

ARTICLE 14

WAGES AND CLASSIFICATIONS

Section 1. Effective October 1, ~~2023~~2024, employees will receive annual salaries based on the following pay grades set forth in the pay matrix in Schedule A attached to this Agreement:

Firefighter	Grade F1
Driver/Engineer	Grade F2
Lieutenant	Grade F3

~~On the effective date, each employee will be placed in the step in the matrix with the rate closest to and above that employee's base rate on September 30, 2023.~~

Section 2. New hires will be brought in at the step in the applicable grade which the Fire Chief determines in his/her discretion is appropriate given the individual's prior experience and qualifications. A Firefighter promoted to Driver/Engineer will be raised to the step in the Driver/Engineer pay grade corresponding to the step in the Firefighter pay grade in which the employee had been slotted immediately before the promotion. A Driver/Engineer promoted to Lieutenant will be slotted in the step in the Lieutenant pay grade corresponding to the step in the Driver/Engineer pay grade from which the employee was promoted.

A firefighter employed in the lowest step of Grade F1 will advance as follows:

- a. to the next higher step in Grade F1 after completing the probationary period of one (1) year set forth by Lake City Fire Department SOG #100.22 Section 3, subsection (1), and
- b. to the next step after three (3) years' continuous employment with the City, and
- c. to the next higher step after that after six (6) years' continuous service in position.

After promotion to Driver/Engineer, a Driver/Engineer will advance as follows:

- a. to the next higher step in Grade F2 after completing the probationary period of one (1) year,
- b. to the next higher step in Grade F2 after the first three (3) continuous years' service as a Driver/Engineer, and
- c. to the next higher step after that after six (6) years' continuous service in position.

After promotion to Lieutenant, a Lieutenant will advance as follows:

- a. to the next higher step in Grade F3 after completing the probationary period of one (1) year,
- b. to the next higher step in Grade F3 after the first three (3) continuous years' service in position, and
- c. to the next higher step after six (6) years' continuous service in position.

Those employed in Driver/Engineer and Lieutenant positions for one (1) year or more as of October 1, 2024 will retroactively receive the probationary period step increase for their position. The foregoing step increases are contingent on the employee having logged and maintained at least two hundred forty (240) hours of creditable training in each year of service.

Section 3. Except as provided in Section 6 below, firefighters shall be paid an annual supplement for each certification he/she or she holds in the amounts indicated and not to exceed the total number of personnel indicated.

SCHEDULE OF CERTIFICATIONS and ADDITIONAL PAY

Certificate/Additional Pay	Total Personnel	Annual Supplement Amount
EMT	11	\$1400.00
EMT Paramedic	12	\$5200.00
Hazmat Technician	24	\$1300.00
Pump Operator	15	\$1300.00
Inspector	3	\$1300.00
Life Safety Educator	2	\$1300.00
Fire Investigator	1	\$1300.00
Live Fire Training	69	\$1300.00

Section 4. Driver Engineers and Lieutenants are not eligible for the Pump Operator additional pay unless they had been receiving such additional pay before October 1, 2023.

Section 5. Firefighters and Driver Engineers are not eligible for the Inspector additional pay.

Section 6. Those hired on or after October 1, 2017 will not receive additional pay for EMT certification.

Section 7. Special Merit Salary Adjustments: Based upon annual performance reports and recommendation from the Fire Chief, the City may authorize a special merit increase, or bonus award to anyone who demonstrates exceptional performance, leadership, initiative or bravery in the performance of his/her assigned duties.

Section 8. Effective October 1, ~~2023~~2024, employees, including new hires, will receive a three percent (3%) increase across-the-board increase with another three percent (3%) increase effective October 1, 2025, and the Union hereby expressly waives its right under Article 30 to reopen negotiations for the October 1, 2025 through September 30, 2026 fiscal year.~~the a~~ Annual salaries for the fiscal year beginning on October 1, 2024 are set forth on the attached Schedule A.