

# City of Sand Springs & I.A.F.F Local #2173

COLLECTIVE BARGAINING AGREEMENT



Fiscal Year 2026

July 1, 2025, to June 30, 2026



CITY OF SAND SPRINGS, OKLAHOMA  
AND  
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL #2173

## Table of Contents

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### Table of Contents

Table of Contents .....	2
Article 1: Recognition .....	4
Article 2: Rights of Management.....	4
Article 3: Prevailing Rights.....	5
Article 4: Severability Clause .....	6
Article 5: Discrimination.....	6
Article 6: Prohibition of Strikes.....	6
Article 7: Personnel Reduction .....	7
Article 8: Seniority .....	7
Article 9: Residence of Members .....	8
Article 10: Time Exchange .....	8
Article 11: Eight Hour Shift Employees.....	9
Article 12: Vacation and Holiday .....	10
Article 13: Other Leave.....	13
Article 14: Sick Leave .....	13
Article 15: Union Business .....	15
Article 16: Wages .....	15
Article 17: Overtime, Call Back, and Hold-Over.....	17
Article 18: Working out of Classification .....	18
Article 19: Longevity.....	18
Article 20: Insurance .....	19
Article 21: Educational Incentive.....	20
Article 22: Uniform/Bunker Gear/Cleaning Allowance .	21
Article 23: Worker’s Compensation .....	22
Article 24: Promotions.....	23

Article 25: Grievance Procedure.....23  
Article 26: Labor Management Meetings..... 25  
Article 27: Station Equipment and Necessities .....25  
Article 28: Bulletin Boards .....26  
Article 29: Deductions .....26  
Article 30: Tax Deferred Compensation Plan .....26  
Article 31: Communicable Disease, Drug Free Workplace, Smoke Free Environment and Sexual Harassment  
Policies .....27  
Article 32: Smoke Free Environment.....27  
Article 33: Duration of Agreement .....27  
Signature Page.....29

**Chart A:** Fiscal Year 2026 Seniority & Pay Action Listing  
Fiscal Year 2026 Pay Plan

This Agreement is entered into by and between the City of Sand Springs, hereinafter referred to as the "Corporate Authority," and the active members of the City of Sand Springs Fire Department, acting by and through its duly authorized bargaining agent, Local #2173 International Association of Firefighters, hereinafter referred to as "Employees" or "Firefighters."

## Article 1: Recognition

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The Corporate Authority recognizes Local #2173 International Association of Firefighters, hereinafter referred to as "Local #2173", as the exclusive bargaining agent for all employees of the Sand Springs Fire Department except:

1. The Fire Chief and his designated Administrative Assistant
2. Civilian Employees

"Firefighters" shall mean the permanent paid members of the Fire Department.

To ensure compliance with relevant state law and the intent and purpose of the City of Sand Springs Charter, Code of Ordinances, and personnel rules, employees on initial employment probation shall be covered by this agreement only to the extent required by state law and shall not be entitled to the grievance procedures contained in this agreement.

## Article 2: Rights of Management

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Section 1. The Fire Department recognizes the prerogative of the Corporate Authority to operate and manage its affairs in all respects in accordance with its responsibilities, as defined in State Statutes and City Charter, and with such conditions affecting the public welfare as they may arise, and all authority shall be retained wholly by the Corporate Authority.

Management officials of the Corporate Authority retain the rights in accordance with all applicable laws and regulations including, but not limited to, the following:

- a) To manage and direct the Employees of the Fire Department.
- b) To hire, promote, transfer, assign, retain and schedule hours and places of work of Employees in positions with the Fire Department.
- c) To suspend, demote, discharge or take other appropriate disciplinary action against members of the Fire Department for just cause in accordance with appropriate procedures.
- d) To relieve Employees from duty for reduction of force caused by lack of work, funds or other legitimate reasons.
- e) To maintain the efficiency of the operation of the Fire Department.

- f) To determine the methods, means, procedures and personnel by which fire operations are to be conducted, including the right to contract and subcontract any existing and future work.
- g) The right of establishing the organization and structure of the Fire Department; however, no Firefighter presently employed shall be reduced in salary as a result of such re-organization or restructuring.

Section 2. The Corporate Authority has the sole authority to determine the purpose, mission, duties and responsibilities of the Corporate Authority, including the total amount of the budget and its allocation to different functions and to establish priorities.

Section 3. If, in the sole discretion by the Corporate Authority, it is determined that civil emergency conditions exist--including but not limited to--civil riots, civil disorders, natural disorders, or other similar catastrophes, the provisions of this Agreement may be suspended by the Corporate Authority during the time of the declared emergency; provided, however, that wage rates shall not be affected or suspended by such declared emergency.

Section 4. It is understood by both parties that since every duty connected with operations, job descriptions, etc., may not always be described, employees, at the discretion of the Corporate Authority, may be required to perform duties not specifically spelled out in their job description, but which may be reasonably considered to be incidental to the performing of their duties just as though they were actually written out in the job description sheet.

## Article 3: Prevailing Rights

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All rules, regulations, fiscal procedures, working conditions, departmental practices and manner of conducting the operations and administration of the Sand Springs Fire Department currently in effect on the effective date of any negotiated Agreement shall be deemed a part of said Agreement unless and except as modified or changed by the specific terms of said Agreement.

The standard operating procedures manual of the department may be modified as necessitated by federal or state laws or regulations. Prior to implementation of any other modification, the proposed modification shall be presented to each shift in the department for implementation impact discussions.

## Article 4: Severability Clause

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If any provision of the Agreement, or the application of such provision, should be rendered or declared invalid by any Court action, or by reason of any existing, or subsequently enacted Legislation, the remaining parts or portions of the Agreement shall remain in full force and effect.

## Article 5: Discrimination

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The Corporate Authority agrees not to discriminate against any employee for or because of his activity in behalf of, or membership in, Local #2173. The Corporate Authority and Local #2173 agree that there shall be no discrimination against any employee because of race, creed, sex, age or disability.

## Article 6: Prohibition of Strikes

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- Section 1. The Fire Department and its members agree that they shall have no right to engage in any work stoppage, slowdown or strike as defined in Title 11 O.S.A. Section 51-101-B.
- Section 2. In the event of a strike, work stoppage, slowdown or other interference with the operation of the Fire Department of the City of Sand Springs, a responsible official of Local #2173 will promptly and publicly disavow any such activities and order its employees to return to work in an attempt to bring about a resumption of operations. Local #2173 will notify the City within twenty-four (24) hours after the commencement of such activities of the measures it has taken to comply with the provisions of this Article.
- Section 3. That in the event of a strike, work stoppage, slowdown, or other interferences with the operation of the Fire Department of the City of Sand Springs, any member of Local #2173 participating in such activities shall be eligible for immediate dismissal immediately upon establishing his or her guilt in such participation.

## Article 7: Personnel Reduction

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- Section 1. In case of a personnel reduction, the employee with the least seniority shall be laid off first. Seniority is defined in Article 8 of this agreement.
- Section 2. Notice of recall shall be sent to the employee at his last known address by certified mail. If the employee fails to notify the office of the Chief of the Fire Department within fourteen (14) calendar days after mailing of such recall notice that the employee intends to return to work, such employee shall be deemed to have quit.
- Section 3. No new employee shall be hired into a classification until all employees who are on lay-off status from that classification have been recalled by seniority.

## Article 8: Seniority

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- Section 1. The employee's anniversary date shall be the date of that employee's regular employment with the Corporate Authority.
- Section 2. Seniority shall mean the status attained by length of continuous full-time service within the classification of the Fire Department.
- a) In the case of employees with the same hire date seniority will be established by initial interview score.
  - b) The Corporate Authority agrees to establish a seniority list and it shall be brought up to date by July 1 of each year and shall be attached as an addendum to this agreement.
  - c) For the purpose of promotion, seniority in grade shall mean the status attained by continuous full-time service in that grade.

## Article 9: Residence of Members

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- Section 1. The members of the Sand Springs Fire Department shall have the right to reside within an area not to exceed thirty (30) driving miles from Sand Springs Fire Station #1 and/or Fire Station #2. Such distance is intended to permit a rapid return to duty in the case of an emergency.
- Section 2. After fifteen (15) years of continued service, members of the Sand Springs Fire Department shall have the right to reside within an area not to exceed sixty (60) driving miles from Sand Springs Fire Station #1 and/or Fire Station #2.

## Article 10: Time Exchange

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- Section 1. Employees may have the privilege to exchange duty time, subsequent to approval of the Battalion Chief in charge, or the Chief of the Fire Department. The request for time exchange shall be made at least twelve (12) hours in advance of replacement, whenever possible. The replacement employee must be of at least equal duty qualifications of that employee being excused from duty.
- Section 2. In order for an employee to be afforded the privilege to exchange duty time, in addition to the foregoing, it will be necessary that the employee requesting the exchange—as well as the employee exchanging—execute documents evidencing that the exchange of time is done voluntarily by the employees and not at the request of the employer as well as that the trade is made for reasons of the employee and not reasons relating to the employer's business operations. The Corporate Authority may make modifications if necessitated for FLSA compliance or administrative convenience.

## Article 11: Eight Hour Shift Employees

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Section 1. Members of the bargaining unit who are transferred from twenty-four (24) hour shifts to eight (8) hour shifts will receive the benefits provided within the policy and procedures manual in lieu of those benefits provided in the labor agreement.

Section 2. Conversion of vacation accruals - members of the bargaining unit who are permanently transferred from a twenty-four (24) hour shift to an eight (8) hour shift will have vacation accruals converted to eight (8) hour shifts as follows:  $(\text{Hours of Leave Balance}) \div (1.4) = (\text{Converted Leave Balance})$  after transfer.

Members of the bargaining unit who are transferred from an eight (8) hour shift to a twenty-four (24) hour shift will have vacation accruals converted to twenty-four (24) hour shifts as follows:  $(\text{Hours of Leave Balance}) \times (1.4) = (\text{Converted Leave Balance})$  after transfer.

Section 3. Conversion of sick leave accruals – members of the bargaining unit who are permanently transferred from a twenty-four (24) hour shift to an eight (8) hour shift will have sick leave accruals converted to eight hour shifts as follows:  $(\text{Hours of Leave balance in excess of 2400 hours}) \div (1.4)$ , and  $(\text{Hours of Leave Balance up to and including 2400 hours}) \div (3) = (\text{Converted Leave Balance})$  after transfer.

Section 4. Members of the Bargaining unit that are temporarily assigned to work a forty hour (40) schedule, shall have their pay adjusted using the following formula.  $(\text{Base Annual Salary} + \text{EMT pay} / 2080 \text{ hours} + \text{Additional Pay Items})$

Members of the bargaining unit who are permanently transferred from an eight (8) hour shift to a twenty-four (24) hour shift will have sick leave accruals converted to twenty-four hours shifts as follows:  $(\text{Hours of Leave Balance in excess of 800 hours}) \times (1.4)$ , and  $(\text{Hours of Leave Balance up to and including 800 hours}) \times (3) = (\text{Converted Leave Balance})$  after transfer.

## Article 12: Vacation and Holiday

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Section 1. Members of the bargaining unit shall receive annual vacation time as follows:

**AFTER ONE YEAR – Six (6) Shifts:** Pay Period following Date of Hire up to Pay Period of 3<sup>rd</sup> Anniversary = Six (6) Shifts; accrued at 6.00 hours per 24 pay periods.

**AFTER FOUR YEARS – Ten (10) Shifts:** Pay Period following 3<sup>rd</sup> Anniversary up to Pay Period of 6<sup>th</sup> Anniversary = Ten (10) Shifts; accrued at 10.00 hours per 24 pay periods.

**AFTER SEVEN YEARS – Fourteen (14) Shifts:** Pay Period following 6<sup>th</sup> Anniversary up to Pay Period of 9<sup>th</sup> Anniversary = Fourteen (14) Shifts; accrued at 14.00 hours per 24 pay periods.

**AFTER TEN YEARS – Fifteen (15) Shifts:** Pay Period following 9<sup>th</sup> Anniversary up to Pay Period of 19<sup>th</sup> Anniversary = Fifteen (15) Shifts; accrued at 15.00 hours per 24 pay periods.

**AFTER TWENTY YEARS – Sixteen (16) Shifts:** Pay Period following 19<sup>th</sup> Anniversary = Sixteen (16) Shifts; accrued at 16.00 hours per 24 pay periods.

*Fire Marshal – City of Sand Springs vacation/holiday policy with the addition of sixteen (16) hours.*

Employees may elect to cash in up to three (3) vacation shifts and receive pay therefore by the Corporate Authority at straight time rate on or about December 15, each year. After ninety (90) calendar days of continuous paid leave, vacation and sick leave accruals shall cease.

Section 2. Members of the bargaining unit may schedule earned vacation leave, within annual accrual limits, by seniority, as long as it does not impede Fire Department operations and is approved by the Fire Chief or designee.

Vacation shifts shall be in twenty-four (24) hour or twelve (12) hour increments except that each member shall have the option of taking vacation in eight (8) hour increments not to exceed Six (6) times during any calendar year.

Twelve (12) hour increments may be taken either 8:00 a.m. to 8:00 p.m. or 8:00 p.m. to 8:00 a.m.

Shifts earned for vacation, within annual accrual limits, may be scheduled by January 1 each year. Shifts earned but not scheduled by January 1 may be taken at any time as long as such does not impede Fire Department

operations. Requests must be made electronically at least one (1) hour in advance and approved by the Chief of the Fire Department or his/her designee. When members of a shift are off long term, long term shall be defined as: longer than 2 weeks (excluding vacation), exclusions are made to still allow for 2 members to schedule off. In the event of scheduling off would cause overtime, members shall be required to give 12 hours' notice electronically. Seniority does not apply to shifts not scheduled by January 1. Eight (8) hour and four (4) hour vacation increments may be taken at any time as long as such does not impede Fire Department operations and is approved by the Fire Chief or Designee.

Section 3. Members of the bargaining unit who work at least four (4) hours on any authorized holiday shall be eligible for additional pay at a holiday pay rate in addition to their regular rate of pay the total number of hours of additional holiday pay for any single holiday shall not exceed twelve (12) hours. The additional holiday pay shall be calculated at one half of (1/2) the hourly non-overtime base rate of pay + hourly pay for EMT certification + specialty pays (calculated to an hourly rate) + longevity (calculated to an hourly rate).

Members of the bargaining unit whose shift ends at 0800 hours on an authorized holiday shall not be eligible for holiday pay unless they are held over or called back to duty for a minimum of three (3) hours on the day of the holiday.

<b>Authorized Holidays Defined</b>	
New Year's Day	<i>January 1</i>
Martin Luther King's Day	<i>Third Monday in January</i>
Easter Sunday	<i>First Sunday following the First Full Moon</i>
Memorial Day	<i>Last Monday In May</i>
Independence Day	<i>July 4</i>
Labor Day	<i>First Monday in September</i>
Veteran's Day	<i>November 11</i>
Thanksgiving Day	<i>Fourth Thursday in November</i>
Floating Holiday	<i>Friday after Thanksgiving Day</i>
Christmas Eve	<i>December 24</i>
Christmas Day	<i>December 25</i>

Section 4. Vacation leave shall be considered hours worked for purposes of consideration for F.L.S.A. regularly scheduled overtime.

Members of the bargaining unit that are eight (8) hour shift, forty (40) hour work period employees, shall, in addition to the foregoing, have the holidays provided considered as hours worked for purposes of F.L.S.A. overtime compensation.

## Article 13: Other Leave

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Other leave shall be deducted from accumulated sick leave, and be considered as hours worked having no effect on F.L.S.A. regularly scheduled overtime.

Section 1. Funeral Leave - In the event of death in the immediate family of an Employee, the Employee shall be granted funeral leave of up to two (2) consecutive twenty-four (24) hour shifts off or three (3) consecutive days off for eight (8) hour employees. Such time shall begin immediately following the date of death and shall include any days off previously scheduled by the Employee. The Chief of the Fire Department may authorize additional days off or shifts off, depending on the individual circumstances, and may allow an advance for probationary employees.

The immediate family is defined as those people who are related to the employee or the employee's spouse as follows: spouse, parent, stepparent, sibling, child, stepchild, grandparent, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, former guardians, or relative living in the home of the Employee immediately prior to death. Funeral Leave shall not be deducted from any accumulated leave. Funeral Leave shall be considered as hours worked having no effect on F.L.S.A. regularly scheduled overtime.

Section 2. Parental Leave – To allow for the successful start of the Parent/Child relationship, employees not partaking in or are otherwise ineligible for FMLA may take three (3) consecutive twenty-four hour shifts off or five (5) days off for eight (8) hour employees.

Parental Leave must be initiated within three (3) days of the date of birth or adoption. Parental Leave shall be deducted from accumulated sick leave, and be considered as hours worked having no effect on F.L.S.A. regularly scheduled overtime.

Employees requiring extended time off as a result of Parental Leave should communicate this to the Fire Chief or Designee and apply for FMLA leave in accordance with the state/federal guidelines and City Policy prior to approval.

## Article 14: Sick Leave

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Section 1. Any person covered under this Agreement shall be entitled to sick leave at the rate of ten (10) shifts per year, accumulative to a maximum of one hundred (100) shifts. On or about December 15, sick leave accrued in

excess of one hundred (100) shifts will be reimbursed to the Employee at the rate of three (3) sick leave shifts for one (1) paid shift. If an Employee is injured on the job and is receiving Worker's Compensation, he is not eligible for sick leave pay.

Section 2. If more than two (2) consecutive shifts are necessary in any one illness or injury, a doctor's statement may be required. After ninety (90) calendar days of continuous paid leave, vacation and sick leave accruals shall cease. The City may request an independent medical examination to determine whether the Employee is able to return to work.

Section 3. Any employee leaving the service of the City after a period of ten (10) years of service, or alternatively, upon the occurrence of a non-job related disability retirement, shall be paid at such employee's then current regular rate of pay one (1) shift's pay for each three (3) shifts of said employee's then accumulated sick leave, such accumulated sick leave not to exceed one hundred (100) working shifts. Said sum shall be paid in a lump sum on the employee's final pay check to be issued following the employee's effective date of retirement.

Section 4. Members of the fire department can donate sick leave to a fellow member who is suffering from an extraordinary or severe illness, injury, impairment, or physical or mental condition, which has caused this member to take leave without pay.

Shared leave shall be granted subject to the following:

- a) The receiving member has exhausted, all annual leave and sick leave due to the "extraordinary" or "severe" condition.
- b) The donating member may donate up to seventy-two (72) hours of shared leave, providing the donation does not cause the sick leave balance of the donating member to fall below three hundred sixty (360) hours.
- c) The receiving member may use up to a maximum of seven hundred twenty (720) hours of shared leave during a twelve (12) month period. A twelve (12) month period includes the past eleven (11) months plus the current month.
- d) Any shared leave not used by the recipient shall be returned to the donor(s). Unused shared leave will be divided equally among the donors.
- e) The receiving member will not accrue annual leave or sick leave while on donated leave time.
- f) All donated leave must be given on a voluntary basis, and must be pre-approved by both the City Manager and the Fire Chief or their designees and include all appropriate documentation.

## Article 15: Union Business

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The Union shall be granted up to ninety-six (96) hours -- to include travel-- per fiscal year for Union business. Said leave shall be contingent upon the Union making specific request and upon the determination by the Corporate Authority that the needs of the service will not be adversely affected by such leaves.

## Article 16: Wages

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Section 1. All persons hired after July 1, 1999, with the Sand Springs Fire Department shall have and maintain EMT Licensure.

All members of the department must undergo an annual evaluation to be completed by the member's Anniversary date as defined by the employee's hire date or promotional date, whichever is of the latter. Any member of the department who does not meet or exceed performance standards as set forth by the department will not be eligible for advancement on the FY26 pay plan as set forth in the remaining portion of this Article.

Firefighters who complete their one-year probationary period and meet the requirements as set forth in the job description of Firefighter I and are retained by the Corporate Authority, shall be reclassified in Grade F02 and receive a salary adjustment effective the first pay period after probation is completed.

Firefighters who complete two (2) years continuous service and meet the requirements as set forth in the job description of Firefighter II shall be reclassified in Grade F03 and receive a salary adjustment effective the first pay period after their second anniversary.

On each successive anniversary thereafter, members classified in Grade F03, shall be reclassified in the next higher Step and receive a salary adjustment effective the first pay period following their anniversary date.

For grades F04 and above, the employee shall be reclassified in the next higher Step within their grade and receive a salary adjustment effective the first pay period following their promotion date within that grade.

An employee shall receive a salary adjustment effective the first pay period following the employee's obtaining NREMT Certification in the respective EMT categories as set forth in Section 3 of this article. If, in the event, an employee fails to maintain the respective EMT Licensure, then such employee shall receive a salary adjustment to the respective EMT Licensure possessed by said employee.

Any person hired after July 1, 1999, shall maintain a minimum of EMT Licensure. Failure to maintain such certification shall be grounds for dismissal.

Section 2. Effective the first full pay period in July 2025 (Pay Period 15 of Calendar Year 2025), all members of the bargaining unit shall receive wages pursuant to Chart A FY2026 with respect to each employee's current step. Additionally, members of the bargaining unit who have not reached the top step in the pay scale shall be subject to a one-step increase upon the employee's anniversary date provided the employee meets the requirements necessary to advance.

The parties agree that in FY2026, pay adjustments shall be made as follows:

- a. Effective the first full pay period in July 2025, the pay plan for Fiscal Year 2026 shall increase 2% across the board for members of the bargaining unit; and said members, all of whom met or exceeded performance standards as set forth by the department on their 2025 annual evaluation, shall receive wages pursuant to Chart A FY26 with respect to the employee's current step on the pay plan.
- b. Members of the bargaining unit are eligible for a 2% step increase on their Fiscal Year 2026 Anniversary Date pursuant to Section 1 of Article 16: Wages.
- c. If additional, voluntary across the board pay raises are provided for the FOP members, beyond the current agreement that is in place at the time of this addendum, the wages of the members of the Bargaining Unit shall be increased by the same percentage.
- d. If a member has reached the final step of the pay plan and no adjustment is made to the pay plan, the member will receive a \$1,500 stipend on the first full pay period in July 2025.

Section 3. All members of the bargaining unit who obtain and maintain Licensure as an EMT, EMT-Intermediate, Advanced EMT, or EMT-Paramedic shall have the following compensation added to and included in their base rate of pay:

EMT LICENSE	PAY RATE PER HOUR
EMT-Basic	\$.50 (Fifty cents)
EMT-Intermediate	\$.75 (Seventy-five cents)
Advanced EMT	\$1.05 (One dollar five cents)
EMT-Paramedic	\$1.55 (One dollar fifty-five cents)

Section 4. Members of the bargaining unit, who successfully complete the necessary requirements for SSFD Specialist Technician, shall receive one hundred dollars (\$100) per month. The requirements for this designation are the following: Oklahoma State University Fire Service Training courses: certification as Hazardous Materials Technician, Rope Technician, Confined Space Rescue Technician, Swift Water 1, Trench Rescue Operations or previously equivalent classes. The combined total of class hours shall not be less than one-hundred and sixty (160) hours and must include all components previously listed. Courses taken outside the OSU\_FST organization shall require equivalency approval from the Fire Chief.

## Article 17: Overtime, Call Back, and Hold-Over

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Section 1. Overtime: All members of the bargaining unit who are engaged in fire protection activities shall receive an overtime premium of one and one-half (1 1/2) times the regular hourly rate for each compensable hour of work in excess of one hundred six (106) hours in the established fourteen (14) day work period.

The term "compensable hours of work" shall be defined as set forth in Section 553.21 of the Department of Labor Regulations covering employees of public agencies.

Section 2. Call back: Employees required to return to work after their regularly scheduled shift ends shall be paid at one and one-half (1 1/2) times their regular hourly rate, for all hours worked, with a minimum of three (3) hours. Said call back time ends with the beginning of the employee's regularly scheduled shift.

The three (3) hour minimum will be waived if the call back occurs within two (2) hour prior to the employee's regularly scheduled shift. Said time shall be

paid at one and one-half (1 1/2) times the regular hourly rate until their regularly scheduled shift begins. The regularly scheduled shift shall be paid in accordance with Section 1. of this article.

Section 3. Hold-Over: Employees required by the Corporate Authority to work beyond their regularly scheduled shift shall be paid at a rate of one and one-half (1 1/2) times the regular hourly rate for all the hours worked with a one (1) hour minimum.

Section 4. Employees required by the Corporate Authority to attend any school, workshop or seminar, shall be paid per diem at his or her hourly rate of pay for any hours or days that he/she would normally be off duty. Pay for normal off- duty time will include travel time, attendance time in the course of the instruction, and return home.

## Article 18: Working out of Classification

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Section 1. Any certified relief Driver working out of class for an absent Driver shall receive eighteen dollars (\$18.00) per shift, after completing at least eight (8) hours of shift worked out of class.

Section 2. Any certified relief Captain working out of class for an absent Captain shall receive twenty-six dollars (\$26.00) per shift, after completing at least eight (8) hours of shift worked out of class.

Section 3. Any Captain working out of class for an absent Battalion Chief shall receive thirty-four dollars (\$34.00) per shift, after completing at least eight (8) hours of shift worked out of class.

Section 4. Any Battalion Chief working out of class for a Fire Marshall shall receive forty-two dollars (\$42.00) per shift, after completing at least eight (8) hours of shift worked out of class.

## Article 19: Longevity

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The Corporate Authority agrees that Firefighters with one (1) year service or more shall be entitled to longevity pay at the rate of ten dollars (\$10.00) per month for each year of service up to and including, but not exceeding, twenty-five (25) years of service.

## Article 20: Insurance

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Section 1. The Corporate Authority will provide a group health insurance plan for bargaining unit members and shall contribute seventy-five (75%) percent of the monthly premium for employee and dependent coverage of the select (basic) plan, for higher level plans, the employee will be responsible for the difference in premium.

The employee shall contribute twenty-five (25%) percent toward the monthly premium for employee and dependent coverage.

Section 2. The Corporate Authority will provide a group life insurance plan for bargaining unit members and shall contribute one hundred (100%) percent toward the monthly premium for employee coverage and zero (0%) percent toward the monthly premium for dependent coverage.

Section 3. Effective July 1, of each respective year, Local #2173 shall be provided dental coverage the same as other city employees.

Section 4. The Corporate Authority shall deduct twice monthly from the salaries of all firefighters who have authorized such deductions the amount of insurance premiums which exceed the amount paid the Corporate Authority and forward the funds so deducted, along with the Corporate Authority's contribution on a monthly basis.

Section 5. The Union shall indemnify, defend and hold harmless the Corporate Authority against any claims made or any suit instituted against the Corporate Authority on account of any insurance premiums paid or liability incurred as a result of this agreement.

Section 6. The Union shall be afforded the opportunity to withdraw from the Corporate Authority's group health insurance plan effective July 1 each respective year provided the Union has given the Corporate Authority written notice on or before April 1 each respective year of its desire to withdraw from such group health insurance plan.

In the event the Union should withdraw from the Corporate Authority's provided group health insurance, this Section shall supersede Section 1 above, and the Corporate authority agrees to contribute to the Union group health insurance provided premium an amount of money equal to the amount of money the Corporate Authority is contributing for employees under the Corporate Authority's group health insurance, not to exceed the member's monthly premium.

For the purposes of definition for the Corporate Authority's health insurance contribution amounts:

- a) The Corporate Authority's provided health insurance plan HMO shall equate to all other insurance provider's HMO; and
- b) The Corporate Authority's provided health insurance plan POS/Non-HMO shall equate to all other insurance provider's POS/PPO/Non-HMO; and
- c) The Corporate Authority's classification of SINGLE EMPLOYEE/EMPLOYEE ONLY shall equate to all other insurance provider's SINGLE EMPLOYEE/EMPLOYEE ONLY; and
- d) The Corporate Authority's classification for FAMILY/EMPLOYEE & DEPENDENT shall equate to all other insurance provider's FAMILY/EMPLOYEE & DEPENDENT/EMPLOYEE & SPOUSE/EMPLOYEE & CHILD.

## Article 21: Educational Incentive

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Section 1. The Corporate Authority agrees to reimburse an employee covered by this Agreement an amount not to exceed two-hundred dollars (\$200) per credit hour for each accredited college course which has been determined by the Chief of the Fire Department and/or City Manager to be a course required to obtain a job-related degree and which has been completed and passed by the employee with a grade of "C" or better. Tuition will be reimbursed one hundred (100%) percent for an A Grade, seventy-five (75%) percent for a B Grade, and fifty (50%) percent for a C Grade, individual limit will be one thousand five hundred dollars (\$1,500) per fiscal year.

After the course is completed, the employee must provide the Corporate Authority, within sixty (60) days, satisfactory evidence that the course was passed including grade received and proof of cost of course before reimbursement is approved.

Before the end of February during the term of this contract, employees wishing to seek course reimbursement will submit a detailed educational plan to the Fire Chief. The plan will list the degree program, semester, course title if known, and credit hours for each subject they wish to attend. At least thirty (30) days before the beginning of each semester, the employee will submit a Personnel Form #64 "Application for Tuition Reimbursement" to the Fire Chief for approval and administrative processing.

An employee who voluntarily leaves employment with the City will be responsible to sign a promissory note and repay the City of Sand Springs

one hundred percent (100%) of the total educational reimbursements paid within the past 12 months on a prorated basis.

Section 2. After the February deadline, if all budgeted funds are not dedicated the Fire Chief shall have the authority to allocate amounts in excess of the individual limit as defined in Section 1 of this Article.

Section 3. Members of the bargaining unit who obtain a degree through an accredited college or university shall, upon the recommendation by the Fire Chief, receive a salary increase without reference to their regular pay as follows:

Associate Degree	\$45.00/month
Bachelor Degree	\$60.00/month

It is agreed that a transcript must accompany a request for educational pay. It is also agreed that any employee that holds multiple degrees shall only receive compensation for the highest single degree for which he/she qualifies.

## Article 22: Uniform, Bunker Gear, and Cleaning Allowance

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Section 1. The Corporate Authority agrees to pay each Firefighter covered under this Agreement thirty dollars (\$30) per month to subsidize the cleaning and repair of uniforms.

Section 2. The Corporate Authority agrees to provide an annual allowance of five hundred dollars (\$500.00) to each member of the bargaining unit for the purchase of Fire Chief approved uniforms. Five hundred dollars (\$500.00) will be paid on the first pay period after July 1, on a regular pay date as a separate disbursement. Any employee satisfactorily completing his one (1) year probationary period in a month subsequent to such first pay period in July shall have his uniform allowance pro-rated to the end of the current fiscal year.

Section 3. The Corporate Authority Agrees to provide each probationary firefighter with the following as outlined in Sand Springs Fire Department SOP 1019: One (1) Class "A" Dress Uniform Ensemble One (1) Class "A" Work Uniform Ensemble, One (1) Class "B" Dress Uniform Ensemble, One (1) Class "B" Work Uniform Ensemble, One (1) New set of Structural Firefighting PPE Ensemble, One (1) Wildland PPE Ensemble.

In addition, probationary firefighters will be provided One (1) pair of station boots and an approved duty jacket/job shirt.

- Section 4. The Corporate Authority agrees to maintain for each member of the bargaining unit with the following uniforms and PPE as outlined in the Sand Springs Fire Department SOP 1019: From the period of June 1<sup>st</sup> to July 1<sup>st</sup> all uniforms and PPE required by the corporate authority to purchase shall be done accordingly: Each member under the guidance of his/her company officer will place their order from June 1<sup>st</sup> to July 1<sup>st</sup>. These orders will be put on hold until approval by Fire Chief. As of July 2<sup>nd</sup> all orders will begin to be filled. It will be the responsibility of each member to size, coordinate, pick up, exchange or address any other issues with uniforms ordered. In the event a member needs an item that cannot be purchased online, he/she will bring a quote in with pricing and vendor information. One (1) Class "A" Dress Uniform Ensemble, One (1) Class "A" Work Uniform Ensemble, One (1) Class "B" Dress Uniform Ensemble, One (1) Class "B" Work Uniform Ensemble, One (1) Structural Firefighting PPE Ensemble, One (1) Wildland PPE Ensemble.
- Section 5. Members of the bargaining unit who work eight (8) hour shifts, such being the Fire Marshal, will be furnished three (3) long sleeve white shirts and three (3) short sleeve white shirts as approved by the Fire Chief in lieu of the shirts referred to in Section 3. hereof.

## Article 23: Worker's Compensation

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- Section 1. Members who on account of sickness or temporary disability, caused or sustained while in the discharge of the member's duty as a member of the fire department, who is unable to perform the member's duties shall for a period not to exceed six (6) months, receive their salary from the Corporate Authority as if they were working their normal shift.
- Section 2. Prior to the issuance of the member's first paycheck after sickness or disability, the member shall execute an agreement with the Corporate Authority promising to reimburse the Corporate Authority if a court of law having proper jurisdiction determines that the sickness or temporary disability was not caused or sustained while in the discharge of the member's duty as a member of the fire department.
- Section 3. A member who receives payment for work performed in conflict with a physician's work release while on Temporary Total Disability Leave may be subject to immediate dismissal. This provision also applies to self-employed individuals who perform work in their private occupation or business.
- Section 4. If after ninety (90) calendar days of continuous workers compensation leave, the Employee is unable to return to work, vacation and sick leave accruals shall cease. No accruals existing as of the date of ceasing accruals shall be reduced during the term of workers compensation leave.

## Article 24: Promotions

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- Section 1. Eligibility for promotion from probationary Firefighter to Firefighter will be twelve (12) months.
- Section 2. Eligibility for advancement beyond Firefighter I shall require the employee to obtain and perform the duties of IFSAC Firefighter II certification and SSFD Relief Driver certification.
- Section 3. Eligibility for promotion from Firefighter to any higher rank or position shall be in accordance with City of Sand Springs Personnel Policy & Procedures relating to Employee Hiring, and the promotional procedures implemented in agreement between the Fire Chief and IAFF Local 2173. Promotion shall be subject to evaluation on examination of job performance and ability. Additionally, when a classified position becomes available or when a classified position is created, the "Job Announcement" must be posted within ten (10) calendar days, excluding Saturday and Sunday, and recognized City holidays, from the date of vacancy or creation.
- Section 4. After the occurrence of promotion, the individual promoted shall be reclassified in the lowest step of the promoted grade that provides a minimum of a three percent (3%) annual wage increase and receive a salary adjustment as set forth in the pay scale in Article 16 Wages. The effective date of the promotion shall be the employee's action date for further step increases

Any employee who promotes to a higher rank will be placed in the beginning year of service for the promotional rank to which he/she promoted.

Should the beginning year of service for the promotional rank be less than the current rank's salary, the promotional employee shall be placed in the lowest year of service for the promotional rank, which is not to be less than the employee's current salary.

The effective date of the promotion shall be the employee's action date for further steps.

## Article 25: Grievance Procedure

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- Section 1. Grievances or disputes which may arise, including the interpretation, application or enforcement of this Agreement shall be settled in the following manner:

- Step 1. Local #2173, upon receiving a written and signed grievance, shall determine whether the grievance merits further processing. If, in the opinion of Local #2173, the grievance lacks sufficient merit to warrant further processing, no further action is necessary.
- Step 2. If a grievance does exist, the employee and/or Local #2173 shall file and present the grievance to the Chief of the Fire Department within twenty (20) days, excluding Saturday and Sunday and recognized City holidays, of the incident or knowledge of the incident. The format of Personnel Form #24 shall be used for said grievance.
- Step 3. Within ten (10) calendar days, excluding Saturday, Sunday, and recognized city holidays, of receiving said grievance, the Chief of the Fire Department shall provide a written and signed response to Local #2173 for review.
- Step 4. If, within ten (10) calendar days, excluding Saturday and Sunday and recognized City holidays, of receiving the written and signed response from the Chief of the Fire Department, Local #2173 feels the grievance is settled, or wishes to no longer proceed, they shall submit a letter to the Chief of the Fire Department stating their position of such. If the grievance has not been settled, it shall then be submitted to the City Manager for adjustment.
- Step 5. If, within ten (10) calendar days, excluding Saturday and Sunday and recognized City holidays, the grievance has not been settled, it shall then be submitted to non-binding mediation for adjustment. If, subsequent to the conclusion of non-binding mediation, the grievance has not been settled, it shall then be submitted to arbitration for adjustment.

## Section 2.

- a) The parties shall submit the matter to arbitration. The IAFF shall submit a list of five retired Judges from the State of Oklahoma (Appellate, District, Associate, or Special) from Tulsa County and/or any County which shares a common border with Tulsa County, who shall be the proposed panel for selection within ten (10) calendar days, excluding Saturday and Sunday and recognized City holidays. From said list, the City shall select one arbitrator within ten (10) calendar days, excluding Saturday and Sunday and recognized City holidays.
- b) The parties shall attempt to select a mutually satisfactory date at the earliest possible time. In the event the parties are unable to agree upon a date, the arbitrator is empowered to select the date.
- c) Within sixty (60) days following the conclusion of the hearing and the submission of briefs, if any, by the parties, the arbitrator shall issue a written decision and award containing findings and recommendations with respect to the issues presented. A copy of the opinion shall be mailed or delivered to Local #2173 and the Corporate Authority.
- d) The arbitrator's authority shall be limited to the interpretation and application

of the terms of this Agreement and/or any supplement thereto. The arbitrator shall have no jurisdiction to establish provisions of a new agreement or variation of the present agreement or to arbitrate away, in whole or in part, any provisions or amendments thereof. This shall not preclude individual wage grievances. With respect to the interpretation, enforcement, or application of the provisions of this agreement, the decision and findings of the arbitrator shall be final and binding on the parties to this Agreement.

- e) The cost of the arbitrator shall be shared equally between Local #2173 and the Corporate Authority. If a transcript of the proceedings is requested, then the party so requesting shall pay for it.
- f) All time limits set forth in the Article may be extended by mutual consent, but if not so extended, they must be strictly observed. If a party fails to pursue any grievance within the time limits provided, he shall have no further right to continue the grievance.
- g) It is specifically and expressly understood that filing a grievance under this Article which has as its last step, final and binding arbitration, constitutes an election of remedies and waiver of any and all rights for Local #2173 or the Corporate Authority or representatives thereof, to litigate or to otherwise contest the last answer rendered through the grievance procedure in any court. The foregoing shall not be construed, however, from precluding either of the parties from contesting the jurisdiction of said arbitrator selected, by seeking extraordinary relief, appeal, or other available remedy in a Court having jurisdiction thereon.

## Article 26: Labor Management Meetings

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Section 1. The Fire Chief, and his designees and the Union Executive Board shall meet as requested by either party with intent to meet at least quarterly at a mutually agreeable time.

## Article 27: Station Equipment and Necessities

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The Corporate Authority agrees that since Firefighters are required to spend twenty-four (24) hour shifts on duty, the Corporate Authority shall provide all necessary furnishings and appliances required for sleeping and preparation of meals and maintain same in good working order.

## Article 28: Bulletin Boards

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The Corporate Authority agrees that Local #2173, as a representative of the membership of the Sand Springs Fire Department, shall be allowed Bulletin Board space in each station for posting of bulletins--provided that all bulletins or notices are clearly marked "Union Business", or are submitted on Union stationary.

It is further provided that all postings will be of a non-political, non-inflammatory nature and shall not interfere with the normal use of the Fire Department facilities.

## Article 29: Deductions

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Section 1. The Corporate Authority shall deduct Union dues twice monthly from the salaries of all members of Local #2173 who have authorized such deduction. The Corporate Authority shall promptly remit to the Secretary-Treasurer of Local #2173 the amount so deducted and will provide the Union a list of members whose dues have been deducted. If the employee has no earnings due for that pay period, the Union shall be responsible for collecting said dues.

Section 2. The Union shall indemnify, defend and hold harmless the Corporate Authority against any claims made, or any suit instituted against the Corporate Authority on account of any Union dues paid in error. Nothing contained in this Agreement shall be deemed to prevent or prohibit a firefighter, whether or not a member of the Union, from signing and submitting authorization for dues deductions from his pay.

Section 3. Both parties agree that at any time during this agreement, the amount being deducted may be changed with thirty (30) days' notice from Local #2173.

## Article 30: Tax Deferred Compensation Plan

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Section 1. The Corporate Authority agrees to allow members of the bargaining unit to participate in the tax deferred compensation plan (I.R.S. code 457), currently administered by Nationwide Retirement Solutions.

Section 2. Members of the bargaining unit shall be allowed to change payroll contribution amounts to their tax deferred compensation plan at any time to be implemented on the payroll cycle following the signed request.

Members of the bargaining unit are eligible to participate in the tax deferred compensation plan upon employment, and may enroll in and begin payroll contributions at any time.

Section 3. It is understood by both parties that all contributions are made solely by the employee.

Section 4. The Union shall indemnify, defend and hold harmless the Corporate Authority against any claims made or any suit instituted against the Corporate Authority on account of any contributions paid or liability incurred as a result of this Agreement.

## Article 31: Communicable Disease, Drug Free Workplace, Smoke Free Environment and Sexual Harassment Policies

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The Union agrees to accept the terms and conditions of the Communicable Disease Policy, the Drug Free Work Place Policy, the Smoke Free Environment Policy and the Sexual Harassment Policy of the Corporate Authority, incorporations thereof being made herein by reference thereto.

## Article 32: Smoke Free Environment

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Section 1. Smoking shall be prohibited in the fire stations.

Section 2. Members of the fire department who violate this provision shall be subject to discipline in accordance with the personnel policies and procedures of the Corporate Authority.

## Article 33: Duration of Agreement

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Section 1. This Agreement shall be effective as of July 1, 2023, and shall remain in effect through midnight June 30, 2024, unless otherwise modified as set forth in Article 16: Wages.

Section 2. The parties acknowledge the requirements set forth in 11 O.S. §51-112 concerning notice of intent to bargain wages, rates of pay and other matters requiring the appropriation of moneys. The parties stipulate and agree that sufficient notice has been provided as required by said section, and that prior to the expiration of this agreement, the IAFF shall notify the Fire Chief of a convenient time to begin the negotiation process, and the parties will

thereafter cooperate in establishing a schedule that is convenient for all persons involved.

- Section 3. Whenever wages, rates of pay, or any other matters requiring appropriation of monies by the Corporate Authority are included as matters of collective bargaining, it shall be the obligation of the bargaining agent to serve written notice of request for collective bargaining on the Corporate Authority at least one hundred twenty (120) days before the last day on which monies can be appropriated by the Corporate Authority to cover the contract period which is the subject of the collective bargaining procedure.
- Section 4. It shall be the obligation of the Corporate Authority to meet at a reasonable time and confer in good faith with the representatives of the Local #2173 within twenty (20) days after receipt of written notice from the Local #2173 requesting a meeting for collective bargaining purposes.
- Section 5. The wage provisions of this contract which require the appropriations of monies, are subject to the appropriation of adequate and sufficient funds by the Corporate Authority. In the event the Corporate Authority does not appropriate funds for the payment of the wage increase specified by the Fiscal Year 2026, the wage increase provisions for that year shall be deemed null and void without further action by either party to this Agreement. In such event, the Employer shall waive the one hundred-twenty (120) day notification required for negotiations and the Employer and the Union shall enter into negotiations for the Fiscal Year 2026. The remainder of the Collective Bargaining Agreement shall remain in full force and effect until midnight, June 30, 2026.
- Section 6. The parties mutually agree that no later than March 15, 2026, they shall meet and discuss, negotiate, and consider the addition of an extension of this agreement, as well as any issues that have arisen during the initial term of the agreement.

# Signature Page

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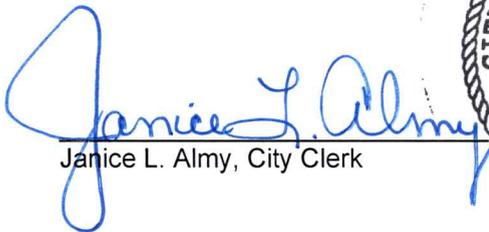
CITY OF SAND SPRINGS:

  
Michael S. Carter, City Manager

I.A.F.F. LOCAL #2173:

  
Larry Branson, President

ATTEST FOR THE CITY:

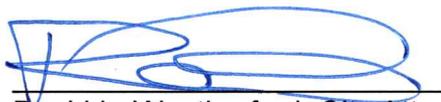
  
Janice L. Almy, City Clerk



ATTEST FOR THE UNION:

  
\_\_\_\_\_

APPROVED AS TO FORM:

  
David L. Weatherford, City Attorney

**CHART A**

<b>Employee Name</b>	<b>Hire Date</b>	<b>FY26 Grade-Step for the first 2% increase. (Pay Scale increased 2% on PP15 of CY2025 - first full pay period in July)</b>	<b>FY26 Grade-Step for the second 2% increase for FY26</b>	<b>FY26 Pay Action Date</b>	<b>DATE IN POSITION</b>	<b>Position</b>
<i>*Top of Pay Plan</i>						
Ashford, Wes	1/8/1996	F6-9	F6-10	7/20/2025	7/20/2024	Battalion Chief
Pilant, Steven	11/5/2001	F5-9	F5-10	4/13/2026	4/13/2013	Captain
Stephens, Phillip	7/29/2002	F6-5	F6-6	7/20/2025	7/20/2024	Battalion Chief
Koster, Kris	10/11/2004	F5-4	F5-5	12/11/2025	12/11/2021	Captain
Pillars, Jason	3/21/2005	F5-4	F5-5	12/11/2025	12/11/2021	Captain
Pearson, Tim	7/11/2005	F3-15*	F3-15*	7/1/2025*	7/11/2005	Firefighter II
Lytle, Chad	9/26/2005	F5-2	F5-3	7/20/2025	7/20/2024	Captain
Johnson, Chris	9/26/2005	F4-11*	F4-11*	10/3/2025	10/3/2009	Driver
Crawford, Shea	11/6/2006	F4-6	F4-7	11/3/2025	11/3/2018	Driver
Branson, Larry	2/5/2007	F6-2	F6-3	7/20/2025	7/20/2024	Battalion Chief
Belden, Ben	7/28/2011	F5-1	F5-2	7/20/2025	7/20/2024	Captain
Potts, Bentley	11/28/2011	F5-3	F5-4	1/7/2026	1/7/2023	Captain
Shook, Robert	4/27/2015	F5-2	F5-3	5/25/2026	5/25/2024	Captain
Nobles, Michael (2080 hours)	9/12/2016	FM1-5	FM1-6	6/2/2026	6/2/2018	Fire Marshal
Moseley, Zachary	5/22/2017	F4-1	F4-2	7/20/2025	7/20/2024	Driver
Boyd, Brian Tyler	2/12/2018	F4-3	F4-4	1/7/2026	1/7/2023	Driver
Sistrunk, Hunter	10/22/2018	F4-1	F4-2	7/20/2025	7/20/2024	Driver
Boyd, James	10/22/2018	F4-2	F4-3	10/15/2025	10/15/2023	Driver
Lewis, Matthew	5/6/2019	F5-1	F5-2	8/31/2025	8/31/2024	Captain
Anderson, Bobby	7/29/2019	F4-1	F4-2	7/20/2025	7/20/2024	Driver
Wyke, Nicholas	7/29/2019	F3-4	F3-5	7/29/2025	7/29/2019	Firefighter II
Garner, William	2/8/2021	F4-1	F4-2	7/20/2025	7/20/2024	Driver
Lierly, Cameron	6/14/2021	F4-1	F4-2	7/20/2025	7/20/2024	Driver
Kinard, Logan	6/13/2022	F3-2	F3-3	6/13/2026	6/13/2022	Firefighter II
Smith, Taylor	6/13/2022	F3-2	F3-3	6/13/2026	6/13/2022	Firefighter II
Ross, Alex	6/13/2022	F3-2	F3-3	6/13/2026	6/13/2022	Firefighter II
Wresche, Grant	9/12/2022	F3-1	F3-2	9/12/2025	9/12/2022	Firefighter II
Mosier, Sam	1/7/2023	F3-3	F3-4	1/7/2026	1/7/2023	Firefighter II
Schraeder, Eric	9/3/2023	F3-2	F3-3	9/3/2025	9/3/2023	Firefighter II
Miller, John	6/10/2024	F2	F3-1	6/10/2025	6/10/2024	Firefighter I
Nunn, Ethan	6/10/2024	F2	F3-1	6/10/2025	6/10/2024	Firefighter I
Shields, Jacob	6/10/2024	F2	F3-1	6/10/2025	6/10/2024	Firefighter I
Thomas, Cooper	6/10/2024	F2	F3-1	6/10/2025	6/10/2024	Firefighter I
Leslie, Jesse	6/10/2024	F2	F3-1	6/10/2025	6/10/2024	Firefighter I

FY2026 IAFF PAY PLAN SAND SPRINGS FIRE		ACADEMY RECRUIT F-A (2080 hours)		PROBATIONARY FIREFIGHTER F01 (2912 hours)		FIREFIGHTER I F02 (2912 hours)	
		HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
CHART A		\$ 20.8845	\$43,439.76	\$ 14.9175	\$43,439.76	\$ 16.0650	\$46,781.28

	FIREFIGHTER II F03 (2912 hours)		DRIVER F04 (2912 hours)		CAPTAIN F05 (2912 hours)		BATTALION CHIEF F06 (2912 hours)	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$ 17.0238	\$49,573.31	\$ 20.5530	\$59,850.34	\$ 24.4494	\$71,196.65	\$ 26.2003	\$76,295.18
2	\$ 17.3643	\$50,564.77	\$ 20.9641	\$61,047.34	\$ 24.9384	\$72,620.59	\$ 26.7243	\$77,821.09
3	\$ 17.7116	\$51,576.07	\$ 21.3833	\$62,268.29	\$ 25.4372	\$74,073.00	\$ 27.2588	\$79,377.51
4	\$ 18.0658	\$52,607.59	\$ 21.8110	\$63,513.66	\$ 25.9459	\$75,554.46	\$ 27.8039	\$80,965.06
5	\$ 18.4271	\$53,659.74	\$ 22.2472	\$64,783.93	\$ 26.4648	\$77,065.55	\$ 28.3600	\$82,584.36
6	\$ 18.7957	\$54,732.94	\$ 22.6922	\$66,079.61	\$ 26.9941	\$78,606.86	\$ 28.9272	\$84,236.05
7	\$ 19.1716	\$55,827.59	\$ 23.1460	\$67,401.20	\$ 27.5340	\$80,178.99	\$ 29.5058	\$85,920.77
8	\$ 19.5550	\$56,944.15	\$ 23.6089	\$68,749.22	\$ 28.0847	\$81,782.57	\$ 30.0959	\$87,639.18
9	\$ 19.9461	\$58,083.03	\$ 24.0811	\$70,124.21	\$ 28.6464	\$83,418.23	\$ 30.6978	\$89,391.97
10	\$ 20.3450	\$59,244.69	\$ 24.5627	\$71,526.69	\$ 29.2193	\$85,086.59	\$ 31.3117	\$91,179.81
11	\$ 20.7519	\$60,429.58	\$ 25.0540	\$72,957.23	\$ 29.8037	\$86,788.32	\$ 31.9380	\$93,003.40
12	\$ 21.1670	\$61,638.17				\$ 32.5767	\$ 32.5767	\$94,863.47
13	\$ 21.5903	\$62,870.94				\$ 33.2283	\$ 33.2283	\$96,760.74
14	\$ 22.0221	\$64,128.36				\$ 33.8928	\$ 33.8928	\$98,695.96
15	\$ 22.4625	\$65,410.92				\$ 34.5707	\$ 34.5707	\$100,669.88

FIRE MARSHAL FM1 (2080 hours)	
HOURLY	ANNUAL
\$ 35.9692	\$74,815.98
\$ 36.6886	\$76,312.30
\$ 37.4224	\$77,838.55
\$ 38.1708	\$79,395.32
\$ 38.9342	\$80,983.22
\$ 39.7129	\$82,602.89
\$ 40.5072	\$84,254.95
\$ 41.3173	\$85,940.04
\$ 42.1437	\$87,658.84
\$ 42.9865	\$89,412.02
\$ 43.8463	\$91,200.26
\$ 44.7232	\$93,024.27
\$ 45.6177	\$94,884.75
\$ 46.5300	\$96,782.45
\$ 47.4606	\$98,718.10