

MEMORANDUM OF UNDERSTANDING

JULY 1, 2023 THROUGH JUNE 30, 2025
(FY2024 and FY2025)



CITY OF GOODYEAR

AND



**UNITED GOODYEAR FIREFIGHTERS
LOCAL 4005
REPRESENTING
GOODYEAR FIREFIGHTERS**

Table of Contents

PREAMBLE	4
DEFINITIONS:.....	4
ARTICLE 1: Rights	5
Section 1-1. Gender.....	5
Section 1-2. Union Dues	5
ARTICLE 2: Grievance and Mediation.....	6
Section 2-1. Grievance Procedures	6
Section 2-2. Pre-Grievance Resolution Process	6
Section 2-3. Formal Resolution	7
Section 2-4. Mediation Procedures.....	8
ARTICLE 3: Organizational Collaborative Process (OCP).....	8
Section 3-1. OCP Executive Committee	8
Section 3-2. OCP Committees and Subcommittees	9
Section 3-3. Union-City Management Forum	9
Section 3-4. Attendance at Meetings	10
ARTICLE 4: Layoffs	11
ARTICLE 5: Labor Relations Time	12
ARTICLE 6: Wages and Compensation.....	13
Effective Dates	13
Section 6-1. Base Pay.....	13
Section 6-2. Retention Pay.....	13
Section 6-3. Holidays and Holiday Compensation ²	14
Section 6-4. Local Days (LD)	14
Section 6-5. Hours Worked	15
Section 6-6. Two Hour Minimum	15
Section 6-7. Acting Out-of-Class Pay (Sworn Only)	15
Section 6-8. Forty (40) Hour Overtime Rate (Sworn Only)	15
Section 6-9. Deferred Compensation Contribution	16
Section 6-10. Specialty Pay (sworn only, except for bi-lingual pay)	16
1. Hazardous Material Technician (HazMat)	16
a. HazMat	16
2. Paramedic Certification.....	17
3. Paramedic Preceptor	17
4. Bi-lingual Pay.....	17

Section 6-11. Assignment Pay (Sworn Only)	18
Section 6-12. Standby Pay	18
ARTICLE 7: Hours of Work / Working Conditions.....	19
Section 7-1. Hours of Work	19
Section 7-2. Alternative Work Schedule	19
ARTICLE 8: Alcohol and Drug Testing	19
ARTICLE 9: Benefits.....	19
Section 9-1. Bereavement Leave2.....	19
Section 9-2. Sick Leave Payout upon Termination (Sworn and Non-Sworn).....	20
Section 9-3. Off-Duty Industrial Injury Appointments	20
Section 9-4. Uniform Allowance and Uniform Reimbursement	21
Section 9-5. Longevity Pay.....	21
Section 9-6. Vacation Cash-in	22
Section 9-7. Vacation Accrual.....	22
Section 9-8. Vacation Allotment (Sworn & Non-Sworn).....	23
Section 9-9. Compensatory Time Cash-In	23
Section 9-10. Compensatory Time Bank.....	23
Section 9-11. Education Incentive.....	23
Section 9-12. Leave Accrual Banks	23
Section 9-13. Deferred Retirement Option Plan (DROP) Alternative Contribution	23
ARTICLE 10: Post-Retirement Health Savings Trust Fund	24
ARTICLE 11: Shift Trade SOP	24
ARTICLE 12: Term of Memorandum.....	25
ARTICLE 13: APPENDIX A	26

PREAMBLE

WHEREAS, the parties, through their designated representatives, met and conferred in good faith in order to reach agreement concerning wages, hours, and working conditions of members comprising the United Goodyear Firefighters (the "Union"); and

WHEREAS, the parties hereby acknowledge that the provisions of this Memorandum are not intended to abrogate the authority and responsibility of City government provided for under the statutes of the State of Arizona or the Charter or ordinances of the city of Goodyear and/or the [City of Goodyear Policy and Administrative Guidelines Manual](#)¹;

NOW, THEREFORE, having reached this complete agreement concerning wages, hours, and working conditions for the term specified, the parties submit this Memorandum of Understanding (MOU) to the City Council of the city of Goodyear with their joint recommendation that the Council resolve to adopt its terms and provisions.

¹ Where the [City of Goodyear Administrative Policy and Guideline Manual](#) is referenced, if the City makes any changes to the manual that affects this MOU, the original Policy or Guideline in effect at the time this MOU was finalized will remain in effect as intended.

² Items where Footnote ¹ is not applicable.

³ Unless otherwise delineated in this document, all articles are for both sworn and non-sworn members covered under the MOU.

DEFINITIONS:

- A. **Assignment Pay:** Rate of pay paid to members who, due to unique circumstances, are assigned work that is being performed on an ongoing basis and is distinctly separate from a member's primary position; or are responsible for the management of specific programs.
- B. **Base Pay Rate:** Rate of pay identified in the wage table, which denotes the members pay without specialty pay, assignment pay, or any other incentives.
- C. **Business Days:** Days in which the city of Goodyear is operating at full capacity and are within the scope of normal business hours. These do not include recognized holidays or weekends.
- D. **Constant Staffing:** The method by which the staffing of fire companies and other vacancies are filled on the normal operational roster that are created by all forms of leave.
- E. **Grievance:** A written allegation by a member or Union representative, submitted as herein specified, claiming specific violation(s) of the express terms of this MOU for which there is no Civil Service or other specific method of review provided by State or City law.
- F. **Grievant's Representative:** A member of the Union currently employed by the City.
- G. **Labor Relations Hours:** Hours allotted to conduct bargaining unit business.
- H. **Merit Adjustment:** Salary increase based on meeting the standards of position which does not change the salary range (similar to a step increase).

- I. **Non-Prime Days:** Monday through Thursday, excluding holidays.
- J. **Prime Days:** Friday, Saturday, Sunday, and holidays.
- K. **Regular Rate of Pay:** Rate of pay identified in the wage table, plus specialty pay and assignment pay.
- L. **Special Event:** A mass gathering of people approved for EMS, hazardous materials, or fire suppression duty that is outside the normal fire department operational roster. . These approved events require support in excess of frontline apparatus and occur in the city of Goodyear or other approved regional locations.
- M. **Scheduled Mandatory:** A day in which you are bid for a mandatory overtime shift.
- N. **Training:** Any department approved class, course, seminar, webinar, symposium, conference, convention, or similarly assigned event in which you are a student, and the intended purpose of your attendance is to become educated on a topic.
- O. **Training Instructor:** Evaluator, instructor, or any other part of the cadre.

Rights

Section 1-1. Gender

Whenever any words used herein are in the masculine, feminine or neutral, they will be construed as though they were also used in another gender in all cases where they would apply.

Section 1-2. Union Dues

- A. The City will deduct bi-weekly an amount for the purpose of Union Dues up to and including the following, Union Political Action Committee (PAC) dues and the Member Services Hardship Fund and Retirement Gift Fund. The Union leadership will be responsible for advising the City in writing of changes in dues. Dues will be deducted from members who have a form on file authorizing the City to deduct Union Dues. Deductions will be transmitted to the Union on a bi-weekly pay period basis. The City will, at the written request of the Union, make changes in the amount of the deduction hereunder during the term of this Memorandum of Understanding (MOU). The City assumes no liability on account of any action taken pursuant to this paragraph.
 - 1. In the event of any change in Union authorized deductions, it is the responsibility of the Union to provide that change with an effective date in writing to Human Resources.
 - a. Members must provide an authorization form that initiates or terminates the deduction of dues.
 - b. Ongoing changes to existing member deductions can be changed by written authorization from Union leadership. Requests for changes in the deduction amount will include the member name, effective date, and amount.
 - c. Submitted changes will be processed on the next available pay period.

- d. The Union will hold harmless the city of Goodyear and all its representatives with any claims associated with the deduction of dues.

Grievance and Mediation

For grievances on conditions not identified within this MOU, the City Grievance Procedures, as outlined in [Goodyear Administrative Policy](#), shall be used after attempted reconciliation through the Pre-grievance Resolution Process. The parties may, by mutual agreement, extend any of the time periods established in this MOU or Goodyear Administrative Guideline.

Section 1-3. Grievance Procedures

A grievance may be submitted, by an individual or their Union representative, identifying a condition that impacts them personally, or by a Union representative on issues that impact a group of people or a situation that cannot be resolved by the Fire Chief.

A member filing a grievance, has the right to request Union representation.

- A. The Union representative has the ability to speak on behalf of the member. The Union representative is further entitled to:
 1. Ask questions related to the matters under discussion at the meeting that will help the member tell their story.
 2. Make relevant remarks concerning such matters.
 3. State the Union's position on the matters discussed.
- B. City will follow its own policy for the grievance process where undefined within the MOU.

Section 1-4. Pre-Grievance Resolution Process

- A. It is the responsibility of the member who believes that they have a legitimate complaint concerning their working conditions to promptly inform and discuss it with their immediate supervisor in order to, in a good faith endeavor, clarify the matter expeditiously and informally at the member-immediate supervisor level. It is the responsibility of the immediate supervisor to ensure communication through the appropriate chain-of-command, to allow for resolution of the issue at the lowest possible level. If these informal steps do not resolve the issue, then the issue will be inserted into the pre-grievance advisory resolution process described below.
 1. Notification is made to the resolution workgroup in writing by either the complainant or the Union Representative.
 - a. This workgroup shall consist of a Union Representative and a Deputy Chief.
 - i. This workgroup is meant to be an advisory group to place the issue in the appropriate Organizational Collaborative Process (OCP) subcommittee or in the case that an issue does not fit within the purview of the established OCP

subcommittees, they can insert the issue directly into the OCP Leadership Team.

- b. It is the responsibility of the Deputy Chief to notify the Human Resources Business Partner (HRBP) of the issue.
 2. The issue will work through the established OCP flow path, ending with the Executive Committee of the OCP.
 - a. The Fire Chief will provide the Executive Committee with a written response within seven (7) business days from the date of the Executive Committee Meeting.
- B. In instances of the Union representative filing the grievance (on behalf of a group of members), the Union representative will work with the Fire Chief to determine the appropriate place to begin the informal resolution process.
- C. If the Pre-grievance Resolution Process does not resolve the issue to the member's or Union representative's satisfaction, and if the complaint constitutes a grievance, the member or the Union has the right to file a formal grievance with the Fire Chief within twelve (12) business days after receiving the Fire Chief's written response.
 1. If related to issues outside the MOU, (i.e. city policies or department policies) the city's grievance guideline will be followed by submitting the written grievance to the Fire Chief, who will within three (3) business days submit the grievance and the findings of the pre-grievance process directly to the Deputy City Manager. This submission represents the last level of the chain of command within the Fire Department under Step Two (2) of [Goodyear Administrative Guideline #830](#).
 - a. It is the responsibility of the Fire Chief to notify the HRBP, the grievant and the grievant's representative, of the date of submission.

Section 1-5. Formal Resolution

- A. **Time Limits:** Failure of departmental representatives to comply with time limits specified throughout the grievance process shall entitle the grievant to appeal to the next level of review. Failure of the grievant to comply with said time limits shall constitute abandonment of the grievance. Parties to the grievance may, by mutual agreement, extend the time limits.

Procedure in processing a formal grievance, the following procedure shall apply:

Step 1

- A. The grievant, their representative, or the Union on behalf of a group of members shall submit the findings of the Pre-grievance Resolution Process to the Fire Chief within twelve (12) business days of receipt of the final determination of the Pre-grievance Resolution Process.
- B. Within three (3) business days of having received the written grievance; the Fire Chief shall submit the written grievance and the findings of the pre-grievance process to the Deputy City Manager, the HRBP, and notify the grievant and the grievant's representative, of the date of submission.

Step 2

- A. Within five (5) business days of having received the written grievance, the Deputy City Manager shall hold a meeting to review the written grievance with the grievant and their Union representative. This meeting may be cancelled by mutual agreement. The Deputy City

Manager has an additional five (5) business days to gather information, if necessary, to deliver the written response to the grievant, Union representative, and the Fire Chief. This is the final step for grievances initiated by the Union. If no resolution is reached, then the Union can submit their request to go to mediation.

Section 1-6. Mediation Procedures

If mediation is initiated, then Department management and the grievant, or their designated representatives shall agree on a mediator. If they are unable to agree on a mediator within five (5) business days, either party may request the Federal Mediation and Conciliation Service (FMCS) to submit to them a list of five (5) mediators who have had experience in the public sector. The parties shall, within five (5) business days of the receipt of said list, select the mediator by alternately striking names from said list until one name remains. Such person shall then become the mediator. The mediator selected shall hold a hearing as expeditiously as possible at a time and place convenient to the parties, and shall be bound by the following:

- A. The mediator shall neither add to, nor detract from/modify the language of the MOU or of Department rules and regulations in considering any issue properly before them.
- B. The mediator shall expressly confine themselves to the precise issues submitted to them and shall have no authority to consider any other issue not submitted to them.
- C. The mediator shall be bound by applicable State and City law.
- D. The mediator shall within fifteen (15) business days from the close of the mediation hearing submit their findings and advisory recommendations to the grievant and the City Manager, or their designated representatives.
 - 1. If an extension of time is required, both parties must agree.
- E. The costs of the mediator and any other mutually incurred costs shall be borne equally by the City and the Union.
- F. In advance of the mediation meetings, the mediator will establish the rules of the proceedings.

Step 3

- A. The City Manager shall, within ten (10) business days of the receipt of the mediator's written findings and recommendations, make the final determination of the grievance and submit it in writing to the grievant and his/her designated representative.
- B. The grievant attending meetings scheduled by the City will be compensated consistent with the MOU for the duration of the meeting(s) only and will not include any outside meeting preparation.

Organizational Collaborative Process (OCP)

Section 1-7. OCP Executive Committee

- A. There shall be an OCP Executive Committee that consists of two (2) co-chairs: the Fire Chief and the President of the Union, four (4) senior advisors: the Deputy Fire Chiefs and the

Principal Officers of the Executive Board of the Union. The meeting shall be held monthly and at other mutually agreed upon times as deemed necessary.

Section 1-8. OCP Committees and Subcommittees

- A. There shall be OCP Committees and subcommittees empaneled. The creation and purview of each committee shall be determined through consensus of the OCP Executive Committee. The purpose of these committees is to facilitate improved labor-management relationships by providing a forum for the free discussion of mutual concerns and problems which may include discussion of the implementation of new fire department programs and/or substantial modifications of existing fire department programs that will have an impact on work schedules or duties of the members.
- B. The Executive Committee is co-chaired by the Fire Chief and the President of the Union. The Leadership Committee is co-chaired by two (2) Union representatives and two (2) Deputy Fire Chiefs. Each subcommittee shall be co-chaired by one (1) member of management and one (1) Union representative. The management co-chair shall be appointed by the Fire Chief. The Union co-chair shall be appointed by the President of the Union.
- C. The subcommittees and the OCP Leadership Team shall meet monthly at mutually scheduled times, and at any other mutually agreed upon times.
- D. The Executive Committee may, if it deems proper, suggest recommendations to the City Manager through the Fire Chief for their consideration and determination.
 - 1. If the new program is approved and results in a new assignment or specialty, the compensation for that assignment or specialty will be determined through a market analysis completed by Human Resources and a recommendation from the Union and city management. The results will be added as an addendum to the current MOU.
- E. The OCP shall review and work together on any changes to Fire Department Operational Policies and/or any of the following but not limited to: promotional examination processes, hiring process, termination process, asset deployment decisions, personnel issues, station bidding processes, special events, and any and all policies as agreed. In case of a split or disagreement between members of the Executive Committee, the Fire Chief will have final decision-making authority.

Section 1-9. Union-City Management Forum

- A. There shall be a Union-City Management Forum consisting of the City Manager, Deputy City Manager, Human Resources Director, the senior staff of the Fire Department, and the Principal Officers of the Union.
- B. The purpose of the Forum is to facilitate improved labor-management relationships by providing a venue for the free discussion of concerns and issues.
- C. The Forum shall meet quarterly at mutually scheduled times, and at any other mutually agreed upon times.
- D. The Chairperson of the Committee shall reside with the Fire Chief. The members shall, in advance of a meeting, provide the Meeting's Chairperson with proposed agenda items, and

the Chairperson shall provide the members with the meeting agenda in advance of the meeting.

Section 1-10. Attendance at Meetings

- A. It is the mutually agreed upon intent to conduct meetings as scheduled. Co-chairs and invitees on duty shall be permitted to attend Committee meetings. Attendance by Committee co-chairs shall not disrupt normal Fire Department operations as agreed to by the Operations Deputy Chief and the President of the Union or the designee. The Fire Chief will have final determination.
- B. Subcommittee and Committee Co-chairs shall be compensated for off-duty attendance and work performed outside of the Committee in collaboration with a management co-chair. The subject matter experts (SME), as approved by the Fire Chief, will be compensated on an as needed basis.
- C. Committee participation is voluntary, off-duty personnel in attendance are not compensated by the City.

Layoffs

This section shall supersede [Goodyear Administrative Guideline #360](#) in relation to the layoff of members covered by this MOU. This provision does not apply to employees of the Fire Department who are not subject to this MOU, and the City Manager retains sole authority to implement layoffs and allocate positions subject to layoff throughout the organization.

The City Manager may lay off a member due to shortage of funds, curtailment of work, abolition of position, a material change in duties, or other reasons given by the City Manager. The conditions of a reduction in force (layoff) shall be as follows:

- A. **Notification of Layoff or Pending Layoff:** The City Manager or designee will notify a member of a pending layoff, in writing, at least thirty (30) calendar days prior to the effective date of the layoff.
- B. **Order of Separation:** When determining the order of separation for a layoff, the City Manager will consider the following factors in order of priority:
 - 1. Employment Status: Elimination of part-time and temporary employee positions will be considered prior to laying off full-time regular status members, except to the extent that the City Manager determines they are necessary for seasonal programs, grant funded positions, public safety, or otherwise fill a position deemed critical by the City Manager. The ending of a temporary assignment due to budget constraints is not considered a layoff.
 - 2. Reverse Absolute Seniority: After employment status has been considered, length of service, based on reverse absolute seniority will be used to determine the order of layoffs.
- C. **Layoff Eligibility List:** Names of former regular service employees who were separated from the City service by layoff or reassignment to a lower classification in lieu of layoff shall be placed on the City's layoff eligibility list, unless the City Manager or designee is notified that they are no longer interested in employment with the City.
- D. **Re-employment of Employees on Layoff Eligibility List:** The goal of the City is to reinstate all employees on the Layoff Eligibility List if possible while also providing current regular full-time members the opportunity to compete for other opportunities within the City as vacancies occur.
 - 1. Each vacancy will be evaluated to determine if the position will be filled. While a Layoff Eligibility List is in existence, approved recruitments will not be filled in accordance with [Goodyear Administration Guideline #320](#), but will be filled as follows:
 - a. Laid off members can be re-employed up to eighteen (18) months based on absolute seniority.
 - b. From eighteen (18) to twenty-four (24) months members can be re-employed based on absolute seniority points which will be awarded through an agreed upon labor management interview process.
 - c. External Recruitment: Recruitments will only be advertised externally if the approved vacancy is not filled through the process listed above.

- E. **Status of Re-employed Laid-off Employees:** If a laid off member is re-hired, the member shall return to regular status in the pay grade of the new position if rehired outside of their prior City position. Member starting rates of pay will be determined in accordance with [Goodyear Policy #200](#).

Labor Relations Time

- A. **Negotiation Time:** The City will allow city paid time for up to a maximum of five (5) members to be used for participation in negotiations at the negotiation table.
- B. **Representation Time:** Time used by Union representatives, not charged to the Labor Relations bank, for the purposes of representing members in the following circumstances:
- a. Disciplinary issues
 - b. Investigatory processes
 - c. Grievances and appeals
- C. The City will provide a maximum of two pay periods for one member of the Executive Board to serve as an Implementation Liaison.
- D. **IAFF Conference & Events:** The City recognizes the below events hosted by the IAFF as providing a mutual benefit to both the City and the Union. Due to this mutual benefit, the City will provide a time off benefit to three (3) Executive Board members, or their designees, to attend these events. The time off benefit shall apply to the travel days and scheduled conference days in keeping with the City's travel policy. The members will be selected by the Union President. Any other educational opportunities or events which may arise and has a mutual benefit, the Fire Chief will determine if this benefit should be extended to that instance.
- a. The Redmond Health and Safety Symposium;
 - b. Affiliate Leadership Training Summit;
 - c. 10th District Partnership Education Program;
 - d. IAFF Convention, Professional Fire Fighters of Arizona Convention; and
 - e. The Fallen Firefighters Memorial.
- E. **Labor Relations Banked Hours:** A bank of donated hours used for Union activities other than those listed above in C and D,. Each calendar year, in the month of January, floating holidays for each member will automatically be donated to the Labor Relations Bank. The labor relations bank will have a soft cap of 2,912 hours. Donations of the floating holiday to the bank may exceed 2,912 hours with the donation of the floating holiday. All other donations will be suspended if the bank exceeds 2,912 hours due to the floating holiday donation. Members of the Union may also donate their vacation hours to this bank throughout the calendar year. The Union will be responsible for communicating with members regarding donations.

Vacation Donation Parameters:

- a. Donating members must maintain a minimum of twenty-four (24) hours in their personal vacation account at the time of vacation hour donation.

- b. Unit members donating vacation must have used or are scheduled to use at least forty-eight (48) hours of vacation in the current calendar year.
- c. Vacation hours due to be lost by members exceeding carryover limits and payouts will be automatically donated to the Labor Relations Bank.
- d. Vacancies will be backfilled in accordance with Constant Staffing Policy.

The City will grant access to the Union to manage the Labor Relations Bank.

Wages and Compensation

Effective Dates: All wages and compensation increases will be effective the first pay period including July 1st. Respectively, June 25, 2023 and June 23, 2024.

Section 1-11. Base Pay

- A. **FY2024, Year 1 (Sworn Only):** A market adjustment of eleven and one-half percent (11.5%) will be applied to the salary schedule. Eligible members, with the exception of members at the maximum of their salary range, will receive their scheduled step increase (See Appendix "A" for detail).
- B. **FY2024, Year 1 (Non-sworn Only):** A market adjustment of three percent (3%) will be applied to the salary schedule. Eligible members, with the exception of members at the maximum of their salary range, will receive their scheduled step increase (See Appendix "A" for detail).
- C. **FY2025, Year 2 (Sworn & Non-sworn):** A market adjustment of three percent (3%) will be applied to the salary schedule. Eligible members, with the exception of members at the maximum of their salary range, will receive their scheduled step increase (See Appendix "A" for detail).
 - a. If the market adjustment for non-represented members in FY2025 exceeds three (3%), the market adjustment will be commensurate.
 - b. If there is a merit adjustment for non-represented employees in FY2025, members at the top of the range will receive a lump sum equal to the merit adjustment similarly applied to non-represented topped out employees. Lump sum payments will be split and paid out in two payments one on July 28, 2023 and one on November 17, 2023.
 - c. market adjustment for non-represented members in FY2025 exceeds three (3%), the market adjustment will be commensurate.

Section 1-12. Retention Pay

- A. **FY2024, Year 1:** All sworn and non-sworn members will receive a one-time lump sum Retention Payment in two (2) payments of \$2,500; for a total of \$5,000 on July 28, 2023 and November 17, 2023. The Retention Payment is considered supplemental wages and is subject to IRS Guidelines requiring a tax withholding in addition to all other applicable taxes.

Section 1-13. Holidays and Holiday Compensation²

- A. Members who are scheduled to work a City holiday (actual Holiday on the calendar at the start of shift on the holiday to the end of shift on the following day, not the day observed by the City if different) will receive one and one-half (1½) times their regular rate of pay for actual hours worked in addition to holiday pay.
- | | |
|---------------------------|-----------------------------------|
| 1. New Year's Day | 7. Labor Day |
| 2. Martin Luther King Day | 8. Veteran's Day |
| 3. President's Day | 9. Thanksgiving Day |
| 4. Memorial Day | 10. Friday after Thanksgiving Day |
| 5. Juneteenth | 11. Christmas Day |
| 6. Independence Day | |
- B. All employees on a 56-hour schedule (sworn and non-sworn) will be compensated for City recognized holidays. Compensation shall consist of fourteen (14) hours at the regular rate of pay for each City Observed Holiday. The holiday will be paid on the pay period the actual Holiday falls in. This excludes the fourteen (14) floating holiday hours donated to the LR Bank annually.
- C. All employees on a 40-hour schedule (sworn and non-sworn) Regular full-time employees in active pay status on the day a holiday is observed will receive an amount equivalent to ten (10) hours at the regular rate of pay. The holiday will be paid on the pay period the actual Holiday falls in. This excludes the ten (10) floating holiday hours donated to the LR Bank annually.

Section 1-14. Local Days (LD)

- A. Each authorized member will receive Local Days (LD) equal to two (2) shifts [forty-eight (48) hours] per fiscal year.
1. Bidding will be done by absolute seniority, with the first twenty-four (24) hours being bid in whole, for the entirety of the shift, by each eligible member, then;
 2. Bidding will be done by absolute seniority, with the second twenty-four (24) hours being bid in whole, for the entirety of the shift, by each eligible member.
 3. Members will be permitted to bid on non-prime days only, and there shall be no more than two (2) members permitted to be on a Local Day per shift. Local Day bidding shall not constitute the equivalent of vacation day and will not impact the vacation day formula.
 4. If a member requires a rebid, based on shift movement, injury, or any other department related reason, they will be permitted to rebid to a day that does not have a full Local Day allotment. If none are available, they will be permitted to bid as a third Local Day allotment, or a prime day, based upon the discretion and approval of the Deployment sub-committee.
- B. To be eligible, the member must be in an authorized fifty-six (56) -hour hourly position.
1. The intent is to provide two (2) forty-eight (48) hour LD per authorized fifty-six (56) -hour position.

2. Members who are assigned to a fifty-six (56) hour position no later than the first day of the first full pay period in July will qualify for a Local Day in that fiscal year. Fifty-six (56) hour members on light duty, training assignments, or special assignments will qualify.
- C. Local Day's will not rollover, cannot be traded, nor can the benefit be used in part [all twenty-four (24) hours must be used at once for both bid days]. Members cannot work for the city of Goodyear on their Local Days. Local Days are subject to the Catastrophic Staffing Plan. If the Catastrophic Staffing Plan requires the cancellation of Local Days, they will be rescheduled in that fiscal year. If they are unable to be rescheduled, then the member will be credited with twenty-four (24) -hours of vacation per each cancellation.

Section 1-15. Hours Worked

- A. Members authorized to work in excess of their regularly scheduled shift will receive overtime in the amount of one and one-half times (1½) their regular rate of pay. All leave categories, with the exception of off-duty industrial injury appointments, compensatory time leave, and unpaid administrative leave shall be counted as hours worked for the purposes of calculating overtime.
- B. A maximum of forty-eight (48) -hours of compensatory time per year may be used as hours worked for the purposes of calculating overtime.

Section 1-16. Two Hour Minimum

- A. Members will receive a minimum of two (2) hours pay when called in or for working a special event.
- B. Call back time starts upon arrival to your regular duty station or wherever your Personal Protective Equipment (PPE) is stored. An additional thirty (30) minutes of travel time will be paid when called in.

Section 1-17. Acting Out-of-Class Pay (Sworn Only)

- A. Members will be paid for temporarily working out of his/her assigned classification for anytime worked. Members shall receive Acting Pay as follows: Five percent (5%) increases will be paid for firefighter to engineer, engineer to captain, and captain to BC; a ten percent (10%) increase will be paid for firefighter to captain.
- B. Members must follow department policy to qualify for and maintain their ability to receive Acting Out-of-Class Pay.

Section 1-18. Forty (40) Hour Overtime Rate (Sworn Only)

- A. The forty (40) hour rate of pay will be applied with the exclusion of training, constant staffing, wildland staffing, and any supplemental apparatus designated to be employed on the normal operational roster in an effort to mitigate surges and expand capacity

Section 1-19. Deferred Compensation Contribution

- A. The City shall provide a deferred compensation contribution of two percent (2%) of the member's gross pay per pay period to Unit Member's Nationwide 457 Plan. Members must contribute a minimum of one and one-quarter percent (1.25%) of their gross pay per pay period to be eligible for the City contribution.

Section 1-20. Specialty Pay

Members shall receive specific Specialty Pay for successfully completing all of the required training and securing the following appropriate state or national certifications to utilize this training.

All Specialty Pay items listed below are counted as wages for the purpose of calculating a member's regular rate of pay for overtime purposes.

1. Hazardous Material Technician (HazMat) (Sworn only): When a member secures the proper certification and is authorized as a Hazardous Material Technician the member's wages shall be supplemented by payment of an additional hourly wage of \$1.25 per hour for Year 1 and increased to \$1.30 per hour for Year 2. The process by which a member becomes an authorized technician and the number/make-up of technicians shall be codified in Fire Department SOP for the term of the MOU. Any excesses in rank before July 1, 2021 will be grandfathered in to HazMat specialty pay and will be managed internally through attrition.
 - a. HazMat Legacy Pay: When members promote off the team they will go to Step Two (2) of the new rank, which accounts for the value of the HazMat specialty pay being relinquished. The only exception will be if a member is in a long-term [twelve (12) months or greater] acting position in the role they are being promoted into, in which case the member will go to Step Three (3) of the new rank.
 - b. In the event the overall number of HazMat has not been met, the newly promoted member will promote to Step Two (2) of the new rank, in anticipation of them eventually leaving the team, and maintain their hazardous technician pay and assignment until they are replaced by the certification of a new member in the rank where it is most needed as determined through the OCP. Once their position has been backfilled, they will then qualify for the legacy list and pay as prescribed below. Their number on the legacy list will be given to them when they promote, not when they are no longer being compensated as a HazMat technician. Any member who is currently on the legacy list will be grandfathered into this procedure and will be slotted back into the HazMat team by seniority in rank.
 - i. In addition, the member will receive HazMat legacy pay of an hourly wage of \$0.30 per hour in lieu of ongoing HazMat specialty pay. Members that promote off of the team will be placed on a HazMat legacy list by order of seniority in rank.
 - ii. When a vacancy on the team opens for that rank, the member with the most seniority in rank on the legacy list will be offered that slot on the team first. If that member opts to decline this position, they will forfeit their position and pay on the legacy list and will no longer have standing as a HazMat Technician with the Goodyear Fire Department.

2. Paramedic Certification (Sworn only): When a member secures the proper certification and is authorized necessary as a Paramedic the member's wages shall be supplemented by payment of an additional hourly wage of \$3.00 per hour for Year 1 and increased to \$3.10 per hour for Year 2. The process by which a member becomes an authorized Paramedic and the number/make-up of Paramedics shall be codified in Fire Department SOP for the term of the MOU.
3. Paramedic Preceptor: When a member is qualified and is performing the duties of a Paramedic Preceptor, the member's wages shall be supplemented by payment of an additional hourly wage of \$1.25 per hour for Year 1 and increased to \$1.30 per hour for Year 2. Specialty pay for Paramedic Preceptors is only applied when actively performing the duties. There are only two (2) Paramedic Preceptors authorized per student for compensation on an hourly basis.
4. Bi-lingual Pay: Members who are required to speak, interpret, read and write in a language other than English including American Sign Language (ASL) and pass the examination will receive \$0.95 per hour added to their regular rate of pay and members who are required to speak and interpret in a language other than English including American Sign Language (ASL) and pass the examination will receive \$0.55 per hour added to their regular rate of pay.

Year 1: Specialty Pay

Specialty Pay	56 hour Schedule	40 hour Schedule
Paramedic	\$3.00/hr	\$4.40/hr
HazMat	\$1.25/hr	\$1.84/hr
HazMat Legacy	\$0.30/hr	\$0.44/hr

Year 2: Specialty Pay

Specialty Pay	56 hour Schedule	40 hour Schedule
Paramedic	\$3.10/hr	\$4.55/hr
HazMat	\$1.30/hr	\$1.91/hr
HazMat Legacy	\$0.30/hr	\$0.44/hr

Section 1-21. Assignment Pay (Sworn Only)

A. Members approved for Assignment Pay will receive a five percent (5%) increase to their regular rate of pay for the period of time the member is performing the special assignment. If the member is at the maximum of the salary range, the salary will be five percent (5%) above the maximum of the range during the special assignment. Members serve in special assignments at the discretion of the Fire Chief and the removal of a member from a special assignment is not an adverse employment decision that is subject to grievance and/or appeal. The process for qualifying for and maintaining the following assignments will be identified in Fire Department SOP. These assignments will receive a five percent (5%) increase to the members regular rate of pay on a continual basis, while in the assigned role:

1. Fire Investigators
2. Threat Liaison Officers (TLO)
3. HAZMAT Program Manager
4. EMS Program Manager
5. Battalion Safety Officer (BSO) (maximum 6)
6. Wildland Program Manager
7. Authorized 40-hour Positions, including but not limited to:
 - a. Emergency Medical Services Captain (EMS)
 - b. Training Captain
 - c. Health & Safety Officer (HSO)
 - d. Community Response Firefighter(s)
 - e. Recruit Training Officer(s)
 - f. Recruit Mentor(s)

Section 1-22. Standby Pay

A. When members are scheduled for Standby and expected to abide by Standby rules as defined by City Policy, they will receive Standby Pay of \$2.00 per hour.

1. Members will receive twenty-four (24) hours of Stand-by Pay for their bid, scheduled mandatory overtime assignments, until called back. Upon call back, [Hours Worked](#) will apply.

B. Assignment Pay is not in lieu of Standby Pay.

Hours of Work / Working Conditions

Section 1-23. Hours of Work

- A. The daily work hours and weekly shift schedule of members will be determined by the Fire Chief and will comprise work shifts of 48/96. This will not be a guarantee of any minimum number of hours.
- B. Should the Department discontinue shifts of 48/96 on a member wide basis, the Union and the effected members will be given sixty (60) calendar days written notice prior to taking such action and after the Department has demonstrated to the Union a business related need to eliminate shifts of 48/96 on a member wide basis. The Fire Chief shall retain the final authority regarding changes to shift schedules.

Section 1-24. Alternative Work Schedule

- A. It is the understanding of both the City Manager and members that due to the duties and responsibilities of sworn positions that the need for emergency services in which traditional work schedules and hours may not apply.
- B. The work hours and schedule of members assigned to forty (40) hour assignments and all other members assigned to alternative/specialty assignments shall be at the discretion of the Fire Chief or designee.

Alcohol and Drug Testing

- A. Union members are subject to post accident testing only by reasonable cause due to signs or symptoms of impairment. Any signs of impairment will be observed by the Police Officer on the scene of the accident. Other drug and alcohol testing will be done in compliance with the Reasonable Suspicion Testing process in [Goodyear Administrative Guideline #1020](#).

Benefits

Section 1-25. Bereavement Leave²

- A. A member may be authorized to use up to two (2) days (not to exceed 48 hours) of City-paid funeral leave per occurrence to attend the funeral of an immediate family member. Two (2) additional days (not to exceed 48 hours) will be given for funerals requiring out of state travel. The definition of immediate family members is contained in City Administrative Guideline #10.
- B. A member may be authorized to use up to one (1) day (not to exceed 24 hours) of City paid funeral leave per occurrence to attend the funeral of any member of the members extended family. This day may only be utilized on the date of burial or memorial service. If additional time is needed, vacation leave may be used to extend funeral leave.

Section 1-26. Sick Leave Payout upon Separation (Sworn and Non-Sworn)

- A. Members with a minimum of five (5) years of continuous service with the City and who voluntarily separate employment shall be compensated for accrued sick leave up to a maximum of 240 hours (336 hours for fifty-six (56) hour sworn members) upon separation.
- B. Members with a minimum of ten (10) years of continuous service with the City shall be compensated for accrued sick time up to a maximum of four hundred-eighty (480) hours of accrued sick leave for forty (40) hour work week members and accrued sick time up to a maximum of six hundred-seventy-two (672) hours for fifty-six (56) hour work week members upon separation.

Sworn 40-hr	Non-Sworn	Sworn 56
480 hours	480 hours	672 hours

C. Sick Leave Conversion Upon Retirement or Disability Separation

- 1. Full-time members who officially retire through PSPRS, ASRS or members who separate employment due to disability retirement will receive the following amount of sick leave balance that is above the noted threshold paid out in a cash out or deposited in a deferred compensation account up to the maximum IRS allowable amount at the time of termination at the current regular hourly wage amount. Anything in excess of the IRS limit will be cashed out. The following table represents the amount of sick leave that may be converted:

Years of Service	Percent of Sick Leave Balance above hours to be cashed out
8 years	25%
10 years	35%
15 years	50%
20 years	75%

Members who involuntarily separate employment or do not meet these eligibility requirements will not receive any sick cash out above the prescribed rates in Section 1-26.B.

- D. Members who do not meet these eligibility requirements will not receive any sick leave payout at the time of termination, and they forfeit all unused sick time.

Section 1-27. Off-Duty Industrial Injury Appointments

- A. Members will be permitted to attend off-duty industrial injury appointments on their days off and will be compensated for a maximum of two (2) hours per visit. Members should first make an attempt to schedule these appointments on their regular shift days when applicable and in the best interest of expediting an industrial claim. These hours do not count as hours worked for the purposes of calculating overtime.

Section 1-28. Uniform Allowance and Uniform Reimbursement

- A. Members will be paid a uniform allowance of \$370, four (4) times a year.
1. Uniform allowance is for Class A, B, and C uniform items as defined in the Goodyear Fire Department uniform policy.
 2. The Uniform Allowance is also intended for any equipment or maintenance of equipment beyond department issued PPE and used to maintain a continuity of service.
- B. All newly sworn Goodyear Firefighters may submit one time for reimbursement all receipts for purchased uniform apparel up to a total of \$1,000. Allowable reimbursement uniform items include the following approved apparel:
1. One (1) Class A Uniform [one (1) shirt, one (1) pants, one (1) belt, one (1) pair of shoes, and one (1) name tag.];
 2. One (1) Class B (collared polo shirt); and
 3. Class C Uniform for either Summer or Winter apparel [two (2) duty pants, five (5) shirts (long sleeve or short sleeve), two (2) hats, five (5) PT shorts, one (1) hooded sweatshirt, one (1) sweatpants, one (1) pair of steel-toed uniform boots].
- C. All new Ambulance Paramedics and EMT's may submit one time for reimbursement all receipts for purchased uniform apparel up to a total of \$500. Allowable reimbursement uniform items include the following approved apparel:
1. One (1) Class B (collared polo shirt); and
 2. Class C Uniform for either Summer or Winter apparel [two (2) duty pants, five (5) shirts (long sleeve or short sleeve), two (2) hats, five (5) PT shorts, one (1) hooded sweatshirt, one (1) sweatpants, one (1) pair of steel-toed uniform boots].

Section 1-29. Longevity Pay

- A. This provision shall supersede Goodyear Administrative Policy #200 regarding longevity pay for members subject to this MOU for the term of this agreement.
- B. The completed years of service will be measured as of December 1st. However, the OT calculation will be calculated beginning on November 1 and ending on October 31. Longevity will be paid annually on the first pay date in December.

Years of Service <i>(Completed by Dec. 1)</i>	Dollar Amount	Years of Service <i>(Completed by Dec. 1)</i>	Dollar Amount
6	\$1,050.00	14	\$2,100.00
7	\$1,050.00	15	\$2,450.00
8	\$1,260.00	16	\$2,450.00
9	\$1,260.00	17	\$2,450.00
10	\$1,750.00	18	\$2,800.00
11	\$1,750.00	19	\$2,800.00
12	\$1,750.00	20+	\$3,360.00
13	\$2,100.00		

- C. A member **MUST** be actively employed at the time longevity checks are issued to be eligible. Payment of longevity pay is considered supplemental wages and is subject to IRS Guidelines requiring a tax withholding in addition to all other applicable taxes.

Section 1-30. Vacation Cash-in

- A. Members shall be allowed to cash in up to fifty-six (56) hours of accrued vacation leave, one time a year as determined by the City, as long as they maintain a vacation balance of seventy-two (72) hours after the vacation leave is paid out and have taken at least forty-eight (48) hours of vacation leave between November 1 of the preceding calendar year and October 31 of the current calendar year. Payment of vacation cash-in is considered supplemental wages and is subject to IRS Guidelines requiring a tax withholding in addition to all other applicable taxes.

*Note** Vacation cash-in pension eligibility is determined by PSPRS Guidelines.*

Section 1-31. Vacation Accrual

Years of Service	Accrual Rate	
	Non-Sworn and Sworn on a 56-hour Schedule	Sworn and Non-Sworn on 40-hr Schedule
0 < 5	6.65	4.75
5 < 10	7.92	5.6571
10 < 15	9.12	6.5143
15 < 21	10.38	7.4143
21+	10.81	7.7214

Members who exceed the maximum carryover of 456 hours, will automatically be paid out up to 48 hours of their excess hours at the end of the calendar year. Any hours beyond the 48 hours excess will automatically be contributed to the Labor Relations Bank.

- A. First year members will have their vacation and sick time accruals loaded in their Vacation and Sick Pay Banks at the 56-hour accrual rate during the first pay period and will be available for use immediately.
- a. There will not be any subsequent accruals during the first year of service.
- B. Any member covered under the MOU who is hired into a full-time 40-hour position will be frontloaded at the 40-hour accrual rate.
- C. If a new employee leaves within the first year where vacation or sick pay has been front-loaded, the bank balance will not be paid out to the employee.
- a. Exception: Vacation payout will be based solely on months of service minus time used.
- D. Starting on year two, vacation and sick time accruals will accumulate on a per pay period basis and will be available to use at the start of the following pay period.

Section 1-32. Vacation Allotment (Sworn & Non-Sworn)

The vacation slots available per day will be determined by an annual assessment conducted in August of the year preceding the next calendar year. This assessment will be a calculation of all members of the organization, new authorized FTE's and a determination of the vacation accrual per pay period for each member towards a subtotal. That subtotal number will then be multiplied by 26, a representation of the total pay periods in the year for a total accrual number. The total accrual number will be measured against the total number hours of vacation currently available in a calendar year. When the total accrual number reaches 80.0% of the vacation hours available in the calendar year then the vacation slots will increase by one allotment per day, until the threshold is below 80%. The current agreed upon allotment is four (4) persons off per shift day.

Section 1-33. Compensatory Time Cash-In

- A. Members can cash in their compensatory time at any time at their regular rate of pay. Cash-in may be requested during the submission of bi-weekly timesheets.
 - 1. All members will cash in their compensatory time at their regular rate of pay.

Section 1-34. Compensatory Time Bank

- A. Compensatory time is earned at a rate of one and one-half (1.5) hours for every one (1) hour worked except when employees who are working a 56 hour schedule work at the 40 hour rate (i.e., Training Instructor, Special Events, etc). In that case, it will be earned at 2.2 hours for every one hour worked ($3054 \div 2080$ calculation). Compensatory time can be banked up to two-hundred-forty (240) hours.

Section 1-35. Education Incentive

- A. Members receiving their degrees will receive a one-time payment per degree completed.
 - 1. Associates - \$200
 - 2. Bachelors - \$400
 - 3. Masters - \$600

Section 1-36. Leave Accrual Banks

- A. Vacation and Sick Leave accrual banks and rates will be converted when a member change between forty (40) hour and fifty-six (56) hour schedules and vice versa.

Section 1-37. Deferred Retirement Option Plan (DROP) Alternative Contribution

- A. Members that are Tier 1 members of the PSPRS, who enter the Deferred Retirement Option Plan (DROP), will be eligible for an additional benefit. Upon the members acceptance by the local board and PSPRS to the DROP program, the City will contribute seven and one-half percent (7.5%) per pay period to the member's 457 account not to exceed the statutory limits of the plan set forth each year by the IRS. Contributions made as required by this MOU are subject to the normal distribution requirements of the plan. The contributions made into the plan are contributed tax deferred until distribution of the funds occurs. Upon distribution the funds become taxable to the member. If for any reason a member terminates participation in DROP, this benefit shall cease.

Post-Retirement Health Savings Trust Fund

- A. To the extent the Union establishes the United Goodyear Fire Fighters Post-Retirement Health Savings Trust Fund, an Internal Revenue Code Section 501(c)(9) voluntary member beneficiary association (the "Trust"), for the purpose of providing retiree health care benefits and other benefits as the Trustees of the Trust may determine.
- B. The Trust shall be managed and administered by a Board of Trustees appointed by the Union.
- C. Each member will contribute \$15.00 per pay period into the Trust for the purpose of providing a monthly stipend for retirees to apply to the cost of their health insurance premiums and related expenses upon retirement. Members covered by the MOU are required to participate in the Trust.
 - 1. The Union President has the ability to increase or decrease the amount of this deduction one (1) time each year for the members of the bargaining unit.
- D. Eligible member contributions are mandatory and therefore shall be deducted from payroll by the City on a pre-tax basis or as otherwise regulated by IRS rules and remitted to the Trust on a bi-weekly basis.
- E. The City will make a contribution of \$35.00 per member per pay period into the Trust as a benefit of employment; \$15.00 of the contribution is a matching contribution.

Shift Trade SOP

- A. Members will be granted the opportunity to exchange shifts. Shift exchanges shall not qualify a member for overtime. All shift exchanges shall be in conformance with Fire Department's Shift Trade SOP 105.013. Shift members executing a trade will only fill the roles of the member they are trading with.

Term of Memorandum

- A. This Memorandum shall remain in full force and effect beginning July 1, 2023 through June 30, 2025.

IN WITNESS WHEREOF, the parties have set their hand this _____ day of _____ 2023.

CITY OF GOODYEAR

By:

UNITED GOODYEAR FIREFIGHTERS

LOCAL 4005

By:

Wynette Reed, City Manager

Dan Freiberg
Lead Negotiator

Roric Massey, City Attorney

Orion Godfrey
Representative

Vicki Lackey, Deputy Human Resources
Director
Lead Negotiator

Neil Roberts
Representative

Andy Granger, Deputy City Manager
Negotiation Team Member

John Boyce
Representative

Tim Wayne, Deputy Fire Chief
Negotiation Team Member

Liam Tierney
Representative

Sheire Farmer, HR Business Partner II
Negotiation Team Member

Kristin Zipprich, HR Analyst
Negotiation Team Member

ATTEST:

Darcie McCracken, City Clerk

APPENDIX A Wage Tables

Year 1: Effective June 25, 2023 DRAFT (Munis to generate)

Sworn Fire

Steps

POSITION	GRADE	SCHED	1	2	3	4	5	6	7
Fire Recruit	761	DAYS	27.85						
Firefighter/EMT	762	SHIFT	19.96	20.97	22.03	23.17	24.33	25.57	26.84
Firefighter/EMT	770	DAYS	29.30	30.79	32.35	34.02	35.72	37.54	39.41
Fire Engineer/EMT	763	SHIFT	28.21	29.64	31.15				
Fire Engineer/EMT	771	DAYS	41.42	43.51	45.74				
Fire Captain/EMT	764	SHIFT	32.74	34.38	36.13				
Fire Captain/EMT	772	DAYS	48.07	50.47	53.04				

11.5% market adjustment applied.

Day rate is based on 3054 hours. The day rate calculation is: Staff hourly wage X 3054 ÷ 2080

Future lateral hires will be given one year credit for every one full year of service as a full-time firefighter and must have completed a regionally recognized Fire Academy.

Entry level lateral hires hired in the first pay period including July 1 - December 31, will be hired at step 2 in the Firefighter range.

New Recruits who graduate the academy in the first pay period including July 1 - December 31, will be brought in at step 2 in the Firefighter range.

Year 2: Effective June 23, 2024

Sworn Fire

Steps

POSITION	GRADE	SCHED	1	2	3	4	5	6	7
Fire Recruit	761	DAYS	28.69						
Firefighter/EMT	762	SHIFT	20.56	21.60	22.69	23.86	25.06	26.33	27.64
Firefighter/EMT	770	DAYS	30.18	31.72	33.32	35.04	36.79	38.67	40.59
Fire Engineer/EMT	763	SHIFT	29.06	30.53	32.09				
Fire Engineer/EMT	771	DAYS	42.66	44.82	47.11				
Fire Captain/EMT	764	SHIFT	33.72	35.41	37.21				
Fire Captain/EMT	772	DAYS	49.51	51.99	54.63				

3% market adjustment applied.

Year 1: Effective June 25, 2023

Non-sworn Fire

POSITION	GRADE	SCHED	Steps					
			1	2	3	4	5	6
Emergency Medical Technician (56 hours)	790	SHIFT	17.52	18.40	19.31	20.28		
Emergency Medical Technician (40 hours)	792	DAYS	28.23	29.65	31.12	32.68		
Emergency Paramedic (56 hours)	794	SHIFT	20.28	21.29	22.35	23.47	24.65	25.87
Emergency Paramedic (40 hours)	796	DAYS	32.68	34.31	36.02	37.83	39.72	41.70

3% market adjustment applied.

Day rate is calculated as follows:

Take the shift rate x 2080 hours plus the scheduled overtime hours of 848 x 1.5 of shift rate to get an annual salary, then divide it by 2080.

Example:

$$= (\$17.52 \times 2080) = \$36,441.60$$

$$= (\$17.52 \times 1.5) = \$26.28 \times 848 = \$22,285.44$$

$$= \$36,441.60 + \$22,285.44 = \$58,727.04$$

$$= \$58,727.04 / 2080 = \$28.23$$

Maximum scheduled annual hours is **2928** (2080 + 848)

Year 2: Effective June 23, 2024

Non-sworn Fire

POSITION	GRADE	SCHED	Steps					
			1	2	3	4	5	6
Emergency Medical Technician (56 hours)	790	SHIFT	18.05	18.95	19.89	20.89		
Emergency Medical Technician (40 hours)	792	DAYS	29.08	30.53	32.06	33.66		
Emergency Paramedic (56 hours)	794	SHIFT	20.89	21.93	23.02	24.18	25.39	26.65
Emergency Paramedic (40 hours)	796	DAYS	33.66	35.34	37.10	38.96	40.91	42.95

3% market adjustment applied.

Day rate is calculated as follows:

Take the shift rate x 2080 hours plus the scheduled overtime hours of 848 x 1.5 of shift rate to get an annual salary, then divide it by 2080.

Example:

$$= (\$18.05 \times 2080) = \$37,544.00$$

$$= (\$18.05 \times 1.5) = \$27.07 \times 848 = \$22,955.36$$

$$= \$37,544.00 + \$22,955.36 = \$60,499.36$$

$$= \$60,499.36 / 2080 = \$29.08$$

Maximum scheduled annual hours is **2928** (2080 + 848)