



**CITY OF SIOUX CITY
SALARY AND BENEFITS PLAN
FOR
FIRE DEPARTMENT SUPERVISORY EMPLOYEES
EFFECTIVE JULY 1, 2020 – JUNE 30, 2023**

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SALARY AND BENEFITS PLAN FOR FIRE DEPARTMENT SUPERVISORY EMPLOYEES

SECTION 1 – GENERAL PROVISIONS

1.01 PURPOSE

It is the purpose of this plan to establish policies of employment to include salary and benefit information for Fire Department Supervisory Employees. The term “employee” as used herein, shall include all Fire Supervisory classifications

1.02 APPLICATION OF STATE STATUTES

In situations where the provisions of this plan conflict with the Code of Iowa and/or Federal Laws, which are applicable to City employees, the provisions of the Code of Iowa and the Federal Laws shall supersede these provisions.

1.03 ADMINISTRATION

- a. **Authority:** The City Manager is authorized and directed to administer the provisions of this plan including the right to establish such administrative procedures as may be necessary to further explain and implement the provisions.
- b. **Departmental Regulations:** The provisions of this plan shall not be construed as limiting in any way the power and authority of the Fire Chief to make departmental rules and regulations governing the conduct and performance of employees. Departmental rules and regulations, however, shall not conflict with provisions of this plan.

1.04 NONDISCRIMINATION

- a. **Policy:** Supervisory positions in the Fire Department shall be open to all applicants who meet the qualifications established for the position for which application is made. No person shall, in any way, be favored or discriminated against because of race, political or religious opinions and affiliations, national origin, sex, age, or disability in violation of any state or federal civil rights laws.
- b. **Affirmative Action:** The City has adopted an "Affirmative Action Program" by resolution of the City Council. The policy of the City with respect to all phases of employment is available in the Human Resources Department and shall be administered in accordance with the provisions contained therein.

1.05 POSITION CLASSIFICATION PLAN

The City of Sioux City has adopted and maintains a Position Classification Plan, which shall be administered in accordance with the provisions contained therein.

SECTION 2 – PAY POLICY

2.01 AUTHORITY TO ESTABLISH SALARIES

The City Council shall establish all salaries and benefits, which may need to be modified as economic situations indicate. Individual salary increases will be based upon individual performance, as outlined in Section 2.2. In instances where compression occurs, situations will be evaluated and efforts will be made to maintain an appropriate level of internal equity. Salaries for reclassifications and new classifications shall be approved by the City Council based on recommendation by the City Manager.

2.02 ADMINISTRATION OF PAY PLAN

The City Manager or designated representative shall be responsible for administering the salary schedule according to the following provisions:

- a. **Beginning Salary Rate:** Employees will be placed at the beginning of the salary range when they are promoted to a higher pay classification unless there are extraordinary circumstances that would justify placing the employee at a higher level within the range. The City Manager shall have final authority to make such adjustments where indicated.
- b. **Pay Adjustments:** Adjustments in an employee's pay shall be determined on an annual basis as provided in Table I-E.

Fire Supervisory employees' salaries shall be maintained within the range established for the job classification they currently hold.

In unusual situations of superior performance, supported by the Fire Chief's evaluation and recommendation, an employee may receive a special performance increase when recommended by the Human Resources Director and approved by the City Manager.

- c. **Performance Evaluation and Pay Review Anniversary Dates:** The anniversary date upon which an employee shall become eligible for a performance pay adjustment shall be determined as follows:
 - 1) The anniversary date for the purposes of performance evaluation and pay review for all supervisors shall be July 1st of each calendar year. Supervisors with an appointment, promotion or other performance pay increase during that fiscal year shall receive a partial year's evaluation on July 1st. These partial year evaluations will be managed on a case-by-case basis to ensure internal equity and control.
- d. **Pay Rate Adjustments:** The following personnel actions shall affect the pay status of an employee in the manner provided:
 - 1) **Promotion:** When an employee is promoted to a position in a class assigned at a higher pay range than that assigned to the class to which the employee's previous position was allocated, the employee shall be advanced to the minimum of the pay range for the class to which the employee is promoted, provided, however, that if the employee's rate of pay prior to promotion was equal to, or more than such rate for said minimum, the employee shall be advanced to a higher rate that provides a reasonable adjustment above the rate the employee was receiving prior to promotion. Newly promoted Assistant Fire Chiefs and Fire Marshals with a B.S. or B.A. Degree will be placed at step 2 of pay range.

- 2) **Demotion:** Upon demotion, an employee normally shall receive a decrease in pay. However, it shall be the responsibility of the City Manager or designated representative in each instance to determine the amount of the pay decrease, if any.
 - 3) **Temporary Assignment:** Any employee temporarily filling a vacancy in a higher classification for five (5) working days or more, shall receive the salary paid for the higher classification.
- e. **Performance Plan and Evaluation Process Overview:** Pay increases are automatic. Performance reviews will be based on an employee's annual job performance as documented by the Fire Chief or designee, with a completed written performance evaluation, which has been reviewed by and discussed with the employee before submission.
- An important part of supervisory responsibilities includes completing an accurate and honest performance evaluation on employees supervised. The evaluation itself must be completed and submitted within 30 days of the employee's designated evaluation date. All departments will complete the Performance Evaluation form for all employees (including employees whose salary is at the top of the range). Each Fire Supervisory employee should complete the evaluation form as a "self-evaluation" prior to the formal evaluation with their supervisor. An important part of the performance evaluation is the establishment of personal goals for the next fiscal year. Goal achievement should, where appropriate, be linked to individual and departmental performance measures.
- f. **Performance Improvement Plan:** Any employees receiving "Needs Development" or "Unacceptable" as their overall rating must be placed on a performance improvement plan and may have their pay reduced. The Human Resources Director must be contacted before placing the employee on the performance improvement plan. A separate "Performance Improvement Form" will be used in these cases.

2.03 PAYDAYS

Employees covered by the provisions of this plan shall be paid on a bi-weekly basis on the Friday following the end of each bi-weekly pay period. If the payday falls on a holiday, payment shall be made on the preceding regular workday. Payment, exclusive of deductions, shall be by direct deposit to the financial institution designated by the employee.

2.04 DEDUCTIONS

Employees may authorize deductions from their pay for the following purposes:

- a. U.S. Savings Bonds
- b. United Way
- c. Medical and Dental insurance
- d. Credit Union
- e. Group Life Insurance to an approved company
- f. Deferred Compensation
- g. Health Insurance Premiums
- h. Flexible Spending Account
- i. Parking
- j. City Manager Authorized Deductions

2.05 COMPENSATION

Every employee covered by the provisions of this plan shall receive a salary or stated compensation determined in accordance with the pay plan. The rates of pay set forth in the pay plan are for full-time employment and represent the total salary compensation except as otherwise provided.

- a. **Allowances:** Compensation shall not be considered to include allowances for travel or other expenses, which shall be paid by the City when authorized and approved, by the City Manager.
- b. **Longevity Pay:** Longevity pay shall be \$ 14.77 per biweekly pay period for every five years of continuous service.

Employees who have performed continuous service for five years shall be eligible for longevity pay at the beginning of the pay period immediately following the completion of the required five years of service.

- c. **Terminal Vacation Pay:** When an employee terminates or is terminated by the City, all accrued vacation, considered terminal leave, shall be paid and included in the final paycheck. Computation of such terminal vacation pay shall be on the basis of the employee's regular rate of pay at the time of termination, including longevity pay, if applicable.
- d. **Retirement Severance Pay:** Any employee who retires and immediately upon such retirement becomes eligible for regular retirement benefits under the provisions of the Fire Fighter's Retirement System, the Social Security Act or Workers' Compensation, or resigns as a vested member of the provisions of the Fire Retirement System, shall receive retirement severance pay, at the rate of three day's pay (24 hours) for each full twelve (12) months of consecutive service with the City. Assistant Fire Chiefs assigned to Fire Suppression and any other Fire Supervisor that may be required to work a 56-hour workweek shall have their hourly dollar value calculated using a 40-hour work week.

Computation of such retirement severance pay shall be on the basis of the employee's regular rate of pay at the time of termination, including longevity pay, if applicable. In the case of death, employee's designated beneficiary shall receive the earned severance pay.

- e. **Uniform and Food Allowance**

- 1) **Uniform Allowance:** Uniformed employees of the Fire Department shall receive a yearly uniform allowance of \$1,275 for the replacement and maintenance of uniform clothing required by this department, payable in cash. The cash payment shall be a separate check from the normal payroll.

The City shall replace at replacement cost, outside of uniform allowance, any uniform clothing damaged or destroyed in the line of duty. This shall include glasses, wristwatches and wristwatch bands. Replacement costs for watches shall be limited to actual value but not to exceed \$100.00.

- 2) **Food Allowance:** Assistant Fire Chiefs assigned to a 24-hour shift work schedule will receive a food allowance of \$15.00 a month.

- f. **Shift Differential:** A shift differential of twenty (20) cents per hour will be paid to all employees who are assigned to a 24-hour shift for the eight hours worked between 4:00 p.m. and 12:00 a.m.
A shift differential of thirty (30) cents per hour will be paid to all employees who are assigned to a 24-hour shift for the eight hours worked between 12:00 a.m. and 8:00 a.m. Shift differential shall not be paid an employee when the employee is receiving overtime rates of pay.
- g. **Deferred Compensation:** If an employee contributes to the City of Sioux City's Deferred Compensation Plan and Trust (I.R.C. Sec. 457), the City will make a matching contribution up to the limit stated below. The City's matching contribution shall be made at the same time and in the same manner as the employee's contribution. The City's matching contribution will be 2.75%.
- h. **Retirement Health Care Severance Pay:** The City will establish a Health Reimbursement Arrangement (HRA) as the means to receive 20% payout of the value of the Sick Leave balance. Qualifying members must meet MFPRSI retirement eligibility. This article eliminates former Article 11.09(e) – Sick Leave Bonus

SECTION 3 – INCOMPATIBLE ACTIVITIES

3.01 PROHIBITION OF

An employee shall not engage in any employment, activity or enterprise which is inconsistent, incompatible or in conflict with his/her duties as a City employee, or with the duties, functions and responsibilities of the department by which he/she is employed.

3.02 INCOMPATIBLE ACTIVITIES

The following activities, said listing not to be construed as comprehensive, shall be considered inconsistent, incompatible or in conflict with City employment:

- a. Any employment, activity or enterprise which involves the use for private gain or advantage of the City's time, facilities, equipment, supplies, prestige or influence of a City office or equipment.
- b. Any activity which involves the receipt or acceptance by the employee of any money or other consideration from anyone other than the City for the performance of an act which the employee would be required or expected to render in the regular course of his/her City employment or a part of his/her duties as a City employee.
- c. Any activity which involves the performance of an act in other than his/her capacity as a City employee which may later be subject, directly or indirectly, to the control, inspection, review, audit or enforcement by such employee or the department by which he/she is employed.
- d. Any activity which involves so much of the employee's time that it impairs his/her attendance or efficiency in the performance of duties as a City employee.
- e. Endorsements of any product or service utilizing the employee's official position with the City must have prior authorization of the City Manager. The appointing authority shall make the final determination when necessary, as to whether a specific activity is prohibited.

3.03 POLITICAL ACTIVITY

An employee shall not, while performing official duties or while using City equipment at the person's disposal by reason of the position, solicit, in any manner, contributions for any political party or candidate or engage in any political activity during working hours that impairs the efficiency of the position or presence during the working hours. A person shall not seek or attempt to use any political endorsement in connection with any appointment to a position with the City of Sioux City.

An employee shall not, by the authority of the position, secure or attempt to secure in any manner for any other person an appointment or advantage in appointment to a position or an increase in pay or other advantage of employment in any such position for the purpose of influencing the vote or political action of that person or for any other consideration.

An employee who in any manner supervises employees shall not directly or indirectly solicit the person supervised to contribute money, anything of value, or service to a candidate seeking election, or a political party or candidate's political committee.

An employee who becomes a candidate for any elective public office shall, upon request of the employee and commencing any time within thirty (30) days prior to a primary, special or general election and continuing until after this thirty (30) day period, automatically be given a leave of absence without pay. Any employee who is a candidate for any elective public office shall not campaign while on duty as an employee. This section shall not be construed to prohibit any employee or group of employees, individually or collectively, from expressing honest opinions and convictions, or making statements and comments concerning their wages or other conditions of their employment.

3.04 URBAN RENEWAL

In that the City of Sioux City is actively involved in a continuous Urban Renewal Program, employees of the City shall be particularly cognizant of their employment relative to an interest (property or business interest) they may have or anticipate having in any designated Urban Renewal area.

With regard to Urban Renewal, employees shall comply with the provisions of Sections 362.5, 403.16 and 403A.22 of the Code of the State of Iowa.

SECTION 4 – ATTENDANCE AND LEAVES

4.01 WORKDAY AND WEEK DEFINED

The regular working day of employees shall be eight or 24 hours, in accordance with departmental policy. Lunch periods and rest periods shall be granted to employees consistent with work schedules.

4.02 HOLIDAYS

The following calendar days of the year shall be observed as holidays.

- (1) New Year's Day January 1st
- (2) Dr. Martin Luther King Jr.'s
Birthday Third Monday in January
- (3) Good Friday Friday before Easter
- (4) Memorial Day Last Monday in May
- (5) Independence Day July 4th
- (6) Labor Day First Monday in September
- (7) Veterans Day November 11th
- (8) Thanksgiving Day Fourth Thursday in November
- (9) Day After Thanksgiving Friday following the Fourth
Thursday in November
- (10) Christmas Eve December 24th
- (11) Christmas Day December 25th
- (12) Employee's birthday

- a. **Weekend Holidays:** In the event any of the above-mentioned holidays falls on a Sunday, it will be observed on the following Monday.

In the event any of the above-mentioned holidays falls on a Saturday, it will be observed on the preceding Friday.

- b. **Application:** All employees shall be entitled to one day's pay for the holiday; provided, however, that the foregoing shall not relate to any Assistant Fire Chiefs assigned to a 24-hour shift. In lieu of paid holidays, Assistant Fire Chiefs assigned to fire suppression shall be granted a corresponding amount of annual vacation leave to be credited to them in accordance with this pay plan and departmental policy. Persons who are on leave of absence without pay are not entitled to holiday pay or credit for such pay.
- c. **Compensation:** When requested by an employee and approved by the Fire Chief, an employee may receive pay in lieu of time off for up to two twenty-four (24) hour shifts of vacation and holiday time per year. Said rate of pay shall be the current base hourly rate for the employee's classification.

Employees assigned to 40-hour workweek (8 hour days) will be allowed to sell back five (5) eight (8) hour days when approved by the Fire Chief.

4.03 VACATION

- a. All employees shall be entitled to leaves of absence with full pay for vacation periods. In the event that full vacation leave is not taken, up to 5 shifts (120 hours) for 24 hour employees or 120 hours for 40 hour employees, of unused vacation leave may be carried over from one calendar year to the next.

In the event that an employee is required to forego his/her scheduled vacation for the convenience of the City and his/her vacation period cannot be conveniently rescheduled within that calendar year, the employee so affected shall be authorized to carry over his/her vacation period from one calendar year to the next with the written approval of the Fire Chief

b. **Annual Accrual:** Employees shall be granted and accrue vacation periods in accordance with the following schedules:

1) Assistant Fire Chiefs assigned to a 40-hour workweek:

<u>Years of Continuous Service</u>	<u>Weeks Allowed</u>
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After one year. 1 week

After 2 years and for each year thereafter,
up to and including the 6th year..... 2 weeks

After 7 years and for each year thereafter,
up to and including the 11th year..... 3 weeks

After 12 years and for each year thereafter,
up to and including the 19th year..... 4 weeks

After 20 years and for each year thereafter. 5 weeks

2) Assistant Fire Chiefs assigned to a 24-hour shift:

<u>Years of Continuous Service</u>	<u>Weeks Allowed</u>
------------------------------------	----------------------

After one year. 8 shifts

After 2 years..... 10 shifts

After 7 years..... 13 shifts

After 12 years..... 15 shifts

After 20 years..... 17 shifts

Credit for vacation leave accumulates during leave with pay.

c. **Credit Limitation:** Credit for vacation leave accumulates only during leave with pay status except during terminal vacation and when an employee is receiving payments due to work-connected injury and has exhausted the benefits set forth in Section 4.6.

c. **Grant Procedures:** Vacations shall be granted in accordance with departmental rules and regulations.

e. **Holidays:** A legally designated holiday that falls during an employee's vacation shall not be charged against the employee's vacation.

f. **Termination:** An employee who leaves the employment of the City shall be compensated for vacation leave earned.

g. **Military Leave:** All earned vacation leave shall be paid to an employee granted military leave.

4.04 SICK LEAVE

a. **Grant:** Each employee shall be granted sick leave with pay to be used only with the approval of the Fire Chief for the following reasons; personal illness or injury, quarantines, injury or due to the serious illness or death of the employee's mother, father, sister, brother, spouse, children, step-children, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparents or grandchild, and grandparents-in-law. Illnesses due to an on the job illness or injury follow the provisions of the Iowa Worker's Compensation Laws and are not counted against an employee's personal accumulation of sick leave.

- b. **Accrual:** For each completed biweekly period of service, all employees working a 40-hour week shall accrue .462 days of sick leave with pay per pay period. Such leave is accrued as long as an employee is not on leave without pay basis. Assistant Fire Chiefs assigned to a 24-hour shift shall accrue .577 days of sick leave per biweekly pay period. Sick leave shall accrue during the period of sick leave with pay.
- c. **Charge:** Paid sick leave for employees shall be charged on an as used basis.
- d. **Use and Certification:** Requests for sick leave shall be made in accordance with rules and regulations established by the Fire Chief.
- e. **Accumulation:** Unused sick leave shall be cumulative without limit and may be used at any time as earned for absence due to any of the causes set forth.
- f. **Wellness Incentive:** Employees who participate in the City's Wellness Program and meet its requirements will receive a \$550 Wellness Incentive. This additional compensation shall be paid on or before the 15th day of August and shall be a separate check from the normal paycheck. Employees must work the entire fiscal year in order to be eligible for this incentive.

4.05 FUNERAL LEAVE

Upon verification of death, twenty-four (24) hours leave of absence with pay, for 40 hour personnel and twenty-four (24) hours leave of absence with pay for 24 hour personnel, will be granted as funeral leave to an employee for the purpose of attending the funeral of a member of the employee's family or a member of the family of the employee's spouse. Such funeral leave shall not be deducted from the employee's accumulated sick leave or annual vacation leave. Family is defined as consisting of individuals with the following relationship to the employee: mother, father, stepparent, sister, brother, half-sister, half-brother, spouse, son, daughter, stepchild, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandparent, grandparent-in-law, or grandchild. Additional working hours off due to such a death may be taken as sick leave upon approval of the Fire Chief.

4.06 INJURY LEAVE

Injury leave for injuries sustained in the line of duty shall be granted pursuant to the provisions of Chapter 411 of the Code of Iowa as amended.

4.07 MATERNITY LEAVE

- a. **Grant:** Maternity leave shall be granted if requested by the employee. Any temporary disabilities caused or contributed to by pregnancy and/or childbirth shall be considered a personal illness and all regular sick leave benefits, rules and regulations shall apply the same as any other illness.
- b. **Extended Maternity Leave Without Pay:** A leave of absence beyond the time of medical confinement for pregnancy and childbirth may be granted without salary or sick leave benefits for a period not to exceed one year. If an extended leave of absence is anticipated, a request for a leave shall be filed with the Human Resources Director reasonably in advance of the anticipated absence.

4.08 MILITARY LEAVE

Military leave shall be granted by the City Manager or the Council as the case may be, in accordance with the provisions of the Code of Iowa.

4.09 WITNESS AND JURY LEAVE

When an employee is lawfully subpoenaed to appear as a witness before any court, administrative agency or other governmental body to testify for the federal government or its agencies, the state or any political subdivision of the state, the time spent shall be considered as a leave of absence with pay and shall be considered to be time worked for all overtime, including F.L.S.A. purposes, provided the employee is not a party to the proceedings. However, any fees, exclusive of mileage and meal allowance, received by said employees for jury or witness service on City time shall be given to the City.

4.10 LEAVE WITHOUT PAY

- a. Leave of absence without pay may be granted by the City Manager upon the recommendation of the Fire Chief, but such leaves shall be limited to periods not exceeding 30 calendar days. Requests for renewal of 30 day leave periods may be granted in the same manner.
- b. **Certification:** No leave of absence shall be granted except upon written request of the employee. Whenever granted, such leave shall be in writing and signed by the City Manager and a copy of the leave, so approved, filed with the Human Resources Director.
- c. **Reinstatement:** Upon expiration of approved leaves, the employee shall be reinstated in the position he/she held at the time such leave was granted. Failure of the employee to report promptly shall be cause for discipline or dismissal.
- d. **Benefits:** Unless specified elsewhere in this plan, employee's authorized said leave shall accrue or receive no benefits during said leave.

4.11 ABSENCE WITHOUT LEAVE

Any absence of any employee from duty, including any absence for a single day or any part of a day, that is not requested and authorized by a specific grant of leave under provisions of stated leave policy, shall be grounds for disciplinary action.

SECTION 5 – GRIEVANCE PROCEDURE

5.01 DEFINITION

A grievance shall be defined as a dispute or disagreement raised by an employee against the City involving the interpretation or application of the specific provisions of this policy plan. It is specifically understood that any matters governed by Civil Service Commission rules or Civil Service statutory provisions and matters governed by Chapter 411, Iowa Code shall not be considered grievances and shall not be subject to the grievance procedure set forth herein. Further, any disciplinary actions which may be appealed to the Civil Service Commission shall not be considered grievances and shall not be subject to the grievance procedure herein. Grievances, as herein defined shall be processed in accordance with the procedure set forth in Section "b" below.

- a. Any employee may process a grievance as outlined in this procedure. Probationary employees shall have no right to grieve on matters of discipline, removal or discharge.

- b. All time limitations in this grievance procedure shall exclude Saturdays, Sundays, and holidays and may be extended by mutual agreement of the employee and the appropriate supervisor. All reference to days shall mean workdays.

Step 1 An employee who has a grievance may orally present the grievance to the immediate supervisor within five (5) days of the occurrence of the alleged grievance. The immediate supervisor shall respond orally to the employee within three (3) days of the oral grievance.

Step 2 The grievance shall be considered resolved unless within five (5) days of the receipt of the response at Step 1, the employee submits a written appeal to the department head or to the department head's authorized representative. The department head shall respond in writing to the grievant within five (5) days of the receipt of the grievance.

Step 3 The grievances shall be considered resolved unless within five (5) days of the receipt of the response at Step 2, the employee and/or authorized representatives submit a written appeal to the City Manager. The City Manager shall hold a hearing within ten (10) days of the receipt of the appeal.

The employee and the department head shall have the right to be present and to set forth information to assist the City Manager in reaching a decision on the grievance. Said decision shall be issued within ten (10) days following the completion of the hearing. The decision of the City Manager shall be final and binding upon the parties.

SECTION 6 – INSURANCE

6.01 INSURANCE ELIGIBILITY

Full time regular employees are eligible for this insurance the first of the month following fifteen (15) days of continuous employment.

6.02 INSURANCE COSTS

- a July 1, 2020 through December 31, premium payments will be a percentage of the full premium cost. Employees will pay 10% of the full premium. If the employee successfully participates in the Wellness Program established by the City, the employee will pay 5% of the full premium.

Wellness (5%)	Full Premium	Employee Paid	Employer Paid
Single	\$787.00	\$39.00	\$748.00
Employee+1	\$1,570.00	\$78.00	\$1,492.00
Family	\$2,211.00	\$110.00	\$2,101.00

Non-Wellness (10%)	Full Premium	Employee Paid	Employer Paid
Single	\$787.00	\$78.00	\$709.00
Employee+1	\$1,570.00	\$157.00	\$1,413.00
Family	\$2,211.00	\$221.00	\$1,990.00

- b. Effective January 1, 2021, premium payments will be a percentage of the full premium cost. Employees will pay 5% of the full premium for each: Single, Employee+1 and Family premiums.
- c. Effective January 1, 2022, premium payments will be a percentage of the full premium cost. Employees will pay 7.5% of the full premium for each: Single, Employee+1 and Family premiums.
- d. Effective January 1, 2023, premium payments will be a percentage of the full premium cost. Employees will pay 10% of the full premium for each: Single, Employee+1 and Family premiums.

6.03 INSURANCE DEDUCTIBLES

<u>Deductible</u>	<u>In Network</u>	<u>Out of Network</u>
Single	\$1,000.00	\$1,500.00
Employee+1	\$1,400.00	\$2,250.00
Family	\$1,800.00	\$3,000.00

6.04 INSURANCE MAXIMUM OUT OF POCKET AMOUNTS

<u>Max Out of Pocket</u>	<u>In Network</u>	<u>Out of Network</u>
Single	\$1,600.00	\$3,000.00
Employee+1	\$2,400.00	\$4,500.00
Family	\$3,200.00	\$6,000.00

SECTION 7 – PROFESSIONAL DEVELOPMENT

7.01 EDUCATION

The City believes in the organizational and personal value of professional growth of its employees through educational efforts. Employees are encouraged to pursue individual plans of action with the City Manager.

SECTION 8 - RETIREMENT

8.01 RETIREMENT BENEFITS

All employees covered by the Fire Retirement System shall be entitled upon retirement to benefits for which they are eligible as provided by the laws of the State of Iowa.

SECTION 9 - DURATION

9.01 DURATION

This salary and benefits plan shall remain in effect until June 30, 2020 unless otherwise directed by the City Council.

SECTION 10 – PHYSICAL EXAMINATION

10.01 PHYSICAL EXAMINATION

The Fire Chief shall schedule physical examinations so that each employee is given a physical exam every third year. These physical examinations shall consist of an EKG, chest X-ray, heart stress, and such other examinations as may be prescribed by the physicians designated by the City. The cost of these physical examinations shall be at the expense of the City.

TABLE I-E – FIRE SUPERVISORY SALARY SCHEDULE
HOURLY, BIWEEKLY AND ANNUAL SALARY SCHEDULE

Annual Schedule Effective June 20, 2020

Class Code	Class Title	Pay Grade		Step 1	Step 2	Step 3	Step 4
5108	Assistant Fire Chief	R01	<i>Hourly</i>	\$ 53.6266	\$ 55.0065	\$ 56.4220	\$ 57.8738
5104	Fire Marshall		<i>Bi-Weekly</i>	\$ 4,290.13	\$ 4,400.52	\$ 4,513.76	\$ 4,629.91
			<i>Annual</i>	\$ 111,543.30	\$ 114,413.59	\$ 117,357.74	\$ 120,377.54
Deferred Comp Match		2.75%		\$ 3,067.44	\$ 3,146.37	\$ 3,227.34	\$ 3,310.38

Annual Schedule Effective June 19, 2021

Class Code	Class Title	Pay Grade		Step 1	Step 2	Step 3	Step 4
5108	Assistant Fire Chief	R01	<i>Hourly</i>	\$ 55.2354	\$ 56.6567	\$ 58.114	\$ 59.610
5104	Fire Marshall		<i>Bi-Weekly</i>	\$ 4,418.83	\$ 4,532.54	\$ 4,649.1	\$ 4,768.80
			<i>Annual</i>	\$ 114,889.60	\$ 117,846.00	\$ 120,878.47	\$ 123,988.8
Deferred Comp Match		2.75%		\$ 3,067.44	\$ 3,159.46	\$ 3,240.77	\$ 3,324.16

Annual Schedule Effective June 18, 2022

Class Code	Class Title	Pay Grade		Step 1	Step 2	Step 3	Step 4
5108	Assistant Fire Chief	R01	<i>Hourly</i>	\$ 56.8924	\$ 58.3564	\$ 59.8581	\$ 61.3983
5104	Fire Marshall		<i>Bi-Weekly</i>	\$ 4,551.40	\$ 4,668.51	\$ 4,788.65	\$ 4,911.87
			<i>Annual</i>	\$ 118,336.29	\$ 121,381.38	\$ 124,504.82	\$ 127,708.53
Deferred Comp Match		2.75%		\$ 3,067.44	\$ 3,254.25	\$ 3,337.99	\$ 3,423.88

Effective 07/01/2020, all employees will receive a 3% cost of living adjustment. They will also receive a 3% cost of living adjustment for 07/01/2021 and 07/01/2022.

Effective 07/01/2019, all Fire Supervisory employees moves to a four (4) step wage schedule. Assistant Fire Chiefs and Fire Marshals with a B.S. or B.A. will be placed at Step 2.