

Astoria Fire Department - Labor Negotiations - June 30, 2015
Firefighter - 10 Years w/Int. & AA

	Top Step	Longevity	EMT/Int	AA	EE Ret cont.	Ins. Adj.	Deferred Comp	VEBA/HRA	Subtotal	ER Ins. Cont.	Total
Baker City FD	\$4,638	\$0	\$232	\$0	\$0	-\$139	\$0	\$0	\$4,731	\$1,253	\$5,984
LaGrande FD	\$4,602	\$0	\$230	\$0	-\$290	-\$105	\$0	\$0	\$4,436	\$949	\$5,385
Newport FD	\$4,108	\$0	\$82	\$0	\$0	-\$144	\$0	\$0	\$4,047	\$1,293	\$5,339
Ontario FD	\$4,974	\$149	\$55	\$55	\$0	\$0	\$0	\$0	\$5,233	\$1,268	\$6,501
Pendleton F & A	\$5,714	\$0	\$368	\$0	-\$365	-\$233	\$0	\$0	\$5,485	\$1,555	\$7,040
Average	\$4,807	\$30	\$193	\$11	-\$131	-\$124	\$0	\$0	\$4,786	\$1,264	\$6,050
Astoria FD	\$5,178	\$148	\$175	\$0	-\$330	-\$88	\$0	\$0	\$5,084	\$1,665	\$6,749
Relation to Average	7.72%		-10.50%			-29.42%			6.21%	31.80%	11.56%

Coos Bay F & R: All firefighters function as engineers

Hood River: All firefighters function as engineers

Newport: Contract expired 6/30/14, currently in negs.

North Bend: All firefighters function as engineers

Ontario: Education incentive is for NFPA FF-2

Scappoose: All firefighters function as driver/engineers

Astoria Fire Department - Labor Negotiations - June 30, 2015
Firefighter - 10 Years w/Para. & BA

	Top Step	Longevity	EMT/Para.	BA	EE Ret cont.	Ins. Adj.	Deferred Comp	VEBA/HRA	Subtotal	ER Ins. Cont.	Total
Baker City FD	\$4,638	\$0	\$464	\$0	\$0	-\$139	\$0	\$0	\$4,963	\$1,253	\$6,216
LaGrande	\$4,602	\$0	\$460	\$0	-\$304	-\$105	\$0	\$0	\$4,653	\$949	\$5,602
Newport FD	\$4,108	\$0	\$82	\$0	\$0	-\$144	\$0	\$0	\$4,047	\$1,293	\$5,339
Ontario	\$4,974	\$149	\$55	\$55	\$0	\$0	\$0	\$0	\$5,233	\$1,268	\$6,501
Pendleton F & A	\$5,714	\$0	\$718	\$0	-\$386	-\$233	\$0	\$0	\$5,814	\$1,555	\$7,369
Average	\$4,807	\$30	\$356	\$11	-\$138	-\$124	\$0	\$0	\$4,942	\$1,264	\$6,205
Astoria	\$5,178	\$148	\$325	\$0	-\$339	-\$88	\$0	\$0	\$5,225	\$1,665	\$6,890
Relation to Average	7.72%					-29.42%			5.73%	31.80%	11.04%

Coos Bay F & R: All firefighters function as engineers
Hood River: All firefighters function as engineers
Newport: Contract expired 6/30/14, currently in negs.
North Bend: All firefighters function as engineers
Ontario: EMT is for int., they have no paramedics; education premium is for NFPA FF-2
Scappoose: All firefighters function as driver/engineers

Astoria Fire Department - Labor Negotiations - June 30, 2015
Driver/Engineer - 10 Years w/Int. & AA

	Top Step	Longevity	EMT/Int	AA	EE Ret cont.	Ins. Adj.	Deferred Comp	VEBA/HRA	Subtotal	ER Ins. Cont.	Total
Coos Bay F & R	\$5,699	\$0	\$228	\$171	\$0	-\$128	\$0	\$0	\$5,970	\$1,151	\$7,121
Hood River FD	\$4,856	\$0	\$219	\$0	-\$304	-\$171	\$0	\$125	\$4,724	\$1,538	\$6,262
LaGrande	\$4,886	\$0	\$230	\$0	-\$307	-\$105	\$0	\$0	\$4,704	\$949	\$5,653
Newport FD	\$5,238	\$0	\$105	\$0	\$0	-\$144	\$0	\$0	\$5,199	\$1,293	\$6,492
North Bend FD	\$5,319	\$0	\$0	\$0	\$0	-\$90	\$0	\$0	\$5,228	\$1,718	\$6,946
Scappoose RFPD	\$5,929	\$59	\$0	\$0	-\$359	-\$184	\$0	\$0	\$5,445	\$1,656	\$7,101
Average	\$5,321	\$10	\$130	\$28	-\$162	-\$137	\$0	\$21	\$5,212	\$1,384	\$6,596
Astoria	\$5,443	\$156	\$175	\$0	-\$346	-\$88	\$0	\$0	\$5,340	\$1,665	\$7,005
Relation to Average	2.30%		34.39%			-36.03%			2.46%	20.32%	6.21%

Baker City: No engineer position

Newport: Contract expired 6/30/14, currently in negs.

North Bend: All firefighters function as engineers

Pendleton: No engineer position.

Scappoose: All firefighters function as driver/engineers; District matches 2% deferred comp.

Astoria Fire Department - Labor Negotiations - June 30, 2015
Driver/Engineer - 10 Years w/Para. & BA

	Top Step	Longevity	EMT/Para	BA	EE Ret cont.	Ins. Adj.	Deferred Comp	VEBA/HRA	Subtotal	ER Ins. Cont.	Total
Coos Bay F & R	\$5,699	\$0	\$228	\$285	\$0	-\$128	\$0	\$0	\$6,084	\$1,151	\$7,235
Hood River FD	\$4,856	\$0	\$437	\$0	-\$318	-\$171	\$0	\$125	\$4,930	\$1,538	\$6,468
LaGrande	\$4,886	\$0	\$460	\$0	-\$321	-\$105	\$0	\$0	\$4,920	\$949	\$5,869
Newport FD	\$5,238	\$0	\$105	\$0	\$0	-\$144	\$0	\$0	\$5,199	\$1,293	\$6,492
North Bend FD	\$5,319	\$0	\$0	\$0	\$0	-\$90	\$0	\$0	\$5,228	\$1,718	\$6,946
Scappoose RFPD	\$5,929	\$59	\$593	\$0	-\$395	-\$184	\$0	\$0	\$6,002	\$1,656	\$7,658
Average	\$5,321	\$10	\$304	\$47	-\$172	-\$137	\$0	\$21	\$5,394	\$1,384	\$6,778
Astoria	\$5,443	\$156	\$325	\$0	-\$355	-\$88	\$0	\$0	\$5,481	\$1,665	\$7,146
Relation to Average	2.30%					-36.03%			1.62%	20.32%	5.44%

Baker City: No engineer position

Coos Bay F & R: EMT cert. is for int., they have no paramedics; firefighters function as engineers

Newport: Contract expired 6/30/14, currently in negs.

North Bend: All firefighters function as engineers

Pendleton: No engineer position

Scappoose: All firefighters function as driver/engineers; District matches 2% deferred comp.

Astoria Fire Department - Labor Negotiations - June 30, 2015
Lieutenant - 10 Years w/Int. & AA

	Top Step	Longevity	EMT/Int.	AA	EE Ret cont.	Ins. Adj.	Deferred Comp	VEBA/HRA	Subtotal	ER Ins. Cont.	Total
Baker City FD	\$5,016	\$0	\$251	\$0	\$0	-\$139	\$0	\$0	\$5,128	\$1,253	\$6,381
Coos Bay F & R	\$5,985	\$0	\$239	\$180	\$0	-\$128	\$0	\$0	\$6,276	\$1,151	\$7,427
Hood River FD	\$5,354	\$0	\$241	\$0	-\$336	-\$171	\$0	\$125	\$5,213	\$1,538	\$6,751
LaGrande	\$5,349	\$0	\$230	\$0	-\$335	-\$105	\$0	\$0	\$5,139	\$949	\$6,088
North Bend FD	\$5,795	\$0	\$0	\$0	\$0	-\$90	\$0	\$0	\$5,705	\$1,718	\$7,422
Ontario	\$5,272	\$80	\$50	\$0	\$0	\$0	\$0	\$0	\$5,402	\$1,268	\$6,670
Pendleton F & A	\$6,555	\$0	\$374	\$0	-\$416	-\$233	\$0	\$0	\$6,281	\$1,555	\$7,836
Scappoose RFPD	\$6,522	\$65	\$0	\$0	-\$395	-\$184	\$0	\$0	\$6,008	\$1,656	\$7,664
Average	\$5,731	\$18	\$173	\$22	-\$185	-\$131	\$0	\$16	\$5,644	\$1,386	\$7,030
Astoria	\$5,998	\$172	\$175	\$0	-\$381	-\$88	\$0	\$0	\$5,876	\$1,665	\$7,542
Relation to Average	4.66%		1.07%			-33.24%			4.12%	20.16%	7.28%

LaGrande: Equivalent position is Captain

Newport: No Lieutenant position

Ontario: Education premium is for NFPA FF-2; Lt is not a classification, it is out of class pay

Scappoose: District matches 2% deferred comp.

Astoria Fire Department - Labor Negotiations - June 30, 2015
Lieutenant - 10 Years w/Para. & BA

	Top Step	Longevity	EMT/Para.	BA	EE Ret cont.	Ins. Adj.	Deferred Comp	VEBA/HRA	Subtotal	ER Ins. Cont.	Total
Baker City FD	\$5,016	\$0	\$502	\$0	\$0	-\$139	\$0	\$0	\$5,378	\$1,253	\$6,631
Coos Bay F & R	\$5,985	\$0	\$239	\$299	\$0	-\$128	\$0	\$0	\$6,396	\$1,151	\$7,547
Hood River FD	\$5,354	\$0	\$482	\$0	-\$350	-\$171	\$0	\$125	\$5,440	\$1,538	\$6,978
LaGrande	\$5,349	\$0	\$460	\$0	-\$349	-\$105	\$0	\$0	\$5,355	\$949	\$6,304
North Bend FD	\$5,795	\$0	\$0	\$0	\$0	-\$90	\$0	\$0	\$5,705	\$1,718	\$7,422
Ontario	\$5,272	\$80	\$50	\$0	\$0	\$0	\$0	\$0	\$5,402	\$1,268	\$6,670
Pendleton F & A	\$6,555	\$0	\$721	\$0	-\$437	-\$233	\$0	\$0	\$6,607	\$1,555	\$8,162
Scappoose RFPD	\$6,522	\$65	\$593	\$0	-\$431	-\$184	\$0	\$0	\$6,565	\$1,656	\$8,221
Average	\$5,731	\$18	\$381	\$37	-\$196	-\$131	\$0	\$16	\$5,856	\$1,386	\$7,242
Astoria	\$5,998	\$172	\$325	\$0	-\$390	-\$88	\$0	\$0	\$6,017	\$1,665	\$7,683
Relation to Average	4.66%					-33.24%			2.76%	20.16%	6.09%

Coos Bay F & R: EMT cert. is for int., they have no paramedics

LaGrande: Equivalent position is Captain

Newport: No Lieutenant position

Ontario: EMT is for int., no paramedics; education premium is for NFPA FF-2; Lt is not a classification, it is out of class pay

Scappoose: District matches 2% deferred comp.

**ARTICLE XXI
VACATIONS**

SECTION 1. Vacation accrual will be calculated on a monthly basis beginning with an employee's date of employment. Vacations shall be accrued at the rate outlined in Section 2,

SECTION 2. Vacation shall be accrued at the following rates:

0-5 years	6 shifts/year or 12 hrs/month
6-10 years	7 shifts/year or 14 hrs/month
11-15 years	9 shifts/year or 18 hrs/month
16-20 years	10 shifts/year or 20 hrs/month
21-24 years	11 shifts/year or 22 hrs/month
25 years plus	12 shifts/year or 24 hrs/month

SECTION 3. The maximum accrual for vacation leave is 360 hours. No exceptions will be granted to exceed the accrual limit.

SECTION 4. Vacation time shall be scheduled by mutual agreement between the employees and the Chief, or his/her designee, based on the efficient operating needs of the City and availability of coverage. Vacation requests/scheduling will follow the procedures and requirements as outlined in SOG 502 OVERTIME HIRING AND VACATION SCHEDULING PROCEDURE.

- a. Requests shall be submitted to the Deputy Chief or Chief a minimum of two shifts or one week, whichever is less, prior to the leave.
- b. Requests submitted with less than required notice will still be considered however will require final approval by the Fire Chief or his designee and will be made on a case by case basis.

SECTION 5. Employees who use seventy-two (72) hours or more of vacation during the calendar year and have a remaining balance of not less than forty (40) hours of vacation may cash out up to forty (48) hours of unused vacation accrual. This is a once per year election which must be made in writing to the Fire Chief, and copied to the Finance Director, between August 1st and August 20th with the cash value included in the September paycheck.



INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 696

555 30TH STREET
ASTORIA, OREGON 97103
503 325-8482

- KK discussed EMT incentive pay EMT-A 3% EMT-I 5% and EMT-P 7%
- KK discussed increasing vacation by two hours.
- KK discussed sick leave, explained why we would like to see an increase and explained that this is not a deal breaker that our contract would hinge on.
- KK discussed the deferred compensation plan
- KK discussed disability, social security insurance, PERS and LTD coverage.
- KK discussed the need for coverage from a CIS policy.
- KK discussed the going rate for Hazmat team members state wide is 6%.
KK says that our proposal is 3% total for a Hazmat Technician.
- KK says that we need to see 3% in a COLA for each year (Step E FF)

ADJOURNED: 1318

COA Minutes for negotiations session 9/11/15 COA and IAFF L696

Present COA: Brett Estess, Ted Ames, Brad Johnston

Present IAFF L696: Aaron Bielemeier, Brett Bishop, Rob Weidman, Jake Rummel

Finalized ground rules presented and signed.

IAFF prepared minutes presented and agreed to represent the first meeting.

Additional discussion on residency proposal.

COA proposed change to Article 9 Equipment and Eyeglasses

IAFF proposed addition to Article 6 with certifications and education incentives

COA proposed reviewing portions of the contract that we could come to agreement on now to limit the conversation. Several introductory sections examined and agreed the likelihood of being able to tentatively agree on Articles 2, 3, 4, 5, with minor changes to reflect inclusive gender and scribners errors. No TA done.

IAFF proposed addition to Article 6 related to deferred compensation.

COA proposed change Article 15 Fitness program. No formal proposal but suggestion that we allow some members of both bargaining teams to work cooperatively to revise this aspect of the contract.

IAFF proposed change to article 21 Vacations changing both accrual and accumulation cap.

Meeting adjourned.

COA Minutes for negotiations session 8/27/15 COA and IAFF L696

Present COA: Brett Estess, Ted Ames, Brad Johnston

Present IAFF L696: Aaron Bielemeier, Brett Bishop, Rob Weidman, Jake Rummell

Negotiations opened with a discussion on ground rules. Each side presented ground rules and a combination of the rules was agreed on.

IAFF presented proposed comparables. No agreement. Estess indicated that he would rather focus on coming to an agreement on overall contract and what would be a fair outcome for both sides rather than spending a great deal of energy just coming to agreement on comparables that will only be needed if there is a failure to negotiate the contract.

COA proposed change to Hazmat Incentives

IAFF proposed change to change longevity pay

COA proposed change to EMT certification

IAFF proposed change to residency

IAFF Members Bishop and Weidman left, responding to a call for service, during exchange of proposals and discussions.

Meeting adjourned.

COA Minutes for negotiations session 8/27/15 COA and IAFF L696

Present COA: Brett Estess, Ted Ames, Brad Johnston

Present IAFF L696: Aaron Bielemeier, Brett Bishop, Rob Weidman, Jake Rummell

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Meeting adjourned.



INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 696

555 30TH STREET
ASTORIA, OREGON 97103
503 325-8482

03/03/2016

CALL TO ORDER: 0940

ROLL CALL: L696: Aaron Bielemeier, Brett Bishop Jake Rummell, and Robert Weidman.
City: Brett Estes, Brad Johnston, and Ted Ames

READING OF MINUTES: Minutes were read and accepted.

DISCUSSION:

- City proposed and submitted changes to Articles X, and XV.
- City wants to know how we calculated our wage proposals. Bielemeier explains the comparables that our attorney selected.
- Union proposed and submitted changes to articles XXIX, XXX, XXXI, XXXII, XXXIV, and XXXV.
- City proposed and submitted changes to article XVII.
- As long as both parties agree, the City and Union agree to have the option of opening other sections of the contract after the forth meeting.

Set next meeting for 3/22/16 at 1000 at City Hall.

ADJOURNED: 1120

H. This article shall not be subject to the contractual grievance procedures or other administrative remedy. Decisions of the Chief shall be final and binding.

SECTION 2. For budgeting purposes, an employee must notify the Fire Chief by March 31, of an intention to attend school.

ARTICLE IX RETIREMENT

SECTION 1. Employees will participate in the Public Employees Retirement System (PERS).

SECTION 2. The City shall pay its established rate, as calculated by PERS, and the employee shall pay 6% of wages toward the public employee retirement system.

ARTICLE X HEALTH AND WELFARE BENEFITS

SECTION 1. The City agrees to make available to all bargaining unit members existing medical, dental and vision plans subject to availability from the insurance carrier. Such coverage shall be provided to all full-time, regular and probationary employees and their dependents. The coverage begins the first of the month following the first 30 days of employment. ✓

Subsection A. The City shall provide 95% of the medical, dental and vision premiums for the employee and eligible dependents. Current plans are Regence Blue Cross Blue Shield of Oregon Co-pay Plan A PPP, ODS Dental II Plan and VSP vision provided through City County Insurance Services. Should any Plan changes be necessitated in the future, such Plan(s) must be substantially similar to the Co-pay Plan A PPP, ODS Dental II Plan and VSP plans on the whole. The employee is responsible for the remaining 5% of the premium cost, regardless whether coverage is for single, double, family or any combination of dental and/or medical.

If an employee declines coverage in the City's health insurance plan and is insured under his/her spouse's health coverage, the employee shall receive a "cash-in-lieu" payment as wages included in his/her paycheck. Such cash payment will be made in compliance with City County Insurance Services rules. If the spouse's coverage is eliminated, the employee must wait for the open enrollment period for Blue Cross Blue Shield under the City of Astoria's health care plan.

SECTION 2. The City agrees to provide twenty-four hour, seven days a week, life insurance coverage in the amount of \$50,000 per employee, \$5,000 per spouse and \$5,000 per dependent over six (6) months old, at no cost to the employee. Life insurance shall meet the requirements of ORS 473.025 with respect to mandatory coverage for fire fighters.

Subsection A. All regular employees will have the option to purchase life insurance coverage provided through the City's life insurance provider at retirement, subject to any changes imposed by the insurance carrier.

28/6
243-025

THIS AGREEMENT is entered into by and for the City of Astoria, Oregon, and the International Association of Fire Fighters (IAFF), Local 696, or their successors effective as of July 1, 2015~~2~~.

It is the purpose of this document to set forth in full the agreement between the IAFF Local 696, AFL-CIO, hereinafter referred to as the "Association" and the City of Astoria, Oregon, hereinafter referred to as the "City".

ARTICLE ~~II~~ 1 RECOGNITION

The City hereby recognizes the Association as the exclusive representative within the meaning of ORS 243.650(8), representing all employees within the department, excluding the Fire Chief, Deputy Fire Chief, Fire Marshal and confidential employees.

ARTICLE ~~2~~ 2 ASSOCIATION MEMBERSHIP

Except as provided in Article IV, each employee who is a represented member of the Association shall maintain his membership in the Association as a condition of employment. All new employees shall, after successful completion of the probationary period, become a member of the Association by presenting to the City a proper authorization approved by the Association President, for the collection of their dues.

ARTICLE ~~III~~ 3 ASSOCIATION RIGHTS

SECTION 1A. The City agrees to deduct the regular Association membership dues or fair share fees from the pay of those employees where requested by the Association. The aggregate deductions of all employees shall be remitted, together with an itemized statement, to the treasurer of the Association by the 10th day of the succeeding month that such deductions are made.

SECTION 2B. The Association agrees to hold the City harmless from any and all claims, actions or suits relating to the responsibility of the City pursuant to this Article including, but not limited to, City Attorney's fees and costs incurred.

ARTICLE ~~IV~~ 4 FAIR SHARE AGREEMENT

SECTION A1. The terms of this agreement have application to all employees in the bargaining unit, regardless of membership in the Association. Accordingly, it is fair that each employee in the bargaining unit pays his/her own way and assumes his/her obligation along with the grant of equal benefits.

SECTION B2. Any employee in the bargaining unit who has not joined the Association

within 30 days of this agreement, or within 30 days of his/her initial employment, shall, as a condition of employment, pay monthly, in the same manner as the Association, an amount equal to his/her uniform dues and initiation fees and assessments, if any, of members of the Association.

SECTION C3. An individual employee objection based on a bona fide religious tenet or teaching of the church or religious body of which such employee is a member will require such employee to inform the City and the Association of his/her objection. The employee shall meet with representatives of the Association and establish a satisfactory arrangement for distribution of a contribution of an amount of money equivalent to regular Association membership dues and initiation fees and assessments to a non-religious charity. The employee shall furnish written proof to the City and the Association that this has been done.

SECTION D4. No monies withheld by the City under this Article shall be used by the Association in the furtherance of any individual's political campaign.

ARTICLE ~~5~~ SENIORITY

SECTION A1. Definition

Subsection IA. "Seniority," as used in this Agreement, is determined by the length of an employee's continuous service with the Astoria Fire Department since his/her last date of hire and not the date of appointment. The City will provide the Association with a copy of the seniority list on July 1 of each year. Corrections noted by the Association shall be made within 30 days. If two (2) or more people have the same date of hire, then seniority will be based upon their order upon the original hiring list.

Subsection IIB. "Continuous Service" is defined as that service unbroken by separation from Fire Department employment, to include that time spent on vacation, sick leave, employer-approved leave of absence with pay, absence due to military leave, or service related disability leave or non-service disability leave not in excess of twelve (12) months according to the provision of Article 5, Sections 5 through 9.

Subsection IIIC.

1. "Classification Seniority," as used in this Agreement, is determined by the date of hire into or promotion into that classification.

2. If two (2) or more people have the same date of hire or promotion within the classification, seniority will be based upon their order upon the original promotion list. If no promotional list was established, then seniority will be decided according to the provisions of Article V, Section I, Subsection A.

3. If an employee has promoted out of a position, that employee maintains his/her seniority within previously held positions.

SECTION B2. An employee shall lose all seniority in the event of voluntarily quitting, termination of employment, failure to return to work within 21 days after being recalled from a layoff, layoff of more than two years, or failure to return to work from a specified leave with or without pay.

SECTION C3. In the event of layoff for any reason, employees shall be laid off in the inverse order of their seniority according to the provisions of Article V, Section 1, Subsection A[bj1]. Employees shall be called back from layoff in the order of their seniority of service according to the provisions of Article V, Section 1, Subsection A. A laid off employee who declines to accept reappointment or who does not report for duty when notified by registered mail at his last known address within 21 days from receipt of notice shall be considered permanently separated from service.

SECTION D4. In the event of an employee being demoted or reclassified for non-disciplinary reasons, employees shall be demoted/reclassified in the inverse order of their classification seniority according to the provisions of Article V, Section 1, Subsection C. Employees being demoted/reclassified for non-disciplinary reasons shall be placed on a

promotional list, based upon their classification seniority, for the next available position(s) within that classification. Upon the employees' return to the prior classification, he/she will be returned to the salary step paid (A, B, C, D, E) at the time of demotion/reclassification.

SECTION E5. In the event a bargaining unit member, who has completed the probationary period, is, while off-the-job, injured or becomes ill, and is then later medically certified to return to his/her prior position by his/her attending physician, the employee shall have the right to return to work as follows:

Subsection IA. If the period of being off work due to injury or illness is one calendar year or less, the employee will be reinstated with no break in seniority and will be entitled to bump the least senior employee. If such bumping is necessary to create a vacancy, that employee can bump into any prior held position on the basis of seniority. If the injured or ill employee's job has been left vacant, it shall be considered available for the twelve-month period, in which case no bumping would be necessary.

- a) The final employee bumped will be placed on the laid off list and will be the first to be recalled when a vacancy occurs.
- b) The bumped employee will continue to retain earned seniority for up to one year while on the lay off list, but will not earn seniority while on the layoff list. The effect being that the bumped employee can be recalled within one year without suffering a break in seniority.

Subsection BII. If, however, the period of being off work due to injury or illness is greater than one calendar year, the injured or ill employee returning to work must wait for the next available job opening and has no bumping rights.

To return to employment, the injured or ill employee must pass the fire department physical agility test, be cleared for employment through a background check and then the job offer is contingent upon the employee successfully passing a medical exam, thus being cleared for a fire fighter position.

SECTION 6F. On the job injury and illness is governed by State of Oregon worker compensation law and administrative rules. Following such injury or illness a firefighter must be approved to return to full duty by a qualified physician.

SECTION 7G. Every employee hired into the bargaining unit shall serve a probationary period of twelve (12) months.

The Union recognizes the right of the City to terminate these probationary employees for any reason deemed sufficient by the City, and any such termination shall not constitute a violation of this contract and shall not be subject to the grievance procedure.

SECTION H8. Employees promoted to a higher paying position within the bargaining unit will serve a six (6) month probationary period. During this probationary period the City may return the employee to their previous position for any reason deemed sufficient by the

City and this action shall not constitute a violation of this contract and shall not be subject to the grievance procedure.

| SECTION 19. Employees that move to a higher classification in the department will be entitled to return to their former position if they do not successfully complete probation.

| _____

ARTICLE ~~11~~6 WAGES

SECTION 4A. Effective July 1, 2012, the wage adjustment is 2% for all classifications.

SECTION 2B. Effective July 1, 2013, the wage adjustment is 0% for all classifications.

SECTION 3C. Effective July 1, 2014, there shall be a "wages only" re-opener.

City Proposal

SECTION 4. [b]2] Effective July 1, 20032015, employees who attain or have attained certification for EMT Advanced shall receive an additional \$175.00. EMT – Intermediate shall receive an additional \$175\$225.00 per month. Employees who attain or have attained certification for EMT - Paramedic shall receive an additional \$325\$375.00 per month. Changes in certification will begin on the first pay period after the date the employee is certified.

IAFF proposes to create a percentage as opposed to dollar amounts. Percentage yet to be presented.

ARTICLE ~~VII~~ HAZ MAT
COMPENSATION

City Proposal

SECTION ~~4~~A. Employees who are members of the Haz Mat Team shall be compensated ~~\$500~~ \$1,000 (One thousand dollars) per year while an active team member.

An active team member is defined as a member who participates in ~~50~~75% of training and notifications that include ~~6-9~~ of 12 periodic drills/training and ~~50~~75% of haz mat incidents. In lieu of ~~50~~75% of drills/training and haz mat incidents a member can attend classes and other special training approved by the Chief. If a member discontinues participating on the Haz Mat Team the annual compensation will be pro-rated for the months the member was active on the Team during the calendar year (December - November).

ARTICLE ~~VIII~~8 TUITION REIMBURSEMENT

SECTION A~~1~~. Tuition Reimbursement. For the purpose of encouraging employees to pursue appropriate courses of study related to fire service, employees will be reimbursed for educational courses at Management's discretion, pursuant to the following criteria:

- Employees who have been employed for at least twelve (12) months will be eligible;
- The City shall provide a maximum of \$3500 per year for the term of this agreement for funding this article. Funds not expended in a given year shall not carry over to subsequent years.
- Payment shall be limited to eight (8) credit hours per quarter. If an employee is receiving funds from other education programs (such as grants or scholarships) that are less than the cost of eight (8) credit hours, and the employee desires to use the full eight (8) credit hours, then the City will pay the difference between the other funds and the cost of the eight (8) credits;
- For a maximum of eight (8) credit hours payment shall apply to tuition, fees, and textbooks only;
- Courses must be taken from a recognized and accredited college or university and,
- Payment will be made only for those courses for which the employee receives a grade of "C" or better.
- The Chief, in his/her discretion, shall determine whether a specific course is sufficiently related to fire service to be eligible for reimbursement under this article.
- This article shall not be subject to the contractual grievance procedures or other administrative remedy. Decisions of the Chief shall be final and binding.

SECTION 2~~B~~. For budgeting purposes, an employee must notify the Fire Chief by March 31, of an intention to attend school.

ARTICLE ~~IX~~9 RETIREMENT

SECTION A1. Employees will participate in the Public Employees Retirement System (PERS).

SECTION B2. The City shall pay its established rate, as calculated by PERS, and the employee shall pay 6% of wages toward the public employee retirement system.

ARTICLE ~~10~~ HEALTH AND WELFARE BENEFITS

SECTION A1. The City agrees to make available to all bargaining unit members existing medical, dental and vision plans subject to availability from the insurance carrier. Such coverage shall be provided to all full-time, regular and probationary employees and their dependents. The coverage begins the first of the month following the first 30 days of employment.

Subsection AI. The City shall provide 95% of the medical, dental and vision premiums for the employee and eligible dependents. Current plans are Regence Blue Cross Blue Shield of Oregon Co-pay Plan A PPP, ODS Dental II Plan and VSP vision provided through City County Insurance Services. Should any Plan changes be necessitated in the future, such Plan(s) must be -substantially similar to the Co-pay Plan A PPP, ODS Dental II Plan and VSP plans on the whole. The employee is responsible for the remaining 5% of the premium cost, regardless whether coverage is for single, double, family or any combination of dental and/or medical.

If an employee declines coverage in the City's health insurance plan and is insured under his/her spouse's health coverage, the employee shall receive a "cash-in-lieu" payment as wages included in his/her paycheck. Such cash payment will be made in compliance with City County Insurance Services rules. If the spouse's coverage is eliminated, the employee must wait for the open enrollment period for Blue Cross Blue Shield under the City of Astoria's health care plan.

SECTION 2II. The City agrees to provide twenty-four hour, seven days a week, life insurance coverage in the amount of \$50,000 per employee, \$5,000 per spouse and \$5,000 per dependent over six (6) months old, at no cost to the employee. Life insurance shall meet the requirements of ORS 473.025 with respect to mandatory coverage for fire fighters.

Subsection Aa. All regular employees will have the option to purchase life insurance coverage provided through the City's life insurance provider at retirement, subject to any changes imposed by the insurance carrier.

SECTION 3III. The City's current long-term disability program will remain in effect during the term of this agreement.

ARTICLE ~~XI~~ SICK LEAVE

SECTION 4A. Sick leave will be provided to all employees in the Association for non-occupational disability with full pay earned on the basis of one full day accrual for each full month of service (40 hour/week employees). Employees working a 56-hour a week shift will accrue sick leave at the rate of 16 hours per month.

Subsection AI. Accumulated unused sick leave shall be limited to 2464 hours for the duration of this contract.

SECTION 2B. New employees will start accruing sick leave after 30 days employment. They shall be entitled to use sick leave during the first year of employment.

SECTION 3C. When an employee must be away from the job because of serious illness in the immediate family, such time off may be granted by the Fire Chief and charged against sick leave.

Subsection IA. The immediate family means mother, father, spouse, sister, brother, mother-in-law, father-in-law, grandparents, grandparents of spouse, children or grandchildren of the employee. A person or persons residing in the employee's home is considered a family member.

SECTION 4D. Upon retirement from the City, a PERS employee hired prior to August 29, 2003 will have all of their accumulated unused sick leave up to 2080 hours, reported to PERS for enhanced retirement benefit. This benefit may only be utilized to the extent permitted by law and the PERS statues and administrative rules.

Employees hired on or after August 29, 2003, as members of the Oregon Public Service Retirement Plan (OPSRP), cannot use accumulated unused sick leave for enhanced retirement benefit.

SECTION 5E. In the event of the death of an immediate family member, as defined in SECTION 3, Subsection A. above, the employee will be allowed to take accumulated sick leave credits not to exceed three (3) working days. An additional two (2) days sick leave will be allowed for necessary funeral travel time upon approval of the Fire Chief or designee.

Employees shall be allowed to use one (1) day of sick leave to attend the funeral of the employee's aunts, uncles, nephews and nieces.

SECTION 6F. The City may exercise flexibility regarding the eligibility or extension of any leave of absence when requested by the affected employee. Granting or denying any exceptions to the clauses in this Article will be at the sole discretion of the City and will be based on legal requirements and the reasonableness of fulfilling the request.

ARTICLE ~~XII~~ 7 STABILITY PAY

Association Proposal

SECTION A~~1~~. Upon completion of the fifth (5th) year of continuous service, an employee becomes eligible for stability payments. Stability payments will be included in regular monthly pay vouchers and are considered as part of an employee's regular compensation.

SECTION 2B. The following constitutes the percentages applied against Step A~~E~~:

A. Employees with five (5) full years of credit up to ten (10) full years of credit - 2% of base Step A~~E~~ pay per month.

B. Employees with ten (10) full years of credit up to fifteen (15) full years of credit - 3.5% of base Step A~~E~~ pay per month.

C. Employees with fifteen (15) full years of credit up to twenty (20) full years of credit - 4.5% of base Step A~~E~~ pay per month.

D. Employees with twenty (20) full years of credit and over - 6% of base Step A~~E~~ pay per month.

ARTICLE ~~XIII~~ 8 RESPONSIBILITY PAY

When an employee is assigned to assume the duties and responsibilities of a position in a classification higher than his/her own classification for one (1) or more full twenty-four (24) hour shifts or any portion of a shift in excess of two (2) or more consecutive hours, the employee will receive an increase in pay of at least five percent (5%) of the employee's base wage, not to exceed the top step of the higher salary range. If the temporary assignment is to a position outside the bargaining unit, the employee shall be subject to the conditions of employment which apply to a regular employee in the same position; however, during the temporary assignment outside the bargaining unit the employee shall continue to pay monthly dues uniformly charged to bargaining unit members.

ARTICLE ~~XIV~~⁹
UNIFORMS AND EYEGLASS REPLACEMENT

SECTION 1A. The City shall supply, at no cost to bargaining unit employees, all required uniform and personal safety equipment deemed necessary and appropriate for Department personnel in the performance of duty, including footwear. Each employee shall have \$275 per budget year available for replacement of worn or damaged parts of their uniform.

The Fire Chief, at his discretion, shall assign a Quartermaster to review requests for replacement of worn or damaged parts of a uniform and personal safety equipment. Uniform purchases and compliance is governed by fire department "Standard Operational Guidelines"

SECTION 2. Eyeglasses that have been damaged or lost on the job with no negligence on the part of the employee shall be replaced at no cost to the employee, not to exceed three hundred fifty dollars (\$350.00), after any available insurance reimbursement.

ARTICLE ~~XV~~ 15 FITNESS

SECTION 1A. The City will provide medical exams (using NFPA 1500 guidelines) for all regular employees. The physicals will be conducted during the months of January - May.

SECTION B2. The City will arrange for annual flu shots for all regular employees, and pay the cost or portion thereof not covered by insurance.

SECTION C3. The City will allow free admission to the Astoria Aquatic Center for bargaining unit members as an enhancement to the Physical Fitness Program.

SECTION D4. PHYSICAL FITNESS PROGRAM

Subsection IA. Purpose: The purpose of the City of Astoria Fire Department physical fitness program is to administer a fitness test to fire personnel. This program is strictly voluntary but the City encourages all personnel to test during the semiannual testing procedure. This policy is available to all personnel.

Subsection IIB. Standards: The basic standards of the physical fitness program are detailed in Attachment A, "Physical Fitness Test Administration", page 21.

Subsection IIIC. Conduct of Examination: Fire personnel, who choose to participate in the fitness program, must demonstrate compliance with the program during the testing process conducted twice a year. Testing shall be conducted semiannually. Testing will occur in March and October of each year.

Tested fire personnel shall be on on-duty status during the examination process, but shall receive no overtime or extra compensation for the time spent taking the examination, unless the FLSA and/or the hours and overtime article of this labor agreement requires otherwise.

A participant who scores 125 points or more will be at the "distinguished" level. A participant who scores 100 points up to 124.99 points will be at the "competent" level.

Subsection IVD. Physical Examinations: Prior to testing, fire personnel volunteering to participate are encouraged to have a medical exam, and should start exercising slowly to prepare themselves. The fire personnel's blood pressure and pulse shall be taken before testing. A resting blood pressure over 140 over 90 or a resting pulse over 90 will preclude the fire personnel from testing until the City is in receipt of a medical doctor's release.

Subsection VE. Semi-annual Award: Fire personnel who are rated competent under the requirements of the program during the semiannual testing procedure shall have added to his/her regular paycheck a one time award of \$200 for those employees who meet the "competent" rating. Fire personnel who receive a "distinguished" rating of the program shall receive a \$300 award payable as stated above.

ARTICLE ~~XVI~~16 JOB DESCRIPTION AND RECLASSIFICATION

SECTION 4A. The City shall maintain written job descriptions regarding fire department related work that shall include, but not be limited to, titles and written specifications for various classes as they relate to the fire department. Job titles shall refer to a specific class and not to the individual. Each class shall have a specification that includes a concise descriptive title, a description of the responsibilities and a statement of the minimum or desirable qualifications for each class. Any time a job description changes, such description shall be posted in each station.

SECTION B2. The City Manager may reclassify a position whenever the duties materially change. Reclassification may not, however, be used to avoid a restriction concerning demotion, promotion or compensation.

ARTICLE ~~XVII~~ 17 HOURS AND OVERTIME

SECTION A-1. The work schedule will be as follows: 24 consecutive hours on duty, 24 consecutive hours off duty, 24 consecutive hours on duty, 24 consecutive hours off duty, 24 consecutive hours on duty, 96 consecutive hours off duty (Modified-Detroit Schedule).

SECTION B2. The City shall notify employees of all shift changes. Employees shall be given 2 weeks notice of changes in shift unless in the case of an emergency or by mutual agreement, or required by operational necessity as a call-back.

SECTION C3. All employees will be paid overtime on the basis of a 27-day work period. Hours of work, including sick leave, vacation and actual holiday hours (as defined in Article XIX, Holidays, Section 1) worked in excess of 204 hours will be compensated at a pay rate of time and one half (12 hours) to meet FLSA requirements. For pay purposes under the FLSA the work period for shift employees shall be twenty-seven (27) consecutive calendar days; for this purpose the parties elect FLSA 7(k).

SECTION D4. Employees may choose whether they receive overtime compensation in the form of time off or pay. In any event, employees may not accrue more than 240 hours of compensatory time. All overtime worked when an employee has 240 hours of compensatory time on the books shall be paid. Compensatory time off may be used upon mutual agreement between the employee and the Fire Chief.

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IAFF Counter to City Proposal at 4 / 4 / 4					
	<u>current</u>	<u>15-16</u>	<u>16-17</u>	<u>17-18</u>	<u>Total</u>
Payroll Costs for Union members only	1,128,880	1,191,300	1,242,040	1,290,160	3,723,500
IAFF Proposed Payroll Costs for Union members only	1,128,880	1,235,270	1,277,180	1,314,570	3,822,860
Difference	-	(43,970)	(35,140)	(24,410)	(99,360)
* no assumptions are made for increasing insurance which reduces the overall % increase					
** note the IAFF proposal kept Fitness as is					
Without NFPA and degrees leaving EMT @ 4% and changing Paramedic to 7.25%					
City Proposal 11.28.16 at 3 / 3 / 2		1,181,610	1,221,740	1,248,060	3,651,410
Difference		9,690	20,300	42,100	72,090
		0.82%	1.66%	3.37%	6.4%
Increase over prior year		62,420	50,740	48,120	161,280
% increase over prior year		5.53%	4.26%	3.87%	14.29%

IAFF Counter to City Proposal at 4 / 4 / 4					
	<u>current</u>	<u>15-16</u>	<u>16-17</u>	<u>17-18</u>	<u>Total</u>
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	current	15-16	16-17	17-18	Total
Payroll Costs for Union members only	1,128,880	1,191,300	1,242,040	1,290,160	3,723,500
IAFF Proposed Payroll Costs for Union members only	1,128,880	1,235,270	1,277,180	1,314,570	3,822,860
Difference	-	(43,970)	(35,140)	(24,410)	(99,360)
* no assumptions are made for increasing insurance which reduces the overall % increase					
** note the IAFF proposal kept Fitness as is					
Without NFPA and degrees leaving EMT @ 4% and changing Paramedic to 7.25%					
City Proposal 11.28.16 at 3 / 3 / 2		1,181,610	1,221,740	1,248,060	3,651,410
Difference		9,690	20,300	42,100	72,090
		0.82%	1.66%	3.37%	6.4%
Increase over prior year		62,420	50,740	48,120	161,280
% increase over prior year		5.53%	4.26%	3.87%	14.29%

City Proposal 11.4.16 at 1.5/1.5/2

	Original Budget 15-16	15-16	Original Budget 16-17	16-17	17-18
Payroll Costs	1,519,460.00	1,582,810	1,593,430	1,617,710	1,648,520
Additional over budgeted amount		63,350		24,280	
				87,630	
		15-16 Change from Orig Bdgt	16-17 Bdgt Chg From 15-16 Bdgt	16-17 Chg from 16-17 Bdgt	Change over 16-17
Difference from year to year		63,350	73,970	24,280	30,810
		4.17%	4.87%	1.53%	1.90%

* no assumptions are made for increasing insurance, volunteer or interns so this reduces the overall % increase

4,849,040	City 11.4 proposal
(5,071,120)	IAFF 11.4 proposal
(222,080)	Difference
5%	Additional increase to payroll
87,630	City proposal over existing budgets
222,080	IAFF over existing budgets
309,710	IAFF over existing budgets

City Proposal at 3.5 / 2 / 2					
	current	15-16	16-17	17-18	Total
Payroll Costs for Union members only	1,128,880	1,186,460	1,226,430	1,242,850	3,655,740
IAFF Proposed Payroll Costs for Union members only	1,128,880	1,235,270	1,277,180	1,314,570	3,827,020
Difference	-	(48,810)	(50,750)	(71,720)	(171,280)
* no assumptions are made for increasing insurance which reduces the overall % increase					
** note the IAFF proposal kept Fitness as is					
Without NFPA and degrees leaving EMT @ 4% and changing Paramedic to 7.25%					
Base City Proposal 11.4.16		1,181,950	1,206,810	1,231,510	3,620,270
Difference		4,510	19,620	11,340	35,470
		0.38%	1.63%	0.92%	3.1%
Increase over prior year		57,580	39,970	16,420	113,970
% increase over prior year		5.10%	3.37%	1.34%	10.10%

City Proposal at 3.25 / 2.5 / 2

	<u>current</u>	<u>15-16</u>	<u>16-17</u>	<u>17-18</u>	<u>Total</u>
Payroll Costs for Union members only	1,128,880	1,184,030	1,224,090	1,245,480	3,653,600
IAFF Proposed Payroll Costs for Union members only	1,128,880	1,235,270	1,277,180	1,314,570	3,827,020
Difference	-	(51,240)	(53,090)	(69,090)	(173,420)

* no assumptions are made for increasing insurance which reduces the overall % increase

** note the IAFF proposal kept Fitness as is

Without NFPA and degrees leaving EMT @ 4% and changing Paramedic to 7.25%

Base City Proposal 11.4.16	1,181,950	1,206,810	1,231,510	3,620,270
Difference	2,080 0.18%	17,280 1.43%	13,970 1.13%	33,330 3.0%
Increase over prior year	55,150	40,060	21,390	116,600
% increase over prior year	4.89%	3.38%	1.75%	10.33%

City Proposal at 3 / 3 / 2

	current	15-16	16-17	17-18	Total
Payroll Costs for Union members only	1,128,880	1,181,610	1,221,740	1,248,060	3,651,410
IAFF Proposed Payroll Costs for Union members only	1,128,880	1,235,270	1,277,180	1,314,570	3,827,020
Difference	-	(53,660)	(55,440)	(66,510)	(175,610)

* no assumptions are made for increasing insurance which reduces the overall % increase

** note the IAFF proposal kept Fitness as is

Without NFPA and degrees leaving EMT @ 4% and changing Paramedic to 7.25%

Base City Proposal 11.4.16	1,181,950	1,206,810	1,231,510	3,620,270
Difference	(340)	14,930	16,550	31,140
	-0.03%	1.24%	1.34%	2.8%
Increase over prior year	52,730	40,130	26,320	119,180
% increase over prior year	4.67%	3.40%	2.15%	10.56%

City Proposal 11.4.16 at 1.5/1.5/2

	<u>current</u>	<u>15-16</u>	<u>16-17</u>	<u>17-18</u>	<u>Total</u>
Payroll Costs for Union members only	1,128,880	1,166,100	1,190,720	1,216,200	3,573,020
IAFF Proposed Payroll Costs for Union members only	1,128,880	1,235,270	1,277,180	1,314,570	3,827,020
Difference	-	(69,170)	(86,460)	(98,370)	(254,000)

* no assumptions are made for increasing insurance which reduces the overall % increase

** note the IAFF proposal kept Fitness as is

Without NFPA and degrees leaving EMT/Paramedic @ 4% & 6%

Base City Proposal 11.4.16	1,181,950	1,206,810	1,231,510	3,620,270
Difference	(15,850)	(16,090)	(15,310)	(47,250)
Increase over prior year	37,220	24,620	25,480	87,320
% increase over prior year	3.30%	2.11%	2.14%	7.74%

City Proposal

- Removes NFPA certification incentives from 11.4.16 proposal (Fire Officer I @ 1%, Instructor II @ 1% and @ 1% and Aerial Operator @1%)
- Removes Bachelor's Degree at 3% and Master's Degree at 5%
- Leaves Intermediate EMT at 4%, removes Advanced EMT – 2%
- Paramedic at 7.25% (so first year is above current flat rate of \$ 325/month)
- City incentives are proposed at Range 22, Step A
- Hazmat Team Compensation is 2.5% based on Range 22, Step A (currently we pay \$ 500, changing to % will increase amount to \$ 1,320 FY 15-16)
- Fitness at \$ 1,000 per year
- Proposed wage increases at 3%, 3% and 2%
- Adds \$ 31,140 to original 11/4/16 proposal costs
- Proposed costs over 3 yrs \$ 3,651,410 less Current costs x 3 of 3,386,640 = increased costs of \$ 264,770 over 3 years

IAFF Proposal

- NFPA certifications includes Fire Officer I, Instructor I and Aerial Operator @ at 1%
- Associates Degree – 3%, Bachelor's Degree – 5% and Master's Degree – 7%
- Advanced EMT 3%, Intermediate EMT 5%, Paramedic EMT 6.5% based on Range 22, Step E
- IAFF incentives are proposed at Range 22, Step E
- Hazmat Team Compensation is 2.5% based on Range 22, Step E (Step difference is \$ 280/yr more in FY 15-16 per person)
- No change proposed to fitness at \$ 200 or \$ 300 twice a year (maximum \$ 600 per year)
- Proposed wage increases at 3%, 3% and 3%
- Proposed costs for 3 years is \$ 206,750 over City's initial proposal
- Proposed costs over 3 yrs \$ 3,827,020 less Current costs x 3 of \$ 3,386,640 = increased costs of \$ 440,380 over 3 years

Population Served

Baker City FD	16000
Coos Bay F & R	21000
Hood River FD	7379
LaGrande FD	13000
Newport	10400
North Bend FD	9800
Ontario	13000
Pendleton F & A	18400
Scappoose RFPD	12500
Astoria	10000

Astoria Fire Department - Labor Negotiations - July 1, 2016
Firefighter - 10 Years w/Int. & AA

	Top Step	Longevity	EMT/Int	AA	EE Ret cont.	Ins. Adj.	Deferred Comp	VEBA/HRA	Subtotal	ER Ins. Cont.	Total
Baker City FD	\$4,731	\$0	\$237	\$0	\$0	-\$139	\$0	\$0	\$4,828	\$1,253	\$6,081
Hood River	\$4,836	\$0	\$218	\$0	-\$303	-\$190	\$0	\$125	\$4,685	\$1,710	\$6,395
LaGrande FD	\$4,694	\$0	\$235	\$0	-\$296	-\$106	\$0	\$0	\$4,527	\$951	\$5,478
Newport FD	\$4,716	\$0	\$141	\$52	\$0	-\$144	\$0	\$0	\$4,766	\$1,293	\$6,059
Ontario FD	\$5,419	\$108	\$60	\$60	\$0	\$0	\$0	\$0	\$5,647	\$1,268	\$6,914
Pendleton F & A	\$5,829	\$0	\$375	\$0	-\$372	-\$233	\$0	\$0	\$5,600	\$1,555	\$7,155
Average	\$5,038	\$18	\$211	\$19	-\$162	-\$135	\$0	\$21	\$5,009	\$1,338	\$6,347
Astoria FD	\$5,178	\$148	\$175	\$0	-\$330	-\$94	\$0	\$0	\$5,077	\$1,784	\$6,861
Relation to Average	2.79%		-20.51%			-30.55%			1.37%	33.30%	8.10%

#3

Coos Bay F & R: All firefighters function as engineers

North Bend: All firefighters function as engineers

Ontario: Education incentive is for NFPA FF-2

Scappoose: All firefighters function as driver/engineers

Blue highlight is actual updated data received from agency or from CBA; un-highlighted data is current as of 6/30/15

Astoria Fire Department - Labor Negotiations - July 1, 2016
Firefighter - 10 Years w/Para. & BA

	Top Step	Longevity	EMT/Para.	BA	EE Ret cont.	Ins. Adj.	Deferred Comp	VEBA/HRA	Subtotal	ER Ins. Cont.	Total
Baker City FD	\$4,731	\$0	\$473	\$0	\$0	-\$139	\$0	\$0	\$5,065	\$1,253	\$6,318
Hood River	\$4,836	\$0	\$435	\$0	-\$316	-\$190	\$0	\$125	\$4,890	\$1,710	\$6,600
LaGrande	\$4,694	\$0	\$469	\$0	-\$310	-\$106	\$0	\$0	\$4,748	\$951	\$5,699
Newport FD	\$4,716	\$0	\$283	\$0	\$0	-\$144	\$0	\$0	\$4,855	\$1,293	\$6,148
Ontario	\$5,419	\$108	\$60	\$60	\$0	\$0	\$0	\$0	\$5,647	\$1,268	\$6,914
Pendleton F & A	\$5,829	\$0	\$732	\$0	-\$394	-\$233	\$0	\$0	\$5,935	\$1,555	\$7,491
Average	\$5,038	\$18	\$409	\$10	-\$170	-\$135	\$0	\$21	\$5,190	\$1,338	\$6,528
Astoria	\$5,178	\$148	\$325	\$0	-\$339	-\$94	\$0	\$0	\$5,218	\$1,784	\$7,002 #2
Relation to Average	2.79%					-30.55%			0.55%	33.30%	7.26%

Coos Bay F & R: All firefighters function as engineers

Hood River: All firefighters function as engineers

North Bend: All firefighters function as engineers

Ontario: EMT is for int., they have no paramedics; education premium is for NFPA FF-2

Scappoose: All firefighters function as driver/engineers

Blue highlight is actual updated data received from agency or from CBA; un-highlighted data is current as of 6/30/15

Astoria Fire Department - Labor Negotiations - July 1, 2016
Driver/Engineer - 10 Years w/Int. & AA

	Top Step	Longevity	EMT/Int	AA	EE Ret cont.	Ins. Adj.	Deferred Comp	VEBA/HRA	Subtotal	ER Ins. Cont.	Total
Coos Bay F & R	\$5,930	\$0	\$237	\$178	\$0	-\$128	\$0	\$0	\$6,217	\$1,151	\$7,368
Hood River FD	\$5,077	\$0	\$228	\$0	-\$318	-\$190	\$0	\$125	\$4,922	\$1,710	\$6,632
LaGrande	\$4,985	\$0	\$235	\$0	-\$313	-\$106	\$0	\$0	\$4,801	\$951	\$5,752
Newport FD	\$5,613	\$0	\$168	\$0	\$0	-\$144	\$0	\$0	\$5,638	\$1,293	\$6,931
North Bend FD	\$5,374	\$0	\$0	\$0	\$0	-\$90	\$0	\$0	\$5,283	\$1,718	\$7,001
Scappoose RFPD	\$6,317	\$63	\$0	\$0	-\$383	-\$209	\$0	\$0	\$5,788	\$1,883	\$7,671
Average	\$5,549	\$11	\$145	\$30	-\$169	-\$144	\$0	\$21	\$5,442	\$1,451	\$6,892
Astoria	\$5,443	\$156	\$175	\$0	-\$346	-\$94	\$0	\$0	\$5,334	\$1,784	\$7,118
Relation to Average	-1.94%		20.82%			-35.01%			-2.02%	22.95%	3.27%

#3

Baker City: No engineer position

North Bend: All firefighters function as engineers; salary based on 2% increase for 7/1/16 (minimum stated in CBA)

Pendleton: No engineer position.

Scappoose: All firefighters function as driver/engineers; District matches 2% deferred comp.

Blue highlight is actual updated data received from agency or from CBA; un-highlighted data is current as of 6/30/15