

Collective Bargaining Agreement July 1, 2026– June 30, 2028

Collective Bargaining Agreement

between

Lebanon Fire District

and

Lebanon Professional Firefighters, Local 2163

July 1, 2026

To

June 30, 2028



Table of Contents

PREAMBLE – AGREEMENT AND PURPOSE _____ **5**

ARTICLE 1 – RECOGNITION _____ **5**

 1.1 Membership/Exclusions _____ 5

ARTICLE 2 – UNION RIGHTS _____ **5**

 2.1 Union Rights and Representation _____ 5

 2.2 Bulletin Boards _____ 6

 2.3 Use of District Facilities for Meetings _____ 6

 2.4 Trade Shifts _____ 6

 2.5 Union Dues _____ 7

 2.6 Prevailing Practices _____ 7

ARTICLE 3 – EMPLOYEE BENEFITS _____ **7**

 3.1 Educational Incentive Program _____ 7

 3.2 Health and Insurance Benefits _____ 8

 3.3 Leaves _____ 10

ARTICLE 4 - MAINTENANCE OF STAFFING _____ **14**

 4.1 Maintenance of Staffing _____ 14

 4.2 Work Schedule/Overtime _____ 14

 4.3 Call Shifts _____ 15

 4.4 Emergency Callback _____ 16

 4.5 Shift Transfers _____ 17

ARTICLE 5 – DISTRICT RIGHTS _____ **17**

 5.1 Management Rights _____ 17

ARTICLE 6 – TERMS OF AGREEMENT AND MODIFICATION _____ **18**

 6.1 Term _____ 18

ARTICLE 7 – PHYSICAL FITNESS _____ **19**

Collective Bargaining Agreement July 1, 2026– June 30, 2028

7.1 Fitness for Duty _____	19
7.2 Physical Ability Testing _____	19
7.3 Wellness and Fitness _____	19
ARTICLE 8 – PERSONAL LEAVE _____	21
8.1 Vacation and Holiday Leave _____	21
8.2 Vacation Procedures _____	22
8.3 Holidays _____	23
8.4 Scheduling of Comp Time _____	24
ARTICLE 9 – WAGES _____	25
9.1 Regular Wages. See Appendix B _____	25
9.2 Working Out of Classification (AIC Pay) _____	25
9.3 Other Incentives _____	25
ARTICLE 10 – PROBATION _____	27
10.1 Probationary Period _____	27
ARTICLE 11 – RESIDENCY _____	27
11.1 Residency _____	27
ARTICLE 12 – SENIORITY _____	28
12.1 Seniority _____	28
ARTICLE 13 – DISPUTES AND DISCIPLINE _____	28
13.1 Settlement of Disputes _____	28
13.2 Discipline _____	30
13.3 Labor Management Team _____	31
ARTICLE 14 – RETIREMENT _____	32
14.1 Retirement _____	32
Appendix A – Comparable Jurisdictions _____	32
Appendix B – Wage Ranges _____	33

Collective Bargaining Agreement July 1, 2026– June 30, 2028

Appendix C – Retirement Health Care Benefits	35
Appendix D – Medical Benefits Cost	37
Appendix E – VEBA	38
Appendix F – Single Role	39
Appendix G – Signature Page	41

PREAMBLE – AGREEMENT AND PURPOSE

This agreement is between the Lebanon Fire District, Lebanon, Oregon, hereinafter referred to as the “District” and the International Association of Firefighters, Local No. 2163, hereinafter referred to as the “Union”. It is the purpose of this document to set forth the full agreement between the parties.

ARTICLE 1 – RECOGNITION

1.1 Membership/Exclusions

- A. The District recognizes the Union as the sole and exclusive bargaining agent for regularly scheduled, full-time, forty hours per week or more employees in the bargaining unit with respect to the matters relating to wages, hours, and working conditions. Fire Chief, Chief Officers, Battalion Chiefs, clerical, maintenance, temporary fire-fighters, confidential employees (as defined by state law), irregular, part-time employees, and seasonal employees are specifically excluded.

ARTICLE 2 – UNION RIGHTS

2.1 Union Rights and Representation

- A. Union representatives and officers shall be permitted time off and not suffer a loss of pay as a result of attending mutually agreed upon meetings with the District for purpose of negotiating labor agreements or grievance processing when such meetings fall on representative’s shift. The Union is responsible for providing coverage for Union representatives and officers so that no overtime costs or loss of work capacity are incurred by the District
 1. In all cases, an officer of the Union shall notify the District no less than forty-eight (48) hours prior to when Union representatives or officers will be relieved from duty for Union business.
 2. Annually, no later than January 15, the Union shall notify the District in writing of authorized Union representatives and officers for the fiscal year.
 3. At the District’s discretion and using the District’s educational leave request system, up to three (3) authorized Union representatives or officers may take time off without loss of pay for the purpose of attending conventions, conferences or other Union educational programs which are central to the relationship between the District and the Union and are for investigating and processing complaints, disputes and grievances. Authorized Union officers will return to their assigned shift after the conference has concluded for the day. Additional time off without pay or with the use of compensatory time or vacation pay may be granted at the

discretion of the District, provided such time off does not interfere with operational needs or cause the District to incur overtime.

2.2 Bulletin Boards

- A. The District shall provide suitable space for bulletin board(s) in the fire stations. The Union shall be allowed to use such bulletin boards for communications having to do with official Union business.

2.3 Use of District Facilities for Meetings

- A. The Union President may, with the prior approval of the Fire chief or their designee, be granted the use of the District facilities and/or communication equipment for meetings of employees of this unit provided that:
 - 1. Requests are made in advance.
 - 2. Such meetings do not conflict with other District activities.
 - 3. Attendance of on-duty employees at such meetings may occur only after 1700 hours unless other arrangements have been authorized in advance by the Fire Chief and only when it does not prevent performance of required work.
 - 4. On-duty members may attend Union meetings held at District facilities.

2.4 Trade Shifts

- A. Regular full-time employees of the District with an average regular work week of 56 hours shall be granted the privilege of trade time in accordance with the following provisions:
 - 1. The person working the trade is qualified to perform the duties of the position.
 - 2. The trade time is not utilized for the purpose of acquiring a call shift.
 - 3. Trade time is not utilized so as to result in an employee being paid for more than 24 hours in a 24-hour period.
 - 4. Temporary employees are not eligible for trade shifts.
 - 5. In no case will a trade incur costs to the District.
- B. All trades of time shall be filed with the District utilizing the shift trade module in the District's staffing software. Trade time shall be approved by the employee's BC or designee within twenty-four (24) hours of submission.
- C. Except with Fire Chief or designee's approval no employee will be allowed to work consecutive trade hours that leads to more than 96 straight hours of work without at least 12 hours off duty.
- D. When trade time is taken and an employee becomes sick or physically unable to fulfill their obligation by repaying the trade time owed, the employee owing the trade time shall be responsible to find another person to cover that shift. In the event the person owing the trade time is unable to secure another to fill the trade time shift the District may assign overtime to cover the shift. If overtime is assigned, the person owing the trade

time will be charged one and one-half (1 ½) hours of sick leave, vacation leave, and personal holiday leave (in that order) for each hour of overtime created by their absence.

- E. If an employee is unable to work a scheduled trade shift because they have been deployed to a conflagration fire, the employee owing the trade time shall be responsible to find another person to cover that shift. In the event the person owing the trade time is unable to secure another to fill the trade time shift and overtime is created, the District will assign overtime to cover the shift and the person owing the trade time will be charged one and one-half (1 ½) hours of vacation for each hour of overtime created by their absence.
- F. Trade time is considered a Union right and is extended to individual employees as a privilege and must be scheduled in accordance with the best interests of the District. Any misuse or abuse of this privilege may be cause for disciplinary action or suspension of said privilege to the person(s) involved.

2.5 Union Dues

- A. Commencing on the effective date of this agreement the District agrees to deduct regular monthly dues from each Union member's paycheck, who has so authorized a deduction. The amounts deducted shall be transmitted to the Union no later than five (5) business days after payroll is processed on behalf of the employee involved. Authorization for such deduction shall be in writing, signed by the employee, and may be revoked by the employee upon written request at any time.
- B. The union agrees that it will indemnify and save the District harmless from all suits, actions, and claims against the District or persons acting on behalf of the District arising out of the District's faithful compliance with the terms of this article, provided the District notifies the Union in writing of such claim and tenders the defense to the Union.

2.6 Prevailing Practices

- A. Provisions in this Agreement are not intended to affect existing wage and other economic benefits to employees unless specifically included in this agreement. If management desires to change an existing benefit or other working conditions not included in this agreement, it must negotiate the change with the Union before implementation to the extent the subject is bargainable under existing law.

ARTICLE 3 – EMPLOYEE BENEFITS

3.1 Educational Incentive Program

- A. The Lebanon Fire District encourages its employees to improve their skills and qualifications through job-related development. An employee's educational development benefits both the District and the employee and allows for increased employee access to

promotional opportunities. It is therefore the District's policy to encourage our employees to further their education by paying incentives as follows:

1st Associate or Bachelor's Degree – 1.5% per month of top step Firefighter

Employees will receive this incentive retro to the first of the month upon notifying the Fire Chief or designee they have completed the requirements. Employees are required to submit verification of course completion to the Administrative Office within one-hundred, twenty (120) days.

- B. The District shall pay for all costs of tuition, books, transportation, meals and lodging for all classes required by the District, and for all classes required for state certification as determined by the District. All books and materials purchased by the District remain District property but may be retained by the employee for review at the District's discretion.
- C. Employee must provide the District with proof of successful completion of the course or a grade of "C-" or better or must repay all costs in full (except books) to the District within sixty (60) days.
- D. If requested by the employee, school leave may be granted to attend approved training and education

All degrees must be job related as determined by the Fire Chief. Due to the EMT and Paramedic incentives listed later in this CBA or the minimum job requirements of some classifications; no bargaining unit member is eligible for an associate's degree incentive for an EMS-related degree. All employees receiving an educational incentive on June 30, 2019 shall continue to receive that incentive and all previous agreements with individual employees will be terminated.

3.2 Health and Insurance Benefits

- A. Health: The District will provide medical insurance with vision and dental coverage as outlined in Appendix D. In the event, plan benefits are changed by the carrier resulting in differences in coverage for which the District has a choice in coverage, either party may elect to reopen this article. The parties acknowledge that the requirements of the Affordable Care Act (ACA) may impose changes to insurance benefits and agree that no further bargaining obligation applies if/when such changes occur. The parties agree to reopen this Article for mid-term bargaining if any of the health insurance plan premiums under this agreement exceed the excise tax thresholds under the Affordable Care Act (ACA).

Life: The District will provide basic life insurance with accidental death and dismemberment coverage to a maximum benefit of \$80,000.

B. Industrial Accidents:

1. The District provides insurance coverage for all employees for injuries and illness arising out of and in the course of employment with the District. When an employee must take time off work as a result of such injury or illness, they shall receive compensation as scheduled by the State Accident Insurance Board, which is currently at a rate of 2/3 of the employee's salary. Employees shall receive their full base salary paid by the District and must turn over any disability payments received from the insurance carrier to the District. The employee shall be charged the remaining 1/3 of non-reimbursable wages in the form of accrual time, (i.e., sick, vacation or comp) for each shift the employee is on disability. If a minimum of one (1) shift is worked during a pay period, all incentives will be paid for that month.

This shall not exceed a period of six (6) months. At the end of six (6) months disability period, the District will review each individual case and give a determination as to whether the disability period should be extended. If the extension of this period is denied, the use of sick leave will commence as per 3.3.A.9. Medical progress reports may be required prior to the approval of such sick leave usage.

2. During any period of worker's compensation related disability absence from regular employment, the employee will continue to accrue all benefits.

C. Long Term Disability Insurance

1. The District will provide a disability policy acceptable by the Union. This policy will be managed as follows:
 - a. The acceptance of a claim is at the sole discretion of the insurance carrier.
 - b. The employee must apply for the benefit as soon as he/she becomes eligible for the benefit.
 - c. The employee must continue to use their sick leave balance until it is exhausted.
 - d. After ninety (90) days from the disabling incident all accruals will stop until the employee returns to work.
 - e. The premium for this benefit will be added to the employee's gross pay and then deducted so that the benefit becomes tax free if ever needed by the employee.
2. LTD insurance will be provided by the District on an after-tax basis as long as this basis is available. The benefit will be sixty percent (60%) of base salary with a

maximum monthly benefit of \$5,000 unless this rate is not offered by the carrier, in which case the District will seek a benefit as close to the sixty percent (60%) tax-free benefit as possible.

D. Voluntary Employee's Beneficiary Association (VEBA)

1. VEBA is covered in Appendix E.

3.3 Leaves

A. Sick Leave

1. The District shall provide an accumulative sick leave policy for all full-time employees according to the following procedures and schedules:
 - a. Sick time does accrue to an employee:
 - i. For all normal "on-duty" time
 - ii. While on sick leave
 - iii. Continuously while on leave of absence with pay
 - iv. Continuously while on vacation
 - v. From the first day of employment
 - b. Sick time does not accrue to an employee:
 - i. For extra time worked (OT, Callback)
 - ii. While on leave of absence without pay
 - iii. While on extended military leave
 - c. This does not apply to two (2) week encampment or cruises:
 - i. While laid off
 - ii. While suspended for disciplinary reasons
 - iii. While on long-term disability
2. Employees assigned to a 56-hour work week will accrue sick leave at the rate of fifteen (15) hours per month. Employees assigned to a 40-hour work week will accrue sick leave at a rate of ten (10) hours per month.
3. Sick leave accrual will be capped at 1440 hours for 56-hr work week employees (960 hrs. for 40-hr work week employees). Exception: no cap will be applied for PERS Tier 1 and Tier II members.
4. An employee may use sick leave in accordance with Oregon's Sick Leave law which is currently set out in ORS Chapter 653 and OAR Chapter 839 Division 7. The following provisions apply to the use of sick leave:
 - a. The employee shall promptly notify the District of the need to use sick leave at the first opportunity prior to their scheduled start of shift.
5. When an employee uses sick time for a foreseeable absence, the employee shall make a reasonable effort to schedule the sick time in a manner that does not unduly disrupt the operations of the District. For example, the employee should

make a reasonable attempt not to schedule medical appointments during peak business hours, when work is time-sensitive or when mandatory meetings are scheduled.

6. If an employee becomes ill while on vacation leave, such period of illness shall be changed from vacation leave to sick leave. The restoration of vacation leave shall require a statement from the employee's doctor substantiating that an illness did occur.
 7. When an employee has recovered from an illness or injury, they shall notify the District as far in advance as possible of their availability for duty.
 8. When an employee applies for sick leave without pay, it may be granted or renewed by the employer for up to six (6) months after accrued sick leave, vacation, and holiday time have been exhausted. When the employee goes into sick leave without pay status, the employee will not accrue benefits. The employer may require that the employee submit a certificate (periodically) from a physician during the period of such disability.
 9. When an employee must be off as a result of on-the-job injury, job-related or induced illness, he/she will be charged for one third of the hours missed. Use of sick leave for on-the-job injuries will start after the sixth (6th) month period allowed in Article 3, Section 3.2.B.1, Industrial Accidents.
 10. Upon retirement or upon termination due to disability, fifty percent (50%) of an employee's accrued sick leave will be applied to the employee's final retirement calculation to the extent allowed and as provided by public employee retirement system statute and rule.
 11. If an employee is off on sick leave for more than three (3) consecutive shifts, at the Fire Chief's discretion and at the District's expense, the employee may be required to submit a release from the District's occupational health provider prior to returning to work.
 12. If an employee is off on sick leave for more than three (3) consecutive shifts or is off for any length of time due to an on-the-job injury, at the Fire Chief's discretion, the employee may be required to perform a return-to-work physical ability test prior to returning to work.
 13. False statements made by an employee regarding sick leave will be cause for disciplinary actions up to and including dismissal.
- B. Compassionate Bereavement Leave
1. In the event of a death of a family member, as defined by state law, the District shall grant two (2) shifts off with pay for 56-hour personnel and forty (40) hours off with pay for 40-hour personnel.

2. The above leave shall be credited against OFLA approved bereavement leave which allows for up to two (2) weeks of leave to attend the funeral of a family member, to make arrangements necessitated by the death of the family member, and to grieve the death of the family member as provided by statute. The leave is to be taken within sixty (60) days from when the employee receives notice of the death of the family member. Leave outside sixty (60) days will be evaluated by the Chief on a case-by-case basis.

C. Light Duty

1. An employee on sick or injury leave who has the District physician's approval to perform work or employment for the District shall be encouraged to return to work.
2. If light duty is granted, the District would place the employee on a 40-hour schedule until their full release, and all accruals would be converted to 40-hour status. See 4.2.B for accrual conversions.
3. Any time off during this "light duty" status will be charged against sick leave, comp time, or vacation.

D. Donating Accrued Time

1. Donating Employees:
 - a. Donating employees must maintain a minimum vacation, sick leave, or comp time aggregate balance of ten (10) working days after the number of donated days has been subtracted from their leave balances.
 - b. Donating employees understand their donated time is irrevocable once it is submitted.
 - c. Donating employees shall complete a form approved by the District authorizing donated hours to be credited to the recipient employee.
2. Recipient Employees:
 - a. Regular employees may receive donated vacation, sick leave, or comp time from donating employees. Donated vacation, sick leave or comp time will be credited to the recipient employee's sick leave accrual balance on an hour-for-hour basis.
 - b. A recipient employee shall be eligible to receive donated vacation, sick leave, or comp time after they have exhausted their leave hours. The Fire Chief or his designee may approve the donation of accrued leave request, for extenuating circumstances, if the recipient employee has limited time in their leave accruals and anticipates an imminent need for additional leave.
 - c. The District may require that the employee submit a certificate as outlined in the District Sick Leave Policy 1100.15 Sick Leave.

3. Procedure and Limitations:

- a. Employees may arrange for the donation of days in advance of the need of the recipient employee with the approval of the Fire Chief or their designee.
- b. Donation and receipt of donated days may be made between employees without regard to bargaining unit membership.
- c. The recipient employee, or their representative, shall make the request for donated leave to their supervisor, who will then forward to the Fire Chief or their designee. Donated leave can be utilized during the month donated or future months thereafter.

E. Extended Sick Leave/Disability

1. After a continuing period of sick leave and/or disability of sixteen (16) months (160 work shifts) the employer has the right to fill the position with a permanent replacement. Prior to the expiration of the sixteen months, if a physician's certification is received by the District stating that the employee would be able to return to work within sixty (60) calendar days at the end of the sixteen-month period without restrictions, the replacement of the employee shall be waived. Should the employee not be able to return to unrestricted duty within the sixty-day extension, the employee may be replaced.

F. Military Leave

1. The District shall approve leave for military or National Guard training in accordance with Oregon and federal law.

G. Witness or Jury Duty

1. When an employee is called for jury duty or is subpoenaed as a witness under circumstances beyond his/her control and where such duties can be construed to be in the public interest, he/she will be continued at full salary for the period of required service. All monies received as witness fees or pay for jury duty must be signed over to the District unless such fees are earned on employee's days off or during other authorized leave with pay. Employees will be expected to report to work when less than a normal workday is required by jury or witness duties.

H. Leave Without Pay

1. A permanent employee may be granted leave of absence without pay up to one (1) year. Request for such leave must be in writing and must establish reasonable justification for approval by the Fire Chief.

I. Conflagration Fire Leave

1. When an employee returns from a conflagration fire they will be granted time off per District policy 1500.10

ARTICLE 4 - MAINTENANCE OF STAFFING

4.1 Maintenance of Staffing

- A. In the event that a position becomes vacant, and overtime is needed, overtime shall be offered to off-duty personnel as prescribed in this agreement. However, in the event that there is not an employee who wishes to voluntarily work the overtime and that refusal has been properly documented, the Chief or his designee may appoint an individual to work such overtime.
- B. In order to meet the staffing requirements as determined by the District, the District reserves the right to fill vacant positions as outlined herein with a temporary employee in accordance with the Civil Service Rules. In addition, the District may use temporary employees in any instance where there is a known vacancy of five (5) or more shifts. The District will consider existing lists when making temporary appointments. At no time will there be more than one (1) temporary firefighter assigned to a shift and one (1) temporary Single-Role employee.

4.2 Work Schedule/Overtime

- A. Beginning on July 1, 2026, the normal work schedule for 56-hour per week employees covered under this agreement is twenty-four (24) hours on duty and seventy-two (72) hours off duty, followed by forty-eight (48) hours on duty and seventy-two (72) hours off duty. A normal workday is 7:00 a.m. to 7:00 a.m. Eligible employees who are required to work more than the above schedule shall be paid for such extra hours at the overtime rate based on a 27-day cycle, which shall remain in effect until such time as local governments may become exempt from the provisions of the Fair Labor Standards Act (FLSA) as set forth in the wage tables, Appendix B. All hours worked outside of the employees regularly scheduled hours that are in excess of 204 hours in the 27-day FLSA cycle will be compensated at 1 ½ times the hourly rate. Time trades are excluded from this provision.
 - 1. The daily work schedule is as follows:
 - a. Monday through Sunday:
 - 0700—1700 Assigned tasks, training
 - 1700—0700 Ready alert—In instances of planned training, scheduled District events, or other assigned tasks that may happen after 1700, the district agrees to allow an equal amount of ready alert time between 0700—1700 of that same shift.
 - b. The shift officer will approve a one-hour workout between 0700-1700 providing it does not interfere with District business.

- c. The parties may mutually agree, in writing, to revert back to the 24/48 work schedule.
- B. The normal work schedule for 40-hour per week employees covered under this agreement is either four (4) 10-hour shifts or five (5) 8-hour shifts per week. Eligible employees who are required to work more than the above schedule shall be paid for such extra hours at the overtime rate based on a 40-hour work week, which shall remain in effect until such time as local governments may become exempt from the provisions of the Fair Labor Standards Act as set forth in the wage tables, Appendix B. Temporary schedule adjustments for 40-hour per week employees require at least two weeks' notice and permanent schedule changes require at least thirty (30) days' notice by the District.
 - 1. The Single-Role program provides a modified 40-hour work schedule in place for full-time, Single-Role employees; unless the District wishes to implement a 56-hour per week, twenty-four (24) hours on duty, and forty-eight (48) off work schedule.
- C. In the event a 56-hour employee needs to be put into a 40-hour position their accrued leave will be converted as follows:
 $173.33/240 = 0.72$
 When moving from shift to days you multiply the time accrued x 0.72. When moving from days to shift you divide the time accrued by 0.72.
- D. The District reserves the right to determine when overtime is to be worked and in what classification. When non-emergency overtime is required, it shall be offered to regular full-time employees of the bargaining unit on a classification basis, as determined by the District, except when special skills are required to perform the work. The employee retains the right to refuse any non-emergency overtime offered to them.

4.3 Call Shifts

- A. The call shift procedure will be utilized to determine the order that names are called. The classification to be called first is dependent on “who” caused the overtime. Example: if an Engineer was on vacation and the Lieutenant calls in sick, the Lieutenant caused the “need” therefore, the Lieutenant list is where callback would start.
- B. Starting with the position that created the opening, the following is the calling order:

LT	Eng	FF
LT	Eng	FF
*Eng	*FF	Eng
*FF	LT	LT
AQM	AQM	AQM

Qualified Member of the District

AQM - Any

*Only qualified bargaining unit members will be permitted to fill a position higher than their assigned rank.

- C. Twenty-four (24) hour call shifts will be offered in a twenty-four (24) hour block. If the shift cannot be filled it will then be offered to qualified non-bargaining unit members, or at the District's discretion the procedures described in this article may be used to require a qualified union employee to work.
- D. In the event that regular overtime procedures cannot obtain coverage, the person in charge may recall the first person contacted, on or off duty, or hold the person scheduled to go off shift that is highest on the callback list and require that person to work.
- E. No employee will be allowed to work overtime hours that leads to more than ninety-six (96) straight hours of work without at least twelve (12) hours off duty unless approved by the Fire Chief or designee.
- F. Staffing levels and classification composition of a shift are policy decisions at the Fire Board level and therefore are subject to change at the discretion of the Fire Board.

4.4 Emergency Callback

- A. A minimum of two (2) hours' overtime pay shall be guaranteed when an employee is called back to work outside their regular work hours with the following conditions:
 - 1. The employee shall be released from duty by the shift officer, as soon as staffing will allow and equipment is restored to response ready condition. It is not the District's intent to hold callback crews for the full two (2) hours on every call.
 - 2. If additional calls that require callback occur during the initial two (2) hour period, the employee is required, if available, to respond to the secondary request as a continuation of the two (2) hour minimum.
 - 3. When callback personnel are needed, the District's staffing software or an alternative notification method will be utilized to contact all union personnel. After three (3) minutes has elapsed, a second notification will be sent to AQM personnel.
 - 4. If a qualified union member is available, he/she will notify the on-duty Battalion Chief that the call is covered and proceed to the callback station and sign in to receive compensation. Union members will have twenty (20) minutes from acceptance to arrival at the callback station to sign in.
 - 5. If a non-union AQM is utilized, a qualified member of the bargaining unit may secure the overtime.
 - 6. Overtime after the two (2) hours minimum has expired; will be paid to the minute.
 - 7. An extension of any work shift or special assignment is excluded from the two (2) hour minimum requirement and will be paid to the minute.

8. If the callback is less than two (2) hours prior to the start of the regular shift, overtime will be paid until the start of regular shift. If a member responds to callback while on vacation, the member's vacation bank will be credited back the total amount of time spent on callback. No members will be paid the overtime rate while on their regular shift.
9. Non-emergency callback is a one (1) hour minimum.
10. When an employee is called to work outside their regular work hours on any specified holiday, holiday overtime shall be paid as per the appropriate wage, Article 9.1. For the purpose of clarification, the overtime hour(s) will be paid to the minute.
11. All overtime compensation shall be in form of payment or compensatory time. Members assigned to a 40-hour position have the option to accrue compensatory time in lieu of cash with a forty (40) hour maximum accrual. The maximum accrual for 56-hour employees is seventy-two (72) hours. The exception to this is overtime worked while on a conflagration or as backfill for a conflagration shall be in the form of payment only.

4.5 Shift Transfers

- A. In the event of a shift change where an employee is required to work other than his regularly assigned shift then that employee shall be guaranteed that the provisions of Article 4.2 Work/Schedule (Overtime).

ARTICLE 5 – DISTRICT RIGHTS

5.1 Management Rights

- A. Except as otherwise specifically limited by the terms of this agreement, the District possesses all of the customary, usual, and exclusive rights, decision making prerogatives, functions and authority connected with or in any way incident to its responsibility to manage the affairs of the District or any part of it. Without limitation but by way of illustration, the exclusive prerogatives, functions and rights of the District shall include the following:
 1. To determine the services to be rendered to the citizens of the District.
 2. To determine and to follow the District's financial, budgetary, and accounting procedures in compliance with Oregon law.
 3. To direct and supervise all operations, function and policies of the District in which the employees in the bargaining unit are employed.
 4. To manage and direct the work force, including but not limited to the right to hire, promote and retain employees; the right to determine schedules of work; and the

- right to determine the methods, processes, quality and manner of performing work.
5. To determine the need for a reduction or increase in the workforce.
 6. To establish, revise, and implement standards for hiring, classification, promotion, materials, and equipment.
 7. To contract or subcontract work, other than that work which relates to Fire Suppression, Fire Prevention and Emergency Medical Service as determined by the District. However, the District will notify the Union at least sixty (60) days prior to contracting or sub-contracting of Bargaining Unit work.
 8. To assign shifts, workdays, hours of work and work locations. When an individual employee must be transferred to a shift other than their normal duty shift, the employee shall be given no less than twenty-four (24) hours' notice of such change.
 9. To designate and assign work duties.
 10. To determine the need for and the qualifications of new employees, transfers, and promotions.
 11. To discipline, suspend, demote or discharge an employee as provided for in the Civil Service Rules and this agreement.
 12. To determine the need for additional training programs, on-the-job training and cross training, and to assign employees to such duties for such periods to be determined by the District.
 13. To implement new and to revise or discard, wholly or in part, old methods, procedures, materials, equipment, facilities and standards.
 14. Nothing in this clause shall have the effect of nullifying agreements entered into in other sections of this agreement. Except where abrogated by specific provisions of this agreement, management rights are not subject to the grievance procedure.

ARTICLE 6 – TERMS OF AGREEMENT AND MODIFICATION

6.1 Term

- A. This agreement shall be effective on July 1, 2026, (unless a particular contract provision states otherwise) and shall remain in effect through June 30, 2028. The parties shall give notice for a successor agreement by December 15, of the year prior to the contract expiration or by mutual agreement. During the period of bargaining the status quo provisions of ORS Chapter 243 shall apply.

ARTICLE 7 – PHYSICAL FITNESS

7.1 Fitness for Duty

- A. Following illness or injury, the District may require an employee to be cleared by the District's Physician and/or the employee's attending Physician prior to returning to their regular assignment. If needed, in addition to the job analysis worksheet, by the District Physician or Attending Physician for his/her determination, the District or attending Physician may recommend that the employee successfully complete the Physical Ability Test.

7.2 Physical Ability Testing

- A. Union members assigned to fire suppression duties will participate annually in physical fitness testing. Testing shall consist of successful completion of the District's Physical Ability Test within the required time constraints, pursuant to SOP 1600-01.
- B. If the employee fails to complete or pass the test, he/she will be sent to the District Physician for a medical evaluation. If medically cleared, they will be reassigned to a 40-hour week on a modified duty assignment for a period of time not to exceed three (3) months. During this time, he/she will be allowed up to two (2) hours per day of physical conditioning, in addition to other non-suppression duties. At any point during this three (3)-month period, he/she may request to take the Physical Ability Test again. The test may be repeated once within fourteen (14) days. This process may be repeated twice (not to exceed nine (9) months from the date he/she is medically cleared to participate in the process) prior to reassignment or termination.

7.3 Wellness and Fitness

- A. District personnel assigned to fire suppression functions will receive a physical examination in accordance with NFPA 1582.
- B. The medical evaluations shall be conducted with the following schedule in accordance with LFD Policy 1600.01:
 - Ages 29 and under—every 3 years
 - Ages 30 to 39—every 2 years
 - Ages 40 and above—every year
- C. Medical evaluations shall be performed by the District Physician at no cost to the employee. No employee medical information, except for vaccination and immunization status, will be released to the District or its representatives. The District will only be informed of the employee's ability or inability to perform the requirements of his/her job description.

- D. Reasonable accommodation may be granted by the District Physician for disabilities when they will not interfere with the performance of the employee's duties.
- E. Employees found with medical conditions that prevent them from performing duties are eligible to use sick leave, vacation pay and leave without pay (at the discretion of the District) until they can be declared by the District Physician or their attending Physician to return to duty. If they cannot return to duty, they may apply for disability retirement or reassignment. If needed in addition to the job analysis worksheet and recommended by the District Physician or attending Physician for his/her determination, the employee may be required to successfully complete the physical fitness testing referenced in the Physical Ability Test article. If such testing is needed and recommended by the District Physician or the attending Physician, the employee shall not return to their regular assignment until he/she has successfully completed physical fitness testing.
- F. Disagreements with the District Physician will be handled in accordance with the guidelines of NFPA 1582.
- G. The District Physician shall report the results of the medical evaluation to the candidate or current firefighter, including any medical condition or conditions disclosed during the medical evaluation, and the recommendation as to whether the candidate or current firefighter is medically certified to perform as a firefighter. The physician's criteria for determining whether a candidate or current firefighter is medically certified or not, shall be NFPA 1582, Chapters 7-8.
- H. The Fire District's Physician shall inform the Fire District only as to whether or not the candidate or current firefighter is medically certified to perform as a firefighter. The specific written consent of the candidate or current firefighter shall be required prior to release of confidential medical information to the Fire District. Candidates who do not successfully complete the medical examination will be ineligible for employment.
- I. In the event that a firefighter is determined to be not medically certified to perform the duties of a firefighter, the firefighter has the option to seek another opinion from the physician of his/her choice at the District's expense. If there is still disagreement about the condition or placement recommendation, a third physician (acceptable by both the District and the employee) will be consulted. The District's final decision will be determined by the Fire Chief. If the medical condition is deemed permanent and the firefighter cannot be rehabilitated to return to suppression duties, then the Chief (in accordance with other pertinent agencies) will determine the next step, including but not limited to, termination, reassignment, or retirement.
- J. If a firefighter is deemed not medically certified to perform these duties but the District Physician determines that rehabilitation is possible, the District will assist the individual in his/her rehabilitation efforts by allowing the use of sick/vacation leave and allow options

such as modified duty reassignment, leave without pay, and shift trades (this does not represent an exclusive list of options).

ARTICLE 8 – PERSONAL LEAVE

8.1 Vacation and Holiday Leave

- A. Employees covered under this agreement will receive combined vacation and holiday hours based on the following table:

Months	56-hr Work Week	40-hr Work Week
0-12	19	12
13-59	21	12
60-119	23	14.67
120-179	27	16.67
180-239	32	18.67
240-299	35	19
300+	37	20

An employee's earned but unused vacation credits shall be allowed to accumulate to a maximum of one and one-half (1-1/2) times the employee's annual rate of accrual, except that an employee may accrue two (2) times the employee's annual rate of accrual within the final thirty-six (36) months prior to retirement if written notice of the employee's intent to retire is given. Accruals exceeding the maximum will be dealt with in accordance to Section 8.2.B of this contract.

- B. In addition to the vacation shifts indicated above, after one year of continuous service, each member of the bargaining unit shall receive two (2) personal holidays off (forty-eight (48) hours for 56-hour shift personnel and twenty (20) hours for 4/10 personnel) prorated from the anniversary date to June 30th. Scheduling this time off shall meet the same requirement as the scheduling of a vacation day with the following exception. Two (2) union employees will be allowed time off per shift, if at least one (1) of the employees is using their accrued personal holiday for the time requested. Holidays currently recognized in Article 8.3.A of this CBA are exempt from having two (2) union employees off. The scheduling and accounting of these days as hours used is the responsibility of the employee. These two days must be used between July 1 and June 30 of each year. Any unused time may not be carried over into the next time period or cashed out upon leaving the department. However, at the discretion of the Chief or his designee, a person coming off of probation will have some latitude to carry forward the personal holiday balance if time is not available to take the time off before the June 30th deadline.

8.2 Vacation Procedures

- A. To ensure adequate coverage for the District and to provide each employee use of their vacation, the procedures outlined below will be followed:
1. Initial Selection Period:
 - a. Annually in February all shift employees will choose vacation for the following twelve (12) -month period starting in May based on seniority (most senior to least senior Bargaining Unit member).
 - b. During the initial selection period employees will be allowed to schedule up to a maximum of one year's accrual of vacation, plus personal holidays and two (2) days as per Article 8.4.A.
 - c. Two (2) union employees will be allowed time off per shift, if at least one (1) of the employees is using one (1) of their accrued personal holidays or twice per fiscal year, comp time, for the time requested. Holidays currently recognized in Article 8.3.A of this CBA are exempt from having two (2) union employees off.
 2. If upon completion of the selection process there are still vacation days available, vacation requests shall be approved on a first-come, first-serve basis.
 - a. In the event that two employees submit a vacation request at the same time, the vacation shall be granted to the employee with the most seniority.
 3. 56-hour personnel shall submit their vacation requests to their direct supervisor or approved designee at least twenty-four (24) hours in advance of the time requested and will be approved within twelve (12) hours if possible.
 4. 40-hour personnel shall submit their vacation requests to their direct supervisor or approved designee at least twelve (12) hours in advance of the time requested and will be approved within twelve (12) hours if possible.
 5. Vacation requests submitted after the timeframes in 8.2.A.3 and (4) may be approved on a case-by-case basis, provided the time off does not interfere with operational needs or cause the District to incur overtime. Pre-scheduled school leave will not be the sole deciding factor when considering these requests.
 6. Preference on vacation scheduling shall be by Union seniority of all personnel on shift. At no time will the seniority of non-shift personnel be a factor in determining vacation preference for shift personnel.
- B. In order to maintain a systematic use of vacation for the employee's benefit and prevent over accumulation of vacation, the District will provide employees their vacation balances monthly. The employee will be responsible to manage their vacation time and must use the vacation hours before the maximum accrual is reached or additional hours above the

Collective Bargaining Agreement July 1, 2026– June 30, 2028

maximum will not be accrued. If the District cannot provide the opportunity to allow usage, then the hours over the maximum will be compensated for. An employee may not use vacation time off if they have not accrued the time prior to the absence. Any deficit in such scheduling will result in non-paid leave and will also subject the employee to disciplinary action.

8.3 Holidays

A. The following days shall be recognized as holidays for regular full-time employees in the Bargaining Unit:

New Year's Day	NRD
Martin Luther King Day	NRD
Memorial Day	NRD
Independence Day	NRD
Labor Day	NRD
Patriot's Day	NRD
Veteran's Day	NRD
Thanksgiving Day	NRD
Day after Thanksgiving	NRD
Christmas	NRD
NRD = Nationally Recognized Day	

- B. Full-time employees in the bargaining unit assigned to a 40-hour work week shall have the above holidays off with pay. In all cases, employees assigned to a 4/10 schedule, if the holiday falls on a weekend, the employee shall have Friday, Saturday, Sunday and Monday off. Holidays falling on a Friday or Monday, the days off will be Thursday through Sunday or Friday through Monday, determined by the District.
- C. For the purpose of overtime, a 56-hour employee's holiday is considered to run from 0700 on the day of the holiday until 0700 the following day. A 40-hour employee's holiday is their normal work schedule hours (i.e. 0700 – 1700 or 1200 – 2200).

- D. All holidays are considered to be scheduled as ready alert for 56-hour employees. Employees may be scheduled to participate in District / Community events that occur during the NRD holiday ready alert schedule.
- E. Any bargaining unit member required to work on any recognized holiday, other than their regularly scheduled shift and excluding shift trades and transfers, is compensated at the overtime rate in Article 9.1.
- F. The District will allow qualified Veterans time off on Veterans Day per ORS 408.495. In all cases the request for time off will be submitted no later than twenty-one (21) days in advance of the holiday. The District will notify the employee no later than fourteen (14) days in advance of the holiday if the request is granted. In cases where granting Veterans Day off creates a significant economic or operational disruption or other undue hardship, qualified veterans are given the option to select with management approval, an alternative unpaid day off following Veterans Day as replacement day.
- G. The following days shall be recognized as Ready Alert Days for 56-hour regular full-time employees in the Bargaining Unit:

Holiday	Day
Washington's Birthday	NRD
Juneteenth	NRD
Columbus Day	NRD
Christmas Eve	NRD
Day after Christmas	NRD
New Year's Eve	NRD

For the purposes of Ready Alert, a 56-hour employee's Ready Alert day is considered to run from 0700 on the day of the holiday until 0700 of the day following.

- H. All Ready Alert days are considered to be scheduled as ready alert for 56-hour employees. Employees may be scheduled to participate in District community events that occur during the ready alert day schedule.
- I. Any bargaining unit member required to work on any recognized ready alert day, other than their regularly scheduled shift, excluding shift trades and transfers, is compensated at the overtime rate listed in Article 9.1.

8.4 Scheduling of Comp Time

- A. Comp time is considered paid time off and will be scheduled as vacation in accordance with article 8.2 Vacation Procedures. If only one employee is off, an additional employee can double-book comp time twice per fiscal year as per Article 8.2.
- B. The granting of comp time will continue to be conditioned upon the District incurring no overtime, except for the double-booking exception in Article 8.4.A. Comp time will max out at seventy-two (72) hours with any additional time converting to overtime.

ARTICLE 9 – WAGES

9.1 Regular Wages. See Appendix B

A. Overtime Computation

56-Hour/Week Employees

Regular Overtime (Base + all Incentives/240)*1.5

Holiday Overtime (Base + all Incentives/240)*2.5

Mandatory Holdover/Force In's (Base + all incentives/240)*1.5

40-Hour/Week Employees

Regular Overtime (Base + all Incentives/173.33)*1.5

Holiday Overtime – Normally Scheduled Hours (Base + all Incentives/173.33)*1.5

Holiday Overtime – Outside of Normally Scheduled Hours (Base + all incentives/173.33)*2.5

Mandatory Holdovers / Force In's (Base + all incentives/240)*1.5

Call Shift Overtime (Base + all Incentives/240)*1.5

Conflagration Overtime (Base + all Incentives/240)*1.5

B. Wages will be adjusted for all employees starting:

1. On July 1, 2026 wages will be adjusted by 3.00%

2. On July 1, 2027 wages will be adjusted by 3.00%

9.2 Working Out of Classification (AIC Pay)

A. Personnel that are required to work out of their classification will be compensated at the following hourly rates and will be paid to the minute:

1. Engineer 5% top step firefighter

2. Lieutenant 6% top step firefighter

3. Battalion Chief 8% top step firefighter

9.3 Other Incentives

A. SCBA Level 3 Certification—1.5% per month of top step Firefighter

1. SCBA incentive pay will be paid to a maximum of five (5) employees who will be given the option to certify based on District discretion.

B. Haz-Mat Team Member Pay

1. Hazardous Materials pay will be based on participation as a department member on the Regional Haz-Mat team. If off duty personnel respond to an incident that is reimbursed by the state, the team members will be reimbursed at the state contract rate. For incidents that are not qualified for state reimbursement and for training during off duty hours, the members will receive the standard overtime rate.

C. EMS Field Trainer Pay

1. District qualified and assigned EMS Field Trainers shall receive an additional three percent (3%) of top-step Firefighter for functioning as an EMS Field Trainer. At the District's discretion, up to three (3) qualified Paramedics will be assigned as EMS Field Trainers. In addition to field training of new employees, EMS Field Trainer duties may include, but are not limited to, shift training, quality assurance, and other EMS-related staff duties.
2. The District will conduct application processes for all EMS Field Trainer positions as needed.
3. In the event that a qualified EMS Field Trainer is not available, a qualified paramedic may be assigned to proctor a paramedic student. The employee will receive Field Trainer pay as defined in 9.3.A for hours worked in the field trainer role.

D. Longevity Pay

1. An employee who has ten (10) years of service with Lebanon Fire District will receive 1.0% of base wage per month longevity pay. This will increase to 2.0% of base wage per month when an employee has fifteen (15) years of service with Lebanon Fire District, and 3.0% of base wage when the employee has completed twenty (20) years of service with Lebanon Fire District.

E. In addition to the above incentives, Lieutenants, Engineers, Firefighters and Deputy Fire Marshals will be eligible for the following incentives:

1. EMT-A Certification 2% of base wage
2. EMT-I Certification 4.25% of base wage
3. EMT-P Certification 10.25% of base wage starting July 1, 2026 and increase to 11% of base wage starting July 1, 2027

All personnel will maintain their current EMS certification level or higher.

F. Deferred Compensation Match

Beginning July 1, 2023, the district will provide a Deferred Compensation Match as outlined below.

1. Upon successful completion of one year of continuous employment, employee will become eligible to receive the employer match. Employer will match up to 0.5% of employees' monthly base wage into an eligible 457B Deferred Compensation Plan. Per IRS regulations, the combined employee contribution and employer match will not exceed the annual IRS maximum contribution limits.

ARTICLE 10 – PROBATION

10.1 Probationary Period

- A. The probationary period is an integral part of the employee's selection process and provides the District with the opportunity to upgrade and improve the department by observing an employee's work, training and aiding employees in adjustment to their position, and by providing an opportunity to reject any employee whose work performance fails to meet required work standards. As set forth in the Civil Service Rules, every new full-time employee hired into the bargaining unit shall serve a probationary period of twelve (12) full months, after successfully completing the District academy. Employees promoted into a higher classification shall serve a probationary period of twelve (12) full months. A newly hired probationary employee is not eligible to receive a step increase until he/she has successfully completed the probationary period.
- B. The employee's hire date will be the day they become a member of the District for the purpose of seniority and wage step increase except:
 1. The employee will get their first step increase upon successful completion of their probationary period. Subsequent step increases will align to their date of hire.
- C. The Union recognizes the right of the District to terminate new employees on probationary status at any time for any reason without recourse to appeal and to exercise all rights not specifically modified by this agreement with respect to such employees, including but not limited to the assignment of on-the-job training in other job classifications. The Union also recognizes the right of the District to remove an employee on promotional probation for any reason at any time. Such employee shall return to his/her previous position. By the 365th day of the probationary period, the Chief will decide as to whether the employee has successfully completed his/her probationary period and a decision will be rendered at that time in writing. The Chief retains the right to extend probation with written notice.

ARTICLE 11 – RESIDENCY

11.1 Residency

- A. All employees of the Lebanon Fire District and represented by the Union will be required to reside in the State of Oregon. Those employees currently residing outside of the State of Oregon shall move within the state within ninety (90)-days after successful completion of their probationary period. The Fire Chief may grant an extension of time to comply with this provision due to hardship.

ARTICLE 12 – SENIORITY

12.1 Seniority

- A. Seniority shall be defined as the time spent as a member of the bargaining unit.
- B. An employee who has not completed twelve (12) months of continuous employment shall not be considered to have seniority. A letter will be placed in the employee's personnel file establishing his/her date of hire. In the event that two or more employees have the same date of hire, seniority position shall be determined by their placement on the hiring list. A seniority list will be posted each July by the District.
 1. In the event of layoffs, employees shall be laid off in the inverse order of their seniority within each job classification. A person removed from a classification pursuant to this section can bump to a lower classification if his/her total seniority is greater than the least senior employee in the next lower Job Classification and the person is qualified for the position. Recalls from layoffs will be made according to seniority. No new employees may be hired in the department until all laid off employees have been given an opportunity to return.
 2. Seniority shall be computed using only the time actually spent in the bargaining unit.
 - a. An employee shall lose all seniority credit in the event of:
 1. Voluntary quitting.
 2. Discharge.
 3. Failure to return from layoff within fourteen (14) calendar days following notification.
 4. Layoff of more than two (2) years.
 5. Failure to return from leave of absence within three (3) calendar days following the expiration of such leave after the District has made a reasonable effort to notify the employee of such expiration.
 6. Promotion out of the bargaining unit for twelve (12) months or more.
 3. Personnel on Military leave will maintain their seniority.

ARTICLE 13 – DISPUTES AND DISCIPLINE

13.1 Settlement of Disputes

- A. For the purpose of this agreement, a grievance is defined as a dispute about the meaning or interpretation of a provision of this agreement or about an alleged violation of this agreement.

B. Prior to filing a grievance, employee should discuss the issue with the immediate supervisor. If there is no resolution to the problem, it should be forwarded to the Labor Management Team (LMT) for further evaluation.

C. Grievances shall be processed in the following manner:

Step 1:

Prior to the filing of a grievance, the employee shall discuss the grievance with the supervisor within ten (10) business days of the occurrence of the event upon which the grievance is based, or of the date the employee became aware or reasonably should have become aware of such event. Such discussion shall include the facts upon which the grievance is based and the specific remedy sought. The supervisor shall respond to the grievance in writing no later than five (5) business days after conclusion of the discussion with the employee.

Step 2:

If after ten (10) business days from receipt of the immediate supervisor's reply the grievance remains unresolved, the employee and/or the Union shall submit a written notice to the Fire Chief or his/her designee that shall include the following:

1. A statement of the particular facts upon which the grievance is based.
2. Specific provision(s) of the Agreement alleged to have been misinterpreted and/or violated and
3. The remedy sought.

A meeting shall be held within ten (10) business days of the Fire Chief's, or his/her designee's receipt of the written grievance to discuss the grievance. The employee may have a Union-approved representative present at the meeting. The Fire Chief, or his/her designee, shall provide a written response to the grievance within five (5) business days of the above noted meeting.

Step 3:

If the grievance is not resolved within five (5) business days of receipt of the District's response in Step 2, the grievance, only with the agreement of both parties, may be submitted by the Union to mediation under ERB allowances.

D. If the grievance cannot be resolved in mediation, the Union may within five (5) business days of the conclusion of mediation submit the matter to arbitration in the following manner:

1. If the parties cannot mutually select an arbitrator:
 - a. A list of seven (7) arbiters who reside in Oregon and Washington shall be requested of the State Conciliator. The order of striking names from the

list shall be determined by a coin flip with each party alternately striking three names until one name remains.

- b. The arbitrator so selected shall schedule and hold a hearing on the issue(s) and render a decision within thirty (30) days of the conclusion of the hearing or receipt of post hearing briefs. The decision of the arbitrator shall be binding on the parties, but the arbitrator shall have no authority to modify, add to, or delete from the provisions of this Agreement.
 - c. Each party shall be responsible for all costs of presenting its case to the arbitrator. The arbitrator's fees and expenses shall be shared equally by the parties.
 - d. Any or all time limits specified in the grievance procedure may be waived or extended by mutual agreement of the parties.
2. The Union's or employee's failure to meet specified timelines shall result in abandonment of the grievance. The District's failure to meet specified timelines shall result in the grievance being advanced to the next step.
- E. A grievance may be terminated at any time upon receipt of a signed statement that the matter has been resolved.

13.2 Discipline

- A. Standard. No employee shall be disciplined except for just cause.
- B. Oral or written reprimands are not considered discipline and shall not be protested through the grievance procedure.
 1. The employee shall have the opportunity to rebut the charges either orally or in writing. Written rebuttals will be attached to the reprimand.
 2. Oral or written reprimands will be kept in the employee's personnel file for a period not to exceed two (2) years, so long as the employee does not exhibit the same or similar behavior that resulted in the initial reprimand.
 - a. Removed documents will be retained in a confidential records retention file. Such documents will be subject to release upon a valid Court order/subpoena, or to rebut a claim of lack of notice or disparate treatment.
- C. Probationary Employee. This article shall not apply to any employees on initial hire probation as defined herein.
- D. Imposition. If the District has reason to discipline an employee, it shall make reasonable effort to impose such discipline in a manner that will not unduly embarrass the employee before the other employees or the public.

E. Due Process. In the event that the District believes an employee may be subject to discipline greater than a written warning, the following procedural due process shall be followed:

1. The employee shall be notified of the charges or allegations that may subject them to discipline.
2. The employee shall be notified of the disciplinary sanctions being considered.
3. The employee will be given the opportunity to refute the charges or allegations either in writing or orally in an informal meeting.
4. At their request, the employee will be entitled to Union representation at the informal meeting.

13.3 Labor Management Team

For the purpose of maintaining continued harmony, a Labor Management Team is established.

A. The Role of the LMT

1. Provide a flow of communication between employees and staff.
2. Assess, resolve, and clarify problems dealing with:
 - a. Contract matters
 - b. Personnel matters
 - c. Disciplinary matters
 - d. Disputes—potential grievances
3. Information exchange on specific issues.

B. Membership of the LMT

1. Union representation: Executive Team.
2. Staff representation: Management Team.
3. The LMT will normally function with the two (2) primary members representing each group.
4. Any member of the LMT who has a conflict of interest, or who is unable to attend will be replaced by an alternate.

C. Meeting Criteria

1. The LMT will meet at least quarterly and as noted below.
2. Upon request from either staff or union representative.
3. Upon submission of a request concerning management/labor issues.
4. When a potential grievance has been identified:
 - a. A written request for consideration of the potential grievance will be submitted by the employee to the Chief or the Union President within five (5) weekdays of awareness of the grievable action.

- b. The Chief or Union President will notify all members of the LMT, and a hearing will be conducted within ten (10) weekdays following the notification of the employee request to the Chief or Union President.
- c. Any decision from the LMT will be rendered and the employee notified in writing within five (5) weekdays of the said meeting.
- d. Any employee who is not satisfied with the LMT's decision may pursue this issue through the Settlement of Disputes Section of the contract. This must be submitted in written form within five (5) weekdays of the LMT's decision.
- e. Disciplinary action may also be appealed to the LMT by using the same process noted above.

ARTICLE 14 – RETIREMENT

14.1 Retirement

- A. The District agrees to participate in the Public Employees Retirement System (PERS) as the retirement plan for all full-time employees of the District. The District agrees to pick up the employee portion, currently six percent (6%), of the PERS contribution.

Appendix A – Comparable Jurisdictions

Current comparables used:

- Albany
- Columbia River
- Keizer
- McMinnville
- Marion County Fire District 1
- Redmond

Appendix B – Wage Ranges

Dual-Role Wage Scale

	7/1/2026	7/1/2027
	3%	3%
Firefighter		
Step 1	\$ 5,901	\$ 6,078
Step 2	\$ 6,166	\$ 6,351
Step 3	\$ 6,443	\$ 6,636
Step 4	\$ 6,733	\$ 6,935
Step 5	\$ 7,035	\$ 7,246
Step 6	\$ 7,354	\$ 7,575
Engineer		
Step 1	\$ 7,669	\$ 7,899
Step 2	\$ 8,014	\$ 8,254
Lieutenant		
Step 1	\$ 8,332	\$ 8,582
Step 2	\$ 8,683	\$ 8,943

Single-Role Wage Scale

	7/1/2026	7/1/2027
	3%	3%
EMT		
Step A	\$ 3,193	\$ 3,289
Step B	\$ 3,353	\$ 3,454
Step C	\$ 3,520	\$ 3,626
Step D	\$ 3,694	\$ 3,805
Step E	\$ 3,878	\$ 3,994
Step F	\$ 4,074	\$ 4,196

Advanced		
Step A	\$ 3,406	\$ 3,508
Step B	\$ 3,575	\$ 3,682
Step C	\$ 3,753	\$ 3,866
Step D	\$ 3,941	\$ 4,059
Step E	\$ 4,139	\$ 4,263
Step F	\$ 4,346	\$ 4,476

Collective Bargaining Agreement July 1, 2026– June 30, 2028

Intermediate		
Step A	\$ 3,618	\$ 3,727
Step B	\$ 3,799	\$ 3,913
Step C	\$ 3,985	\$ 4,105
Step D	\$ 4,187	\$ 4,313
Step E	\$ 4,396	\$ 4,528
Step F	\$ 4,616	\$ 4,754

Paramedic		
Step A	\$ 4,257	\$ 4,385
Step B	\$ 4,470	\$ 4,604
Step C	\$ 4,693	\$ 4,834
Step D	\$ 4,924	\$ 5,072
Step E	\$ 5,174	\$ 5,329
Step F	\$ 5,433	\$ 5,596

Appendix C – Retirement Health Care Benefits

To Qualify:

1. The employee must have been hired before July 1, 2002,
2. Must be fifty (50) years of age,
3. Must retire under PERS from Lebanon Fire District,
4. Must have ten(10) years of service with Lebanon Fire District to become vested,
5. Employee will accrue four percent (4%) of the benefit per year and will qualify for 100% after twenty-five (25) years of service.

Benefits:

1. Coverage under this program would be for employee plus spouse for the same basic health benefit programs offered by Lebanon Fire District if the law and carrier allows. The basic benefit will be provided until the employee is eligible for Medicare, when the benefits terminate.
2. The benefit is terminated with the death of the employee. (A survivor district subsidized benefit is not being offered to employee spouses.)
3. Employees who must retire due to an on-the-job injury or illness will be covered at 100% of the after twenty-five (25) year benefit regardless of years served (this means a 75%-25% split). Employees who must take early retirement due to an off-the-job injury or illness will qualify for this benefit only if they are vested and only for the percent of benefit for the years of service that they have completed with Lebanon Fire District.
4. The expense of the benefit will be split 75% by the District and 25% by the employee for the percent the employee qualifies for at retirement. Example, employee works seventeen (17) years at 4% per year or 68%. The District will pay 75% of the 68% or 51%. The employee will pay the remaining 49%.
5. If the Federal or State government dictates to the District some form of “socialized medicine” which requires financial participation by the District, this program will be replaced by the government program when the financial obligation becomes due and payable.

Post-Retirement Health Care Benefit. The District and the Union agree that the Post-Retirement Health benefit as defined in Appendix C (1 – 5) has a value to the Union and a cost to the District. The District has evaluated this benefit and has determined that the value is approximately 0.5% of the total union salary. The Union and the District agree to discuss

alternative funding mechanisms of this benefit (i.e. IAFF-PEHP) at such a time that is mutually beneficial to the District and the employees covered under this program.

Appendix D – Medical Benefits Cost

The District has agreed that medical benefits cost will be shared 95% by the District and 5% by the Employee. This split will be based on the cost of the plan in place on July 1, 2019, that includes Regence Copay Plan C with alternative care rider; VSP Vision (24/24/24) and Delta Dental Plan II with Ortho option.

The District agrees to the same 95%/5% cost share for increases up to 10% annually. Increases above 10% will be cost shared at 50%/50% split between the District and the employee.

An employee who has other group medical coverage may opt out of medical benefits. Those employees who opt out of medical benefits will receive \$100 per month in lieu of medical coverage.

An employee who opts out of medical coverage will not receive any VEBA contribution for the period of time that they are not receiving medical benefits.

Appendix E – VEBA

Voluntary Employee’s Beneficiary Association

The District will deposit quarterly an amount equal to three months’ contribution, according to the agreed upon annual contributions, set out below.

VEBA Deposits	Employee Only	2-Party	Family
Annually	\$1160	\$2110	\$2820

Appendix F – Single Role

The Lebanon Fire District (District) staffs single-role medic units to respond to EMS calls for service within the District's Ambulance Service Area and mutual aid areas. Full-time paramedic and EMT personnel are to be used to staff these units.

District reserves the right to end the program at any time based on organizational or operational needs.

The District and the International Association of Firefighters, Local No. 2163 (Union), agree to the following language:

2. Single-role positions will be paid according to the attached wage scale (Appendix B – Wages).
3. Employees are eligible for applicable incentive pays as defined in sections 3.1, 9.3.C, and 9.3.D of the CBA.
4. Full-time positions will be assigned to a 40-hour workweek with a flexible schedule, and all hours in excess of forty (40) hours per week will be paid at the overtime rate defined in the CBA.
5. Employees will be considered members of the bargaining unit.
6. Employees are subject to a twelve (12)-month probationary period as outlined in the Civil Service Rules and the CBA language on training/probationary periods.
7. Employees are eligible for single-role callback as defined in the District's CBA using the District's accepted process and procedure.
8. Dual-role employees will not fill single-role positions unless 1.) all eligible single-role employees have been contacted first and the position remains vacant OR 2.) emergency callback has been initiated, and a dual-role employee is needed to complete a single-role medic unit staffing. Single-role employees will not fill dual-role positions.
9. In the event that dual-role employees are needed for minimum staffing requirements, the District will fill the vacancies using accepted callback procedures as defined by the CBA.
10. Any overtime must be approved by a supervisor.
11. Single-role employees must give at least one week's notice of intent to use accrued leave, other than sick leave. Only one single-role member can be off on the same shift.
12. Employees will be eligible for full-time health benefits.
13. Daily supervision for each employee is provided by the Lieutenant assigned to Fire Station 31. Overall supervision of each employee is provided by the Division Chief of Operations.

14. Single-role employees will not automatically be granted a dual-role position when these positions become available but are eligible to apply if they meet minimum qualifications and can compete to fill a dual-role position. Single-Role employees will be granted hiring preference points as stipulated in the Lebanon Fire District Civil Service Rules.
15. Single-role employees may request a trade with another single-role employee under the following conditions:
 - a. Staffing software is utilized to request the trade at least twenty-four (24) hours prior to the trade,
 - b. The trade does not prevent the single-role medic unit from operating as an ALS unit, and
 - c. The trade must be approved by the single-role employee's supervisor prior to trade occurring.

Appendix G – Signature Page

This CBA shall supersede all existing Collective Bargaining Agreements between the District and the Union for employees represented by the Union for the period commencing July 1, 2026 and ending June 30, 2028.

Dated This 1st Day of July, 2026

Local 2163, International Association of
Firefighters

Lebanon Fire District

Jason Carroll, President

John Tacy, Fire Chief

Jason Adamson, Vice President

Mark Fitzwater, Division Chief

Michael Perkins, Secretary

Candace Hedding, Fire Marshal

Jacob Graff, Steward

Desiree Barker, Chief Admin Officer

Kyle Kemper, Steward

Brett Kibble, Battalion Chief