

RESOLUTION NO. C-2016-31

INTRODUCED BY:
COMMITTEE: FINANCE

ORIGINAL

**INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
AGREEMENT
WITH THE CITY OF EVANSVILLE**

**A RESOLUTION OF THE COMMON COUNCIL OF THE
CITY OF EVANSVILLE RATIFYING, CONFIRMING,
AUTHORIZING AND APPROVING AN AGREEMENT BETWEEN
THE CITY OF EVANSVILLE AND
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
EVANSVILLE LOCAL NO. 357 INC.
January 1, 2016 through December 31, 2018**

WHEREAS, the Mayor, representing the City of Evansville (hereinafter referred to as "City") and the International Association of Firefighters Local No. 357, Inc. (hereinafter referred to as "Union"), representing the employees have concluded negotiations for a collective bargaining agreement to be effective for 2016 through 2018; and

WHEREAS, the Board of Public Safety ratified, confirmed, authorized, and approved said Agreement on the ____ day of _____, 2016; and

WHEREAS, it is the desire of the City and the Union to submit said Agreement to the Common Council of the City of Evansville for ratification, confirmation, authorization and approval,

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of Evansville, Indiana, that the Agreement between the City of Evansville and International Association of Firefighters Local No. 357, Inc. for 2016-2018 is ratified, authorized, confirmed and approved.

FILED

OCT 24 2016

Jana Widner
CITY CLERK

PASSED BY THE COMMON COUNCIL of the City of Evansville, Indiana, on the _____ day of _____, 2016, and on said day signed by the President of the Common Council and attested by the City Clerk.

President, Common Council

ATTEST:

City Clerk

PRESENTED by me, the undersigned City Clerk of the City of Evansville, Indiana, to the Mayor of said City, this _____ day of _____, 2016 at __ o'clock __.m., for his consideration and action thereon.

City Clerk of the City of Evansville, IN

HAVING EXAMINED the foregoing Resolution, I do now as Mayor of said City of Evansville, Indiana, approve said Resolution and return same to the City Clerk, this ___ day of _____, 2016, at ___ o'clock __.m.

Mayor of the City of Evansville, Indiana

APPROVED AS TO FORM:

By: Ted Ziemer
Corporate Counsel

AGREEMENT

between

CITY OF EVANSVILLE

and

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 357

2016-2018 CONTRACT

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ARTICLE I

PREAMBLE

This Agreement is entered into and between the City of Evansville, hereinafter referred to as the "Employer", and Local 357, International Association of Firefighters, hereinafter referred to as the "Union". It is the purpose of this Agreement to achieve and maintain harmonious relations between the Employer and the employees of the Fire Department.

ARTICLE II

RECOGNITION

The Employer recognizes the union as the exclusive bargaining agent for all employees on the payroll of the Fire Department during the term of this Agreement who are covered by the Firefighters Pension Law, except for the Chief and Assistant Chief of the Evansville Fire Department, said employees being hereinafter referred to as the "bargaining unit".

ARTICLE III

SERVICE CHARGE

All employees in the bargaining unit who are not members of the Union shall be required to pay to the Union a service charge as a contribution towards the costs of the administration of this Agreement and the Representation of such employees, the initial amount of which shall be equal to the Union's regular and usual initiation fees and consecutive monthly payments thereafter in an amount not to exceed the regular monthly Union dues. No deduction may be taken by the Employer without the written authorization of the Employee.

ARTICLE IV

PAYROLL DEDUCTION OF DUES

The Employer agrees to deduct, during each pay period, dues and assessments in an amount certified to be current by the Secretary-Treasurer of the Union from the pay of those in the bargaining unit who individually request, in writing, that such deductions be made. The total amount of deductions shall be remitted by the Employer to the Treasurer of the Union. It shall be the responsibility of the Administration to inform each new recruit in the bargaining unit of this condition and to offer an appropriate dues deduction card for that person's signature. This authorization shall remain in full force and effect during the term of this Agreement.

The Union agrees that it will defend, indemnify, and save harmless the Employer against any and all claims made upon or suits instituted against the Employer arising out of the operation of this Article. The Union shall not be responsible for legal expenses incurred by the City in its defense under this paragraph unless the Union approves such expenses in advance. Such approval shall not be unreasonably withheld.

The Employer's books and records will be open to the Union to check the budgets of the City and the availability of monies. The payroll shall be issued every two weeks to the firefighters on Friday for a full pay period.

Three (3) personal days shall be available to all Firefighters covered under this Agreement.

Personal days shall be scheduled and administered the same as vacation days as written in Article XXX - Vacation and in departmental policy except that the Chief may cancel a firefighters scheduled personal days in order to maintain minimum manpower levels. In the event of a firefighter's personal day is cancelled, the firefighter will be allowed, at the discretion of the Chief to: 1) reschedule said day prior to the end of that year, or; 2) receive payment for the cancelled day.

During this 2016-2018 Agreement (beginning in 2017) Firefighters shall be granted annually as a Family Day one (1) 24 hour day per year for Suppression personnel and two (2) 8 hour days per year for Administrative (Office) personnel. Family days will not override vacation days, Compensatory Time off or Converted Time Off. Family days will be used in full increments of 24 hours for Suppression and 8 hours for Administration. Family days will be used only when manpower staffing allows and not granted until it is confirmed no overtime will be incurred directly or indirectly as a result. If a Family day is granted and staffing level falls below the minimum staffing, that position will not be required to be back filled and will not be a violation of manning requirements (Article X). These days are granted on January 1 of each year and are to be used by December 31 of each year for Firefighters with more than 1 year of service. There is no rollover and any days not used by December 31st it will be lost and there will be no pay for days not used.

The Employer will furnish the payroll for Firefighters covered by this Agreement by 9:00 a.m. on each pay day. This statement and agreement of the parties is made with the understanding that the Employer will use its good faith to have the payroll ready by said time with the parties understanding that on some occasions the Employer may not have the payroll completed by said time. But the parties further understand that the Employer will, at the end of each payroll period, use all good faith to have said payroll ready by 9:00 a.m. The City of Evansville further agrees to give a 30 day notice to the Union concerning any payroll changes, when possible.

All employees covered by this contract will have direct deposit of their pay.

The City of Evansville agrees that the pay schedule for firefighters employed by the City will provide for the top longevity step to be twenty (20) years of service instead of the thirty-two (32) years of service.

ARTICLE IX

CHANGES IN FIRE DEPARTMENT RULES

The Employer agrees to furnish the Union with a written notice of the Employer's intention to make changes in the Fire Department written rules and regulations and notify the Union of policies or procedures which would affect the working conditions of employees or equipment. Prior to implementations of such change, the Union shall have the right to request a hearing thereon, within the fourteen (14) days, at which hearing representatives of the Union shall be entitled to appear and present testimony and other evidence which is relevant thereto. The Union shall also have the right to file a written petition with the Employer for a change in said rules and regulations

and the Employer shall hold a hearing thereon at which hearing representatives of the Union shall be entitled to appear and present testimony and other evidence which is relevant thereto.

ARTICLE X

MANNING OF COMPANIES AND FIREFIGHTER DUTIES

To effectively perform the necessary service of the Fire Department, it is necessary to maintain the department at the full manpower strength as established by the Safety Board. The number of firefighters that shall be maintained as the full manpower strength for the Fire Department shall be Two Hundred Seventy-Three (273) paid professional firefighters including the Chief; provided that vacancies in positions of rank in the Fire Department as determined by the Table of Organization approved by the Safety Board shall be filled by the Chief of the Fire Department as soon as possible. Vacancies in positions of rank shall be filled from the promotional list which is in effect on the date on which the vacancy exists.

The Chief of the Fire Department shall fill positions of ranks above Private and below Assistant Chief within sixty (60) days of the existence of a vacancy in the Table of Organization. If, however, there occurs a change in the Table of Organization which eliminates positions of rank and said positions of rank are eliminated within the sixty (60) day period afforded the Chief of the Department to fill a vacancy of rank, the Fire Chief shall have no obligation to fill the eliminated position.

Recruit classes shall be conducted as necessary to maintain manning levels. A recruit class shall be required in the event manning levels fall below 270, provided however, it is the parties' intention that classes be scheduled so as to allow a minimum of at least 4 students in each class.

If a vacancy occurs through an indefinite suspension for any reason, and the firefighter does not return to duty within ninety (90) days after the suspension date, then a new firefighter is to be hired to replace the suspended member to keep the force manned at capacity contract level. Then, if suspended member returns to duty after the ninety (90) day period, the over manned position will be reduced by attrition only, subject to budgetary constraints. The Union acknowledges and agrees that this paragraph shall be subject to the provisions of a Fire Merit System Ordinance as regards filling vacancies on a permanent or temporary basis and making permanent and temporary promotions. Seniority shall prevail under this Agreement regarding the right to recall and rehire on the Department and to attrition from the Department.

It is agreed that there shall be no lay-off of Evansville firefighters under this Contract at any time. The manning level will be established at Two Hundred Seventy-Three (273) firefighters, including the Fire Chief. The City of Evansville cannot go below the manning level of Two Hundred Seventy-Three (273) firefighters, unless the City would declare a fiscal emergency and any reduction pursuant to a fiscal emergency could only be done through attrition since there can be no lay-offs. The manning levels for future years will be subject to a negotiation on a year-to-year basis with no reduction in manpower levels on a year-to-year basis except through attrition.

It will be the policy of the Evansville Fire Department that no pumper, quint or ladder truck at a Fire Station shall be required to leave the Fire Station on an emergency run with less than Four (4) Firefighters on the apparatus. Exceptions to Four (4) Firefighters per apparatus will be subject to the current departmental policies.

Firefighters maybe used to assist other City departments where the utilization of Evansville Fire Department equipment will assist the City in the performance of those duties. No firefighter at any time may be required to perform any duties covered by any other Collective Bargaining Agreements including, but not limited to Teamsters Local 215 contract, FOP Lodge 73, and Transit Workers 280 contract. So long as firefighters are only required to operate and man fire department equipment, they will cooperate with the City in the performance of those duties.

No firefighter will be required to administer CPR unless said firefighter has a current, valid CPR certification. However, at the Chief's discretion, members of the Evansville Fire Department shall be required to take whatever necessary courses are required in order to receive a CPR certificate.

The City of Evansville shall not utilize volunteer firefighters or companies to man hose houses in the City of Evansville except upon a declaration of emergency or disaster by the Mayor or Safety Board.

The Employer and the Union agree that the employer will not assign, transfer or contract away any of the duties presently performed by the Firefighters who are employees of the Employer and work under the collective bargaining agreement between the Employer and the Union.

ARTICLE XI

SAFETY AND HEALTH

The Employer and the Union agree to cooperate to the fullest extent in the promotion of safety.

Three (3) employees representing the Union and three (3) representatives of the Employer shall comprise the Safety Committee.

The Safety Committee shall meet within thirty (30) calendar days of a safety issue being submitted in writing to the Fire Chief or his designee.

In order to have a safe place to work, the City agrees to comply with all laws applicable to its operations concerning the safety of employees covered by this Agreement. All such employees shall comply with all safety rules and regulations established by the City.

If an employee has justifiable reason to believe that the employee's safety and health are in danger due to an alleged unsafe working condition, or alleged unsafe equipment, the employee shall inform the immediate supervisor who shall have the responsibility to determine what action, if any, should be taken, including whether or not the job should be shut down.

A grievance involving an alleged violation of this Article may be submitted directly to Step 3 of the grievance procedure and a grievance hearing shall be promptly scheduled.

The City has made arrangements with several fitness centers in Evansville to provide services at a discount. The payment is set up through payroll deduction and the City subsidizes the fee.

The City shall maintain exercise equipment for each hose house. A committee of firefighters will be established to make recommendations to the Chief regarding the type of equipment. The Chief is not obligated to abide by the Committee's recommendation. The City of Evansville agrees to maintain and provide maintenance on exercise equipment. This will be performed by a certified technician.

ARTICLE XII

MANAGEMENT RIGHTS

It is recognized that the Employer has and will continue to retain the rights and responsibilities to direct the affairs of the Fire Department, in all of its various aspects. Among the rights retained by the Employer are the Employer's right to direct the working forces; to plan, direct and control all the operations and services of the Fire Department to determine the methods, means, organization, and personnel by which such operations and services are to be conducted; to change or eliminate existing methods, equipment or facilities, provided, however, that the exercise of any of the above rights shall not conflict with any of the express written provisions of this Agreement.

ARTICLE XIII

GRIEVANCE PROCEDURE

Grievances or disputes which may arise, in regard to the interpretation or violation of this Agreement, shall be settled in the following manner:

(a) Step I

The Union Grievance Committee upon receiving a written and signed petition, shall determine if a grievance exists. Any grievance petition shall be presented to the Committee within ten (10) work days after the occurrence of the event giving rise to the grievance or the grievance shall not be considered under this procedure and shall be waived.

(b) Step II

If the Union believes a grievance does exist, the Union shall, with or without the aggrieved person or persons in the bargaining unit, present the grievance in writing on the approved Grievance form to the Chief of the Fire Department or his designee for adjustment within ten (10) work days after the written and signed grievance petition has been presented to the Union Grievance Committee or the grievance shall not be considered under this procedure and shall be waived. The Employer shall serve a written response within ten (10) working days from receipt of said grievance upon the Union.

(c) Step III

If a settlement is not reached at Step II, the Union may present the written grievance to the Personnel Director of the City, or his designee, within ten (10) working days of receipt of the Fire Chief's response in Step II. The parties will meet on the grievance at this Step within ten (10) working days of the date the grievance is submitted to the Personnel Director. After the grievance meeting, the Personnel Director shall have ten (10) work days in which to gather all relevant information and to issue a decision, in writing, to the Union President.

(d) Step IV

If within ten (10) working days the grievance has not been settled, it then shall be submitted to the Fire Merit Commission for adjustment. The Fire Merit Commission shall have twenty-eight (28) days from receipt of a grievance to serve a response upon the responding party. If said action is not taken with twenty-eight (28) days by the Fire Merit Commission or the answer is not satisfactory to the grieving party, then the party processing the grievance may proceed to Step V.

(e) Step V

If the grievance is not settled in accordance with the foregoing procedure, the Union may refer the grievance to arbitration within ten (10) working days of receiving the Fire Merit Commission's decision in Step IV. The Union and the Employer shall then immediately forward a written request to the Federal Mediation and Conciliation Service to name a panel of five (5) arbitrators from which an arbitrator will be selected by the parties. Either party may reject one entire panel. An arbitrator shall be chosen by striking alternately. The order of striking shall be determined by a coin toss.

The decision of the arbitrator shall be rendered within thirty (30) days of the date of the hearing. The arbitrator's decision shall be final and binding on all parties, unless it is determined that said findings are in violation of law. The Union and Employer will share equally the cost for the services of the arbitration.

The arbitrator shall have no power to add to, subtract from, or modify the terms of this agreement or any supplemental agreement.

If the Employer does not answer a grievance or does not answer a grievance within the time limits set out in the grievance steps of this grievance procedure, then the grievance will be granted. If the Union does not reduce a grievance to writing or does not present the written grievance within the time limits set out in the grievance steps of this grievance procedure, then the grievance will either be waived or settled on the basis of the Employer's last answer.

The time limit in each Step may be extended by mutual written agreement of the Employer and the Union. The term "work days" as used in this Article shall mean the days Monday thru Friday inclusive and excludes Saturdays, Sundays and holidays on which City Hall is closed.

ARTICLE XIV

RIGHTS OF EMPLOYEES

All formal charges preferred against any member by the department shall be approved by the Chief of the Fire Department. The procedures and rights outlined in I.C. 36-8-3-4 shall be followed. The Fire Merit Ordinance shall control. In addition to the rights given by the above, the firefighter shall have the following rights:

1. (a) The firefighter shall be required to appear before the Fire Chief and his subordinates, if charges are instigated by them;
- (b) It shall not be mandatory for the firefighter to submit to a lie-detector test, psychological stress evaluation test, or any other mechanical or physical device or test for the purpose of determining veracity.

- (c) The City of Evansville reserves the right to conduct drug and alcohol testing pursuant to the Evansville Fire Department policy (as set forth at 100.008) which is incorporated herein by reference and will not change for the duration of this contract.

2. The order of due process is as follows:

- (a) The firefighter shall receive a written statement, hand delivered or left at the firefighter's last known place of residence, stating the facts, date, time and location of the occurrence or misconduct, and the time, date and location of the hearing with the Fire Chief;
- (b) During the interrogation, a firefighter shall have the privilege of having an attorney or other representative of the firefighter's choice present, and shall be entitled to record the firefighter's interrogation:
 - 1) Under no circumstances will any interrogation session be delayed in excess of forty-eight (48) hours because of the unavailability of the firefighter's attorney or representative;
 - 2) Each session of the interrogation of the firefighter shall be limited to two (2) hours' duration and shall be at least six-hour intervals between each session of the interrogation, unless agreed otherwise between the firefighter and the Chief of the Fire Department's office, or unless the seriousness of the investigation requires otherwise.
 - 3) The firefighter shall not be subject to having the firefighter's residence, private place of business (if any), private vehicle, or the locker space assigned to the firefighter by the Fire Department searched, unless a valid search warrant has been obtained or the firefighter voluntarily agrees to such a search.
 - 4) The Fire Chief, or the Chief's subordinates, shall not initiate any questioning of any member of the immediate family of the firefighter without the firefighter's written consent.
 - 5) Complaints investigated by the Chief of the Fire Department shall be handled as follows:
 - (a) Unfounded, exonerated and non-sustained complaints will be destroyed immediately;
 - (b) Sustained complaints will each be kept on file with the Chief of the Fire Department's office, and will be recorded on his permanent personnel record TO BE DESTROYED AT TERMINATION OF EMPLOYMENT WITH THE EVANSVILLE FIRE DEPARTMENT;
 - (c) Firefighter shall have an opportunity, at a reasonable time during office hours, to review that portion of the firefighter's active personnel file regarding any disciplinary action or reprimand which

the firefighter may have incurred. Rules and regulations stipulate conditions of promotion after disciplinary action;

- (d) During the firefighter's off-duty hours and while not in uniform, a firefighter shall be permitted to engage in such political activities as are not prohibited by law;
- (e) The date of hire for a firefighter who has been suspended shall not change and firefighters whose date of hire has changed as a result of a suspension shall be reinserted as the original date of hire;
- (f) If any notation or statement is placed in the personnel file of any firefighter, said firefighter shall be notified, within three (3) days of said notation, addition or removal from said personnel record of any record, of exactly what action has been taken in said firefighter's personnel file.

ARTICLE XV

PERSONNEL REDUCTION

In case of personnel reduction, the Employer agrees to be bound by the language contained in Article X. There shall be no lay-offs under this bargaining agreement. The President of the Union shall be given an up-to-date copy of the seniority list and shall maintain this list in the Union files.

ARTICLE XVI

PREVAILING RIGHTS

All rights, privileges, and working conditions enjoyed by the employees at the present time which are not included in this Agreement, shall remain in full force, unchanged and unaffected in any manner during the term of this Agreement, subject to Employer's rights under the laws of the State of Indiana to implement a Merit System.

ARTICLE XVII

SAVINGS CLAUSE

If any provision of this 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 this Agreement shall remain in full force and effect.

ARTICLE XVIII

INDEMNIFICATION

The City of Evansville has duly adopted an Ordinance providing for indemnification of persons employed by the City of Evansville and acting within the scope of their employment. This "Indemnification Ordinance" can be found at MCE 1982 Section 30.268.

ARTICLE XIX

APPENDICES AND AMENDMENTS

All appendices and amendments to this Agreement shall be numbered or lettered, dated and signed by the responsible parties, and shall be subject to all the provisions of this Agreement.

ARTICLE XX

AGREEMENT BINDING ON SUCCESSORS AND ASSIGNEES
OF BOTH PARTIES REGARDLESS OF CHANGES IN MANAGEMENT,
CONSOLIDATION, MERGER, TRANSFER, ANNEXATION AND LOCATION

This Agreement shall be binding upon the successors and assigns of the parties hereto, and no provisions, terms or obligations herein contained shall be affected, modified, altered, or changed in any respect whatsoever by the consolidation, merger, annexation, transfer, or assignment of either party hereto.

ARTICLE XXI

NO STRIKES

It is agreed that there shall be no strikes or walkouts directed against the Employer by any of the employees covered by this Agreement. In addition, there shall be no lockouts by the Employer.

ARTICLE XXII

FURNITURE AND DUMPSTERS

The City of Evansville will in cooperation with Firefighters Local 357, evaluate the furniture needs of each hose house and funds will be provided to replace essential furniture as determined by a committee designated for this purpose. Not less than \$6,000.00 per year will be designated for the replacement of essential furniture. Essential furniture includes, but is not limited to beds, drapes, and other furnishings as approved by the Fire Chief.

The Employer will provide a dumpster at each hose house for the disposal of waste.

ARTICLE XXIII

TIME-OUTS

Time-Outs will be handled on a seniority basis subject to departmental policies. Departmental policy is that Time-Outs will be given from the apparatus that has the available firefighter, and the firefighter with the least seniority on that apparatus will make the Time-Out. Captains and Drivers will not be included in the Time-Outs. Squad personnel will not be included in the Time-Outs unless no other personnel are available, but squad personnel may be moved between squads and in-house moves.

It is agreed that Privates will move for Privates, and Lieutenants will move for Company Officers. If no Private is available, the Lieutenant with the least seniority who is available will make the move. All moves will be made with the firefighter who is available. A Private who accepts promotion to Lieutenant will be exempt from Time-Outs for the first sixty (60) days of the one (1) year probationary period.

ARTICLE XXIV

LABOR-MANAGEMENT COMMITTEE

The Employer will work with the firefighters' representatives to develop and implement a mutually agreeable Labor-Management Committee. This Committee shall meet within thirty (30) calendar days of an issue being submitted in writing to the Fire Chief or his designee.

ARTICLE XXV

CHIEF NOT REPRESENTED BY BARGAINING UNIT

The positions of Chief and Assistant Chief are not recognized as being represented by the bargaining unit. These positions shall be subject to this agreement; however, the parties acknowledge that the benefits received by the Chief and Assistant Chief are not the result of the bargaining unit's efforts. When a firefighter is appointed to the position of Chief or Assistant Chief, the firefighter will receive a withdrawal card from the Union. At such time as the firefighter is removed from the position of Fire Chief or Assistant Fire Chief and returned to the ranks, the firefighter will be reinstated into the Union, and during the time of leave, the Chief and Assistant Chief will not be subject to any union dues or service charge, however, the Chief and Assistant Chief shall be subject to the requirements of the union for reinstatement.

ARTICLE XXVI

MILEAGE ALLOWANCE

Employees required to use their private automobiles for Fire Department business or as a necessity in changing stations will be compensated at the IRS allowable rate. Mileage logs must be maintained and submitted with an approved City of Evansville claim form on an annual basis prior to

any payment. Mileage may be claimed only for required movements during the assigned shift (not to or from work) based on a mileage chart to be developed and mutually agreed upon. Mileage shall not be paid to Union officers performing travel for Union activities.

ARTICLE XXVII

INCENTIVE PAY

The City of Evansville will pay an annual amount for fire-science related attained degrees according to the following schedule:

Associate Degree	\$ 500.00
Baccalaureate Degree	\$1,000.00
Masters Degree	\$1,500.00

The incentive will be paid by dividing the earned education incentive amount by the number of pay periods in a calendar year. This amount will then be included on each pay for the calendar year. A Firefighter obtaining a degree during the calendar year will receive a prorated education incentive amount for the remaining pay periods in that year.

Regardless of the number of degrees obtained, a firefighter will receive only one education incentive amount (highest degree attained).

Annually, a \$35 training incentive will be paid for state-approved Masters Classes and for classes or certifications approved by the Chief; \$100 will be paid for EMT Certification; The \$100 EMT certification incentive will be paid annually to fire fighters whose hire date is before July 1, 2009 and who are holding such certification. Firefighters hired on or after July 1, 2009 are not eligible for the incentive pay due to the EMT Certification being a condition of employment.

Special Team members will receive the sum of \$200 for each team assignment. Special Team Leaders will receive \$400 (which includes their Special Team pay).

A list of the approved classes and certifications will be posted in each fire station. The above mentioned minimum payments can be increased, at the discretion of the Chief, depending upon the needs of the Department. Incentive pay will be awarded with the December clothing allowance payment.

ARTICLE XXVIII

EMPLOYEE ASSISTANCE PROGRAM

The City will provide access to an Employee Assistance Program at a cost to the City not to exceed \$16 per employee per year.

ARTICLE XXIX

UNIFORMS/PERSONAL PROTECTIVE EQUIPMENT

The City of Evansville hereby agrees that it will replace damaged uniforms and equipment of a firefighter during any authorized haz-mat incident. The City will replace the approved equipment or clothing that is contaminated based upon proof provided by the firefighter that the clothing or equipment was contaminated and requires replacement. Damaged or destroyed equipment and/or uniforms will be surrendered to the Fire Department no later than the time of replacement.

The City of Evansville agrees that any change in required uniforms will be negotiated with representatives of firefighters, Local 357, prior to such changes becoming effective.

Each new Firefighter who is appointed to and accepted by the Department, shall receive a basic issue of uniforms subject to the written agreement between the Firefighter's Union and the City as amended from time to time for clothing intended and agreed to satisfy this requirement.

The City and the Firefighters agree a Quartermaster System providing for the advanced cleaning, repair, purchase and distribution of issued PPE the cost of which shall be the responsibility of the Evansville Fire Department. The issued personal protective equipment (PPE) will include helmet, hood, coat, pants, suspenders, boots and gloves.

ARTICLE XXX

VACATIONS

Employees shall be entitled to a paid vacation as follows:

An employee with more than one (1) year but less than five (5) years of continuous service with the Employer shall be entitled to two (2) weeks' vacation. A new employee does not accrue vacation during the 12 month probationary period. Upon successful completion of the 12 month probationary period, the employee will receive pro rata (i.e. one-twelfth) of the two (2) week vacation allowance per month for each of the remaining months of the calendar year in which they complete their probationary period.

An employee with five (5) but less than ten (10) years of continuous service with the Employer shall be entitled to three (3) weeks' vacation.

An employee with ten (10) years but less than fifteen (15) years of continuous service with the Employer shall be entitled to four (4) weeks' vacation.

An employee with fifteen (15) years but less than twenty (20) years of continuous service with the Employer shall be entitled to five (5) weeks' vacation.

An employee with twenty (20) or more years of continuous service with the Employer shall be entitled to six (6) weeks' vacation.

For purposes of this Agreement, a vacation will be defined as the four (4) days immediately preceding any number of three (3) day sets of vacation pick, and the four (4) days immediately

following the last three (3) day set. During this time, the firefighter will not work or be subject to call.

Firefighters shall be allowed to trade up to two (2) vacation days in one (1) vacation period with a firefighter on the same apparatus.

When any firefighter reaches an anniversary date of hire and is entitled to additional vacation time, such additional vacation time shall be granted and taken prior to the end of the current calendar year.

The accrual of paid leave time during any absence without pay will be determined by the Safety Board.

Vacation Cancellation - In the case of an emergency as determined by the Mayor, the Fire Chief may cancel and reschedule any or all approved vacation leaves in advance of their being taken. In the event of such cancellations, the cancellations, and the rescheduling would be accomplished based upon and consistent with the priority orders which were established for each vacation leave request in accordance with the previous Section.

Vacation Call-Back - Except in the case of an emergency as determined by the Mayor, no employee shall be required to return to and appear for work during their scheduled vacation period once it has begun (including any holidays or other days off which constitute a part of the vacation period).

Separation From Service - Any employee who is laid off, resigns, retires, or is otherwise separated from the service of the City, shall receive vacation pay for all of their accrued vacation upon their separation from employment with the City. The amount of payment for all unused vacation shall be calculated based upon the employee's regular straight time hourly rate of pay in effect for the employee's regular job, on the last work day of the employee's employment. Payment shall not be made to any employee terminated for just cause or who resigns in lieu of termination for just cause.

Firefighters with three (3) weeks or less of vacation may use no more than one (1) week of vacation at a rate of one (1) day at time, firefighters with four (4) weeks or more of vacation may use no more than two (2) weeks of vacation at a rate of one (1) day at time, subject to departmental policies, and proper staffing levels. Department policy is as follows: Policy allows for eleven (11) vacation slots per day, per shift. All vacations must be drawn in accordance with present policy, and after all vacations are scheduled, any day in which the eleven (11) vacation slots are not filled may be taken by a firefighter who meets the four (4) weeks requirement, trading one (1) previously scheduled period at a time of the firefighter's choice. This will be accomplished by submitting the proper forms to the Battalion Chief.

Vacation/Compensatory Time Bank Exchange - A firefighter who does not have a compensatory time balance may convert one (1) day of available vacation at a time to a Compensatory Time Bank (24 hours for suppression personnel and 8 hours for prevention personnel). Additional available vacation days may be converted after all Compensatory Time Bank time has been used. Converted time cannot be sold or become part of the City Buyout Plan.

ARTICLE XXXI

HOLIDAYS

The City will pay sixteen (16) Holidays at the rate of one hundred dollars (\$100) per Holiday for working a full twenty-four hour shift on duty. The Holidays will be paid for the actual calendar day of the Holiday. The paid Holidays are listed below:

New Year's Day	President's Day
Martin Luther King, Jr. Day	Good Friday
Easter	Memorial Day
Primary Election Day	Independence Day
General Election Day	Labor Day
Day after Thanksgiving	Thanksgiving Day
Christmas Eve	Christmas Day
New Year's Eve	Employee's Birthday

For individuals in Suppression Division, there will be additional holidays for Easter and the employee's birthday. For those in the Administrative Division, the additional holidays will be Columbus Day and the Employee's birthday.

ARTICLE XXXII

LIFE INSURANCE

The current group term life insurance coverage provided by the Employer for the employees shall be continued in effect during the term of this Agreement with the death benefits in the sum of Forty Thousand Dollars (\$40,000.00) for each employee at a cost of One Dollar (\$1.00) per month for each employee. Said group term life insurance shall pay twice the benefit of Forty Thousand Dollars (\$40,000.00) in the event of the accidental death of the covered person.

ARTICLE XXXIII

WORKING OUT OF CLASSIFICATION

Any person covered by this Agreement who accepts the responsibilities and carries out the duties of a position or rank above that which the firefighter normally holds shall be paid at the rate for that position or rank while so acting, or as long as the firefighter is responsible for said position or rank. The time gained for working out of classification shall be cumulative if less than six (6) hours. Six (6) hours or more up to twenty-four (24) hours, the firefighter will be paid for a full twenty-four (24) hour period. Cumulative time earned in excess of six (6) hours shall be paid at the rate of one (1) twenty-four (24) hour day. The money shall be paid the next full pay period following the last Friday of each month. The payments for the firefighter working out of classification shall be based upon the longevity of the firefighter involved. This paragraph shall not apply to the rank of Lieutenant when such rank is established by the Safety Board.

ARTICLE XXXIV

CLOTHING ALLOWANCE

Beginning in 2017 the Clothing Allowance amount due to each firefighter will increase to \$1,100 from the present \$1,000 annually paid in one-half (1/2) increments on the second Friday of June and the second Friday of December to those employees entitled to receive said payments.

ARTICLE XXXV

OFF-DUTY TIME

For every hour of off-duty time a firefighter works for third, fourth or fifth alarm fires or for mandatory off-duty training, or for Fire Department related court appearances, the firefighter shall receive two (2) hours of compensatory off time. Training necessary to maintain the certification for EMT shall be considered off-duty training. Any unused off-duty time that any firefighter has shall be carried over at the end of the year to the following year, or said firefighter shall be paid for unused off-duty time at the firefighter's regular hourly rate.

Firefighters, at the discretion of the Chief and according to manpower levels, will be allowed time off from work for attending schooling relating to firefighting duties. Any schooling or seminars must be approved by the Chief of the Evansville Fire Department before any firefighters will be allowed to have time off from work for attending these schools. If the Chief approves a school and a firefighter attending the same, the firefighter will be paid at the firefighter's normal rate of pay for days attending school if the firefighter would have been on duty for the Evansville Fire Department at that time. Firefighters who submit written request, no less than eight (8) days in advance of approved Fire Department related school or training shall be provided time-off to attend such training subject to the approval of the Fire Chief and subject to the available manpower. If said eight (8) day's notice is given, the training or schooling is approved by the Chief, the training or schooling relates to the firefighter's current assignment and the City does not incur any expense as a result of the firefighter attending such schooling or training, then for every hour of off-duty time a firefighter spends in said approved schooling or training, the firefighter shall receive two (2) hours of compensatory time off.

ARTICLE XXXVI

REASSIGNMENT OF DUTY

In the event of a permanent move not requested by the individual, the Fire Department shall adhere to General Order 300.001 regarding mandatory transfers.

ARTICLE XXXVII

HOSPITALIZATION/MAJOR MEDICAL PLAN

The Firefighters will participate in the City of Evansville health benefits plan provided to employees of the City of Evansville under the self-insured group medical plan (including Dental and Vision) subject to the normal eligibility requirements of the plan and payment of the monthly rates set forth below for 2016::

	BASIC	BUY-UP
EE Only	\$37.23	\$43.23
EE + 1	\$48.46	\$60.66
EE + 2	\$55.13	\$70.13

Firefighters shall be entitled to receive health benefits by payment of monthly rates which are no less favorable than those provided under any labor agreement with the City of Evansville for the employees participating in the City’s self-insured group medical plan. Provided however, the operation of this paragraph shall not result in any reduction below the monthly rates presently set forth above during the life of this Agreement.

The monthly retiree health insurance rates for those retirees who retired prior to January 1, 1991, shall be as follows for 2016:

	BASIC	BUY-UP
Single – Under 65	\$101.06	\$107.06
Single - Over 65	\$48.62	\$54.62
Family – Under 65	\$140.80	\$155.80
Family – Over 65	\$68.98	\$83.98

Supplement Accident – 100% of first \$250.00 per accident, then covered same as major medical.

The provisions of this Article are subject to negotiations as written in Article XXXIX, Paragraph 3, Duration of Agreement.

ARTICLE XXXVIII

RETIREE HEALTH INSURANCE

All active Firefighters who retire after January 1, 1991, will be covered by the City of Evansville Hospitalization/Major Medical Plan, as amended (“City Plan”) upon their payment of the monthly retiree health insurance rates for those retirees who retired prior to January 1, 1991, as set out in Article XXXVII HOSPITALIZATION/MAJOR MEDICAL PLAN with the table rates for the various categories set out in said table for the different plans involved, i.e., Basic and Buy-Up, for 2016. Such retiree has the choice to elect to opt out of the City Plan and if he or she does so, they will execute and sign a waiver of such City Plan health insurance and will not be eligible and covered by the City Plan’s health insurance.

ARTICLE XXXIX

DURATION OF AGREEMENT

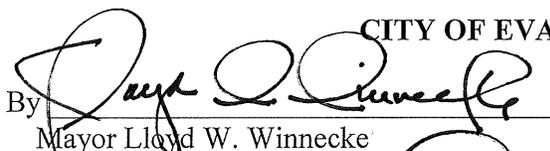
THIS AGREEMENT will be effective January 1, 2016, for a period of three (3) years through and including December 31, 2018. In the event neither party notifies the other in writing of its intention and desire to modify this Agreement at least sixty (60) days prior to December 31, 2018, the Agreement shall continue in effect for a period of one (1) additional year, provided however, this Agreement shall in any event end no later than December 31, 2019. This Agreement is reopened annually with regard to wages and health benefits to accommodate any changes to the employee health benefit plan implemented for City Employees.

This Agreement supersedes all prior agreements between the parties.

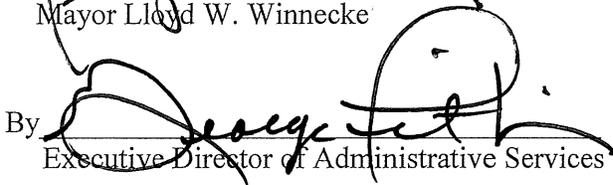
IN WITNESS WHEREOF, the parties have caused the execution of this Agreement by their duly authorized representatives and agents in the City of Evansville, Indiana, on the date written below.

IN WITNESS HEREOF, the parties hereto have executed this Agreement on the _____ day of _____, 2016.

CITY OF EVANSVILLE, INDIANA

By 
Mayor Lloyd W. Winnecke

By _____
President, Common Council
City of Evansville

By 
Executive Director of Administrative Services

**MEMBERS OF THE COMMON COUNCIL
OF THE CITY OF EVANSVILLE, INDIANA**

By 
City Controller

By 
Chief, Evansville Fire Department

ATTEST:

City Clerk

MEMBERS OF THE BOARD OF PUBLIC SAFETY

ATTEST:

Clerk

**INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
LOCAL NO. 357**

By 
President

BOARD OF DIRECTORS

EVANSVILLE FIRE MERIT COMMISSION

EVANSVILLE FIRE DEPARTMENT
2016 Pay Scale

	Base	56-hours <u>Total</u>	40-hours <u>Longevity</u>	40-hours <u>Total</u>	<u>Longevity</u>	Bi-weekly	Daily	<u>Per Pay</u>	<u>Longevity</u>
<u>PROBATIONARY FIREFIGHTER</u>									
	45,889	\$15.7586				\$1,764.96	\$ 125.72	\$	-
<u>FIRST CLASS FIREFIGHTER</u>									
1-2	48,389	\$16.6171				\$1,861.12	\$ 132.57	\$	-
3-4-5	50,931	\$17.4900	\$0.8729			\$1,958.88	\$ 139.54	\$	97.77
6-7-8	51,833	\$17.7998	\$1.1827			\$1,993.58	\$ 142.01	\$	132.46
9-10-11	52,398	\$17.9938	\$1.3767			\$2,015.31	\$ 143.56	\$	154.19
12-13-14	52,965	\$18.1885	\$1.5714			\$2,037.12	\$ 145.11	\$	176.00
15-16-17	53,532	\$18.3832	\$1.7661			\$2,058.92	\$ 146.66	\$	197.81
18-19	54,098	\$18.5776	\$1.9605			\$2,080.69	\$ 148.21	\$	219.58
20 & OVER	59,188	\$20.3255	\$3.7084			\$2,276.46	\$ 162.16	\$	415.35
<u>LIEUTENANT</u>									
1-2	50,488	\$17.3379				\$1,941.85	\$ 138.32	\$	-
3-4-5	53,030	\$18.2109	\$0.8729			\$2,039.62	\$ 145.29	\$	97.77
6-7-8	53,932	\$18.5206	\$1.1827			\$2,074.31	\$ 147.76	\$	132.46
9-10-11	54,497	\$18.7146	\$1.3767			\$2,096.04	\$ 149.31	\$	154.19
12-13-14	55,064	\$18.9093	\$1.5714			\$2,117.85	\$ 150.86	\$	176.00
15-16-17	55,631	\$19.1041	\$1.7661			\$2,139.65	\$ 152.41	\$	197.81
18-19	56,197	\$19.2984	\$1.9605			\$2,161.42	\$ 153.96	\$	219.58
20 & OVER	61,287	\$21.0464	\$3.7084			\$2,357.19	\$ 167.91	\$	415.35
<u>CAPTAIN</u>									
1-2	52,630	\$18.0735				\$2,024.23	\$ 144.19	\$	-
3-4-5	55,172	\$18.9464	\$0.8729			\$2,122.00	\$ 151.16	\$	97.77
6-7-8	56,074	\$19.2562	\$1.1827			\$2,156.69	\$ 153.63	\$	132.46
9-10-11	56,639	\$19.4502	\$1.3767			\$2,178.42	\$ 155.18	\$	154.19
12-13-14	57,206	\$19.6449	\$1.5714			\$2,200.23	\$ 156.73	\$	176.00
15-16-17	57,773	\$19.8396	\$1.7661			\$2,222.04	\$ 158.28	\$	197.81
18-19	58,339	\$20.0340	\$1.9605			\$2,243.81	\$ 159.83	\$	219.58
20 & OVER	63,429	\$21.7819	\$3.7084			\$2,439.58	\$ 173.78	\$	415.35
<u>INSPECTOR, FIRE INVESTIGATION</u>									
1-2	57,260	\$19.6635		\$27.5288		\$2,202.31	\$ 156.88	\$	-
3-4-5	59,802	\$20.5364	\$0.8729	\$28.7510	\$1.2221	\$2,300.08	\$ 163.84	\$	97.77
6-7-8	60,704	\$20.8462	\$1.1827	\$29.1846	\$1.6558	\$2,334.77	\$ 166.31	\$	132.46
9-10-11	61,269	\$21.0402	\$1.3767	\$29.4563	\$1.9274	\$2,356.50	\$ 167.86	\$	154.19
12-13-14	61,836	\$21.2349	\$1.5714	\$29.7288	\$2.2000	\$2,378.31	\$ 169.41	\$	176.00
15-16-17	62,403	\$21.4296	\$1.7661	\$30.0014	\$2.4726	\$2,400.12	\$ 170.97	\$	197.81
18-19	62,969	\$21.6240	\$1.9605	\$30.2736	\$2.7447	\$2,421.88	\$ 172.52	\$	219.58
20 & OVER	68,059	\$23.3719	\$3.7084	\$32.7207	\$5.1918	\$2,617.65	\$ 186.46	\$	415.35

INSTRUCTOR

1-2	62,257			\$29.9313		\$2,394.50	\$ 170.57	\$ -
3-4-5	64,799			\$31.1534	\$1.2221	\$2,492.27	\$ 177.53	\$ 97.77
6-7-8	65,701			\$31.5870	\$1.6558	\$2,526.96	\$ 180.00	\$ 132.46
9-10-11	66,266			\$31.8587	\$1.9274	\$2,548.69	\$ 181.55	\$ 154.19
12-13-14	66,833			\$32.1313	\$2.2000	\$2,570.50	\$ 183.10	\$ 176.00
15-16-17	67,400			\$32.4038	\$2.4726	\$2,592.31	\$ 184.66	\$ 197.81
18-19	67,966			\$32.6760	\$2.7447	\$2,614.08	\$ 186.21	\$ 219.58
20 & OVER	73,056			\$35.1231	\$5.1918	\$2,809.85	\$ 200.15	\$ 415.35

DISTRICT CHIEF

1-2	67,657	\$23.2339		\$32.5274		\$2,602.19	\$ 185.36	\$ -
3-4-5	70,199	\$24.1068	\$0.8729	\$33.7495	\$1.2221	\$2,699.96	\$ 192.33	\$ 97.77
6-7-8	71,101	\$24.4166	\$1.1827	\$34.1832	\$1.6558	\$2,734.65	\$ 194.80	\$ 132.46
9-10-11	71,666	\$24.6106	\$1.3767	\$34.4548	\$1.9274	\$2,756.38	\$ 196.35	\$ 154.19
12-13-14	72,233	\$24.8053	\$1.5714	\$34.7274	\$2.2000	\$2,778.19	\$ 197.90	\$ 176.00
15-16-17	72,800	\$25.0000	\$1.7661	\$35.0000	\$2.4726	\$2,800.00	\$ 199.45	\$ 197.81
18-19	73,366	\$25.1944	\$1.9605	\$35.2721	\$2.7447	\$2,821.77	\$ 201.00	\$ 219.58
20 & OVER	78,456	\$26.9423	\$3.7084	\$37.7192	\$5.1918	\$3,017.54	\$ 214.95	\$ 415.35

BATTALION CHIEF

1-2	73,486			\$35.3298		\$2,826.38	\$ 201.33	\$ -
3-4-5	76,028			\$36.5519	\$1.2221	\$2,924.15	\$ 208.30	\$ 97.77
6-7-8	76,930			\$36.9856	\$1.6558	\$2,958.85	\$ 210.77	\$ 132.46
9-10-11	77,495			\$37.2572	\$1.9274	\$2,980.58	\$ 212.32	\$ 154.19
12-13-14	78,062			\$37.5298	\$2.2000	\$3,002.38	\$ 213.87	\$ 176.00
15-16-17	78,629			\$37.8024	\$2.4726	\$3,024.19	\$ 215.42	\$ 197.81
18-19	79,195			\$38.0745	\$2.7447	\$3,045.96	\$ 216.97	\$ 219.58
20 & OVER	84,285			\$40.5216	\$5.1918	\$3,241.73	\$ 230.92	\$ 415.35

EVANSVILLE FIRE DEPARTMENT
2017 Pay Scale

	Base	56-hours <u>Total</u>	40-hours <u>Longevity</u>	40-hours <u>Total</u>	<u>Longevity</u>	Bi-weekly	Daily	<u>Per Pay</u>	<u>Longevity</u>
<u>PROBATIONARY FIREFIGHTER</u>									
	46,481	\$15.9619				\$1,787.73	\$ 127.35	\$	-
<u>FIRST CLASS FIREFIGHTER</u>									
1-2	48,981	\$16.8204				\$1,883.88	\$ 134.19	\$	-
3-4-5	51,523	\$17.6933	\$0.8729			\$1,981.65	\$ 141.16	\$	97.77
6-7-8	52,425	\$18.0031	\$1.1827			\$2,016.35	\$ 143.63	\$	132.46
9-10-11	52,990	\$18.1971	\$1.3767			\$2,038.08	\$ 145.18	\$	154.19
12-13-14	53,557	\$18.3918	\$1.5714			\$2,059.88	\$ 146.73	\$	176.00
15-16-17	54,124	\$18.5865	\$1.7661			\$2,081.69	\$ 148.28	\$	197.81
18-19	54,690	\$18.7809	\$1.9605			\$2,103.46	\$ 149.84	\$	219.58
20 & OVER	59,780	\$20.5288	\$3.7084			\$2,299.23	\$ 163.78	\$	415.35
<u>LIEUTENANT</u>									
1-2	51,080	\$17.5412				\$1,964.62	\$ 139.95	\$	-
3-4-5	53,622	\$18.4141	\$0.8729			\$2,062.38	\$ 146.91	\$	97.77
6-7-8	54,524	\$18.7239	\$1.1827			\$2,097.08	\$ 149.38	\$	132.46
9-10-11	55,089	\$18.9179	\$1.3767			\$2,118.81	\$ 150.93	\$	154.19
12-13-14	55,656	\$19.1126	\$1.5714			\$2,140.62	\$ 152.48	\$	176.00
15-16-17	56,223	\$19.3073	\$1.7661			\$2,162.42	\$ 154.04	\$	197.81
18-19	56,789	\$19.5017	\$1.9605			\$2,184.19	\$ 155.59	\$	219.58
20 & OVER	61,879	\$21.2497	\$3.7084			\$2,379.96	\$ 169.53	\$	415.35
<u>CAPTAIN</u>									
1-2	53,222	\$18.2768				\$2,047.00	\$ 145.81	\$	-
3-4-5	55,764	\$19.1497	\$0.8729			\$2,144.77	\$ 152.78	\$	97.77
6-7-8	56,666	\$19.4595	\$1.1827			\$2,179.46	\$ 155.25	\$	132.46
9-10-11	57,231	\$19.6535	\$1.3767			\$2,201.19	\$ 156.80	\$	154.19
12-13-14	57,798	\$19.8482	\$1.5714			\$2,223.00	\$ 158.35	\$	176.00
15-16-17	58,365	\$20.0429	\$1.7661			\$2,244.81	\$ 159.90	\$	197.81
18-19	58,931	\$20.2373	\$1.9605			\$2,266.58	\$ 161.45	\$	219.58
20 & OVER	64,021	\$21.9852	\$3.7084			\$2,462.35	\$ 175.40	\$	415.35
<u>INSPECTOR, FIRE INVESTIGATION</u>									
1-2	57,852	\$19.8668		\$27.8135		\$2,225.08	\$ 158.50	\$	-
3-4-5	60,394	\$20.7397	\$0.8729	\$29.0356	\$1.2221	\$2,322.85	\$ 165.46	\$	97.77
6-7-8	61,296	\$21.0495	\$1.1827	\$29.4692	\$1.6558	\$2,357.54	\$ 167.93	\$	132.46
9-10-11	61,861	\$21.2435	\$1.3767	\$29.7409	\$1.9274	\$2,379.27	\$ 169.48	\$	154.19
12-13-14	62,428	\$21.4382	\$1.5714	\$30.0135	\$2.2000	\$2,401.08	\$ 171.04	\$	176.00
15-16-17	62,995	\$21.6329	\$1.7661	\$30.2861	\$2.4726	\$2,422.88	\$ 172.59	\$	197.81
18-19	63,561	\$21.8273	\$1.9605	\$30.5582	\$2.7447	\$2,444.65	\$ 174.14	\$	219.58
20 & OVER	68,651	\$23.5752	\$3.7084	\$33.0053	\$5.1918	\$2,640.42	\$ 188.08	\$	415.35

INSTRUCTOR

1-2	62,849			\$30.2159		\$2,417.27	\$ 172.19	\$ -
3-4-5	65,391			\$31.4380	\$1.2221	\$2,515.04	\$ 179.15	\$ 97.77
6-7-8	66,293			\$31.8716	\$1.6558	\$2,549.73	\$ 181.62	\$ 132.46
9-10-11	66,858			\$32.1433	\$1.9274	\$2,571.46	\$ 183.17	\$ 154.19
12-13-14	67,425			\$32.4159	\$2.2000	\$2,593.27	\$ 184.73	\$ 176.00
15-16-17	67,992			\$32.6885	\$2.4726	\$2,615.08	\$ 186.28	\$ 197.81
18-19	68,558			\$32.9606	\$2.7447	\$2,636.85	\$ 187.83	\$ 219.58
20 & OVER	73,648			\$35.4077	\$5.1918	\$2,832.62	\$ 201.78	\$ 415.35

DISTRICT CHIEF

1-2	68,249	\$23.4372		\$32.8120		\$2,624.96	\$ 186.98	\$ -
3-4-5	70,791	\$24.3101	\$0.8729	\$34.0341	\$1.2221	\$2,722.73	\$ 193.95	\$ 97.77
6-7-8	71,693	\$24.6198	\$1.1827	\$34.4678	\$1.6558	\$2,757.42	\$ 196.42	\$ 132.46
9-10-11	72,258	\$24.8139	\$1.3767	\$34.7394	\$1.9274	\$2,779.15	\$ 197.97	\$ 154.19
12-13-14	72,825	\$25.0086	\$1.5714	\$35.0120	\$2.2000	\$2,800.96	\$ 199.52	\$ 176.00
15-16-17	73,392	\$25.2033	\$1.7661	\$35.2846	\$2.4726	\$2,822.77	\$ 201.07	\$ 197.81
18-19	73,958	\$25.3977	\$1.9605	\$35.5567	\$2.7447	\$2,844.54	\$ 202.62	\$ 219.58
20 & OVER	79,048	\$27.1456	\$3.7084	\$38.0038	\$5.1918	\$3,040.31	\$ 216.57	\$ 415.35

BATTALION CHIEF

1-2	74,078			\$35.6144		\$2,849.15	\$ 202.95	\$ -
3-4-5	76,620			\$36.8365	\$1.2221	\$2,946.92	\$ 209.92	\$ 97.77
6-7-8	77,522			\$37.2702	\$1.6558	\$2,981.62	\$ 212.39	\$ 132.46
9-10-11	78,087			\$37.5418	\$1.9274	\$3,003.35	\$ 213.94	\$ 154.19
12-13-14	78,654			\$37.8144	\$2.2000	\$3,025.15	\$ 215.49	\$ 176.00
15-16-17	79,221			\$38.0870	\$2.4726	\$3,046.96	\$ 217.04	\$ 197.81
18-19	79,787			\$38.3591	\$2.7447	\$3,068.73	\$ 218.59	\$ 219.58
20 & OVER	84,877			\$40.8063	\$5.1918	\$3,264.50	\$ 232.54	\$ 415.35

EVANSVILLE FIRE DEPARTMENT
2018 Pay Scale

	Base	56-hours <u>Total</u>	40-hours <u>Longevity</u>	40-hours <u>Total</u>	<u>Longevity</u>	Bi-weekly	Daily	<u>Per Pay</u>	<u>Longevity</u>
<u>PROBATIONARY FIREFIGHTER</u>									
	47,079	\$16.1672				\$1,810.73	\$ 128.98	\$	-
<u>FIRST CLASS FIREFIGHTER</u>									
1-2	49,579	\$17.0258				\$1,906.88	\$ 135.83	\$	-
3-4-5	52,121	\$17.8987	\$0.8729			\$2,004.65	\$ 142.80	\$	97.77
6-7-8	53,023	\$18.2084	\$1.1827			\$2,039.35	\$ 145.27	\$	132.46
9-10-11	53,588	\$18.4025	\$1.3767			\$2,061.08	\$ 146.82	\$	154.19
12-13-14	54,155	\$18.5972	\$1.5714			\$2,082.88	\$ 148.37	\$	176.00
15-16-17	54,722	\$18.7919	\$1.7661			\$2,104.69	\$ 149.92	\$	197.81
18-19	55,288	\$18.9863	\$1.9605			\$2,126.46	\$ 151.47	\$	219.58
20 & OVER	60,378	\$20.7342	\$3.7084			\$2,322.23	\$ 165.42	\$	415.35
<u>LIEUTENANT</u>									
1-2	51,678	\$17.7466				\$1,987.62	\$ 141.58	\$	-
3-4-5	54,220	\$18.6195	\$0.8729			\$2,085.38	\$ 148.55	\$	97.77
6-7-8	55,122	\$18.9293	\$1.1827			\$2,120.08	\$ 151.02	\$	132.46
9-10-11	55,687	\$19.1233	\$1.3767			\$2,141.81	\$ 152.57	\$	154.19
12-13-14	56,254	\$19.3180	\$1.5714			\$2,163.62	\$ 154.12	\$	176.00
15-16-17	56,821	\$19.5127	\$1.7661			\$2,185.42	\$ 155.67	\$	197.81
18-19	57,387	\$19.7071	\$1.9605			\$2,207.19	\$ 157.22	\$	219.58
20 & OVER	62,477	\$21.4550	\$3.7084			\$2,402.96	\$ 171.17	\$	415.35
<u>CAPTAIN</u>									
1-2	53,820	\$18.4821				\$2,070.00	\$ 147.45	\$	-
3-4-5	56,362	\$19.3551	\$0.8729			\$2,167.77	\$ 154.42	\$	97.77
6-7-8	57,264	\$19.6648	\$1.1827			\$2,202.46	\$ 156.89	\$	132.46
9-10-11	57,829	\$19.8589	\$1.3767			\$2,224.19	\$ 158.44	\$	154.19
12-13-14	58,396	\$20.0536	\$1.5714			\$2,246.00	\$ 159.99	\$	176.00
15-16-17	58,963	\$20.2483	\$1.7661			\$2,267.81	\$ 161.54	\$	197.81
18-19	59,529	\$20.4427	\$1.9605			\$2,289.58	\$ 163.09	\$	219.58
20 & OVER	64,619	\$22.1906	\$3.7084			\$2,485.35	\$ 177.04	\$	415.35
<u>INSPECTOR, FIRE INVESTIGATION</u>									
1-2	58,450	\$20.0721		\$28.1010		\$2,248.08	\$ 160.14	\$	-
3-4-5	60,992	\$20.9451	\$0.8729	\$29.3231	\$1.2221	\$2,345.85	\$ 167.10	\$	97.77
6-7-8	61,894	\$21.2548	\$1.1827	\$29.7567	\$1.6558	\$2,380.54	\$ 169.57	\$	132.46
9-10-11	62,459	\$21.4488	\$1.3767	\$30.0284	\$1.9274	\$2,402.27	\$ 171.12	\$	154.19
12-13-14	63,026	\$21.6435	\$1.5714	\$30.3010	\$2.2000	\$2,424.08	\$ 172.67	\$	176.00
15-16-17	63,593	\$21.8383	\$1.7661	\$30.5736	\$2.4726	\$2,445.88	\$ 174.23	\$	197.81
18-19	64,159	\$22.0326	\$1.9605	\$30.8457	\$2.7447	\$2,467.65	\$ 175.78	\$	219.58
20 & OVER	69,249	\$23.7806	\$3.7084	\$33.2928	\$5.1918	\$2,663.42	\$ 189.72	\$	415.35

INSTRUCTOR

1-2	63,447			\$30.5034		\$2,440.27	\$ 173.83	\$ -
3-4-5	65,989			\$31.7255	\$1.2221	\$2,538.04	\$ 180.79	\$ 97.77
6-7-8	66,891			\$32.1591	\$1.6558	\$2,572.73	\$ 183.26	\$ 132.46
9-10-11	67,456			\$32.4308	\$1.9274	\$2,594.46	\$ 184.81	\$ 154.19
12-13-14	68,023			\$32.7034	\$2.2000	\$2,616.27	\$ 186.36	\$ 176.00
15-16-17	68,590			\$32.9760	\$2.4726	\$2,638.08	\$ 187.92	\$ 197.81
18-19	69,156			\$33.2481	\$2.7447	\$2,659.85	\$ 189.47	\$ 219.58
20 & OVER	74,246			\$35.6952	\$5.1918	\$2,855.62	\$ 203.41	\$ 415.35

DISTRICT CHIEF

1-2	68,847	\$23.6425		\$33.0995		\$2,647.96	\$ 188.62	\$ -
3-4-5	71,389	\$24.5155	\$0.8729	\$34.3216	\$1.2221	\$2,745.73	\$ 195.59	\$ 97.77
6-7-8	72,291	\$24.8252	\$1.1827	\$34.7553	\$1.6558	\$2,780.42	\$ 198.06	\$ 132.46
9-10-11	72,856	\$25.0192	\$1.3767	\$35.0269	\$1.9274	\$2,802.15	\$ 199.61	\$ 154.19
12-13-14	73,423	\$25.2139	\$1.5714	\$35.2995	\$2.2000	\$2,823.96	\$ 201.16	\$ 176.00
15-16-17	73,990	\$25.4087	\$1.7661	\$35.5721	\$2.4726	\$2,845.77	\$ 202.71	\$ 197.81
18-19	74,556	\$25.6030	\$1.9605	\$35.8442	\$2.7447	\$2,867.54	\$ 204.26	\$ 219.58
20 & OVER	79,646	\$27.3510	\$3.7084	\$38.2913	\$5.1918	\$3,063.31	\$ 218.21	\$ 415.35

BATTALION CHIEF

1-2	74,676			\$35.9019		\$2,872.15	\$ 204.59	\$ -
3-4-5	77,218			\$37.1240	\$1.2221	\$2,969.92	\$ 211.56	\$ 97.77
6-7-8	78,120			\$37.5577	\$1.6558	\$3,004.62	\$ 214.03	\$ 132.46
9-10-11	78,685			\$37.8293	\$1.9274	\$3,026.35	\$ 215.58	\$ 154.19
12-13-14	79,252			\$38.1019	\$2.2000	\$3,048.15	\$ 217.13	\$ 176.00
15-16-17	79,819			\$38.3745	\$2.4726	\$3,069.96	\$ 218.68	\$ 197.81
18-19	80,385			\$38.6466	\$2.7447	\$3,091.73	\$ 220.23	\$ 219.58
20 & OVER	85,475			\$41.0938	\$5.1918	\$3,287.50	\$ 234.18	\$ 415.35