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**MEMORANDUM OF UNDERSTANDING  
BETWEEN AND FOR  
CITY OF SUSANVILLE  
AND THE  
OPERATING ENGINEERS LOCAL UNION NO. 3  
FIRE FIGHTERS**

July 1, 2017 through and including June 30, 2020

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1 **INTRODUCTION**

The representatives of the City of Susanville, hereinafter called the "CITY," and the representatives of the Fire Fighters Unit, hereinafter called the "Unit," having met and conferred in good faith, have mutually agreed to recommend to the City Council of the City of Susanville and to the Unit membership of the Fire Fighters Unit that the following Memorandum of Understanding (MOU) be adopted and that the wages, hours, and other terms and conditions of employment in this exclusive agreement be implemented.

The purpose of the Memorandum of Understanding is to promote harmonious relations between the CITY and the employees covered herein so as to promote employer-employee relations by providing a written document enumerating the entire agreement between the employer and employees pursuant to the purpose and intent of California Government Code Section 3500.

This MOU governs Fire Department positions of Captain, Fire Fighter I, Fire Fighter II and Fire Apparatus Engineer. For the term of this Agreement, the Fire Fighters Bargaining Unit will be composed of Captains, Fire Fighter Is, Fire Fighter IIs and Fire Apparatus Engineers.

2 **EMPLOYEE RIGHTS**

Employees of the CITY have the right to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations within the scope of representation. Employees of the CITY shall also have the right to refuse to join or participate in the activities of employee organizations and shall have the right to represent themselves individually in their employment relations with the CITY.

3 **CITY RIGHTS**

A The CITY retains the right, subject to and in accordance with applicable laws and the provisions of the MOU:

- 1 To direct employees in the performance of their duties.
- 2 To hire, promote, transfer assign and discipline employees.
- 3 To dismiss employees because of lack of work, or in accordance with personnel rules and regulations.
- 4 To determine the mission of its divisions and department, number of employees, and the numbers, types, classifications, descriptions and grades of positions, or employees, assigned to an organizational unit, work project, shift, or tour of duty, and the methods and technology of performing its work.

5 To take whatever action may be appropriate to carry out its mission in situations of emergency.

B In addition, the CITY specifically retains all the rights, subject to the provisions of the MOU, to take whatever actions and set whatever policies it deems necessary, with appropriate notification to Fire Unit employees.

C This section will not operate to deny any employee rights guaranteed by applicable law, including the Meyer-Milias-Brown Act.

#### 4 **NONDISCRIMINATION**

The CITY and Unit agree not to discriminate against any employees in accordance with applicable law. Also, it is recognized that whenever the masculine gender is referred to in this MOU, it shall include the female gender and vice versa.

#### 5 **UNIT RECOGNITION**

A **Acknowledgment:**

The CITY agrees to acknowledge the Operating Engineers Local Union No. 3 as the only recognized employee organization representing the regular full-time non-management employees itemized in Section 6.

B **Payroll Deduction/Dues**

For those Unit employees itemized in Section 6, the CITY will deduct from their wages the regular monthly Union dues. Such dues shall be deducted and transmitted to the Unit upon voluntary, revocable, written authorization of the Unit employees in a manner complying with legal requirements. Written authorization forms will be provided by the CITY unless submitted by the Unit. The Unit agrees to hold harmless and indemnify the CITY for any liability the CITY should incur from any mistakes, negligence or intentional wrong sustained as a result of this service; however that the proper amount as specified by the Unit has been deducted and paid over.

#### 6 **UNIT DESCRIPTION**

This Unit shall consist of all full-time regular or probationary employees of the CITY of Susanville Fire Department listed in Exhibit A of this MOU.

#### 7 **SALARY SCALE, MERIT STEP, CAREER DEVELOPMENT AND PAY PERIOD**

A **Pay Period:**

Pay periods will conform to 26 pay periods within a full year with the pay day occurring every other Friday.

B **Salaries:**

For the period of July 1, 2017 through June 30, 2018, salaries shall be increased by 1% as shown in Exhibit B of the City of Susanville Global Range and Step Matrix.

For the period of July 1, 2018 through June 30, 2019, salaries shall be increased by 1% as shown in Exhibit C of the City of Susanville Global Range and Step Matrix.

For the period of July 1, 2019 through June 30, 2020, salaries shall be increased by 1% as shown in Exhibit D of the City of Susanville Global Range and Step Matrix.

C Longevity:

When an employee has been at Step E for two years, he/she may, according to merit, be moved to Step F where Step F is five percent higher than the current Range and Step. If the employee remains in Step F for two additional years, he/she may, according to merit, go to Step G and then Step H after an additional two years. Merit increases will not be automatic and will be based upon merit as evidenced by a performance evaluation. Merit increases will be limited to one per fiscal year. Longevity begins after an employee has been at Step E for two years and goes to Step F for two years, Step G for two years and is then eligible to move to Step H. Longevity ends at Step H.

D Merit Pay:

In order to receive a salary step increase the employee shall demonstrate that he merits such increase as shown by the annual performance review. The performance review shall be rated "meets job requirements" or a numerical rating of 3.10 or above to qualify for the merit increase.

E Professional/Educational Incentive Program:

A professional/educational incentive program is established as of January 1, 1994. Incentive pay will be provided as follows:

1 Fire Officer Certification:

May be obtained through California State Fire Training after successful completion of all required subject material courses. Employee will be compensated at 2.5 percent salary increase.

2 AA Degree in Fire Science or Certification of Completion in Related Field:

Acceptance and definition of related field will be at CITY's discretion. However, it will include, but not necessarily be limited to fire science, law enforcement, medical, public administration and business administration. Obtaining this degree will be compensated by 2.5 percent salary increase.

3 Baccalaureate Degree:

A baccalaureate degree in a related field will qualify employee for an additional 2.5 percent salary increase.

4 City of Susanville Hazardous Materials Response Team, OES – Hazmat Team:

Membership will be compensated at a rate of five percent salary increase.

- 5 California State Fire Marshal Career Track:  
Employee will be compensated a 2.5 percent salary increase for completion of CA State Fire Marshal Career Track.

These professional educational incentives may be earned in any job classification level and will continue to be carried over into any higher promotional level granted to the employees.

Each incentive pay increase will be added to the existing step and range of the employee at the time of earning the incentive recognized for compensation.

- F Training and Certification Costs:  
The CITY will pay approved training costs and all costs associated with obtaining and maintaining certifications required by the CITY.
- G Flex Staffing:  
Effective July 1, 1998 the CITY will implement flex staffing for the positions of Fire Fighter I, Fire Fighter II and Fire Apparatus Engineer. Within this group there will be no change in the number of positions but incumbents and future employees will be allowed to progress from Fire Fighter I to Fire Fighter II to Fire Apparatus Engineer based upon requirements set out in adopted job descriptions and merit. Incumbents as of the effective date of this Agreement shall be advanced as appropriate.
- H Professional Development Plan:  
The purpose of the City of Susanville Fire Fighters Professional Development Program is to increase and maintain high levels of professionalism among fire fighters and to effectively prepare fire fighters for advancement.

## 8 UNIFORMS

- A During the term of this MOU, the CITY shall provide each employee in this Unit with an annual uniform allowance of \$1,000. Such uniform allowance shall be paid annually in June.
- B New-hires will receive a \$500 uniform allowance upon hire and receive the annual \$1,000 uniform allowance paid in June.

## 9 PHYSICAL FITNESS EQUIPMENT

The CITY agrees to provide \$1,500 annually toward an employee physical fitness and wellness program.

### Physical Fitness and Wellness Program:

All members of this unit will be eligible to receive an equal share of the money available from this Section, i.e.,  $\$1,500 / 8 = \$187.50$  per member. This money will be available for the purchase of physical fitness equipment, athletic club membership and clothing for

training. Members can provide the CITY with receipts for reimbursement for the above-mentioned items pending approval of the Fire Chief.

**10 IRS SECTION 125 PLAN; DEFERRED COMPENSATION**

The CITY agrees to establish an IRS Section 125 Plan for Employees' use. The CITY will contribute \$50 per month as a contribution to an employee's Section 125 plan; or

The CITY will match on a dollar-for-dollar basis contributions to a deferred compensation plan with a maximum contribution of \$50 per month.

**11 RETIREMENT**

A Effective July1, 2015, the CITY shall pay the employer's share and the employee shall pay the employee's 9% share of the existing retirement program of 3% at 50, single highest year, with California Public Employees Retirement System for Legacy employees.

B New Employees as defined by the CalPERS hired after January 1, 2013 will be subject to the mandatory provisions of AB340 / PEPRA.

**12 WORK SCHEDULE**

CITY and Unit agree to a one year trial of the 48/96 schedule. The 48/96 work schedule consists of two consecutive twenty-four hour shifts on duty followed by four twenty-four hour shifts off duty as follows:

48/96 Schedule – XXOOOO repeat                      Kelly Schedule – XOXOXOOOO repeat

X = 24 hour shift on duty, O = 24 hours off duty

The CITY and Unit have identified ten (10) performance measures and evaluation criteria for the requested 48/96 Schedule, as shown in Exhibit "F".

The CITY and Unit have also discussed and agreed to the following scenarios:

- A 100% member buy-in remains in effect during the evaluation period.
- B Shift trades: will remain as per policy and past practice.
- C Sick Leave/Vacation Coverage: will remain per policy and past practice.
- D Long first night: If during the first night, staff respond to 3 calls, or work for 3 hours, between the hours of midnight (2400) and six (0600), that shift will be required to take and rest an additional 1 hour taken consecutively with the lunch break.

The agreed upon measurable metrics will be continuously monitored during the 365 day trail period, and reported during 30, 60, 90, 120, 180, and 365 day evaluation periods. If, during any of the evaluations periods the CITY finds a public health or safety issue due to the implementation of this schedule, the schedule will be terminated and the Kelly Schedule will be implemented.

48/96 Schedule to be implemented permanently upon successful performance as per criteria in said document. Until such time that the 48/96 is implemented, the Kelly Schedule shall remain as follows:

- A Fire Department shift personnel covered by this MOU shall work a 56-hour week (averaged over a year) which shall consist of working 24-hour shifts in each work cycle, on the formula of 24 hours on-duty, 24 off-duty, 24 on-duty, 24 off-duty and 96 off duty. This work schedule equates to a 28-day work period (224 hours).
- B A “working day” or “week day” shall be defined as one-fifth (or 11.2 hours) of the employee’s work week, whenever those terms are used in this MOU for vacation, holidays, family illness and bereavement days.
- C From time to time personnel from the Unit may be assigned to a 40-hour work week instead of the usual 24-hour shift schedule. This type of assignment will be observed as follows:
  - 1 If the 40-hour assignment is temporary in nature (e.g., one month or less) the assignee will continue to receive vacation/sick leave accrual at their appropriate 24-hour shift rate.
  - 2 If the 40-hour position becomes a permanent Unit classification, the assignee will accrue vacation/sick leave at their shift rate until a six-month probationary period has been successfully completed. At that time, the assignee will convert to the appropriate accruals for their time in service as per the 40-hour work schedule formula.
  - 3 Any person in this Unit assigned to a 40-hour schedule will continue to be represented by the Fire Fighters Unit and be entitled to the benefits of that MOU, except in any areas where the shift benefits and 40-hour MOU benefits conflict.

**13 HOLIDAYS**

- A An employee in the Unit who works on a holiday as defined in the Employee Manual shall receive 11.2 hours of straight-time pay in addition to regular pay for each holiday worked. All employees in the Unit will be paid an amount equivalent to six holidays at a rate of 11.2 hours per holiday annually on the pay period preceding December 15.
- B Employee’s birthday (or a substitute day to be selected by mutual agreement between the employee and CITY). Each employee covered by this MOU shall

receive one 24-hour shift off with pay for his/her birthday. This floating leave shift is offered whether or not the employee is scheduled to work on the birthday. This leave may be taken on the employee's actual birthday or on an alternate day mutually agreed to the employee and CITY. However, if an alternate day is selected, the leave time must be taken within the current fiscal year. The CITY will not incur any overtime pay as the result of this holiday. The employee requesting time off shall advise the Fire Chief ninety days in advance of the birthday or day of leave.

**14 VACATION**

- A Employees in this Unit shall earn vacation credit as set forth in the Employee Manual.
- B In order that employees obtain the maximum benefit for themselves, each vacation should be taken in a single period, if possible. It is desirable that vacations not be split to less than one calendar week.
- C Vacation schedules will be arranged to avoid the necessity of work stoppage, slowing down of work, or need for additional help.
- D The time at which the employee shall be granted a vacation is at the sole discretion of the Department Head. The employee's preference will be taken into account as far as possible. The predominant factor to be considered will be the CITY's needs.
- E Subject to the provisions of Section 14.D. above, vacation will be taken in accordance with departmental seniority regardless of classification or job assignment.
- F Vacation time shall be understood as shift time charged based upon a 24-hour period credit in lieu of an eight-hour credit.

**15 OVERTIME**

- A The CITY agrees that all hours worked in excess of 224 hours in a 28-day work period shall be compensated for at the rate of 1.5 times the regular rate of pay.
- B The assignment of overtime will be at the CITY's sole discretion and scheduled by supervisory personnel. However, the CITY shall endeavor to select among those employees who are qualified, those individuals who wish to work overtime, and when reasonably possible, to schedule such overtime in advance.
- C The CITY shall have the right to require employees to work whenever necessary.
- D The CITY shall grant either pay for overtime pursuant to Section 13 of the MOU or compensatory time off at the rate of 1.5 times the number of overtime hours worked. It shall be the employee's option to select pay or compensating time off.

No employee shall accrue more than 240 hours of compensatory time off. An employee may elect to receive lump sum cash out for compensatory time between September 1 and December 1 of each year of this MOU.

E An employee who is called in to work for any period one hour or more following the conclusion of the work shift or a previous call-in, shall receive a minimum of two hours at 1.5 times the regular rate of pay.

F Overtime is defined as time worked in excess of 224 hours. Time worked shall include time absent with pay, such as vacation time, compensatory time off, sick leave, emergency leave, family leave or bereavement leave. Time worked will not include time worked as a result of voluntary shift trades.

**16 HEALTH, DENTAL and VISION INSURANCE**

A Effective July 1, 2013 the CITY shall pay the cost of health, dental and vision insurance premium for each unit member covered under this MOU. Each unit member shall contribute \$30 per month towards the current plan premium. CITY will continue to research options for the best cost-effective coverage, at its discretion. The CITY reserves the right to select, change, administer and shall have the right to select any carrier or other method providing coverage to fund the benefits and may adjust the amount the CITY shall pay for such benefits. If the insurance provider is changed and the cost is less than \$952 per month per employee, the CITY shall cap the amount of its contribution to an amount not less than 100 percent of the cost of the new plan.

B Health insurance will be made available to retirees with no minimum vesting, if allowed under the current plan. Retirees will be eligible to purchase health insurance under the abovementioned plan with the vesting requirement if allowed by the plan. A credit of 50 percent of accumulated sick leave at time of retirement, capped at \$15,000, will be paid out per month toward 50 percent of the premium. This amount is subject to CalPERS regulations.

**17 ACTING DUTY OFFICER**

From time to time a permanent employee will be named as the Acting Duty Officer who is temporarily assigned to the fire ground command duties and some responsibilities of the Fire Chief position. When assigned as the Acting Duty Officer, the permanent employee shall be compensated an additional one hundred dollars (\$100) for up to the first 24 hours of the assignment all hours over the initial 24 hours will be compensated at the rate of \$4.17 per hour until the employee is relieved of the Acting Duty assignment.

**18 SALARY PROTECTION PLAN**

A The CITY will pay an amount not to exceed \$187 per contract year per employee of the premium amount for a salary protection insurance plan. The payment will either be in the form of a reimbursement to each employee who participates in the

salary protection plan, or by direct payment to the company providing the salary protection program.

- B This benefit amount (\$187) is for a salary protection plan only and cannot be applied to any other program, nor can any employee receive cash in lieu of this benefit.

**19 EMPLOYEE'S SICK LEAVE**

- A Employees within this Unit will receive 12 hours of sick or accident allowance for each full month of employment up to a total of 144 hours allowance per calendar year, unlimited accumulation.
- B Sick leave will be administered according to the rules in the Employee Manual.
- C Sick leave benefits are payable only for an employee's regularly scheduled work days on which he or she is off as a result of the employee's illness or accident.
- D Under the Public Employees' Retirement System, credit for unused sick leave (Section 20965) of the Government Code shall be a benefit provided to each employee of this Unit upon retirement and in accordance with the rules and regulations of CalPERS.
- E At retirement, 50 percent of accumulated sick leave may be applied to 50 percent of insurance premiums per month.

**20 MILITARY LEAVE**

Military leave shall be granted in accordance with the provisions of state law. All employees entitled to military leave shall give the City Administrator and/or the City Administrator's authorized representative an opportunity, within the limits of military regulations, to determine when such leave shall be taken.

**21 JURY DUTY**

While serving on jury duty, employees will still be paid by the CITY on the basis of a 40-hour week, at their normal rate of pay, on condition that any compensation (in excess of mileage expenses) received from the court be turned over to the CITY.

**22 FAMILY ILLNESS LEAVE**

Family illness leave and other associated family leaves are set out in the Employee Manual.

**23 BEREAVEMENT LEAVE**

Bereavement leave is available as set out in the Employee Manual.

**LAYOFF POLICY**

It is recognized by the Unit that when due to fiscal, operational or organizational reasons, it is necessary to reduce CITY employment, such action and its implementation, except as qualified herein, shall be at the sole discretion of the CITY. When it is deemed necessary to reduce CITY employment by layoff of employees, the layoff procedure shall protect the right of the CITY to retain the most qualified employees, while also recognizing the relative seniority of affected employees. The following layoff policy is adopted to accomplish this purpose:

A Section 1:  
The CITY shall have the sole right to determine which class or classes shall be subject to layoff.

B Section 2:  
The order of layoff of employees within a class or classes subject to layoff shall be:

- 1 ~~Provisional or temporary employees~~
- 2 Part-time employees
- 3 Probationary employees
- 4 Full-time, regular employees

Within each of the first three categories, the order of layoff shall be at the discretion of the appointing authority. Order of layoff of full-time, regular employees shall be according to the following procedure established in this Section.

In the case of layoffs for full-time, regular employees, the following factors shall be considered in the following orders:

- 1 Knowledge, training, ability, skill, adaptability, attitude and efficiency.
- 2 Physical fitness required for the job.
- 3 Seniority.

C Section 3:  
Seniority Determination: Seniority will be established by department and within a class. Among employees with equal seniority, the order of layoff shall be determined by the appointing authority.

Procedure: Each department is considered separately when layoff occurs. Employees shall first exhaust demotion rights within a department and class in which the employee had prior full-time, regular status, provided the demotee has a higher seniority than an employee working in that classification. Employees

demoting to a lower classification in which they held prior full-time, regular status shall be subject to Factors 1 and 2 in Section 2 above.

D Section 4:

Re-employment: Employees laid off, or demoted in lieu of layoff, shall have a priority right of return to their prior class. This right shall remain effective for one year from the date of demotion or separation from the service.

**25 CALIFORNIA OFFICE OF EMERGENCY SERVICES (OES)**

The CITY provides firefighting services to OES under a contract between the CITY and OES. Personnel assignments under the OES contract will be made by the Fire Chief, based upon contractual and operational requirements. Whenever possible, fire fighters' wishes as to whether the assignment is desired will be considered. Any fire fighter so assigned will keep a record of time worked in the manner prescribed and will be compensated according to the compensation provisions of this MOU and the Fair Labor Standards Act, i.e., straight-time for services under the OES contract service on regular duty days, and time and one-half for services on non-duty days. All monies received for services provided under the OES contract will be accounted for in the Fire Department budget.

**26 OES HOTEL/MOTEL COSTS**

Following every seven (7) consecutive days of deployment, the City will provide, at the City's expense, one (1) room for every two (2) employees/firefighter volunteers deployed. It is agreed that this provision is available to volunteers and full-time employees.

**27 PAST PRACTICES**

Nothing contained in this MOU shall be interpreted as to imply or permit the invocation of past practice, or tradition, or accumulation or vesting of any employee rights or privileges other than those expressly stated herein.

The CITY and Unit agree that only those past practices, standards, obligations and/or other commitments of the CITY to its employees which are expressly stated herein shall be in full force and effect during the term of this MOU.

All other past practices, standards, obligations or commitments, whether written or unwritten, are within the scope of Section 3 of this MOU.

**28 SOLE AGREEMENT**

A The policies which are collected in this MOU constitute the entirety of the policies which are subject to the meet and confer obligation as agreed to by the parties. To the extent that any other agreement should be in conflict with these policies, these policies shall prevail.

B If, during its term, the parties hereto should mutually agree to modify, amend or alter the provisions of the MOU in any respect, any such change shall be effective only if, and when, reduced to writing and executed by the authorized

representatives of the CITY and the Unit. Any such changes validly made shall become a part of this MOU and subject to its terms.

- C The CITY shall pay all costs associated with members of the Unit obtaining and maintaining special vehicle operator's licenses, EMT/First Responder licenses, and all inoculations required by the CITY.

**29 RESIDENCY POLICY**

The CITY and Unit agree that the Residency Policy is applicable to all Unit Members hired after January 1, 2018, as shown in Exhibit "E".

**30 SAVINGS CLAUSE**

In the event that any of the policies contained in this MOU should be declared by a court of competent jurisdiction to be unenforceable or illegal, that policy, or set of policies, shall be declared void

However, this action shall in no way invalidate the remaining policies contained in this MOU.

Should a policy within the MOU become void as outlined above, either the CITY or the Unit may institute the meet and confer process in regard to instituting a substitute item.

**31 TERM OF THE MEMORANDUM OF UNDERSTANDING**

This MOU shall remain in effect for the period of July 1, 2017, through and including June 30, 2020, or until a successor agreement is reached, unless a specific provision provides for a different commencement and/or termination date. The provisions of this MOU shall not, however, take effect until ratified by both the City Council of the City of Susanville and the general membership of the bargaining unit.

The provision of this MOU shall not be altered, amended, or added to except by the mutual written agreement of the CITY and the Unit. Either party may request the other to consider changes in provisions of the MOU; such requests must be in writing. Neither party is, however, obligated to agree to re-initiate the meet and confer process unless specific provisions of the Federal Fair Labor Standards Act are amended to impact or alter the provisions of this MOU.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2018.

31 SIGNATURES

CITY OF SUSANVILLE

OPERATING ENGINEERS LOCAL  
UNION NO. 3, FIRE FIGHTERS

\_\_\_\_\_  
Kathie Garnier, Mayor

\_\_\_\_\_  
Russ Burns, Business Manager

\_\_\_\_\_  
Dan Newton, Interim City Administrator

\_\_\_\_\_  
Dan Reding, President

\_\_\_\_\_  
Gwenna MacDonald, City Clerk

\_\_\_\_\_  
Steve Ingersoll, Vice President

APPROVED AS TO FORM:

\_\_\_\_\_  
Jessica Ryan, City Attorney

\_\_\_\_\_  
Jim Sullivan, Rec/Corr Secretary

\_\_\_\_\_  
Justin Diston, Financial Secretary

\_\_\_\_\_  
Dave Harrison, Treasurer

\_\_\_\_\_  
Tim Neep, Director of Public Employees

\_\_\_\_\_  
Art Frolli, Business Representative

\_\_\_\_\_  
Leon Myers, Employee Representative

**EXHIBIT A  
FIRE FIGHTERS  
POSITION CLASSIFICATION SCHEDULE  
July 1, 2017 through June 30, 2020**

<u>POSITION</u>	<u>INCENTIVE LEVEL</u>	<u>RANGE</u>
Fire Fighter I	Base	129
	I	130
	II	131
Fire Fighter II	Base	132
	I	133
	II	134
Fire Apparatus Engineer	Base	137
	I	138
	II	139
Fire Captain	Base	141
	I	142
	II	143

CITY OF SUSANVILLE GLOBAL RANGE AND STEP MATRIX

2017-2018 FIRE MOU

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
101	698.94	733.89	770.58	809.11	849.57	892.04	936.65	983.48
102	716.41	752.23	789.85	829.34	870.80	914.35	960.06	1,008.07
103	733.89	770.58	809.11	849.57	892.04	936.65	983.48	1,032.65
104	752.23	789.85	829.34	870.80	914.35	960.06	1,008.07	1,058.47
105	770.58	809.11	849.57	892.04	936.65	983.48	1,032.65	1,084.28
106	789.85	829.34	870.80	914.35	960.06	1,008.07	1,058.47	1,111.39
107	809.11	849.57	892.04	936.65	983.48	1,032.65	1,084.28	1,139.50
108	829.34	870.80	914.35	960.06	1,008.07	1,058.47	1,111.39	1,166.96
109	849.57	892.04	936.65	983.48	1,032.65	1,084.28	1,139.50	1,195.42
110	870.80	914.35	960.06	1,008.07	1,058.47	1,111.39	1,166.96	1,225.31
111	892.04	936.65	983.48	1,032.65	1,084.28	1,139.50	1,195.42	1,255.19
112	914.35	960.06	1,008.07	1,058.47	1,111.39	1,166.96	1,225.31	1,286.58
113	936.65	983.48	1,032.65	1,084.28	1,139.50	1,195.42	1,255.19	1,317.95
114	960.06	1,008.07	1,058.47	1,111.39	1,166.96	1,225.31	1,286.58	1,350.90
115	983.48	1,032.65	1,084.28	1,139.50	1,195.42	1,255.19	1,317.95	1,383.85
116	1,008.07	1,058.47	1,111.39	1,166.96	1,225.31	1,286.58	1,350.90	1,418.45
117	1,032.65	1,084.28	1,139.50	1,195.42	1,255.19	1,317.95	1,383.85	1,453.04
118	1,058.47	1,111.39	1,166.96	1,225.31	1,286.58	1,350.90	1,418.45	1,489.37
119	1,084.28	1,139.50	1,195.42	1,255.19	1,317.95	1,383.85	1,453.04	1,525.70
120	1,111.39	1,166.96	1,225.31	1,286.58	1,350.90	1,418.45	1,489.37	1,563.84
121	1,139.50	1,195.42	1,255.19	1,317.95	1,383.85	1,453.04	1,525.70	1,601.98
122	1,166.96	1,225.31	1,286.58	1,350.90	1,418.45	1,489.37	1,563.84	1,642.03
123	1,195.42	1,255.19	1,317.95	1,383.85	1,453.04	1,525.70	1,601.98	1,682.08
124	1,225.31	1,286.58	1,350.90	1,418.45	1,489.37	1,563.84	1,642.03	1,724.13
125	1,255.19	1,317.95	1,383.85	1,453.04	1,525.70	1,601.98	1,682.08	1,766.18
126	1,286.58	1,350.90	1,418.45	1,489.37	1,563.84	1,642.03	1,724.13	1,810.34
127	1,317.95	1,383.85	1,453.04	1,525.70	1,601.98	1,682.08	1,766.18	1,854.49
128	1,350.90	1,418.45	1,489.37	1,563.84	1,642.03	1,724.13	1,810.34	1,900.86
129	1,383.85	1,453.04	1,525.70	1,601.98	1,682.08	1,766.18	1,854.49	1,947.22
130	1,418.45	1,489.37	1,563.84	1,642.03	1,724.13	1,810.34	1,900.86	1,995.90
131	1,453.04	1,525.70	1,601.98	1,682.08	1,766.18	1,854.49	1,947.22	2,044.58
132	1,489.37	1,563.84	1,642.03	1,724.13	1,810.34	1,900.86	1,995.90	2,095.70
133	1,525.70	1,601.98	1,682.08	1,766.18	1,854.49	1,947.22	2,044.58	2,146.81
134	1,563.84	1,642.03	1,724.13	1,810.34	1,900.86	1,995.90	2,095.70	2,200.48
135	1,601.98	1,682.08	1,766.18	1,854.49	1,947.22	2,044.58	2,146.81	2,254.15
136	1,642.03	1,724.13	1,810.34	1,900.86	1,995.90	2,095.70	2,200.48	2,310.50
137	1,682.08	1,766.18	1,854.49	1,947.22	2,044.58	2,146.81	2,254.15	2,366.86
138	1,724.13	1,810.34	1,900.86	1,995.90	2,095.70	2,200.48	2,310.50	2,426.03
139	1,766.18	1,854.49	1,947.22	2,044.58	2,146.81	2,254.15	2,366.86	2,485.20
140	1,810.34	1,900.86	1,995.90	2,095.70	2,200.48	2,310.50	2,426.03	2,547.33
141	1,854.49	1,947.22	2,044.58	2,146.81	2,254.15	2,366.86	2,485.20	2,609.46
142	1,900.86	1,995.90	2,095.70	2,200.48	2,310.50	2,426.03	2,547.33	2,674.70
143	1,947.22	2,044.58	2,146.81	2,254.15	2,366.86	2,485.20	2,609.46	2,739.93
144	1,995.90	2,095.70	2,200.48	2,310.50	2,426.03	2,547.33	2,674.70	2,808.43
145	2,044.58	2,146.81	2,254.15	2,366.86	2,485.20	2,609.46	2,739.93	2,876.93
146	2,095.70	2,200.48	2,310.50	2,426.03	2,547.33	2,674.70	2,808.43	2,948.85
147	2,146.81	2,254.15	2,366.86	2,485.20	2,609.46	2,739.93	2,876.93	3,020.78
148	2,200.48	2,310.50	2,426.03	2,547.33	2,674.70	2,808.43	2,948.85	3,096.30
149	2,254.15	2,366.86	2,485.20	2,609.46	2,739.93	2,876.93	3,020.78	3,171.81
150	2,310.50	2,426.03	2,547.33	2,674.70	2,808.43	2,948.85	3,096.30	3,251.11
151	2,366.86	2,485.20	2,609.46	2,739.93	2,876.93	3,020.78	3,171.81	3,330.40
152	2,426.03	2,547.33	2,674.70	2,808.43	2,948.85	3,096.30	3,251.11	3,413.67
153	2,485.20	2,609.46	2,739.93	2,876.93	3,020.78	3,171.81	3,330.40	3,496.93
154	2,547.33	2,674.70	2,808.43	2,948.85	3,096.30	3,251.11	3,413.67	3,584.35
155	2,609.46	2,739.93	2,876.93	3,020.78	3,171.81	3,330.40	3,496.93	3,671.77
156	2,674.70	2,808.43	2,948.85	3,096.30	3,251.11	3,413.67	3,584.35	3,763.57
157	2,739.93	2,876.93	3,020.78	3,171.81	3,330.40	3,496.93	3,671.77	3,855.36
158	2,808.43	2,948.85	3,096.30	3,251.11	3,413.67	3,584.35	3,763.57	3,951.75
159	2,876.93	3,020.78	3,171.81	3,330.40	3,496.93	3,671.77	3,855.36	4,048.13
160	2,948.85	3,096.30	3,251.11	3,413.67	3,584.35	3,763.57	3,951.75	4,149.33
161	3,020.78	3,171.81	3,330.40	3,496.93	3,671.77	3,855.36	4,048.13	4,250.53
162	3,096.30	3,251.11	3,413.67	3,584.35	3,763.57	3,951.75	4,149.33	4,356.80
163	3,171.81	3,330.40	3,496.93	3,671.77	3,855.36	4,048.13	4,250.53	4,463.06
164	3,251.11	3,413.67	3,584.35	3,763.57	3,951.75	4,149.33	4,356.80	4,574.64
165	3,330.40	3,496.93	3,671.77	3,855.36	4,048.13	4,250.53	4,463.06	4,686.21
166	3,413.67	3,584.35	3,763.57	3,951.75	4,149.33	4,356.80	4,574.64	4,803.37
167	3,496.93	3,671.77	3,855.36	4,048.13	4,250.53	4,463.06	4,686.21	4,920.52
168	3,584.35	3,763.57	3,951.75	4,149.33	4,356.80	4,574.64	4,803.37	5,043.54
169	3,671.77	3,855.36	4,048.13	4,250.53	4,463.06	4,686.21	4,920.52	5,166.55
170	3,763.57	3,951.75	4,149.33	4,356.80	4,574.64	4,803.37	5,043.54	5,295.72
171	3,855.36	4,048.13	4,250.53	4,463.06	4,686.21	4,920.52	5,166.55	5,424.88
172	3,951.75	4,149.33	4,356.80	4,574.64	4,803.37	5,043.54	5,295.72	5,560.51
173	4,048.13	4,250.53	4,463.06	4,686.21	4,920.52	5,166.55	5,424.88	5,696.12
174	4,149.33	4,356.80	4,574.64	4,803.37	5,043.54	5,295.72	5,560.51	5,838.53
175	4,250.53	4,463.06	4,686.21	4,920.52	5,166.55	5,424.88	5,696.12	5,980.93
176	4,356.80	4,574.64	4,803.37	5,043.54	5,295.72	5,560.51	5,838.53	6,130.48
177	4,463.06	4,686.21	4,920.52	5,166.55	5,424.88	5,696.12	5,980.93	6,279.88
178	4,574.64	4,803.37	5,043.54	5,295.72	5,560.51	5,838.53	6,130.48	6,437.02
179	4,686.21	4,920.52	5,166.55	5,424.88	5,696.12	5,980.93	6,279.88	6,593.88
180	4,803.37	5,043.54	5,295.72	5,560.51	5,838.53	6,130.48	6,437.02	6,758.85
181	4,920.52	5,166.55	5,424.88	5,696.12	5,980.93	6,279.88	6,593.88	6,923.57
182	5,043.54	5,295.72	5,560.51	5,838.53	6,130.48	6,437.02	6,758.85	7,096.79
183	5,166.55	5,424.88	5,696.12	5,980.93	6,279.88	6,593.88	6,923.57	7,269.75
184	5,295.72	5,560.51	5,838.53	6,130.48	6,437.02	6,758.85	7,096.79	7,451.63
185	5,424.88	5,696.12	5,980.93	6,279.88	6,593.88	6,923.57	7,269.75	7,633.23
186	5,560.51	5,838.53	6,130.48	6,437.02	6,758.85	7,096.79	7,451.63	7,824.21
187	5,696.12	5,980.93	6,279.88	6,593.88	6,923.57	7,269.75	7,633.23	8,014.89
188	5,838.53	6,130.48	6,437.02	6,758.85	7,096.79	7,451.63	7,824.21	8,215.42
189	5,980.93	6,279.88	6,593.88	6,923.57	7,269.75	7,633.23	8,014.89	8,415.64
190	6,130.48	6,437.02	6,758.85	7,096.79	7,451.63	7,824.21	8,215.42	8,626.19
191	6,279.88	6,593.88	6,923.57	7,269.75	7,633.23	8,014.89	8,415.64	8,836.42
192	6,437.02	6,758.85	7,096.79	7,451.63	7,824.21	8,215.42	8,626.19	9,057.51
193	6,593.88	6,923.57	7,269.75	7,633.23	8,014.89	8,415.64	8,836.42	9,278.24
194	6,758.85	7,096.79	7,451.63	7,824.21	8,215.42	8,626.19	9,057.51	9,510.38
195	6,923.57	7,269.75	7,633.23	8,014.89	8,415.64	8,836.42	9,278.24	9,742.16
196	7,096.79	7,451.63	7,824.21	8,215.42	8,626.19	9,057.51	9,510.38	10,229.27
197	7,269.75	7,633.23	8,014.89	8,415.64	8,836.42	9,278.24	9,742.16	10,485.19
198	7,451.63	7,824.21	8,215.42	8,626.19	9,057.51	9,510.38	10,000.00	10,740.73
199	7,633.23	8,014.89	8,415.64	8,836.42	9,278.24	9,742.16	10,229.27	10,995.44
200	7,824.21	8,215.42	8,626.19	9,057.51	9,510.38	9,985.89	10,485.18	11,000.00

CITY OF SUSANVILLE GLOBAL RANGE AND STEP MATRIX  
2018-2019 FIRE MOJ

	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
RANGE	A	B	C	D	E	F	G	H
101	705.93	741.23	786.07	817.20	858.06	900.96	946.01	993.31
102	723.58	759.76	805.72	837.63	879.51	923.49	968.66	1,018.15
103	741.23	778.29	825.37	858.06	900.96	946.01	993.31	1,042.98
104	759.76	797.74	846.01	879.51	923.49	968.66	1,018.15	1,069.05
105	778.29	817.20	866.64	900.96	946.01	993.31	1,042.98	1,095.13
106	797.74	837.63	888.31	923.49	968.66	1,018.15	1,069.05	1,122.51
107	817.20	858.06	900.96	946.01	993.31	1,042.98	1,095.13	1,149.88
108	837.63	879.51	923.49	968.66	1,018.15	1,069.05	1,122.51	1,178.63
109	858.06	900.96	955.47	993.31	1,042.98	1,095.13	1,149.88	1,207.38
110	879.51	923.49	979.36	1,018.15	1,069.05	1,122.51	1,178.63	1,237.56
111	900.96	946.01	1,003.25	1,042.98	1,095.13	1,149.88	1,207.38	1,267.75
112	923.49	968.66	1,028.33	1,069.05	1,122.51	1,178.63	1,237.56	1,299.44
113	946.01	993.31	1,053.41	1,095.13	1,149.88	1,207.38	1,267.75	1,331.13
114	968.66	1,018.15	1,079.74	1,122.51	1,178.63	1,237.56	1,299.44	1,364.41
115	993.31	1,042.98	1,106.08	1,149.88	1,198.00	1,257.75	1,331.13	1,397.69
116	1,018.15	1,069.05	1,133.73	1,178.63	1,227.56	1,299.44	1,364.41	1,432.63
117	1,042.98	1,095.13	1,161.38	1,207.38	1,267.75	1,331.13	1,397.69	1,467.58
118	1,069.05	1,122.51	1,190.42	1,237.56	1,299.44	1,364.41	1,432.63	1,504.27
119	1,095.13	1,149.88	1,219.45	1,267.75	1,331.13	1,397.69	1,467.58	1,540.95
120	1,122.51	1,178.63	1,249.94	1,299.44	1,364.41	1,432.63	1,504.27	1,579.48
121	1,149.88	1,207.38	1,280.42	1,331.13	1,397.69	1,467.58	1,540.95	1,618.00
122	1,178.63	1,237.56	1,312.44	1,364.41	1,432.63	1,504.27	1,579.48	1,658.45
123	1,207.38	1,267.75	1,344.45	1,397.69	1,467.58	1,540.95	1,618.00	1,741.38
124	1,237.56	1,299.44	1,378.06	1,432.63	1,504.27	1,579.48	1,658.45	1,783.85
125	1,267.75	1,331.13	1,411.67	1,467.58	1,540.95	1,618.00	1,698.90	1,828.44
126	1,299.44	1,364.41	1,446.96	1,504.27	1,579.48	1,658.45	1,741.38	1,919.87
127	1,331.13	1,397.69	1,482.25	1,540.95	1,618.00	1,698.90	1,783.85	1,987.69
128	1,364.41	1,432.63	1,519.31	1,579.48	1,658.45	1,741.38	1,828.44	1,987.69
129	1,397.69	1,467.58	1,556.36	1,618.00	1,698.90	1,783.85	1,873.04	2,015.86
130	1,432.63	1,504.27	1,595.27	1,658.45	1,741.38	1,828.44	1,919.87	2,065.03
131	1,467.58	1,540.95	1,634.18	1,698.90	1,783.85	1,873.04	1,968.66	2,116.65
132	1,504.27	1,579.48	1,675.04	1,741.38	1,828.44	1,919.87	1,996.69	2,168.28
133	1,540.95	1,618.00	1,715.89	1,783.85	1,873.04	1,968.66	2,015.86	2,222.49
134	1,579.48	1,658.45	1,758.79	1,828.44	1,919.87	1,996.69	2,065.03	2,276.69
135	1,618.00	1,698.90	1,801.69	1,873.04	1,968.66	2,015.86	2,116.65	2,333.61
136	1,658.45	1,741.38	1,846.73	1,919.87	1,996.69	2,065.03	2,168.28	2,390.52
137	1,698.90	1,783.85	1,891.77	1,968.66	2,015.86	2,116.65	2,222.49	2,450.29
138	1,741.38	1,828.44	1,939.07	2,015.86	2,116.65	2,222.49	2,333.61	2,510.05
139	1,783.85	1,873.04	1,986.36	2,065.03	2,168.28	2,276.69	2,390.52	2,572.80
140	1,828.44	1,919.87	2,036.02	2,116.65	2,222.49	2,333.61	2,450.29	2,635.55
141	1,873.04	1,968.69	2,085.68	2,168.28	2,276.69	2,390.52	2,510.05	2,701.45
142	1,919.87	2,015.86	2,137.82	2,222.49	2,333.61	2,450.29	2,572.80	2,767.33
143	1,968.69	2,065.03	2,189.96	2,276.69	2,390.52	2,510.05	2,635.55	2,836.52
144	2,015.86	2,116.65	2,244.71	2,333.61	2,450.29	2,572.80	2,701.45	2,905.70
145	2,065.03	2,168.28	2,299.46	2,390.52	2,510.05	2,635.55	2,767.33	2,978.34
146	2,116.65	2,222.49	2,356.95	2,450.29	2,572.80	2,701.45	2,836.52	3,050.98
147	2,168.28	2,276.69	2,414.43	2,510.05	2,635.55	2,767.33	2,905.70	3,127.26
148	2,222.49	2,333.61	2,474.79	2,572.80	2,701.45	2,836.52	2,978.34	3,127.26
149	2,276.69	2,390.52	2,535.15	2,635.55	2,767.33	2,905.70	3,050.98	3,203.53
150	2,333.61	2,450.29	2,598.53	2,701.45	2,836.52	2,978.34	3,127.26	3,283.62
151	2,390.52	2,510.05	2,561.91	2,767.33	2,905.70	3,050.98	3,203.53	3,363.71
152	2,450.29	2,572.80	2,728.46	2,836.52	2,978.34	3,127.26	3,283.62	3,447.80
153	2,510.05	2,635.55	2,795.00	2,905.70	3,050.98	3,203.53	3,363.71	3,531.89
154	2,572.80	2,701.45	2,864.88	2,978.34	3,127.26	3,283.62	3,447.80	3,620.20
155	2,635.55	2,767.33	2,934.75	3,050.98	3,203.53	3,363.71	3,531.89	3,708.49
156	2,701.45	2,836.52	3,008.13	3,127.26	3,283.62	3,447.80	3,620.20	3,801.20
157	2,767.33	2,905.70	3,081.49	3,203.53	3,363.71	3,531.89	3,708.49	3,893.91
158	2,836.52	2,978.34	3,158.53	3,283.62	3,447.80	3,620.20	3,801.20	3,991.26
159	2,905.70	3,050.98	3,235.57	3,363.71	3,531.89	3,708.49	3,893.91	4,088.61
160	2,978.34	3,127.26	3,316.46	3,447.80	3,620.20	3,801.20	3,991.26	4,190.83
161	3,050.98	3,203.53	3,397.35	3,531.89	3,708.49	3,893.91	4,088.61	4,293.04
162	3,127.26	3,283.62	3,482.28	3,620.20	3,801.20	3,991.26	4,190.83	4,400.37
163	3,203.53	3,363.71	3,567.21	3,708.49	3,893.91	4,088.61	4,293.04	4,507.69
164	3,283.62	3,447.80	3,656.40	3,801.20	3,991.26	4,190.83	4,400.37	4,620.39
165	3,363.71	3,531.89	3,745.57	3,893.91	4,088.61	4,293.04	4,507.69	4,733.08
166	3,447.80	3,620.20	3,839.22	3,991.26	4,190.83	4,400.37	4,620.39	4,851.41
167	3,531.89	3,708.49	3,932.85	4,088.61	4,293.04	4,507.69	4,733.08	4,969.73
168	3,620.20	3,801.20	4,031.18	4,190.83	4,400.37	4,620.39	4,851.41	5,093.98
169	3,708.49	3,893.91	4,129.49	4,293.04	4,507.69	4,733.08	4,969.73	5,218.22
170	3,801.20	3,991.26	4,232.74	4,400.37	4,620.39	4,851.41	5,093.98	5,348.68
171	3,893.91	4,088.61	4,335.97	4,507.69	4,733.08	4,969.73	5,218.22	5,479.13
172	3,991.26	4,190.83	4,444.37	4,620.39	4,851.41	5,093.98	5,348.68	5,611.11
173	4,088.61	4,293.04	4,552.77	4,733.08	4,969.73	5,218.22	5,479.13	5,753.69
174	4,190.83	4,400.37	4,668.59	4,851.41	5,093.98	5,348.68	5,611.11	5,896.92
175	4,293.04	4,507.69	4,780.41	4,969.73	5,218.22	5,479.13	5,753.69	6,040.74
176	4,400.37	4,620.41	4,899.94	5,094.00	5,348.70	5,616.13	5,896.92	6,191.79
177	4,507.69	4,733.00	5,019.35	5,218.14	5,479.04	5,753.00	6,040.65	6,342.68
178	4,620.41	4,851.43	5,144.95	5,348.71	5,616.14	5,896.93	6,191.78	6,501.39
179	4,733.01	4,969.66	5,270.32	5,479.05	5,753.00	6,040.65	6,191.78	6,659.82
180	4,851.42	5,094.00	5,402.18	5,616.13	5,896.94	6,191.78	6,342.68	6,826.44
181	4,969.65	5,218.14	5,533.63	5,753.00	6,040.65	6,191.78	6,342.68	6,992.80
182	5,093.99	5,348.69	5,672.29	5,896.93	6,191.78	6,342.68	6,501.37	7,167.76
183	5,218.14	5,479.04	5,810.53	6,040.65	6,191.78	6,342.68	6,501.37	7,342.44
184	5,348.69	5,616.12	5,955.90	6,191.78	6,342.67	6,501.37	6,826.44	7,526.14
185	5,479.04	5,752.99	6,101.05	6,342.67	6,501.37	6,826.44	7,167.76	7,709.56
186	5,616.13	5,896.93	6,253.70	6,501.37	6,826.44	7,167.76	7,526.14	7,902.46
187	5,753.00	6,040.65	6,406.10	6,659.81	6,992.80	7,342.44	7,709.56	8,095.04
188	5,896.93	6,191.78	6,568.38	6,826.44	7,167.76	7,526.14	7,902.46	8,297.58
189	6,040.64	6,342.68	6,726.41	6,992.80	7,342.44	7,709.56	8,095.04	8,499.79
190	6,191.78	6,501.36	6,894.70	7,167.75	7,526.14	7,902.46	8,297.58	8,712.45
191	6,342.67	6,659.81	7,062.73	7,342.44	7,709.56	8,095.04	8,499.79	8,924.78
192	6,501.37	6,826.44	7,239.44	7,526.15	7,902.46	8,297.58	8,712.46	9,148.08
193	6,659.81	6,992.80	7,415.87	7,709.57	8,095.04	8,499.79	8,924.79	9,371.03
194	6,826.44	7,167.76	7,601.41	7,902.46	8,297.58	8,712.46	9,148.08	9,605.48
195	6,992.81	7,342.45	7,786.66	8,095.05	8,499.80	8,924.79	9,371.03	9,839.58
196	7,167.76	7,526.15	7,981.48	8,297.58	8,712.46	9,148.08	9,605.48	10,085.76
197	7,342.45	7,709.57	8,176.00	8,499.80	8,924.79	9,371.03	9,839.58	10,331.56
198	7,526.14	7,902.45	8,380.55	8,712.45	9,148.07	9,605.47	10,085.75	10,580.04
199	7,709.57	8,095.05	8,584.80	8,924.79	9,371.03	9,839.58	10,331.56	10,848.14
200	7,902.45	8,297.57	8,799.57	9,148.07	9,605.47	10,085.75	10,580.04	11,119.54

CITY OF SUSANVILLE GLOBAL RANGE AND STEP MATRIX  
2019-2020 FIRE MCU

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
101	712.99	748.64	786.07	825.37	866.64	909.97	955.47	1,003.25
102	730.81	767.35	805.72	846.01	888.31	932.72	979.36	1,028.33
103	748.64	786.07	825.37	866.64	909.97	955.47	1,003.25	1,053.41
104	767.35	805.72	846.01	888.31	932.72	979.36	1,028.33	1,079.74
105	786.07	825.37	866.64	909.97	955.47	1,003.25	1,053.41	1,106.08
106	805.72	846.01	888.31	932.72	979.36	1,028.33	1,079.74	1,133.73
107	825.37	866.64	909.97	955.47	1,003.25	1,053.41	1,106.08	1,161.38
108	846.01	888.31	932.72	979.36	1,028.33	1,079.74	1,133.73	1,190.42
109	866.64	909.97	955.47	1,003.25	1,053.41	1,106.08	1,161.38	1,219.45
110	888.31	932.72	979.36	1,028.33	1,079.74	1,133.73	1,190.42	1,249.94
111	909.97	955.47	1,003.25	1,053.41	1,106.08	1,161.38	1,219.45	1,280.42
112	932.72	979.36	1,028.33	1,079.74	1,133.73	1,190.42	1,249.94	1,312.44
113	955.47	1,003.25	1,053.41	1,106.08	1,161.38	1,219.45	1,280.42	1,344.45
114	979.36	1,028.33	1,079.74	1,133.73	1,190.42	1,249.94	1,312.44	1,378.05
115	1,003.25	1,053.41	1,106.08	1,161.38	1,219.45	1,280.42	1,344.45	1,411.67
116	1,028.33	1,079.74	1,133.73	1,190.42	1,249.94	1,312.44	1,378.05	1,446.96
117	1,053.41	1,106.08	1,161.38	1,219.45	1,280.42	1,344.45	1,411.67	1,482.25
118	1,079.74	1,133.73	1,190.42	1,249.94	1,312.44	1,378.05	1,446.96	1,519.31
119	1,106.08	1,161.38	1,219.45	1,280.42	1,344.45	1,411.67	1,482.25	1,556.36
120	1,133.73	1,190.42	1,249.94	1,312.44	1,378.05	1,446.96	1,519.31	1,595.27
121	1,161.38	1,219.45	1,280.42	1,344.45	1,411.67	1,482.25	1,556.36	1,634.18
122	1,190.42	1,249.94	1,312.44	1,378.05	1,446.96	1,519.31	1,595.27	1,675.04
123	1,219.45	1,280.42	1,344.45	1,411.67	1,482.25	1,556.36	1,634.18	1,715.89
124	1,249.94	1,312.44	1,378.05	1,446.96	1,519.31	1,595.27	1,675.04	1,758.79
125	1,280.42	1,344.45	1,411.67	1,482.25	1,556.36	1,634.18	1,715.89	1,801.69
126	1,312.44	1,378.05	1,446.96	1,519.31	1,595.27	1,675.04	1,758.79	1,846.73
127	1,344.45	1,411.67	1,482.25	1,556.36	1,634.18	1,715.89	1,801.69	1,891.77
128	1,378.05	1,446.96	1,519.31	1,595.27	1,675.04	1,758.79	1,846.73	1,939.07
129	1,411.67	1,482.25	1,556.36	1,634.18	1,715.89	1,801.69	1,891.77	1,986.36
130	1,446.96	1,519.31	1,595.27	1,675.04	1,758.79	1,846.73	1,939.07	2,036.02
131	1,482.25	1,556.36	1,634.18	1,715.89	1,801.69	1,891.77	1,986.36	2,085.68
132	1,519.31	1,595.27	1,675.04	1,758.79	1,846.73	1,939.07	2,036.02	2,137.82
133	1,556.36	1,634.18	1,715.89	1,801.69	1,891.77	1,986.36	2,085.68	2,189.95
134	1,595.27	1,675.04	1,758.79	1,846.73	1,939.07	2,036.02	2,137.82	2,244.71
135	1,634.18	1,715.89	1,801.69	1,891.77	1,986.36	2,085.68	2,189.95	2,299.46
136	1,675.04	1,758.79	1,846.73	1,939.07	2,036.02	2,137.82	2,244.71	2,356.95
137	1,715.89	1,801.69	1,891.77	1,986.36	2,085.68	2,189.95	2,299.46	2,414.43
138	1,758.79	1,846.73	1,939.07	2,036.02	2,137.82	2,244.71	2,356.95	2,474.79
139	1,801.69	1,891.77	1,986.36	2,085.68	2,189.95	2,299.46	2,414.43	2,535.15
140	1,846.73	1,939.07	2,036.02	2,137.82	2,244.71	2,356.95	2,474.79	2,598.53
141	1,891.77	1,986.36	2,085.68	2,189.95	2,299.46	2,414.43	2,535.15	2,661.91
142	1,939.07	2,036.02	2,137.82	2,244.71	2,356.95	2,474.79	2,598.53	2,728.46
143	1,986.36	2,085.68	2,189.95	2,299.46	2,414.43	2,535.15	2,661.91	2,795.00
144	2,036.02	2,137.82	2,244.71	2,356.95	2,474.79	2,598.53	2,728.46	2,864.68
145	2,085.68	2,189.95	2,299.46	2,414.43	2,535.15	2,661.91	2,795.00	2,934.76
146	2,137.82	2,244.71	2,356.95	2,474.79	2,598.53	2,728.46	2,864.68	3,008.13
147	2,189.95	2,299.46	2,414.43	2,535.15	2,661.91	2,795.00	2,934.76	3,081.49
148	2,244.71	2,356.95	2,474.79	2,598.53	2,728.46	2,864.68	3,008.13	3,158.53
149	2,299.46	2,414.43	2,535.15	2,661.91	2,795.00	2,934.76	3,081.49	3,235.57
150	2,356.95	2,474.79	2,598.53	2,728.46	2,864.68	3,008.13	3,158.53	3,316.46
151	2,414.43	2,535.15	2,661.91	2,795.00	2,934.76	3,081.49	3,235.57	3,482.28
152	2,474.79	2,598.53	2,728.46	2,864.68	3,008.13	3,158.53	3,316.46	3,567.21
153	2,535.15	2,661.91	2,795.00	2,934.76	3,081.49	3,235.57	3,397.35	3,656.40
154	2,598.53	2,728.46	2,864.68	3,008.13	3,158.53	3,316.46	3,482.28	3,745.57
155	2,661.91	2,795.00	2,934.76	3,081.49	3,235.57	3,397.35	3,567.21	3,839.22
156	2,728.46	2,864.68	3,008.13	3,158.53	3,316.46	3,482.28	3,656.40	3,932.85
157	2,795.00	2,934.76	3,081.49	3,235.57	3,397.35	3,567.21	3,745.57	4,031.18
158	2,864.68	3,008.13	3,158.53	3,316.46	3,482.28	3,656.40	3,839.22	4,129.49
159	2,934.76	3,081.49	3,235.57	3,397.35	3,567.21	3,745.57	3,932.85	4,232.74
160	3,008.13	3,158.53	3,316.46	3,482.28	3,656.40	3,839.22	4,031.18	4,335.97
161	3,081.49	3,235.57	3,397.35	3,567.21	3,745.57	3,932.85	4,129.49	4,444.37
162	3,158.53	3,316.46	3,482.28	3,656.40	3,839.22	4,031.18	4,232.74	4,552.77
163	3,235.57	3,397.35	3,567.21	3,745.57	3,932.85	4,129.49	4,335.97	4,666.59
164	3,316.46	3,482.28	3,656.40	3,839.22	4,031.18	4,232.74	4,444.37	4,780.41
165	3,397.35	3,567.21	3,745.57	3,932.85	4,129.49	4,335.97	4,552.77	4,899.92
166	3,482.28	3,656.40	3,839.22	4,031.18	4,232.74	4,444.37	4,666.59	5,019.43
167	3,567.21	3,745.57	3,932.85	4,129.49	4,335.97	4,552.77	4,801.41	5,144.92
168	3,656.40	3,839.22	4,031.18	4,232.74	4,444.37	4,666.59	4,899.92	5,270.40
169	3,745.57	3,932.85	4,129.49	4,335.97	4,552.77	4,801.41	5,019.43	5,402.16
170	3,839.22	4,031.18	4,232.74	4,444.37	4,666.59	4,899.92	5,144.92	5,533.92
171	3,932.85	4,129.49	4,335.97	4,552.77	4,801.41	5,019.43	5,270.40	5,672.27
172	4,031.18	4,232.74	4,444.37	4,666.59	4,899.92	5,144.92	5,402.16	5,810.61
173	4,129.49	4,335.97	4,552.77	4,801.41	5,019.43	5,270.40	5,533.92	5,955.89
174	4,232.74	4,444.37	4,666.59	4,899.92	5,144.92	5,402.16	5,672.27	6,101.14
175	4,335.97	4,552.77	4,801.41	5,019.43	5,270.40	5,533.92	5,810.61	6,253.70
176	4,444.37	4,666.59	4,899.92	5,144.92	5,402.16	5,672.27	5,955.89	6,406.10
177	4,552.77	4,801.41	5,019.43	5,270.40	5,533.92	5,810.61	6,101.05	6,566.40
178	4,666.59	4,899.92	5,144.92	5,402.16	5,672.27	5,955.89	6,253.70	6,728.41
179	4,780.41	5,019.43	5,270.40	5,533.92	5,810.61	6,101.05	6,406.10	6,894.70
180	4,899.92	5,144.92	5,402.16	5,672.27	5,955.89	6,253.70	6,566.40	7,062.73
181	5,019.43	5,270.40	5,533.92	5,810.61	6,101.05	6,406.10	6,728.41	7,239.44
182	5,144.92	5,402.16	5,672.27	5,955.89	6,253.70	6,566.40	6,894.70	7,415.87
183	5,270.40	5,533.92	5,810.61	6,101.05	6,406.10	6,728.41	7,062.73	7,601.41
184	5,402.16	5,672.27	5,955.89	6,253.70	6,566.40	6,894.70	7,239.44	7,786.66
185	5,533.92	5,810.61	6,101.05	6,406.10	6,728.41	7,062.73	7,415.87	7,981.48
186	5,672.27	5,955.89	6,253.70	6,566.40	6,894.70	7,239.44	7,601.41	8,175.99
187	5,810.61	6,101.05	6,406.10	6,728.41	7,062.73	7,415.87	7,801.41	8,380.55
188	5,955.89	6,253.70	6,566.40	6,894.70	7,239.44	7,601.41	7,981.48	8,594.79
189	6,101.05	6,406.10	6,728.41	7,062.73	7,415.87	7,801.41	8,175.99	8,799.57
190	6,253.69	6,566.38	6,894.70	7,239.43	7,601.40	7,981.47	8,380.55	9,014.03
191	6,406.10	6,728.41	7,062.73	7,415.86	7,801.41	8,175.99	8,584.79	9,239.56
192	6,566.39	6,894.71	7,239.44	7,601.41	7,981.48	8,380.56	8,799.58	9,464.74
193	6,728.41	7,062.73	7,415.87	7,801.41	8,175.99	8,584.79	8,999.58	9,701.54
194	6,894.70	7,239.44	7,601.41	7,981.48	8,380.55	8,799.58	9,239.56	9,937.98
195	7,062.73	7,415.87	7,801.41	8,175.99	8,584.80	8,999.58	9,464.74	10,186.62
196	7,239.44	7,601.41	7,981.48	8,380.56	8,799.58	9,239.56	9,701.53	10,434.88
197	7,415.87	7,801.41	8,175.99	8,584.80	8,999.58	9,464.74	9,937.98	10,695.94
198	7,601.41	7,981.48	8,380.55	8,799.58	9,239.56	9,701.53	10,186.61	10,966.62
199	7,786.67	8,176.00	8,584.80	9,014.04	9,464.74	9,937.98	10,434.88	11,230.73
200	7,981.47	8,380.55	8,799.57	9,239.55	9,701.53	10,186.61	10,695.94	



## CITY OF SUSANVILLE

### Residency Policy for Employees with Emergency/Urgent Response Duties

Adopted \_\_\_\_\_, Last Updated \_\_\_\_\_

#### **1. Introduction**

This policy establishes a requirement for all employees in the below-mentioned job categories to reside within a reasonable proximity to their place of employment to allow them to respond within the timeframes set forth below. This policy applies to employees in the below-mentioned job categories hired by the City of Susanville after this policy takes effect and to current employees of the City of Susanville in the below-mentioned job categories if the current employee changes his or her residence after this policy takes effect.

The job categories for which this policy applies are:

- A. All sworn officers working for the City of Susanville Police Department. This includes but is not limited to: full-time sworn officers (including supervisors), part-time sworn officers and reserve officers.
- B. All City of Susanville Fire Department personnel (including supervisors).
- C. All City of Susanville Public Works personnel (including supervisors).

#### **2. Requirements**

The following requirements apply to each employee hired after January 1, 2018 by the City of Susanville in the above-mentioned job categories.

- A. For purposes of this policy, RESIDENCE means the house or other fixed abode where the employee lives full time, the address of which the employee must have on file with the City.
- B. The RESIDENCE of the employee must be within a 35-minute drive of the department office applicable to the employee's employment with the City. For example, public works employees' department office will be the public works department office.
- C. The drive time of the employee will be determined by entering the address of the employee residence and the location of his or her respective department office in the City of Susanville into an internet based mapping system selected at the sole discretion of the City, such as Google Maps assuming fair-whether driving conditions. A copy of the printout of the mapping system showing drive time from the department office to the residence will be kept by the City.
- D. When instructed by his or her employer or supervisor, each employee must respond to an emergency or urgent situation connected to his or her employment with the City of

Susanville. An exception to this requirement is when the employee is on a previously authorized vacation or other approved leave, or has traveled outside of a 100-mile radius of the department office applicable to that City employee.

- E. Employees will be compensated as currently outlined in their respective Memorandum of Understanding and Employee Handbook and will not be eligible for any additional compensation as a result of these requirements.

### **3. Purpose**

The above-mentioned job categories include critical job functions that require the employees who perform the jobs to respond to emergency or urgent situations connected to their employment with the City of Susanville. From time to time, emergency or urgent situations arise and additional employees must be called to assist with the urgent or emergency situation. The City of Susanville is located in the high desert and weather conditions such as rain, snow, ice and wind cause road closures, making it difficult for employees to report to their place of employment at various times throughout the year if the location of the employee's RESIDENCE requires too much time to arrive at the worksite. Varied road types including but not limited to mountain passes, unmaintained dirt roads and steep windy roads surrounding the City of Susanville make it necessary for the proximity of the employee to his or her place of employment or the city limits to be measured in drive time and not miles. To protect the health, safety and welfare of the people and property within the City of Susanville during emergencies or urgent situations, employees with the above-mentioned job descriptions must be able to respond to an emergency or urgent situation within a reasonable time. Requiring future employees or current employees who change their residence after this policy takes effect to live within a 35-minute drive of his or her place of employment best serves the legitimate interests of the City.

### **4. Violation of Policy**

Violation of this policy will result in a notice to cure the violation within 30 days. Failure to cure the violation within 30 days will result in termination of employment within 14 days of the deadline to cure the violation.

### **5. Administrative Exception/Override**

In the event an employee can prove a hardship due to this requirement, the City Administrator shall have the authority to waive this residency requirement. The employee shall provide, in writing, a statement regarding the hardship, including evidence supporting said hardship, for the Administrator's review and consideration. The Administrator will have 15 days to determine whether or not a hardship exists and will notify the employee, in writing, of his/her response.

## EXHIBIT F

### Susanville Fire Department 48/96 Shift Schedule Pilot Measurable Metrics

1. Increase in efficiency-labor increase 18% per shift, per month:  
The Department will monitor and report on efficiency changes per the agreed upon schedule.
2. Improved employee morale during evaluation period:  
The Department will evaluate and report on all employees' morale prior to implementation and again at the close of evaluation period. Employee support for the 48/96 schedule will be evaluated based on the continued 100% support from the Unit.
3. Company Training will increase to existing average, 4 hours per shift, per month:  
The Department will evaluate and report company training hours per the agreed upon schedule.
4. Overtime Costs:  
The Department will monitor and report on overtime costs to determine if the new schedule has any impacts using a 5 year trend.
5. Sick Leave:  
The Department will monitor and report the use of sick leave to determine if the new schedule has any impacts using a 5 year trend. (Workers Comp will be removed from the trend)
6. Shift Communication:  
The Department will monitor and report the impact of the new schedule with respect to shift communication using project monitoring and completion on set deadlines.
7. Training of Volunteers will increase to existing average, 2 hours per shift, per month:  
The Department will monitor and report volunteer training hours per the agreed upon schedule.
8. Call back attendance and turnout times:  
The Department will monitor and report to determine if the new schedule has any effect on call back attendance and turnout times using a 5 year trend.
9. Vehicle Accidents:  
The Department will monitor and report if the new schedule has any impact with respect to vehicle accidents using a 5 year trend.
10. Work Comp Claims:  
The Department will monitor and report if the new schedule has any impact with respect to work comp claims using a 5 year trend.