

AGREEMENT

By and Between

CITY OF ANACORTES, WASHINGTON

and

**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
LOCAL NO. 1537**

January 1, 2022 through December 31, 2025

TABLE OF CONTENTS

	Page
ARTICLE 1: AGREEMENT	1
ARTICLE 2: PURPOSE.....	1
ARTICLE 3: RECOGNITION.....	1
ARTICLE 4: MANAGEMENT RIGHTS	1
ARTICLE 5: DUES CHECK OFF	2
ARTICLE 6: NON-DISCRIMINATION	2
ARTICLE 7: BARGAINING RIGHTS	2
ARTICLE 8: UNION BULLETIN BOARDS	3
ARTICLE 9: CIVIL SERVICE STATUTES.....	3
ARTICLE 10: GRIEVANCE	3
ARTICLE 11: EMPLOYEE CLASSIFICATIONS, PROMOTIONS, FIRE OFFICER TRAINING & VACANCIES	5
ARTICLE 12: WORKING OUT OF CLASSIFICATION.....	7
ARTICLE 13: VACATION.....	8
ARTICLE 14: BEREAVEMENT LEAVE.....	9
ARTICLE 15: SICK LEAVE	9
ARTICLE 16: VOLUNTARY PHYSICAL FITNESS PROGRAM & SICK LEAVE BUY BACK.....	10
ARTICLE 17: LIGHT DUTY	11
ARTICLE 18: OTHER LEAVES.....	12
ARTICLE 19: UNION LEAVE	13
ARTICLE 20: HOLIDAY PAY	14
ARTICLE 21: WORKWEEK	14
ARTICLE 22: CALLBACK	16
ARTICLE 23: OVERTIME, EXTRA SHIFT AND COURT APPEARANCES	16
ARTICLE 24: UNION ACTIVITIES	17
ARTICLE 25: LONGEVITY.....	18
ARTICLE 26: UNIFORMS AND PROTECTIVE CLOTHING	18
ARTICLE 27: DEFERRED COMPENSATION	18
ARTICLE 28: HEALTH AND WELFARE INSURANCE	18
ARTICLE 29: WORK CONTINUATION.....	20
ARTICLE 30: CONTRACTING OUT	20

City Of Anacortes Agreement No. 22-050-ADM-001

ARTICLE 31: SAVING CLAUSE 20
ARTICLE 32: COMPENSATION 20
ARTICLE 33: TOBACCO USE 22
ARTICLE 34: LABOR MANAGEMENT COMMITTEE 22
ARTICLE 35: DISCIPLINE 22
ARTICLE 36: FITNESS/WELLNESS..... 24
ARTICLE 37: FIRE INSPECTION CERTIFICATION..... 24
ARTICLE 38: RESPIRATORY STANDARDS MEDICAL PROCEDURES 25
ARTICLE 39: EMERGENCY MOBILIZATION..... 25
ARTICLE 40: DRUGS, ALCOHOL, & NARCOTICS..... 25
ARTICLE 41: DURATION AND TERMINATION 25
ADDENDUM A: WAGE GRIDS 27

ARTICLE 1: AGREEMENT

- 1.1 This Agreement is entered into by the City of Anacortes, hereinafter referred to as the "City", and Local No. 1537, International Association of Fire Fighters, hereinafter referred to as the "Union", governing wages, hours and working conditions of employment of the members of the Anacortes Fire Department.

ARTICLE 2: PURPOSE

- 2.1 The purpose of this Agreement is to increase the general efficiency of the Fire Department and its personnel, to promote morale and protect the rights, well-being and the security of the Fire Department's permanent employees. To accomplish the foregoing, the parties hereto agree to the following Articles within this Agreement.

ARTICLE 3: RECOGNITION

- 3.1 The City recognizes the Union as the sole, exclusive bargaining agent for the purpose of establishing salaries, hours and working conditions for all full-time, uniformed employees of the Anacortes Fire Department excluding the Fire Chiefs and Secretary/Administrative Assistant.

ARTICLE 4: MANAGEMENT RIGHTS

- 4.1 The Union recognizes the prerogatives of the City to operate and manage its affairs in all respects in accordance with its responsibilities and powers of authority subject to the provisions of this Agreement, and applicable law.
- 4.2 The City has the right to schedule overtime work as required in a manner most advantageous to the Department and consistent with requirements of municipal employment and public safety.
- 4.3 The parties understand and agree that the statements in employee's job descriptions are not an all-inclusive listing of their work requirements. Individuals may perform other duties as assigned including work in functional areas to cover absence or relief, to equalize peak work periods or otherwise to balance the workload in the Fire Department.
- 4.4 The City reserves the right to lay off personnel for lack of funds; or for the occurrence of conditions beyond control of the City. In the case of personnel reduction, the employee with the least seniority shall be laid off first. The City shall have the right to determine reasonable schedules of work and to establish methods or processes by which such work is performed in accordance with Article 21 of this Agreement.

ARTICLE 5: DUES CHECK OFF

- 5.1 Dues Processing. The Union will notify the City of its initiation fees and dues. Following receipt of written notice from the Union that it has received authorization for dues collection from an employee, the City will deduct such initial fees and Union dues from the wages of the employee, and forward them to the Union each pay period. Each pay period the City will submit the dues to the person and address provided by the Union.
- 5.2 Revocation. An employee may revoke their authorization for payroll deduction of payments to the Union by providing written notice to the Union, which will provide written notice to the City. Every effort will be made to end the deduction effective on the first payroll, but not later than the second payroll, after the City's receipt of written notice from the Union.
- 5.3 Indemnification. The Union will indemnify the City against any and all liability which may arise by reason of the deduction by the City of money for Union membership dues from employee's wages in accordance with employee authorizations furnished to it by the Union, including reimbursement for any legal fees or expenses incurred in connection with such action. The Employer will promptly notify the Union in writing of any claim, demand, suit or other form of liability asserted against it relating to its implementation of this Article.

ARTICLE 6: NON-DISCRIMINATION

- 6.1 Neither the Employer or the Union shall discriminate against any employee because of race, sex, age (over 40), religion, creed, color, national origin, pregnancy, marital status, sexual orientation, physical or mental disability, gender identification, status as an honorably discharged veteran, Union membership, Union activity, or any other characteristic protected by law. Claims brought pursuant to this Article shall be processed through the appropriate federal or state agency.

ARTICLE 7: BARGAINING RIGHTS

- 7.1 There shall be no unilateral changes in wages, hours, or working conditions.
- 7.2 Any changes in the aforementioned shall be made pursuant to the collective bargaining laws of the State of Washington as administered by the Public Employment Relations Commission.
- 7.3 This Article includes provisions of policies or standard operating procedures which affect wages, hours, and/or working conditions not otherwise addressed in this Agreement.

ARTICLE 8: UNION BULLETIN BOARDS

- 8.1 The City agrees to post a bulletin board for Union notices in a conspicuous place at each fire station.
- 8.2 The Union agrees to cooperate with the Employer to ensure materials posted are not of an offensive nature.

ARTICLE 9: CIVIL SERVICE STATUTES

- 9.1 Nothing contained in this Agreement shall prevent the City from proceeding in accordance with applicable Civil Service statutes, rules and regulations. All bargaining unit employees shall be subject to such statutes, rules and regulations.
- 9.2 Any changes in the Employer's Civil Service Rules and Regulations affecting Mandatory Subjects of Bargaining shall be made in accordance with RCW 41.56 or other applicable statutes.

ARTICLE 10: GRIEVANCE

- 10.1 Any disputes arising under this Agreement shall be settled in this Article provided that no employee shall avail themselves of this Article if appealing a dispute to the Civil Service Commission. Any bargaining unit member who is the subject of disciplinary action may complain to the Union and may elect to pursue a grievance regarding disciplinary action through the grievance procedure of this Article or through the Civil Service Commission, but not both.
- 10.2 Definitions.
 - 10.2.1 Grievance Defined. A grievance is defined as a dispute or claim of wrongful action involving the interpretation or application of terms of this Agreement raised by a grievant against the employer.
 - 10.2.2 Grievant Defined. A grievant may be an employee, group of employees or the Union who shall under the terms of this Agreement put forth, in writing, to the Employer a grievance.
 - 10.2.3 Union Defined. For the purposes of this Article, Union shall mean Union Representative, President, and/or Shop Steward.
 - 10.2.4 Business Day Defined. A calendar day exclusive of Saturday, Sunday, or official holiday.
- 10.3 General Provision. Grievances being heard through this procedure must have been submitted at Step 2 within fifteen (15) business days of the grievant becoming aware of the act or omission giving rise to the grievance, or within

fifteen (15) days of the date the grievant reasonably should have been aware of the act or omission.

10.4 Time Limits. Failure of either party to adhere to time limits shall result in the grievance being moved to the next step in the procedure. Time limits may be extended by mutual written agreement.

10.5 Grievance Steps.

10.5.1 Step 1. The grievant may attempt to settle the dispute or disagreement informally, orally or in writing at the lowest level possible. The grievant may request the presence of a Union representative.

10.5.2 Step 2. If the grievance is not settled in Step 1, the grievant shall submit the grievance in writing to the Fire Chief. Such written grievance shall clearly indicate the act or omission giving rise to the grievance, provisions, if any, of the Agreement violated, statements of fact, and remedy requested. The Fire Chief shall within ten (10) business days make written response. If the response is to deny the claim, it should contain justification including any disagreements with the Union's statements of fact.

10.5.3 Step 3. If the grievance is not settled in Step 2, the grievant may submit the grievance within ten (10) business days to the Mayor who shall within ten (10) business days render a decision.

10.5.4 Step 4. If the grievance is not settled at this point, by mutual agreement the Parties may request the services of a mediator prior to implementing Step 5. Timelines in the Step procedures shall be modified to allow the mediation process.

10.5.5 Step 5. If the grievance is not settled in Step 3 or 4, the grievant may submit the grievance to arbitration. The union shall within fifteen (15) business days of receipt of the Mayor's decision notify the employer in writing of intent to arbitrate.

10.5.6 Arbitration. Within ten (10) business days of notification of intent to arbitrate the Union president or designee and the Mayor or designee shall meet and choose an arbiter to hear the grievance.

- (a) If the parties cannot agree upon an arbiter within the said ten (10) days, a list of nine (9) arbiters shall be requested from the American Arbitration Association. Upon receipt of the list of requested arbiters, the parties shall meet within twenty (20) business days to alternately strike names from the provided list. The parties shall flip a coin to determine who will strike the first name. Should the Employer refuse to strike within the twenty (20) day period, the Union may choose the arbiter from a list provided.

Should the Union refuse to strike within the twenty (20) day period, the grievance shall be deemed to have been abandoned.

- (b) The fees and expenses of the arbiter shall be divided equally between the Employer and Union. Each party shall compensate its own representative and witnesses.
- (c) The arbiter shall have no authority to amend, modify or change in any way this Agreement.
- (d) The decision of the arbiter shall be final and binding upon all parties.

ARTICLE 11: EMPLOYEE CLASSIFICATIONS, PROMOTIONS, FIRE OFFICER TRAINING & VACANCIES

11.1 Employee Classifications.

- Firefighter/EMT
- Firefighter/Paramedic
- Lieutenant/EMT
- Lieutenant/Paramedic
- Captain/EMT
- Captain/Paramedic

11.2 Promotional Exams and Lists.

11.2.1 All promotions within the bargaining unit shall be by competitive examination, shall be impartial and shall relate to those matters which test the candidate's ability to perform the tasks listed in the job description for the position.

11.2.2 In preparation for the creation of each examination, the City shall inform the Union of any meetings relating to the promotional process. A Union representative may, at their option, attend and participate in the meeting or meetings, to discuss exam content, date, place and time of exam; and details regarding how the exam(s) will be scored. Such representatives shall not participate in the examination. Announcements for promotional examinations and resource materials for the examinations shall be posted at each Fire Station sixty (60) days prior to the closing date for application. Applications received after the closing date will not be considered.

- 11.2.3 All applicants will be notified of their final score and relative standing on the promotional list the next business day following an official Civil Service Commission meeting. An unofficial test score of each candidate shall be presented no later than thirty (30) days after testing. Promotions shall be made according to the employee's relative standing on the promotional list, with the employees at the top of the list being given first opportunity to accept the promotion.
- 11.2.4 Promotional lists shall be maintained for twenty-four (24) months. Should all candidates on the promotional list be promoted, the Employer shall establish a new list.
- 11.3 Requirements to Test for Promotion.
- 11.3.1 To test for Lieutenant:
- (a) Three years of full-time regular employment with the Anacortes Fire Department. Prior experience in a full-time position delivering fire protection and emergency medical services can substitute six (6) months credit for every year of employment provided that Anacortes probationary requirements are satisfied.
 - (b) IFSAC Fire Officer I, IFSAC Fire Instructor I, Fire Inspector I (ICC or IFSAC), and currently adopted ICS certifications are required prior to successful completion of the lieutenant probationary period.
- 11.3.2 To test for Captain:
- (a) Two years as an AFD Lieutenant.
 - (b) Lieutenants shall be required to obtain the certifications of NFA Incident Safety Officer, WSP Hazardous Materials On-Scene Incident Commander, and IFSAC Fire Officer 2 prior to participating in the captain promotional exam.
- 11.3.3 With Department approval, candidates may substitute an equivalent certification for those identified above.
- 11.3.4 All certifications required for promotional testing must be maintained by officers following promotion to rank. The City will provide any continuing education necessary for maintaining required certifications.
- 11.4 Vacancies. When the City determines a temporary vacancy exists in a promotional position; said vacancy shall be filled within a reasonable amount of time. Temporary appointments will first be offered to those employees on a current eligibility list. The appointment will be offered in relation to their standing

on the list. In the event there is not a current eligibility list, the vacancy shall be temporarily appointed by the Chief.

- 11.5 Promotional Probation. Upon promotion, an employee shall be subject to a one (1) year probation period. During this period said employees shall receive regular evaluations by the employee's immediate supervisor. In the event that the employee fails to pass their probationary period, the employee shall return to their previous position without loss of seniority and with the wages and benefits of that previous position.
- 11.6 Fire Officer Training. Existing Officers and those on a current promotional eligibility list may attend fire officer development training in an overtime status while off duty. This may include core curriculums for Fire Officers as described by NFPA and/or IFSAC, as well as other workshops, presentations, courses, or classes approved by the department.

ARTICLE 12: WORKING OUT OF CLASSIFICATION

12.1 Lieutenant Vacancies.

12.1.1 When an employee is assigned as an upgrade lieutenant, the employee shall be paid the equivalent of the first step annual lieutenant rate divided by the annual scheduled hours of work.

12.1.2 Employees will be assigned in the following order:

- (a) Highest ranking employee from the current promotional list.
- (b) Employees by seniority who have successfully achieved the Department's upgrade requirements, successful completion of probationary period, and two (2) years full-time experience with Anacortes fire. Prior experience may be substituted per the promotional standards.
- (c) Employees deemed otherwise qualified by the Fire Chief.

12.2 Captain Vacancies. Lieutenants will upgrade to the captain position at Station 1 for any vacancy exceeding four (4) hours and will be compensated at the first step captain rate of pay for all the hours worked in that position. Lieutenants will be assigned to upgrade based on their captain promotional eligibility list ranking. Non-probationary lieutenants will upgrade by seniority in grade if no one is on duty from the promotional list.

12.3 Chief Officer Vacancy. In order to provide Duty Chief coverage in the absence of regularly promoted chief officers, captains and non-probationary lieutenants may voluntarily upgrade to Acting Battalion Chief. The Acting Battalion Chief assignment will be utilized only to supplement department emergency responses, not for non-emergent operational management.

12.3.1 Eligibility.

- (a) A two-tiered running list of eligible employees will be established and ranked by number of hours served as Acting Battalion Chief for the calendar year. The first tier will consist of promoted Captains and the second tier will consist of non-probationary Lieutenants. When a vacancy is created, it will be filled by the captain who is highest on the first-tier list. If no captain fills the vacancy, it will be filled by the lieutenant who is highest on the second-tier list.
- (b) When on Acting Battalion Chief status, the employee must remain within twenty (20) minutes response time of AFD St. 29-1. Response guidelines and take-home vehicle assignments will be set forth in department policy.

12.3.2 Compensation. Employees will receive two (2) hours of callback for accepting the Acting Battalion Chief assignment for each period of twelve (12) hours or less. If paged to respond, employees will receive callback in accordance with Article 22.

ARTICLE 13: VACATION

13.1 All bargaining unit employees shall be granted vacation after years of employment as follows:

Service Period	Vacation Accrual
First Calendar Year through 4	12 hours per month
Calendar Years 5 through 9	18 hours per month
Calendar Years 10 and over	25 hours per month

13.2 Employees on leave without pay status will not accrue vacation.

13.3 The maximum allowable accumulation of vacation shall not exceed three hundred (300) hours. Any vacation earned and not taken in excess of the maximum shall be forfeited. The City shall approve vacation and Kelly day requests for the calendar year based on seniority of employment, provided vacation requests are submitted prior to December 15th of the previous year. Requests submitted after December 15th will be allocated on a first-come, first-served basis. Vacation requests shall be approved by the Fire Chief or designee based upon the efficient operation of the Anacortes Fire Department. The City shall waive the maximum carry-over restrictions if the employee is required to cancel scheduled vacation due to requirements of the City.

13.4 Each employee shall be allowed a maximum of seventy-two (72) hours per year where an overtime impact may be created by taking vacation while another employee is on military leave, vacation, or Kelly day.

- 13.5 If any members of the bargaining unit are military reservists or members of the National Guard, vacation and Kelly day picks shall be conducted in accordance with Article 18 instead of this Agreement.
- 13.6 Vacation Buyout. Employees may elect to have their accrued vacation balance that exceeds one hundred sixty (160) hours cashed out and deposited into a deferred compensation account. The employee must notify payroll in writing by November 20th of each year for distribution on the December 5th payday.

ARTICLE 14: BEREAVEMENT LEAVE

- 14.1 Bereavement leave is paid time away from work taken for reasons related to the death of a close relative. Bereavement leave use is limited to the six (6) months following the close relative's death. A close relative shall be defined as an employee's spouse, son, daughter, father, mother, sister, brother, grandparent, or grandchild. The employee's spouse's mother, father, sister, brother, grandparent, or grandchildren are also included.
- 14.2 24-Hour Shift Employees. In the event of the death of a close relative of a bargaining unit employee, such employee shall be granted, without loss of pay, forty-eight (48) hours off. If the employee will travel more than two hundred (200) miles from their home for reasons related to the death of a close relative, the employee shall be granted seventy-two (72) hours off without loss of pay.
- 14.3 12-Hour Shift Employees. In the event of the death of a close relative of a bargaining unit employee, such employee shall be granted, without loss of pay, thirty-six (36) hours off. If the employee will travel more than two hundred (200) miles from their home for reasons related to the death of a close relative, the employee shall be granted forty-eight (48) hours off without loss of pay.

ARTICLE 15: SICK LEAVE

- 15.1 Regular full-time bargaining unit employees shall accrue sick leave at their regular straight-time rate of pay at the rate of twelve (12) hours of leave for each calendar month of continuous service to a maximum of one thousand four hundred forty (1,440) hours accumulation.
- 15.2 Sick Leave Buyout. Upon retirement, each bargaining unit employee shall receive twenty-five percent (25%) of their accrued sick leave balance.
- 15.3 With the exception of the above, sick leave is intended for actual illness or injury to an employee or dependent child or for care for a spouse, parent, parent-in-law, or grandparent who has a serious health condition or emergency condition. If there is reasonable suspicion of an employee abusing sick leave benefits, the City may require verification of an illness/injury from the employee's physician. The Union does not condone abuse of sick leave. Should a concern over perceived sick leave abuse arise, the Union and the Employer agree to meet and confer on the problem and solution.

ARTICLE 16: VOLUNTARY PHYSICAL FITNESS PROGRAM & SICK LEAVE BUY BACK

- 16.1 The City and the Union recognize that a physically fit workforce can reduce illness and injuries requiring the use of sick leave. A sick leave buyback provides incentive to reduce the use of sick leave.
- 16.2 The City and Union agree to utilize the US Navy's physical readiness test (<https://www.navy-prt.com/>) as the basis for determining standards and criteria for the physical fitness incentive. It is understood that the military's physical fitness standards may change over time and that the most current standards will be the basis of the evaluation. Employees are encouraged, but not required, to participate in the physical fitness assessment conducted by the department and shall be given two opportunities each year (once in the Spring and once in the Fall) to perform the test on their assigned shift. Employees will be provided a sixty (60) day advance notice of the testing dates.
- 16.3 The results from each event are assigned a point value based on the employee's age, gender and the amount of repetitions or time elapsed for each event. A minimum score of fifty (50) points is required in each of the three (3) events in order to qualify for the physical fitness incentive.
- 16.4 Those employees who meet the standard in a given year shall receive a percentage of their accrued sick leave bought out at retirement. Each year that employees participate successfully in the program they earn an additional percentage of sick leave buyout. For example, an employee who earns two hundred twenty (220) points on the test every year for ten (10) years would have the ability to have twenty percent (20%) of the accrued sick leave bought out (10 years @ 2% benefit level). This benefit is in addition to the sick leave buyout provision upon retirement (Article 15). Note: Sick leave buyout shall not exceed one hundred percent (100%) when combining the sick leave buyback provision and the physical fitness incentive.
- 16.5 Physical Fitness Score.

16.6

Cumulative Score	Test Score by Percent	Sick Leave Percentage Buyback at Retirement
180	60	1
210	70	2
240	80	3

ARTICLE 17: LIGHT DUTY

- 17.1 Light duty shall be made available to Employees who are sick, injured or disabled and who have been released by their physician to work light duty if there is work available and suitable. Management retains the ability to require employees who are sick, injured, or disabled and who have been released by their physician to work light duty. Priority will be given to employees who are injured on the job. Employees on light duty are scheduled to work forty (40) hours per week during administrative hours and their wage will be determined by their annual base salary divided by two thousand eighty (2080).
- 17.2 Employees working light duty shall perform work, as assigned by the Chief, which is non-combat work consistent with the type normally performed by the bargaining unit. Non-combat work shall be considered that which the attending physician has not restricted the Employee from performing.
- 17.3 During the light duty schedule, Employees shall continue to accrue leave according to their regular shift.
- 17.4 The duration of light duty assignments shall not exceed six (6) months, except that the Fire Chief may authorize an extension based on a physician's written prognosis to return to full duty within a reasonable time period.

ARTICLE 18: OTHER LEAVES

- 18.1 Military Leave. The City and the Union comply with all applicable Federal and State regulations pertaining to Military leave for public employees. These regulations include, but are not limited to, USSERA and RCW 40.060.
- 18.1.1 Primary Picks. The seniority-based vacation and Kelly day request deadline is September 15th. Accordingly, the period available for seniority-based requests is October 1st through September 30th to coincide with the military calendar. Known military leave will be scheduled following the initial vacation and Kelly day choices. The City agrees to cover prescheduled military leave days with overtime as necessary.
- 18.1.2 Secondary Picks. Following the September 15th deadline, additional military leave will be approved in a manner similar to secondary vacation requests. Military leave will take precedence over vacation requests that are not yet approved. Employees who request vacation over a military leave day would be subject to deduction from the employee's bank of allotted overtime generated from vacation taken.
- 18.1.3 Military employees are to provide notification of scheduled drills, annual training, and activations as soon as is practical and are encouraged to consider utilizing shift trades, vacation, and Kelly day scheduling to minimize the impact of military absences.
- 18.2 Jury/Witness Leave. If an employee serves on jury duty or is required to attend court as a witness while on duty, their regular salary will be continued for the length of actual court attendance. Any compensation, excluding travel or meal allowance, received by employees as a result of their jury duty shall be turned in to the City. An employee assigned to jury duty on their regular assigned shift, once relieved from actual jury duty, shall report back to work to complete the remainder of their regular shift.
- 18.3 Shift Trades. Employees may initiate shift trades which must be pre-approved by the Fire Chief or designee.
- 18.4 Short-Term Disability.
- 18.4.1 Any employee who has been injured or become ill off the job may choose to use their personal Short-Term Disability (STD) plan which is through the Washington State Council of Firefighters (WSCFF).
- 18.4.2 Any employee covered by the WSCFF Short-Term Disability plan may use one hundred percent (100%) of their accrued sick leave, and must return to the City all funds received from the STD program for the purpose of buying back their paid sick leave.

- 18.4.3 Any employee who uses this buyback option shall return their disability payment to the employer, with no choice or individual elections to do so from the employee.
- 18.4.4 The buy-back of accrued benefits being used will be calculated at a total cost of hourly compensation (TCC) rate determined for each employee by the City's Finance and/or Human Resources Department.

ARTICLE 19: UNION LEAVE

19.1 Union Leave Accrual.

- 19.1.1 For each Local 1537 union member, one hour of vacation will be transferred to their union leave bank each month until fourteen (14) hours have accrued. After fourteen (14) hours have accrued, the one hour will be redirected to the member's vacation balance. When the union leave balance falls below 14 hours the union leave accrual resumes.
- 19.1.2 The Union Leave bank is visible on the pay stub and designated as Union Leave. The establishment of a Union Leave Bank was to ensure that all IAFF union members equally contribute time to a bank which is to be utilized to provide compensation for Union members who are conducting union business.
- 19.2 Union leave cannot be used before it is accrued.
- 19.3 Union leave requests shall be scheduled following the same protocol as vacation scheduling. Union leave must be approved by the Union president and the Fire Chief or designee. The Union leave must be taken within thirty (30) days of the Union business conducted.
- 19.3.1 On receipt of the timesheet including Union leave, payroll will deduct from each member's Union leave bank an equal proportional share of the total leave hours requested, unless a member does not have sufficient hours in their bank.
- 19.4 Upon termination or retirement, Union members are eligible for pay out of their Union Leave balance, following the same guidelines as vacation is paid out. The maximum "buyout" of vacation and union leave will not exceed the maximum allowed for vacation per the personnel policies and/or the bargaining agreement. Employees are not able to access Union leave, except as approved by the Union President and the Fire Chief or designee following the guidelines established here, or upon termination or retirement. For example, if an employee utilizes all of their accrued vacation or sick leave, they would not be able to access their union leave balance.

ARTICLE 20: HOLIDAY PAY

- 20.1 The City shall compensate each employee one hundred seventy-two (172) hours of pay in lieu of holidays. The payment will be paid in the last pay period in October as compensation for the holidays that occur within that year. Holiday pay is paid at straight time.
- 20.2 Holiday pay will be prorated for employees who work a partial year. For example, an employee who works fifty percent (50%) of the year will receive fifty percent (50%) of the holiday pay.

ARTICLE 21: WORKWEEK

- 21.1 24-Hour Shift Employees. The FLSA cycle begins on December 29, 2017.
- 21.1.1 The shift schedule for fire suppression personnel shall consist of eight (8) twenty-four (24) hour shifts in each twenty-four (24) day FLSA cycle.
- 21.1.2 Administration of Kelly Days.
- (a) Employees select Kelly Days by seniority based on date of hire with annual first-round vacation picks. There are fifteen (15) full FLSA cycles each year. Hours are reduced by employees selecting one of their fifteen (15) Kelly Days (24 hours each) within each FLSA cycle. Only one (1) employee may schedule a Kelly Day on any given day unless there are more employees on a shift than the number of shifts in the FLSA cycle, in which case two (2) employees will be allowed to take the same Kelly Day to the minimum extent required to ensure all employees have a Kelly Day in each FLSA cycle.
 - (b) The Chief or designee shall approve Kelly Days based on seniority.
 - (c) Kelly Days shall be scheduled so as to minimize the Department's overtime costs to the greatest extent possible. Kelly Days shall not be re-scheduled because of sickness or injury.
 - (d) Kelly Days may be traded between employees within the same FLSA cycle provided that the trade meets all applicable shift trade criteria and does not result in a monetary impact to the City.
- 21.1.3 A 48/96 schedule requires fire fighters to work a standard work week that averages fifty-six (56) hours per week. A twenty-four (24) day FLSA cycle is adopted with the implementation of a 48/96 schedule since each rotation takes six (6) days to complete. There are fifteen and two tenths (15.2) FLSA cycles each year. In each FLSA cycle, 193 work hours are scheduled which includes four (4), fifteen (15) minute

shift briefings at shift change. This results in two thousand nine hundred thirty-five and two tenths (2935.2) annual scheduled work hours that are reduced by three hundred sixty (360) Kelly Day hours (15 Kelly Days), for two thousand five hundred seventy-five and two tenths (2575.2) annual work hours scheduled.

- 21.1.4 The parties acknowledge that work schedule computations are complex and create fractions of shifts and inconsistencies with respect to actual hours worked and the amount of time off earned by each employee; therefore, fractions of shifts will be rounded to the nearest twenty-four (24) hour shift in determining the work schedule which most clearly approximates the defined work week, averaged annually.
- 21.1.5 Holiday Shift Trade. In the event that a shift is scheduled to work both December 24th and December 25th of the same year, the shift assigned to work on December 24th will trade days with the shift assigned to work on December 23rd. In the event that December 24th happens to be the start of a new FLSA cycle then the shift assigned to work on December 25th will trade days with the shift assigned to work on December 26th.
- 21.1.6 Maximum Consecutive Hours Worked. Staff are limited to working no more than 72 consecutive hours within an eighty-four (84) hour period as a result of overtime, force hire, schedule, or trades. A mandatory minimum of twelve (12) consecutive hours off from all emergency response duties is required. However, management retains the ability to exceed this limit in emergent situations or to accommodate training which both the employee and the Fire Chief agree can be conducted safely.
- 21.2 12-Hour Shift Employees.
- 21.2.1 As of 2018, the twelve (12) hour shift is not in use. If the twelve (12) hour shift schedule is reinstated, twenty-four (24) hour shift employees will not be assigned.
- 21.2.2 The shift schedule for twelve (12) hour shift employees shall consist of sixteen (16) twelve (12) hour shifts in each twenty-eight (28) day FLSA cycle beginning April 23, 2007.
- 21.2.3 This schedule requires twelve (12) hour shift employees to work an average of forty-eight (48) hours per week. This is computed as follows:

365 Days a Year / by 28 day FLSA cycle = 13.036 Cycles per Year
 13.036 Cycles per year X 16 work shifts per cycle = 208.58 shifts
 per Year

208.58 shifts per year x 12 hours per shift = 2502.96 hours per year
2502.96 Hours per year / 52.14 Weeks per Year = 48 Hours per
Week

- 21.2.4 The shift rotation for D shift is Sunday thru Wednesday. The D shift schedule will include a rotation where the employee will work every third Saturday, and be off every fourth Sunday. The shift rotation for E shift is Wednesday thru Saturday. The E shift schedule will include a rotation where the employee will work every third Sunday, and be off every fourth Saturday. Every Wednesday both D and E shift will be scheduled to work.

ARTICLE 22: CALLBACK

- 22.1 Callback worked in responding to any emergency situation shall be paid at callback rate. This is calculated by taking the annual base salary and dividing it by two thousand eighty (2,080) hours and multiplying by one and one-half (1.5).
- 22.2 When an employee is called back to work for an emergency situation, the employee shall be paid two (2) hours or the actual time worked rounded to the next hour if greater than two (2) hours at the callback rate except as provided for in section d.
- 22.3 An emergency situation shall be defined as response to alarms or an operational need resulting in less than one (1) hour notice. This provision does not apply to staffing needs, such as backfill for employees on sick leave. If an employee is held over from their assigned shift in a crucial situation, the employee shall be paid one (1) hour or the actual time worked rounded to the next hour if greater than one (1) hour at the callback rate.
- 22.4 If an employee is released from the callback or emergency situation, and then accepts another callback within two (2) hours from the initial dispatch time of the first call, the employee shall be paid a minimum of one (1) hour.
- 22.5 Callback (Standbys) will be requested when there are no fully-staffed ALS units available. Bargaining unit members may voluntarily respond for callback if they are within ten (10) minute drive time to the Main Fire Station.

ARTICLE 23: OVERTIME, EXTRA SHIFT AND COURT APPEARANCES

- 23.1 24-Hour Shift Overtime. All overtime assigned shall be paid in thirty (30) minute increments. The overtime rate shall be established by taking the annual hours (2575.2) and dividing it into the annual base salary and multiplying the rate by 1.5.
- 23.2 12-Hour Shift Overtime. All overtime assigned shall be paid in thirty (30) minute increments. The overtime rate shall be established by taking the annual hours

(2503) and dividing it into the annual base salary and multiplying the rate by one and one-half (1.5).

- 23.3 Force Hire. If a vacancy exists that is not filled voluntarily, force hire will be administered. After a reasonable amount of time has passed for voluntary signups, eligible employees will be contacted in order from the top to bottom on the revolving Force Hire list. Once assigned to a force hire slot, the employee's name will be moved to the bottom of the next number category and their force hire date changed. Employees who are newly eligible for force hire will be placed at the top of the first number category which contains at least three names. Employees who are on Kelly Day, vacation, or trade will be bumped to the bottom of the list while in that status.

Station One	Minimum of one Upgrade Captain
Station Two	Minimum of one Upgrade Lieutenant
Station Three	Minimum of one Upgrade Lieutenant
Qualifications	Each station will have two bargaining unit members. One employee must be a paramedic.

- 23.4 Extra Shift. Employees who are required to work extra shifts due to vacations, sickness, or other types of leave granted by the City, shall be paid at the overtime rate as defined in this article.
- 23.5 Court Appearances. Any bargaining unit employee who, as a result of their fire department duties, is required to appear before a court or other judicial body as a witness, shall be allowed an authorized leave with pay. Reimbursement from the court for services provided (other than mileage reimbursement) are to be remitted to the City. If the employee is off duty when serving as a witness, the employee shall be paid the applicable overtime rate.

ARTICLE 24: UNION ACTIVITIES

- 24.1 The City agrees that during working hours, on the City's premises, and without loss of pay, Union officials and elected representatives shall be allowed reasonable time to attend negotiating sessions with the City and to transmit communications as authorized by the Union to the City and other Union members.
- 24.2 The City agrees to allow time off with pay for employees who are elected Union representatives and who are conducting business vital to the Union members, provided prior approval from the Fire Chief or the Chief's designee has been given and minimum staffing levels are maintained, so as not to incur a vacancy requiring overtime staffing. The maximum allowable leave under this section shall be a total of one hundred forty-four (144) hours per year for all union officers.

- 24.3 For the purpose of this Article, the Union agrees to forward to the City a list of the elected Union representatives and their term.

ARTICLE 25: LONGEVITY

- 25.1 Each bargaining unit employee shall be paid longevity compensation according to the table below. Longevity pay shall be included in the regular rate of pay for the purposes of computing overtime pay.

Completed Months of Service	Percentage of Top Step FF Wage
96	1%
120	1.5%
180	1.75%
240	2%

ARTICLE 26: UNIFORMS AND PROTECTIVE CLOTHING

- 26.1 As a condition of employment, the City agrees to provide protective clothing as required and to provide any other uniform or clothing required by the City to be worn while on duty and to replace any part of the required clothing as the need arises. The City acknowledges the provisions of WAC 296-305 pertaining to uniforms and protective clothing. The City will provide cleaning service for class A uniforms worn during department authorized functions.

ARTICLE 27: DEFERRED COMPENSATION

- 27.1 The City agrees to match each participating member's deferred compensation contribution up to 3.0% of the top step firefighter wages per pay period.
- 27.2 The City will make the contribution directly into the employee's deferred compensation account.
- 27.3 For an employee to receive the maximum annual City contribution, the employee must contribute at least the amount referenced above in each pay period.

ARTICLE 28: HEALTH AND WELFARE INSURANCE

- 28.1 Medical Insurance Plans. For the 2022-2025 calendar years, the City will provide employees with the following plans: Regence Healthfirst High Deductible Health Plan, Kaiser Permanente High Deductible Health Plan, Regence Healthfirst \$250 plan, or Kaiser Permanente Access PPO, all as offered through the Association of Washington Cities Benefit Trust.

28.2 Premiums.

- 28.2.1 For employees choosing the HealthFirst \$250 deductible plan, the City will pay one hundred percent (100%) of the premiums for the employee and 90% of the premiums for dependents.
- 28.2.2 For employees choosing the Kaiser Permanente PPO \$250 deductible plan, the City will pay one hundred percent (100%) of the premiums for the employee and ninety percent (90%) of the premiums for dependents. The City will share fifty percent (50%) of the premium cost savings difference between the Kaiser Permanente PPO \$250 plan and the Healthfirst \$250 plan to be paid on each pay period.
- 28.2.3 The City will pay one hundred percent (100%) of the premium costs of medical insurance for employees and their dependents who select a High Deductible Health Plan.
- (a) For employees enrolled on a High Deductible Health Plan, the City will contribute fifty percent (50%) of the premium cost savings between the High Deductible Plan and the Healthfirst \$250 plan to be contributed into the employee's HSA on each pay period.
- (b) An employee may elect to have up to \$1000 (employee only) or \$2000 (family) cashed out from accrued vacation and transferred into the HSA on the January 5 payday so long as the employee's vacation balance does not fall below forty (40) hours. The IRS determines the inflation adjusted HSA contribution maximum.
- 28.2.4 For employees enrolled on Dual Insurance, the employee will receive an incentive equivalent to fifty percent (50%) of the lowest cost \$250 deductible premiums that the City would otherwise contribute to health insure the dependents.

28.3 Other insurance Benefits. For the term of this Agreement only, the Employer agrees to pay the premiums for Dental Plan E, Orthodontia Plan IV, and \$10 copay Vision plans offered by the Employer.

28.4 Any changes required by the provider of insurance coverage that are beyond control of the City shall be implemented. These include, but are not limited to, changes in required co-pays, deductibles and plan administration procedures. The City shall give the Union notice of the proposed changes at least sixty (60) days before the effective date, or as much time as is reasonably practicable, and an opportunity for input before the changes are finalized and to bargain any impact.

28.5 Medical Expense Reimbursement Plan. The City shall make monthly deductions of \$200.00 on a pre-tax basis from the base salary for each employee's participation in the Washington State Council of Firefighters Employee Benefit

Trust. Through payroll deduction the funds will directly transfer to the Benefit Trust at no cost to the City of Anacortes or the IAFF. The trust is an established Medical Expense Reimbursement Plan following IRS guidelines. The Trust shall remain separate and apart from any City health insurance funding program unless changed by mutual agreement of the parties to this agreement. The monthly contribution rate of \$200.00 per employee shall be split in half and deducted from each employee's paycheck on a pre-tax basis. The Union shall have the option to adjust the contribution rate on January 1st of each year and shall notify the City of Anacortes of the change thirty (30) days prior to the change.

- 28.6 Life Insurance. The City will provide a \$75,000 group life insurance policy for each employee with the beneficiary designated by the employee

ARTICLE 29: WORK CONTINUATION

- 29.1 The City and the Union agree that the public interest requires efficient and uninterrupted performance of all City services and to this end pledge their best efforts to avoid or eliminate any conduct contrary to this objective. Specifically, the Union shall not cause or condone any work stoppage, including any strike, slow-down, refusal to perform any customarily assigned duties, sick leave absence which is not bona fide, or other interference with City functions by employees under this Agreement and should same occur, the Union agrees to take appropriate steps to end such interference. Any concerted action by any bargaining unit members shall be deemed a work stoppage if any of the above activities have occurred. Notwithstanding the provisions of RCW 41.56.450, et. seq., bargaining unit employees shall have access to binding interest arbitration.

ARTICLE 30: CONTRACTING OUT

- 30.1 The City agrees to abide by the rules established by the Public Employment Relations Commission if a decision is made to consider the contracting out of services presently provided by bargaining unit members who are represented by the International Association of Fire Fighters Local 1537 and covered by the Collective Bargaining Agreement with the City of Anacortes

ARTICLE 31: SAVING CLAUSE

- 31.1 If any provisions of this Agreement or the application of such provisions should be declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect.

ARTICLE 32: COMPENSATION

- 32.1 Step Progression. Progression through the Proficiency Levels of a salary range will be based upon the employee's performance in conjunction with time in a job

classification. Each employee will receive a performance appraisal prior to advancing to the next proficiency level:

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Firefighter	Hiring rate	After 12 months	After 2 years service	After 3 years service	After 4 years service
Lieutenant	Probationary Wage (6% above top step firefighter)	After 12 months	After 2 years service		
Paramedic Premium (10%)					
Captain	Probationary Wage (3% above top step lieutenant)	After 12 months	After 2 years service		

32.2 Wage Increases.

January 1, 2022	5.0%
January 1, 2023	2.0%
July 1, 2023	2.0%
January 1, 2024	2.0%
July 1, 2024	2.0%
January 1, 2025	100% of the Seattle-Tacoma-Bellevue CPI-W (June 2023-June 2024), with a minimum of 2.0% and a maximum of 4.0%

32.3 Education Premium. Employees who have earned an AA degree in Fire Command Administration, Fire Science, Fire Service Administration, EMS emergency service, or a BA/BS degree in any discipline, from an accredited institution of higher education will receive premium pay at a rate of two percent (2.0%) of the Top Step Firefighter wage rate. Education incentive shall be included in the regular rate of pay for the purposes of computing overtime pay.

32.4 OTEP Training. OTEP and continuing education training is required by the Skagit County MPD in order to maintain EMT and Paramedic certifications. It is incumbent on the employee to complete these requirements while on duty

whenever possible. Any required training which is not available while an employee is on duty shall be compensated at the employee's regular overtime rate of pay.

ARTICLE 33: TOBACCO USE

- 33.1 The City complies with all applicable federal, state, and local regulations regarding smoking in the workplace and provides a work environment that promotes productivity and the wellbeing of its employees. The use of tobacco in the workplace is now in violation of the law in the State of Washington. Accordingly, the use of smoking and smokeless tobacco products are restricted in all of its facilities.
- 33.2 Smoking is prohibited inside all City facilities, including City-owned buildings, vehicles, and offices or other facilities rented or leased by the City, including individual employee offices. The smoking policy applies to employees during working time and anytime in uniform. Smoking is only allowed in designated outside areas that are at least 25 feet from building entrances and exits, windows that open, and ventilation intakes. Employees are expected to exercise common courtesy and to respect the needs and sensitivities of coworkers with regard to the smoking policy. Smokers have a special obligation to keep smoking areas litter-free and not to abuse break and work rules. Employees who violate the policy may be subject to disciplinary action.

ARTICLE 34: LABOR MANAGEMENT COMMITTEE

- 34.1 There shall be a Fire Department Labor - Management Committee consisting of three (3) Union representatives appointed by the Union and three Management representatives appointed by the Employer. The committee shall meet on request of either party to discuss all matters of mutual concern. Matters considered to be Mandatory Subjects of Bargaining may only be amended or modified through the appropriate Collective Bargaining Process.

ARTICLE 35: DISCIPLINE

- 35.1 Employees may be disciplined or discharged with just cause. Discipline should be applied at progressive and escalating levels to allow the employee proper notice of misconduct and an opportunity to improve performance. The level or degree of discipline imposed shall be appropriately based on the employee's prior record of service, length of service, severity of offense and prior record of discipline.
- 35.2 Disciplinary action or measures may include the following:
- oral reprimand
 - written reprimand

- suspension
- reduction in rank
- discharge

Additional forms of discipline may be used if mutually agreeable to the Employer and the Union. Counseling is not considered to be discipline.

- 35.3 Prior to the imposition of any discipline other than an oral or written reprimand the Employer shall hold a pre-disciplinary hearing. Employees and the Union shall be provided with a copy of the alleged violation(s) that are being considered as a basis for potential discipline, and copies of all documents upon which the proposed discipline is based, at least four (4) business days prior to the pre-disciplinary hearing. At the pre-disciplinary hearing the employee will be given an opportunity to present their side of the issue.
- 35.4 Employees have the right to a union representative and union legal representative present during interviews or meetings where they believe that discipline or termination may result.
- 35.5 The Employer may place employees on paid administrative leave during disciplinary investigations if the employer in good faith believes that doing so will enhance the operational efficiency of the Fire Department and/or be of assistance to the investigation while the investigation is ongoing. Employees on paid administrative leave must remain available during their normal hours of work. Paid administrative leave is not discipline and is not subject to the grievance procedure.
- 35.6 The employee shall have the right to inspect the full contents of their personnel file. No documents related to performance or discipline will be placed in an employee's personnel file without the employee having received a copy. The Union will be provided with a copy of disciplinary documents issued to employees promptly following issuance of the discipline. All disciplinary actions may be challenged under the grievance procedure herein. The employee may be required to sign any disciplinary action but only for the purpose of acknowledging that they have read the contents of the document.
- 35.7 Record Retention.
- 35.7.1 Oral and/or written reprimands will be removed from an employee's personnel file after three (3) years from the date said action was finalized unless the employee receives another reprimand (or more serious discipline) during the initial three (3) year period referred to above, in which case the earlier reprimand will be retained in the personnel file for an additional one hundred eighty (180) days from the date of the latest reprimand or more serious discipline. (Meaning a

reprimand will remain in a personnel file for a maximum length of 3 years and 180 days.)

35.7.2 Reprimands that have been expunged pursuant to (g) may not be used in consideration of future discipline. Such records may be retained by the City outside of the employee's personnel file if the City deems it necessary to respond to potential litigation or comply with legal requirements.

35.7.3 Records of demotion or suspension are permanently retained in an employee's personnel file unless the demotion occurred as a result of the employees' failure to meet initial probationary standards following promotion, rather than as a result of a serious and specific disciplinary action. If an employee is demoted for failure to meet probationary standards, records of that demotion shall be expunged pursuant to the same rules as for a reprimand.

35.8 It is the Employer's sole determination as to whether or not an employee suspended without pay may be allowed to forfeit accrued vacation or compensatory time off in lieu of the suspension of pay.

ARTICLE 36: FITNESS/WELLNESS

36.1 Physical fitness in one of the department's priorities; however, operational readiness, training, fire inspection/prevention, hydrant inspection, and other activities assigned by the Chief take precedence. Physical fitness activities are allowed for a maximum of 1 hour per person, per shift which includes dress-down, workout, and clean-up activities. The shift officer is tasked with scheduling the physical fitness period in coordination with the department's activities and the other station officer's activities to ensure the most efficient operation of the department.

36.2 Structured work time occurs between 0800 and 1730.

36.3 A joint labor/management wellness committee shall be formed to develop, implement, and supervise a jointly approved wellness/fitness program. The committee shall use the components and resources of the IAFF/IAFC Joint Labor Management Wellness/Fitness Initiative as a guideline and the published WSCFF Healthy In/Healthy Out guidelines. The committee shall consist of up to two (2) management representatives appointed by the Chief, and two (2) representatives appointed by the Union. The City shall pay for the training and certification of no less than three PEER fitness trainers prior to the end of 2023.

ARTICLE 37: FIRE INSPECTION CERTIFICATION

37.1 Employees who maintain ICC, IFSAC or other department approved certification for fire inspections are eligible to receive a \$60.00 monthly premium. The City will provide initial and ongoing training for fire inspector certifications.

ARTICLE 38: RESPIRATORY STANDARDS MEDICAL PROCEDURES

- 38.1 The City will determine which Occupational Physician will perform the required examinations and pay for the full cost of the visits. The City agrees to accept input from the Union on the selection of the examiner.
- 38.2 In the case where the City-chosen examiner has determined that the employee is not fit for duty, the employee at their expense may seek a second opinion from their personal physician. In the case of two (2) conflicting opinions, the City and union will select a third (3rd) examiner for a final decision on the matter. The City shall bear the cost of the third examiner.

ARTICLE 39: EMERGENCY MOBILIZATION

- 39.1 Any employee working during an emergency mobilization for which the City will be reimbursed by the State or Federal Government or any other outside agency or agencies shall be compensated per Article 23 for the time worked during the mobilization. Employees who are required to participate in such a mobilization shall be paid from the time of departure from the Anacortes Fire Department up until the Employee(s) return from the mobilization and arrival back at the Anacortes Fire Department and are released from duty. Employees who volunteer to participate in an emergency mobilization will be compensated in accordance with the Washington State Fire Services Resource Mobilization Plan.

ARTICLE 40: DRUGS, ALCOHOL, & NARCOTICS

- 40.1 The City of Anacortes and IAFF 1537 are dedicated to providing safe and dependable services to our community. City of Anacortes employees are our most valuable resource and it is our goal to provide a healthy, satisfying work environment. It is agreed that the City's most current drug, alcohol, and narcotic policies will be the basis for any testing requirements.

ARTICLE 41: DURATION AND TERMINATION

- 41.1 This Agreement shall remain in full force and effect from January 1, 2022 through December 31, 2025. No provision of this Agreement shall waive the City's obligation to bargain over any subject or matter not referred to or covered in this Agreement which is a mandatory subject of bargaining.

City Of Anacortes Agreement No. 22-050-ADM-001

THIS AGREEMENT is hereby approved and signed 1/25/2022.

INTERNATIONAL ASSOCIATION OF
WASHINGTON
FIRE FIGHTERS LOCAL NO. 1537

CITY OF ANACORTES

By Qben Oliver
Qben Oliver – President

By Matt Miller
Matt Miller - Mayor

By Emily C. Schuh
Emily C. Schuh
Admin Services Director

ATTEST:

By Steven D. Hoglund
Steven D. Hoglund - City Clerk

ADDENDUM A: WAGE GRIDS**2022 Wage Schedule 5.0% Wage Increase**

Scheduled work hours changed from 2599.2 to 2575.2 in 2022 with implementation of additional Kelly Day in 2021

Firefighter	Grade 12F1	Step 1	Step 2	Step 3	Step 4	Step 5
12 hour shift	Monthly	6,829.93	7,034.83	7,245.88	7,463.25	7,687.15
	Hourly	32.74	33.73	34.74	35.78	36.85
	Call Back	59.11	60.88	62.70	64.59	66.52
	Overtime	49.12	50.59	52.11	53.67	55.28
	Annual	81,959.19	84,417.97	86,950.51	89,559.02	92,245.79
Firefighter	Grade 24F1	Step 1	Step 2	Step 3	Step 4	Step 5
24 hour shift	Monthly	6,829.93	7,034.83	7,245.88	7,463.25	7,687.15
	Hourly	31.83	32.78	33.76	34.78	35.82
	Call Back	59.11	60.88	62.70	64.59	66.52
	Overtime	47.74	49.17	50.65	52.17	53.73
	Annual	81,959.19	84,417.97	86,950.51	89,559.02	92,245.79

Lieutenant	Grade F2	Step 1	Step 2	Step 3
24 hour shift	Monthly	8,148.38	8,392.83	8,644.61
	Hourly	37.97	39.11	40.28
	Call Back	70.51	72.63	74.81
	Overtime	56.96	58.66	60.42
	Annual	97,780.54	100,713.96	103,735.38

Captain	Grade F3	Step 1	Step 2	Step 3
24 hour shift	Monthly	8,903.95	9,171.07	9,446.20
	Hourly	41.49	42.74	44.02
	Call Back	77.05	79.37	81.75
	Overtime	62.24	64.10	66.03
	Annual	106,847.44	110,052.86	113,354.45

City Of Anacortes Agreement No. 22-050-ADM-001

January 1 - June 30, 2023 Wage Schedule 2.0% Wage Increase

Firefighter	Grade 12F1	Step 1	Step 2	Step 3	Step 4	Step 5
12 hour shift	Monthly	6,966.53	7,175.53	7,390.79	7,612.52	7,840.89
	Hourly	33.40	34.40	35.43	36.50	37.59
	Call Back	60.29	62.10	63.96	65.88	67.85
	Overtime	50.10	51.60	53.15	54.74	56.39
	Annual	83,598.38	86,106.33	88,689.52	91,350.20	94,090.71

Firefighter	Grade 24F1	Step 1	Step 2	Step 3	Step 4	Step 5
24 hour shift	Monthly	6,966.53	7,175.53	7,390.79	7,612.52	7,840.89
	Hourly	32.46	33.44	34.44	35.47	36.54
	Call Back	60.29	62.10	63.96	65.88	67.85
	Overtime	48.69	50.16	51.66	53.21	54.81
	Annual	83,598.38	86,106.33	88,689.52	91,350.20	94,090.71

Lieutenant	Grade F2	Step 1	Step 2	Step 3
24 hour shift	Monthly	8,311.35	8,560.69	8,817.51
	Hourly	38.73	39.89	41.09
	Call Back	71.93	74.08	76.31
	Overtime	58.09	59.84	61.63
	Annual	99,736.15	102,728.24	105,810.08

Captain	Grade F3	Step 1	Step 2	Step 3
24 hour shift	Monthly	9,082.03	9,354.49	9,635.13
	Hourly	42.32	43.59	44.90
	Call Back	78.59	80.95	83.38
	Overtime	63.48	65.39	67.35
	Annual	108,984.39	112,253.92	115,621.54

City Of Anacortes Agreement No. 22-050-ADM-001

July 1 - December 31, 2023 Wage Schedule 2.0% Wage Increase

Firefighter	Grade 12F1	Step 1	Step 2	Step 3	Step 4	Step 5
12 hour shift	Monthly	7,105.86	7,319.04	7,538.61	7,764.77	7,997.71
	Hourly	34.07	35.09	36.14	37.23	38.34
	Call Back	61.49	63.34	65.24	67.20	69.21
	Overtime	51.10	52.63	54.21	55.84	57.51
	Annual	85,270.34	87,828.45	90,463.31	93,177.21	95,972.52

Firefighter	Grade 24F1	Step 1	Step 2	Step 3	Step 4	Step 5
24 hour shift	Monthly	7,105.86	7,319.04	7,538.61	7,764.77	7,997.71
	Hourly	33.11	34.11	35.13	36.18	37.27
	Call Back	61.49	63.34	65.24	67.20	69.21
	Overtime	49.67	51.16	52.69	54.27	55.90
	Annual	85,270.34	87,828.45	90,463.31	93,177.21	95,972.52

Lieutenant	Grade F2	Step 1	Step 2	Step 3
24 hour shift	Monthly	8,477.57	8,731.90	8,993.86
	Hourly	39.50	40.69	41.91
	Call Back	73.36	75.56	77.83
	Overtime	59.26	61.03	62.86
	Annual	101,730.88	104,782.80	107,926.29

Captain	Grade F3	Step 1	Step 2	Step 3
24 hour shift	Monthly	9,263.67	9,541.58	9,827.83
	Hourly	43.17	44.46	45.80
	Call Back	80.17	82.57	85.05
	Overtime	64.75	66.69	68.69
	Annual	111,164.07	114,499.00	117,933.97

City Of Anacortes Agreement No. 22-050-ADM-001

January 1 - June 30, 2024 Wage Schedule 2.0% Wage Increase

Firefighter	Grade 12F1	Step 1	Step 2	Step 3	Step 4	Step 5
12 hour shift	Monthly	7,247.98	7,465.42	7,689.38	7,920.06	8,157.66
	Hourly	34.75	35.79	36.86	37.97	39.11
	Call Back	62.72	64.60	66.54	68.54	70.60
	Overtime	52.12	53.69	55.30	56.96	58.66
	Annual	86,975.75	89,585.02	92,272.57	95,040.75	97,891.97

Firefighter	Grade 24F1	Step 1	Step 2	Step 3	Step 4	Step 5
24 hour shift	Monthly	7,247.98	7,465.42	7,689.38	7,920.06	8,157.66
	Hourly	33.77	34.79	35.83	36.91	38.01
	Call Back	62.72	64.60	66.54	68.54	70.60
	Overtime	50.66	52.18	53.75	55.36	57.02
	Annual	86,975.75	89,585.02	92,272.57	95,040.75	97,891.97

Lieutenant	Grade F2	Step 1	Step 2	Step 3
24 hour shift	Monthly	8,647.12	8,906.54	9,173.73
	Hourly	40.29	41.50	42.75
	Call Back	74.83	77.08	79.39
	Overtime	60.44	62.25	64.12
	Annual	103,765.49	106,878.46	110,084.81

Captain	Grade F3	Step 1	Step 2	Step 3
24 hour shift	Monthly	9,448.95	9,732.41	10,024.39
	Hourly	44.03	45.35	46.71
	Call Back	81.77	84.22	86.75
	Overtime	66.05	68.03	70.07
	Annual	113,387.36	116,788.98	120,292.65

City Of Anacortes Agreement No. 22-050-ADM-001

July 1 - December 31, 2024 Wage Schedule 2.0% Wage Increase

Firefighter	Grade 12F1	Step 1	Step 2	Step 3	Step 4	Step 5
12 hour shift	Monthly	7,392.94	7,614.73	7,843.17	8,078.46	8,320.82
	Hourly	35.44	36.51	37.60	38.73	39.89
	Call Back	63.98	65.90	67.87	69.91	72.01
	Overtime	53.17	54.76	56.40	58.10	59.84
	Annual	88,715.27	91,376.72	94,118.03	96,941.57	99,849.81

Firefighter	Grade 24F1	Step 1	Step 2	Step 3	Step 4	Step 5
24 hour shift	Monthly	7,392.94	7,614.73	7,843.17	8,078.46	8,320.82
	Hourly	34.45	35.48	36.55	37.64	38.77
	Call Back	63.98	65.90	67.87	69.91	72.01
	Overtime	51.67	53.23	54.82	56.47	58.16
	Annual	88,715.27	91,376.72	94,118.03	96,941.57	99,849.81

Lieutenant	Grade F2	Step 1	Step 2	Step 3
24 hour shift	Monthly	8,820.07	9,084.67	9,357.21
	Hourly	41.10	42.33	43.60
	Call Back	76.33	78.62	80.98
	Overtime	61.65	63.50	65.40
	Annual	105,840.80	109,016.03	112,286.51

Captain	Grade F3	Step 1	Step 2	Step 3
24 hour shift	Monthly	9,637.93	9,927.06	10,224.87
	Hourly	44.91	46.26	47.65
	Call Back	83.41	85.91	88.48
	Overtime	67.37	69.39	71.47
	Annual	115,655.10	119,124.76	122,698.50