

Our intention is to have in-person meetings going forward. For the time being, we will hold the City Committee Meetings, Plan Commission, Council and most others at the Community Room at 933 Michigan Avenue. This in-person location will meet the legal requirement for our open meetings.

We will have a virtual option available, but the technology for the hybrid style meeting may not be reliable all of the time.

PERSONNEL COMMITTEE

August 15, 2022 - 6:45 PM

**Community Room
933 Michigan Avenue, Stevens Point, WI**

OR

Zoom Teleconferencing

Meeting ID: 827 0607 5463 | Passcode: 294786

By

Computer: <https://us02web.zoom.us/j/82706075463?pwd=VitXZXNtVWlJTzQwbndJYTVNanE3dz09>

By Phone: +1-312-626-6799 (US Chicago)

(A quorum of the City Council may attend this meeting)

AGENDA

Discussion and Possible Action on:

1. Roll Call.
2. Establishment of salary, hours and overtime compensation provisions for the Battalion Chief offer.
3. Ratification of the 2022-2024 collective bargaining agreement with the Stevens Point Fire Fighters - IAFF Local 484
4. Adjournment.

Meeting Rider

Any person who has special needs while attending this meeting or needing agenda materials for this meeting should contact the City Clerk as soon as possible to ensure a reasonable accommodation can be made. The City Clerk can be reached by telephone at (715) 346-1569, TDD # 346-1556 or by mail at 1515 Strongs Ave., Stevens Point, WI 54481.

Copies of ordinances, resolutions, reports and minutes of the committee meetings are on file at the office of the City Clerk for inspection during normal business hours from 7:30 a.m. to 4:00p.m.

City Of Stevens Point
1515 Strongs Avenue
Stevens Point, WI 54481-3594



August 15, 2022

MEMORANDUM

TO: Personnel Committee Members

FROM: Sandy Frasc, HR Manager

RE: Battalion Chief offer
Ratification of collective bargaining agreement Stevens Point Fire Fighters -IAFF
Local 484

Fire Chief Jb Moody is requesting to hire the new Battalion Chief Victor Kedrowski at Grade-Q, Step-5 per Administrative Policy 2.06. The request was brought to and approved by Police and Fire Commission at their August 10, 2022 meeting. Supporting documentation attached.

Ratification of the 2022-2024 collective bargaining agreement with the Stevens Point Fire Fighters – IAFF Local 484. The request was approved by Police and Fire Commission at their August 10, 2022 meeting.

STEVENS POINT
1701 FRANKLIN STREET
715-344-1833



FIRE DEPARTMENT
STEVENS POINT, WI 54481
FAX: 715-346-1599

JB MOODY
FIRE CHIEF

August 5, 2022

To: City of Stevens Point
1515 Strongs Avenue
Stevens Point, WI 54481

From: Jb D. Moody
Fire Chief
Stevens Point Fire Department

Subject:

I am requesting the salary for the position of Battalion Chief Victor Kedrowski of the Stevens Point Fire Department start at Grade-Q, Step-5. This request was approved by the Police and Fire Commission during their meeting on August 10, 2022, for the Battalion Chief scheduled to be sworn in later this month.

This starting step is appropriate and in alignment with policy, 2.06, based on the applicant's current salary and overtime average. City of Stevens Point Administrative Policy Promotions and Transfers, 2.06(4) states, "The starting salary upon promotion shall be the first step in the grade the position resides that provides the employee an increase of a minimum of 5%."

This request would cause no hardships on the overall budget.

Professionally,

A handwritten signature in black ink, appearing to read "Jb D. Moody".

Jb D. Moody
Fire Chief
Stevens Point Fire Department

Contract Ratification Terms

Three-year contract 2022, 23, 24

1. Wages-

- a. 3% each year/9% over three years
- b. 1% January 1, 2% July 1 of each year

2. Article 22- **Residency**

~~Unrestricted within the boundaries of Portage County.~~ No residency requirement.

3. Article 18- **Uniform Allowance**

B. The City shall provide each member of the Union, by January 31st of each year, an allowance of ~~three hundred fifty dollars (\$350)~~ seven hundred dollars (\$700) per annum. This allowance shall be paid out by no later than the second pay period of the year. ~~On January 1, 2003 an additional one hundred dollars (\$100); on January 1, 2004 an additional one hundred seventy five (\$275; effective 1/1/2010) is available on a calendar year basis upon submission of receipts to the Chief, substantiating the purchase of approved uniform pieces. Reimbursements will be made in increments no less than twenty five dollars (\$25) with the exception of the last payment.....~~

4. Article 9- Scheduled Time Off

Time Frame

The Fire Chief will distribute an unencumbered vacation selection calendar by ~~December~~ November 1st of each calendar year to each shift and selecting member(s) shall select their vacations on said calendar by ~~December 31st~~ February 1st, unless the deadline for vacation selection is extended by the mutual agreement of the union and the Fire Chief.

Number of Selecting Members allowed OFF

During the initial scheduling, two (2) selecting members of a shift shall be allowed any combination of earned time off. After ~~December 31st~~ February 1st, two (2) selecting members of a shift shall be allowed off in any combination of earned time, Sick, Worker's Compensation, family medical leave, funeral leave, school/training, crew shortage, crew change, jury duty, paid leave of absence, and paid administrative leave.

Blocking Time Off of the Available Calendar

~~The Fire Chief shall distribute an unencumbered vacation calendar prior to February 1st or the extended vacation selection deadline; whichever is later.~~ After ~~December 31st~~ February 1st, or the extended vacation selection deadline, whichever is later, the Fire Chief may block time in order to send selecting members to school or conduct training.

5. Article 12- **Bereavement Leave**

- A. **Immediate Family.** An employee shall be granted a bereavement leave of four (4) consecutive calendar days, one day of which must be the day of the visitation or memorial service or funeral or burial, upon the death of a parent, spouse, sibling, children, **parent-in-law**, domestic partner, grandchild, sibling-in-law, adopted children, **and stepparents, stepchildren, and stepsibling.**

Article 14- Family Emergency Leave

- B. In the event of a serious illness or serious injury in the employee's immediate family, absence up to a maximum of the (1) day in the calendar year shall be allowed without loss of pay. The employee's immediate family shall include a parent, spouse, sibling, children, **parent-in-law**, domestic partner, **grandchild, sibling-in-law**, adopted **children, and stepparents, stepchildren, and stepsibling.** Such leave time shall not be paid if an employee is on vacation, sick leave, holiday, or normal days off.

6. Article 7 – Hours of Work

The work week for all employees who perform firefighting duties shall be an average of not more than fifty-six (56) hours, computed over a period of one (1) calendar year. Each platoon shall work its fifty-six (56) hour week as follows: work one twenty-four (24) hour period, have one twenty-four (24) hour period off. Work one twenty-four (24) hour period, have one twenty-four (24) hour period off, work one twenty-four (24) hour period, have four (4) consecutive twenty-four (24) hour periods off. A working day shall begin at 7:30 ~~o'clock~~ A.M. and shall end at 7:30 ~~o'clock~~ A.M. the following day.

New Recruits. ~~New recruits shall be allowed an orientation period, the 1st week will be Monday through Friday from 8:00 A.M. until 4:30 P.M. After the 1st week, the new recruit will be assigned a shift and will work 15 — 18 24 hour shifts. Subject to prior notification, hours may be adjusted to allow for job-related training opportunities.~~

New Recruits shall begin employment with an orientation period, Monday through Friday, for a period of not more than five (5) weeks. The working day shall begin at 8:00 A.M. and shall end at 4:30 P.M. After the completion of the five (5) week orientation period, the recruits will be assigned to a shift. Once assigned to a shift, the recruits will work six (6) twenty-four (24) hour shifts, not to be counted as minimum staffing to complete the orientation period. Subject to prior notification, hours may be adjusted to allow for job-related training opportunities.

7. Field Training Paramedic

ARTICLE 4 - SENIORITY AND PROMOTIONS

- D. **Field Training Paramedic**- The Firefighter/Paramedic who has been appointed as the Field Training Paramedic and performs those duties satisfactorily during a normal tour of duty, shall receive the pay grade consistent with that of MPO NR Paramedic for the period worked as FTP. (Minimum of two hours worked)

Field Training Paramedic (FTP) Appointment Process -

1. The FTP position is a 2-year appointment within the Stevens Point Fire Department with the option to continue in the position after 2-years binding a review with the Assistant Chief of EMS and Division Chief of Training.
2. Appointments will be based on an Assessment Center consisting of the Assistant Chief of EMS, Division Chief of Training, a Battalion Chief, and a department Firefighter/Paramedic. The Assessment Center will include a:
 - a. Interview with the Assistant Chief of EMS
 - b. Paramedic Skills Station with the Division of Training
 - c. Conflict Resolution Station
3. FTP must have a minimum of 3-years on the Stevens Point Fire Department as a Firefighter/Paramedic and submit a Letter of Intent to the Assistant Chief of EMS.

DE. Acting Assignments-

8. Article 13- Bonus Vacation Day(s)

Article 13- SICK LEAVE

B. **Accrual.** Employees shall accrue one day (24 hours) of sick leave per full month of employment with no limit on accumulation. Each year, employees will be allowed to carry over ~~one half of~~ the prior year's unused balance. ~~, plus three (3) days (i.e. if the employee uses two days of sick leave in a given year, eight (8) days will be carried over). Employees who do not use sick leave from~~

~~January through June each year shall earn one (1) bonus day; employees who do not use sick leave from July through December each year shall earn one (1) bonus day. An employee serving an entire calendar year (January through December) without using sick leave shall earn one (1) additional bonus day for the twelve (12) months without using sick leave. If an employee continues for an additional six (6) month period without using sick leave, the employee shall earn bonus days on the basis of two (2) days for each consecutive six (6) months (January through June and July through December) without using a sick day. (i.e. if the employee earns three (3) bonus days and designates them as sick days, the employee carries forward twelve (12) days; if the employee earns four (4) bonus days and designates them as sick days, the employee carries forward thirteen (13) days.~~

If an employee does not utilize sick leave during the first six (6) months of the calendar year (January 1- June 30) the employee may convert two days of sick leave to **bonus vacation days**. If an employee does not utilize sick leave during the second six (6) months of the calendar year (July 1 – December 31), the employee may convert two (2) days of sick leave to **bonus vacation days**. For either of the aforementioned periods of time, if an employee only uses one (1) day of sick leave, the employee may convert one (1) day of sick leave to a **bonus vacation day**. Accrued sick days that are converted to a **bonus vacation day** will follow the requirements and timelines as other accrued vacation with regard to rollovers, selection, etc.

Article 9- SCHEDULED TIME OFF

B. Definitions

Priority of Earned Time Off

Earned time off shall be selected in accordance with the following categories, listed in order of highest priority:

1. Vacation, full swings followed by individual vacation day(s)
2. ~~Holiday(s)~~ Bonus Vacation Day(s)
3. ~~Bonus Sick Day(s)~~ Holiday(s)
4. Compensatory Time, full 24 hour days
5. Partial compensatory time less than 24 hours

APPENDIX F

Example Scenarios for Bonus Vacation Day Conversion

Scenario 1: Employee does not utilize sick leave for a full year

Conversion Policy

12 Days of sick leave unused

May convert up to 4 days to vacation, at employee's option

8 Days of sick leave rolled over

4 Extra vacation days

Or

9 Days of sick leave rolled over

3 Extra vacation days

Scenario 2: Employee utilizes 1 day of sick leave during a full year

Conversion Policy

11 Days of sick leave unused

May convert up to 3 days to vacation, at employee's option

8 Days of sick leave rolled over

3 Extra vacation days

Or

9 Days of sick leave rolled over

2 Extra vacation days

Scenario 3: Employee utilizes 2 days of sick leave during a full-year, one in each 6-month period

Conversion Policy

10 Days of sick leave unused

May convert up to 2 days to vacation, at employee's option

8 Days of sick leave rolled over

2 Extra vacation days

Or

9 Days of sick leave rolled over

1 Extra vacation day

Scenario 4: Employee utilizes 2 days of sick leave during a full year, both in one 6-month period

Conversion Policy

10 Days of sick leave unused

May convert up to 2 days to vacation, at employee's option

8 Days of sick leave rolled over

2 Extra vacation days

Or

9 Days of sick leave rolled over

1 Extra vacation day

NOTE: Conversion of the Bonus Sick Days will be 1:1.

All previous accrued Bonus Sick Days to be used prior to June 30, 2024

9. Battalion Chief Language

ARTICLE 1 - RECOGNITION

The City recognizes the Union as the exclusive collective bargaining representative for the employees of the Fire Department, including: ~~Captains~~, Lieutenants, Motor Pump Operators, Ambulance Personnel and Fire Fighters; and in the event new positions should be created within the Fire Department, the inclusion or exclusion of such employees from this collective bargaining agreement shall be determined by stipulation between the parties hereto; and if such agreement is not reached, the matter shall be referred to the Wisconsin Employment Relations Commission for decision.

ARTICLE 4 - SENIORITY AND PROMOTIONS

A. Seniority - Seniority is the length of service from date of hire. The Fire Department shall establish a seniority list on the relative length of service, and it shall be brought up-to-date on January 1st of each year, and be posted at the Central Fire Station. Seniority of a member of the Fire Department shall not be reduced by time lost due to sick leave, military leave, or an authorized leave of absence.

B. Promotions: to ~~Captain and~~ Lieutenant - In cases of promotion to ~~Captain and~~ Lieutenant, the Chief, prior to making his recommendations to the Police and Fire Commission, shall implement the following procedure:

~~1. Promotion to Captain - Only personnel, who are promoted Lieutenants within the Stevens Point Fire Department, shall be eligible to take the test for Captain and be eligible for promotion when a vacancy occurs.~~

21. Promotion to Lieutenant- Only personnel, within the Stevens Point Fire Department, that have a minimum of five (5) years of service shall be eligible to take the test for Lieutenant and be eligible for promotion when a vacancy occurs.

32. Performance evaluations will be conducted annually for all employees. All evaluations will be done using the form and process in Appendix E.
 43. Notice of promotional process will be posted at least forty-five (45) days prior to the date of the promotional process beginning.
 54. Each candidate's final score will be calculated by taking the raw score for each measurement tool and adjusting the score based on the following weighting system: 25% to performance evaluation (last three (3) year's average), 20% to written¹ examination, 30% to oral interview, and 15% to the Chiefs interview based on a 100% system. Seniority shall be added on to the cumulative scores of each candidate with .5% for each full year of service in the bargaining unit up to a maximum of 10%. This weighting is based on a 100% possible weighted score. The candidates will be placed on a promotional eligibility list in rank order and the candidate with the highest cumulative weighted score will be promoted first, followed by the candidate with the next highest cumulative weighted score, and so on.
- a. Past Performance. Calculations for promotional procedures shall be as follows:
1. All candidates shall be assessed using the same three years evaluations.
 2. Evaluation scores from years 2014 and prior shall be multiplied by 0.15 and the calculation shall be recorded.
 3. Evaluations from years 2015 and later shall be recorded as listed.
 4. Divided the total by three and record the calculation.
 5. Multiply the recorded calculation by 0.8334 and carry to two decimal points for the percentage of evaluation towards the promotional procedure.

Example:

Evaluation scores 2013= 132, 2014= 141, 2015= 20

$(2013)132 \times 0.15 = 19.8$ $(2014)142 \times 0.15 = 21.15$ $(2015) = 20$

$19.8 + 21.15 + 20 = 60.95$

$60.95 / 3 = 20.32$

$20.32 \times 0.8334 = 16.93191$

16.93 points toward promotional procedure

- b. Written Examination. The test shall consist of one-hundred (100) multiple-choice questions. These shall be drawn from the IFSTA manuals designated by the Fire Chief, two (2) other fire service resource books designated by the Fire Chief, and the policies, procedures, rules and regulations of the Stevens Point Fire Department. An adequate number, but not less than three (3) copies each, of the

IFSTA manuals and fire service resource books used to develop the test will be made available at each fire station for candidate use in preparing for the test.

c. Oral Examination. Each applicant shall be interviewed individually and graded on a scale of one-hundred (100) percent. The candidates will be interviewed by a panel of 4 persons consisting of the following: one (1) member of local 484 (Lieutenant ~~or Captain~~ Grade); one (1) Chief Officer of the Stevens Point Fire Department; and two (2) members (Lieutenant or higher including Chief Officers) of a surrounding full-time or full-time/combination fire department (currently Wausau, Weston, Wisconsin Rapids, Rib Mountain, Plover or Marshfield). One interviewer of a surrounding full-time or full-time/combination department will be chosen by local 484 and the other will be chosen by a Chief Officer of the Stevens Point Fire Department. A list of interview questions and/or scenarios will be provided to the interview panel by the Stevens Point Fire Chief, and all candidates will be graded on the same questions. The score derived from all four (4) interviewers will be averaged to calculate the final score of each applicant in this area.

d. Chiefs Interview. Each applicant will be interviewed by the Fire Chief prior to the above oral examination. An applicant's interview will be scored, using a 15 point scale, by the Chief. Each applicant will be allowed to view his/her score after the eligibility list is published. If a candidate is given a score of less than three (3) points, the Chief will provide feedback to the candidate explaining why their score was low.

Scores, both cumulative and by category, with the exception of seniority, will be posted and identified by random code number assigned to each applicant for this promotion. The code number of each successful candidate will be shared with the Union.

6. A promotional eligibility list will be established consisting of all candidates with a cumulative score of 60% or higher for the position the candidate applied for. The eligibility lists (One list for Lieutenant and ~~One list for Captain~~) will be used to fill vacancies occurring within twenty-four (24) months from the posting date of the promotional results.

7. The promoted employee shall serve a probationary period of six (6) months. If this probationary period is not successfully completed or if the employee is not satisfied with the new position, he/she will be returned to his/her former position without loss in seniority or benefits. This probationary period shall also apply to departmental promotions outside the bargaining unit.

C. Appointment to MPO - Appointment to MPO shall be made by seniority from among those employees who have accepted acting MPO assignments, and have not filed a waiver from acting MPO assignments in the previous twelve (12) months. Promoted MPO's shall serve a sixty (60) calendar day probation period with the same return rights outlined in Paragraph 8.7 above.

D. Acting Assignments - Acting assignments to ~~Captain~~ Battalion Chief and Lieutenant are to be made from on-duty personnel. If there is no promoted officer available from the on-duty crew, the senior officer in grade working overtime shall be the ~~Captain~~ Battalion Chief.

The promotional eligibility list shall be used to determine acting assignments. The acting assignment eligibility list shall take effect on the first (1st) day of January following the posting of the promotional eligibility results and shall remain in effect for no longer than twenty-four (24) months. The three (3) top scoring candidates of the ~~Captain's~~ Battalion Chief's promotional exam shall not be assigned to the same shift on each implementation of the acting assignment list. The three (3) top scoring candidates of the Lieutenant's promotional exam shall not be assigned to the same shift on each implementation of the acting assignment list.

For acting ~~Captain~~ Battalion Chief assignments, on-duty members on the existing ~~Captain's~~ Battalion Chief's promotional list will be given preference in order of placement on the list when opportunities for acting assignments arise. If an acting opportunity exists and no Lieutenant on the ~~Captain's~~ Battalion Chief's promotional eligibility list is on-duty, the vacancy then shall be filled from on-duty Lieutenant's accepting acting assignments by time in grade.

For acting Lieutenant assignments, on-duty members on the existing Lieutenant's promotional list will be given preference in order of placement on the list when opportunities for acting assignments arise. If an acting opportunity exists and no MPO or FF/PM on the Lieutenant promotional eligibility list is on-duty, the vacancy shall be filled from the next lower rank by time in grade of on-duty personnel accepting acting assignments. Acting members shall have a minimum of five (5) years seniority before they are eligible to act as a Lieutenant. Members on the existing Lieutenant's promotional list may make time-trades with promoted Lieutenants.

Acting assignments MPO are to be made from the next lower rank by time in grade in that rank from on-duty personnel.

Any employee not wanting to accept an acting assignment (~~Captain~~ Battalion Chief, Lieutenant and MPO) shall submit an "Acting Assignment Waiver Form" to the Chief. Any employee who has submitted said waiver form may at any time advise the Chief that he/she wishes to accept acting assignments.

ARTICLE 5 - GRIEVANCE PROCEDURE

Leave Alone

ARTICLE 7 - HOURS OF WORK

All members represented by this bargaining agreement as per Article 1, Recognition, and for this article, the Battalion Chief(s) assigned to twenty-four (24) hour shifts, the work week for all employees who perform firefighting duties shall be an average of not more than fifty six (56) hours, computed over a period of one (1) calendar year. Each platoon shall work its fifty six (56) hour week as follows: work one twenty four (24) hour period, have one twenty four (24) hour period off, work one twenty four (24) hour

period, have one twenty four (24) hour period off, work one twenty four (24) hour period, have four (4) consecutive twenty four (24) hour periods off. A working day shall begin at 7:30 ~~o'clock~~ A.M. and shall end at 7:30 ~~o'clock~~ A.M. the following day.

ARTICLE 19 - SALARIES*

- A. Wages. The following (Appendix "A11) shall be the schedule of monthly wages to the members of the Stevens Point Fire Department covered by this contract for 2016-2018 The members shall be paid bi-weekly.

*Effective 1/1/1999, the EMT-I Incentive Pay, EMT-Defib Incentive Pay, EMT-I ET Incentive Pay, and First Response Ambulance Pay were deleted and rolled into the base rate.

- B. ~~Captain and~~ Lieutenant - After serving 5 years as a ~~Captain or~~ Lieutenant at Pay Grade 1, that ~~Captain or~~ Lieutenant will advance to Pay Grade 2.
- C. **Lead Paramedic.** {Deleted effective January 1, 2010)
- D. **Recruit Salaries.** A recruit beginning employment in the Stevens Point Fire Department shall start at the start rate of the job for which he/she has been hired. After one (1) year of service, he/she shall receive the 1 year rate of the job for his/her classification. After two (2) years of service, he/she shall receive the 2 year rate of the job for his/her classification. After three (3) years of service, he/she shall receive one hundred percent (100%) of the job rate for his/her classification. The Police and Fire Commission, at its discretion, may start new employees above the start rate with documentation of relevant experience.
- E. **Acting Assignment Pay.** Any fire fighter or officer who is assigned the duties of a superior position, and who performs these duties satisfactorily in a normal tour of duty, shall receive the pay grade consistent with the superior position for the period of time worked (minimum of two hours worked).
- F. **Instructor Pay.** The Steven Point Fire Department will retain a sufficient number of State Certified Fire and EMS Instructors for the purposes of accomplishing the mission of the Department. The selection and number of instructors will be decided by the Chief of the Department and will be reevaluated annually. Service as an Instructor shall be on a voluntary basis.

Compensation:

Instruction While On-duty: those members of the Department who are appointed by the Chief, while on-duty for a minimum of 40 hours during the course of the year will be compensated \$600.00. The tracking of the hours taught while on-duty will be the responsibility of the employee with verification by any of the chiefs.

Instruction While Off-duty: those members of the Department who are appointed by the Chief for instruction while off-duty for any amount of time will be compensated with overtime (Article 8, Section 8. Overtime) for the hours of instruction. Instruction overtime shall be logged into the normal overtime tracker.

Examples of training courses that would be compensated either off-duty or on-duty are PALS, ACLS, technical rescue, Fire Officer, Fire Inspector and CPR but not limited to.

There might be other courses that could be compensated but shall have approval by the chief or their designee.

The Stevens Point Fire Department will reimburse the employee for their State Fire or EMS Certification per Article 28 - Continuing Education.

Definitions:

State Certified Instructor: Wisconsin State Technical College Emergency Services Instructor 1 certification required (NFPA 1041) (a/k/a Fire Instructor I) and State of Wisconsin Instructor II certification required for EMS.

Limitations:

Instruction shall be conducted indoors if temperatures are below 32 degrees Fahrenheit, the exception would be ice and water rescue, which shall be conducted at temperatures above 10 degrees Fahrenheit. Training in an environment above 90 degrees Fahrenheit will be postponed or moved to a different location.

Below is noted in sperate document

APPENDIX "A" Example

Wages. The following shall be the schedule of monthly wages to the members of the Stevens Point Fire Department covered by this contract for ~~2016-2018~~ 2022-2024. The members shall be paid bi-weekly.

		X%	X%	X%	2.5%
		1/1/2022	1/1/2023	1/1/2024	1/1/2021
Captain 2	NR Paramedic	\$6,330.77	\$6,489.04	\$6,651.27	\$6,817.56
	Intermediate	\$6,244.49	\$6,400.60	\$6,560.62	\$6,724.64
	Basic	\$6,158.21	\$6,312.17	\$6,469.97	\$6,631.72
Captain 1	NR Paramedic	\$6,136.65	\$6,290.07	\$6,447.32	\$6,608.50
	Intermediate	\$6,050.37	\$6,201.63	\$6,356.67	\$6,515.59
	Basic	\$5,964.09	\$6,113.19	\$6,266.02	\$6,422.67
Lieutenant 2		\$5,942.53	\$6,091.09	\$6,243.37	\$6,399.45

Lieutenant 1		\$5,748.41	\$5,892.12	\$6,039.42	\$6,190.41
MPO 1	NR Paramedic	\$5,554.29	\$5,693.15	\$5,835.48	\$5,981.37
	Intermediate	\$5,419.04	\$5,554.52	\$5,693.38	\$5,835.71
	Basic	\$5,350.02	\$5,483.77	\$5,620.86	\$5,761.38
Firefighter/NREMT-P 3 year		\$5,312.14	\$5,444.94	\$5,581.06	\$5,720.59
	Intermediate	\$5,176.92	\$5,306.34	\$5,439.00	\$5,574.98
Firefighter/NREMT-P 2 year		\$5,058.69	\$5,185.16	\$5,314.79	\$5,447.66
Firefighter/NREMT-P 1 year		\$4,805.26	\$4,925.39	\$5,048.52	\$5,174.73
Firefighter/NREMT-P Start		\$4,551.84	\$4,665.64	\$4,782.28	\$4,901.84

* Effective 1/1/1999 the EMT-I Incentive Pay, EMT-Defib Incentive Pay, EMT-I ET Incentive Pay, and First Response Ambulance Pay were deleted and rolled into the base rate.

Appendix D

This appendix only applies to the Fire Department 2022 restructure described below and will have no impact on any future restructuring of the Fire Department.

The procedure outlined below will be followed to establish the pay rates and wage levels for fire department bargaining unit personnel ("member(s)") who are impacted by the Fire Department's 2022 restructure ("2022 restructure"). This procedure will be used to establish back pay rates and to establish the proper wage level for those member(s) who were in positions that were eliminated, reduced in rank, or where the number of bargaining unit positions was reduced because of the 2022 restructure.

Elimination of the Captain positions from the Collective Bargaining Agreement

The purpose of this document is to explain the methods the City will follow for implementing the 2022 restructure. The 2022 restructure of the Fire Department with the inclusion of Battalion Chiefs as non-represented members of the Fire Department will be implemented as follows.

The effective date of the 2022 restructure is September 1, 2022. All members will receive the agreed upon pay increase for 2022 and 2023. Starting January 1, 2024, those that receive a reduction in rank due to the 2022 restructure will have their pay frozen for subsequent years until their current rank is equivalent to the current pay rate. In the event of a reduction in rank related to the 2022 restructure, the impacted member(s) will maintain the rate of pay for their rank held prior to the 2022 restructure, plus the 2022 and 2023 agreed upon pay increases.

Any member(s) who apply for the Battalion Chief and are awarded the position, will no longer be a member of the Local 484 and will be considered as management staff.

Any Captain(s) in an eliminated position who does not achieve the rank of Battalion Chief will be reduced to the rank in which they held last.

Promotions during the 2022 restructure shall be as follows: MPO's and Firefighter/Paramedic's shall be eligible for promotion to Lieutenant per Article 4 Seniority and Promotions in current Collective Bargaining Agreement. Lieutenants and MPO's that were reduced in rank to MPO or Firefighter/Paramedic will be reinstated to MPO or Lieutenant in order of time in rank. MPO's that are demoted to Firefighter/Paramedic will be reinstated to MPO according to time in rank. Member(s) reduced in rank due to the restructure shall be reinstated to the next ranked position to be filled, regardless of any current promotional list. That member(s) time in grade will not be affected.

Any member(s) reduced in rank shall serve in a first acting position, regardless of any current promotional list. Acting pay will only be given to an individual whose rate of pay is below the level of pay for the position that they are filling in an acting capacity.

In the future, a calculation for a member(s) total time in grade will include all time in grade. For a Lieutenant, this means all time spent as a Captain and/or Lieutenant will count as time in grade for both the Lieutenant's step and for the purposes of determining when a member(s) moves to the second step of the salary schedule.

Any member(s) promoted to Battalion Chief will not be eligible to fill overtime spots if no Battalion Chief position is open. If there is a Battalion Chief position open, promoted Battalion Chiefs will have priority to fill the position first.

If no Battalion Chief is available to fill the position, there shall be an Acting Battalion Chief position. This acting assignment shall be made from the on-duty bargaining unit personnel. If there is no promoted officer available from the on-duty crew, the senior officer in grade working overtime shall be the Acting Battalion Chief and will receive the rate of pay for a Battalion Chief. The acting pay rate will be a daily rate calculated on a Battalion Chief's salary.

Battalion Chief's will be on their own vacation calendar. Battalion Chief vacation picks will not affect any Local 484 member's vacation picks.

APPENDIX D E

Evaluation Process

1. Stevens Point Fire Department Firefighter and MPO annual evaluations will be completed by the two crew Lieutenants prior to November 30th of each year using the evaluation process. A score (1-5) will be circled for each category on the evaluation form. The Lieutenants will provide and review comments for each category in the comment section summarizing the performance during the past year.
2. The Lieutenants shall submit the evaluations to the ~~Captain~~ Battalion Chief by December 1st of each year. The ~~Captain~~ Battalion Chief shall review the evaluations and meet with the Lieutenants to discuss changes, add comments or to approve the evaluations as submitted. The ~~Captain~~ Battalion Chief does not have the authority to change an evaluation by him/herself.

3. The Lieutenants and the ~~Captain~~ Battalion Chief shall sign the evaluation in the area provided.
4. The finished evaluations shall be presented to the Assistant Chiefs and/or Chief for review by December 31st of that year.
5. Lieutenant evaluations will be completed by the crew ~~Captain~~ Battalion Chief prior to November 30th of each year using the evaluation process. A score (1-5) will be circled in the category on the evaluation form. The ~~Captain~~ Battalion Chief will provide and review for each category in the comment section summarizing the performance during the past year.
6. The ~~Captain~~ Battalion Chief shall submit the evaluations to the Assistant Chiefs by December 1st of each year. The Assistant Chiefs shall review the evaluations and meet with the ~~Captain~~ Battalion Chief to discuss changes, add comments or to approve the evaluations as submitted. The Assistant Chiefs do not have the authority to change an evaluation by him/herself.
7. The ~~Captain~~ Battalion Chief and the Assistant Chiefs shall sign the evaluation in the areas provided.
8. The finished evaluations shall be submitted to the Chief for review by December 31st of that year.
- ~~9. Captain evaluations will be completed by the Assistant Chiefs by November 30th of each year using the evaluation process. A score (1-5) will be circled for each category on the evaluation form. The Assistant Chiefs will provide and review comments for each category in the comment section summarizing the performance during the past year.~~
- ~~10. The Assistant Chiefs shall submit the evaluations to the Chief by December 1st of each year. The Chief shall review the evaluations and meet with the Assistant Chiefs to discuss changes, add comments or to approve the evaluations as submitted. The Chief does not have the authority to change an evaluation by him/herself.~~
- ~~11. The Assistant Chief's and the Chief shall sign the evaluation in the area provided~~
- ~~12. The evaluations shall be completed by the Chief no later than December 31st of that year.~~
139. The Chief may request a review of any evaluation and the evaluating parties. At that time, the Chief may add comments and discuss the review for appropriate changes. The Chief does not have the authority to change an evaluation by him/herself.
1410. A Stevens Point Fire Department Officer Review Form will also be completed by all Firefighter, MPO, and Lieutenants on their crew ~~company~~ officers. The form shall be submitted to an Assistant Chief by November 30th of each year. These forms will be given to the officers at their annual evaluation for review.
1511. The evaluations will be presented to each member of the department prior to February 1st if available for the following year of the evaluation.* Each member will meet with their individual evaluators and will have the opportunity to review his/her evaluation, as well as provide comments. The employee will sign the form (regardless if they agree) and the original copy will be kept in the employee's file. Copies for the department member will be made available if desired.

~~16~~12. In the event of a disagreement between the officers on an evaluation score in a category, the three officers together will come up with a score in a category with the majority ruling on the decision.

*The Chief may request an extension of this date from Local 484 citing issues or circumstances.

Other Noted Changes (Pingel Grievance Resolution)

Article-9 Scheduled Time Off

Vacation Changes

~~If unusual circumstances fail to allow an employee to take their remaining vacation within the year, a request by the employee must be provided in writing to the Fire Chief for approval to carry vacation over to be scheduled and used within the first six (6) months of the ensuing year, or it is automatically cancelled.~~

If unusual circumstances which are beyond the individual's control fail to allow an employee to take their remaining vacation within the year, the employee must provide a written request for vacation carry over to the Fire Chief for approval. If approved, the vacation day(s) carried over must be scheduled and used within the first six (6) months of the ensuing year, or the vacation day(s) will be automatically cancelled.

Appendix "A"

Wages. The following shall be the schedule of monthly wages to the members of the Stevens Point Fire Department covered by this contract for 2022-2024. The members shall be paid bi-weekly.

	<u>Monthly</u>			
	Current 1/1/2021	1% 1/1/2022	2% 7/1/2022	1% 1/1/2023
Captain 1	\$6,608.50	\$6,674.59	\$6,808.08	\$6,876.16
Lieutenant 2	\$6,399.45	\$6,463.44	\$6,592.71	\$6,658.64
Lieutenant 1	\$6,190.41	\$6,252.31	\$6,377.36	\$6,441.13
MPO	\$5,981.37	\$6,041.18	\$6,162.01	\$6,223.63
Firefighter/NREMT-P 3 year	\$5,720.59	\$5,777.80	\$5,893.35	\$5,952.29
Firefighter/NREMT-P 2 year	\$5,447.66	\$5,502.14	\$5,612.18	\$5,668.30
Firefighter/NREMT-P 1 year	\$5,174.73	\$5,226.48	\$5,331.01	\$5,384.32
Firefighter/NREMT-P Start	\$4,901.84	\$4,950.86	\$5,049.88	\$5,100.37
		2% 7/1/2023	1% 1/1/2024	2% 7/1/2024
Captain 1		\$7,013.68	\$7,013.68*	\$7,013.68*
Lieutenant 2		\$6,791.81	\$6,859.73	\$6,996.93
Lieutenant 1		\$6,569.96	\$6,635.66	\$6,768.37
MPO		\$6,348.10	\$6,411.58	\$6,539.81
Firefighter/NREMT-P 3 year		\$6,071.33	\$6,132.04	\$6,254.69
Firefighter/NREMT-P 2 year		\$5,781.67	\$5,839.48	\$5,956.27
Firefighter/NREMT-P 1 year		\$5,492.00	\$5,546.92	\$5,657.86
Firefighter/NREMT-P Start		\$5,202.38	\$5,254.41	\$5,359.49

*Wages frozen due to 2022 restructure beginning 1/1/2024 (see Appendix D).

Effective 1/1/1999, the EMT-I Incentive Pay, EMT Defib Incentive Pay, EMT-I ET Incentive Pay, and First Response Ambulance Pay were deleted and rolled into the base rate.