

AGREEMENT BETWEEN
THE CITY OF LOMA LINDA
AND
LOMA LINDA FIRE MANAGEMENT

ARTICLE 1. PREAMBLE

This Memorandum of Understanding (“MOU”) is made and entered into by and between the Loma Linda Fire Management Employees, hereinafter referred to as "Fire Management", and the City of Loma Linda hereinafter referred to as "City," pursuant to California Government Code sections 3500 *et seq.* The parties recognize that the City’s Personnel Rules and Regulations are applicable to Fire Management. The parties also recognize that the City maintains a City of Loma Linda Fire Department Operation Manual which applies to Fire Department personnel. The reference to certain portions of the Personnel Rules and Regulations, the Fire Department Operation Manual, and other existing policies and procedures is for convenience only. Other existing terms and conditions of employment not referenced herein are applicable.

ARTICLE 2. FIREFIGHTER PROCEDURAL BILL OF RIGHTS ACT

A. Procedure for Minor Discipline

1. Notice of Discipline. Minor discipline shall be implemented in the form of a Notice of Discipline, such as a written reprimand or notice of suspension, and shall set forth the acts or omissions that provide the basis for the discipline. It shall also specify the City/Department rules, regulations, policies, and procedures that the firefighter violated.
2. Written Response. A firefighter may prepare a written response to the Notice of Discipline, which will accompany the Notice of Discipline in the employee’s personnel file. A firefighter shall have thirty (30) calendar days within which to submit the written response to the Office of the Fire Chief.
3. Informal Administrative Appeal. In addition to the right to submit a written response to a Notice of Discipline, a firefighter is entitled to an informal administrative appeal.
4. Minor Discipline Appeal Procedures. A firefighter who receives a Notice of Discipline under this section may appeal to the Fire Chief. Any such request to appeal must be in writing and received in the Office of the Fire Chief within ten (10) calendar days from the date the Notice of Discipline is served on the firefighter. Thereafter, an informal hearing shall be scheduled before the Fire Chief. In the informal hearing, the Fire Chief shall regulate the course of the proceeding, and shall permit the parties and may permit others to offer written or oral comments on the issues. The Fire Chief may limit the formality of the proceeding or formal use of witnesses, testimony, and evidence.
5. The decision of the Fire Chief shall be in writing and shall be final.

B. Procedure for Major Discipline

1. Notice of Intent to Discipline. Major discipline shall be initiated in the form of a Notice of Intent to Discipline (such as a Notice of Intent to Terminate). The Notice of Intent to Discipline shall include the following:
 - a. The proposed disciplinary action to be taken.
 - b. The proposed effective date of such action.
 - c. A statement of charges against the firefighter, which set forth the acts or

omissions that provide the basis for the intended discipline. It shall also specify the City/Department rules, regulations, policies, and procedures that the firefighter is alleged to have violated.

- d. The materials upon which the intended action is based in accordance with the requirements set forth in *Skelly v. State Personnel Board*.
 - e. Notice that he or she has the right to respond to the proposed action in writing or verbally at a specified place and time in an informal meeting (i.e., a “Skelly” meeting), which shall be within 10 calendar days of the date that the Notice of Intent to Discipline is served on the firefighter.
2. Right to Respond. Upon receipt of a Notice of Intent to Discipline, the firefighter shall have the right to respond to the Fire Chief or designee in writing or verbally in an informal meeting (i.e., a “Skelly” meeting) prior to the imposition of discipline.
 3. Notice of Disciplinary Action. After the receipt of a firefighter’s written or verbal response to the Notice of Intent to Discipline, or after the time to respond has passed, the Fire Chief or designee shall notify the firefighter in writing of the final decision regarding the intended discipline. If the Fire Chief or designee determines to proceed with a form of major discipline, a Notice of Disciplinary Action (such as a Notice of Termination) shall be provided to the firefighter as follows:
 - a. The Notice of Disciplinary Action shall be issued within 30 days of the final decision. The discipline that is imposed shall not be effective sooner than 48 hours after the Notice of Disciplinary Action is provided.
 - b. The Notice of Disciplinary Action shall contain:
 - i. The effective date of such action.
 - ii. A statement of charges against the firefighter, which set forth the acts or omissions that provide the basis for the discipline. It shall also specify the City/Department rules, regulations, policies, and procedures that the firefighter violated.
 - iii. The materials upon which the action is based.
 - iv. Notice that he or she has the right to request an appeal by filing with the Office of the City Manager a Notice of Defense pursuant to Government Code section 11506 within fifteen (15) calendar days of service of the Notice of Disciplinary Action and that failure to do so will constitute a waiver of the firefighter’s right to an appeal. The Notice of Disciplinary Action issued shall serve as the Accusation as described in Government Code §11503.

- v. A statement substantially in the following form:

“Unless a written request for a hearing signed by you or on your behalf is delivered or mailed to the Office of the City Manager within fifteen (15) days after the Notice of Disciplinary Action was personally served on you or mailed to you, the Department may proceed with the action without a hearing. The request for a hearing may be made by delivering or mailing the enclosed form entitled Notice of Defense, or delivering or mailing a notice of defense as provided by Government Code section 11506, to the Office of the City Manager. You may, but need not, be represented by counsel at any or all stages of these proceedings.

If you desire the names and addresses of witnesses or an opportunity to inspect and copy the items mentioned in Government Code section 11507.6 in the possession, custody, or control of the Department, you may contact the Fire Chief.

If you request a hearing, the hearing may be postponed for good cause. If you have good cause, you are obliged to notify the Department or, if an administrative law judge has been assigned to the hearing, the Office of Administrative Hearings, within ten (10) business days after you discover the good cause. Failure to give notice within ten (10) business days will deprive you of a postponement.”

4. Major Discipline Appeal Procedures. The appeal of major discipline shall be in accordance with the procedures set forth herein and Government Code section 11500 *et seq.* (the “Administrative Procedure Act”). (*Government Code* § 3254.5.) Any request to appeal (i.e., a Notice of Defense) must be received in the Office of the City Manager within fifteen (15) calendar days of the date that the Notice of Disciplinary Action is served on the firefighter.
5. Pursuant to Government Code section 11512, the hearing shall be presided over by an Administrative Law Judge (“ALJ”) from the Office of Administrative Hearings. The City Manager shall determine whether the ALJ shall hear the case alone or whether the City Manager or his/her designee is to hear the case with the ALJ. (*Government Code* §§ 11512, 11517.) The parties may stipulate to the use of a hearing officer rather than an ALJ from the Office of Administrative Hearings.
6. The City shall provide a Notice of Hearing to the firefighter at least ten (10) calendar days prior to the hearing, and in accordance with Government Code section 11509.
7. Within thirty (30) days after the case is submitted, the Administrative Law Judge shall prepare a proposed advisory written decision to the City Manager for consideration. (*Government Code* § 11517(c)(1).) Within 100 days of receipt by the City Manager of the Administrative Law Judge’s proposed decision, the City Manager may take any of the following actions pursuant to Government Code section 11517(c)(2):
 - a. Adopt the proposed decision in its entirety.
 - b. Reduce or otherwise mitigate the proposed penalty and adopt the balance of the proposed decision.
 - c. Make technical or other minor changes in the proposed decision and adopt it as the decision. Action by the City Manager under this paragraph is limited to a clarifying change or a change of a similar nature that does not affect the factual or legal basis of the proposed decision.

- d. Reject the proposed decision and refer the case to the same Administrative Law Judge if reasonably available, otherwise to another Administrative Law Judge, to take additional evidence. If the case is referred to an Administrative Law Judge pursuant to this subparagraph, he or she shall prepare a revised proposed decision, based upon the additional evidence and the transcript and other papers that are part of the record of the prior hearing. A copy of the revised proposed decision shall be furnished to each party and his or her attorney as prescribed in this subdivision.
 - e. Reject the proposed decision, and decide the case upon the record, including the transcript, or upon an agreed statement of the parties, with or without taking additional evidence. By stipulation of the parties, the agency may decide the case upon the record without including the transcript.
8. The City Manager's decision will be reduced to writing, served on the parties, and shall be final and binding. The decision is subject to judicial review pursuant to Code of Civil Procedure section 1094.5.

Prior to any interview of an employee involving disciplinary proceedings, or at any point during an interview where disciplinary action becomes a probability, the City shall advise the employee of his/her right to representation.

ARTICLE 3. COMPENSATION

The City agrees to provide bargaining unit members with the following increases to base compensation effective

- 3% July 1, 2017
- 2% July 1, 2018
- 2% July 1, 2019

ARTICLE 4. SUPPLEMENTAL PAY

A. Special Certification Pay

Each bargaining unit member shall receive the following monthly amounts if he/she possesses the requisite certificates:

Firefighter II	2.0%
Company Fire Officer	2.5%
Chief Officer	3.0%
Executive Fire Officer	3.5%

The above certification pay is non-cumulative.

B. Paramedic Incentive

The City will provide a paramedic incentive of \$150 per month for Fire Management who possess a current and valid paramedic certification. Effective July 1, 2015 the paramedic incentive shall increase to \$250 per month.

Amount to be annualized and equally divided amongst twenty- six(26) pay periods.

C. Overtime – Fire Management assigned to the 56-hour work schedule:

7K Exemption – The City utilizes the statutory “7K” exemption for shift personnel pursuant to the Fair Labor Standards Act. The work period for such employees shall be 24 days in length.

FLSA overtime is calculated at 0.625 hours per 24 hour regularly scheduled work period.

Hours worked in excess of the employee's regularly scheduled hours in a work shift shall be overtime.

Overtime shall be credited in fifteen (15) minute increments with no credit given for time worked which is less than fifteen (15) minutes.

Overtime worked by non-exempt employees in full-time positions shall be paid at time and one-half the employee's regular rate of pay.

For purposes of overtime computations authorized paid leave, sick leave, compensatory time, and holiday time taken shall be counted as hours worked, except that Safety shift employees whose regularly scheduled work shift falls on a holiday shall not have the hours counted as hours worked

Overtime must be authorized in advance by the Fire Chief or his/her designee.

For the purpose of filling overtime, the Department’s Overtime policy will be in effect.

Force Hiring – To maintain minimum staffing levels, on occasion a person may be force hired.

D. Compensatory Time

Safety management employees assigned to a non-exempt position may elect to accrue compensatory time at a premium rate, i.e.; time and one-half the employee's regular rate of pay with the following parameters

1. Maximum accumulation of 72 hours permitted in employee's account.
2. Use of compensatory time limited to a time when no back-fill of the position is required.

E. Administrative Leave

Fire Management shall accrue Administrative Leave as follows:

Fire Marshal	70 hrs/fiscal year
Fire Division Chief	70 hrs/fiscal year
Fire Chief	80 hrs/fiscal year

F. Emergency On-Call/Call Back

Safety management employees working on a shift (56 hour) or forty (40) hour week basis, may be required to be on emergency on-call during off-duty hours. On-call duty requires that

employees so assigned shall: (1) leave a telephone number where they can be reached or wear a communicating device; and (2) be able to respond to duty within an hour. While assigned to on-call duty, an employee shall be free to use the time for his or her own purposes.

Assignment of on-call duty and approval of compensation shall be made by the Fire Chief based upon the needs of the department. On-call duty shall be compensated at the rate of one hundred eighty-five dollars (\$185.00) per week. Said compensation is exclusive of any other compensation and shall not count as hours worked.

G. Extra Duty Pay

Safety management employees working a forty (40) hour work schedule exempt position shall receive straight time pay for duties required outside of their normally assigned duties – i.e. strike team assignment or other assignments where the time is typically reimbursed to the City.

H. Staff Premium

To compensate non-exempt safety management employees assigned to the 40-hour work schedule vs. the 56-hour work schedule, such employee shall receive a staff premium equal to 7.5% of base hourly rate. (This is to compensate for the loss of PERS reportable holiday pay (5%) and FLSA overtime pay (2.5%)). The Staff Premium is PERS reportable under the classification of Special Assignment Pay.

ARTICLE 5. HOURS OF WORK

- A. “48/96” Work Schedule – Fire Management assigned to the 56-hour work schedule work a 48/96 schedule. Each regular rotation will consist of 48 consecutive hours (comprised of two 24-hour shifts) starting at 0800 and ending at 0759 the following day, which will be followed by 96 hours off-duty, unless recalled to work.

For purposes of paid leave, other time off or shift coverage, each 48 hour on-duty period will be considered two consecutive 24-hour shifts, which may be taken off or covered individually.

- B. 48/96 Christmas Holiday Schedule Language – in the event that the 48/96 schedule requires a shift (affected shift) to work on both December 24 and December 25, the affected shift will switch scheduled workdays with the preceding shift (relief shift) as follows:

The entire affected shift will work on December 22 and 25; the entire relief shift will work December 23 and 24.

These changes will be considered regular work days for the shifts.

Example:

22	23	24	25	26	27
A	A	B	B	C	C

Changes to:

22	23	24	25	26	27
B	A	A	B	C	C

- C. Shift Trades - Shift trades shall be in accordance with the Department shift trade policy. During the first 6 months of employment with the City of Loma Linda, a newly hired Firefighter, or Firefighter Paramedic shall not engage in shift trades.
- D. 4/10 work schedule – Fire Management assigned to the 40-hour work schedule work four (4) ten (10) hour days, typically Monday – Thursday, 7 a.m. – 5:30 p.m..

ARTICLE 6. UNIFORM ALLOWANCE

A. Newly Hired Employees

At time of appointment, the City shall provide employees with the following uniform items:

- 3 - Nomex Uniform Shirt and Pant Sets
- 5 - Black T-Shirts
- 1 – Black Long Sleeve T-Shirt
- 1 - Flexfit Style Hat
- 1 - Black Cotton Shorts
- 1 - Black Pullover Work Shirt
- 1 - Black Uniform Belt and Buckle
- 1 - Station Work Safety Boots
- 1 - Name Plate

B. Yearly Amount

Fire Management receive a total of \$1,000 per year as a uniform allowance. Said allowance shall be in one lump sum prior to the month of August each fiscal year. The uniform allowance will be reported to CalPERS in accordance with CalPERS procedures. Pursuant to IRS regulations, the uniform allowance will be reported as a taxable fringe benefit and subject to standard taxation.

C. Supply and Maintenance of Uniforms

Fire Management agree to supply and maintain all of their own uniforms and uniform accessories with the exception of their badges, which will continue to be supplied by and remain property of the City. The Fire Management agree to purchase and maintain uniforms in accordance with Fire Department Operational Manual Section 100: Uniform Policy to maintain professional appearance and uniformity. The Association shall maintain an on-hand supply and purchasing system of frequently needed uniform items as listed below:

- 1. T-shirts with approved Fire Department logo (both short and long sleeved)
- 2. Workout shorts with approved FD logo
- 3. Baseball style hat with approved FD logo
- 4. Sweatpants with approved FD logo

Other incidental items may be ordered by the Association for members Fire Management to purchase on an as-needed basis, but will not be kept in stock, such as:

- 1. Approved job shirt with approved FD logo
- 2. FD approved belt buckles
- 3. Approved work jacket

D. Uniform Replacement

The uniform allowance set forth above is intended to compensate employees for the maintenance and replacement of uniforms.

E. Duty Boot Allowance

The City provides one pair of station work safety boots for all employees at time of hire. The City also contributes \$150 toward the purchase of approved wildland firefighting boots. Replacement of approved work safety boots and subsequent contributions toward replacement of approved wildland firefighting boots may be granted at the sole discretion of the Fire Chief or his/her designee.

ARTICLE 7. FRINGE BENEFITS

A. Employee Insurance and Deferred Compensation Plan:

The City's contribution toward the Employee Insurance and Deferred Compensation Program for the purchase of health (CalPERS plans), dental (Delta Dental) and vision (VSP) insurances shall be:

- \$1,300 per month commencing on July 1, 2017
- \$1,500 per month commencing on July 1, 2018
- \$1,700 per month commencing on July 1, 2019

Any unused portion of the above-referenced contribution may be deposited into an ICMA Retirement Corporation 457 Deferred Compensation Plan account or taken as taxable income. Amounts taken as taxable income shall be subject to applicable federal and state wage withholdings. Insurance contributions and amounts taken as taxable income are not reported to CalPERS as they do not qualify as compensation earnable. The total cash out amount is divided between the first two paychecks each month.

B. Retirement

The City contracts with CalPERS to provide for the "3% @ 55" Full and Modified retirement formula.

- Effective July 1, 1991 the CalPERS contract is amended to include Section 20024.2, One-Year Final Compensation.
- Effective July 26, 2004 the CalPERS contract is amended to include the Survivors Continuance Clause, 1959 Level 4 Survivors Benefit (Section 21574 of the California Government Code).
- Each Fire Management pays the full 9% member contribution toward CalPERS, on a pretax basis.

C. Educational Incentive Benefits

All Fire Management who have completed their one-year probationary period with the City will be eligible to participate in the Education Incentive Program. Monthly remuneration (flat rate) is as follows:

	Intermediate Fire Certificate	Advanced Fire Certificate
Chief Officers	\$243	\$325

Such compensation shall be annualized and equally divided amongst twenty-six (26) pay periods. The intent of the parties is to provide Educational Incentive Benefits in the same manner as provided to members of the City of Colton Firefighters Association applicable on the date this MOU is approved, including the process and procedures referenced in the City of Colton Fire Department Operations Manual, Book 1, Chapter 5, Subject 22, "Education Incentive".

D. Health Club Membership

The City provides LLU Drayson Center memberships so that on-duty personnel may utilize the Center.

E. Tuition Reimbursement Program

Commencing on July 1, 2017, the City Tuition Reimbursement Program will be set at \$2,000 per fiscal year maximum, for class work leading to a baccalaureate degree, pursuant to the City's Tuition Reimbursement Program Policy.

ARTICLE 8. HOLIDAYS

A. Holiday Pay

Full time safety employees working twenty-four (24) hour shifts shall receive twelve (12) hours of pay at their 56-hour hourly pay rate for each scheduled holiday and such pay shall be six (6) hours of their 56-hour hourly pay rate for one-half day holidays. The amount of compensation associated with the nine (9) 12-hour and two (2) 6-hour holidays (one hundred twenty [120] 6 hours) shall be equally divided amongst twenty-six (26) pay periods. The other two (2) holidays shall be available for employee use as Floating Holidays.

B. Annual Holidays

The annual holidays shall be:

January 1 - New Year's Day	November 11 - Veterans Day
3rd Monday in January – MLK Day	4th Thursday in November - Thanksgiving Day
3rd Monday in February - President's Day	December 24 – Christmas Eve (1/2 day or 6 hours)
Last Monday in May - Memorial Day	December 25 – Christmas Day
July 4 - Independence Day	December 31– New Year's Eve (1/2 day or 6 hours)
1st Monday in September - Labor Day	Two (2) days selected by the employee – Floating Holidays, with the approval of the Fire Chief or his/her designee

ARTICLE 9. LEAVES

A. Paid Leave

Paid Leave is time off with pay for vacation, personal business, short term illness or disability due to non-work related injuries, pregnancy or other reasons requiring the

employee's absence from work. Paid leave is posted biweekly and is available for use after ninety (90) days of full-time employment. Employees who take paid leave are responsible for securing coverage for the employees' assigned shift(s). This requirement will no longer apply once an automated staffing system is put in place by the City.

1. Accrual - Fire Management assigned to the 56-hour work schedule

Full-time safety employees working twenty-four (24) hour shifts shall accrue paid leave in accordance with the following:

Years of Continuous Service	Hours Accrued per Month	Maximum Hours Permitted In Employee's Account
1 Month - 5 years	16	312
6 - 10	21	432
11	22	456
12	23	480
13	24	504
14	25	528
15 +	26	552

2. Accrual – Fire Management assigned to the 40-hour work schedule

Years of Continuous Service	Hours Accrued per Month	Maximum Hours Permitted In Employee's Account
1 Month - 5 years	10.67	208
6 – 10	14	288
11	14.66	304
12	15.33	320
13	16	336
14	16.66	352
15 +	17.33	368

Fire Management continue to accrue hours in excess of the “Maximum Hours Permitted in Employee’s Account” for three (3) month periods at the end of which they will be paid at their base hourly rates (56-hour hourly rate for those assigned to the 56-hour work schedule and 40-hour hourly rate for those assigned to the 40-hour work schedule) for any hours in excess of the Maximum.

3. Paid Leave Usage

- (a) Employees may not take paid leave during their first three (3) months of service.
- (b) Paid leave shall be taken at a time determined by the Fire Chief or his/her designee with due regard for the wishes of the employee and particular regard for needs of the service.
- (c) Unless otherwise approved by the employee’s supervisor, an employee shall submit a request to take paid leave, for other than their personal illness or injury or illness or injury of the employee’s child, parent, spouse, or domestic partner, to their supervisor at least two (2) calendar days prior to the intended start of the leave.
- (d) With the exception of employees serving an original probationary period, employees working on a shift basis must take a minimum seventy-two (72) hours in each anniversary period.

(e) An employee's paid leave account will not be affected by municipal holidays that occur while the employee is absent on paid leave.

4. Pay for Unused Paid Leave

Upon termination an employee will be paid at his/her base hourly rate for all unused hours in his/her paid leave bank. Such payment shall not be construed as extending the employee's period of employment.

5. Credit for Prior Service

If a person was employed with another government agency immediately prior to his/her appointment to a City position, full or partial credit may be allowed by the City Manager for that service time in establishing the employee's accrual rate.

B. Sick Leave

1. Accrual - Fire Management assigned to the 56-hour work schedule

Full time safety employees working twenty-four (24) hour shifts shall accrue sick leave in accordance with the following:

Hours Accrued per Month	Maximum Hours Permitted in Employee's Account
10	516

2. Accrual – Fire Management assigned to the 40-hour work schedule

Hours Accrued per Month	Maximum Hours Permitted in Employee's Account
7	344

3. Sick Leave Usage

Sick leave may be used by an employee under the following guidelines:

(a) Medical verification may be required for an employee absence beyond 48 hours of sick leave for those assigned to the 56-hour work schedule and beyond 30 hours of sick leave for those assigned to the 40-hour work schedule.

(b) In any given calendar year, an employee may use up to the amount of sick leave accrued in a six-month period to attend to an illness of a child, parent, spouse, or domestic partner of the employee.

(c) If leave abuse is suspected, then the City reserves the right to request medical verification for any absence.

4. Pay for Unused Sick Leave

(a) Annually

1. For those assigned to the 56-hour work schedule - an employee who has in excess of 516 hours of unused sick leave may be paid at his/her base hourly rate for a maximum of 120 hours of unused sick leave in excess of the 516 hours.

2. For those assigned to the 40-hour work schedule – an employee who has in excess of 344 hours of unused sick leave may be paid at his/her base hourly rate for a maximum of 84 hours of unused sick leave in excess of the 344 hours.(b) Upon termination, safety employees working a twenty four (24) shift will be paid for one-third (1/3) of unused sick leave up to 516 hours and for no more than 120 hours of any excess over 516 hours. Those working a 40-hour work schedule will be paid for one-third (1/3) of unused sick leave up to 344 hours and for no more than 84 hours of excess over 344 hours. A payment for unused sick leave shall not be construed as extending the employee's period of employment.

(b) Upon termination, safety employees working a twenty four (24) shift will be paid for one-third (1/3) of unused sick leave up to 516 hours and for no more than 120 hours of any excess over 516 hours. Those working a 40-hour work schedule will be paid for one-third (1/3) of unused sick leave up to 344 hours and for no more than 84 hours of excess over 344 hours. A payment for unused sick leave shall not be construed as extending the employee's period of employment.

5. Sick Leave Transfer

Sick Leave Transfers shall be allowed upon City Manager or his/her designee approval to donate paid leave on a dollar for dollar basis to employees who have been forced to be absent from work due to a qualifying medical condition under FMLA beyond the coverage of their accumulated sick days.

COMPENSATION PLAN
FIRE MANAGEMENT EMPLOYEES
JULY 1, 2017

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>Annual Minimum</u>	<u>Annual Maximum</u>
FIRE BATTALION CHIEF	FIRE 12	\$101,489.35	\$132,846.23
FIRE DIVISION CHIEF	FIRE 14	\$111,892.01	\$146,462.99
FIRE CHIEF	33	\$146,609.59	\$196,587.81

COMPENSATION PLAN
FIRE MANAGEMENT EMPLOYEES
JULY 1, 2018

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>Annual Minimum</u>	<u>Annual Maximum</u>
FIRE BATTALION CHIEF	FIRE 12	\$103,519.13	\$135,503.16
FIRE DIVISION CHIEF	FIRE 14	\$114,129.84	\$149,392.23
FIRE CHIEF	33	\$149,541.79	\$200,519.59

COMPENSATION PLAN
FIRE MANAGEMENT EMPLOYEES
JULY 1, 2019

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>Annual Minimum</u>	<u>Annual Maximum</u>
FIRE BATTALION CHIEF	FIRE 12	\$105,589.51	\$138,213.21
FIRE DIVISION CHIEF	FIRE 14	\$116,412.44	\$152,380.08
FIRE CHIEF	33	\$152,532.59	\$204,529.94