

COLLECTIVE BARGAINING AGREEMENT

CITY OF MERIDEN

And

MERIDEN FIRE LOCAL #1148
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
AFL-CIO

July 1, 2024- June 30, 2028

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**Contract between the City of Meriden and Meriden Firefighters Local #1148
International Association of Firefighters, AFL-CIO**

- 1000 The following contract, effective as of the first day of July, 2024, by and between respectively, the City of Meriden, hereinafter referred to as the "City", and Local #1148, International Association of Fire Fighters, hereinafter referred to as the "Union," is designed to promote and maintain a harmonious relationship between the City of Meriden and such of its employees who are within the provisions of this Contract, in order that more efficient and progressive service may be rendered.
- 1010 Neither the City nor the Union shall discriminate against any employee covered by this Agreement in a manner which would violate any applicable laws because of race, creed, color, national origin, age, sex, political affiliation or physical disability.
- 1020 If any provisions of this Agreement, or the application of such provision, should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of the Agreement shall remain in full force and effect. The parties shall renegotiate the invalidated provision.

**ARTICLE I
Recognition**

- 1030 The City hereby recognizes the Union as the exclusive representative and bargaining agent for the bargaining unit, consisting of all uniformed and investigatory positions within the Meriden Fire Department, except that of Chief Engineer and Deputy Chief.

**ARTICLE II
Payroll Deduction of Union Fees, Dues and Assessments**

- 1040 **Section 1.** Upon receipt of an employee's signed authorization to deduct member dues, the City agrees to deduct from the pay of the employee an amount established and periodically adjusted by the Union. Such deductions shall continue unless the City is notified in writing that the employee is no longer a member. The Union reserves the right to modify and/or replace any such authorization form.

**ARTICLE III
Employees to Receive Copies of the Contract**

- 1060 The City shall:
1. maintain a copy of this Agreement on the City's website;
 2. provide fifteen (15) printed copies of this Agreement to the Union; and
 3. provide a printed copy of this Agreement to all new hires.

ARTICLE IV
Bulletin Boards

- 1070 **Section 1.** The City shall furnish separate bulletin boards, located in respective firehouses for the posting of notices concerning Union business and activities.
- 1080 **Section 2. Electronic Communications** - the City will allow e-mail access for up to eleven (11) union officials at the firehouses and work locations of such individuals for official union notification and information regarding Local #1148. Said e-mail shall be subject to all policies and procedures for electronic media issued by the City. The Chief and Deputy Chief shall have access to said e-mail for the purpose of monitoring compliance with City policies.

ARTICLE V
Grievance Procedure

- 1090 **Section 1.** No permanent employee shall be removed, dismissed, discharged, suspended, fined, or reduced in rank except for just cause. Should any employee or group of employees feel aggrieved concerning disciplinary action, his/her or their wages, hours or conditions of employment, as agreed to hereunder, all of which wages, hours and conditions are controlled by this Contract, adjustment shall be sought as follows:
- 1100 (a) The Union shall submit such grievance in writing to the Chief of the Fire Department within ten (10) working days of the event giving rise to the grievance, setting forth the nature of the grievance, including specific reference to the clause or clauses of the Contract which the Union believes have been violated. Within five (5) working days after said Chief receives such grievance, the Chief shall arrange to and shall meet with the representatives of the Union for the purpose of adjusting or resolving such grievance.
- 1110 (b) If such grievance is not resolved to the satisfaction of the Union by the Chief within seven (7) days after such a meeting, the Union may present such grievance in writing within seven (7) days thereafter to the Personnel Director. Within seven (7) days after said Personnel Director receives such grievance, the Personnel Director shall respond in writing or meet with the Union in an attempt to resolve said grievance.
- 1120 (c) If such grievance is not resolved to the satisfaction of the Union by the Personnel Director, the Union may within ten (10) days thereafter submit the dispute to arbitration by the Connecticut State Board of Mediation and Arbitration. Said Board shall hear and act on such dispute in accordance with its rules and render a decision which shall be final and binding on all parties. In the event such dispute involves disciplinary action, the Board of Mediation and Arbitration will have the power to uphold the action of the City or to rescind or modify such action, and such powers shall include, but shall not be limited to the right to reinstate a suspended or discharged employee with full back pay.
- 1130 (d) Nothing contained herein shall prevent any employee from presenting their own grievance and representing themselves.

- 1140 (e) Time limits provided for herein may be extended by written agreement of the parties.
- 1150 **Section 2.** Should the City feel aggrieved concerning the conduct of any employee or group of employees or the Union, which conduct is controlled by this Contract, adjustment may be sought as follows:
- 1160 (a) The City, acting through the City Manager or a designated representative(s), shall submit such grievance in writing within ten (10) working days of the event giving rise to the grievance to the President of the Union setting forth the nature of the grievance. Within five (5) working days after receipt of such grievance, said President and representatives of the Union shall arrange to and shall meet with representatives of the City for the purpose of adjusting or resolving such grievance.
- 1170 (b) If such grievance is not resolved to the satisfaction of the City within seven (7) days after such meeting, the City, acting through the City Manager or his designated representative(s), may submit such grievance in writing, within seven (7) days thereafter, to the Executive Board of the Union by means of a letter addressed to the Secretary of the Union. Within seven (7) days after said Secretary receives such letter, said Executive Board shall, if necessary, make their recommendation to the membership of the Union, and said membership shall, at its next regular meeting or at a special meeting called for such purpose, take such action as is deemed necessary to dispose of the grievance.
- 1180 (c) If such grievance is not resolved to the satisfaction of the City by the Union within thirty-five (35) days after said Secretary receives such letter, the City, acting through the City Manager or his designated representative(s) may within ten (10) days thereafter, submit the dispute to arbitration by the Connecticut State Board of Mediation and Arbitration. Said Board shall hear and act on such dispute in accordance with its rules and render a decision which shall be final and binding on all parties.
- 1190 (d) The time limits provided for herein may be extended by written agreement of the parties.
- 1200 **Section 3.** The cost, if any, for the services of the arbitrator or arbitration panel shall be apportioned equally between the City and the Union. Any costs undertaken unilaterally by any of the parties in the preparation of, or in the presenting of an arbitration case, except as is provided for in Section 2 of Article VI, shall be borne by the party undertaking such costs. The City may elect to use the American Arbitration Association for terminations provided the cost (arbitrators and filing fees) are paid by the City.

ARTICLE VI
Union Business Leave

- 1210 **Section 1.** Five (5) members of the Union Negotiating Committee shall be granted leave from duty with full pay for all meetings between the City and the Union for the purpose of negotiating the terms of a contract when such meetings take place at a time during which such members are scheduled to be on duty.
- 1220 **Section 2.** Three (3) members of the Union Grievance Committee shall be granted leave from duty with full pay for all meetings between the City and the Union for the purpose of processing grievances, when such meetings take place at a time during which such members are scheduled to be on duty.
- 1230 **Section 3.** Such Officers and Members of the Union Local, as may be designated by the Union shall be granted leave from duty with full pay for Union business, such as attending labor conventions, educational conferences, monthly meetings, state association meetings, and public hearings related to the Department, provided that the total leave for the bargaining unit for the purpose set forth in this Section shall not exceed three hundred (300) hours taken in four (4) hour minimum allotments, in any calendar year. There shall be not more than two (2) employees per shift granted such leave at the same time for the same event. The Chief, at his sole discretion, may allow up to two (2) more union members release time when asked by the local. No time will be charged against the 300 hour cap so long as the City incurs no cost for the duration of the leave.
- 1240 **Section 4.** In the event the Department requests the Color Guard or other Union members, such time will not be counted against union leave time. In the event the Color Guard wishes to attend an event, they may, with the Chiefs permission, use union leave time.
- 1250 Community events, at which firefighters participate as a show of Community Spirit, are not eligible for union leave time.

ARTICLE VII
Paid Holidays

- 1260 **Section 1.** Each employee shall receive holiday pay for each of the following legal holidays: New Year's Day, Washington's Birthday, Martin Luther King Day, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, and Christmas Day. Each day of holiday pay for each employee shall be computed by multiplying their scheduled hourly rate by twelve (12) hours. In addition, effective 2019-20, in lieu of Lincoln's Birthday, employees shall be paid for a floating holiday.
- 1270 **Section 2.** In the event of an unforeseen national or state holiday and it is declared as such and is in fact celebrated by the municipality, each employee shall receive an additional day of holiday pay.

- 1280 **Section 3.** Each employee in the bargaining unit who works a work shift which starts on any of the legal holidays as mentioned in Section 1, except for Christmas, New Year's, and Good Friday in addition to the benefits hereinbefore provided, and in addition to all other benefits to which the employee is entitled, shall receive six (6) hours pay (the employees scheduled hourly rate multiplied by six (6) hours for each such working shift.) Each employee that works on Christmas Day and Thanksgiving Day shall receive double time rather than six (6) hours for the hours so worked. Premium holiday pay shall be paid for the day officially designated by the State of Connecticut as the holiday. This will not necessarily be the same day celebrated by other Municipal or State employees. The floating holiday will be paid on February 12, July 4th will be paid on July 4, Veteran's Day will be paid on November 11th.
- 1281 Good Friday premium shall only be paid for the day shift on Good Friday and the day shift on Easter Sunday.
- 1290 Christmas and New Year Holiday premium pay will be calculated between the hours of 1730, December 24 through 1730, December 25 and 1730, December 31 through 1730, January 1.

All employees hired to an existing or newly created forty - (40) hour position, will receive a day off with pay for all holidays outlined in this Article. This day may not be the day the holiday is actually celebrated but will be the day designated as the holiday by the municipality. Employees will not receive holiday pay in addition to the day off. This will not apply to current firefighters promoted into a forty- (40) hour position.

Bureau of Fire Protection

- (i) For members assigned to the Bureau of Fire Protection as of the day of ratification of the 2024-2028 contract, effective the week of February 1, 2028, holiday pay for members of the Bureau shall be reduced to 12 hours (their regular pay plus four (4) hours). Notwithstanding, for members who are in the Fire Employees Pension Plan Part II Special Acts Division I pension, they shall be deemed to have received 20 hours holiday pay for purposes of the Emolument.
- (ii) Members entering the Bureau on or after the date of ratification of the 2024-2028 contract will be paid eight (8) hours pay for holidays.
- (iii) Effective the week of February 1, 2028, Bureau members on call for one of the holidays listed in Section 1 will receive \$500 on call pay.

**ARTICLE VIII
Work Week**

- 1300 **Section 1.** For the purpose of computing weekly salary and work hours, the workweek for all employees who regularly perform firefighting duties shall be an average

of not more than forty-two (42) hours computed over an eight (8) week period. The work schedule for the workweek provided for herein shall consist of day tours of duty of ten (10) hours each and of night tours of duty of fourteen (14) hours each and shall not exceed three hundred and thirty-six (336) hours over an eight (8) week period. The present work schedule shall continue in effect for the duration of this contract unless a change is mutually agreed to by and between the City and the Union.

Section 1. For the purpose of computing weekly salary and work hours, the workweek for all employees who regularly perform firefighting duties shall be an average of not more than forty-two (42) hours computed over an eight (8) week period.

Effective April 3, 2016 the schedule will be; 24 hours on duty (10 hour day tour followed by a 14 hour night tour of the same group) / 48 hours off duty / 24 hours on duty (10 hour day tour followed by a 14 hour night tour of the same group)/ 96 hours off duty. A day tour or night tour shall each be calculated at twelve (12) hours per tour for purposes of time-off, overtime and cash outs.

1310 **Section 2.** The workweek of all employees who are not covered by Section 1 of this Article shall be forty (40) hours based on a five (5) day, Monday through Friday, eight (8) hours per day schedule. The workweek of the members assigned to the Fire Marshal's Office shall be a forty (40) hour week. The schedule shall be one mutually agreed upon by the City and the employee. In the event that a mutually agreeable schedule cannot be agreed upon, the work week shall be Monday through Friday.

1320 **Section 3.** Whenever a member is transferred from one group to another, the employee shall be given seven (7) days notice before the effective date of the transfer. Should an employee be transferred from one group to another, the Chief will review all shifts that would have been worked in the eight (8) week period specific in Section 1. No employee will work additional shifts due to transfer. Time off will be granted if necessary; no employee shall work two (2) shifts in a twenty-four (24) hour period due to a transfer. No employee shall be temporarily detailed from one group to another.

1325 **Section 4.** When due to a transfer an employee would have to work more than the three hundred and thirty-six (336) hours in the eight (8) week period he will either be compensated with overtime for extra hours or given the time off at the City's discretion.

ARTICLE IX

Overtime

1330 **Section 1 (a).** Whenever any employee who regularly performs firefighting duties works in excess of his regularly assigned workweek or work schedule, as provided for in Article VIII, in addition to any other benefit to which they may be entitled, they shall receive one and one-half (1 1/2) times their regular hourly rate, multiplied by twelve (12) hours if such overtime work is for a full tour of duty or majority portion, or multiplied by the actual number of hours of such overtime work if such overtime is for less than a full tour of duty, except that when such an employee is called back from off duty for overtime

work, they shall be paid for a minimum of four (4) hours multiplied by one and one half (1 1/2) times their regular hourly rate except and are mandated to return;

All overtime shall be paid in fifteen (15) minute increments rounded up.

Whenever any employee who is on an assigned overtime as defined within section 1(a) of this Article, goes off duty sick he/she shall be paid hour by hour at 1 1/2 rate and his/her replacement will be compensated at 1 1/2 times their regular rate multiplied by the hours worked or as otherwise specified within this contract;

1340 When manpower falls below minimum during a work shift and the night shift is effected as a result, i.e., firefighter calls out sick with less than a majority of the day shift remaining and takes the entire touching night shift off for any reason, the first person called shall be offered both the non majority portion of the day shift as well as the option to take the night shift overtime with no penalty for refusal. Overtime shall not be required when one and one half (1 1/2) hours or less remain in that shift.

1360 **Section 2.** Whenever any employee who is assigned to the Bureau of Fire Prevention, works in excess of their regularly assigned workweek or work schedule, as provided for in Article VIII, in addition to any other benefit to which they may be entitled, they shall receive one and one-half (1-1/2) times their regular hourly rate multiplied by the actual number of hours of such overtime work, except that when such an employee is called back from off duty for overtime work, they shall be paid for a minimum of four (4) hours multiplied by one and one-half (1-1/2) times their regular hourly rate or elect to take compensatory time of six (6) hours in lieu of overtime pay. A rotating, on call list of all Connecticut State certified fire investigators assigned to the Bureau of Fire Prevention shall be maintained by the Fire Marshal. Whenever any employee assigned to the Bureau of Fire Prevention attends an Inspector's certification course, schools, seminars, and conferences scheduled by the Chief or Deputy Chief, costs shall be paid by the Fire Department and time off shall be granted to attend the above. Compensatory time at the rate of one and one half (1-1/2) times may be substituted for overtime pay when Bureau personnel work in excess of their regularly scheduled workweek for the purpose of attending the above. There shall be a cap of three hundred (300) hours accumulation of compensatory time for members assigned to the Bureau of Fire Protection. Members of the Bureau of Fire Prevention may be paid out a maximum of 80 hours of accumulated unused compensation time at the time of retirement, and may utilize up to 168 hours of compensatory time immediately prior to retirement.

Call Back

When an employee in the Fire Marshal's office is assigned for a week on call they will get 4 hours of comp time. Only one employee may be on call in a week and get the four (4) hours. Such time may be used upon request of the Fire Marshal. While on call employees must answer all call ins and be available to respond.

- 1380 **Section 3.** For the purpose of overtime, call-back is to be interpreted as a situation in which an employee has left after a full tour of duty and he/she is called back to work an overtime shift, thereby being somewhat inconvenienced. If he/she is informed of this overtime work before the end of a tour and merely works an extended number of hours, then this shall not be construed as a call-back situation.
- 1390 **Section 4.** In the event that overtime work is required to cover a shortage in any firefighting company, such overtime work shall be worked by an employee holding the same classification (i.e. Fire Officer, or Firefighter), as that held by the employee who was last to report off duty, and who thereby caused such shortage.
- 1400 **Section 5.** The Chief shall establish one overtime roster consisting of all Assistant Chiefs department wide, all Fire Captains - Fire Lieutenants department-wide, and one roster consisting of all firefighters department-wide. In the event there is a shortage of an Assistant Chief, and manpower department-wide falls below twenty- two (22) people, an Assistant Chief shall fill such overtime assignment except when an acting assignment has previously been made. In the event there is a shortage of an Assistant Chief and manpower department-wide is twenty-two (22) or more people, the senior Captain on duty shall be an Acting Assistant Chief as provided by Article X. If there is a shortage of an Assistant Chief and manpower department-wide is twenty-two (22) or more people, and there is no Captain regularly scheduled to be on duty that day, the overtime assignment shall be filled by an Assistant Chief except that if there is no Assistant Chief who is physically able to work an Assistant's Chiefs assignment, such overtime shall be worked by a Fire Captain in rotation from the Fire Captain - Fire Lieutenant overtime roster, and said Fire Captain shall be paid for such overtime at the Assistant Chiefs rate of pay. All overtime assignments shall be rotated among employees on the appropriate roster as hereinbefore provided.
- 1410 **Section 6.** In the event that an employee who regularly performs firefighting duties works overtime for less than a majority portion of a full tour of duty and is paid for less than a full tour of duty, he/she shall remain at the top of the overtime roster.
- 1420 **Section 7.** When a member of the bargaining unit is attending any outside Fire Training Program by order of the City and/or the Chief, he/she shall be relieved of any firefighting duties and shall not be called to fill an overtime assignment while so engaged until he/she resumes firefighting duties. In the event that an employee is scheduled for a Department event or as an officer or committee member in a Union event, or an employee is on military leave, (which includes members of the National Guard and Reserve components of the United States Armed Services). These employees may refuse the overtime assignment without the member's position on any overtime list being affected. This Section shall not under any circumstances cause said member to lose his/her position on the overtime roster.
- 1430 **Section 8 (a).** Whenever possible, all overtime assignments shall be scheduled seven (7) calendar days in advance of the date on which such assignment is to be worked. When no employee bids on a shift and that shift is further out than the following night shift, the

shift shall be posted for bidding each night until the night before the open shift. At which time, if no bids are posted and accepted, the assistant chief shall move to order in protocol.

The order in process shall include one final scheduling software message and a 30-minute extension to see if any employee is interested in taking the shift prior to ordering in. If an employee is on an order-in, they cannot be ordered in again for another adjacent shift.

The member highest on the respective regular duty overtime list that are on duty shall be ordered to stay. There is no longer a need to place order in phone calls to the entire overtime list before ordering the on duty off group member to stay. Should there be no off group on duty member available the on duty Assistant Chief shall revert back to making phone calls off the respective overtime list.

- 1435 **Section 8 (b).** Overtime assignments shall be worked by the shift commander starting at 1800 hours except when the shift commander is engaged in response to an emergency. At or around 1800 hours, call volume dependent, the on-duty Assistant Chief shall send a notification message to all employees with the number of the available overtime shifts to bid on, any bid placed prior to **1800 hours are not locked in. This means that although the shifts can be entered by the Assistant Chiefs before 1800, the assignments can be changed up until 1800, and the department is not responsible for the bids placed before the bidding period that are lost.

Employee shall receive 1 hour to sign in to the scheduling software and place their priorities. The end time will be dependent on companies out on calls.

The OT time period shall not be closed if companies are out on call, until they have been able to get back and bid on shifts. The on duty Assistant Chief shall contact the company(s) that were out to ensure members were able to bid.

At this time the assistant chief shall run the system and assign the overtime shifts.

- 1436 **Section 8 (c).** If the overtime position requires a specific need for a qualified driver, or tiller operator, individuals not holding that qualification will be passed over for the overtime.
- 1440 **Section 9.** If a member is called in from off duty to provide Public Fire Education presentations scheduled by the department, he/she shall be paid for the actual number of hours worked at one and one half (1-1/2) times his/her regular hourly rate.
- 1450 **Section 10.** Members selected for this duty shall be taken from a rotating list established by the Chief, consisting of members that have indicated their desire to perform this duty by signing an appropriate list and have been certified by the Department as competent in Public Fire Education presentation deliveries. The method used to determine qualification shall be developed by a committee comprised of Union

and Management personnel, respectively appointed by the Union and the Fire Chief. The Committee shall not exceed three (3) members from each group.

1460 **Section 11.** If an employee does not work a scheduled work shift immediately prior to an overtime assignment because of illness or injury, the assignment shall be canceled and the employee's name placed back on the rotation list in the proper order. In the event of an Undesignated Sick Leave Day, the overtime assignment that the employee is scheduled for may be kept or cancelled by the employee at the time they call in to use their Undesignated Sick Day. Members may not accept or be ordered to report for overtime shifts while on a block week of vacation or an adjacent shift to jury duty. (MOU 7/29/20)

1465 **Section 12:** If an employee turns back an overtime that has been accepted, the sort order shall stay rotated.

Exception includes the inability to work the shift due to an on-duty injury, becoming sick during the adjacent shift prior to the overtime shift, or a death in the family as outlined in the funeral leave language. In these situations, the employee shall have their sort order returned to the previous location. Employees who return a partial overtime or special duty overtime cannot bid on a full overtime during the same shift (the employee cannot bid on the same shift in which the returned shift was scheduled).

1466 **Section 13.** Employees may enter time-off at any time. A follow-up phone call to the assistant chief is necessary for request after 1800 hours that are for the current shift (mid-shift) or for the following day or night. A follow-up phone call is also necessary when requesting a night shift during the day shift immediately preceding that shift (i.e. calling out for tonight during the day).

Open shifts that occur after 1800 hours and are not for the following day or night shift shall be worked and hired on the following evening.

The night shift Assistant Chief shall enter the open shifts and announce them via notification message system and Everbridge as close to 0600 hours as possible, with a minimum bid time of 30 minutes. The open night shift shall be re-announced via notification system and Everbridge at 0730 hours and end the bidding at 0800 hours as call volume allows.

Vacancies that create the need to hire overtime outside of the nightly hiring shall be sent via Everbridge in addition to scheduling software messages when between the hours of 2300 and 0700.

When working the 7-day sheet and staffing will drop below 22, the time-off shall be worked in chronological order by request date and time.

1467 Holdover/up staff will be offered first to the senior firefighter on each apparatus whether on normal assignment, overtime, or substitution (swap). If all firefighters on an apparatus

refuse the assignment, it shall be offered to the senior firefighter on the shift. In the case if open shifts unfilled after all assignments have been offered, firefighters shall be ordered to stay in order from most junior on the assigned shift.

- 1468 The department is not responsible for VCS or third-party errors. If a system issue is discovered the department will utilize Everbidge to send messages until remedied. In the event of a failure in the VCS system, the department will revert to manually calling immediately until the failure is resolved.

ARTICLE X Acting Officers

- 1470 **Section 1.** Whenever any employee works in a higher classification than his/her regular classification, i.e., Acting Assistant Chief, Acting Captain, or Acting Lieutenant, he/she shall receive the maximum salary rate including holiday pay of the higher classification in which he/she serves in the acting capacity.
- 1480 **Section 2.** Each assignment to Acting Officer shall be offered in order of seniority first to Firefighters with five (5) or more years of service, who work on the same day and in the same Fire Company in which the Officer being covered is absent, and who are qualified in the judgment of the Fire Chief to serve as an Acting Officer. In the event that there are no qualified Firefighters who are scheduled to work in such Fire company on such day, or if all such qualified Firefighters in such company refuse to accept such offer to serve as an Acting Officer, such assignment shall be offered in order of seniority to all qualified Firefighters in the Fire Station who are scheduled to work on such day. In the event that there are no qualified Firefighters who are scheduled to work in such Fire Company/Fire Station on such day or if all such qualified Firefighters in such Fire Company/Fire Station refuse to accept such offer to serve as an Acting Officer such assignment will be offered in order of seniority to all qualified Firefighters in the other Fire Companies who are scheduled to work that day. In the event that such acting assignment is not filled by either of the foregoing procedures, the Officer in charge of the group shall order the first Firefighter who had been offered the assignment, to fill such Acting Officer assignment. The Acting Captain assignment in each Fire Company shall be given to the Lieutenant in such Fire Company with the most seniority who is qualified in the judgment of the Fire Chief to serve as an Acting Captain. Acting Captains shall only be assigned for the day shift immediately following the 24 hour shift in which the assigned Captain was scheduled off, if the senior Lieutenant is scheduled to work that shift.
- 1490 **Section 3.** The Acting Assistant Chief assignment shall be given to the Fire Captain with the most seniority in such rank who is scheduled to work on the day such Assistant Chief is absent. With regard to Acting Assistant Chief assignments only, the provisions of Section 1 of this Article shall not apply. Bargaining unit members holding the rank of Fire Captain shall not have the right to refuse an Acting Assistant Chief Assignment unless no other Captain accepts the assignment. If the Fire Chief makes a judgment that an employee is not qualified to serve in an acting capacity in a certain classification, the

employee adversely affected by this judgment may grieve this decision in accordance with the provisions of Article V of this contract, except, should an individual be denied the right to serve in an acting capacity because of his/her failure to pass the most recent promotional examination for the rank involved, he/she shall not have the right to grieve this decision.

- 1500 **Section 4.** The provisions of Section 2 of this Article notwithstanding, no employee shall be offered an assignment to serve in an acting capacity in a higher classification than his/her regular classification unless he/she signs a roster, prescribed by the Fire Chief, affirming his/her desire to be offered such assignments. Each such roster shall remain in effect until the employee indicates to the Chief in writing of a change in status. Status cannot be changed more than once every twelve (12) months. Employees who sign the roster indicating they do not desire to be offered an acting assignment shall not be offered an assignment. Employees indicating that they will accept an acting assignment cannot refuse any assignments offered department-wide if such acceptance has been indicated on said roster. The Fire Chief shall make certain that each employee is given the opportunity to sign the first roster and each roster established thereafter in accordance with this Section.

For an employee who is hired on or after July 1, 2002, the employee must be on the current promotional list (or most recent list, in the absence of a current list).

- 1510 **Section 5.** Short term vacancies (day to day) may occur when no Assistant Chief is available to work and there are times when a member of the Assistant Chiefs Office maybe out of work for on-duty/off duty injury, leave of absence, military leave, or jury duty for an extended period of time. During that time, there is a need to adequately staff the office for consistency and work load distribution.

A leave of not less than 8 weeks based on estimated time of return to work (i.e. prognosis, military, etc.) will trigger the following procedure:

1. The Captain who is number one of the active promotional exam will be transferred to the temporarily open spot on the affected work group as an acting Assistant Chief
2. The Captain will be taken out of the Fire Officers Overtime Rotation and placed in the Assistant Fire Chief's overtime rotation, this shall include the special leave clause.
3. Upon return of the member creating the vacancy the Captain who was Acting Assistant Chief shall be returned to their original assignment and be placed back in the Fire Officers Overtime list.
4. In the event that there is not an active promotional exam list for Assistant Fire Chief, the Captain with the most seniority in grade will be offered the position with the same provision as above.
5. If no Assistant Fire Chief is available to cover a short term vacancy (day to day), the following procedure will be implemented:

- a. The captain with the most seniority in grade, on duty shall be offered the position. The senior captain may pass the position onto the next senior captain on the shift who is regularly assigned to the group if such captain accepts acting assignments.
 - b. If the junior captains refuse the acting officer position then the senior captain shall be ordered to the role of acting assistant chief for the shift. If no captains are available on the shift then the position shall be opened up to off-duty captains at top step assistant chief rate.
 - c. In the event that no Captains are available department wide for this assignment, the off going Assistant Chief (or Acting Assistant Chief) shall be ordered to remain on duty for the next shift.
6. The senior lieutenant at the company of the acting ac shall hold the role of acting captain of their apparatus for the duration of the acting ac assignment and will be paid acting captain for every regular duty shift that they work, including when on special leave (swap). The acting captain will assume all of the responsibilities of captain in regards to station and grounds. They shall have the same authority in the station as a captain.

ARTICLE XI Vacations

- 1540 **Section 1.** In each calendar year, each employee who has or will have one (1) but less than five (5) years of municipal service on December 31 of such calendar year, shall receive two (2) weeks of vacation leave with pay; each employee who has or will have five (5) but less than ten (10) years of municipal service on December 31 of such calendar year, shall receive three (3) weeks of vacation leave with pay; each employee who has or will have ten (10) but less than twenty (20) years of municipal service on December 31 of such calendar year, shall receive four (4) weeks of vacation leave with pay; each employee who has or will have twenty (20) or more years of municipal service on December 31 of such calendar year, shall receive five (5) weeks of vacation leave with pay
- 1550 **Section 2** Each employee shall receive one additional "floating" holiday which they may take off with pay on any of his/her regularly scheduled work shift at their convenience, subject to restrictions in Section 3 below.
- 1560 **Section 3.** Bargaining unit employees who regularly perform firefighting duties may choose their vacation leave for any time throughout the calendar year. The Chief shall have the right to limit the number of such employees who may be off duty simultaneously on vacation leave or floating holiday a total of nine (9) people per group. There shall be no more than one Assistant Chief on vacation leave or floating holiday at any one time and the Fire Marshal and Deputy Fire Marshal shall not be off-duty simultaneously on vacation.

Bid Language For Vacation: For the purpose of this section, only vacations should be put in for consecutive seven (7) day periods which incorporates four (4) or five (5) shifts. The first week of November each year, employees may bid for vacation periods for the next year such that all employees will be given the opportunity to choose their vacation leave based on seniority. All employees shall select three (3) choices for all weeks of vacation. The employees with the greatest seniority shall be given first preference on their first two (2) weeks of leave. After all of these selections have been scheduled, then all other vacation selections will be scheduled.

- 1570 In the event of a conflict over the choice of vacation weeks, preference shall be given to the employee with the greatest amount of regular fire department service, except that any employee who is entitled to a third and/or fourth week of vacation leave, shall not choose same until every employee who is entitled to two (2) weeks vacation or less has chosen same, and except that any employee who is entitled to a fifth week of vacation leave, shall not choose same until each employee who is entitled to four or less weeks has chosen same.
- 1580 An employee may take December 24th and December 25th off only if they take two (2) adjoining block weeks including those two days.
- 1590 Vacation days are subject to the following conditions and limitations: employees shall indicate their desire to utilize this benefit on their original vacation request submitted for the coming calendar year. Should an eligible employee elect not to utilize this benefit on his/her original vacation request, the request shall not be changed during the remainder of said calendar year.
- 1595 Requests to schedule one or more days or shifts of vacation leave, or a floating holiday, with the Assistant Chief, no less than a minimum of twenty-four (24) hours notice and a maximum of fourteen (14) days notice. There is no need to call when requesting time off for the next day as long as it is put in before 6:00 p.m. It is necessary to follow up with a phone call if requesting the immediate night shift.
- 1600 Each employee may utilize four (4) of these vacation days per year which may be requested with no less than one (1) hour notice.
- 1605 Employees may withdraw these requests up to seven (7) days in advance of the scheduled day if no hire has been made or with the permission of the Chief or designee.
- 1610 Requests to schedule vacation, earned days or floating holiday shall not be taken for December 24 and 25.
- 1615 Forty (40) hour personnel are not subject to these limitations.
- 1620 Members shall use their vacation days and floating holidays prior to the end of the eligible year subject to the above restrictions or lose the unused days. Unused vacation days or floating holiday, shall not be carried forward to the next calendar year except in

the event of long term illness or injury that has prevented the employee from using said vacation or holiday days. Each member of the department can carry over up to five (5) days for 40-hour employees and up to 48 hours for all others. The employee may elect to cash those days out in the first pay period of the new year. Each employee will be able to carry over the negotiated amount of Earned Leave before December 1, vacation days or any combination of time each year, with advanced written request before 12/23 of each year.

1625 Failure to submit vacation requests by the deadline stipulated in the general order shall result in the forfeiture of seniority rights for vacation preference for that calendar year.

1630 **Section 4.** In the event that an employee is entitled to vacation leave at the time of retirement or death, the employee or their spouse, as the case may be, shall receive one (1) week of vacation pay for each week of such leave, and receive one (1) day of vacation pay for each day of partial week of such leave. If such an employee should die and does not have a surviving spouse, such vacation pay shall be paid to their estate.

1640 **Section 5.** For employees hired on or after January 1, 2012, vacation shall accrue on a monthly basis beginning the first full year of employment and not be given up front. Employees may borrow the amount of time they will earn in a year by filling out a form provided by the City.

ARTICLE XII Sick Leave

1650 **Section 1.** Each employee shall earn one and one-quarter (1-1/4) working days of sick leave each month which he/she serves. In each fiscal year (payable in July) the City shall pay each employee hired before July 1, 2012 one hundred percent (100%), and for employees hired after July 1, 2012 fifty percent (50%), of all sick leave which they have to their credit in excess of ninety (90) working days of sick leave as of July 1 of each such year. Such payment shall erase all sick leave in excess of ninety (90) working days which they have to their credit on each such July 1 date. Payment of such sick leave in excess of ninety (90) working days shall be computed in the same manner as terminal leave pay is computed under Article XXIV of this Contract.

1660 Whenever any employee exhausts their sick leave, such leave may be extended upon the approval of the Personnel Director upon application of such employee to the Chief.

1670 **Section 2.** Sick leave, as used in this Article, is defined as absence from work without loss of pay as a result of a bonafide illness or injury involving the employee or a member of the employees' household who requires the employees care.

1680 **Section 3.** If the Chief has reason to believe that an employee is malingering, the Chief may send said employee to a doctor of the City's choice at the City's expense. If an employee is absent on sick leave for three or more consecutive working days and was

attended by a physician, the employee shall supply a statement from such physician upon returning to work.

1690 **Section 4.** On or about July 1 of each fiscal year, the Chief shall make available a list showing the amount of accumulated sick leave which each employee has on July 1 of such fiscal year. This list shall be available to each employee in each Fire Station for examination.

1695 **Section 5.** For employees hired before July 1, 2016, each non-probationary employee who works ninety (90) calendar days in a fiscal year without lost time (sick time, suspension, unpaid leave) shall be granted one (1) earned day. Up to four (4) earned days per year may be accumulated per calendar year.

Employees hired after July 1, 2016. Each non-probationary employee who works 180 calendar days in a fiscal year without lost time (sick time, suspension, unpaid leave) shall be granted one (1) earned day up to two (2) earned days and may be accumulated per calendar year.

Earned days will be treated as vacation days except:

Earned days earned after December 1 of each year may be carried over into the next calendar year for use in that year.

Unused earned days will not be paid out upon retirement unless earned less than ninety (90) days preceding retirement.

Charged *sick time will result in the earned day clock being reset to the date of the charged sick time.

*Any such time taken during a regular shift shall be charged regardless of the number of hours worked on said shift.

1698 **Section 6.** The City and the Union realize that there may be times when an employee needs a day off from scheduled work for reasons other than sickness, vacation, and other allowed leave with pay. Therefore, the following sick leave time incentive is offered.

"An undesignated sick leave day," as used in this Article, is defined as absence from work without loss of pay for any reason upon formal notification to the Assistant Chief.

Effective January 1, 2009 each employee may elect to use two (2) of his/her accrued sick leave days as "undesignated sick leave days" in a calendar year.

An employee who elects to take an "undesignated sick leave day" shall follow the guidelines listed below:

1. The employee shall notify the Assistant Chief prior to the start of the scheduled work shift that he/she is electing to use an undesignated sick leave day.
2. An employee may take two (2) "undesignated sick days" as long as the shifts start on the same calendar day.
3. An employee cannot take an "undesignated sick leave day" on any premium shift or a contractual holiday.
4. An employee cannot take an "undesignated sick leave day" when working a shift for another employee under "special leave."
5. An employee must have at least five (5) sick leave days prior to taking an "undesignated sick leave day."
6. "Undesignated sick leave days" will not stop the clock for earned time incentive.
7. "Undesignated sick leave days" not used, will accumulate, as always, toward the total contractual allotment of fifteen (15) annual sick leave days.

ARTICLE XIII
Injury Leave

1700 **Section 1.** Each employee who is injured or disabled in the performance of their duties shall be entitled to injury leave with full pay. Time lost because of injury leave shall not be deducted from their accumulated sick leave. No such employee shall be removed from the payroll until the Personnel Director and the Pension Board have reviewed his/her case and have expressly ordered such removal. Any employee, so removed, shall, upon his/her request, or upon the order of said Board, receive a disability pension in accordance with the provisions of the Charter of the City of Meriden and/or the Pension agreements.

The City shall supplement the Workers' Compensation rate up to the employees full pay for up to eighteen (18) months post-injury, provided that if the employee's treating physician gives an opinion that within six months after the expiration of 18 months the employee will be able to return to work, the supplement payment shall be extended for an additional six months up to 24 months total. Thereafter, the employee will receive his workers' compensation check only.

1710 **Section 2.** Each employee who receives or is entitled to receive injury leave with full pay under Section 1 of this Article shall also be required to give notice of claim for compensation to the Workers' Compensation Commissioner in accordance with the provisions of Section 31-294 of the Connecticut General Statutes. If such claim is contested by the City's Third Party Administrator (TPA) the employee shall be put on unapproved workers' compensation (formerly known as Q-time). Such employee shall, within 30 days, request said Commissioner to hear and resolve this dispute in accordance

with the provisions of said Chapter 568, provided, however, no proceeding under said Chapter and no lack of decision by said Commissioner concerning such claim shall be used to deny any such employee the injury leave with full pay benefits to which he/she is entitled under Section 1 of this Article. If the employee's injury is not found to be compensable, any time given shall be deducted from the employee's sick bank first and then any other bank of leave time. If these are not sufficient such time will be deducted as time is earned, and should the employee retire before paying back the time, it will be deducted from the employee's pension. If such claim is resolved by a judgment of the Commissioner or by an agreement between the City and such employee, or his/her legal representative as the case may be, unapproved Workers' Compensation (formerly known as Q-time) or sick leave shall be changed to Workers' Compensation. In a judgment against a Third Party, the City shall have the right to claim the amount equal to weekly Workers' Compensation benefits which it was obligated to pay to such employee for such injury or disability, and such claim shall have precedence over the claim of such employee in the proceeds provided for in such judgment or agreement, after the deduction of reasonable and necessary expenditures, including attorney's fees, incurred by such employee in securing such judgment or in effecting such agreement. If such proceeds, after deducting the employee's expenses, as provided above, are more than sufficient to reimburse the City's claim, such employee shall return the amount of such claim to it, and the remainder, if any, of such proceeds, shall be retained by him/her.

- 1720 Each such employee, the Union President and his/her delegate, or in his/her absence, the Union Vice-President shall be granted leave with pay to attend meetings or conferences which are called by the Workers' Compensation Commissioner in connection with such claim, and which occur when they are scheduled to be on duty and where the employee has not retained private counsel of record.
- 1730 If an employee fails to give notice of claim required under this Section, or if an employee fails to request a hearing before the commissioner when such request is required under this Section, his/her absence from duty because of the disability for which such notice is required, shall be charged against his/her sick leave under Article XII.
- 1740 **Section 3.** When an employee is out of work on Injury Leave with a loss of time, or is restricted or on light duty, a return-to-work certificate from a doctor will be required.
- 1745 **Section 4.** When an employee's treating physician indicates that they can return to light /limited/modified duty for an occupational injury, the employee notifies the Chief, or Deputy Chief, within 24 hours of such and submits a work ability form from the treating physician.

Upon receipt of the work ability form, the Chief, or his/her designee, will notify the employee of a light duty assignment and start date.

Employees will work their regular work schedule unless otherwise agreed. An employee who is in a work hardening or physical therapy program of 25 hours or more (example: 5 hours for 5 days including travel time) in a work week, may elect to have this constitute

their regular work hours. The employee is required to have written proof from the vendor of the physical therapy or work hardening (plus hours attended and location).

If, due to occupational injury/illness, work hours are restricted by the treating physician, or physical therapy or work hardening is indicated, a part time schedule will be set to accommodate the above schedule within the work week.

Except for where otherwise noted, all light/limited/modified duty jobs are for all employees. This means that when on light duty an employee may be assigned to perform (within the restrictions of the light duty release); station housekeeping duties (sweeping, inside or outside), mopping, attend classroom training, and assist in the general administrative duties, within their rank classification of the station/division they are assigned.

All light/limited/modified duty tasks must be approved by the treating physician.

Employees that are assigned to light/limited/modified duty that take time off (i.e. vacation, personal or family leave, or illness unrelated to the occupational injury) will be charged accrued time.

Any employee able to work light /limited/modified duty will accrue time towards their earned days.

All determinations of medical condition, injury duration and approval of light/limited/modified duty or return to full duty will be made by the treating physician unless otherwise determined through appropriate hearing by the Workers ' Compensation Commission.

The employee on light/limited/modified duty will be periodically evaluated by the treating physician for full return to work status and the case will be reviewed by the City Risk Manager and the City's Workers' Compensation Administrator.

The City, the City's Workers ' Compensation Administrator, nor the employee will encourage any action which might jeopardize the employee's recovery from the injury/illness.

Management and the Union both recognize that there are times when a member is out of work for on-duty/off duty injury, leave of absence, or military leave for an extended period of time. During that time, there are many operational changes that can occur within the department, OSHA requirements that must be met, and numerous administrative tasks that need to be completed prior to return to duty. After an 18 month leave, the member shall be temporarily assigned to the Training and Safety Division for a one (1) week re-orientation and evaluation to include OSHA requirements, pump requalification, SCBA requalification/fit test, EMS retraining, and similar qualification standards.

Donation of Sick Time

Donation will be limited to sick time, vacation time, or earned days only, and will not effect earning earned days. Employees requesting to donate time shall make the request in writing to the Director of Human Resources.

Members receiving donated time must exhaust accumulated leave time in the donated category first, before they are eligible to use any donated time.

Members, who may have accumulated time in other categories noted, can receive donated time as long as the donated category is at zero balance.

Should the member receiving time, earn any new time in the donated category, that time earned must be exhausted first, and then use the donated time can resume.

Donated leave time may be carried over by the injured employee; however, no donated time can be cashed out should the injured employee separates from employment.

Hours used by the injured employee will be "First donated, first used." Once an employee returns to full duty, any unused hours shall be returned to the donating employee. Leave hours donated to an injured employee are hour for hour regardless of rank or pay grade.

ARTICLE XIV Special Leave

1750 **Section 1.** Employees' shall be granted special leave with pay for any day or days on which he/she is able to secure another employee to work in his/her place, provided:

1760 (a) Such substitution does not impose any additional costs on the City. In the event the person swapping in is unable to fully cover the shift due to a work related injury or light duty capacity and there is sufficient time (more than 24 hours) for the employee to find another swap, the employee may come to work or he/she will be charged a vacation day.

(b) To ensure the accountability of the shift swap process, only the employee scheduled to work, or the employee swapping with the one scheduled to work may call in the swap. It is the employee's responsibility to ensure that the swap was received and recorded by the Assistant Chiefs. An employee may only have one person work for them during a shift, with the exception of up to an hour hold-in and early relief of the outgoing or incoming employees. This does not preclude a hold in or early relief of more than one hour for the employee who is actually assigned to the shift. (As an example of what is not allowed Firefighter Smith is working December 10 day shift for Firefighter Michaelson who can only work until 1100 hours so he lines up Firefighter Jones to work the remainder of the day tour)

- (c) In regards to day tours, such leave shall not exceed three (3) day tours per calendar month exclusive of overtime, holidays and Sundays.
- (d) There shall be no monetary or other compensation agreement between the exchanging employees for special leave. Employees found to be compensating another employee (other than paying back (working) a swap) will be subject to disciplinary action.
- (e) Special leaves are to be repaid to the exchanging employee within a 365 day period of initial swap. Failure to repay any exchange within that allotted period will result in progressive discipline with a defined repayment time. Neither the Department nor the City is held responsible for enforcing any agreements made between employees.
- (f) Based on the betterment of the department members, the Chief may:

At his discretion, allow special leave up to 20 consecutive shifts. This request must be in writing to the Chief, and indicate the general reason, and the expected period the extension is needed. The extension starts on the date noted in the request. These shifts are expected to be repaid. The repayment requirement begins on the date the individual returns to work. If the number of swaps exceeds 12, the repayment period shall be extended 30 days for each day over 12 to a maximum of 240 additional days.

In the event of a catastrophic event, the Chief may grant additional unlimited shift swaps not to exceed a 1 year period with no repayment required.

These requests are evaluated on a case-by-case basis, without prejudice.

- 1780 (c) Neither the Department nor the City is held responsible for enforcing any agreements made between employees.
- 1790 (d) The Chief may, at his discretion, allow additional special leave.
- (e) Employees may request special leave up to seven (7) days in advance.

1805 **Section 2.** Any employee who is on light /limited/modified duty who wishes to utilize "special leave" to cover a shift will have to secure another member who is also on light/limited/modified duty.

Employees on light duty who occasionally need flexibility, who might have to use special leave, will be allowed a flexible schedule with notice to the Chief, Deputy Chief, or Shift Commander. The employee may flex their day or night shift.

The flexed shift is a "day shift for a day shift" and a "night shift for a night shift." The "flexed" shift must be made up within two weeks of the date of the "flexed off" shift.

Any employee who is on light/limited/modified duty may utilize "special leave" to cover a shift if they cannot flex above.

It is agreed that full duty firefighters fulfilling the swap can be utilized for fighting duties. The firefighter will stay in the assigned Fire Company, but will not be utilized in determining minimal manning.

Full duty Fire Officer fulfilling a swap with a light duty Officer can be utilized outside the assigned Fire Company for duties assigned by the Chief or his/her designee, but will not be utilized in determining minimum manning.

ARTICLE XV Emergency Leave

- 1810 **Section 1.** Emergency Leave may be granted Firefighters by their company officers, and Emergency Leave may be granted all officers by the on-duty group Assistant Chief, and emergency leave may be granted Assistant Chiefs by the Deputy Chief or Chief for the purpose of attending to accidents, injuries, home problems of a serious nature including and involving their immediate families.
- 1820 **Section 2.** Company Officers may excuse members from duty for a period not to exceed four (4) hours to attend funerals or visit sick members of their families provided their group will be maintained at its minimum manpower strength. Officers' requests for same may be granted by the on-duty group chief officer and, in the case of Assistant Chiefs, such leave may be granted by the Chief and Deputy Chief. Such leave shall not impose any additional costs on the City.
- 1830 **Section 3.** An employee leaving for an emergency situation as defined above shall have up to three (3) hours uncharged per incident.
- (a) If the employee contacts his/her on duty officer or shift commander within one and one half (1 ½) hours of leaving the station and notifies him and returns within the three (3) hours no time shall be charged and no overtime will be hired. If an employee does not call back within one and one half (1 1/2) hours he/she shall be charged sick leave from that time on and the appropriate scheduling change made at that time.
- (b) An employee who calls back within the one and one half (1 ½) hours and informs his/her on duty officer or shift commander that he/she will not be returning to duty shall be charged sick leave from the time of the call on and the appropriate scheduling change made at the time of the call.
- 1840 Overtime requirements due to emergency leave shall be set forth as outlined in Article IX. Acting officer pay as a result of absence by officers on Emergency Leave shall not be paid unless the Emergency Leave extends to more than four (4) hours.

ARTICLE XVI
Funeral Leave

1860 Each employee shall be granted leave with pay not to exceed six (6) shifts in the event of a death for the purpose of attending to the funeral arrangements and mourning. For the purpose of this Section family shall include the following: mother, father, spouse, child, sister, brother, grandchild, step child who lived with the employee or any other relative who lives with the employee.

Each employee shall be granted leave with pay not to exceed four (4) shifts in the event of a death of his/her immediate family for the purpose of attending to the funeral arrangements and mourning. For the purpose of this section, the term "immediate family" shall include the following: grandmother, grandfather, step mother, step father, step child who did not live with the employee, mother-in-law, father-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, aunt and uncle.

Each employee shall be granted leave with pay for niece or nephew, not to exceed two (2) shifts.

Additional days may be granted at the discretion of the Chief.

ARTICLE XVII
Uniform Allowance

1880 **Section 1.** Each employee who is appointed to the Fire Department on or after the effective date of this Contract shall receive from the City or its designated vendor a full dress uniform, as defined by the Rules and Regulations including trousers, shoes, belt, necktie, shirt, cap, blouse, name tag, hat shield and department patch, along with four (4) sets of station uniforms, four (4) t-shirts, and one (1) Ruben. The employee shall appear before the Chief and/or his/her designated authority in full dress uniform before the completion of his probationary period. In each calendar year thereafter, he/she and all other employees shall receive a uniform allowance of \$900 for the purpose of replacing worn uniforms and cleaning, to be paid on or about October 1st of each year.

1890 All Assistant Chiefs and all employees assigned to the Fire Marshal's Office shall each receive a uniform allowance of nine hundred dollars (\$900) paid on or about October 1st of each year.

1900 **Section 2.** Each firefighter who is promoted to a Fire Lieutenant, Fire Inspector or Deputy Fire Marshal or Fire Marshal or Lieutenant to Captain, Fire Inspector or Deputy Fire Marshal to Fire Marshal Supervisor; Captain to Assistant Chief shall receive any uniform upgrades required by the department at no cost to the employee. The employee must use the designated City Vendor.

1910 **Section 3.** The City shall provide each employee with his own serviceable set of protective clothing equal to or exceeding OSHA standards. Each employee is responsible

for the care and cleanliness of his/her assigned protective clothing. Protective clothing shall be replaced by the City, when necessary, for all employees.

- 1920 **Section 4.** Effective May 3, 1994, the department authorized, N.F.P.A. sanctioned uniform will be the only acceptable station uniform. Line personnel shall own a minimum of three (3) sets.
- 1930 **Section 5.** The City will engage in a program on uniform replacement.
- 1940 Uniforms damaged in the line of duty, which were purchased with money from the most recent uniform allowance will be replaced at the discretion of the Chief.
- 1950 A form will be developed which has the receipt for the damaged uniform and new uniform receipt attached with an affidavit from the Chief or his designee that said item was damaged in the line of duty.

ARTICLE XVIII
Insurance

- 1970 **Section 1.** The City shall provide and pay the full cost for members of the bargaining unit and their enrolled families the following:
 - 2000 (a) A high deductible health plan (HDHP) with a health savings account (HSA) as outlined in the attached appendices. Effective July 1, 2026 the medical and vision coverage provided through the IAFF Health & Wellness Trust (Trust) as described in this Article shall be the only plan offered to active employees and those retiring after the plans effective date except as provided herein. The HSA plan will be funded by the City as follows for the duration of the contract: 50% funding (\$2,000/\$4,000).
 - (b) The Trust is currently a HDHP-HSA plan with deductible parameters of \$2000/\$4000 with both in and out of network coverages as defined in the summary of benefits coverages outlined in the attached appendices. The Trust plan offers vision as part of the overall medical benefits plan and is included in the medical plan rates. In the alternative, a PPO/POS plan option will be available to members who wish to buy up the difference in cost from the Town's total contribution for the HDHP/HSA and the PPO option or for employees not eligible for an HSA as provided for herein.
 - (c) Employees will contribute to the cost of the HDHP through payroll deduction which shall be on a pretax basis as allowed by IRS code. The cost- shares for the IAFF Health & Wellness Trust HDHP Plan are as follows:

	With Wellness*	Without Wellness*
2024-2025	15%	19.5%
2025-2026	15.5%	18.0%
2026-27	16%	
2027-28	16.5%	

*Wellness/Without Wellness no longer applicable after 6/30/26

Upon the initial year of an employee's enrollment into the HSA, the City will fund its full contribution in July. For subsequent years the City's contribution will be split one-half in July and one-half in January.

- (d) For employees not eligible for an HSA account, and enrolled in the IAFF Health and Wellness Trust HDHP, the City shall make the monetary value of the City's contribution to the applicable deductible amount as compensation to the employee. The parties acknowledge that the City's contribution toward the funding of the HSA (or additional compensation in lieu of the HSA contribution) is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed employees.

The cost-shares for the PPO for such employees shall be as follows:

	With Wellness	Without Wellness
2025-26	15.5%	18%

2005 Newly enrolled Employees enrolling in the plan shall receive a prorated employer contribution.

2020 **Section 2.** At no time will the Town pay an additional contribution to the Trust premium if the Trust premium is more than the Town's HDHP allocation rate of similar benefits. The allocation rate used in this calculation is based upon a plan design of equal value (\$2000/\$4000 deductible and Rx copayments as outlined in the applicable appendices attached hereto.

2050 **Section 3.** Effective January 1, 2007, there shall be a pool to cover documented vision care including Lasik surgery, vision-related expenses, hearing care and hearing aid expenses of active firefighters. This pool will cover the above noted expenses not provided by the coverage outlined in Section 1 above.

2060 (a) Employees will submit original receipt(s), showing clearly the amount paid and the provider of the product and/or service, and a copy of applicable prescriptions within 90 days of purchasing the products or having the exam. The receipt(s) must be attached to the appropriate form. Forms will be available in Personnel and the Fire Chiefs office. It is the employee's responsibility to submit the form to Personnel in a timely manner.

2070 (b) Receipt(s) can be submitted for all hearing and vision products and services prescribed by a licensed medical provider.

2080 (c) In the case of a hearing aid which will be reimbursed at the normal and customary rate as certified by the current Health Insurance Administrator. The benefit covers up to one hearing aid for each ear during a two-year period. (Example: 1/1/16 - 12/31/17).

- 2090 (d) The benefit for corrective eye surgery will not exceed \$1,500 in any ten year period.
- 2100 (e) Forms will be processed in Personnel within fifteen (15) working days of stamped receipt. Reimbursement will be made in a separate check within two (2) pay periods after the Personnel Director signs off on the form.
- 2105 (f) Employees must have valid I-9 forms on file with the City to be eligible for any reimbursement.
- 2110 (g) A dental plan shall be provided for all members and their enrolled families, as described in the attached summary.
- 2115 (h) The City shall provide Life Insurance for each employee equal to the base pay of each such employee at no cost to the employee.

ARTICLE XIX
Leave of Absence Without Pay

- 2120 City may grant leave of absence without pay to any employee upon his/her request. Upon the expiration of the approved leave, he/she shall be reinstated in the position held at the time leave was so granted. The employee may not be granted a Leave of Absence for the purpose of seeking other employment.

If an employee misses the annual department physical while on leave, he/she must take the physical prior to returning to duty.

ARTICLE XX
Seniority

- 2130 Seniority shall be by classification and shall consist of the relative length of accumulated service of each employee in his/her respective classification. For the purpose of this Article, classification shall mean and include the following: Firefighter, Fire Lieutenant, Fire Captain, Assistant Chief, Inspector, Deputy Fire Marshal, Fire Marshal. An employee's length of service shall not be reduced by time lost due to sick or injury leave or military leave of absence.

Section 1.

- 2140 (a) The least senior employee within classification is targeted for layoff;
- 2150 (b) Said laid off employee may bump into a lateral or lower job classification previously held by the employee and for which the employee is qualified.
- 2160 (c) An employee with the least seniority based on continuous service with the Meriden Fire Department shall be laid off.

- 2170 (d) Seniority will not accrue during the period of layoff. Seniority and accumulated sick leave and vacation leave time will be bridged upon recall.
- 2180 (e) Accumulated service as used in Article XX to define seniority means service with the Fire Department only.
- 2190 **Section 2.** A laid off employee shall have recall rights of four (4) years from the date of separation subject to the following restrictions:
- (a) First year - recall with no restrictions;
 - (b) Second through fourth year -
 - 1. pass physical exam
 - 2. pass entry level agility test at time of hire;
 - (c) An employee who fails to pass the above requirements will be passed over and will not be eligible for recall until such time as he/she passes the requirements or the recall list expires.
 - (d) Firefighters will be recalled in inverse order of seniority in the department and to the pay step at time of layoff.
 - (e) If a recalled firefighter was an officer before layoff, the employee will be recalled as a firefighter and then will be put on an eligibility list for promotion to a rank previously held by the employee by seniority in rank prior to layoff and placement on the recall list.
 - (f) In the case of a tie in seniority dates for layoff or recall, the highest written score on the test shall determine seniority rank.

2200 **Section 3. Pension Contribution:**

- (a) Employee can leave pension contribution in the Plan.
- (b) Employee can withdraw money and if recalled will need to apply to the Pension Board to buy back time with interest. If the Pension Board denies the request or if the employee declines to buy back their time, the employee will start accruing service time in the pension for the purpose of retirement as of the recall date to start work;
- (c) if the employee buys back time in the plan, the employee's former seniority will be bridged.

2210 **Section 4. Clothing Allowance:**

An employee recalled to duty will be made whole for any unpaid clothing allowance lost, prorated for months of service in that year.

**ARTICLE XXI
Union Activity Protected**

2220 Except for the right to strike or to withhold services which are hereby prohibited, all other Union activities are protected. Nothing shall abridge the right of any duly authorized representative of the Union to present the views of the Union to the citizens on issues which affect the welfare of its members. Provided, however, that during negotiations, neither the City nor the Union nor the representative of either party shall make any public statement concerning any matter under negotiations or to report on such matters except when both parties agree to make such a statement or report, or when an impasse in negotiations is reached.

**ARTICLE XXII
Fire Watch Duty**

2230 Whenever any private person or organization is required to or shall seek the services of the employees of the Fire Department for fire watch duty, such work shall be rotated by the Chief of the Fire Department among those employees who volunteer for such work during their off-duty hours. Employee may be removed from this list at his/her request. One fire watch list of all employees shall be created from those who notify the Chief of their desire to be on this list.

2240 When in the judgment of the Chief or his designee a full fire suppression company is needed for a private fire watch, the staffing shall be based on minimum staffing of (1) Officer and (3) Fire Fighters and shall be hired for a minimum of four (4) hours at one and one half (1.5) times their regular hourly rate. The next available and qualified employees shall be offered the assignment.

2250 When in the judgment of the Chief or his designee a fire watch is necessary for one employee at a time, the next available and qualified employee on the fire watch list shall be offered the assignment. Fire watch shall be offered to members assigned to the Fire Marshal's Office first and then to the remainder of the membership. The rate of pay for this work shall be time and one-half (1 1/2) the employee's regular hourly rate of pay, with a minimum of four (4) hours pay. Company strength shall not be reduced to provide fire watch services for any private person or organization.

ARTICLE XXIII
Probationary Period

- 2260 To enable the Fire Chief to exercise sound discretion in filling positions within the Fire Department, no appointment made on or after the effective date of this Contract to the classification of Fire Fighter shall be made until after the expiration of a twelve (12) month probationary period. During the probationary period of any such employee, the Fire Chief may terminate the employment of such employee and such termination shall not be subject to the just cause provisions of this Agreement. Nothing contained herein shall be used to deny any employee of any rights or any benefits to which he/she may be entitled under the pension provisions of this Contract. Prior to the completion of the probationary period, employees must EMT-B certified and must also obtain Firefighter I certification, and a minimum of a State of Connecticut Department of Motor Vehicles Drivers License with endorsements required by CT motor vehicle statutes to operate fire department apparatus. All employees hired after January 1, 2000 must remain EMT-B certified, or certified Fire Marshal and assigned to the Fire Marshal's Office. Should no courses for certification or training be available an extension shall be granted through the next available course. Any certified Fire Marshal assigned to the Fire Marshal's office who leaves the Fire Marshal's office and returns to the line shall be EMT-B certified.
- 2270 Floating Holidays for new employees shall not be granted until the first anniversary of said employee's date of hire with the Meriden Fire Department. Floating Holidays cannot be used for an employee's overtime assignment.
- 2280 Probationary employees shall not be allowed to utilize "special leave" to have anyone work in their place or to work in another's place for the first six (6) months of their employment, except upon approval of the Chief.
- 2290 Probationary employees, at the discretion of the Chief, may be required to work a forty (40) hour week, day shifts only, for up to three (3) weeks for training purposes. During this period, they shall be compensated at their regular weekly rate of Fire Fighter Step C of pay and shall not be considered for the purpose of maintaining the minimum manpower as described in Article XXX.
- 2300 In the first calendar year each employee who has or will have six (6) months but less than one (1) year of fire service on December 31 of such calendar year shall be credited with two (2) days of vacation for that calendar year only. Anyone hired in June may use the two-(2) days during December of that calendar year. Employees who have not completed six months of fire service may not take any vacation time. However, the Chief may advance or extend these days at his discretion, which may be used under special circumstances. Vacations are subject to restrictions in Article XI.
- 2310 Any employee who comes in off shift for Q license will receive pay for test time only (one-hour minimum at straight time, minimum four (4) hours will not apply).

ARTICLE XXIV
Terminal Leave Pay

2320 Upon the retirement or death of any employee, such employee or his/her spouse, as the case may be, shall receive terminal leave pay in lieu of any accumulated sick leave to which he/she is entitled at the time of his/her retirement or death. If such employee should die and he does not have a surviving spouse, such terminal leave shall be paid to his/her estate. Terminal leave pay for each employee shall be computed by multiplying his/her hourly rate by twelve (12) hours, by the number of accumulated sick leave days to which he/she is entitled at the time of his/her death or retirement, as the case may be. Employees hired after July 1, 2012 shall be paid fifty percent (50%) of such amount, up to a maximum payout of 52 sick days.

ARTICLE XXV
Miscellaneous

- 2340 **Section 1.** The Officers in charge shall apportion all work among subordinates as equitably as practicable.
- 2350 **Section 2.** The present Fire Department policy as related to firefighting, fire prevention, special assignments, training, and to the care and maintenance of firefighting apparatus and equipment, and to the normal care required to maintain the quarters and grounds in which they are employed in a clean and sanitary manner shall be part of this agreement. No employee shall be assigned to perform any work in connection with mosquito control.
- 2370 **Section 3.** All bargaining unit members shall have the right to review their service records in the presence of the Chief or his Deputy, provided the time selected is reasonable and convenient.
- 2380 **Section 4.** An employee who becomes sick or disabled due to pregnancy or childbirth shall be entitled to leave in accordance with applicable state and federal statutes. Employees shall not be precluded from using accrued vacation leave during periods of childbearing leave, subject to a physician's statement that the employee is physically unable to return to work. Employees shall not be precluded from using accrued sick leave during periods of childbearing leave. Nothing in the Article shall be construed as creating the right to child rearing or paternity leave.
- 2390 **Section 5.** In the event that a firefighter dies in the line of duty, the City of Meriden shall be responsible for all expenses incurred for the funeral outside of normal burial costs, (funeral home cost, coffin cost, grave stone, etc.) up to one (1) time firefighter Step F salary. Receipts shall be provided to the Fire Chief for his signature. In no case shall alcohol be paid for by the City.
- 2400 **Section 6.** The Chief of Department will assign a Training and Safety Officer ("TSO") to each group, one of which shall be a Captain.

When a TSO vacancy occurs, it will be filled from the regular officer overtime list (including Captains). TSO will be included in the regular officer overtime rotation.

Should an Assistant Chief need to go on emergency leave, the TSO would report to the covering Captains station to keep the company in service. If it is determined that the Assistant Chief is not returning, standard department vacancy filling procedures would be followed and the TSO returned to their normal assignment.

Should a Company Officer need to go on emergency leave, the TSO would report to the company's station to keep the company in service. If it is determined that the Company Officer is not returning, standard department vacancy filling procedures would be followed and the TSO returned to their normal assignment.

Firefighters are exempt from acting as a TSO; however, in the event that a shift is over manpower, and a vacancy is created by the TSO, the company officer from Truck 1 shall be detailed to the TSO position and an acting officer shall cover the detailed officer.

TSO's will pick vacations with all company officers.

Newly assigned TSO's will be assigned to a 40-hour assignment for the first week for orientation, and then will be assigned to one of the four groups (group schedule).

In addition to regularly scheduled day training, any and all EMS related training requiring the use of the TSO or an outside trainer may be conducted and scheduled to be performed between 6:30 P.M. and 9:30 P.M. on week days, except holidays, up to a total of forty (40) hours per group, as a group. Additional hours may be granted by the Union Executive Board at the request of the Chief. No training or detail shall be conducted on Sunday without an agreement between the Chief and the Union.

All TSO's will be trained to the NFPA Safety Officers Standard through an accredited agency.

All TSO's will be trained to the NFPA Training Officer Standard through an accredited agency.

Fire rescue Training conducted at night shall be conducted as a group; however, when it is not feasible due to time constraints and call coverage is needed; training may be split over separate nights. The split group training shall not exceed 2 sessions per calendar year for each group and shall not exceed 12 hours. This training shall be scheduled by the TSO Captain.

Section 9A. The Fire Chief may call mandatory staff meetings that include the Assistant Chiefs. The Fire Chief shall limit mandatory meetings to only those truly necessary for the good order of the Department. Mandatory meetings shall be paid meetings. Employees shall receive at least 4 hours OT for these meetings when held during their non-work shift.

- 2410 **Section 7.** Employee Evaluations - The employee's immediate supervisor shall complete the evaluation and review it with their supervisor and the employee being evaluated, at which time they shall all sign the evaluation and forward to the Chiefs office.
- 2420 If the Chief or the Personnel Director makes any changes or comments on the evaluation, the form will be returned to the employee. The employee will initial the changes to show he/she has seen them before it is filed in their personnel file.
- 2440 **Section 8.** Safety Committee
Safety Committee meetings will be conducted quarterly to comply with Connecticut State Statutes. Prior to a grievance being filed on this section, the Union will provide written notification of the violation to the Director of Personnel with a copy to the Chief and allow 30 days from said written notification to correct the violation.
- Section 9.** Any memorandum of agreements and similar documents in effect as of the effective date of this Agreement shall be terminated unless attached here to or listed. Any which are not listed or attached shall be deemed null and void.
- 2445 **Section 10.** Laundry
The department will purchase/maintain washers and dryers at each station, for the purpose of maintaining uniforms and station linens. The department will provide the necessary detergent for each washer.

ARTICLE XXVI EMS/EMT-B

- 2450 **Section 1.** Firefighters and officers who are a minimum of EMT-B or Certified Fire Marshal and assigned to the Fire Marshal's Office will be paid at the EMT step for their rank.
- 2470 All employees hired after January 1, 2000 must remain at a minimum EMT-B certified.
- 2480 Upon promotion, a Firefighter or officer who is EMT-B certified or above will skip Step E and move to Step F; after successful completion of six (6) months probation, they will move to Step G.
- 2500 **Section 2.** Employees attending EMT-B certification classes on duty will be paid straight time and will be relieved from regular duty. The Chief shall have the right to arrange to have class in service.
- 2505 Employees sent for recertification classes off duty, will be paid at time and one half at a minimum of four (4) hours and then hour for hour after the initial four (4) hours.

2508 The City shall reimburse the annual paramedic license renewal fee for employees certified at the paramedic level.

ARTICLE XXVII
Pensions

2510 **Section 1.** The pension agreements between the parties shall be incorporated and made part of this contract.

ARTICLE XXVIII
Wages

2560 The wages for all employees shall be as set forth in Appendix "C" hereto which reflect the following general wage increase:

7/1/24	3.0% (retroactive)
7/1/25	3.0% (retroactive)
7/1/26	3.0%
7/1/27	3.0%

Stipends

Certified Fire Investigator Stipend – A member, assigned to the Fire Marshal’s Office, who possesses a certification as a Certified Fire Investigator (CFI) from an accredited organization shall receive an annual stipend of two thousand dollars (\$2,000).

Section 1.

2570 Firefighters classification and pay shall be determined by the following schedule:

2580 STEP C - Non -EMT: Less than twelve (12) months of service.
This rate will be in effect for twelve (12) months or until EMT certification is achieved (whichever is sooner) at which time the employee will move to Step D on the salary schedule. If unable to complete EMT certification and no waiver is requested by the Chief, the employee would be terminated.

2590 STEP D - EMT: Less than eighteen (18) months of service.

2600 STEP E: After eighteen (18) months of service.

2610 STEP F: After twelve (12) months of service in Step E.

2615 STEP G: After twelve (12) months of service in Step F.

2630 Each Fire Inspector/Fire Lieutenant, Fire Captain, Deputy Fire Marshal, and Fire Marshal, Division Chief of Training or Assistant Chief who has less than six (6)

months of service in his/her classification, and each Firefighter who has two and one-half (2 1/2), but less than three and one-half (3 1/2) years of service in his/her classification, shall be paid at Step E of the salary range of his/her classification, and each Firefighter who has three and one-half (3 1/2) or more years of service in his/her classification, shall be paid at Step F of the salary range of his/her classification.

2635 **Section 2.** The rates set forth in this Appendix are annual and weekly rates.

Section 3. Employees will be paid bi-weekly.

Section 4. Effective October 1, 2006 employees must sign up for direct deposit with the City as a condition of continued employment.

New employees must sign up for direct deposit within thirty (30) days of employment.

ARTICLE XXIX Longevity

2650 **Section 1.**

Annual longevity payments shall be based on the following formula, effective July 1, 2016.

2660 Employees who have completed five years of service as of July 1 \$300.00

2670 Employees who have completed ten years of service as of July 1 \$400.00

2680 Employees who have completed fifteen years of service as of July 1 \$500.00

2690 Employees who have completed twenty years of service as of July 1 \$600.00

Employees who have completed twenty-five years of service as of July 1 \$750.00

Employees hired on or after January 1, 2016 shall not be eligible for longevity.

2700 **Section 2.** In the first pay week after July 1 of each fiscal year, each employee who, in accordance with the formula provided for in Section 1 of this Article, is qualified to receive a longevity payment during such fiscal year, shall receive such longevity payment prorated on a weekly basis for the period beginning on July 1 of such fiscal year and/or beginning on the date on which he/she qualified for such longevity payment, through June 30 of such fiscal year.

2710 **Section 3.** In the event that any employee is terminated for any reason other than retirement or death during the fiscal period in which he/she has already received his/her longevity payment, such longevity payment shall be re-computed on the basis of his/her service prior to such termination during such fiscal period.

ARTICLE XXX
Manpower

2720 **Section 1.** In order to protect the health and safety of the employees in the bargaining unit, the following shall be the minimum manpower on duty at all times in each of the following Fire Fighting Companies:

- Engine #1..... Two (2) Firefighters and one (1) Officer
- Engine #2..... Three (3) Firefighters and one (1) Officer
- Engine #3..... Two (2) Firefighters and one (1) Officer
- Engine #4..... Two (2) Firefighters and one (1) Officer
- Engine #5..... Two (2) Firefighters and one (1) Officer
- Truck #1..... Three (3) Firefighters and one (1) Officer
- Car #4..... Assistant Chief - one (1)
- Car #9..... Training and Safety Officer – one (1)

2730 If any new Engine Company or Truck Company is established on or after the effective date of this Contract, such Engine Company or Truck Company's manpower shall be the same as that of Engine #1 or Truck #1, as the case may be.

2740 For the purpose of this Section, an Acting Lieutenant shall be considered as a Lieutenant; an Acting Captain shall be considered as a Captain; and an Acting Assistant Chief shall be considered as an Assistant Chief.

2750 **Section 2.** Whenever the manpower on duty at any time falls below the requirement provided for in Section 1 of this Article, such shortage shall be covered by overtime work in accordance with Article IX.

2760 It is permissible to run with less than the required number for (1) "Emergency Leave" reasons, (2) for injuries occurring on duty during that period of time necessary for a treating physician to determine the members prognosis with respect to returning to duty, and (3) during that period of time which exists for an overtime to be called and that member hired to report to duty to replace a member that reported off sick during a tour of duty.

2770 Be it understood that on occasions where one person assigned to Engine Company Two, a four man company, is providing EMS as part of their regular duties and is needed to continue patient care to a hospital in accordance with CMED protocol, engine Two may respond to other emergencies with the three remaining assigned personnel.

ARTICLE XXXI
Education Incentive and Reimbursement Program

2790 **Section 1.** The City of Meriden Personnel Department Tuition Reimbursement Program shall be part of this Agreement.

- 2800 **Section 2.** After four and one-half (4 1/2) years of Fire Department service, employees in the classifications included in the bargaining unit shall receive additional compensation for educational attainments in accordance with the following schedule:
- 2810 (a) For satisfactory completion at a grade C or better of thirty (30) semester hours at an accredited college or university in the subjects set forth in (d), an additional three dollars (\$3.00) per week. This ends on 1/1/16. Any employee receiving it as of 1/1/16 will continue to receive it until they terminate employment with the MFD.
- 2820 (b) Effective 4/3/16-For satisfactory completion at a grade C or better of sixty semester hours at an accredited college or university in the subjects set forth in (d), or an Associate Degree in Fire Technology and Administration, an additional ten dollars (\$10.00) per week.
- 2830 (c) Effective 4/3/16-For a satisfactory completion at a grade C or better of a Bachelor Degree in Fire Technology and Administration, or Public and Social Administration, and/or including the subjects set forth in (d), an additional fifteen dollars (\$15.00) per week.
- 2835 (d) Effective 7/1/18 – A master’s degree or other post-graduate degree at an accredited college or university an additional thirty-five dollars (\$35.00) per week.
- 2840 (e) Below is a list of subjects for which tuition reimbursement and educational attainment may be applied:
1. Fire Department Operations and Administration
 2. Fire Prevention and Inspection
 3. Fire Service and Technology
 4. Firefighting
 5. Fire Hazards and Fire Protection Systems
 6. Fire Hydraulics and Engineering

Management Courses (if approved in advance by the Fire Chief or his designee).
Medical training for use in emergency situations. May include EMT training. Other subject approved by the Fire Chief.

- 2850 If an employee is subsequently promoted, he/she shall continue to receive the additional amount of pay as specified above the semester hours satisfactorily completed at a Grade C or better at an accredited college or university or the Fire Academy.
- 2860 **Section 3.** The following provisions are established to govern the administration of the City's Tuition Reimbursement Program:
- 2870 (a) Applications for reimbursement will only be considered from full-time employees.

- 2880 (b) Applications will be approved only for course work related to the employee's present position or for a position to which he/she may be promoted or courses that are part of the curriculum for the above attainments.
- 2890 (c) Reimbursement shall be made only for course work completed at accredited public or business trade schools, colleges and universities or National and State Fire Academies or private training businesses approved at the Fire Chief's discretion for Fire & Emergency Services training.
- 2900 (d) Applications will not be considered if the employee is receiving funds for the same course from any other source.
- 2910 (e) Applications will not be considered if the course work is available to the employee through in-service training conducted by the City.
- 2920 (f) Tuition costs of \$1,600 or less for undergraduate courses at an accredited college or university or the Fire Academy are eligible for 100% reimbursement. Tuition costs of \$2,200 or less for graduate courses at an accredited college or university are eligible for 100% reimbursement. The employee must present an official receipt indicating the cost of tuition for the course prior to being approved for reimbursement.

The employee must present an official receipt indicating the cost of tuition for the course prior to being approved for reimbursement.

- 2930 (g) Reimbursement shall be made only for course work in which the employee received a grade "C", it's numerical equivalent, or better. Employees must present an official school transcript showing final grade received.
- 2940 (h) The maximum tuition reimbursement is available once per contract year.
- 2950 **Section 4.** The following procedure permits the employee to know in advance whether or not the course(s) will be approved for tuition reimbursement, assuming the course is completed with a satisfactory grade.
- 2960 (a) Employee obtains a "Tuition Reimbursement Application" form and submits it to the Personnel Department.
- 2970 (b) The Personnel Department reviews the application. One copy is returned to the employee. The other copy is retained by Personnel.
- 2980 (c) Within ninety (90) days after the employee has completed the course and has received his/her final grade, the employee must submit a copy of the approved request form to the Director of Personnel along with his grade and tuition receipt. At the Chief's discretion in extraordinary approved circumstances, the timeframe may be extended beyond ninety (90) days.

2990 (d) Upon receipt of the completed application form, the Director of Personnel will prepare an electronic or paper requisition to pay the employee for the amount of the tuition reimbursement.

2995 **Section 5.** Promotional Certification/Education

If an employee has a Fire Officer I certification at the time promoted to Lieutenant, they will be immediately placed on the top step, rather than having to wait six (6) months. If an employee has a Fire Officer II certification at the time promoted to Captain they will immediately be placed at the top step, rather than having to wait six (6) months. If an employee has a Fire Officer III at the time promoted to Assistant Chief, they shall immediately be placed on the top step, rather than having to wait six (6) months. A newly promoted Lieutenant is required to participate in the "I LEAD" program offered by CT Career Fire Chiefs Association and will be detailed to training for a 40 hour workweek for the duration of the class. They /City of Meriden will cover the cost of tuition.

ARTICLE XXXII

Bureau of Fire Prevention Call Back

3000 Whenever any uniformed employee assigned to the Bureau of Fire Prevention is contacted and reports to any incident for the purpose of performing investigatory work, that employee shall receive time and one-half (1 1/2) for the actual number of hours worked, with a minimum of four (4) hours per call back.

3010 Whenever any employee of the Fire Marshal's Office is eligible and assigned to be on the Fire Marshal's rotating on call list, for the purpose of being on call, the employee shall receive eight hours of time to take off every six months (on January 1, and July 1) for being on call the previous six months.

Employees must use these days within six months after they are earned and cannot be carried over to the next six month period.

Upon formal retirement/resignation any time that remains in the accrual bank will be forfeited.

ARTICLE XXXIII

Physical Examinations

Section 1. General Provisions

a.) When the City arranges for promotional or regular physical examinations, it shall pay the costs for said examinations and should attempt to schedule same at a mutually convenient off-duty time. Time spent in taking said physical examinations shall not be subject to overtime provisions, 4 hours straight time shall be paid, except when an employee is ordered to take such

physical examinations at a time which is unacceptable to him.

b.) The IAFF Health & Wellness Trust (Trust) offers on-site NFPA 1582 and NFPA 1583 physical exams for enrolled employees from Trust participating groups at the cost of the Trust by Life Scan Wellness Centers (Life Scan) or United Diagnostic Services(UDS). Effective July 1, 2026 the annual physical evaluation for all fire personnel shall meet the NFPA 1582/1583 standard and consist of the occupational medical program/Wellness Fitness Evaluation including, but not limited to a comprehensive medical examination, ultrasound imaging, cardio-pulmonary stress test, and pulmonary function test (OSHA Respirator Medical Evaluation Questionnaire to comply with OSHA standard 1910.134 Respiratory Protection and annual Spirometry), provided by Life Scan or UDS.

c.) Annual physical evaluations for all fire personnel shall be conducted on-site with laboratory draws off-site in advance. Physical evaluations shall be scheduled at a mutually convenient off-duty time. Laboratory draws will be scheduled by employees as directed by the physical vendor. Time spent in taking said physical examinations shall not be subject to overtime provisions, 4 hours straight time shall be paid, except when an employee is ordered to take such physical examinations at a time which is unacceptable to him.

d.) The City and the Union shall mutually agree which provider to utilize for such physicals annually.

e.) As may be required, the City and Union will enter into a separate agreement with Life Scan or UDS including scheduling and "no show" provisions.

f.) If the City, at their sole discretion, chooses to have additional services provided outside of the basic NFPA 1582/1583 physical, such cost shall solely be borne by the City.

g.) For employees not enrolled in the Trust insurance the cost of such employee's annual physical shall be solely borne by the City.

Section 2. Flu Shots

The City agrees that if the health department is offering flu shots to City employees that said shots will be made available at no cost to Fire Department employees, however, if there are a limited number of vaccines available, vaccinations will be on a first come, first serve basis. It will be the members responsibility to make an appointment with the health department and will be done on the employees own time.

ARTICLE XXXIV
Substance Abuse Policy

Section 1. Purposes

- 3020 The purposes of this policy are as follows:
- 3030 To establish and maintain a safe, healthy, working environment for all members;
- 3040 To insure the reputation of the Meriden Fire Department and its firefighters as good, responsible citizens worthy of public trust;
- 3050 To reduce the incidents of accidental injury to person or property;
- 3060 To reduce absenteeism, tardiness and indifferent job performance;
- 3070 To provide assistance toward rehabilitation for any member who seeks the Fire Department's help in overcoming any addiction to dependence upon or problem with alcohol or drugs.

Section 2. Definitions

- 3080 Alcohol or Alcoholic Beverages - means any beverage that has an alcoholic content;
- 3090 Drug - means any substance (other than alcohol) capable of altering the mood, perception, pain level or judgment of the individual consuming it;
- 3100 Prescribed Drug - means any substance prescribed for the individual consuming it by a licensed medical practitioner;
- 3110 Illegal Drug - means any drug or controlled substance, the sale or consumption of which is illegal;
- 3120 Supervisor - means the Officer or acting Officer who is the member's immediate superior in the chain of command;
- 3130 Employee Assistance Program - means Employee Assistance Program provided by the Department of Personnel of the City of Meriden or any agency/entity the City has contracted with to provide said Program.

Section 3. Employee Assistance Program

- 3140 (a) Any member who feels that he/she has developed an addiction to, dependence upon or problem with alcohol or drugs, legal or illegal, is encouraged to seek assistance. Entrance into the Employee Assistance Program can occur by self-referral, recommendation or referral by a Supervisor.

- 3150 (b) Request for assistance through "recommendation" or "Supervisor referral" will be treated as confidential. "Self referral" confidentiality will be maintained between the individual seeking help and employee assistance personnel.
- 3160 (c) Member progress will be monitored by the Fire Chief or a Deputy Fire Chief, in the case of recommendation or referral.
- 3170 (d) Rehabilitation itself is the responsibility of the member. For members enrolled in a formal treatment program, the Fire Department will grant rehabilitation leave at full pay up to accumulated sick leave. Out patient care will be charged to sick leave. Members using up accumulated sick leave will be allowed to use vacation and other accumulated leave time. A member may request an extension of sick leave for rehabilitation purposes; however, the failure of the City to grant said extension shall not be a grievable matter by the member or the Union.
- 3180 (e) To be eligible for continuation of employment on rehabilitation pay basis in accordance with Section 4 (d) above, the member must have been employed at least one year; must maintain at least weekly contact with the Fire Chief or a Deputy Fire Chief; and must provide certification that he/she is continuously enrolled in a treatment program and actively participating in that program.
- 3190 (f) Upon successful completion of treatment, the member will be returned to active status without reduction of pay, grade or seniority.

Section 4. Alcoholic Beverages

- 3200 (a) No alcoholic beverages will be brought into or consumed upon Fire Department premises. The Fire Department will invoke appropriate disciplinary action for any violations.
- 3210 (b) Drinking or being under the influence of alcoholic beverages while on duty is cause for suspension or termination.
- 3220 (c) Any member whose off-duty use of alcohol results in an inability to perform all duties required of said member in a satisfactory manner will be offered an opportunity to participate in the Employee Assistance Program for rehabilitation in lieu of disciplinary action being taken. In the event the member refuses or fails rehabilitation, disciplinary action for the violation committed may be imposed.

Section 5. Prescription Drugs

- 3230 (a) No prescription drug shall be brought upon Fire Department premises by any person other than the person for whom the drug is prescribed by a licensed medical practitioner and shall be used only in the manner, combination and quantity prescribed.

- 3240 (b) Any member whose use of prescription drugs results in a sustained inability to perform all duties required of said member in a satisfactory manner will be offered an opportunity to participate in the Employee Assistance Program for rehabilitation in lieu of disciplinary action being taken. In the event the member refuses or fails rehabilitation, disciplinary action for the violation committed may be imposed.

Section 6. Illegal Drugs

- 3250 (a) The use of an illegal drug or controlled substance or the possession of them by a member while said member is on duty is cause for suspension or termination.
- 3260 (b) Any member whose use of illegal drugs or controlled substances, off duty, results in an inability to perform his/her duties or results in an arrest/conviction may have disciplinary action being taken. In the event the member refuses or fails rehabilitation, disciplinary action for the violation committed may be imposed.
- 3270 (c) The sale, trade or delivery of illegal drugs or controlled substances by a member, on or off duty, to another person and any action pursuant to Section 10.3 and 13.9 of the Policies and Procedures for Personnel of the City of Meriden is cause for referral to law enforcement authorities.
- (d) **Controlled Substances:** Any drug included in Schedules I through V, as defined by Section 802(6) of Title 21 of the United States Code (21 USC 802(6)), or any drug included within the definition of "Controlled substance" in Title 21A, Chapter 402B of the Connecticut General Statutes (for example, but not limited to: cocaine, marijuana, barbiturates, amphetamines, morphine.) The term does not include the use of prescribed drugs which have been legally obtained and are being used for the purpose for which they were prescribed.

Section 7. Procedures

- 3280 The procedures of the City of Meriden's Fire Department in regards to members using, possessing or under the influence of alcohol, drugs or chemicals while on duty are as follows:
- 3290 Members shall report to their places of assignments fit and able to perform their required duties and shall not by any improper act render themselves unfit for duty. Random or mass testing is strictly prohibited. No employee will be tested for substance abuse unless there exists probable cause.
- 3300 Step 1: Supervisors who have reasonable grounds to believe a member is under the influence of alcohol, drugs or chemicals shall immediately relieve said member from duty in order to protect said member, fellow members, and the public from harm.
- 3310 Step 2: The Supervisor shall notify his/her Supervisor immediately.

- 3320 Step 3: Both Supervisors will interview the member, in the presence of the Steward or his/her designee, and if they both believe, based upon reasonable grounds, that the member is under the influence of alcohol, drugs, or chemicals, then said member will be taken to the hospital or testing facility as designated by the City and the Union. All tests shall be administered by a testing facility that can insure the following:
- (a) A confidential chain of custody.
 - (b) An independent sample collection process.
 - (c) Sterile containers.
 - (d) The laboratory performing the test must be certified by the State in which it lies or by the Federal Government Health Authorities as a medical laboratory and shall meet the regional requirements for forensic laboratories.
 - (e) Test results should be supplied to both the Fire Chief and the employee charged as soon as they are available. If possible within twenty-four (24) to forty-eight (48) hours. If any individual receives a positive test result, they may request an immediate retest.
- 3330 Sample collection shall be conducted in a manner which provides the highest degree of security for the sample and freedom from adulteration. Employees shall not be witnessed while supplying a urine sample. Instead, administrative procedures and biological testing of samples shall be conducted to prevent the submission of fraudulent samples for testing. If testing is positive the sample shall be split in three parts and reserved for independent analysis.
- 3340 The method for all testing of samples shall be performed by the Gas Chromatography-Mass Spectrophotometry (GC-MS) test.
- 3350 There shall be a medical evaluation of each test result conducted by a toxicologist or a physician prior to release. Only confirmed results shall be reported to the employer. Unconfirmed, inconclusive and "weak-positive" reports shall never leave the laboratory.
- 3360 If the test is found to be positive, the employee may be tested up to a maximum of two (2) times within six (6) weeks.
- 3370 Step 4. The decision to relieve the member from duty shall be documented as soon as possible. Both Supervisors should document reasons and observations, such as, but not limited to, glazed eyes, smell of alcohol, slurred speech, wobbly walk, change in attitude, aggressiveness, passed out, change in normal appearance, etc.
- 3380 Step 5. If the member is willing to sign the appropriate release form, the hospital or testing facility will perform a drug and/or alcohol test.
- 3390 (a) It shall be made clear to the member before he signs the release form that the results will be made available to the Fire Chief and may be used in disciplinary proceedings against the member. In addition, said results will be made available to the member.

- 3400 (b) If the members refuse to sign and the tests are not given and the results not provided, the member will be considered by the City to be in violation of the Collective Bargaining Agreement between the City and the Union and the Fire Department's Rules and Regulations and the City Personnel Policies.
- 3410 (c) The member will be relieved from active duty and removed from the payroll.
- 3420 Step 6. When an alcohol/drug test is administered, the member will be placed on limited duty or leave with pay until results are available.
- 3430 (a) When test results are positive, the member will be relieved of duty and may be referred to the Employee Assistance Program in lieu of disciplinary action being taken.
- 3440 (b) The Fire Chief or a Deputy Fire Chief shall make final determination whether the member returns to active status or remains off duty.
- 3450 (c) Rejection of treatment or failure to complete the program may be cause for suspension or termination.
- 3460 (d) Upon successful completion of treatment, the member will be returned to active status without reduction of pay, grade or seniority.
- 3470 (e) A third positive test, within the guidelines of this Agreement, may be grounds for disciplinary action. Such employee may be retested once within six (6) months of the end of their rehabilitation.
- 3480 (f) No member will be eligible for the Employee Assistance Program more than two (2) times.
- 3490 (g) Once treatment and any follow up care is completed and no further incidents occur, at the end of a two (2) year period the records of treatment and positive substance abuse testing shall be retired to a closed medical file. The employee shall be given a fresh start with a clean administrative record.
- 3500 (h) Any Supervisor who does not relieve a member suspected of being under the influence of alcohol, drugs, or chemicals will be subject to disciplinary action.
- 3550 It is mutually understood and agreed by the parties that the City shall have the right to engage in alcohol and drug testing of applicants for employment with the Meriden Fire Department in accordance with applicable law. The City shall have no obligation to hire any applicant who fails said alcohol or drug testing.

Section 10. Union Held Harmless

3560 While the Union and the City agree to a Substance Abuse Policy, the Union shall be held harmless for any violation of any of the employees' legal rights that may be violated by the City out of and arising from the administration of this policy.

Section 11. Failure of the City to Exercise Rights.

3570 The failure of the City to exercise any right under this Article in a particular way shall not be deemed as a waiver of such right or preclude the City from exercising the same in some other way not in conflict with the provisions of this Article.

Section 12. Confidentiality

3580 Absolute confidentiality must be maintained during the entire process. No individual involved in the process shall reveal any of the details or particulars of any incident.

Any violation of this confidence will subject the violator to the most severe disciplinary action. It is also realized that anyone knowingly bringing false charges against an individual or using this procedure for harassment or personal reasons will be subject to disciplinary action.

3590 Nothing shall prevent or prohibit any individual who is willfully, wantonly or maliciously falsely accused from pursuing legal action against their accuser, though it is understood that any such legal action may tend to compromise the confidentiality of the process.

ARTICLE XXXV

Jury Duty

Once an employee is notified of potential juror service he/she shall:

3600 (a) Notify the on duty Assistant Chief of such potential service.

3610 (b) For situations where an employee is scheduled for a night shift prior to his/her first day of potential juror service, the on duty Assistant chief will hold over from the day shift until he/she has determined whether the employee must report to juror service. Once that determination is made, the employee either reports to duty and relieves the hold over or if he/she is scheduled for juror service, the appropriate scheduling replacement will be made.

3620 (c) Always keep the Assistant Chiefs office apprised of his/her juror status.

3630 Employees who serve as jurors and are so compensated by the State Juror Administrator shall return to the city, the prevailing daily rate as established by the Conn. General Statutes on juror compensation for each work shift provided off for Juror Service

3640 Employees assigned to juror service are not eligible to work the shift of juror service nor any touching shift. This includes regular duty, overtime and special leave

ARTICLE XXXVI
Management Rights

3650 SECTION 1 Management Rights

Except as specifically abridged or modified by any provision of this agreement, the City will continue to have, whether exercised or not, all of the rights, powers and authority heretofore existing including, but not limited to, the following:

1. Direct the workforce, consistent with the terms of the contract and state and federal laws.
2. Determine the content of job descriptions, subject to any obligation to bargain with Union as may be required by law.
3. Relieve employees for lack of work, subject to the terms of this Agreement.
4. Determine the care, maintenance and operation of equipment and property used for and on behalf of the department.
5. The right to develop reasonable work rules, provided does not conflict with a provision of this Agreement, arbitration awards, agreements, they are negotiated with the Union prior to implementation and made known to all employees affected by them.
6. The right to assign work to employees consistent with their job descriptions and past practice.
7. The right to create new positions within the bargaining unit provided that the hours and other conditions of employment for these new positions are negotiated with the Union.
8. The right to establish methods and processes by which work is performed.
9. The right to maintain discipline and efficiency through fair and consistent enforcement of the aforementioned work rules. To discipline non-probationary employees, for just cause, provided, any discipline administered shall generally follow the progressive discipline standard, except where the seriousness of the incident warrants not doing so.

ARTICLE XXXVII
Promotional Exams

- 3710 Promotional exams will be announced at least 90 days preceding the exam. The date of the posting of the exam announcement shall serve as the date of eligibility for the exam. The attached template shall be the approved language for all promotional announcements. A signed eligibility list shall be sent to the Union president. (MOU 9/14/2018 Promotional Exam)

ARTICLE XXXVIII
Duration

- 3850 The duration of this Contract as it applies to all items in the Contract plan shall extend through June 30, 2028 unless otherwise noted.
- 3860 The duration of this contract as to Firefighters in the Firefighter Pension Plan and Firefighters in the City Pension will extend through June 30, 2030. This shall not impact the effective date of changes in other retirement benefits that are based on changes to the benefits of active firefighters.
- 3870 Either party wishing to terminate, amend, or modify such Contract must so notify the other party in writing no more than one hundred and eighty (180) days nor less than one hundred and fifty (150) days prior to the applicable expiration date. Within ten (10) days of the receipt of such notification by either party, a conference shall be held between the City and the Union Negotiating Committee for the purpose of such amendment, modification, or termination.

**ADDENDUM
Health Insurance**

Unless otherwise noted all of the following changes shall be retroactive to July 1, 2008.

Changes to the Fire Pension Plan:

Effective January 1, 2009 employees who retire with twenty-five (25) or more years of service will be eligible for 100% paid health insurance for retiree and spouse minus the applicable monthly cost share (up to appropriate cap if cap exists) or if no insurance is elected the retiree will receive the member + 1 emolument (if no spouse, single emolument applies).

**At age 65 coverage: Retiree shall be eligible for Medicare supplemental coverage offered by the City for retiree and any eligible spouse.*

**At age 65 an employee who is ineligible personally or through his/her spouse for Medicare shall be given the equivalent of the city's cost for the Medicare Supplement for retiree and if eligible for his/her spouse.*

The annual medical cost share for employees choosing health insurance not the emolument will be capped at \$2,500 for retirements per fiscal year July 1, 2011 -June 30, 2014.

These caps will not be changed after retirement.

Employees who choose insurance in retirement after selecting the emolument would pay the cap under which they retired.

Effective July 1, 2012, the emolument will be set at the HSA rate.

Municipal Fire Pension contributions are 8% percent beginning July 1, 2008.

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties have caused their names to be signed.

FOR THE CITY OF MERIDEN



Brian P. Daniels
City Manager

FOR MERIDEN IAFF LOCAL #1148
AFL-CIO



Walter Kerr
President Local #1148

Date

1/28/26

FIRE WAGE SCALE 7/1/24 – 6/30/25

Range	Rank	Step	Weekly	Hourly/42	Hourly/40	52 Weeks	6 Hours	Daily/ Holiday	Overtime
32A	Asst. Chief	G EMT	2,228.94	53.07		115,904.88	318.42	636.84	955.26
	Asst. Chief	F	2,173.50	51.75		113,022.00	310.50	621.00	931.50
	Asst. Chief	E	2,071.02	49.31		107,693.04	295.86	591.72	887.58
32I	Fire Marshal	G EMT	2,318.80		57.97	120,577.60		662.51 *	86.96
	Fire Marshal	F	2,262.00		56.55	117,624.00		646.29 *	84.83
	Fire Marshal	E	2,154.00		53.85	112,008.00		615.43 *	80.78
	Training Officer	G EMT	2,228.00		55.70	115,856.00		636.57 *	83.55
	Training Officer	F	2,174.00		54.35	113,048.00		621.14 *	81.53
	Training Officer	E	2,070.40		51.76	107,660.80		591.54 *	77.64
32B	Pub Safety Superv	G EMT	2,124.00		53.10	110,448.00		606.86 *	79.65
	Pub Safety Superv	F	2,071.20		51.78	107,702.40		591.77 *	77.67
	Pub Safety Superv	E	1,983.20		49.58	103,126.40		566.63 *	74.37
32C	Dep. F. Marshal	G EMT	2,060.40		51.51	107,140.80		588.69 *	77.27
	Dep. F. Marshal	F	2,009.60		50.24	104,499.20		574.17 *	75.36
	Dep. F. Marshal	E	1,918.40		47.96	99,756.80		548.11 *	71.94
32D	Captain	G EMT	2,018.94	48.07		104,984.88	288.42	576.84	865.26
	Captain	F	1,970.64	46.92		102,473.28	281.52	563.04	844.56
	Captain	E	1,882.44	44.82		97,886.88	268.92	537.84	806.76
32E	Lieutenant	G EMT	1,838.76	43.78		95,615.52	262.68	525.36	788.04
	Lieutenant	F	1,792.56	42.68		93,213.12	256.08	512.16	768.24
	Lieutenant	E	1,712.76	40.78		89,063.52	244.68	489.36	734.04
32F	Inspector	G EMT	1,874.00		46.85	97,448.00		535.43 *	70.28
	Inspector	F	1,828.40		45.71	95,076.80		522.40 *	68.57
	Inspector	E	1,746.80		43.67	90,833.60		499.09 *	65.51
32G	Firefighter	F	1,632.54	38.87		84,892.08	233.22	466.44	699.66
32H	Firefighter	G EMT	1,674.54	39.87		87,076.08	239.22	478.44	717.66
	Firefighter	F	1,597.68	38.04		83,079.36	228.24	456.48	684.72
	Firefighter	E	1,529.22	36.41		79,519.44	218.46	436.92	655.38
	Firefighter	D	1,263.36	30.08		65,694.72	180.48	360.96	541.44
	Firefighter	C	1,208.76	28.78		62,855.52	172.68	345.36	518.04

All holiday rates calculated Weekly/42 x 12.

All 40 hour OT rates calculated Weekly/40 times 1.5% to determine hourly rate.

All 42 hour daily OT rates calculated Weekly/42 times 12 hours times 1.5% to determine daily rate

Reflects a 3% increase from 7/1/23

FIRE WAGE SCALE 7/1/25 – 6/30/26

Range	Rank	Step	Weekly	Hourly/42	Hourly/40	52 Weeks	6 Hours	Daily/ Holiday	Overtime
32A	Asst. Chief	G EMT	2,295.72	54.66		119,377.44	327.96	655.92	983.88
	Asst. Chief	F	2,238.60	53.30		116,407.20	319.80	639.60	959.40
	Asst. Chief	E	2,133.18	50.79		110,925.36	304.74	609.48	914.22
32I	Fire Marshal	G EMT	2,388.40		59.71	124,196.80		682.40 *	89.57
	Fire Marshal	F	2,330.00		58.25	121,160.00		665.71 *	87.38
	Fire Marshal	E	2,218.80		55.47	115,377.60		633.94 *	83.21
	Training Officer	G EMT	2,294.80		57.37	119,329.60		655.66 *	86.06
	Training Officer	F	2,239.20		55.98	116,438.40		639.77 *	83.97
	Training Officer	E	2,132.40		53.31	110,884.80		609.26 *	79.97
32B	Pub Safety Superv	G EMT	2,187.60		54.69	113,755.20		625.03 *	82.04
	Pub Safety Superv	F	2,133.20		53.33	110,926.40		609.49 *	80.00
	Pub Safety Superv	E	2,042.80		51.07	106,225.60		583.66 *	76.61
32C	Dep. F. Marshal	G EMT	2,122.40		53.06	110,364.80		606.40 *	79.59
	Dep. F. Marshal	F	2,070.00		51.75	107,640.00		591.43 *	77.63
	Dep. F. Marshal	E	1,976.00		49.40	102,752.00		564.57 *	74.10
32D	Captain	G EMT	2,079.42	49.51		108,129.84	297.06	594.12	891.18
	Captain	F	2,029.86	48.33		105,552.72	289.98	579.96	869.94
	Captain	E	1,938.72	46.16		100,813.44	276.96	553.92	830.88
32E	Lieutenant	G EMT	1,893.78	45.09		98,476.56	270.54	541.08	811.62
	Lieutenant	F	1,846.32	43.96		96,008.64	263.76	527.52	791.28
	Lieutenant	E	1,764.00	42.00		91,728.00	252.00	504.00	756.00
32F	Inspector	G EMT	1,930.40		48.26	100,380.80		551.54 *	72.39
	Inspector	F	1,883.20		47.08	97,926.40		538.06 *	70.62
	Inspector	E	1,799.20		44.98	93,558.40		514.06 *	67.47
32G	Firefighter	F	1,681.68	40.04		87,447.36	240.24	480.48	720.72
32H	Firefighter	G EMT	1,724.94	41.07		89,696.88	246.42	492.84	739.26
	Firefighter	F	1,645.56	39.18		85,569.12	235.08	470.16	705.24
	Firefighter	E	1,575.00	37.50		81,900.00	225.00	450.00	675.00
	Firefighter	D	1,301.16	30.98		67,660.32	185.88	371.76	557.64
	Firefighter	C	1,244.88	29.64		64,733.76	177.84	355.68	533.52

All holiday rates calculated Weekly/42 x 12.

All 40 hour OT rates calculated Weekly/40 times 1.5% to determine hourly rate.

All 42 hour daily OT rates calculated Weekly/42 times 12 hours times 1.5% to determine daily rate

Reflects a 3% increase from 7/1/24

FIRE WAGE SCALE 7/1/26 – 6/30/27

Range	Rank	Step	Weekly	Hourly/42	Hourly/40	52 Weeks	6 Hours	Daily/ Holiday	Overtime
32A	Asst. Chief	G EMT	2,364.60	56.30		122,959.20	337.80	675.60	1,013.40
	Asst. Chief	F	2,305.80	54.90		119,901.60	329.40	658.80	988.20
	Asst. Chief	E	2,197.02	52.31		114,245.04	313.86	627.72	941.58
32I	Fire Marshal	G EMT	2,460.00		61.50	127,920.00		702.86 *	92.25
	Fire Marshal	F	2,400.00		60.00	124,800.00		685.71 *	90.00
	Fire Marshal	E	2,285.20		57.13	118,830.40		652.91 *	85.70
	Training Officer	G EMT	2,363.60		59.09	122,907.20		675.31 *	88.64
	Training Officer	F	2,306.40		57.66	119,932.80		658.97 *	86.49
	Training Officer	E	2,196.40		54.91	114,212.80		627.54 *	82.37
32B	Pub Safety Superv	G EMT	2,253.20		56.33	117,166.40		643.77 *	84.50
	Pub Safety Superv	F	2,197.20		54.93	114,254.40		627.77 *	82.40
	Pub Safety Superv	E	2,104.00		52.60	109,408.00		601.14 *	78.90
32C	Dep. F. Marshal	G EMT	2,186.00		54.65	113,672.00		624.57 *	81.98
	Dep. F. Marshal	F	2,132.00		53.30	110,864.00		609.14 *	79.95
	Dep. F. Marshal	E	2,035.20		50.88	105,830.40		581.49 *	76.32
32D	Captain	G EMT	2,142.00	51.00		111,384.00	306.00	612.00	918.00
	Captain	F	2,090.76	49.78		108,719.52	298.68	597.36	896.04
	Captain	E	1,996.68	47.54		103,827.36	285.24	570.48	855.72
32E	Lieutenant	G EMT	1,950.48	46.44		101,424.96	278.64	557.28	835.92
	Lieutenant	F	1,901.76	45.28		98,891.52	271.68	543.36	815.04
	Lieutenant	E	1,816.92	43.26		94,479.84	259.56	519.12	778.68
32F	Inspector	G EMT	1,988.40		49.71	103,396.80		568.11 *	74.57
	Inspector	F	1,939.60		48.49	100,859.20		554.17 *	72.74
	Inspector	E	1,853.20		46.33	96,366.40		529.49 *	69.50
32G	Firefighter	F	1,732.08	41.24		90,068.16	247.44	494.88	742.32
32H	Firefighter	G EMT	1,776.60	42.30		92,383.20	253.80	507.60	761.40
	Firefighter	F	1,695.12	40.36		88,146.24	242.16	484.32	726.48
	Firefighter	E	1,622.46	38.63		84,367.92	231.78	463.56	695.34
	Firefighter	D	1,340.22	31.91		69,691.44	191.46	382.92	574.38
	Firefighter	C	1,282.26	30.53		66,677.52	183.18	366.36	549.54

All holiday rates calculated Weekly/42 x 12.

All 40 hour OT rates calculated Weekly/40 times 1.5% to determine hourly rate.

All 42 hour daily OT rates calculated Weekly/42 times 12 hours times 1.5% to determine daily rate

Reflects a 3% increase from 7/1/25

FIRE WAGE SCALE 7/1/27 – 6/30/28

Range	Rank	Step	Weekly	Hourly/42	Hourly/40	52 Weeks	6 Hours	Daily/ Holiday	Overtime
32A	Asst. Chief	G EMT	2,435.58	57.99		126,650.16	347.94	695.88	1,043.82
	Asst. Chief	F	2,375.10	56.55		123,505.20	339.30	678.60	1,017.90
	Asst. Chief	E	2,262.96	53.88		117,673.92	323.28	646.56	969.84
32I	Fire Marshal	G EMT	2,534.00		63.35	131,768.00		724.00 *	95.03
	Fire Marshal	F	2,472.00		61.80	128,544.00		706.29 *	92.70
	Fire Marshal	E	2,353.60		58.84	122,387.20		672.46 *	88.26
	Training Officer	G EMT	2,434.40		60.86	126,588.80		695.54 *	91.29
	Training Officer	F	2,375.60		59.39	123,531.20		678.74 *	89.09
	Training Officer	E	2,262.40		56.56	117,644.80		646.40 *	84.84
32B	Pub Safety Superv	G EMT	2,320.80		58.02	120,681.60		663.09 *	87.03
	Pub Safety Superv	F	2,263.20		56.58	117,686.40		646.63 *	84.87
	Pub Safety Superv	E	2,167.20		54.18	112,694.40		619.20 *	81.27
32C	Dep. F. Marshal	G EMT	2,251.60		56.29	117,083.20		643.31 *	84.44
	Dep. F. Marshal	F	2,196.00		54.90	114,192.00		627.43 *	82.35
	Dep. F. Marshal	E	2,096.40		52.41	109,012.80		598.97 *	78.62
32D	Captain	G EMT	2,206.26	52.53		114,725.52	315.18	630.36	945.54
	Captain	F	2,153.34	51.27		111,973.68	307.62	615.24	922.86
	Captain	E	2,056.74	48.97		106,950.48	293.82	587.64	881.46
32E	Lieutenant	G EMT	2,008.86	47.83		104,460.72	286.98	573.96	860.94
	Lieutenant	F	1,958.88	46.64		101,861.76	279.84	559.68	839.52
	Lieutenant	E	1,871.52	44.56		97,319.04	267.36	534.72	802.08
32F	Inspector	G EMT	2,048.00		51.20	106,496.00		585.14 *	76.80
	Inspector	F	1,997.60		49.94	103,875.20		570.74 *	74.91
	Inspector	E	1,908.80		47.72	99,257.60		545.37 *	71.58
32G	Firefighter	F	1,784.16	42.48		92,776.32	254.88	509.76	764.64
32H	Firefighter	G EMT	1,829.94	43.57		95,156.88	261.42	522.84	784.26
	Firefighter	F	1,745.94	41.57		90,788.88	249.42	498.84	748.26
	Firefighter	E	1,671.18	39.79		86,901.36	238.74	477.48	716.22
	Firefighter	D	1,380.54	32.87		71,788.08	197.22	394.44	591.66
	Firefighter	C	1,320.90	31.45		68,686.80	188.70	377.40	566.10

All holiday rates calculated Weekly/42 x 12.

All 40 hour OT rates calculated Weekly/40 times 1.5% to determine hourly rate.

All 42 hour daily OT rates calculated Weekly/42 times 12 hours times 1.5% to determine daily rate

Reflects a 3% increase from 7/1/26

MEMORANDUM OF AGREEMENT/UNDERSTANDING

1. July 18, 2006 re: Swaps
2. 2015 (undated) re: Jackets for Fire Inspectors
3. April 7, 2016 re: Acting Captain
4. April 27, 2017 re: Discontinuation of Laundry Service
5. September 14, 2018 re: Promotional Exam
6. January 20, 2021 re: Donation of Sick Time
7. December 10, 2021 re: VCS Scheduling
8. March 20, 2023 re: MPP-34893 Settlement
9. July 12, 2023 re: Order in Procedure



MERIDEN FIREFIGHTERS LOCAL 1148

Affiliated with the
International Association of Firefighters
Uniformed Professional Firefighters Association of Connecticut
A.F.L. - C.I.O. - C.L.C.

Greg Polanski, President, Lou DiGennaro, Vice President, Steve Mauri, Secretary, John Galdenzi, Treasurer

Side Agreement
Between
The City of Meriden
And
Meriden Firefighters Local 1148

18 July 2006

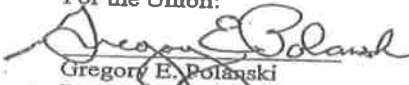
The purpose of this agreement is to review the grievance settlement of March 13, 1990 which prohibited some swapping of work assignments and update it with an agreement that satisfies the needs of the Fire Department and the Union members.

Both the City and the Union agree that the rights of the Chief, or his/her designee, for the proper staffing of qualified personnel on companies such as: making regular assignments of personnel, assigning a group senior firefighter or officer to act in a higher capacity, regular swaps from the rotation list to fill vacancies, assignment of drivers where the need exists, and when emergency leave is required, shall not be diminished, and shall continue as in the past.

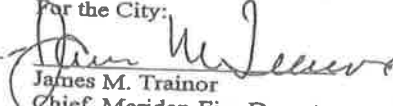
In addition, the parties agree that it is in the best interest of the City to have firefighters stationed in their own station, where they know the customers, territory, target hazards, equipment, building, and the apparatus better than someone from another station. It is also understood that good moral is also a desirable benefit, in which satisfying the needs of the employee should be a consideration.

Therefore, the parties agree that the City shall make every effort to accommodate requests initiated by firefighters who mutually agree to swap; overtime, travel, A/O, and special leave assignments as long as one of the members ends up in their own station.

For the Union:


Gregor E. Polanski
President IAFF Local 1148

For the City:


James M. Trainor
Chief, Meriden Fire Department

**Memo of Understanding between the
International Association of Firefighters Local 1148, and
The Meriden Fire Department.**


After review and consideration of the issue brought forth in Grievance G-06-15, the following Memo of Understanding is brought forth. Management agrees that it is impractical for the Fire Inspectors to wear turnout coats while performing routine inspections duties, therefore it agreed that the MFD will supply a uniform coat as outlined in the uniform SOP UN-002:

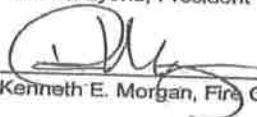
- 4.3 Jacket: 5-11 tactical responder parka or Flying Cross ultra duty # 59130WP with the latest style FD Patch (dark blue) on Left Sleeve Name plate similar to Class A on right chest, Department shield on left. Collar Insignia (Solid) according to rank.

Inspectors must pick from one of the two listed above. No other jacket or coat will be acceptable. This shall be worn in lieu of the turnout coat for inspection purposes. It does not replace the turnout coat for fire investigations or other fire related activities.

Inspectors may seek reimbursement for the cost of a jacket and patch, or if not already ordered, have Security Uniforms submit the cost for payment. This must be completed no later than November 15, 2015 (ordered or delivered). Name plates and collar insignia must be ordered at the same time to be covered in this MOU.

This MOU affects only those promoted to the rank of Fire Inspector in the Prevention Bureau after August 1, 2015, and is not retroactive. There is no implied or direct connection to the purchase of cold weather coats for personnel assigned outside of the Fire Prevention Bureau.


_____ for Local 1148
Daniel Lyons, President


_____ for the Meriden Fire Department
Kenneth E. Morgan, Fire Chief