

APPENDIX A

FIREFIGHTER CLASSIFICATION SCHEDULE

Classification	7/1/15	7/1/16	7/1/17	7/1/18
Firefighter Trainee (6 months - 1 year)	3791	3867	3973	4102
Confirmed Firefighter (1 year - 3 years)	4327	4414	4535	4682
3-Year Firefighter (3 years - 5 years)	4438	4527	4651	4802
Firefighter 1st Class (5 years - 10 years)	4708	4802	4934	5095
Senior Firefighter (10 years to 15 years)	4929	5028	5166	5334
15-Year Firefighter (15 years or more)	5246	5351	5498	5677
Captain Inspector/Rot. Inspector Assistant Mechanic	5724	5838	5999	6194
Battalion Chief Assistant Fire Marshall Master Mechanic EMS Coordinator	6226	6351	6525	6737
Fire Marshall Training Officer	6489	6619	6801	7022

DEFERRED COMPENSATION CONTRIBUTION

The City agrees to provide a \$10 per month matching contribution to deferred compensation for each employee in the bargaining unit.

LONGEVITY

For Confirmed Firefighter, 3 Year Firefighter, Firefighter 1st Class, and Senior Firefighter, Longevity / Increment Differential shall be calculated at point five percent (0.5%) of the Confirmed Firefighter base monthly rate for each full year of service with the Missoula Fire Department.

For 15 Year Firefighter, Longevity / Increment Differential shall be calculated at point five five percent (0.55 %) of the Confirmed Firefighter base monthly rate for each full year of service with the Missoula Fire Department.

For Captain, Inspector, Rotating Inspector, and Assistant Mechanic, Longevity / Increment Differential shall be calculated at point six percent (0.6 %) of the Confirmed Firefighter base monthly rate for each full year of service with the Missoula Fire Department.

For Battalion Chief, Assistant Fire Marshal, Master Mechanic, and EMS Coordinator, Longevity / Increment Differential shall be calculated at point six five percent (0.65%) of the Confirmed Firefighter base monthly rate for each full year of service with the Missoula Fire Department.

For Fire Marshal and Training Officer, Longevity / Increment Differential shall be calculated at point seven percent (0.7 %) of the Confirmed Firefighter base monthly rate for each full year of service with the Missoula Fire Department.

Longevity / Increment Differential shall be capped at thirty (30) full years of service.

The employee's actual date-of-hire anniversary shall be used for increment differential calculation purposes for the Local 271 Bargaining Unit.

CERTIFICATION PAY

The following amounts will be added to the monthly base pay of employees who achieve and maintain the following certifications.

The City agrees to consider all Certification pay as "regular pay" for the purpose of calculating overtime and pension contributions.

Where limited in number (HazMat Techs, SCBA Techs, Fire Code Certification) Incentive/ Certification pay will not be affected by Article XIX and the 45-day limit on filling of positions.

It is understood by both parties that Incentive/ Certification pay will be in accordance with the requirements established by State and/or Federal regulations, with recommendations & requirements of the department's Medical Director, and with requirements of the Chief or his/her designee.

It is understood by both parties that if the department adds ambulance transport, the appropriate provisions of this contract will be subject to the collective bargaining process and negotiations will commence as soon as possible regardless of the contract's expiration date.

It is understood by both parties that certifications may be considered in making shift assignments.

EMS CERTIFICATIONS

MFD EMT-Basic	2% of Confirmed Firefighter Monthly Base Pay
MFD EMT-I	3% of Confirmed Firefighter Monthly Base Pay
MFD EMT- Paramedic	6% of Confirmed Firefighter Monthly Base Pay

EMT Certification pay shall not be compounded. Certification pay applies only to the highest level of EMT certification attained.

OTHER CERTIFICATIONS

Hazardous Materials Technician 2% of Confirmed Firefighter Monthly Base Pay
Pay will be available for up to 12 members who maintain their HazMat Tech Certification and who actively participate on the HazMat Team.

Rescue Technician 2% of Confirmed Firefighter Monthly Base Pay
Pay will be available for up to 20 members who maintain their Rescue Tech Certification and who actively participate on the Discipline Insight Committee.

SCBA Repair Technician 2% of Confirmed Firefighter Monthly Base Pay
Pay will be available for up to 4 members who maintain their SCBA Repair Technician Certification and who actively conduct SCBA fit testing, maintenance, and repair.

Peer Fitness Trainer (PFT) 2% of Confirmed Firefighter Monthly Base Pay
Pay will be available for up to 4 members who maintain their PFT Certification and who actively conduct peer fitness assessments and counseling through the department's Wellness-Fitness Program.

Fire Code Certification 3% of Confirmed Firefighter Monthly Base Pay
Pay will be available for up to 5 members of the Fire Prevention Bureau who achieve Fire Code Certification.

Certified Fire Investigator (CFI) 5% of Confirmed Firefighter Monthly Base Pay
Pay will be available for up to 5 members of the Fire Prevention Bureau who become certified as fire investigators.

Emergency Vehicle Technician I (EVT-I) 2% of Confirmed Firefighter Monthly Base Pay
Pay will be available for up to 2 Maintenance Division members of who maintain their EVT-I
Certification.

Emergency Vehicle Technician II (EVT-II) 3% of Confirmed Firefighter Monthly Base Pay
Pay will be available for up to 2 Maintenance Division members of who maintain their EVT-II
Certification.

Emergency Vehicle Technician III (EVT-III) 5% of Confirmed Firefighter Monthly Base Pay
Pay will be available for up to 2 Maintenance Division members of who maintain their EVT-III
Certification.

CPR instruction provided for the public, outside agencies or other non-MFD personnel will be
taught by off duty MFD CPR Instructors. Off-duty CPR Instructors will be compensated for
that instruction per Article XIV - Overtime Pay. The Union & Employer agree to work together
to develop procedures for selection of CPR instructors for classes given to non-MFD personnel.

CERTIFICATION PAY LIMITATIONS

Certification pay to individual employees shall be limited by division as follows:

- Operations & Training - One EMS certification plus one additional certification.
- Fire Prevention Bureau - One EMS certification plus one additional certification **or** two
FPB specific certifications.
- Maintenance – One EMS certification plus one additional certification **or** two EVT
certifications.