

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF PIEDMONT
AND
PIEDMONT FIREFIGHTERS, LOCAL 2683, IAFF

July 1, 2021 – June 30, 2025

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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF PIEDMONT
AND
PIEDMONT FIREFIGHTERS, LOCAL 2683, IAFF**

PREAMBLE

This Memorandum of Understanding (“MOU”) is entered into by and between the City of Piedmont, a political subdivision (hereinafter the "City") and Piedmont Firefighters, Local 2683, IAFF (hereinafter the "Union") on behalf of all employees in the bargaining unit represented by the Union.

SECTION 1 - RECOGNITION

The City recognizes the Union as the exclusive bargaining representative for a bargaining unit comprised of full-time permanent and probationary Firefighters, Engineers and Lieutenants.

SECTION 2 - NO DISCRIMINATION

The City shall not interfere with, restrain, coerce, or discriminate in any way against any bargaining unit employee by reason of membership in the Union, exercise of rights as a Union member, or activities approved by this Agreement. Nor will the City discourage membership in the Union or encourage membership in any other employee organization.

The Union recognizes its responsibility as exclusive representative and agrees to represent all bargaining unit employees without discrimination, interference, restraint, or coercion.

The provisions of this Agreement shall be applied equally to all bargaining unit employees without discrimination as to age, race, color, national origin, ancestry, sex, gender, gender identity, gender expression, disability, medical condition, religion, military and veteran status, sexual orientation, marital status, or political affiliation.

SECTION 3 - UNION SECURITY AND RIGHTS

3.1 Dues Deductions

Employees may voluntarily join the Union and authorize individual payroll deductions for dues, initiation fees, and general assessments, as well as any other membership benefit program sponsored by the Union (hereinafter collectively "dues deductions"). The Union shall be responsible for maintaining records of bargaining unit employees who provide written consent to join the Union and authorize dues deductions. The Union shall certify to the City the identity of such members and the amount of the dues deductions to be withheld from their paychecks.

The City shall deduct from the Union paychecks of each employee who voluntarily authorizes dues deductions as certified by the Union, or pursuant to an authorization form tendered to the City by the Union or the employee, the total amount of dues certified by the Union per month. The City shall promptly remit the total amount deducted, together with a list identifying each employee from whom a deduction was made, to the Secretary-Treasurer of the Union as the person authorized to receive such funds. The Union shall specify the address by which the City shall forward the dues deductions.

The employee's earnings must be sufficient, after all other required donations are made, to cover the amount of the deductions herein authorized. When an employee is in a non-pay status for an entire pay period, no withholdings will be made to cover that pay period from future earnings nor will the employee deposit the amount with the City which would have been withheld if the employee had been in pay status during that period. In the case of an employee who is in a non-pay status during a part of the pay period, and the salary is not sufficient to cover the full withholdings, no deduction shall be made. In this connection, all required deductions have priority over the Union deduction.

If an employee desires to revoke, cancel or change their prior dues deduction authorization, the City shall direct the employee to the Union. Any such dues deduction, revocation cancellation, and/or change shall be effective only when submitted by the Union to the City and is subject to the terms and conditions set forth in the original payroll deduction/authorization.

The City will implement any change to a bargaining unit employee's payroll deductions during the first full pay period following notification of such change by the Union.

The Union shall indemnify, defend and hold the City harmless against any and all claims, demands, suits, proceedings, or court orders, or any other liability that may arise out of or by reason of action taken or not taken by the City for the purpose of complying with any of the provisions of this dues deduction agreement.

3.2 Insurance Deductions

Upon receipt of written authorization from the employee, the City shall deduct from the employee's paycheck the amounts specified for payment of insurance premiums the employee has elected to participate in through the Union.

3.3 Bulletin Boards

The City shall provide suitable space for bulletin boards in City fire stations. The Union shall provide bulletin boards no larger than 30" x 40." The Union shall be allowed to use such bulletin boards for communications having to do with official Union business.

3.4 Use of City Facilities

The Union, including representatives and bargaining unit employees, in accordance with established City policies, may be granted the use of City facilities for meetings of bargaining unit employees provided space is available.

The use of City equipment other than items normally used in the conduct of business meetings, such as desks, chairs, and blackboards, is strictly prohibited unless written approval is received in advance from the City.

3.5 Advance Notice

Except in cases of emergency, reasonable advance written notice shall be given to the Union if affected by any ordinance, rule, resolution or regulation relating to matters within the scope of representation proposed to be adopted by the City Council, by any board or commission of the City, or by any department, and the Union shall be given the opportunity to meet with such body prior to adoption. In cases of emergency when City management determines that an ordinance, rule, resolution or regulation must be adopted immediately without prior notice or meeting with the Union, City management shall provide such notice and opportunity to meet at the earliest practical time following the adoption of each ordinance, rule, resolution or regulation. Emergency shall be defined as "an unforeseen situation calling for immediate action."

3.6 Access to Work Locations

Reasonable access to employee work locations shall be granted officers of the Union and their officially designated representatives, for the purpose of processing grievances or contacting members of the Union concerning business within the scope of representation.

Such officers or representatives shall not enter any work location without the consent of the Fire Chief or designated representative. Prearrangement for routine contact may be made by agreement between the Union and the Fire Chief or the Fire Chief's designated representative. Access shall be restricted so as not to interfere with the normal operations of the Department or with established safety or security requirements. Solicitation of membership and activities concerned with the internal management of the Union, such as collecting dues, holding membership meetings, campaigning for office, conducting elections and distributing literature shall not be conducted during working hours unless approved in advance by the Fire Chief or designated representative.

3.7 Employee Information

The City shall provide the Union President and Union Secretary-Treasurer with a digital file via email containing the name, job title, department, work location, work, home and personal cellular telephone number, personal email addresses on file with the employer, and home address of any newly hired employee in bargaining unit classifications represented by the Union within thirty (30) days of the date of hire or by the first pay period

of the month following hire. The City shall also provide the Union representatives with a list of that same information for all existing unit employees at least every 120 days.

SECTION 4 – CITY RIGHTS

The City retains and reserves all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of California and by the City Charter, except as specifically limited, abridged or relinquished by the terms of this MOU.

SECTION 5 - UNION REPRESENTATIVES

City employees who are official representatives or unit representatives of the Union shall be given reasonable time off with pay to attend meetings with management representatives, or to be present at hearings where matters within the scope of representation or grievances are being considered. The use of official time for this purpose shall be reasonable and shall not interfere with the performance of City services as determined by the Fire Chief. Such employee representatives shall notify the Fire Chief or the Fire Chief's designated representative, at least two (2) working days prior to the scheduled meeting whenever possible. Except by mutual agreement, the number of employees excused for such purposes shall not exceed a total of three (3).

SECTION 6 - NO STRIKE

The Union, its members and representatives, agree that they will not engage in, authorize, sanction, or support any strikes, slowdown, stoppage of work, curtailment of production, concerted refusal to work overtime, refusal to operate designated equipment (provided such equipment is safe and sound), or to perform customary duties during the term of this MOU.

SECTION 7 - SALARIES

7.1 Salary Ranges

7.1.1 Rates of Pay

During the term of this MOU, the rates of pay shown in Appendix A reflect the following increases:

- 3% effective July 1, 2021;
- 3% effective July 1, 2022;
- 3.25% effective July 1, 2023;
- 3.25% effective July 1, 2024.

Initial appointments shall normally be made at the lowest step or rate of pay. Upon approval of the City Administrator, such appointments may be made at the second or third step when justified upon consideration of the difficulty of locating qualified personnel and an appointee's experience, education, knowledge of particular duties required, personal fitness for the position, and such other criteria as may be reasonably related to such preferential consideration on the basis of merit.

7.2 Fire Engineer Premium Pay

Bargaining unit employees appointed as Fire Engineers receive additional compensation equal to five percent (5%) above the employee's Firefighter step at the time of appointment. A Firefighter who wishes to be considered for appointment to the Fire Engineer class must complete their probationary period as a Firefighter, hold a State Firefighter II certificate, and satisfy all state mandated licensing requirements to drive fire apparatus. Firefighters appointed as Fire Engineers shall receive the five percent (5%) premium pay at the beginning of the pay period immediately following their appointment as a Fire Engineer. The City shall designate a minimum of three (3) Fire Engineers (one (1) per shift).

7.3 Paramedic Premium Pay

At the Fire Chief's sole discretion, the Fire Chief may designate bargaining unit employees as Firefighter/Paramedic. Employees so designated must possess and maintain valid certification as a Paramedic.

An employee designated as Paramedic shall receive additional compensation equal to twelve percent (12%) above their base pay in their classification as long as the employee is designated as Paramedic.

The number of employees designated as Paramedics shall be at the sole and exclusive discretion of the City, but shall be at least nine (9) employees. In the event of a reduction in the number of Paramedics, the Paramedic with the least amount of service with the City shall be removed from the Paramedic assignment.

The City shall pay the cost of required training, tape reviews and recertification expenses for employees assigned as Paramedics. Scheduling for training, tape reviews and recertification requirements shall be approved by the Fire Chief. Whenever possible, such scheduling shall be accomplished while the employee is on duty.

7.4 Acting Pay

Whenever a temporary vacancy occurs in a higher paid classification due to the temporary absence of an incumbent employee, and the City determines the position should be filled, a qualified bargaining unit employee may be assigned by the Fire Chief to work in the higher paid classification. The employee assigned to working in the higher classification shall be paid at the lowest step of the classification to which the employee is temporarily assigned that is above the employee's current rate of pay. Employees assigned such duties shall receive the higher rate of pay only when the assignment is for a minimum of eight (8) hours.

SECTION 8 - RETIREMENT BENEFITS

8.1 Retirement Plans

8.1.1 Employees Hired Before December 5, 2012 (Tier 1)

Bargaining unit employees hired prior to December 5, 2012, will be provided the CalPERS 3% @ 50 local safety plan with the 12-month final compensation period. Such employees shall continue paying the CalPERS-established employee contribution towards the cost of the CalPERS 3%@50 local safety plan, which is currently 9%. In addition, bargaining unit employees receiving the CalPERS 3%@50 local safety plan will continue paying an additional 0.6085% for their pension benefit.

The Union and the City previously agreed that if the City's total employer contribution rate for Tier 1 employees is more than 18.921%, the amount above 18.921% will be shared equally between the City (50%) and the Tier 1 employees (50%) ("Employer Contribution Rate Formula"). The Union and the City agree that this Employer Contribution Rate Formula shall continue upon the expiration of this Memorandum of Understanding.

For Tier 1 employees, the total employee contribution maximum cap shall not exceed 21.147% ("Maximum Cap"). This 21.147% Maximum Cap includes: (a) The existing 9% employee contribution; (b) The existing 0.6085% additional employee contribution; and (c) Any additional cost sharing of the employer contribution that may result from application of the Employer Contribution Rate Formula. The Maximum Cap of 21.147% shall continue upon the expiration of this Memorandum of Understanding, except employees shall be required to pay any increases to the CalPERS-established employee contribution amount.

8.1.2 Employees Hired On or After December 5, 2012 and Before January 1, 2013, and Employees Hired On or After January 1, 2013 With Pension Reciprocity (Tier 2)

Bargaining unit employees hired on or after December 5, 2012 and before January 1, 2013, and employees hired on or after January 1, 2013 with pension reciprocity (i.e., "classic" employees), will be provided the CalPERS 2% @ 50 local safety plan with the 36-month final compensation period. Such employees shall pay the CalPERS-established employee contribution rate for the CalPERS 2% @ 50 local safety plan, which is currently 9%.

The Union and the City previously agreed that if the City's total employer contribution rate for Tier 2 employees is more than 18.921%, the amount above 18.921% will be shared equally between the City (50%) and the Tier 2 employees (50%) ("Employer Contribution Rate Formula"). The Union and the City agree

that this Employer Contribution Rate Formula shall continue upon the expiration of this Memorandum of Understanding.

For Tier 2 employees, the total employee contribution maximum cap shall not exceed 12% (“Maximum Cap”). This 12% Maximum Cap includes: (a) The existing 9% employee contribution; and (b) Any additional cost sharing of the employer contribution that may result from application of the Employer Contribution Rate Formula. The Maximum Cap of 12% shall continue upon the expiration of this Memorandum of Understanding, except employees shall be required to pay any increases to the CalPERS-established employee contribution amount.

8.1.3 Employees Hired On or After January 1, 2013 Without Pension Reciprocity (Tier 3)

Bargaining unit employees hired on or after January 1, 2013 without pension reciprocity (i.e., “new” members) will be provided the CalPERS 2.7% @ 57 local safety plan with the 36-month final compensation period. Such employees shall pay 50% of the normal cost for the 2.7% @ 57 local safety plan as established by CalPERS.

8.1.4 Employee Contributions

Employee contributions towards the cost of their respective CalPERS pension benefits will be deducted from CalPERS reportable compensation prior to the calculation and deduction of federal and state income taxes as provided in IRS Code Section 414(h)(2).

The City shall continue providing all optional benefits as set forth in the City’s contract with CalPERS as of the date of this MOU.

SECTION 9 - HOURS OF WORK, SHIFTS AND SCHEDULES

9.1 Work Day

The normal workday for bargaining unit employees shall be a single 24-hour shift. The 24-hour shift applies to daylight savings time changes in the fall and spring.

9.2 Work Schedule and Work Period

The normal work schedule for bargaining unit employees is a 48/96 schedule (48 hours on duty followed by 96 hours off duty). The work schedule shall consist of eight (8) twenty-four (24) hour on-duty periods within a twenty-four (24) day cycle. A normal work schedule shall consist of two (2) consecutive twenty-four (24) hour shifts for a total of forty-eight (48) consecutive hours, followed by ninety-six (96) consecutive hours off within a six (6) day cycle. This schedule results in an average workweek of 56 hours. A typical work period shall be twenty-four (24) days containing four (4) such six (6)-day cycles. If for any reason the Fire Chief deems it necessary to implement another work schedule, the Fire Chief shall give written notice to the Union, and explain the reasons for the proposed schedule change. The Union shall have thirty (30) days to respond, and meet with the Fire Chief. Thereafter, the Fire Chief may change the work schedule as proposed.

9.3 Employee Schedule

Employees may not perform work outside their scheduled hours without prior approval from the Fire Chief. In cases of anticipated emergency, employees shall report their emergency work to the Fire Chief as soon as possible after performing the emergency work.

9.4 Overtime

Overtime work shall be defined as all work performed in excess of the normal work schedule set forth in Sections 9.1 or 9.2 of this MOU. Overtime work will be compensated at the rate of one and one-half (1 1/2) times the employee's regular straight-time hourly rate. An employee's regular straight-time hourly rate is calculated by dividing the employee's annual salary for their regularly scheduled hours by 2912 hours (56 hours per week x 52 weeks per year).

9.5 Extra Duty and Call Back

An extra duty roster shall be prepared and posted. The Fire Chief will determine rotation and policy with respect to extra duty assignments.

Call back is defined as a return to work from off duty status. Employees shall receive a minimum of four (4) hours compensation for any call back.

Extra duty and call back shall be compensated at the employee's regular straight-time hourly rate or at one and one-half (1 1/2) times the employee's regular straight-time hourly rate as applicable.

9.6 Subpoena/Witness Pay

Employees who are subpoenaed by a governmental agency to appear or testify in any legal or administrative proceeding about a matter within the course and scope of their employment shall be granted time off without loss of pay or benefits in order to comply with the subpoena. An off-duty employee who is subpoenaed to appear in any legal or

administrative proceeding in which the City is a party shall be compensated at one and one-half (1-1/2) times the employee's regular straight-time hourly rate for all hours the employee is so ordered to appear.

SECTION 10 - HOLIDAYS

The following holidays are recognized:

New Year's Day	Columbus Day (Floating holiday)
Martin Luther King Jr. Birthday	Veterans Day
President's Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Independence Day	Christmas Day
Labor Day	Member's Birthday

Bargaining unit employees shall receive twelve (12) hours of holiday pay at their regular straight-time hourly rate for all recognized holidays, unless the employee is on leave of absence or serving a disciplinary suspension on the holiday. Employees shall receive holiday pay in the paycheck immediately following the holiday.

Employees assigned to limited duty work in accordance with Article 26 of this MOU shall elect to receive either (but not both) a day off on the holiday or eight (8) hours of holiday pay.

If the City grants any additional holidays to employees in another bargaining unit, the City will meet and confer with the Union about adding additional holidays.

SECTION 11 - VACATIONS

11.1 Accrual

Vacation leave shall accrue at the following rates for bargaining unit employees working a 56-hour workweek:

0 - 60 months service	6 hours per pay period
61 - 96 months service	7 hours per pay period
97 - 144 months service	8 hours per pay period
145 - 192 months service	9 hours per pay period
193 - 240 months service	10 hours per pay period
241 months service and over	11 hours per pay period

11.2 Annual Vacation Selection

Employees may begin using accrued vacation leave following six (6) months of service. Employees must have sufficient accrued vacation leave on the books to cover any requested vacation.

Employees select vacation days each December for the subsequent calendar year based on seniority regardless of rank. Employees select vacation days in separate rounds so that each employee is afforded the opportunity to choose vacation days before employees are permitted to select additional vacation days. Once all employees have selected their initial vacation days, employees may request additional vacation days during subsequent rounds of the selection process. Employees must select single contiguous vacation periods of one or more days during each round of the selection process. If vacation days remain or become available following the annual vacation selection process in December, employees may request additional vacation days during the calendar year on a first come first served basis.

All vacation schedules must be approved by the Fire Chief or designee. The granting of vacation requests must not interfere with the efficient operation of the Department.

11.3 Vacation Accumulation

Bargaining unit employees may accrue and maintain a maximum vacation leave balance equal to two (2) years' vacation accrual at any time. Employees may take only that vacation which has accrued at the time the vacation is taken.

11.4 Vacation Sell-Back

Employees may sell back to the City up to one hundred and twenty (120) accumulated hours of vacation leave each City fiscal year (from July 1 to June 30), provided the employee retains at least ninety-six (96) hours of vacation leave on the books after the sell-back.

SECTION 12 - SICK LEAVE

12.1 Accrual Rate

Bargaining unit employees shall earn sick leave benefits at the rate of twenty-four (24) hours for each month of employment.

12.2 Sick Leave Conversion/Incentive Program

Effective April 1, 1997, the City amended its contract with CalPERS to add Credit for Unused Sick Leave in accordance with Government Code Section 20965 of the California Public Employees' Retirement Law. This provision allows employees to add .004 years of service credit for each unused day of sick leave.

12.3 Usage

Employees are entitled to use their earned sick leave benefits to be off work without the loss of compensation under the following conditions:

- A. For the employee's own illness or injury or for the illness or injury of the employee's family member. For purposes of this Section, "family member" is defined as a biological, adopted, or foster child; stepchild; legal ward, or a child to whom the employee stands in loco parentis; a biological, adoptive, or foster parent; stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child; spouse; registered domestic partner; grandparent; grandchild; or sibling.
- B. For the employee's receipt of required medical or dental care or consultation or for the required medical or dental care or consultation of the employee's family member.
- C. For employees who are victims of domestic violence, sexual assault or stalking as specified in state law.
- D. The Fire Chief may require medical certification or other substantiating evidence of illness for any period for which such leave is sought. Such requests shall not be made on an arbitrary or discriminatory basis.
- E. Each hour of illness or injury shall be deducted from the employee's accumulated sick leave benefits.
- F. Employees shall be entitled to use a maximum of 144 hours of accumulated sick leave in any calendar year to attend to the illness of a sick family member as defined in Section 12.3(A).

**A registered domestic partnership requires filing an Affidavit of Domestic Partnership with the Secretary of State.*

12.4 Catastrophic Leave

Bargaining unit members may participate in the City's Catastrophic Leave program, subject to and in accordance with the City of Piedmont Personnel Rules 12(U). Personnel Rules 12(U) is attached as Appendix B and incorporated into this Agreement.

SECTION 13 - LEAVE OF ABSENCE

13.1 Industrial Disability Leave

Bargaining unit employees who become disabled by a work-related injury or illness as defined by California Worker's Compensation law shall be entitled to a leave of absence while so disabled, without loss of compensation, for up to one (1) year or until return to work or retirement, whichever occurs first. The City reserves the right to withhold payment of any Workers' Compensation disability benefits until such time it is determined whether or not the illness or injury is covered by Workers' Compensation.

13.2 Military Leave

Military leave shall be granted in accordance with the provisions of state and federal law. Bargaining unit employees requesting leave for this purpose shall provide the Fire Chief, whenever possible, with a copy of the military orders specifying the dates, site and purpose of the activity or mission. Within the limits of the military orders, the Fire Chief may determine when the leave is to be taken and may modify the employee's work schedule to accommodate the request for leave. Members should refer to City policy for additional information on military leave granted pursuant to the Family Medical Leave Act and the California Family Rights Act.

13.3 Leave of Absence Without Pay

Bargaining unit employees may be granted a leave of absence without pay for up to one (1) year with written permission from the Fire Chief and the concurrence of the City Administrator. The decision to grant or deny a leave of absence without pay or to extend a previously granted leave of absence without pay shall be final and conclusive and shall not be subject to the grievance procedure of this MOU.

A leave of absence without pay may be granted for any reason approved by the Fire Chief and the concurrence of the City Administrator. However, employees shall not engage in other gainful employment unless the Fire Chief, with the concurrence of the City Administrator, provides written authorization to do so. Employees who fail to adhere to the terms and conditions of their leave of absence may be terminated from employment. Further, employees who fail to return to duty following a leave of absence will be considered to have constructively resigned from their position and may be separated from City service after being afforded procedural due process (Skelly rights).

Employees shall be reinstated to their former positions at the conclusion of a leave of absence without pay. An approved leave of absence without pay is not a break in service or employment, and rights accrued at the time the leave is granted are retained by the employee; however, vacation credits, sick leave credits, increases in salary, all other paid leaves, holidays and fringe benefits and other similar benefits shall not accrue to a person during the period of a leave of absence. Nor is the City required to maintain contributions toward group insurance or retirement coverage. During the period of an unpaid leave of absence under this section, all service and leave credits shall be retained at the levels existing as of the effective date of the leave.

13.4 Jury Duty

Employees who are summoned for jury service in state or federal court shall receive their regular pay for the time they are absent from work in order to satisfy their jury service. The City may require proof of the time such jury service was required as a condition of receiving time off with pay and any monies received by the employee for their jury service shall be remitted to the City. Employees who are released from jury service prior to 5:00 p.m. and are not required to return for jury service the following day shall report for work for the remainder of their shift. Employees required to serve as jurors shall not have their regular starting or quitting times changed as a result of jury service.

13.5 Family Care and Medical Leave

1. Employees are entitled to unpaid family care and medical leave as provided by the Family and Medical Leave Act (“FMLA”) and the California Family Rights Act (“CFRA”), as amended. Family care and medical leave shall be provided in accordance with the FMLA, CFRA, City Personnel Rules and this MOU.
2. Employees may, solely at their option, elect to use earned sick leave and/or accrued vacation leave before leave without pay during an otherwise unpaid family care and medical leave, except that an employee may use no more than 144 hours of accrued sick leave during an otherwise unpaid FMLA/CFRA leave to care for a family member who lives with the employee. Employees continue accruing vacation, sick leave and holidays during family care and medical leave for which they elect to use paid leave.
3. The City shall maintain its contribution toward health and welfare benefits during a family care and medical leave on the same basis that the City contribution would have been provided had the employee not taken family care and medical leave.
4. Employees shall retain their employee status during family care and medical leave, and the leave shall not constitute a break in service for any purposes, except that a leave in excess of 30 days will not count toward completion of probation.

13.6 Pregnancy Disability Leave

1. Pregnant employees are entitled to an unpaid leave of up to four (4) months, as needed, for the period(s) of time they are actually disabled by pregnancy, as determined by the employee’s health care provider. Pregnancy disability leave shall be provided in accordance with state law, City Personnel Rules and this MOU.
2. Employees may, solely at their option, elect to use earned sick leave and/or accrued vacation leave before leave without pay during an otherwise unpaid pregnancy disability leave. Employees continue accruing vacation, sick leave and holidays during pregnancy disability leave for which they elect to use paid leave.
3. The City shall maintain its contribution toward health and welfare benefits during a pregnancy disability leave on the same basis that the City contribution would have been provided had the employee not taken pregnancy disability leave.

4. Employees shall retain their employee status during pregnancy disability leave, and the leave shall not constitute a break in service for any purposes, except that a leave in excess of 30 days will not count toward completion of probation.

13.7 Bereavement Leave

Employees are entitled to paid leave from duty for up to two (2) shifts in the case of the death of an immediate family member. For purposes of this provision, “immediate family” of an employee means: biological, adopted or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis; a biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee’s spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child; spouse; registered domestic partner; grandparent; grandchild; and siblings. In addition to the two (2) shifts of paid Bereavement Leave, the Fire Chief may grant an employee’s request to use accrued vacation, in the case of the death of an immediate family member

In special cases, the Fire Chief and City Administrator may grant paid Bereavement Leave for the death of a person not included within the definition of immediate family.

All requests for Bereavement Leave shall be made in writing, specifying the time and date of the leave from duty.

13.8 Other Leaves

Employees are entitled to all other leaves as provided by state and federal law and City Personnel Rules.

13.9 Absence Without Leave

Employees who fail to report for duty as scheduled or fail to notify the designated management official prior to the employee's scheduled start time and provide the reason why the employee cannot report may be subject to disciplinary action.

SECTION 14 - HEALTH AND WELFARE

14.1 Flexible Benefit Plan

Effective January 1, 1993, pursuant to Section 125, Section 105, Section 106 and Section 129 of the Internal Revenue Code, the City established the City of Piedmont Flexible Benefit Plan to provide taxable and non-taxable benefits to its employees and to permit employees to choose which of the benefits they wish to receive.

The City shall maintain the Flexible Benefit Plan which includes accounts for health care expenses, dependent care expenses and premium contributions. The City may pay the employer contribution toward medical premiums (less the statutorily mandated PEMHCA minimum paid directly to CalPERS) through the Flexible Benefit Plan. The parties understand that the City's use of the Flexible Benefit Plan as a vehicle for its premium contributions does not change the City or employee's contribution to medical insurance premiums as described in this Section 13.

14.2 Hospitalization and Medical Care

Effective January 1, 1997, the City began providing CalPERS medical program benefits to active employees and retirees in accordance with the Public Employees' Medical and Hospital Care Act ("PEMHCA").

14.2.1 Basic City Contribution

For all bargaining unit employees and retirees, the City pays the PEMHCA statutory minimum as determined by CalPERS under Government Code Section 22892.

14.2.2 Supplemental City Contribution

In addition to the basic City contribution, the City shall contribute a supplemental amount toward medical insurance premiums as described below.

Prior to implementation of this Section 14.2.2 and Section 14.3.1, 14.3.2, and 14.3.3, the parties understand that the City will comply with California Government Code section 7507, which requires that the City secure an actuary report and the City must present said report at a public meeting. Accordingly, Sections 14.2.2 and Sections 14.3.1, 14.3.2 and 14.3.3 will go into effect the pay period after the City has complied with California Government Code section 7507, retroactive to July 1, 2021.

The City and bargaining unit employees share the cost of medical insurance premiums. The City's maximum contribution toward the monthly premium costs of an employee's medical benefits is based on the 2021 CalPERS Kaiser Region 1 premiums plus fifty percent (50%) of subsequent annual premium increases for the CalPERS Kaiser Region 1 premiums.

For the 2021 plan year, the City's monthly contributions towards eligible employees' elected medical coverage, inclusive of the basic City contribution of the PEMHCA statutory minimum contribution, are as follows:

- Employee only: \$813.64
- Employee +1: \$1,627.28
- Employee +family: \$2,115.46

Each plan year, the City shall adjust its contributions towards the monthly premium costs of an employee's medical benefits by an amount equal to fifty percent (50%) of any increase in the monthly premium rates for the CalPERS Kaiser Region 1 plan at all coverage levels (i.e., employee only, employee + 1 and employee + family). Employees are responsible for the remaining fifty percent (50%) of any premium increases for the CalPERS Kaiser Region 1 plan. Employees selecting medical plans and coverage levels that exceed the City's maximum contribution are responsible for paying the difference through automatic payroll deduction.

14.2.3 Opt-Out Election

An employee who has medical insurance coverage as a result of being an eligible dependent of another City employee, who has medical insurance coverage as an eligible dependent of a person employed elsewhere, or who otherwise has medical insurance coverage, may elect not to participate in the medical insurance plans offered by the City and may elect to receive \$500 per month in lieu of the amount the City would otherwise contribute for medical insurance for the employee. To elect cash in lieu, the employee must sign a waiver of medical insurance coverage provided by the City and provide proof of medical insurance coverage to Human Resources annually before the end of the open enrollment period.

14.3 Retiree Medical

14.3.1 Bargaining Unit Employees Hired Before January 1, 2018

For active bargaining unit employees hired before January 1, 2018, who retire from the City while meeting the eligibility requirements for CalPERS retiree health insurance, the City shall pay directly to CalPERS the PEMHCA minimum as determined by CalPERS under Government Code Section 22892. In addition, the City shall make available a Retiree Health Reimbursement Arrangement (HRA). Through the HRA, the City will continue to provide to eligible CalPERS annuitants monthly contributions for medical insurance premiums according to the following formula: (# of years City has contracted w/PEMHCA) x (5%) x (City's contribution for active employees).

The City's contribution for annuitants is adjusted annually according to this formula and the annual adjustment to the minimum monthly employer contribution cannot exceed \$100.00. The amount paid by the City on behalf of annuitants and/or their eligible survivors shall increase annually under this formula until the City's contributions for annuitants and active employees are the same.

For 2021, the City’s contributions for annuitants are as follows:

Kaiser	Premium:	Total Employer Contribution	% of Premium	Retiree Pays
Employee	\$813.64	\$813.64	100%	\$0
Employee+1	\$1,627.28	\$1,627.28	100%	\$0
Employee + Family	\$2,115.46	\$ 1,747.26	82.59%	\$368.20

14.3.2 Effective August 1, 2012, all bargaining unit employees who will be eligible for the retiree medical insurance benefit described in 14.3.1 will have the City reduce their pay by \$50 semi-monthly by payroll deduction and have the City contribute that amount to retiree medical insurance benefits.

14.3.3 Bargaining Unit Employees Hired On or After January 1, 2018
 For employees who are hired on or after January 1, 2018 and who retire from the City, the City’s maximum contribution toward CalPERS retiree medical coverage shall be the PEMHCA minimum contribution as determined by CalPERS under Government Code Section 22892. Bargaining unit employees hired on or after January 1, 2018, are not eligible for the Retiree HRA described in Section 14.3.1.

14.3 Dental

The City shall continue to provide each eligible employee and his/her eligible dependents dental care benefits under a group insurance plan at no cost to the employee. Orthodontic care is included in the group policy, and covers up to 70% of the cost for adults and children (subject to a lifetime maximum of \$5,000 per person).

14.4 Life Insurance and Accidental Death and Dismemberment Insurance

The City shall continue to provide each bargaining unit employee with a group term life insurance policy in an amount equal to twice the employee’s gross base annual salary, rounded to the nearest one thousand dollars (\$1,000) increment, at no cost to the employee. The City shall also continue providing each bargaining unit employee with an Accidental Death and Dismemberment insurance policy in an amount equal to twice the employee’s gross annual salary, rounded to the nearest one thousand dollars (\$1,000) increment, at no cost to the employee.

14.5 Vision Plan

The City shall continue to provide vision insurance and pay the entire premium cost for all coverage levels (i.e., employee only, employee +1 and employee +family).

14.6 Employee Assistance Plan

The City shall provide an Employee Assistance Plan at no cost to the employee.

14.7 Conversion of Salary to ICMA Deferred Compensation

Employees may convert salary to deferred compensation through ICMA to the extent allowed by law. Contributions to ICMA-DC are subject to federal tax deferral regulations.

14.8 Mandated Plans

If, during the term of this MOU, any state or federal law takes effect that requires the City to provide a different level of benefits or to pay additional contributions to employees' health care programs or to pay taxes on the City's health benefits contributions, upon request of the City, the parties agree to reopen this Section 14.

SECTION 15 - UNIFORM ALLOWANCE

In January of each year, the City shall supply the following uniform items to each member of the bargaining unit: Six (6) short sleeved t-shirts, two (2) long sleeved t-shirts, two (2) sweatpants, two (2) sweatshirts and two (2) sweat shorts.

In addition, employees shall receive \$54.50 per pay period (\$109 per month) for the purchase and maintenance of uniforms and items of personal equipment not supplied by the Department. (This payment includes the uniform allowance and the CalPERS contribution.)

The City agrees that station duty boots are an item of safety equipment to be provided as needed by the City at no cost to bargaining unit members.

SECTION 16 - PROBATION

The probationary period for original appointments shall be for a period of eighteen (18) months. The probationary period for promotional appointments shall be for a period of six (6) months. If the probationary period is interrupted by an absence of thirty (30) calendar days or more, the probationary period may be extended by the length of such absence. Upon satisfactory completion of the probationary period, the employee shall be appointed as a regular employee of the City or as a regular employee in the promotional position.

A probationary employee shall read and discuss performance evaluations with the Company Officer before such evaluation becomes part of the employee's employment record.

Rejection: Original Appointment. During the initial probationary period an employee's employment may be terminated at any time by the Fire Chief with or without cause. An initial hire probationary employee who is terminated shall not have the right to appeal the termination. Notification of termination shall be in writing and shall be served upon the probationary employee at the time of termination.

Rejection: Promotional Appointment. Any employee who fails to successfully complete the probationary period following a promotional appointment shall be reinstated to the position that the employee held prior to the promotion, assuming there are no grounds for termination and the employee can perform the essential functions of the prior position.

SECTION 17 - RESIGNATION AND REINSTATEMENT

17.1 Resignation

A bargaining unit employee wishing to leave the service in good standing shall file with the Fire Chief a notice of intent to leave the service. The written resignation shall state the effective date and reasons for leaving. The resignation shall be forwarded to the Administrator's Office, with a statement by the Fire Chief as to the resigned employee's service performance and other pertinent information concerning the cause for resignation.

17.2 Reinstatement

A regular employee who has resigned in good standing may be reinstated at the sole discretion of the Fire Chief to a vacant position of the same class as the employee's previous position within a period of one (1) year from the effective date of the resignation. Reinstatement shall be made at the salary step recommended by the Fire Chief and approved by the Administrator, but not lower than the salary step held at the time the employee resigned from City employment.

The reinstated employee will serve a new probationary period and in all other ways (except for the salary provision set forth above) shall be considered a new employee.

SECTION 18 - LAYOFF

18.1 Order of Layoff

In the event of a reduction of force, the employee with the least service shall be laid off first.

18.2 Order of Rehire

An employee who is laid off shall be placed on a rehire list for a period of one (1) year from the date of the employee's most recent layoff. When hiring to fill a vacant position in a bargaining unit classification, the rehire list shall take precedence over all other employment lists. The last employee laid off shall be the first employee rehired until the rehire list is exhausted. Any employee reemployed from the rehire list shall be returned to their pay step and retain all unused sick leave accrual. All rehired employees will resume accruing vacation based on their months of service at the time of their lay off.

18.3 Failure to Accept Reemployment

Laid off employees are not eligible for rehire after one (1) year on a rehire list. Laid off employees who decline an offer of rehire or fail to report for assignment after being properly notified of their reemployment shall waive all rights to reemployment with the City.

18.4 Length of Service

The Department shall keep an up-to-date length of service list of all employees covered by this MOU and post the length of service list in a conspicuous place. This provision is for the convenience of the parties. Any disputes concerning the accuracy of the posted length of service list may be processed through the grievance procedure.

SECTION 19 - DISCIPLINE OR DISCHARGE

19.1 Right of Discipline or Discharge

The City shall have the right to discharge or otherwise discipline any non-probationary employee for just cause as provided in Rule 8 of the City's Personnel Rules. Probationary employees serve at the pleasure of the City, and the City shall not be required to demonstrate just cause to terminate probationary employees. The City shall comply with the Firefighters Procedural Bill of Rights Act, Government Code section 3250 *et seq.* with respect to all disciplinary matters.

19.2 Appeals

The City shall comply with all pre-disciplinary requirements imposed by state and federal law and Rule 8 of the City's Personnel Rules. Non-probationary employees shall have the right to appeal the imposition of disciplinary action in accordance with Rule 8 of the City's Personnel Rules and/or Government Code section 3254.5.

SECTION 20 - PERSONNEL FILES

Bargaining unit employees and/or their designated representative, on presentation of a written request from the employee or the employee's representative, shall have the right to inspect and receive copies of the entire contents of the employee's personnel files. Access to the employee's personnel files shall be granted within three (3) business days following submission of the written request to the City's Human Resources Department.

SECTION 21 - GRIEVANCE PROCEDURE

21.1 General Procedure

The formal grievance procedure is intended to supplement other informal and low level methods of responding to and settling problems and complaints. If informal and low level methods fail to resolve an issue, the formal grievance procedure may be utilized to resolve problems and disputes. Formal grievances may be initiated in the first instance without resorting to informal and low level methods.

A “grievance” is defined as a dispute involving the interpretation or application of this MOU, Fire Department Rules and Regulations or the City’s Personnel Rules (excluding discipline and discharge of bargaining unit employees) which adversely affects the grievant. Appeals from discipline and discharge are not grievances and shall be processed in accordance with the City’s Personnel Rules and the Firefighters Procedural Bill of Rights Act, Government Code section 3250 *et seq.*

Individual bargaining unit employees and/or the Union may file grievances. The Union may file a grievance on behalf of itself, a single bargaining unit employee or multiple similarly situated bargaining unit employees (group grievance).

A Union representative may assist an individual grievant at each step of the grievance procedure and be present at any and all grievance meetings with the City or City representatives.

The time limits established for any step of the grievance procedure may be waived or extended by mutual agreement of the parties to the grievance. Such time extensions must be confirmed in writing within the time limits specified for the particular step of the grievance procedure.

The parties may meet to discuss a grievance at any step in the grievance procedure in an effort to resolve the particular dispute.

21.2 Contents of Formal Grievance

Formal grievances shall be presented in writing and shall contain the following minimum information:

1. A clear and concise statement of the facts and circumstances giving rise to the grievance.
2. The specific provisions of this MOU, Fire Department Rules and Regulations, City Personnel Rules or practices alleged to have been misinterpreted or misapplied, along with a statement identifying how or why the provisions were misinterpreted or misapplied.
3. An explanation of how the employee has been adversely affected.
4. A statement of the remedy requested.

21.3 Information

The Union is entitled to request and receive copies of any non-confidential and non-privileged documents and other relevant information within the City's possession or control pertaining to the grievance.

21.4 Steps of the Formal Grievance Procedure

Step 1. Fire Chief

A formal written grievance shall be presented to the Fire Chief within thirty (30) calendar days of the date the grievant or Union knew or reasonably should have known about the actions and/or circumstances giving rise to the grievance. The Fire Chief shall investigate the grievance and meet with the grievant and Union representatives within fifteen (15) calendar days following presentation of the grievance at Step 1. The Fire Chief shall respond in writing to the grievance within five (5) calendar days following the Step 1 grievance meeting.

Step 2. City Administrator

If the grievant and/or the Union are not satisfied with the Fire Chief's Step 1 response to the grievance, the grievance may be advanced, in writing, to the City Administrator within fifteen (15) calendar days following receipt of the Step 1 written response. The City Administrator or designee other than the Fire Chief shall investigate the grievance and meet with the grievant and Association representatives within fifteen (15) calendar days following receipt of the written request to advance the grievance to Step 2. The City Administrator shall respond in writing to the grievance within five (5) calendar days following the Step 2 meeting. The City Administrator's decision shall be final.

SECTION 22 - SAFETY

Bargaining unit employees agree to comply with all safety rules and regulations in effect and any subsequent rules and regulations that may be adopted. Bargaining unit employees further agree that they will report all accidents and safety hazards to the appropriate management official immediately. Any bargaining unit employee having knowledge of or who is a witness to an accident shall, if requested, give full and truthful testimony as to same.

The Union may appoint two (2) bargaining unit employees to the Fire Department Safety Committee.

SECTION 23 - GENERAL PROVISIONS

23.1 Departmental Rules and Regulations

The Union agrees that its members shall comply with all Fire Department Rules and Regulations. The Union agrees, if requested during the term of this MOU, to meet with the Fire Chief for the purpose of reviewing and updating the Fire Department Rules and Regulations.

23.2 Maintenance of Qualifications

All employees must continue to meet the basic requirements for their position during the term of their employment, including, for example, maintaining in good standing the required licenses and certificates described below:

Fire Engineer (Prerequisite to initial hire or promotion):

- Firefighter I certificate, and
- EMT Basic certificate or State of California Paramedic License and Alameda County Paramedic Accreditation.

Fire Engineer, promoted to Fire Engineer or hired as a Fire Engineer must earn the following certificates within one (1) year of promotion or hire:

- Fire Apparatus Driver/Operator – Pumping Apparatus Certificate,*
- Fire Apparatus Driver/Operator – Wildland Fire Apparatus Certificate,* and
- Fire Apparatus Driver/Operator – Aerial Apparatus Certificate.

* Completion of Driver/Operator 1A and Driver/Operator 1B courses prior to December 1, 2015 are deemed to have met these requirements.

Firefighter Paramedic

- Firefighter I certificate,
- Advanced Cardiac Life Support (ACLS) certificate,
- Pre-Hospital Trauma Life Support (PHTLS) certificate or Basic Trauma Life Support (BTLS) certificate, and
- Pediatric Advanced Life Support (PALS) certificate or Pediatric Emergency Procedures (PEP) certificate.

OR

Current State of California Paramedic License and Alameda County Paramedic Accreditation

Firefighter – EMT

- EMT-Basic certificate.

23.3 Defense and Indemnity

The City shall defend and indemnify bargaining unit employees from liability for their actions or inactions within the course and scope of their duties.

23.4 Shift Trades

Bargaining unit employees may trade shifts in conformity with the Fire Department Rules and Regulations.

23.5 State-Mandated Fire Apparatus Operator Endorsement

All bargaining unit employees hired after October 1, 2000 are required, as a condition of employment, to satisfy all state-mandated licensing requirements to drive fire apparatus (fire apparatus endorsement), by the end of their probationary period.

23.6 Apparatus Operator (Heavy/Special Equipment Operator – 2 CCR 571(a)(4))

Each shift, the assigned on duty (non-promoted) Apparatus Driver shall be compensated at a rate of three percent (3%) above their base rate.

SECTION 24 - EDUCATION ALLOWANCE

The City shall reimburse bargaining unit employees for educational expenses not to exceed One Thousand Two Hundred Dollars (\$1,200) per fiscal year for the completion of off-duty courses relating directly to the employee's work assignment or for completion of courses required for the attainment of a degree or certificate program in a field relating to the employee's work assignment.

Bargaining unit employees must submit an application to the Fire Chief containing all information needed to evaluate the request. The Fire Chief must approve the employee's application prior to attending the course in order to receive reimbursement. Upon completion of the course, the employee must provide the Fire Chief with a copy of the grade sheet or certificate indicating a passing grade, along with appropriate receipts for tuition and books in order to receive reimbursement. Employees who receive reimbursement from the City for books and materials are required to relinquish the books and materials to the Fire Department for future use and reference by other City employees.

SECTION 25 - CERTIFICATION AND TRAINING

Bargaining unit employees who possess a Fire Officer Certificate shall receive an additional five percent (5%) of their base pay per month. The additional compensation for a Fire Officer Certificate is intended to encourage bargaining unit employees to improve their knowledge of fire-related subjects and sciences. Employees shall receive the additional five percent (5%) commencing on the first of the month following submission of written proof to the Fire Chief that the employee has obtained the appropriate certificate. The Fire Officer Certificate shall be issued by the California Fire Service Training and Education System.

Bargaining unit employees who possess a CPR Instructor's Certification and have actively participated during the year as a lead instructor in the CPR instruction program provided by the Department and approved by the Fire Chief, shall receive an annual payment equal to four percent (4%) of their base pay.

**SECTION 26 - PAST PRACTICES AND EXISTING MEMORANDA OF
UNDERSTANDING**

Continuance of working conditions and practices not specifically authorized by ordinance or by resolution of the City Council, or by the Fire Department Rules and Regulations as they may be amended, is not guaranteed by the Memorandum of Understanding.

This MOU shall supersede all prior or existing memoranda of understanding covering the Unit. All rights, privileges, and terms and conditions of employment in full force and effect through the duration of the previous MOU, and not in conflict herewith, shall become a part of this agreement and remain in effect until mutually modified by the parties hereto.

SECTION 27 - LIMITED DUTY WORK

- 27.1** Injured employees who are temporarily disabled due to a work related injury or illness are required to submit a medical report to the Fire Department, following initial treatment, indicating what, if any, limited duty the employee can perform. Periodic medical reports that may be required by the Department shall also address what, if any, limited duty the employee can perform.
- 27.2** Employees on extended sick leave are likewise required to provide these periodic reports which should also contain limited duty information.
- 27.3** For employees whose limited duty arrangement calls for less than the regular number of hours worked per payroll period, the hours actually worked will be shown as regular time on the time card and the remaining hours (the difference between hours actually worked and hours normally scheduled) will be charged to the appropriate leave. For employees expected to be on a less-than-normal schedule for more than thirty (30) days, the Fire Department will initiate a personnel action form adjusting accrual rates of such work schedule-related benefits as vacation and sick leave. When the individual returns to his or her regular work schedule the Fire Department will initiate another personnel action form to return accrual rates to normal; however, there will be no adjustment of balances as a result of an accrual rate change.
- 27.4** The duty limitations specified by the treating physician must be strictly adhered to when making work assignments. As appropriate, suggested assignments include performing fire inspections and routine maintenance, compiling data and statistics, organizing training programs and evolutions, and the like.
- 27.5** Limited-duty assignments should be such that there is minimum risk of further injury or aggravation of the existing injury.

SECTION 28 – RESIDENCY REQUIREMENTS

Bargaining unit employees shall reside within the defined geographical area agreed to by the parties. A map showing the geographical area is retained by City Human Resources and the Union.

SECTION 29 - SAVINGS CLAUSE

If any provision of this MOU becomes invalid by operation of law or order of a court of competent jurisdiction, or if compliance with or enforcement of any provision is restrained by any tribunal, the remaining provisions of this MOU shall not be affected thereby, and the parties shall enter into negotiations for the sole purpose of arriving at a mutually satisfactory replacement for the invalid provision.

SECTION 30 – TERM OF AGREEMENT

- 30.1** Except as otherwise provided in specific sections, following approval by the City Council, this MOU shall be in full force and effect from July 1, 2021 through June 30, 2025.
- 30.2** Notice of the Association’s desire to reopen negotiations for the purpose of amending or terminating this Agreement shall be given to the City Administrator no later than May 1, 2025.

APPENDIX A - WAGE TABLE

Effective 7/1/2021		Step 1	Step 2	Step 3
Firefighter		\$8,480	\$9,099	\$9,739
Fire Officer	5%	\$8,904	\$9,554	\$10,226
Paramedic	12%	\$9,498	\$10,191	\$10,908
Fire Officer/Paramedic		\$9,922	\$10,646	\$11,395
Fire Engineer		\$8,903	\$9,554	\$10,226
Fire Officer	5%	\$9,348	\$10,032	\$10,737
Paramedic	12%	\$9,971	\$10,700	\$11,453
Fire Officer/Paramedic		\$10,417	\$11,178	\$11,964
Fire Lieutenant				\$11,137
Fire Officer	5%			\$11,694
Paramedic	12%			\$12,473
Fire Officer/Paramedic	5%, 12%			\$13,030

Effective 7/1/2022		Step 1	Step 2	Step 3
Firefighter		\$8,734	\$9,372	\$10,031
Fire Officer	5%	\$9,171	\$9,841	\$10,533
Paramedic	12%	\$9,782	\$10,497	\$11,235
Fire Officer/Paramedic		\$10,219	\$10,965	\$11,736
Fire Engineer		\$9,170	\$9,841	\$10,533
Fire Officer	5%	\$9,629	\$10,333	\$11,060
Paramedic	12%	\$10,270	\$11,022	\$11,797
Fire Officer/Paramedic		\$10,729	\$11,514	\$12,324
Fire Lieutenant				\$11,471
Fire Officer	5%			\$12,045
Paramedic	12%			\$12,848
Fire Officer/Paramedic	5%, 12%			\$13,421

Effective 7/1/2023		Step 1	Step 2	Step 3
Firefighter		\$9,018	\$9,677	\$10,357
Fire Officer	5%	\$9,469	\$10,161	\$10,875
Paramedic	12%	\$10,100	\$10,838	\$11,600
Fire Officer/Paramedic		\$10,551	\$11,322	\$12,118
Fire Engineer		\$9,468	\$10,161	\$10,875
Fire Officer	5%	\$9,941	\$10,669	\$11,419
Paramedic	12%	\$10,604	\$11,380	\$12,180
Fire Officer/Paramedic		\$11,078	\$11,888	\$12,724
Fire Lieutenant				\$11,843
Fire Officer	5%			\$12,435
Paramedic	12%			\$13,264
Fire Officer/Paramedic	5%, 12%			\$13,856

Effective 7/1/2024		Step 1	Step 2	Step 3
Firefighter		\$9,311	\$9,992	\$10,694
Fire Officer	5%	\$9,777	\$10,492	\$11,229
Paramedic	12%	\$10,428	\$11,191	\$11,977
Fire Officer/Paramedic		\$10,894	\$11,691	\$12,512
Fire Engineer		\$9,776	\$10,491	\$11,228
Fire Officer	5%	\$10,265	\$11,016	\$11,789
Paramedic	12%	\$10,949	\$11,750	\$12,575
Fire Officer/Paramedic		\$11,438	\$12,274	\$13,137
Fire Lieutenant				\$12,228
Fire Officer	5%			\$12,839
Paramedic	12%			\$13,695
Fire Officer/Paramedic	5%, 12%			\$14,307

APPENDIX B - City of Piedmont Personnel Rules 12(U)

U. CATASTROPHIC LEAVE

1. An employee's eligibility for catastrophic leave requires recommendation by the department head and approval by the City Administrator.
2. City employees who have completed their initial probationary periods are eligible to receive donations of paid leave that are included in the recipient employee's sick leave balance. Leave donations are only available to employees who suffer a catastrophic illness or injury. For purposes of this section, "catastrophic illness or injury" is defined as a serious medical condition that is terminal, a major physical impairment, or a family medical emergency. For purposes of this section, "family medical emergency" is defined as a catastrophic illness or injury of a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis, a biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child, spouse, registered domestic partner, grandparent, grandchild, or sibling residing in the employee's household.
3. The availability of catastrophic leave is subject to all of the following conditions:
 - a. The recipient employee, recipient employee's family, or other person designated in writing by the recipient must submit a request to the City Administrator or designee.
 - b. The recipient employee is not eligible so long as the employee has accrued paid leave time available; however, a request for catastrophic leave request may be initiated prior to the anticipated date that the employee will exhaust all leave balances.
 - c. The recipient employee must provide a medical verification which meets the criteria above and a prognosis.
 - d. Employees may donation accrued leave to another employee approved for catastrophic leave in whole hour increments. The donor employee may donate vacation up to any amount, but the City may require that the donor employee retain 40 hours of accrued vacation leave. Sick leave may be donated up to 24 hours in whole hour increments. Donations may be made and received from any individual employed by the City of Piedmont. Donations of accrued leave are irrevocable.
 - e. Time donated will be converted from the type of time donated to sick leave and credited to the recipient employee's sick leave balance on an hour-for-hour basis and shall be paid at the rate of pay of the recipient employee.

- f. Time donated in any pay period may be used in the following pay periods.
Retroactive leave donations are not permitted.

Signed and agreed to this ____ day of _____, 2021

CITY OF PIEDMONT

PIEDMONT FIREFIGHTERS
LOCAL 2683, IAFF

By _____
Teddy Gray King, Mayor

By _____
Brian Gidney, President

By _____
Sara Lillevand, City Administrator

By _____
Rob Kingston, Secretary/Treasurer

Attest _____
John O. Tulloch,
Asst. City Administrator & City Clerk