The Fire Chief will select one Captain per shift to serve as the Administrative Captain. The selected individual shall receive one hundred seventy-five dollars (\$175.00) per month.

At no time will the position of Administrative Captain be left vacant. Any individual wishing to step down as Administrative Captain will require an alternate to be selected prior to being relieved of duty.

Article 17: Overtime, Call Back, and Hold-Over

Section 1. Overtime: All members of the bargaining unit who are engaged in fire protection activities shall receive an overtime premium of one and one-half (1 1/2) times the regular hourly rate for each compensable hour of work in excess of one hundred six (106) hours in the established fourteen (14) day work period.

The term "compensable hours of work" shall be defined as set forth in Section 553.21 of the Department of Labor Regulations covering employees of public agencies.

Section 2. Call back: Employees required to return to work after their regularly scheduled shift ends shall be paid at one and one-half (1 1/2) times their regular hourly rate, for all hours worked, with a minimum of three (3) hours. Said call back time ends with the beginning of the employee's regularly scheduled shift.

The three (3) hour minimum will be waived if the call back occurs within two (2) hour prior to the employee's regularly scheduled shift. Said time shall be paid at one and one-half (1 1/2) times the regular hourly rate until their regularly scheduled shift begins. The regularly scheduled shift shall be paid in accordance with Section 1. of this article.

Section 3. Hold-Over: Employees required by the Corporate Authority to work beyond their regularly scheduled shift shall be paid at a rate of one and one-half (1 1/2) times the regular hourly rate for all the hours worked with a one (1) hour minimum.

Section 4. Employees required by the Corporate Authority to attend any school, workshop or seminar, shall be paid per diem at his hourly rate of pay for any hours or days that he would normally be off duty. Pay for normal off-duty time will include travel time, attendance time in the course of the instruction, and return home.

Article 18: Working out of Classification

Section 1. Any certified relief Driver working out of class for an absent Driver shall receive eighteen dollars (\$18.00) per shift, after completing at least eight (8) hours of shift worked out of class.

Section 2. Any certified relief Captain working out of class for an absent Captain shall receive twenty six dollars (\$26.00) per shift, after completing at least eight (8) hours of shift worked out of class.

Section 3. Any Captain working out of class for an absent Fire Marshal shall receive thirty four dollars (\$34.00) per shift, after completing at least eight (8) hours of shift worked out of class.

Article 19: Longevity

The Corporate Authority agrees that Firefighters with one (1) year service or more shall be entitled to longevity pay at the rate of ten dollars (\$10.00) per month for each year of service--up to and including, but not exceeding--twenty-five (25) years of service.

Article 20: Insurance

Section 1. The Corporate Authority will provide a group health insurance plan for bargaining unit members and shall contribute seventy-five (75%) percent of the monthly premium for employee and dependent coverage of the select (basic) plan, for higher level plans, the employee will be responsible for the difference in premium.

The employee shall contribute twenty-five (25%) percent toward the monthly premium for employee and dependent coverage.

Section 2. The Corporate Authority will provide a group life insurance plan for bargaining unit members and shall contribute one hundred (100%) percent toward the monthly premium for employee coverage and zero (0%) percent toward the monthly premium for dependent coverage.

Section 3. Effective July 1 of each respective year, Local #2173 shall be provided dental coverage the same as other city employees.

Section 4. The Corporate Authority shall deduct twice monthly from the salaries of all firefighters who have authorized such deductions the amount of insurance premiums which exceed the amount paid the Corporate Authority and forward the funds so deducted, along with the Corporate Authority's contribution on a monthly basis.

Section 5. The Union shall indemnify, defend and hold harmless the Corporate Authority against any claims made or any suit instituted against the Corporate Authority on account of any insurance premiums paid or liability incurred as a result of this agreement.

Section 6. The Union shall be afforded the opportunity to withdraw from the Corporate Authority's group health insurance plan effective July 1 each respective year provided the Union has given the Corporate Authority written notice on or before April 1 each respective year of its desire to withdraw from such group health insurance plan.

In the event the Union should withdraw from the Corporate Authority's provided group health insurance, this Section shall supersede Section 1 above, and the Corporate authority agrees to contribute to the Union group health insurance provided premium an amount of money equal to the amount of money the Corporate Authority is contributing for employees under the Corporate Authority's group health insurance, not to exceed the member's monthly premium.

For the purposes of definition for the Corporate Authority's health insurance contribution amounts:

- a) The Corporate Authority's provided health insurance plan HMO shall equate to all other insurance provider's HMO; and
- b) The Corporate Authority's provided health insurance plan POS/Non-HMO shall equate to all other insurance provider's POS/PPO/Non-HMO; and
- c) The Corporate Authority's classification of SINGLE EMPLOYEE/EMPLOYEE ONLY shall equate to all other insurance provider's SINGLE EMPLOYEE/EMPLOYEE ONLY; and
- d) The Corporate Authority's classification for FAMILY/EMPLOYEE & DEPENDENT shall equate to all other insurance provider's FAMILY/EMPLOYEE & DEPENDENT/EMPLOYEE & SPOUSE/EMPLOYEE & CHILD.

Article 21: Educational Incentive

Section 1. The Corporate Authority agrees to reimburse an employee covered by this Agreement an amount not to exceed two-hundred dollars (\$200) per credit hour for each accredited college course which has been determined by the Chief of the Fire Department and/or City Manager to be a course required to obtain a job-related degree and which has been completed and passed by the employee with a grade of "C" or better. Tuition will be reimbursed one hundred (100%) percent for an A Grade, seventy-five (75%) percent for a B Grade, and fifty (50%) percent for a C Grade, individual limit will be one thousand five hundred dollars (\$1,500) per fiscal year.

After the course is completed, the employee must provide the Corporate Authority, within sixty (60) days, satisfactory evidence that the course was passed including grade received and proof of cost of course before reimbursement is approved.

Before the end of February during the term of this contract, employees wishing to seek course reimbursement will submit a detailed educational plan to the Fire Chief. The plan will list the degree program, semester, course title if known, and credit hours for each subject they wish to attend. At least thirty (30) days before the beginning of each semester, the employee will submit a Personnel Form #64 "Application for Tuition Reimbursement" to the Fire Chief for approval and administrative processing.

An employee who voluntarily leaves employment with the City will be responsible to sign a promissory note and repay the City of Sand Springs one hundred percent (100%) of the total educational reimbursements paid within the past 12 months on a prorated basis.

Section 2. After the February deadline, if all budgeted funds are not dedicated the Fire Chief shall have the authority to allocate amounts in excess of the individual limit as defined in Section 1 of this Article.

Section 3. Members of the bargaining unit who obtain a degree through an accredited college or university shall, upon the recommendation by the Fire Chief, receive a salary increase without reference to their regular pay as follows:

Associate Degree	\$45.00/month
Bachelor Degree	\$60.00/month

It is agreed that a transcript must accompany a request for educational pay. It is also agreed that any employee that holds multiple degrees shall only receive compensation for the highest single degree for which he/she qualifies.

Article 22: Uniform, Bunker Gear, and Cleaning Allowance

Section 1. The Corporate Authority agrees to pay each Firefighter covered under this Agreement thirty dollars (\$30) per month to subsidize the cleaning and repair of uniforms.

Section 2. The Corporate Authority agrees to provide an annual allowance of three hundred dollars (\$300.00) to each member of the bargaining unit for the purchase of Fire Chief approved uniforms. Three hundred dollars (\$300.00) will be paid on the first pay period after July 1. Any employee satisfactorily completing his one (1) year probationary period in a month subsequent to such first pay period in July shall have his uniform allowance pro-rated to the end of the current fiscal year.

Section 3. The Corporate Authority Agrees to provide each probationary firefighter with the following as outlined in Sand Springs Fire Department SOP 1019.

One (1) Class "A" Work Uniform Ensemble, One (1) Class "B" Dress Uniform Ensemble, One (1) Class "B" Work Uniform Ensemble, One (1) Structural Firefighting PPE Ensemble, One (1) Wildland PPE Ensemble

In addition, probationary firefighters will be provided One (1) pair of station boots and an approved duty jacket/job shirt.

Section 4. The Corporate Authority agrees to maintain for each member of the bargaining unit with the following uniforms and PPE as outline in in Sand Springs Fire Department SOP 1019.

One (1) Class "A" Dress Uniform Ensemble, One (1) Class "A" Work Uniform Ensemble, One (1) Class "B" Dress Uniform Ensemble, One (1) Class "B" Work Uniform Ensemble, One (1) Structural Firefighting PPE Ensemble, One (1) Wildland PPE Ensemble

Section 5. Members of the bargaining unit who work eight (8) hour shifts, such being the Fire Marshal, will be furnished three (3) long sleeve white shirts and three (3) short sleeve white shirts as approved by the Fire Chief in lieu of the shirts referred to in Section 3. hereof.

Section 6. Members of the bargaining unit may elect to have the amounts allowed under this article paid directly to the members Tax Deferred Compensation Plan. If members elect to utilize these funds for Deferred Comp the member will still be required to maintain uniforms in a proper manner, without further compensation. This election shall be made in the month of July each year; unless changes are made the current election shall continue from year to year.

Article 23: Worker's Compensation

Section 1. Members who on account of sickness or temporary disability, caused or sustained while in the discharge of the member's duty as a member of the fire department, who is unable to perform the member's duties shall for a period not to exceed six (6) months, receive their salary from the Corporate Authority as if they were working their normal shift.

Section 2. Prior to the issuance of the member's first paycheck after sickness or disability, the member shall execute an agreement with the Corporate Authority promising to reimburse the Corporate Authority if a court of law having proper jurisdiction determines that the sickness or temporary disability was not caused or sustained while in the discharge of the member's duty as a member of the fire department.

Section 3. A member who receives payment for work performed in conflict with a physician's work release while on Temporary Total Disability Leave may be subject to immediate dismissal. This provision also applies to self-employed individuals who perform work in their private occupation or business.

Section 4. If after ninety (90) calendar days of continuous workers compensation leave, the Employee is unable to return to work, vacation and sick leave accruals shall cease. No accruals existing as of the date of ceasing accruals shall be reduced during the term of workers compensation leave.

Article 24: Promotions

Section 1. Eligibility for promotion from probationary Firefighter to Firefighter will be twelve (12) months.

Section 2. Eligibility for advancement beyond Firefighter I shall require the employee to obtain IFSAC Firefighter II certification and SSFD Relief Driver certification.

Section 3. Eligibility for promotion from Firefighter to any higher rank or position shall be in accordance with City of Sand Springs Personnel Policy & Procedures relating to Employee Hiring, and the promotional procedures implemented in agreement between the Fire Chief and IAFF Local 2173. Promotion shall be subject to evaluation on examination of job performance and ability. Additionally, when a classified position becomes available or when a classified position is created, the "Job Announcement" must be posted within ten (10) calendar days, excluding Saturday and Sunday, and recognized City holidays, from the date of vacancy or creation.

Section 4. After the occurrence of promotion, the individual promoted shall be reclassified in the lowest step of the promoted grade that provides a minimum of a three percent (3%) annual wage increase and receive a salary adjustment as set forth in the pay scale in Article 16 Wages. The effective date of the promotion shall be the employee's action date for further step increases

Any employee who promotes to a higher rank will be placed in the beginning year of service for the promotional rank to which he/she promoted.

Should the beginning year of service for the promotional rank be less than the current rank's salary, the promotional employee shall be placed in the lowest year of service for the promotional rank, which is not to be less than the employee's current salary.

The effective date of the promotion shall be the employee's action date for further steps.

Article 25: Grievance Procedure

Section 1. Grievances or disputes which may arise, including the interpretation, application or enforcement of this Agreement shall be settled in the following manner:

- Step 1.** Local #2173, upon receiving a written and signed grievance, shall determine whether the grievance merits further processing. If, in Local #2173's opinion, the grievance lacks sufficient merit to warrant further processing, no further action is necessary.
- Step 2.** If a grievance does exist, the employee and/or Local #2173 shall file and present the grievance to the Chief of the Fire Department within twenty (20) days, excluding Saturday and Sunday and recognized City holidays, of the incident or knowledge of the incident. The format of Personnel Form #24 shall be used for said grievance.
- Step 3.** Within ten (10) calendar days, excluding Saturday, Sunday, and recognized city holidays, of receiving said grievance, the Chief of the Fire Department shall provide a written and signed response to Local #2173 for review.
- Step 4.** If, within ten (10) calendar days, excluding Saturday and Sunday and recognized City holidays, of receiving the written and signed response from the Chief of the Fire Department, Local #2173 feels the grievance is settled, or wishes to no longer proceed, they shall submit a letter to the Chief of the Fire Department stating their position of such. If the grievance has not been settled, it shall then be submitted to the City Manager for adjustment.
- Step 5.** If, within ten (10) calendar days, excluding Saturday and Sunday and recognized City holidays, the grievance has not been settled, it shall then be submitted to non-binding mediation for adjustment. If, subsequent to the conclusion of non-binding mediation, the grievance has not been settled, it shall then be submitted to arbitration for adjustment.

Section 2.

- a) The parties shall submit the matter to arbitration. The IAFF shall submit a list of five retired Judges from the State of Oklahoma (Appellate, District, Associate, or Special) from Tulsa County and/or any County which shares a common border with Tulsa County, who shall be the proposed panel for selection within ten (10) calendar days, excluding Saturday and Sunday and recognized City holidays. From said list, the City shall select one arbitrator within ten (10) calendar days, excluding Saturday and Sunday and recognized City holidays.

- b) The parties shall attempt to select a mutually satisfactory date at the earliest possible time. In the event the parties are unable to agree upon a date, the arbitrator is empowered to select the date.
- c) Within sixty (60) days following the conclusion of the hearing and the submission of briefs, if any, by the parties, the arbitrator shall issue a written decision and award containing findings and recommendations with respect to the issues presented. A copy of the opinion shall be mailed or delivered to Local #2173 and the Corporate Authority.
- d) The arbitrator's authority shall be limited to the interpretation and application of the terms of this Agreement and/or any supplement thereto. The arbitrator shall have no jurisdiction to establish provisions of a new agreement or variation of the present agreement or to arbitrate away, in whole or in part, any provisions or amendments thereof. This shall not preclude individual wage grievances. With respect to the interpretation, enforcement, or application of the provisions of this agreement, the decision and findings of the arbitrator shall be final and binding on the parties to this Agreement.
- e) The cost of the arbitrator shall be shared equally between Local #2173 and the Corporate Authority. If a transcript of the proceedings is requested, then the party so requesting shall pay for it.
- f) All time limits set forth in the Article may be extended by mutual consent, but if not so extended, they must be strictly observed. If a party fails to pursue any grievance within the time limits provided, he shall have no further right to continue the grievance.
- g) It is specifically and expressly understood that filing a grievance under this Article which has as its last step, final and binding arbitration, constitutes an election of remedies and waiver of any and all rights for Local #2173 or the Corporate Authority or representatives thereof, to litigate or to otherwise contest the last answer rendered through the grievance procedure in any court. The foregoing shall not be construed, however, from precluding either of the parties from contesting the jurisdiction of said arbitrator selected, by seeking extraordinary relief, appeal, or other available remedy in a Court having jurisdiction thereon.

Article 26: Labor Management Meetings

Section 1. The Fire Chief, and his designees and the Union Executive Board shall meet as requested by either party with intent to meet at least quarterly at a mutually agreeable time.

Article 27: Station Equipment and Necessities

The Corporate Authority agrees that since Firefighters are required to spend twenty-four (24) hour shifts on duty, the Corporate Authority shall provide all necessary furnishings and appliances required for sleeping and preparation of meals and maintain same in good working order.

Article 28: Bulletin Boards

The Corporate Authority agrees that Local #2173, as a representative of the membership of the Sand Springs Fire Department, shall be allowed Bulletin Board space in each station for posting of bulletins--provided that all bulletins or notices are clearly marked "Union Business", or are submitted on Union stationary.

It is further provided that all postings will be of a non-political, non-inflammatory nature and shall not interfere with the normal use of the Fire Department facilities.

Article 29: Deductions

Section 1. The Corporate Authority shall deduct twice monthly from the salaries of all members of Local #2173 who have authorized such deduction, the amount of twenty three dollars (\$23.00) for Union dues, and any additional amount the member designates. The Corporate Authority shall promptly remit to the Secretary-Treasurer of Local #2173 the amount so deducted and will provide the Union a list of members whose dues have been deducted. If the employee has no earnings due for that pay period, the Union shall be responsible for collecting said dues.

Section 2. The Union shall indemnify, defend and hold harmless the Corporate Authority against any claims made, or any suit instituted against the Corporate Authority on account of any Union dues paid in error. Nothing contained in this Agreement shall be deemed to prevent or prohibit a firefighter, whether or not a member of the Union, from signing and submitting authorization for dues deductions from his pay.

Section 3. Both parties agree that at any time during this agreement, the amount being deducted may be changed with thirty (30) day's notice from Local #2173.

Article 30: Tax Deferred Compensation Plan

Section 1. The Corporate Authority agrees to allow members of the bargaining unit to participate in either the tax deferred compensation plan (I.R.S. code 457), currently provided by the International City Managers' Association (I.C.M.A.) or the Front Line 457 plan administered by Nationwide Retirement Solutions. Members of the bargaining unit will be entitled to transfer 457 plan assets to their plan of choice without penalty by the City.

Section 2. Members of the bargaining unit shall be allowed to change payroll contribution amounts to their tax deferred compensation plan at any time to be implemented on the payroll cycle following the signed request.

Members of the bargaining unit are eligible to participate in the tax deferred compensation plan of their choice upon employment, and may enroll in and begin payroll contributions at any time.

Section 3. It is understood by both parties that all contributions are made solely by the employee.

Section 4. The Union shall indemnify, defend and hold harmless the Corporate Authority against any claims made or any suit instituted against the Corporate Authority on account of any contributions paid or liability incurred as a result of this Agreement.

Article 31: Communicable Disease, Drug Free Workplace, Smoke Free Environment and Sexual Harassment Policies

The Union agrees to accept the terms and conditions of the Communicable Disease Policy, the Drug Free Work Place Policy, the Smoke Free Environment Policy and the Sexual Harassment Policy of the Corporate Authority, incorporations thereof being made herein by reference thereto.

Article 32: Smoke Free Environment

Section 1. Smoking shall be prohibited in the fire stations.

Section 2. Members of the fire department who violate this provision shall be subject to discipline in accordance with the personnel policies and procedures of the Corporate Authority.

Article 33: Duration of Agreement

Section 1. This Agreement shall be effective as of July 1, 2021, and shall remain in effect through midnight June 30, 2023.

Section 2. This agreement is subject to be re-opened if insurance exceeds a 10% increase for the purpose of renegotiating Insurance and Wages only. The parties acknowledge the requirements set forth in 11 O.S. §51-112 concerning notice of intent to bargain wages, rates of pay and other matters requiring the appropriation of moneys. The parties stipulate and agree that sufficient notice has been provided as required by said section, and that prior to the expiration of this agreement, the IAFF shall notify the Fire Chief of a convenient time to begin the negotiation process, and the parties will thereafter cooperate in establishing a schedule that is convenient for all persons involved.

Section 3. Whenever wages, rates of pay, or any other matters requiring appropriation of monies by the Corporate Authority are included as matters of collective bargaining, it shall be the obligation of the bargaining agent to serve written notice of request for collective bargaining on the Corporate Authority at least one hundred twenty (120) days before the last day on which monies can be appropriated by the Corporate Authority to cover the contract period which is the subject of the collective bargaining procedure.

Section 4. It shall be the obligation of the Corporate Authority to meet at a reasonable time and confer in good faith with the representatives of the Local #2173 within twenty (20) days after receipt of written notice from the Local #2173 requesting a meeting for collective bargaining purposes.

Section 5. The wage provisions of this contract which require the appropriations of monies, are subject to the appropriation of adequate and sufficient funds by the Corporate Authority. In the event the Corporate Authority does not appropriate funds for the payment of the wage increase specified by the

Fiscal Year 2022, the wage increase provisions for that year shall be deemed null and void without further action by either party to this Agreement. In such event, the Employer shall waive the one hundred-twenty (120) day notification required for negotiations and the Employer and the Union shall enter into negotiations for the Fiscal Year 2022. The remainder of the Collective Bargaining Agreement shall remain in full force and effect until midnight, June 30, 2023.

Section 6. In exchange for agreeing to a two (2) year agreement, the parties mutually agree that no later than March 15, 2022, they shall meet and discuss, negotiate, and consider the addition of an extension of this agreement, as well as any issues that have arisen during the initial term of the agreement and any anticipated issues for year two (2) of the agreement.

SIGNATURE PAGE

CITY OF SAND SPRINGS:

I.A.F.F. LOCAL #2173:



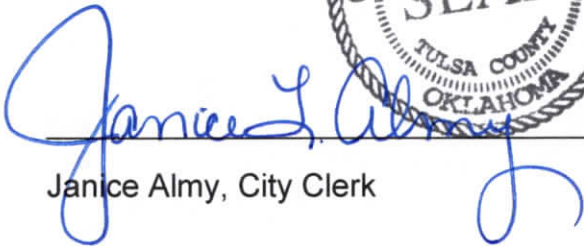
Michael S. Carter, City Manager

Chad Lytle, President

Date: 07/09/2021

Date: 7/09/21

ATTEST FOR THE CITY:



Janice Almy, City Clerk

ATTEST FOR THE UNION:



APPROVED AS TO FORM:



David L. Weatherford, City Attorney

CHART A – PAY SCALE

PAY PLAN REVISED WITH FY22 C.B.A.	ACADEMY RECRUIT		PROBATIONARY FIREFIGHTER		FIREFIGHTER I	
	F-A		F-1		F-2	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
YEAR 1	\$18.75	\$39,000.00	\$13.39	\$39,000.00	\$14.42	\$42,000.00

	FIREFIGHTER II		DRIVER		CAPTAIN		FIRE MARSHAL	
	F-3		F-4		F-5		F-6	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
YEAR 1	\$15.29	\$44,510.50	\$18.45	\$53,739.80	\$21.95	\$63,925.97	\$30.43	\$63,294.40
YEAR 2	\$15.59	\$45,400.71	\$18.82	\$54,814.59	\$22.39	\$65,204.49	\$31.04	\$64,560.29
YEAR 3	\$15.90	\$46,308.73	\$19.20	\$55,910.88	\$22.84	\$66,508.58	\$31.66	\$65,851.49
YEAR 4	\$16.22	\$47,234.90	\$19.58	\$57,029.10	\$23.30	\$67,838.75	\$32.29	\$67,168.52
YEAR 5	\$16.55	\$48,179.60	\$19.98	\$58,169.68	\$23.76	\$69,195.53	\$32.94	\$68,511.89
YEAR 6	\$16.88	\$49,143.19	\$20.38	\$59,333.08	\$24.24	\$70,579.44	\$33.60	\$69,882.13
YEAR 7	\$17.21	\$50,126.06	\$20.78	\$60,519.74	\$24.72	\$71,991.03	\$34.27	\$71,279.77
YEAR 8	\$17.56	\$51,128.58	\$21.20	\$61,730.13	\$25.22	\$73,430.85	\$34.95	\$72,705.37
YEAR 9	\$17.91	\$52,151.15	\$21.62	\$62,964.74	\$25.72	\$74,899.46	\$35.65	\$74,159.48
YEAR 10	\$18.27	\$53,194.17	\$22.05	\$64,224.03	\$26.24	\$76,397.45	\$36.37	\$75,642.67
YEAR 11	\$18.63	\$54,258.05	\$22.49	\$65,508.51	\$26.76	\$77,922.34	\$37.09	\$77,155.52
YEAR 12	\$19.01	\$55,343.22					\$37.84	\$78,698.63
YEAR 13	\$19.39	\$56,450.08					\$38.59	\$80,272.60
YEAR 14	\$19.77	\$57,579.08					\$39.36	\$81,878.06
YEAR 15	\$20.17	\$58,730.66					\$40.15	\$83,515.62

CHART A – FY22 SENIORITY AND ANNIVERSARY CHART

SENIORITY	EMPLOYEE NAME	HIRE DATE	POSITION DATE	POSITION NAME	FY22 ANNIVERSARY DATE	FY22 ANNIVERSARY GRADE/STEP
24	NOBLES, MICHAEL	9/12/2016	6/2/2018	FIRE MARSHAL	6/11/2022	FD6 5
1	MARTIN, MARTY	7/5/1995	7/1/2017	CAPTAIN	7/10/2021	FD5 4
9	STEPHENS, PHILLIP	7/29/2002	7/1/2017	CAPTAIN	7/10/2021	FD5 4
10	WAYMAN, KYLE	7/29/2002	7/1/2017	CAPTAIN	7/10/2021	FD5 4
18	BRANSON, LARRY	2/5/2007	9/21/2019	CAPTAIN	10/2/2021	FD5 2
16	HALL JR., RAY	4/17/2006	10/21/2017	CAPTAIN	10/30/2021	FD5 3
6	BAUGHN, SHELBY	4/3/2000	11/5/2005	CAPTAIN	11/13/2021	FD5 9
8	PILANT, STEVEN	11/5/2001	4/13/2013	CAPTAIN	4/16/2022	FD5 6
2	ASHFORD, WES	1/8/1996	5/21/2005	CAPTAIN	5/28/2022	FD5 10
7	WADE, JEREMY	7/9/2001	5/30/2009	CAPTAIN	6/11/2022	FD5 8
15	JOHNSON, CHRIS	9/26/2005	10/3/2009	DRIVER	10/16/2021	FD4 8
17	CRAWFORD, SHEA	11/6/2006	11/3/2018	DRIVER	11/13/2021	FD4 3
20	POTTS, BENTLEY	11/28/2011	11/28/2011	DRIVER	12/11/2021	FD4 2
12	PILLARS, JASON	3/21/2005	12/16/2017	DRIVER	12/25/2021	FD4 4
14	LYTLE, CHAD	9/26/2005	12/24/2011	DRIVER	12/25/2021	FD4 7
4	MELTON, JUSTIN	5/3/1999	12/31/2005	DRIVER	1/8/2022	FD4 10
23	SHOOK, ROBERT	4/27/2015	1/23/2021	DRIVER	2/5/2022	FD4 2
5	SPROUSE, JASON	2/28/2000	2/11/2006	DRIVER	2/19/2022	FD4 10
11	KOSTER, KRIS	10/11/2004	2/20/2010	DRIVER	3/5/2022	FD4 8
27	SISTRUNK, HUNTER	10/22/2018	7/1/2019	FIREFIGHTER II	7/10/2021	FD3 1
28	BOYD, JAMES	10/22/2018	7/1/2019	FIREFIGHTER II	7/10/2021	FD3 1
29	LEWIS, MATTHEW	5/6/2019	7/1/2019	FIREFIGHTER II	7/10/2021	FD3 1
13	PEARSON, TIM	7/11/2005	7/11/2005	FIREFIGHTER II	7/24/2021	FD3 13
22	BEARD, JESSE	7/22/2013	7/22/2013	FIREFIGHTER II	7/24/2021	FD3 6
19	BELDEN, BEN	7/28/2011	7/28/2011	FIREFIGHTER II	8/7/2021	FD3 8
30	WYKE, NICHOLAS	7/29/2019	7/29/2019	FIREFIGHTER II	8/7/2021	FD3 1
31	ANDERSON, BOBBY	7/29/2019	7/29/2019	FIREFIGHTER II	8/7/2021	FD3 1
26	BOYD, BRIAN TYLER	2/12/2018	2/12/2018	FIREFIGHTER II	2/19/2022	FD3 2
3	BREWER, STEPHEN	3/10/1997	3/10/1997	FIREFIGHTER II	3/19/2022	FD3 14
21	RHODES, JARED	4/8/2013	4/8/2013	FIREFIGHTER II	4/16/2022	FD3 7
25	MOSELEY, ZACHARY	5/21/2017	5/21/2017	FIREFIGHTER II	5/28/2022	FD3 2
32	MULLALLY, DONNA	7/27/2020	7/27/2020	FIREFIGHTER I	8/7/2021	FD2 1
33	GARNER, WILLIAM	2/8/2021	2/8/2021	FIREFIGHTER I	2/19/2022	FD2 1
34	LIERLY, CAMERON	6/14/2021	6/14/2021	FIREFIGHTER I	6/25/2022	FD2 1

CHART A – FY23 SENIORITY AND ANNIVERSARY CHART

SENIORITY	EMPLOYEE NAME	HIRE DATE	POSITION DATE	POSITION NAME	FY23 ANNIVERSARY DATE	FY23 ANNIVERSARY GRADE/STEP
24	NOBLES, MICHAEL	9/12/2016	6/2/2018	FIRE MARSHAL	6/10/2023	FD6 6
1	MARTIN, MARTY	7/5/1995	7/1/2017	CAPTAIN	7/9/2022	FD5 5
9	STEPHENS, PHILLIP	7/29/2002	7/1/2017	CAPTAIN	7/9/2022	FD5 5
10	WAYMAN, KYLE	7/29/2002	7/1/2017	CAPTAIN	7/9/2022	FD5 5
18	BRANSON, LARRY	2/5/2007	9/21/2019	CAPTAIN	10/1/2022	FD5 3
16	HALL JR., RAY	4/17/2006	10/21/2017	CAPTAIN	10/29/2022	FD5 4
6	BAUGHN, SHELBY	4/3/2000	11/5/2005	CAPTAIN	11/12/2022	FD5 10
8	PILANT, STEVEN	11/5/2001	4/13/2013	CAPTAIN	4/14/2023	FD5 7
2	ASHFORD, WES	1/8/1996	5/21/2005	CAPTAIN	5/27/2023	FD5 11
7	WADE, JEREMY	7/9/2001	5/30/2009	CAPTAIN	6/10/2023	FD5 9
15	JOHNSON, CHRIS	9/26/2005	10/3/2009	DRIVER	10/15/2022	FD4 9
17	CRAWFORD, SHEA	11/6/2006	11/3/2018	DRIVER	11/12/2022	FD4 4
20	POTTS, BENTLEY	11/28/2011	11/28/2011	DRIVER	12/10/2022	FD4 3
12	PILLARS, JASON	3/21/2005	12/16/2017	DRIVER	12/24/2022	FD4 5
14	LYTLE, CHAD	9/26/2005	12/24/2011	DRIVER	12/24/2022	FD4 8
4	MELTON, JUSTIN	5/3/1999	12/31/2005	DRIVER	1/7/2023	FD4 11
23	SHOOK, ROBERT	4/27/2015	1/23/2021	DRIVER	2/4/2023	FD4 3
5	SPROUSE, JASON	2/28/2000	2/11/2006	DRIVER	2/18/2023	FD4 11
11	KOSTER, KRIS	10/11/2004	2/20/2010	DRIVER	3/4/2023	FD4 9
27	SISTRUNK, HUNTER	10/22/2018	7/1/2019	FIREFIGHTER II	7/9/2022	FD3 2
28	BOYD, JAMES	10/22/2018	7/1/2019	FIREFIGHTER II	7/9/2022	FD3 2
29	LEWIS, MATTHEW	5/6/2019	7/1/2019	FIREFIGHTER II	7/9/2022	FD3 2
13	PEARSON, TIM	7/11/2005	7/11/2005	FIREFIGHTER II	7/23/2022	FD3 14
22	BEARD, JESSE	7/22/2013	7/22/2013	FIREFIGHTER II	7/23/2022	FD3 7
19	BELDEN, BEN	7/28/2011	7/28/2011	FIREFIGHTER II	8/6/2022	FD3 9
30	WYKE, NICHOLAS	7/29/2019	7/29/2019	FIREFIGHTER II	8/6/2022	FD3 2
31	ANDERSON, BOBBY	7/29/2019	7/29/2019	FIREFIGHTER II	8/6/2022	FD3 2
26	BOYD, BRIAN TYLER	2/12/2018	2/12/2018	FIREFIGHTER II	2/18/2023	FD3 3
3	BREWER, STEPHEN	3/10/1997	3/10/1997	FIREFIGHTER II	3/18/2023	FD3 15
21	RHODES, JARED	4/8/2013	4/8/2013	FIREFIGHTER II	4/15/2023	FD3 8
25	MOSELEY, ZACHARY	5/21/2017	5/21/2017	FIREFIGHTER II	5/27/2023	FD3 3
32	MULLALLY, DONNA	7/27/2020	7/27/2020	FIREFIGHTER II	8/6/2022	FD3 1
33	GARNER, WILLIAM	2/8/2021	2/8/2021	FIREFIGHTER II	2/18/2023	FD3 1
34	LIERLY, CAMERON	6/14/2021	6/14/2021	FIREFIGHTER II	6/24/2023	FD3 1