



AGREEMENT

between

City of Kettering, Ohio

and

International Association of Firefighters

Local 2150 – Regular Full-Time Fire Captains



December 25, 2017 — December 20, 2020

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AGREEMENT

This Agreement is between the City of Kettering, Ohio (the City), and the International Association of Firefighters, Kettering Local #2150 regular full-time Fire Captains (the Union). “He,” “his” and “him” shall include “she,” “hers” and “her.”

ARTICLE 1 — PREAMBLE

It is the purpose of this Agreement to achieve and maintain harmonious relations between the City and the Union, to provide for equitable and peaceful adjustment of differences which may arise, and to establish proper standards of wages, hours and other conditions of employment.

ARTICLE 2 — RECOGNITION

Section 1. The City recognizes the Union as the exclusive bargaining agent of all regular full-time Fire Captains for the purpose of negotiating wages, hours and other terms and conditions of employment. The coverage of this Agreement shall be limited to the employees included within the bargaining unit described above.

Section 2. Dues Deduction. During the period this Agreement is in effect, the City shall deduct the regular annual Union dues from the bi-weekly wages of employees who individually and voluntarily authorize and direct such deductions in writing. The written authorization shall be revocable at will upon thirty (30) days written notice to the City and Union.

The Union shall hold the City harmless from any liability arising out of any action taken by it or omitted by it in compliance with or in an attempt to comply with the provisions of this Section.

The City will remit dues money to the Union at least once a month. The Union shall compute and notify the City of the Union dues for each regular full-time Fire Captain no more than once a year. The City shall make no service charge for the deduction and remittance of dues and assessments. The remittance shall be in the form of a check payable to “Kettering Firefighters Local 2150.”

Section 3.

(a) No Lockout

During the term of this Agreement, the City will engage in no lockout of the regular full-time Fire Captains covered by this Agreement.

(b) If the Union claims this Section is violated, it may at its option obtain an immediate arbitration hearing. To do so, it shall give the City written or electronic notice of its claim and request the American Arbitration Association to appoint an arbitrator to hear and decide the claim on an emergency basis. The hearing shall be held within 48 hours or as soon after that as possible. The parties shall not file and the arbitrator shall not receive post-hearing briefs about the issuance of an immediate restraining order. The arbitrator shall continue the hearings (and may request post-hearing briefs) on the issue of damages. This arbitration provision does not affect the Union’s right to seek direct relief, injunctive or otherwise, in the courts or elsewhere.

ARTICLE 3 — MANAGEMENT RIGHTS

Section 1. This Section, and any other provision in this Agreement relating to management rights, layoffs, call backs and promotions, are solely intended to supplement the rights of management granted in Section 4117.08 Ohio Revised Code. This does not constitute bargaining about any of the rights protected by 4117.08 and is not a waiver of the City's right to refuse to bargain about any and all of the rights contained in that section.

The management and direction of the affairs of the City are retained by the City. This includes, but is not limited to: the selection, transfer, assignment and layoff of regular full-time Fire Captains, the demotion of probationary regular full-time Fire Captains, the termination for just cause of regular or probationary regular full-time Fire Captains; the making, amending and enforcing of reasonable work rules and regulations; the securing of revenues of the City; the exercise of all functions of government granted to the City by the Constitution statutes of the State of Ohio and the City Charter and Ordinances; the determination from time to time as to what services the City shall perform; the establishment or continuation of policies, practices or procedures for the conduct of its affairs and from time to time, the changing or abolition of such practices or procedures, the purchasing and maintaining of adequate and safe equipment; the determination of the number of hours per day or week any operation may be carried on; the selection and determination of number of regular full-time Fire Captains required; the establishment and changing of work schedules and assignments; the contract for the performance of such work as the City determines advisable and the taking of such other measures as the City and/or Management may determine to be necessary for the orderly and efficient operation of the City; and the determination of the size and composition of the work force. The City retains all rights except to the extent this Agreement specifically and expressly provides to the contrary. The City will not use this Section to contravene individual rights granted by this Agreement.

The City has the right to require employees hired after September 1, 1989, to possess or obtain, and to retain paramedic or similar certification, determined by the City to be appropriate, as a condition of continued employment, and to terminate any such employee who fails to maintain such certification. The City shall make available opportunity for continuing education as required for retention of such certification. For employees hired before September 1, 1989, failure to retain full current paramedic certification will result in loss of the paramedic differential pay, but not loss of employment. If an employee is hired as a full-time firefighter with no requirement, at the time of initial employment as a full-time firefighter, to be or become a paramedic (or similar certification), it cannot be made a condition of employment during the term of this Agreement.

Section 2.

- (a) There will be no strikes of any kind. This includes sympathetic strikes and strikes for foreseeable or unforeseeable reasons. "Strikes" include any work stoppage, slowdown, picketing or any other concerted activity or attempted concerted activity which would interrupt or limit the performance of services. Informational picketing, which is otherwise lawful and which does not have the intent or effect of inducing a strike, or interfering with the operation of the City is permitted. This Section is for the benefit of the City and the public it serves, and is in addition to all other rights provided them by law.

(b) Union Responsibility

If there is an unauthorized strike, work stoppage, interruption or impeding of work, the Union, together with its officers and agents, shall publicly denounce said violation, provide the City with written notice that the strike is not authorized, is in violation of this Agreement, and that work shall be continued, disclaim approval, order those taking part in such violation to return to work immediately, and instruct all interested employees of the City or other employees that said strike is not authorized and that work shall be continued. If these steps are sincerely followed, there shall be no financial liability on the part of the Union, or any of its officers or agents, for such violation.

(c) Employee Discipline

The City shall have the right to discharge, demote, suspend, fine or otherwise discipline employees for violation of this Section. An employee disciplined under this Section may file a grievance, but only on a claim that he did not violate this Section. The discipline imposed may not be overturned if the employee did violate this Section, and the arbitrator or any other reviewing tribunal under the grievance procedure shall have no authority or jurisdiction to reduce or modify the discipline if the employee did violate this Section.

(d) Restraining Violations

If the City claims this Section is violated, it may at its option obtain an immediate arbitration hearing. To do so, it shall give the Union written or electronic notice of its claim and request the American Arbitration Association to appoint an arbitrator to hear and decide the claim on an emergency basis. The hearing shall be held within 48 hours or as soon after that as possible. The parties shall not file and the arbitrator shall not receive post-hearing briefs about the issuances of an immediate restraining order. The arbitrator shall rule from the bench and, if he finds that this Section has been violated, he shall immediately issue an award prohibiting continuation or resumption of the strike. The arbitrator shall continue the hearing (and may request post-hearing briefs) on the issue of damages. This arbitration provision does not affect the City's right to seek direct relief, injunctive or otherwise in the courts or elsewhere.

ARTICLE 4 — COMMUNICATIONS AND COOPERATION

The expressing of any views, argument or opinion, or the dissemination thereof, whether in written, printed, graphic or visual form, by either the Union or the City, shall not constitute or be evidence of an unfair labor practice under any of the provisions of the Act (Ohio Revised Code Chapter 4117), if such expression contains no threat of reprisal or force or promise of benefit.

ARTICLE 5 — DISCRIMINATION

The City, the Union and each employee will cooperate fully to abide by, and will abide by, all applicable laws and regulations prohibiting discrimination on account of race, color, religion, sex, national origin, age, disability, or military or veteran status.

ARTICLE 6 — WORKING CONDITIONS

The City shall take no action which unjustly and arbitrarily has an adverse effect on rights, privileges, and working conditions enjoyed by the employees at the present time. No employee covered by this Agreement shall be disciplined or discharged without just cause.

ARTICLE 7 — WAGES

Section 1. Effective retroactive to December 25, 2017 all wage rates in pay scale 605 and 605-1 will increase by 2.50%. Effective December 24, 2018 all wage rates in pay scale 605 and 605-1 will increase by 2.50% and effective December 23, 2019 all wage rates in pay scale 605 and 605-1 will increase by 2.50%. The wage progression plan for regular full-time Fire Captains shall be as follows:

Hourly Rates Effective December 25, 2017:

Fire Captains appointed prior to 9/23/13:

	<u>Basic</u>	<u>A Step</u>	<u>B Step</u>	<u>C Step</u>	<u>D Step</u>
605	Hrly (56 hr. week sched.)	\$32.78	\$33.59	\$34.39	\$35.26
	Hrly. (40 hr. week sched.)	\$45.89	\$47.03	\$48.14	\$49.37
	Yearly	\$95,451	\$97,822	\$100,131	\$102,690

Fire Captains appointed on or after 9/23/13:

		<u>A Step</u>	<u>B Step</u>	<u>C Step</u>	<u>D Step</u>
605-1	Hrly (56 hr. week sched.)	\$31.96	\$32.87	\$33.29	\$33.70
	Hrly. (40 hr. week sched.)	\$44.75	\$46.02	\$46.60	\$47.18
	Yearly	\$93,080	\$95,722	\$96,928	\$98,134

Section 2. Hourly Rates Effective December 24, 2018:

Fire Captains appointed prior to 9/23/13:

	<u>Basic</u>	<u>A Step</u>	<u>B Step</u>	<u>C Step</u>	<u>D Step</u>
605	Hrly (56 hr. week sched.)	\$33.60	\$34.44	\$35.24	\$36.14
	Hrly. (40 hr. week sched.)	\$47.04	\$48.21	\$49.34	\$50.60
	Yearly	\$97,843	\$100,277	\$102,627	\$105,248

Fire Captains appointed on or after 9/23/13:

		<u>A Step</u>	<u>B Step</u>	<u>C Step</u>	<u>D Step</u>
605-1	Hrly (56 hr. week sched.)	\$32.76	\$33.69	\$34.12	\$34.54
	Hrly. (40 hr. week sched.)	\$45.87	\$47.17	\$47.77	\$48.36
	Yearly	\$95,410	\$98,114	\$99,362	\$100,589

Section 3. Hourly Rates Effective December 23, 2019:

Fire Captains appointed prior to 9/23/13:

	<u>Basic</u>	<u>A Step</u>	<u>B Step</u>	<u>C Step</u>	<u>D Step</u>
605	Hrly (56 hr. week sched.)	\$34.44	\$35.30	\$36.12	\$37.05
	Hrly. (40 hr. week sched.)	\$48.22	\$49.42	\$50.57	\$51.87
	Yearly	\$100,298	\$102,794	\$105,186	\$107,890

Fire Captains appointed on or after 9/23/13:

		<u>A Step</u>	<u>B Step</u>	<u>C Step</u>	<u>D Step</u>
605-1	Hrly (56 hr. week sched.)	\$33.59	\$34.54	\$34.97	\$35.41
	Hrly. (40 hr. week sched.)	\$47.02	\$48.35	\$48.96	\$49.57
	Yearly	\$97,802	\$100,568	\$101,837	\$103,106

Section 4. Minimum Service Requirement.

Minimum service requirements at regular full-time Fire Captains pay steps for eligibility to qualify for the next higher pay step are as follows:

605 Step A or 605-1 Step A	6 months (to Step B)
605 Step B or 605-1 Step B	12 months (to Step C)
605 Step C or 605-1 Step C	12 months (to Step D)

Section 5. A regular full-time Fire Captain in Pay Grade 605 Step B, 605-1 Step B, 605 Step C, 605-1 Step C may utilize certain college degrees or certificates earned in Fire Science, Fire Administration or Fire and Industrial Safety Technology, or a related field, in lieu of actual service to meet minimum service requirements for advancement within the rank of regular full-time Fire Captain. A Certificate of Fire Science Technology will equal nine (9) months of service; an Associate Degree in Fire Science Technology will equal one (1) year of service; A Baccalaureate Degree in Fire and Industrial Safety Technology, Fire Administration or similar field will equal eighteen (18) months of service. In no case shall a regular full-time Fire Captain receive more than a total of two (2) years service credit nor shall he receive credit for more than one college certificate or degree in the substitution of educational achievement for actual service.

Section 6. Regular full-time Fire Captains regularly assigned to eight (8) hour shifts will receive fifteen cents (15¢) per hour in addition to the regular basic rates for straight time hours worked between 6 p.m. and 6 a.m.

Section 7. Regular full-time Fire Captains regularly assigned to a 24-48 schedule shall receive an hourly rate of pay (the “56 hour rate”) which is five-sevenths of that hourly rate set forth in Sections 1 through 3 of this Article rounded to the nearest cent. A “24-48 schedule” is a schedule of twenty-four (24) consecutive hours on duty followed by forty-eight (48) consecutive hours off duty, with EDOs as set forth in Article 10, Section 2.

Section 8. As required by the City, members agree that all payroll payments will be direct deposited in an account of the employee’s choice in compliance with the guidelines established by the City of Kettering Finance Department. Paystubs shall be distributed or accessible either electronically or in print form.

ARTICLE 8 — HOURS

The standard work schedule for regular full-time Fire Captains is forty (40) hours per week consisting of five (5) working days of eight (8) hours per day or four (4) working days of ten (10) hours per day between 6 a.m. and 6 p.m., Monday through Friday, except for those assigned to a 24-48 schedule (see Article 7, Section 6). A regular full-time Fire Captain assigned to a “Flex” position shall enjoy all wages and benefits afforded a regular full-time Fire Captain assigned to a standard 24-48 schedule. The City agrees it will not permanently change an employee’s work schedule by more than one (1) hour’s difference in starting time without at least one (1) week’s notice. If the schedule is changed to include work on Saturday or Sunday, or to change the length of the regular work day, as a part of the regular schedule on a permanent basis, the City will give at least two (2) weeks’ notice. A permanent change is one which is expected to prevail for three (3) months.

If a permanent change in an employee’s work schedule is ordered by the City without the requisite one (1) or two (2) weeks’ notice, the first day worked under the new schedule shall be at a rate of time and one-half the employee’s regular rate.

ARTICLE 9 — OVERTIME PAY

Section 1. Provided the employee has worked a full scheduled week, overtime at time and one-half shall be paid for all hours in excess of the employee’s regular scheduled workday or regular scheduled workweek.

Section 2. Attendance at any fire business meeting or training session scheduled by the Chief or his designee is considered time worked for overtime purposes.

Section 3. For the purpose of computing overtime, an employee on paid leave of absence, holiday or vacation shall be considered to have worked his normal work shifts during such absences.

Section 4. Should the City order a regular full-time Fire Captain to work in another division or department, the regular full-time Fire Captain’s regular pay shall prevail. Should the regular full-time Fire Captain volunteer to work for another division or department, he shall be paid the rate applicable to the job performed.

Section 5. Emergency standby time is defined as commencing when an off-duty regular full-time Fire Captain is notified to maintain contact with the Fire Department for possible call-in for immediate reporting for duty in an emergency situation until the regular full-time Fire Captain is either directed to report for duty or released from emergency standby status. The standby rate of pay is 0.2 times the regular full-time Fire Captain’s regular rate.

Section 6. An employee may request compensatory time off in lieu of overtime pay at the same rate as he would have been paid as long as he makes written application to the Chief or his designee for both its accrual and use. Effective January 1, 2015 accrued compensatory time off may not exceed the equivalent of eight regular work days. Compensatory time off will be scheduled in the same manner as vacation time, and it must be used in increments of not less than four (4) hours except that accrued amounts of less than four (4) hours must be used in a single application. When a regular full-time Fire Captain leaves the City’s employment, the balance of his comp time will be paid to him.

Section 7. Overtime pay shall be calculated by recording overtime worked to the closest minute, converting the total minutes worked to the closest one-hundredth (1/100) hours and paying overtime at a rate of time and one-half the employee’s regular hourly rate.

Section 8. Call-in Pay is payment for work assigned by the Chief or his designee, and performed by an employee at a time not contiguous with his normal pre-scheduled work hours, but does not apply to call-ins due to the employee's fault or neglect. Any employee who is called in for such work will receive a minimum of 2 hours pay at the time and one-half rate.

Section 9. The regular full-time Fire Captain's overtime equalization plan will continue to be used.

Section 10. Overtime pay will not be pyramided.

Section 11. Overtime for regular full-time Fire Captains on a 24-48 hour schedule will be at the comparative rate of one and one-half times the 40-hour workweek schedule rate. This shall be computed by multiplying the appropriate 24-48 hour rate times 1.4 and then by multiplying that product by 1.5.

Section 12. Whenever it is necessary for an off-duty regular full-time Fire Captain to appear in the Municipal Court or any other official court on matters pertaining to official Fire Department business, or to appear before the prosecutor for a pre-trial conference, the regular full-time Fire Captain shall submit to the Chief, or his designee, an overtime records form for approval. Forms shall be filled out completely, wherever possible, including remarks as to the reasons and details of the necessity of the appearance. A minimum of two (2) hours overtime shall be credited per appearance day, at the rate of time and one-half. If the time required for a court appearance shall exceed two (2) hours, the regular full-time Fire Captain shall be paid for actual time spent at the overtime rate (time and one-half).

ARTICLE 10 — HOLIDAYS

Section 1. The following ten days are recognized as paid holidays under this Agreement: New Year's Day; Dr. Martin Luther King, Jr. Day (3rd Monday in January); Presidents' Day (3rd Monday in February); Memorial Day (last Monday in May); Independence Day; Labor Day (1st Monday in September); Thanksgiving Day (4th Thursday in November); day after Thanksgiving; December 24; and Christmas Day. Regular full-time Fire Captains assigned to rotating or other shifts which require regular full-time Fire Captains to regularly work a full work schedule during the week in which a holiday occurs will be paid an extra day's pay for each such holiday (8 hours at the 40 hour rate), except as noted in the next paragraph. The City will be willing to defer that holiday pay until the later part of the year. For forty hour/week regular full-time Fire Captains, holidays (time off) for Martin Luther King, Jr. Day, Presidents' Day, Memorial Day, Labor Day, Thanksgiving Day, and the day after Thanksgiving will be recognized on the dates set forth above. For forty hour/week regular full-time Fire Captains, holidays (time off) for New Year's Day, Independence Day, December 24, and Christmas Day will be recognized on the City-recognized day for the holiday.

To accomplish this same result for regular full-time Fire Captains working a four 10-hour day/week schedule, but to avoid short paychecks for holiday weeks, a special rule will apply for these regular full-time Fire Captains. If a holiday falls on an employee's normally scheduled workday, that employee will receive no holiday pay. The City will keep a career record of the holidays for each regular full-time Fire Captain working four 10-hour days per week. The City will establish an account of that employee's paid holiday hours, to be continued throughout his career. The account will be increased by all paid holiday hours received while on the four 10s schedule. The account will be decreased by 80 hours for each full calendar year the employee is on the four 10s schedule. This account will accumulate from year to year, but will be totaled once each year, at the end of the calendar year. If there is a deficit of 10 or more hours when the account is balanced, the Chief will either grant additional days off or additional pay, at his discretion, to bring the deficit to less than 10 hours. Any additional days off will be scheduled by the Chief

the same as vacation. The account will reflect these additional days or additional pay. The account will be established retroactively to January 1, 1988.

However, overtime for all regular full-time Fire Captains will be paid at the double time rate only for overtime hours worked on the days holidays actually fall (not necessarily the day recognized on the list above).

Section 2. Personal Leave Days and Earned Days Off.

Each regular full-time Fire Captain working the forty (40) hour workweek schedule shall be entitled to forty (40) hours of paid personal leave annually.

Regular full-time Fire Captains assigned to a 24-48 hour schedule shall receive twelve (12) EDOs annually. Such EDOs shall be scheduled in advance twice a year, six (6) days at a time for each half-year.

The scheduling of all EDOs is subject to scheduling requirements as determined by the Chief. All EDOs shall be scheduled as approved by the Chief.

ARTICLE 11 — VACATIONS

Section 1. Effective from and after August 31, 2009, vacation leave will be accumulated, for uninterrupted employment, based on straight-time hours in a paid status at the following comparative rates for a forty (40) hour workweek schedule:

<u>Years of Service</u>	<u>Rate of Accumulation - Hours/Year</u>
Less than 5	80
5+ up to 10	112
10+ up to 15	144
15+ up to 20	168
Over 20 years	200

Section 2. Vacation leave accrued and vacation leave taken will be accounted for on a vacation year basis. The vacation year extends from the first day of the pay period closest to October 1st of one calendar year through the last day of the pay period closest to September 30th of the following calendar year.

Section 3. A regular full-time Fire Captain may carry accumulated vacation leave forward to the next vacation year. The total amount of accrued leave carried forward will not, however, exceed 30 days at the beginning of any vacation year. Accrued leave in excess of 30 days is dropped and lost on the last day of each vacation year.

A regular full-time Fire Captain may provide the City with written notice of his commitment to retire on a specific date, in which case no limit shall be placed on the accumulation of his vacation leave from the date of receipt of such notice of this retirement date or for the period of one year preceding his retirement date, whichever is shorter.

Section 4. When a regular full-time Fire Captain reaches a Leave Anniversary Date entitling him to an increased rate of accumulation, he shall be credited with the increased rate of accumulation beginning the pay period in which the Leave Anniversary Date falls.

Section 5. Priority Scheduling. The scheduling of vacation leave for the Fire Department shall be at the discretion of the Fire Chief with the exception that priority scheduling within the regular full-time Fire Captains' bargaining unit shall be completed in a manner that is agreed upon by the members of the bargaining unit and approved by the Chief. Priority leave will be for the following vacation year March 1 through the last day of February the following year. To facilitate this Section, the Chief or his or her designee shall publish permanent assignments changes which he or she is aware of and which will affect the following vacation year by Nov. 15. This does not preclude the Chief from making different or other permanent or temporary assignment changes at any time.

The Chief shall make a good faith effort to render all decisions on priority leave scheduling no later than Dec. 15.

The Chief will determine how many, if any, regular full-time Fire Captains may be on vacation at one time in an operational group. Where there is a conflict among regular full-time Fire Captains for requested vacation dates within an operational group, length of service as a regular full-time Fire Captain ordinarily will govern; exceptions may be made in the Chief's discretion based on the operational needs of the department. Conflicts of vacation request among regular full-time Fire Captains made after January 31 will be resolved based on the date of the request, at the discretion of the Chief.

Section 6. A regular full-time Fire Captain assigned to a 24-48 schedule shall accumulate vacation leave at rates of 1.4 times the rates indicated in Section 1 of this Article (accumulated rates for a forty (40) hour workweek). When a regular full-time Fire Captain is transferred to a 24-48 schedule, any balance of vacation leave will be multiplied by 1.4. When a regular full-time Fire Captain is transferred off a 24-48 schedule, any balance of vacation leave will be multiplied by five-sevenths (5/7). The total amount of accrued leave carried forward by a regular full-time Fire Captain on a 24-48 schedule will not exceed three hundred thirty-six (336) hours at the beginning of any vacation year.

ARTICLE 12 — SHIFT ROTATION

Shift Scheduling - In each leap year, 24-hour shifts will be rescheduled to avoid unfair holiday scheduling. There will be no additional pay for the rescheduling. On the last Saturday in February of a leap year, the shifts will be scheduled as follows:

Shift 1	7 a.m. till 3 p.m.
Shift 2	3 p.m. till 11 p.m.
Shift 3	11 p.m. till 7 a.m. (Sunday)

Shift 1 is the platoon working the Friday, Shift 2 is the platoon that worked Thursday, and Shift 3 is the platoon that worked Wednesday, and will work Sunday.

The dates specified can be changed by mutual agreement of the Chief and the Union.

For the purposes of this Article, all other conditions of EDO and vacation scheduling shall continue to remain in force. Normal overtime and leave policies will also remain in force.

ARTICLE 13 – INJURY LEAVE

The City Manager may grant a paid injury leave for absence necessitated by a work-related injury or illness. The Chief and the Director of Human Resources will determine whether the injury is work related.

ARTICLE 14 — EDUCATION ASSISTANCE

Section 1. The City will pay eighty (80) percent of the tuition costs for courses directly related to a permanent full-time employee's current position or preparation for a promotion with a maximum payment of \$1,000.00 per year per employee.

Section 2. An employee is eligible for this assistance only when no other outside source of funding for tuition is available.

Section 3. Requests for education assistance must be submitted by an employee to the City Manager through the Fire Chief and the Director of Human Resources.

Section 4. If the employee's service with the City is terminated within two (2) years of completion of the course for any reason other than disability retirement, the City Manager may require that the employee return the City's outlay on a pro rata basis.

Section 5. The City Manager may, in his sole discretion, authorize the advance of educational assistance for an employee from future years and formulate an arrangement for pay back to the city should the employee terminate his service with the City.

ARTICLE 15 – SAFETY AND HEALTH

Section 1. The City and the Union agree to cooperate to the fullest extent in the promotion of safety.

Section 2. Health and Safety Examinations

(a) In the interest of health, safety or job performance, the City may require a medical or other examination of an employee. Any such examination shall be conducted by a licensed practitioner. The Fire Chief (or his or her designee) and the Director of Human Resources (or his or her designee) shall jointly determine in good faith if an employee is required to have an examination. The City will not order an examination unless based upon reasonable suspicion or other grounds which are not unjust or arbitrary. This may include an employee's potential responsibility for an accident or incident which results in bodily harm or property damage, a violation of traffic or other laws or safety rules which could cause bodily injury or property damage, unexplained and excessive absence, or employee appearance, behavior or speech.

If in the examiner's opinion the employee's condition jeopardizes his or her health or safety, or that of another employee, or renders his or her job performance unsatisfactory, the City may relieve the employee from active employment, and he or she will be eligible to use accrued sick leave.

Any City-required examinations shall be paid in full by the City. Any time spent by the employee traveling to, from and during the examination will be work time, subject to any applicable call-in or overtime pay.

The employee will be provided complete copies of all reports, findings and recommendations of the examiner.

(b) At the employee's option, a "second opinion" medical or other examination may be conducted by a licensed practitioner of the employee's choice. Such examination will be paid for by the employee and time spent will not be subject to overtime provisions. Complete copies of all reports, findings and recommendations of the optional examination will be provided to the City.

(c) If the opinions of the City's examiner and the employee's examiner are in conflict, either the City or the employee may appeal the determination to an examiner agreed upon by the first two. All relevant records and information will be made available to the third examiner, whose opinion shall be final as it relates to the specific issues originally prompting the first required examination. The cost of any third examination shall be paid in full by the City. Both the City and the employee shall receive complete copies of all reports, findings and recommendations of the third examiner. Medical records shall be sealed or similarly secured, accessible only through the City Manager, the Fire Chief or the Director of Human Resources.

(d) If it is determined that the employee's medical or other condition did not jeopardize his or her health or safety, or that of other employees, or did not render his or her job performance unsatisfactory, all sick leave directed to be used will be reinstated to the employee and leave taken will be charged to paid administrative leave.

(e) Employees returning from, or remaining on, leave of absence because of a disability may be required to participate in a medical or other examination subject to the above provisions and appeals. In such cases, the provision of reinstated sick leave provided in paragraph (d) of this Article shall be in effect the date of the first required examination for any employee who was then fit for duty.

ARTICLE 16 — SICK LEAVE AND FUNERAL LEAVE

Section 1. Each regular full-time Fire Captain assigned to a forty (40) hour workweek schedule shall accrue sick leave at a rate of one hundred twenty (120) hours per year, prorated over twenty-six (26) two-week pay periods, and the maximum number of sick leave hours which can be accrued by such regular full-time Fire Captains shall not exceed 2,080. Regular full-time Fire Captains assigned to a 24-48 schedule shall accrue sick leave at a rate 1.4 times the rate of a regular full-time Fire Captain assigned to a forty (40) hour workweek schedule or 168 hours per year, prorated over twenty-six (26) two-week pay periods, and the maximum number of sick leave hours which can be accrued by such regular full-time Fire Captains shall not exceed 2,912. When a regular full-time Fire Captain is transferred from a forty (40) hour workweek schedule to a 24-48 schedule, any balance of sick leave will be multiplied by 1.4. When a regular full-time Fire Captain is transferred from 24-48 schedule to a forty (40) hour workweek schedule, any balance of sick leave will be multiplied by five-sevenths (5/7).

Section 2. Sick leave may be used for absences due to illness, injury, or exposure to a contagious or communicable disease, or emergency due to serious illness of a member of the immediate family where the employee's presence is extremely essential, but a doctor's certificate to substantiate periods of three consecutive days or more may be required by the City, and may also be required for a period of one (1) day in the following cases:

- a. If it is believed that an employee is malingering based upon repeated one or two day absences; or

- b. Multiple absences on a single day (5 or more employees).

Section 3. In case of any illness or other absence, the employee shall notify his department as soon as possible on the first day of absence unless it is impossible to do so, in which case notice shall be given as soon as possible. If the absence extends beyond one (1) day, the employee shall make periodic reports to his department on his progress and anticipated date of return. Regular full-time Fire Captains will be required to notify their department if possible at least one (1) hour prior to their scheduled starting time so that replacement help may be provided. Failure to notify his department of the reason for absence may be grounds for refusal to pay leave.

Section 4. Nothing shall prevent the City from investigating sick leave.

Section 5. Fraction of a day. Absence for a fraction of a day is chargeable to sick leave in accordance with these provisions.

Section 6. Reinstatement Credit. A regular full-time Fire Captain who is laid off will, upon reinstatement to service, have any unused sick leave existing at the time of his layoff placed to his credit.

Section 7. Transfer Credit. Upon transfer from one division or department to another, unused sick leave days shall continue to be available for the transferred employee's use.

Section 8. Funeral Leave. Leave with pay may be requested by a regular full-time Fire Captain when his absence is required because of the death of a relative. Such leave may be granted for a period not to exceed 5 working days for 8 hour/day employees (4 working days for 10 hour/day employees and 3 shifts for 24-48 employees) for the death of a spouse, child (or step-child), parent, or parent-in-law. Such leave may be granted for a period not to exceed 3 working days for 8 hour/day employees (3 working days for 10 hour/day employees and 2 shifts for 24-48 employees) for the death of any other member of the immediate family, which is defined as brother, sister, grandparent, grandparent-in-law, grandchild, half-brother, half-sister, brother-in-law, sister-in-law, or other relative living in the same household; brother-in-law and sister-in-law mean spouse's sibling or sibling's spouse. Such leave may be granted for a period of up to one calendar day for a more distant relative. A leave report form showing the relationship to the deceased will be submitted by the regular full-time Fire Captain at the earliest practical time. The Fire Chief is authorized to rule on such requests for paid leave. For a 24-48 regular full-time Fire Captain, a "calendar day" begins each day at the time 24-hour shifts commence and ends 24 hours later.

Section 9. Payment of Accumulated Sick Leave at Death. One-half (1/2) of the accumulated Sick Leave shall be paid to a designated beneficiary upon the death of a current employee. Such payment will be in a lump sum based upon the employee's hourly rate of pay at the time of death (excluding any premium pay). If there is not valid written designation of beneficiary on file, or if the designation is for any reason ineffective, the payment shall be made to the employee's estate except that the City may authorize the payment of such amount to any one or more of the surviving spouse, adoptive parents, lineal descendants by adoption, or blood relatives of the employee, or a beneficiary to receive payments after the death of the employee under the State Retirement System, and any such payment shall be in complete discharge of liability with respect to the amount so paid.

Section 10. Payment for Accumulated Sick Leave at Retirement. At retirement, a regular full-time Fire Captain's sick leave balance shall be computed on a forty (40) hour workweek basis and he shall receive a

lump sum payment for one-third (1/3) of all accumulated sick leave in excess of four-hundred (400) hours to the maximum of 2,080 hours. This provision does not apply to service separation other than retirement.

Section 11. Birthing Parent Leave. Any pregnant regular full-time Fire Captain shall be entitled to birthing parent leave. The starting date and duration of birthing parent leave shall be determined by the City based upon the request of the employee and the recommendation of the employee's doctor. Accumulated sick leave may be utilized by a regular full-time Fire Captain for that period of time the employee is temporarily disabled due to the employee's pregnancy.

Section 12. Special Leave. Leaves without pay for personal reasons may be granted by the City upon request for periods not in excess of ninety (90) calendar days. Employees absent due to illness may be granted such leave after sick leave has expired. Such leave may be extended or renewed beyond a total of ninety (90) calendar days only upon the express approval of the City Manager. Upon return from such leave, the employee will be reinstated to his old position or to one of equal grade if available.

ARTICLE 17 — GRIEVANCE PROCEDURE

Section 1. A grievance is a complaint that the City has violated this Agreement. All grievances shall be handled exclusively as set forth in this procedure. Any disciplinary action of record which is not appealable to the Kettering Civil Service Commission is fully subject to the procedures of this Article.

Section 2. Grievances shall be promptly filed. To be considered, a grievance must be filed at the first step within fourteen (14) calendar days of its occurrence or when the employee first became aware (or in the exercise of reasonable diligence should have become aware) of its occurrence, but in no case may a grievance be filed more than thirty (30) days after the occurrence.

Section 3. Step 1. An aggrieved employee shall first take up his grievance with his immediate supervisor. Upon the request of either of them, the representative of the Union shall be present.

Section 4. Step 2. If the grievance of an employee is not satisfactorily settled at Step 1, it may be taken to Step 2 and appealed by the grievant at a meeting with the Fire Chief and a representative of the Union. Any class action grievance filed by the Union shall be filed at Step 2 rather than Step 1 of the grievance procedure.

Section 5. Step 3. If the grievance has not been adjusted at Step 2, it may then be appealed by the grievant to a meeting between the Director of Human Resources and a representative of the Union.

Section 6. Step 4. If the grievance has not been adjusted at Step 3, it may then be appealed by the grievant to a meeting between a representative of the Union and the City Manager.

Section 7. Step 5. Arbitrable grievances which have not been settled by the above steps may be submitted to binding arbitration. Grievances which involve a matter over which the Civil Service Commission has jurisdiction are not arbitrable.

In the case of other grievances, if the Union is not satisfied with the answer of the City at Step 4, it may within thirty (30) days given written notice to the City of its intent to submit the grievance to arbitration.

Section 8. Arbitration. The arbitrator shall be selected under the rules of the American Arbitration Association for labor disputes, unless in a specific case the Union and the City mutually agree upon an arbitrator. Either party may request the American Arbitration Association to initiate procedures for the appointment of an arbitrator at any time after the notice of intent to arbitrate has been given under Section 7. The decision and award of the arbitrator shall be final and binding upon all interested parties.

The arbitrator shall not have the power to add to or subtract from or to modify this Agreement or any agreement supplemental hereto.

No more than one (1) grievance shall be placed before an arbitrator at any one hearing and in no instance shall there be multiple (two or more) grievances heard by any arbitrator holding hearings as provided herein, unless it is mutually agreed to waive this provision.

The expense of the arbitrator shall be paid equally by the City and the Union.

It is further agreed, except with respect to matters over which the Civil Service Commission has jurisdiction, that the above grievance-arbitration procedure shall be, and the same hereby is, the sole method of settling disputes, differences or controversies arising between the parties hereto or between an employee and the City, and it is further agreed that the employees covered hereunder shall be bound by any decisions, determinations, agreements or settlements which may be effectuated pursuant to invoking the grievance-arbitration procedure including any determination as to the arbitrability of a grievance as shall be made by the authorized business representative or officer handling the grievance, provided, however, that any such determinations regarding arbitrability shall be made upon the facts with which the authorized business representative or officer is confronted.

Section 9. The City shall give its answer at Step 1 within two (2) days; appeals from Step 1 to Step 2 shall be within two (2) days of receipt of the City's answer. Appeals from Step 2, Step 3 and Step 4 shall be within five (5) days of receipt of the City's answer. The City shall give its answer at Step 2, Step 3 and Step 4 within ten (10) days of the meeting. Time limits may by agreement be waived.

Section 10. In the event the City fails to answer in the time provided, the grievance shall automatically be considered the next step. In the event that a grievance is not filed or appealed within the time provided, it shall be considered withdrawn; however, if the grievance is not answered at the second step, the grievance will be settled in behalf of the employee.

ARTICLE 18 — UNIFORM ALLOWANCE AND PROGRAM

Section 1. Regular full-time Fire Captains will be paid a uniform allowance of \$700 per year. This uniform allowance will be for the regular full-time Fire Captain to provide cleaning and to maintain and replace a Class-A uniform and other regular full-time Fire Captain and medic related items in conformity with the Department's uniform policy. This allowance will be paid to each regular full-time Fire Captain after the first year of service in four (4) equal payments at the beginning of each quarter.

Section 2. All turnout gear, station wear and safety equipment required by the City shall be furnished by the City through the Fire Department's Quartermaster Program.

Section 3. All newly promoted regular full-time Fire Captains will be issued a complete set of uniforms consistent with the guidelines, policies and inventory in place in the Fire Department at the time this Agreement is signed.

Section 4. In addition to any Fire Department provided footwear Regular full-time Fire Captains will be paid a boot allowance of \$300 per year. This boot allowance will be for Regular full-time Fire Captains to purchase, maintain and replace structural firefighting “turn-out” boots and station work boots and/or shoes that comply with Fire Administration standards. This allowance will be paid to each Regular full-time Fire Captain in four (4) equal payments at the beginning of each quarter.

ARTICLE 19 — BULLETIN BOARDS

The City agrees to furnish at each firehouse a bulletin board for the Union. These bulletin boards are to be used exclusively by the Union for the purpose of posting non-controversial Union notices.

ARTICLE 20 — MEDICAL, DENTAL AND LIFE INSURANCE

Section 1. Health and Dental Insurance. The City shall make available to all eligible employees and their dependents health insurance programs to include medical, prescription and dental coverage subject to the applicable carriers’ requirements and eligibility. The plan coverage and premium as determined by the City will be the same as that provided to all non-bargaining unit employees. Deductibles, out-of-pocket maximums, and co-pay structures are components of plan design. As such they will be established by the City and will be the same as those for non-bargaining unit employees. The City has the right to insure or self-insure and to choose the insurance carriers, third-party administrators, network of physicians or providers, or any other operational components of the Medical and Dental Plans.

The City shall pay 90% and the employee shall pay 10% of the premium for the Dental Insurance Plan. Effective as of January 1, 2018, if the City changes the premium for the dental plan, the dental premium for these bargaining unit employees shall be the same as the non-bargaining unit employees.

Effective January 1, 2018 and through the duration of the agreement, the City shall pay 83% and the employee shall pay 17% of the premiums for the Medical Insurance Plan. If however, the City reduces the Medical Insurance Plan employee premium share below 17% for non-bargaining unit employees, such reduction shall also apply to the Regular Full-Time Fire Captains.

Effective January 1, 2018 the City will fund 65% of the employee’s High Deductible Platinum Health Plan network deductible by placing \$1300/yr. single and \$2600/yr. family into a Health Savings Account (HSA).

Effective January 1, 2019 and through the duration of the agreement the City will fund the employee’s HSA at no less than 60% of the network deductible of the High Deductible Platinum Health Plan (other plans excluded). However, in the event it is necessary in insurance plan year 2019 and/or 2020 to reduce the City’s share of the HSA funding on the High Deductible Platinum Health Plan below 55% in order to avoid the “Cadillac” excise tax pursuant to the Affordable Care Act, the City may at its option reduce the funding percentage to not less than 50%.

The network deductible of the High Deductible Platinum Health Plan shall not exceed \$2500 for a single plan and \$5000 for a family plan for plan years 2019 and 2020.

HSA's will be funded on a prorated basis, under a banking arrangement selected by the City. The City will pay all routine charges for the banking arrangement such as set up charges and routine monthly fees, with the employee responsible for other charges such as overdrafts, checks and investment fees. Once placed in the employee's HSA, the money becomes the possession of the employee, and as such, money the employee does not spend in the HSA for medical expenses is carried forward for future years use and is the employee's to take with him or her at termination, as authorized by then current IRS and other controlling state and federal regulations. Under circumstances where the employee does not have adequate funds in the HSA for expenses incurred before the end of the year, due to legitimate expenditures to meet the deductible, the City will contribute an amount to the account, at the employee's request, up to the annual City contribution limits specified above.

Employees joining the City mid-year, eligible for health insurance coverage, will be placed in a similar High Deductible Consumer Driven Health Plan, but may be enrolled in a Health Reimbursement Account (HRA) or Health Savings Account (HSA) at the discretion of the City. In the event an employee is placed in an HRA, amounts will be available for reimbursement similar to those specified for HSA accounts above. At the end of the year, if enrolled in an HRA, any money not spent is retained by the City and the employee is thus enrolled in the HSA in the subsequent year. The HRA system may also be used for other employees who do not qualify for the HSA under IRS provisions such as those enrolled in Medicare.

Employees in an HSA will have available a Limited Flexible Spending Account (Limited FSA) with the option for them to contribute up to the maximum allowable limit under IRS provisions. Other controlling aspects of the FSA and health plans, such as timing of enrollment, are subject to provisions of the Medical Plan.

Section 2. Life Insurance. Similar to administration employees each employee will be provided a term life insurance policy in an amount equal to his or her base annual salary at the time of death, plus an equal amount for accidental death and dismemberment coverage. Similar to administration employees the City will permit employees to purchase additional life insurance coverage through payroll deduction. The rates and availability of this optional coverage shall be as specified by the insurance carrier selected by the City.

ARTICLE 21 — UNION REPRESENTATION

Section 1. For purposes of this article, Union Representatives are as follows:

President	Treasurer
Vice President	Union Steward
Secretary	Trustee

The Union shall notify the City in writing as to the names of the above representatives. No more than three (3) Union Stewards, and no more than two (2) Trustees, will be appointed at any time. If the names of the Union Representatives change, notice of such change will be given to the City in writing.

Section 2. In cases of discharge, suspension or other disciplinary action, the employees involved may request the presence of a Union Representative. The City will make every effort to comply with such a request.

In cases of discharge or suspension, the representative shall be allowed a reasonable time, without loss of pay to investigate the matter to determine whether or not a grievance will be filed so long as the representative first receives permission from his supervisor.

Section 3. The City, represented by the Fire Chief, and representatives of the Union will meet upon request at a time and place mutually agreeable. Within twenty-one (21) days of the meeting, the Chief shall furnish the Union with written answers to questions submitted in writing.

Section 4. Union Officers. Sufficient time off shall be granted to any three (3) elected officers of the Union (cumulative for both the Firefighters' and the regular full-time Captains' groups) who are employees covered hereunder for the purpose of attending and conducting regular or special meetings of the Union, provided, however, a 48-hour notice is given to the Fire Chief and such release from duty is subject to the scheduling requirements in the interest of efficient operation of the Department.

Section 5. Union Leave. The City shall allow up to five (5) hours to be credited to a Union Leave fund from each Union member's vacation time, per calendar year. These hours will be deducted from the member's leave on the first pay period following a written request from the member to the City. Any unused hours in the fund shall be carried over into the next year but no more than 224 hours (cumulative for both the Firefighters' and the regular full-time Captains' groups) can be accumulated. This leave will be for use by the Union at any time during the year for such functions as, but not limited to, conventions, educational meetings, legislative hearings, and conferences, as deemed necessary by the Union.

ARTICLE 22 — CHANGING STATIONS

When an employee is ordered to change stations by the Chief or his designee after he has already reported to his assigned duty station, the employee shall receive a mileage allowance at the current rate as determined in the City travel regulations then in effect if he must travel in his personal vehicle. The number of miles to be paid will be determined by the Chief.

When an employee is contacted at home and told that his next duty assignment is at a different location than his normal duty station, and he must return to his normal duty station to pick up required items such as turn-out gear, and must report to the new duty station at the start of the shift, 15 minutes overtime will be paid; however, no mileage allowance will be paid.

When an employee is told before he leaves his duty station that his next duty day assignment will be at a different station, he will not receive either overtime pay or mileage allowance for this reassignment.

ARTICLE 23 – LABOR-MANAGEMENT COMMITTEE

The City and the Union shall jointly assist in establishing a Labor-Management Committee for the regular full-time Fire Captains group, which shall consist of a total of 4 to 6 members, half of whom shall be appointed by the City and half of whom shall be appointed by the Union. Each member shall serve at the pleasure of the party appointing him or her, and may be replaced from time to time. The regular full-time Fire Captains labor management group and the Firefighters labor management group may have joint meetings with the City, however; the City in its discretion may have separate labor management meetings with either group. In order to make efficient use of meeting time and to determine the appropriateness of joint or separate meetings, an agenda for a Labor-Management Committee shall be submitted to

Management 3 days prior to the meeting. The Committee shall establish its own rules, procedures and schedule to discuss and to investigate problems of mutual concern.

ARTICLE 24 – EFFECTS OF LAW

This Agreement is subject to all existing Federal and State laws, merit service rules and regulations, Municipal Charter provisions, City Council ordinances and resolutions, and shall be interpreted wherever possible so as to comply fully with such laws, provisions, ordinances, resolutions or any judicial decision interpreting them. The City shall adopt no ordinances or resolutions repugnant to the terms and conditions of this Agreement.

In the event that any provision of this Agreement is contrary to the law or any authority set forth above, it shall be of no further force and effect, but the remainder of this Agreement shall remain in full force and effect. When either party feels that a provision has been invalidated, it will notify the other in writing. In any such event, and upon written request by either party, the parties to this Agreement shall meet at a mutually agreeable time in an attempt to modify the invalid provisions of this Agreement by good faith negotiations. Prior to any such meeting, the City may take action it should deem necessary in good faith to comply with the law. Any such action shall be subject to the grievance-arbitration procedures hereafter for the purpose of determining whether the City acted within the scope of the paragraph.

By entering into this Agreement, or by making any reference to Chapter 4117 of the Ohio Revised Code, neither party in any way waives any claim that law, or any part of them, may be unconstitutional or otherwise invalid.

ARTICLE 25 - REMOVAL OF REPRIMANDS

After a two-year clean slate, an employee may request the City to remove a previous oral or written reprimand, which will be done, except that if the employee has received a written reprimand instead of more serious corrective action, as stated in the written reprimand, the written reprimand shall remain a part of the employee's personnel file.

ARTICLE 26 - RANDOM DRUG/ALCOHOL TESTING

In addition to the City's right to conduct Reasonable Suspicion Drug and Alcohol Testing, employees may be drug and alcohol tested randomly. Such random testing protocol shall begin no later than January 1, 2019.

Employees will be randomly selected for unannounced drug and/or alcohol testing on an indiscriminate basis that assures that all employees shall have an equal chance of being selected; as a result, some employees may be tested more than once per year while other employees may not be tested at all. Testing may be administered up to 4 times each calendar year at the discretion of the City and 10% of the total pool shall be selected for each test date. When an employee is selected for a random drug and/or alcohol test, the employee shall promptly submit to such test(s). Except as provided herein, all random drug and/or alcohol tests will be provided at the cost of the City.

All employees subject to random drug and/or alcohol testing shall be placed in either a single pool of Fire Department employees or by platoon. The selected employees will be tested in the least disruptive manner.

The random drug and/or alcohol testing shall be conducted by a certified vendor of the City's choice. At a minimum, such vendor will be certified by the Department of Health and Human Services (DHHS), or certified by a DHHS recognized certification program, or Substance Abuse and Mental Health Services (SAMHSA), or certified by a SAMHSA-recognized certified program or any other future named agency that has jurisdiction over such standards. The screening panel and acceptable limits for random drug testing shall be consistent with the City's pre-employment screening panel and acceptable limits in place for Fire Department personnel at the time the random drug/alcohol test is conducted.

No drug test shall be considered positive until it has been confirmed by a gas chromatography/mass spectrometry full scan test or its equivalent. If the initial drug test is positive for any controlled substance, a confirmation test shall be run on the same sample using the most accurate testing method reasonably available. An employee who tests positive may, at his or her own expense, have another test run on the same sample. If the analysis of the "primary" specimen confirms the presence of an illegal controlled substance, the employee has 72 hours to request that the "split" specimen be retested at the same lab or be sent to another certified laboratory for analysis, at the employee's expense. In the event that the "split" specimen sample reveals no confirmation of a controlled substance, the City will reimburse the employee for the cost of the "split" sample test.

Random alcohol testing shall be conducted by a BAT (Breath Alcohol Test). In determining positive or negative results or removal from performing safety sensitive functions/duties the City will adhere to the standards and guidelines established by the Federal Motor Carrier Safety Administration (FMCSA) or any other future named agency that has jurisdiction over such standards. Employees shall be provided with a copy of such results standards on an annual basis or more frequently in the case of modification of such standards by the applicable agency.

If an initial drug test is positive, an employee may be suspended pending receipt of the confirmation test. A positive alcohol and/or positive drug confirmation test shall be deemed a violation. If an employee refuses to submit to an drug and/or alcohol test; or has a positive alcohol test; or a positive drug confirmation test the City may initiate disciplinary action, up to and including dismissal subject to a just cause standard.

If an employee has a positive drug and/or alcohol test on a test covered by this Article, the Union, the affected employee, and the City may enter into a "Last Chance Agreement."

Information resulting from such tests will not be divulged except to the extent necessary to protect the legitimate interest of the City or to the extent required by law.

The Chief may adopt an Administrative Policy to administer the random drug and/or alcohol testing program so long as such Policy is not in conflict with this Article.

ARTICLE 27 — DURATION

This Agreement shall be in full force and effect as of December 25, 2017 through December 20, 2020. All provisions shall be effective from and after the signing date of this Agreement unless otherwise specified, or as soon thereafter as benefit coverages can be obtained or implemented in the normal course of business or as provided by law.

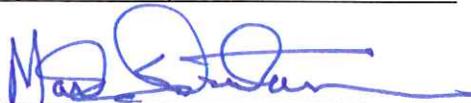
This Agreement is signed this 11th day of Sept, 2018

INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS
LOCAL #2150 - FIRE CAPTAINS

CITY OF KETTERING,
KETTERING, OHIO



Peter Burcham
President



Mark W. Schwieterman
City Manager



Michael Holbert
Vice President



Thomas Butts
Fire Chief



Neil Frederick
Bargaining Team Member



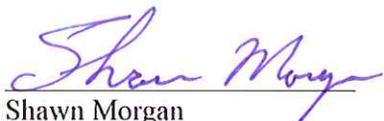
Sara E. Mills Klein
Director of Human Resources



Glenn Schlubb
Bargaining Team Member



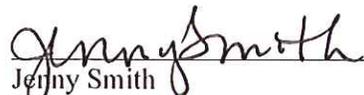
Michael Miller
Assistant Chief



Shawn Morgan
Bargaining Team Member



Patti Houser
Human Resource Manager



Jenny Smith
Human Resource Manager