

**MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF NEVADA CITY
AND THE
NEVADA COUNTY PROFESSIONAL FIREFIGHTERS, LOCAL 3800**

July 2, 2016 through June 30, 2018

1. RECOGNITION

Pursuant to the provisions of the City of Nevada City Employee – Employer Relations Resolution No. 2008-25 and the Meyers-Milias-Brown Act, Government Code Section 3500, et. Seq., the City of Nevada City (hereinafter call the ‘City’ and ‘Employer’ interchangeably), has recognized the Nevada County Professional Firefighters, IAFF Local 3800 (hereinafter called the ‘Employee Organization’) as the exclusive recognized bargaining agent for the employees in the non-management safety employees unit for the purpose of establishing salaries, wages, hours and working conditions.

2. NON-DISCRIMINATION:

The City and the Employee Organization shall not discriminate against any employee because of race, color, sex, age, national origin, political or religious opinions or affiliation or handicap or exercise of rights under the Meyers-Milias-Brown Act. The City and the Employee Organization agrees to re-open any provision of this agreement for the purpose of complying with any final order of the federal or state agency or court of competent jurisdiction requiring modification or change in any provision or provisions of this agreement in compliance with state or federal anti-discrimination laws.

3. SCOPE OF THIS MOU:

Scope:

It is intended that the terms of this MOU apply to all non-management safety Employees of the Nevada City Fire Department. This MOU will apply to Firefighters, Engineers, and Captains and excludes volunteers, temporary, and seasonal employees.

The parties to this MOU agree that all terms and conditions of employment including wages, hours and working conditions are contained within the City Personnel Regulations Policy as adopted by the City Council in Resolution 2008-51. The parties also agree that the provisions of this agreement will prevail in the event they differ from those contained in the City Personnel Regulations Policy. All terms and conditions of employment contained in previous MOU’s are no longer in force and are voided with this successor MOU.

Agency Shop:

- a. It shall be a continuing condition of employment that all bargaining unit Employees to either maintain status as members in good standing of IAFF Local 3800; or,
- b. To pay a monthly service fee to the UNION.
- c. Conscientious objector: Any bargaining unit employee who is a conscientious objector shall pay an amount equal to the monthly service fee to one of the following charities:
 - 1. The Firefighters Burn Institute
 - 2. Muscular Dystrophy Association
 - 3. The California Fire Foundation

All prior agreements with any of the covered EMPLOYEES inconsistent with the terms of this MOU do not apply to the agreed upon terms and conditions of employment between the parties and are no longer in force.

The agreement shall remain in full force and effect until renegotiated or superseded by successor agreement.

4. MODIFICATION IN TERMS OF EMPLOYMENT:

City reserves the right to modify any term of this Memorandum of Understanding if fiscal constraints so require. However, no change or modification in wages, hours, or other working conditions or benefits shall occur without first meeting and conferring with the affected Employees.

5. COMPENSATION PLAN:

The salary schedule for employees of this unit shall be a five step salary schedule (step A – E) which is attached hereto as Attachment ‘A’. All salary steps shall be adjusted as follows:

	Firefighter	Captain
Effective July 2, 2016	3.0%	3.0%
Effective December 24, 2016		3.0%
Effective July 1, 2017	3.0%	3.0%
Effective December 23, 2017		3.0%

The City and Union agree to reopen negotiations on July 1, 2017 to discuss the possibility of implementing a longevity pay benefit.

6. HEALTH, DENTAL, VISION, LIFE & DISABILITY BENEFITS:

Effective August 27, 2016, the City shall pay 95% and employees with dependents shall pay 5% of all health premium costs for medical, and dental insurance. The City shall pay 100% of all health premium costs for medical, dental and vision insurance for employees with comprehensive "employee only" health coverage (e.g. medical, dental and vision insurance). City pays employee portion of vision insurance for all employees; employees pay any dependent vision insurance premiums.

Effective July 1, 2017, the City shall pay 90% and employees with dependents shall pay 10% of all health premium costs for medical, and dental insurance. The City shall pay 100% of all health premium costs for medical, dental and vision insurance for employees with comprehensive "employee only" health coverage (e.g. medical, dental and vision insurance). City pays employee portion of vision insurance for all employees; employees pay any dependent vision insurance premiums.

Employees who waive City provided medical insurance with proof of other health plan coverage shall receive \$100/ per pay period in lieu of the City payment of medical premiums.

7. RETIREMENT:

Employees covered by this Memorandum of Understanding participate in the following Public Employees' Retirement System plans and are required to make the appropriate employee contributions for their respective plans:

- a. Tier 1 employees hired prior to February 10, 2010 covered by this agreement will participate in the Public Employees Retirement System (PERS) under the 3% @ 50 for non-management safety Employees. Effective December 24, 2016, the City shall pay on behalf of the employee 2% of the 9% employee member contributions and the employee shall pay the remaining 7% on a pre-tax basis. Effective December 23, 2017, the employee shall pay the full employee member contribution of 9% on a pre-tax basis.
- b. Tier 2 employees hired on or after February 10, 2010 that are considered "Classic Members" will participate in the City's Public Employees Retirement System 2%@55. Effective July 2, 2016, Tier 2 employee members shall pay the full employee member contribution of 8% on a pre-tax basis.
- c. Tier 3 employees hired on or after January 1, 2013 who are not considered "Classic Members" by CalPERS will participate in the Public Employees Retirement System 2%@57. The employee shall pay half of the "Total Normal Cost" on a pre-tax basis up to limits established by CalPERS.

- d. The City has amended its contract with PERS to include section 20965 Credit for unused sick leave, subject to the limitations, if any, of the Public Employee Pension Reform Act (PEPRA).
- e. Except as otherwise limited by the California Public Employees' Pension Reform Act, the City has amended its contract with PERS to include section 20042 One Final Year Compensation (Highest).

8. SICK LEAVE:

Employees shall be entitled to sick leave benefits specified in the "Sick Leave Policy" (Section 2240 City Personnel Regulations).

The City shall provide sick leave accrual for use by Employees for injury or illness to the employee or to attend to the injury or illness needs of a member of their immediate family. Accrued sick leave may also be used as bereavement leave in the event of the death of a family member. Accrued sick leave may also be used for paternity/maternity leave with a limit of up to 10 shifts for shift employees. There will be no payout for accrued sick leave in the event of separation from employment.

Sick leave shall be accrued based the following rates:

- a. Shift Employees – 11.2 HRS/Monthly – 134 HRS/YR
- b. 40 Hour Employees – 8 HRS/Monthly – 96 HRS/YR
- c. No Cap shall be placed on sick leave accrual.

9. LEAVES OF ABSENCE:

Employees shall be entitled to Leaves of Absence specified in the following policies, and Federal and State laws:

- a. Pregnancy Disability Leave – California Fair Employment Housing Act
- b. Family Care and Medical Leave (CFRA Leave) and Pregnancy Disability Leave
- c. Federal Family and Medical Leave Act

10. VACATION:

Employees shall be entitled to vacation benefits specified in the "Vacation Policy" (Section 2230 City Personnel Regulations).

If the employee reaches the maximum vacation cap, based on years of service, they shall not accrue further vacation leave hours until such time that they reduce their vacation hours below the cap listed below:

24 Hour Shift Employees

0 to 3 Years – 9.33 HRS/Monthly – 112 HRS/YR – CAP 168 HRS

3 to 5 Years – 11.2 HRS/Monthly – 134 HRS/YR - CAP 201 HRS

5 to 15 Years – 14 HRS/PP – 168 HRS/YR – CAP 252 HRS

15 Plus Years – 18.66 HRS/PP – 224 HRS/YR – CAP 336 HRS

40 Hours Employees

0 to 3 Years – 6.67 HRS/Monthly – 80 HRS/YR – CAP 120 HRS

3 to 5 Years – 8.00 HRS/Monthly – 96 HRS/YR – CAP 144 HRS

5 to 15 years – 10.00 HRS/Monthly – 120 HRS/YR – CAP 180 HRS

15 Plus Years – 13.33 HRS/Monthly – 160 HRS/YR – CAP 240 HRS

With the recommendation of the Fire Chief and the approval of the City Manager, the City may allow the sellback of unused vacation based on the following:

The employee shall be limited to selling back 120 hours annually.

The employee may sell back vacation during the month of June.

The employee shall provide a 30-day advance written notice of the amount the employee wishes to sell back.

The June date and 30-day advance notice may be waived in cases of emergency by approval of the City Manager.

11. HOLIDAYS:

The employees shall be compensated for the 14 paid Holidays as follows:

Firefighters will be paid 56 hours in the month of December in lieu of taking holidays. In addition, Firefighters will receive 56 hours of holiday leave credit on the first day of January each year in lieu of taking holidays. Holiday leave shall be accrued separately and not subject to the vacation accrual cap. However, holiday leave cannot accrue beyond a balance of 56 hours.

12. CSFA MEMBERSHIP:

As an additional benefit, the City agrees to pay the annual membership fee to CSFA for each regular employee.

13. OVERTIME:

Section 1: All full-time employees shall be entitled to overtime at time and one-half the regular straight time pay for all hours worked in excess of one hundred six (106) hours within the employee's regular two week pay period. In order to be entitled to overtime, such overtime must be authorized by an immediate supervisor and/or Fire Chief, when reasonably feasible. Nothing herein is intended to limit or restrict authority of the City to require any employee to perform overtime work.

For the purposes of computing overtime, use of holidays, vacation or compensatory time off during any given workweek shall be considered time actually worked. Sick leave time off shall not be considered time actually worked for the purposes of computing overtime.

Hours worked when called in on a day off, or called back to work after leaving the job are subject to a two (2) hour minimum.

The Fire Chief, or his/her designee, shall designate work schedules for employees to carry out the work herein provided. The Fire Chief, or his/her designee, may alter this schedule from time to time when needs of the department require.

Section 2: When an employee is required to appear in court as a result of their employment with the City on his/her day off, said employee shall be entitled to overtime. The minimum overtime to which said employee is entitled shall be three (3) hours at time and one half when the court appearance occurs.

If placed on call-back status by the court for the morning session, the employee shall receive two hours of standby pay at straight time if no court appearance is made during the morning session. If the call-back status is then continued into the afternoon, the employee shall receive an additional two hours of standby pay at straight time if no court appearance is made during the afternoon session.

When an employee is required to appear in court as a result of their employment with the City on his/her day off, and the court appearance is canceled after 6:00 p.m. the day prior to the scheduled court proceeding, he/she shall receive two (2) hours pay at their time and one half rate.

Section 3: The following time is not considered work time for the purpose of calculating overtime.

1. Time spent traveling to work and returning home in either personal or City-owned vehicles.
2. All time spent doing homework, study time, meal time, or sleep time when assigned off-duty training.
3. All time putting on or removing uniforms.
4. All time for personal preparation and clean-up.

Section 4: Emergency overtime is that time when an off duty employee is ordered to report for duty for other than a regularly scheduled shift. When so ordered the travel time for the employee to get to work, not to exceed 30 minutes, shall be counted as work time. Emergency overtime is when an employee's presence at work:

1. Is deemed necessary or advisable to properly handle an emergency incident or incidents.
2. To maintain necessary staffing levels.

14. REIMBURSEMENT FOR TRAVEL AND OTHER EXPENSE:

Employees shall be reimbursed for such expenses as approved by the City Manager in such amounts as designated by the City Council policy regarding reimbursement of travel and other official expenses. Exhibit B provides the current terms for travel reimbursement.

15. ABSENCE POLICY:

Employees covered by this agreement shall be subject to the terms and conditions of the absence policy in the City Personnel Regulations Resolution which provides that excused absences for family members, as provided in Labor Code Section 234, shall not be considered in evaluating or disciplining employees and that supervisors shall utilize the absence policy as suggested guidelines for evaluating and/or disciplining employees for absences, but shall assess each case on its own merit.

16. UNIFORMS:

Class "A" Uniform: The City agrees to provide each employee with one standard class "A" uniform upon successful completion of probation. Employees are responsible for the maintenance of their Class "A" uniform. Only one Class "A" uniform will be issued per employee.

The City agrees to reimburse up to \$750 to each employee for uniforms on an annual basis.

17. GRIEVANCE PROCEDURE:

Employees covered by this agreement shall be subject to the terms and conditions of the Grievance Procedure (Section 2320 City Personnel Regulations).

18. PROBATIONARY PERIOD:

The City Personnel Regulations Resolution provides that a notice of separation of a temporary employee be served on the separated employee before the expiration of the probationary period. The Probationary Period is one (1) year starting on the date of hire.

19. DICIPLINARY ACTIONS:

The City Personnel Regulations Resolution provides that paid administrative leave pending completion of a disciplinary investigation shall not constitute discipline.

20. LEAVE REGULATIONS:

The City Personnel Regulations Resolution regarding leave regulations include the following important information:

1. That failure on the part of an employee absent without leave to return to duty within twenty-four (24) hours after notice to return shall be cause for discipline up to and including termination of employment.
2. No benefits will accrue during any leave of absence without pay, but accrued benefits will not be lost except as otherwise provided (2270.30).
3. During a leave of absence without pay, the City payment of premiums for health benefits will become the responsibility of the employee (2270.40).

Except when an employee is on Family Medical Leave Absence (FMLA), an employee's group health benefits will be maintained and paid by the City.

21. COMPENSATORY TIME:

The City Personnel Regulations Resolution incorporate the compensatory time policy and procedures for allowance for compensatory time credits. Before working any overtime, an employee shall have been authorized or required to do so by his or her department head or the City Manager. In the case of a bona fide emergency, if it is not reasonably feasible to obtain such prior authorization, the employee who has worked overtime shall request such authorization on the next regular work day.

22. EDUCATIONAL INCENTIVE PAY:

Employees who possess an Associate of Arts (AA) Degree from a regionally accredited college shall receive an additional 2.5% above their base pay.

Employees who possess Bachelor's (BA or BS) Degree from a regionally accredited college or university shall receive an additional 2.5% above their base pay.

Employees shall receive no more than 5% for educational incentive pay.

23. TUITION REIMBURSEMENT:

Effective the first pay period that begins after July 1, 2008, bargaining unit employees who thereafter incur expenses for tuition, books and educational fees at a regionally accredited college or university shall be entitled to reimbursement up to \$500 per fiscal year; provided that such reimbursement shall be conditioned upon receiving a grade of "C" or above or "pass" if the class is a pass/fail. The courses must be pre-approved by the Fire Chief and City Manager and be relevant to the employee's current and future scope of work.

24. SMOKING AND TOBACCO POLICY:

Employees are prohibited from smoking or using any tobacco products in all public buildings and City-owned vehicles.

25. CITY RIGHTS:

Section 1: The City reserves, retains and is vested with, solely and exclusively, all rights of Management which have not been expressly abridged by specific provision of this Memorandum of Understanding or by law to manage the City, as such rights existed prior to the execution of this Memorandum of Understanding. The sole and exclusive rights of Management, as they are not abridged by this Agreement or by law, shall include, but shall not be limited to, the following rights:

- a. To manage the City generally and to determine the issues of policy;
- b. To determine the existence or non-existence of facts which are the basis of the Management decision;
- c. To determine the necessity and organization of any service or activity conducted by the City and to expand or diminish services;
- d. To determine the nature, manner, means, technology and extent of services to be provided to the public;
- e. To require performance of other public safety services not specifically stated herein in the event of emergency or disaster, as deemed necessary by the City.
- f. To determine methods of financing;
- g. To determine types of equipment or technology to be used;
- h. To determine and/or change the facilities, methods, technology, means and size of the work force by which the City operation is to be conducted;
- i. To determine and change the number of locations, relocations and types of operations, processes, and materials to be used in carrying out all City functions including, but not limited to, the right to contract for or subcontract any work or operation of the City.
- j. To assign work to and schedule employees in accordance with requirements as determined by the City and to establish and change work schedules and assignments;
- k. To relieve employees from duties for lack of work or similar non-disciplinary reasons;
- l. To establish and modify productivity and performance programs and standards;

- m. To discharge, suspend, demote or otherwise discipline employees for proper cause;
- n. To determine job classifications and to reclassify employees; and
- o. To hire, transfer, promote and demote employees for non-disciplinary reasons in accordance with this Agreement and applicable City Resolutions and Codes.

The City's exercise of a City right listed herein shall not be subject to the Grievance Procedure unless the Nevada County Professional Firefighters, IAFF Local 3800 alleges that such exercise raises an issue involving the interpretation of Personnel Rules or this Memorandum of Understanding. In that case, the grievance will be limited to the dispute over the interpretation of the Rules or the Memorandum of Understanding.

26. EMPLOYEE RIGHTS:

The following are employee rights:

Section 1: The right of employees to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations.

Section 2: The right of employees to refuse to join or participate in the activities of employee organizations and to receive the negotiated benefits of the employee organization. Such employees will be required to pay an agency fee to Nevada County Professional Firefighters, IAFF Local 3800.

27. UNION'S RESPONSIBILITY:

Section 1: If, the Nevada County Professional Firefighters, IAFF Local 3800, its officers, agents, representatives or members engage in any of the conduct prohibited in Article XXVIII, Prohibited conduct, Section 1, the Nevada County Professional Firefighters, IAFF Local 3800_ or its duly authorized representative shall immediately instruct in writing any persons engaging in such conduct that their conduct is in violation of this Agreement and is unlawful, and that they should immediately cease engaging in such conduct prohibited in Article XXVIII, Prohibited conduct, Section 1, and return to work.

Section 2: If the Nevada County Professional Firefighters, IAFF Local 3800_ performs all of the responsibilities set forth in Section 1 above, its officers, agents and representatives shall not be liable for damages for prohibited conduct performed by employees who are covered by this Agreement in violation of Article XXVIII, Prohibited conduct, Section 1.

28. NO STRIKE-NO LOCKOUT:

PROHIBITED CONDUCT

Section 1: Officers, agents, representatives and/or members agree that during the term of this Agreement, they will not cause or condone any strike, walkout, slowdown, sickout, or any other job action by withholding or refusing to perform services.

Section 2: The City agrees that it shall not lock out its employees during the term of this Agreement. The term "lockout" is hereby defined so as not to include the discharge, suspension, termination, layoff, failure to recall or failure to return to work of employees of the City in the exercise of its rights as set forth in any of the provisions of this Agreement or applicable ordinance or law.

Section 3: Any employee who participates in any conduct prohibited in Section 1 above may be subject to termination by the City.

Section 4: In addition to any other lawful remedies or disciplinary actions available to the City, if the Nevada County Professional Firefighters, IAFF Local 3800 fails, in good faith, to perform all responsibilities in Article XXVII, Union's Responsibility, the City may suspend any and all of the rights and privileges accorded to the Nevada County Professional Firefighters, IAFF Local 3800 under the terms of this agreement, including, but not limited to, suspension of recognition of the Nevada County Professional Firefighters, IAFF Local 3800, grievance procedures, right of access and the use of the City's bulletin boards and facilities.

29. ENTIRE AGREEMENT:

Section 1: It is the intent of the parties hereto that the provisions of this Agreement shall be the sole source of any and all rights, which may be asserted hereunder. This Agreement is not intended to conflict with Federal or State law.

Section 2: Notwithstanding the provisions of Section 1, there exists within the City certain personnel rules and regulations and departmental rules and regulations. To the extent that this Agreement does not specifically contradict these personnel rules and regulations or departmental rules and regulations or City ordinances, they shall continue subject to being changed by the City in accordance with the exercise of City rights under this Agreement and applicable State law.

Section 3: By their signatures hereto, the representative of the undersigned Employee Bargaining unit warrant that the terms of this MOU have been duly reviewed and approved by their members, and that the representatives have full authority to bind their members to this agreement.

Section 4: If any section, subsection, subdivision, sentence, clause or phrase of the MOU is for any reason held to be illegal or unconstitutional, such decision shall not affect the validity of the remaining portions of this MOU.

30. WAIVER OF BARGAINING DURING TERMS OF THIS AGREEMENT:

Except where required by the terms of this Agreement the parties mutually agree that they will not seek to negotiate or bargain with regard to wages, hours, and terms and conditions of employment, whether or not covered by this Agreement, and irrespective of whether or not such matters were discussed or were even within the contemplation of the parties. Regardless of the waiver contained in this Article, the parties may, however, by mutual agreement, in writing, agree to meet and confer about any matter during the Agreement.

31. EMERGENCY WAIVER PROVISION:

In the event of circumstances beyond the control of the City, such as acts of God, fire, flood, insurrection, civil disorder, national emergency, or similar circumstances, provisions of this Agreement or the Personnel Rules and Regulations of the City, which restrict the City's ability to respond to these emergencies shall be suspended for the duration of such emergency. After the emergency is over, the Nevada County Professional Firefighters, IAFF Local 3800 shall have the right to meet and confer with the City regarding the impact on employees of the suspension of these provisions in the Agreement and any Personnel Rules and policies.

32. ADVERSE FINANCIAL IMPACT:

In the event that the City suffers substantial economic hardship during the term of this agreement, the parties agree to engage in a cooperative dialogue about ways to assist the City in addressing such hardship. "Substantial economic hardship," as used herein, shall include, but not be limited to, the following: a decline in overall General Fund revenues of five percent (5%); a reduction in General Fund reserves of thirty percent (30%) or more; an unbudgeted increase of ten percent (10%) or more in City expenses; or a decision by the City Council to declare a fiscal emergency. Nothing in this paragraph shall preclude or impede the City Council from exercising such additional authority as may be conferred by other provisions in this agreement or by State or Federal law.

33. FULL FORCE AND EFFECT:

All provision of Agreement shall remain in full force and effect for the duration of this Agreement.

34. TERM OF AGREEMENT:

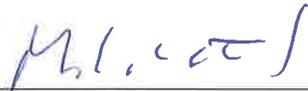
The term of this Agreement shall cover the period beginning July 2, 2016, and shall continue in full force and effect through June 30, 2018.

35. RATIFICATION AND EXECUTION:

The City and the Nevada County Professional Firefighters, IAFF Local 3800 acknowledge that this Agreement shall be in full force and effect once adopted by the City Council for

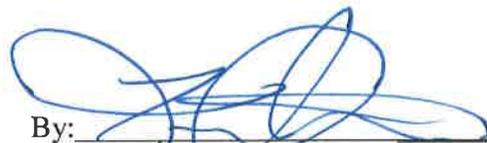
the City of Nevada City. Subject to the foregoing, this Memorandum of Understanding is hereby executed by the authorized representatives of the City and the Association and entered into this day of , 2016.

City of Nevada City

By: 
Mark Prestwich, City Manager

By: 
Catrina Olson, Assistant City Manager

**Nevada County Professional Firefighters,
Local 3800**

By: 
Kevin Cartzdafner,
Shop Steward

By: 
Clayton Thomas, President
Nevada County Professional
Firefighters,
IAFF Local 3800

**CITY OF NEVADA CITY - 5 STEP SALARY SCHEDULE
1-Jul-16
FIRE DEPARTMENT EMPLOYEES ASSOCIATION- EXHIBIT A**

As of 7/1/13

		A	B	C	D	E	Annual Range	
Fire Captain	Monthly	\$ 3,987	\$ 4,186	\$ 4,395	\$ 4,617	\$ 4,846	\$ 47,840	\$ 58,156
	Hourly	\$ 16.00	\$ 16.80	\$ 17.64	\$ 18.53	\$ 19.45		

As of 7/1/14

		A	B	C	D	E	Annual Range	
	Monthly	\$ 4,106	\$ 4,312	\$ 4,527	\$ 4,754	\$ 4,991	\$ 49,275	\$ 59,894
	Hourly	\$ 16.48	\$ 17.30	\$ 18.17	\$ 19.08	\$ 20.03		

As of 7/1/15

		A	B	C	D	E	Annual Range	
	Monthly	\$ 4,219	\$ 4,430	\$ 4,652	\$ 4,884	\$ 5,128	\$ 50,630	\$ 61,541
	Hourly	\$ 16.9332	\$ 17.78	\$ 18.67	\$ 19.60	\$ 20.58		

As of 7/1/16: 3%

		A	B	C	D	E	Annual Range	
	Monthly	\$ 4,346	\$ 4,563	\$ 4,791	\$ 5,031	\$ 5,282	\$ 52,149	\$ 63,388
	Hourly	\$ 17.44	\$ 18.31	\$ 19.23	\$ 20.19	\$ 21.20		

As of 1/1/17: 3%

		A	B	C	D	E	Annual Range	
	Monthly	\$ 4,476	\$ 4,700	\$ 4,935	\$ 5,182	\$ 5,441	\$ 53,714	\$ 65,289
	Hourly	\$ 17.96	\$ 18.86	\$ 19.81	\$ 20.80	\$ 21.84		

As of 7/1/17: 3%

		A	B	C	D	E	Annual Range	
	Monthly	\$ 4,610	\$ 4,841	\$ 5,083	\$ 5,337	\$ 5,604	\$ 55,325	\$ 67,248
	Hourly	\$ 18.50	\$ 19.43	\$ 20.40	\$ 21.42	\$ 22.49		

As of 1/1/18: 3%

		A	B	C	D	E	Annual Range	
	Monthly	\$ 4,703	\$ 4,938	\$ 5,185	\$ 5,444	\$ 5,716	\$ 56,432	\$ 68,593
	Hourly	\$ 19.06	\$ 20.01	\$ 21.01	\$ 22.06	\$ 23.17		

As of 7/1/13

		A	B	C	D	E	Annual Range	
Firefighter	Monthly	\$ 3,267	\$ 3,431	\$ 3,603	\$ 3,782	\$ 3,972	\$ 39,199	\$ 47,661
	Hourly	\$ 13.11	\$ 13.77	\$ 14.46	\$ 15.18	\$ 15.94		

As of 7/1/14

		A	B	C	D	E	Annual Range	
	Monthly	\$ 3,364	\$ 3,533	\$ 3,710	\$ 3,894	\$ 4,091	\$ 40,365	\$ 49,096
	Hourly	\$ 13.50	\$ 14.18	\$ 14.89	\$ 15.63	\$ 16.42		

As of 7/1/15

		A	B	C	D	E	Annual Range	
	Monthly	\$ 3,466	\$ 3,640	\$ 3,822	\$ 4,012	\$ 4,213	\$ 41,591	\$ 50,561
	Hourly	\$ 13.91	\$ 14.61	\$ 15.34	\$ 16.10	\$ 16.91		

As of 7/1/16: 3%

		A	B	C	D	E	Annual Range	
	Monthly	\$ 3,570	\$ 3,750	\$ 3,937	\$ 4,132	\$ 4,340	\$ 42,839	\$ 52,078
	Hourly	\$ 14.33	\$ 15.05	\$ 15.80	\$ 16.58	\$ 17.42		

As of 7/1/17: 3%

		A	B	C	D	E	Annual Range	
	Monthly	\$ 3,677	\$ 3,862	\$ 4,055	\$ 4,256	\$ 4,470	\$ 44,124	\$ 53,640
	Hourly	\$ 14.76	\$ 15.50	\$ 16.27	\$ 17.08	\$ 17.94		