

**COLLECTIVE LABOR AGREEMENT**

**EAGLE FIRE DISTRICT**

And

**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS**

**LOCAL 4553**

January 1, 2025 to December 31, 2027



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1 **COLLECTIVE LABOR AGREEMENT**

2 AGREEMENT made this 1<sup>st</sup> day of January 2025 between the EAGLE FIRE DISTRICT,  
3 a Fire District of Idaho, hereinafter referred to as the DISTRICT, and the INTERNATIONAL  
4 ASSOCIATION OF FIRE FIGHTERS, LOCAL 4553, hereinafter referred to as the UNION.

5 W I T N E S S E T H :  
6

7 **ARTICLE 1. PREAMBLE**

8 WHEREAS, pursuant to the provisions of Idaho Code, Chapter 18, Title 44 (Session laws  
9 1970, Chapter 138 as amended), the DISTRICT and the UNION have reached agreement with  
10 respect to wages, rates of pay, working conditions and all other terms and conditions of  
11 employment.

12 WHEREAS, the DISTRICT and the UNION agree that the establishment and maintenance  
13 of trust, harmony, efficiency, and job effectiveness are in the best interests of the DISTRICT, the  
14 UNION, and the public. Furthermore, it is agreed by both the DISTRICT and the UNION that the  
15 successful resolution of problems is an important element of their working relationship, and the  
16 DISTRICT and the UNION commit themselves to the equitable and peaceful adjustment of any  
17 differences that may arise.

18 WHEREAS, the DISTRICT agrees to recognize the DISTRICT'S fire fighters as  
19 professional fire fighters dedicated to serving the citizens of Eagle; the UNION agrees to recognize  
20 the DISTRICT'S Chief Officers as professional fire administrators dedicated to serving the  
21 citizens of the DISTRICT; the UNION agrees to support the DISTRICT in improving the safety  
22 of citizens and fire fighters to the fullest extent possible.

1 WHEREAS, representatives of the UNION timely presented to the DISTRICT written  
2 notice for a meeting for collective bargaining purposes pursuant to the provisions of said Chapter  
3 18, Title 44, Idaho Code (Session Laws 1970, Chapter 138); and

4 WHEREAS, representatives of the DISTRICT and the UNION have met and conferred in  
5 good faith regarding wages, rates of pay, working conditions and all terms and conditions of  
6 employment, and, as a result thereof, the DISTRICT and the UNION desire to enter into a  
7 Collective Labor Agreement resolving such matters in favor of the fire fighters and the DISTRICT  
8 for the period of January 1, 2025 through December 31, 2027; and

9 NOW, THEREFORE, in consideration of the foregoing recitals and the covenants and  
10 agreements hereinafter provided, the DISTRICT and the UNION mutually agree as follows:

11  
12 **ARTICLE 2. GENERAL PROVISIONS**

13 **Section A. Term.** This Collective Labor Agreement, hereinafter referred to and called  
14 AGREEMENT, shall become effective January 1, 2025; and shall remain in full force and effect  
15 through December 31, 2027

16 In agreeing to this thirty-six (36) month AGREEMENT, the parties agree that the statutory  
17 notice provisions of Idaho Code §§44-1804 and 44-1808 are separate and distinct and further, that  
18 for purposes of preparation for the negotiation of a successor AGREEMENT, the UNION may  
19 give timely notice of request for bargaining on matters requiring appropriation pursuant to Idaho  
20 Code §44-1808, and may thereafter give separate timely notice of request for a meeting for  
21 collective bargaining purposes pursuant to Idaho Code §44-1804.

1           **Section B. Scope**

2           The DISTRICT hereby recognizes the UNION as the sole and exclusive bargaining agent  
3 for all paid fire fighters in the DISTRICT pursuant to Chapter 18, Title 44, Idaho Code. For  
4 purposes of this AGREEMENT, the fire fighters in the Eagle Fire District shall mean all the full-  
5 time paid members of the Fire District whose positions, because of the duties required, are defined  
6 as fire fighter positions in Chapter 18, Title 44, Idaho Code, and specifically include only the  
7 Firefighter, Driver/Engineer, Captain, and Battalion Chief. The Fire Chief, Deputy and Division  
8 Chiefs, Fire Marshal, Deputy Fire Marshal, Fire Chief's Administrative Staff, and anyone subject  
9 to the PERSI Rule of 90 are specifically excluded. In the event a new position not referenced  
10 above is created within the Eagle Fire District during the term of this AGREEMENT,  
11 representatives of the DISTRICT and the UNION shall immediately meet and discuss whether the  
12 new position is appropriately within or outside the bargaining unit represented by the UNION. If  
13 the parties are unable to reach agreement as to whether this new position falls within the definition  
14 of "fire fighter," as defined by Idaho Code § 44-1801(a), the position shall be excluded from the  
15 bargaining unit until the current Collective Labor Agreement expires, at which time the parties  
16 shall resolve the dispute unless the position is created sooner than twelve (12) months prior to the  
17 expiration of the current Collective Labor Agreement, in which event the dispute shall be  
18 submitted by the parties for unit clarification purposes pursuant to the provisions of Article 12.

19           **Section C. Definitions.**

20           For the purposes of this AGREEMENT, as used herein:

21           "Fire Chief" – The term "Fire Chief" shall mean the Fire Chief of the Eagle Fire District.

22           "Fire Chief" shall also include the Fire Chief's designated representative.

1           “Members” – shall be all full-time paid fire fighters in the Eagle Fire District, as the term  
2 fire fighter is defined in Chapter 18, Title 44 of the Idaho Code, and as further defined in ARTICLE  
3 2, Section B of this AGREEMENT.

4           “Shift Duty Members” – shall mean members assigned by the Fire Chief to a fifty-six (56)  
5 hour week, such hours to be performed through the existing three-platoon system.

6           “Day Shift Members” – Shall mean members assigned by the Fire Chief to a forty (40)  
7 hour week.

8           “Vacancy” - An open position resulting from voluntary or involuntary termination,  
9 retirement, death, promotion or demotion. Vacancies do not result from a reduction in force,  
10 temporary assignment or temporary appointment.

11           “Shift” – A 24-hour period a member is on duty. A shift is one-half of a regularly assigned  
12 tour of duty.

13           “Tour” – A 48-hour period a member is on duty. A tour is the equivalent of two shifts that  
14 constitutes the 48 hours work in a shift duty member’s 48/96-work schedule.

15           “Policy Manual” – The Eagle Fire Protection District policy manual is a statement of the  
16 current policies, rules and guidelines of this department. An electronic version is available to all  
17 members for viewing.

18           “Family”- Spouse, children (biological, adopted, foster, stepchild, legal guardian), parents  
19 or stepparents (of the member and those of the members spouse), guardian, siblings (of the member  
20 and those of the members spouse), grandchildren, grandparents (of the member or those of the  
21 members spouse), aunts and uncles (of the member or those of the members spouse), son-in law  
22 and daughter in-law, and at the discretion of the Fire Chief.

1           **Section D. Nondiscrimination and Equal Employment Opportunity.**

2           1.       The DISTRICT and the UNION shall not discriminate against any member with  
3   respect to a member's compensation, terms, conditions or privileges of employment because of  
4   activity in an official capacity, on behalf of the UNION. The DISTRICT and the UNION shall  
5   not discriminate against any employee, full-time or part-time, of the DISTRICT who chooses not  
6   to belong to the UNION.

7           2.       The DISTRICT and the UNION agree to provide equal employment opportunity  
8   and employment practices to all employees without regard to race, color, religion, national origin,  
9   disability, veteran's status, sex or age, as required by law.

10          **Section E. Residency.**

11         Residency within the corporate limits of the Eagle Fire District shall not be a condition of  
12   employment or continued employment. However, if non-residency creates circumstances  
13   affecting the operating efficiency or response capabilities of the DISTRICT, residency shall  
14   become a subject of renegotiation between the UNION and the DISTRICT. The domiciling of  
15   DISTRICT vehicles shall be within a 21-mile distance from Eagle Fire District Limits for all  
16   vehicle assignments.

17          **Section F. Union Business.**

18         Up to three (3) members of the UNION's Contract Negotiation Committee shall be allowed  
19   to use personal time off for all meetings with the DISTRICT for contract negotiations, which shall  
20   be mutually set by the DISTRICT and the UNION. In addition, the UNION may from time to  
21   time bring other requests to use personal time off for UNION conventions, seminars, and  
22   workshops and other meetings of a similar nature to the attention of the Fire Chief. The DISTRICT  
23   agrees to grant paid time off to UNION official(s), at the sole discretion of the Fire Chief, to

1 conduct UNION business with Fire District management and DISTRICT officials, such as  
2 grievance-related matters.

3 UNION members may exchange time in the form of a "Union Duty Trade" (UDT) to cover  
4 on duty UNION members who are participating in PFFI or State Legislative activities. All UDT  
5 requests shall follow the Regular Duty Trade procedures as outlined in Article 10 of this  
6 agreement.

7 The DISTRICT will allow the UNION to put up one bulletin board, approximately 24  
8 inches by 36 inches in size, at each Eagle Fire Station to post UNION Business Information, signed  
9 by the President, Vice-President or the Secretary of the UNION only. The DISTRICT shall retain  
10 sole discretion as to the appropriateness of such information and the UNION shall indemnify the  
11 DISTRICT for any and all legal fees, expenses, and liability arising from any materials the UNION  
12 posts. The UNION agrees to comply with all relevant provisions of the Eagle Fire Department  
13 Policy Manual. The DISTRICT agrees to allow UNION monthly meetings to occur at any fire  
14 station at a date and time that has been placed on the operations calendar at a minimum of ten (10)  
15 days in advance as to not conflict with any scheduled daily operational needs. All Company  
16 members will be expected to respond to calls, unless they have made arrangements for and received  
17 approval of unpaid time off and arranged coverage. On-duty members will remain in quarters and  
18 conference call into the meetings unless otherwise approved by the Fire Chief.

19 **Section G. Monthly Service Charge.**

20 The UNION shall request present or future bargaining unit members to pay to the UNION  
21 a monthly service charge. For UNION members that service charge will constitute that member's  
22 UNION dues, fees and assessments. The UNION shall request each bargaining unit member to

1 sign and file with the DISTRICT a written authorization approving this deduction, and remittance,  
2 from wages/salary.

3 The DISTRICT agrees to deduct the authorized monthly service charge in the amount  
4 specified by the authorized officer of the UNION, from the pay of bargaining unit members upon  
5 receipt of the written authorization from the member. The DISTRICT further agrees to transmit  
6 those amounts monthly to the UNION following such monthly service charges are withheld from  
7 the wage/salary of each member and following the monthly Board of Commissioners meeting.  
8 The UNION agrees to give the DISTRICT a minimum of sixty (60) days written notification prior  
9 to the payroll input date of any change in the monthly service charge.

#### 10 **Section H. Strikes.**

11 Upon the consummation and during the term of this AGREEMENT, no member of the Fire  
12 Department of the DISTRICT covered by this AGREEMENT shall strike or recognize a picket  
13 line of any labor organization while in the performance of the member's official duty.

#### 14 **Section I. Management Rights.**

15 The DISTRICT has and will continue to retain, whether exercised or not, all of the rights,  
16 powers and authority heretofore had by it and, except where such rights, powers and authority are  
17 specifically relinquished, abridged or limited by the provisions of this AGREEMENT, it shall have  
18 the sole and unquestioned right, responsibility and prerogative of management of the affairs of the  
19 DISTRICT and direction of the working forces, including but not limited to the following:

- 20 • To determine the care, maintenance, operation, amount and introduction of  
21 equipment/apparatus used for and on behalf of the purpose of the DISTRICT, in its  
22 main or reserve fleet;
- 23 • To determine the financial policies of the DISTRICT, including its budget;

- 1       • To determine the administrative organization of the DISTRICT and its mission;
- 2       • To maintain the efficiency of the operation of the DISTRICT;
- 3       • To determine the structure and organization of the DISTRICT, including the right to
- 4       supervise, subcontract non-bargaining unit work, expand, consolidate or merge any
- 5       division thereof;
- 6       • To determine the organization of the DISTRICT to set the standards of services to be
- 7       offered to the public;
- 8       • To utilize personnel, methods, procedures, and means in the most appropriate and
- 9       efficient manner possible, and to determine the standards of performance of
- 10      members, including the standards of quality and quantity of work to be done;
- 11      • To determine the qualifications for employment, and the nature and content of
- 12      personnel examinations;
- 13      • To hire, examine, classify, promote, train, transfer, assign, reassign, schedule, and
- 14      retain members in positions within the DISTRICT;
- 15      • To determine shift and station assignments;
- 16      • To manage, direct, supervise, and evaluate the members of the DISTRICT;
- 17      • To establish and enforce reasonable work rules and rules of conduct, provided such
- 18      rules are made known in a reasonable manner to members affected by them and to
- 19      suspend, demote, discharge, or take other disciplinary action against non-
- 20      probationary members for just cause, as defined in Eagle Fire Department Policy;
- 21      • To ensure that incidental duties connected with DISTRICT operations, whether
- 22      enumerated in job descriptions or not, shall be performed by members;

- 1           •    To alter the composition and size of the workforce because of lack of funds or other  
2               lawful reasons;
- 3           •    To take actions as may be necessary to carry out the mission of the DISTRICT in  
4               emergencies;
- 5           •    Any dispute with respect to Management Rights shall not in any way be subject to  
6               arbitration, but any grievance with respect to the reasonableness of the application of  
7               said Management Rights may be subject to the grievance procedures contained  
8               herein.

9           The above rights by the DISTRICT are not all-inclusive but indicate the type of matters or  
10          rights which belong to or are inherent to the DISTRICT. The DISTRICT shall retain the exclusive  
11          right to exercise the statutory authority of Chapter 14, Title 31, Idaho Code. It is further agreed  
12          that any of the aforementioned management rights do not in any way waive the rights of Members  
13          and the UNION per the Collective Bargaining Statute in Idaho law contained in Title 44, Chapter  
14          18, Idaho Code.

#### 15           **Section J. Prevailing Rights.**

16          All rights, privileges and working conditions, enjoyed by unit members at the present time  
17          and authorized by resolutions of the Board of Commissioners or formally established by the Fire  
18          Chief, which are not specifically referred to in this AGREEMENT, shall not be changed unless  
19          said rights and working conditions interfere with the reasonable operational needs of the  
20          DISTRICT, such as, for example, to address changes or concerns in the areas of safety, risk  
21          management, technology, legal compliance, or negative financial impact on the DISTRICT.  
22          Should such a need for change be identified, the DISTRICT and UNION shall negotiate over the  
23          impact of such change.

1           **Section K. Construction.**

2           This AGREEMENT has been negotiated and executed in compliance with the provisions  
3 of Chapter 18, Title 44, Idaho Code. The terms and conditions hereof are binding upon and govern  
4 and control the rights, benefits and privileges of each party, and their successors and assigns.

5           **Section L. Saving Clause.**

6           If any provisions of this AGREEMENT or the application of such provisions shall be  
7 rendered or declared invalid by any court action or by reason of any existing or subsequently  
8 enacted legislation, the remaining parts or portions of this AGREEMENT shall remain in full force  
9 and effect. In such an event, the parties agree to meet as soon as is practicable to renegotiate the  
10 provision or provisions declared invalid.

11           **ARTICLE 3.     NEW MEMBERS**

12           The UNION shall have a maximum of three (3) hours to meet with any new bargaining  
13 unit member/members within the first thirty (30) days of their employment to discuss UNION  
14 matters and membership. This will be paid time for the new member(s). The Union Representative  
15 meeting with the member(s) will be off duty.

16           **ARTICLE 4.     PROMOTIONS**

17           The Fire Chief will maintain a promotional list, ranking the candidates by test score. If any  
18 member on the list has been involved in corrective or other disciplinary action within the last  
19 twelve (12) months the member may be passed over at the discretion of the Fire Chief. The  
20 promotional procedures are outlined within the Eagle Fire Department's Policy manual.

21           **ARTICLE 5.     WAGES**

22           Wages for all UNION members shall be as fixed and set forth in APPENDIX "A", attached  
23 hereto.  
24

1           **Section A. Pay Dates.**

2           The DISTRICT agrees to pay the members on a bi-weekly basis; 26 pay periods a year.

3                   **ARTICLE 6.     OVERTIME**

4           **Section A. Purpose.**

5           The following provisions shall govern compensation for overtime to members covered by  
6 the terms of the AGREEMENT.

7           **Section B. Definitions.**

8           A.     Firefighter: The work period for purposes of computing overtime as required by  
9 Section 207K of the Fair Labor Standards Act and applicable U.S. Department of Labor  
10 Regulations shall be twenty-four (24) days.

11          B.     Overtime shall be all hours worked outside of regularly scheduled and completed  
12 hours of work and shall be paid at 1.5 times the regular hourly rate of pay.

13          C.     Overtime shall be approved by the Division Manager, or designee, by either  
14 department rule or by individual basis, based on the purpose for which overtime compensation is  
15 required.

16          D.     Call Back: Call back pay is provided to firefighters covered by the terms of this  
17 AGREEMENT who are called back to the working environment due to fire district emergencies.  
18 Only those hours actually worked during a call back are considered for purposes of calculating  
19 overtime. Fire district emergencies are defined as follows:

20               1     Supplement and back up the on-duty forces on all structure fire alarms or  
21                       on other serious emergencies;

22               2     To replace personnel responding to mutual aid requests as authorized by the  
23                       DISTRICT through prior agreements;

3 When emergency personnel are required due to a natural disaster; and

4 To replace sick or injured firefighters.

E. A member called back to work pursuant to Bullet D, above, at a time other than that member's scheduled work shift shall be credited with a minimum of three (3) hours of overtime.

### **Section C. Work Periods.**

Designated work period and workday for Shift Personnel: Regular full-time members who are assigned as a shift duty member, will work forty-eight (48) hours on with ninety-six (96) hours off. A work period shall not exceed seventy-two (72) hours without approval of Deputy Chief of Operations, or designee.

Designated work period and workday for 40-hour personnel: Regular full-time members shall work either a Monday through Friday eight (8) hour a day work week excluding meal periods, or a four (4) ten (10) hour shifts including meal periods. Personnel working 40hr schedule will be given all State Holidays that the district recognizes off with pay.

Special Duty Status: Members who are moved to "Special Duty Status" for the purpose of multi-week training classes, temporary Department assigned position Details, Department authorized multi-week fire assignments, or light duty as a result of an on-the-job injury, will work a forty (40) hour work week. The forty (40) hour work week will either be set as a Monday through Friday eight (8) hour day excluding meal period, or a four (4) ten (10) hour shifts including meal period.

## **ARTICLE 7. SEPARATION**

### **Section A. Buy down**

When a member terminates employment for any reason, the member will be paid for all accrued PL at their base hourly rate, and all regularly scheduled work hours up to their separation

1 date. The separating member will have the option to distribute up to one hundred percent (100%)  
2 of the funds into a combination of: Cash, HRA VEBA, PERSI 401(k), and/or 457(b). This  
3 payment will be made to the separated member on the payday following the separation date.

#### 4 **Section B. Personal Leave buydown retirement option**

5 When a member is three (3) years from their retirement date they may elect to participate  
6 in a retirement buy down plan. In order to participate the member must provide a benefits estimate  
7 from PERSI stating that the time frame is within their retirement date and follow the instructions  
8 found in Eagle Fire Department Policy Manual. If this option is chosen the member must remain  
9 on the plan. If this option is chosen and the member does not retire the new cap totals will remain  
10 in place for the member for the duration of their career.

11 The member has the option for buydown to be calculated into their base wage or be put  
12 into their HRA VEBA, 401(k) or 457(b). The current PL cap is 900 hours.

13	Year	Max Buy Down	New Cap Total
14	1	252	648
15	2	252	396
16	3	252	144

17 The member must retain a minimum cap of one hundred forty-four hours (144)/ six (6)  
18 days of PL.

#### 19 **Section C. Reduction in Force**

20 In the event a reduction in force is needed it will be established by a resolution of the Board  
21 of Commissioners. A reduction in force shall then be based upon a member's seniority, based upon  
22 their date of hire, or seniority number. No new members, either shift duty members or day shift  
23 members covered under this agreement, will be hired until the released members, in seniority

order, have been given the opportunity to return to work. Those members who are eligible to be re-hired shall be re-hired in the inverse order in which they were released. The last in will be the first out starting at the firefighter rank.

## **ARTICLE 8. TIME OFF**

### **Section A. Paid Leave (PL) Vacation.**

Bargaining Unit members shall be entitled to paid time off in accordance with the following schedule and requirements:

### **Section B. Work Schedules**

#### **Members Assigned to Shift work schedule.**

<u>Years of Employment</u>	<u>Monthly Accrual</u>	<u>Maximum Accumulation</u>
Less than 5 years	24 hours	900 hours
5 years but less than 10 years	27 hours	900 hours
10 years but less than 15 years	32 hours	900 hours
15 or more years	35 hours	900 hours

A conversion factor of .736 shall be used for 24hr shift personnel moving to a forty (40) hour workweek schedule.

#### **Members assigned to forty (40) hour work week.**

<u>Years of Employment</u>	<u>Monthly Accrual</u>	<u>Maximum Accumulation</u>
Less than 5 years	20 hours	900 hours
5 years but less than 10 years	25 hours	900 hours
10 years but less than 15 years	30 hours	900 hours
15 or more years	35 hours	900 hours

1 A conversion factor of 1.36 shall be used for 40-hour work week members moving to  
2 twenty-four (24 hour) shift duty.

3 **Section C. Probationary Members.**

4 Probationary members of the Fire District must have completed six (6) months of  
5 continuous service to the DISTRICT in order to begin using accrued PL for vacation.

6 **Section D. PL Request (Sick Leave).**

7 If member requests time off due to sickness or injury, the member shall call the Battalion  
8 Chief prior to 07:30 of the scheduled shift to notify the Department they will be unable to work.  
9 The Battalion Chief will follow Department procedures for filling the member's vacancy.

10 Members are required to provide the Administrative Manager and their Battalion Chief  
11 with a doctor's statement certifying that the absence from work was due to sickness or injury to  
12 the member or the member's family prior to requesting the 5<sup>th</sup> consecutive shift off. If a note is  
13 sent to the Fire Chief or Administrative Manager and asked to keep private in their file, the  
14 Battalion Chief will be notified that a note has been provided.

15 **Section E. Extended Sick Leave**

16 Extended Sick Leave (ESL) hours will be capped at twelve hundred (1200) hours.  
17 Member(s) above twelve hundred (1200) hours will stop accruing new hours until their hours bank  
18 drops below the cap. If a member is below the twelve hundred (1200) hour cap, the member will  
19 accrue twelve (12) hours per month until reaching the cap. A member may use time from their  
20 ESL hours for medical issues related to the member or that of a family member. Once the member  
21 has been off for more than two (2) consecutive shifts, or one (1) tour of PL (sick leave), the member  
22 shall provide a doctor's note and be eligible for ESL to the Administrative Manager and the  
23 Battalion Chief. If a note is sent to the Fire Chief or Administrative Manager and asked to keep

1 private in their file, the Battalion Chief will be notified that a note has been provided. If the  
2 department is notified at least two (2) weeks in advance of a planned medical event, (i.e., planned  
3 surgery or birth of a child, the member can use their ESL hours on the first day the leave begins).  
4 Members shall provide a doctor's note to be eligible for ESL use.

5 All full-time members who have been employed by the district for twelve (12) consecutive  
6 months (non-probationary) shall have the option to utilize their accrued Paid Leave (PL) or  
7 Extended Sick Leave (ESL) while on eligible FMLA leave. Members who have not been with the  
8 district for twelve (12) months (probationary) shall have the option to utilize any accrued Paid  
9 Leave (PL) or Extended Sick Leave (ESL) while on eligible FMLA leave, at the Fire Chief's  
10 discretion.

11 If a member has been off work on ESL for longer than thirty (30) days, no PL accrual will  
12 be added to the member's account.

13 **Section F. PL Requests (Vacation) See Appendix "B"**

14 **Section G. Minimum Staffing.**

15 Personnel assigned to suppression activities for the DISTRICT will operate under a 48/96-  
16 work schedule. To ensure an effective and timely response to calls for service within the  
17 DISTRICT's geographical boundary, the maximum number of employees who can take leave per  
18 shift is two (2). In the event of a suppression-staffing draw down meets or exceeds two (2)  
19 employees on a shift. The DISTRICT reserves the right to do the following:

- 20 • Cancel Ed Leave/Mandatory Holdover/Mandatory Return to Duty/ Cancel Vacation

21 Daily Staffing will consist of: one (1) Battalion Chief; Three (3) members per engine  
22 company station and four (4) members per truck/rescue company station.

1           **Section H. Working Out of Class.**

2           Staffing draw down occurs through planned employee vacation leave, extended sick leave,  
3           injury leave, education leave, and all other leave. In the event the district cannot fill all vacant  
4           positions through the minimum staffing process as administered through Telestaff the district  
5           reserves the right to fill a vacant position through working out of class or combining station crews  
6           to meet a minimum shift staffing level.

7           In order to receive working out of class pay, the employee must be formally assigned to the higher  
8           classification and such employee must be on a current promotional/eligibility list for the higher  
9           class with the following exception:

- 10           • When a person is not available on the appropriate promotional/eligibility list or if no list  
11           exists, the appointment is from employees who meet the minimum qualifications for the  
12           assignment and have passed a department qualifying process
- 13           • Employees cannot work out of class without a minimum of twelve (12) months continuous  
14           service in their assigned position

15           Employees are required to work at least one (1) hour in the higher class to receive working out  
16           of class pay differential. This does not apply to department position mentoring situations.

17           Employees assigned to work out of class shall be compensated for actual number of hours worked  
18           in the higher classification. Employees will be compensated at the position they are acting in.  
19           Hours worked out of class will not apply towards time-in-class seniority.

20           Short Term (10 consecutive shifts or less):

21  
22           **Battalion Chief:**

23  
24           1. Rank for Rank Off duty

25           a. Signed Up Available

1           b. Opportunity hours

2       2. Qualified On Duty

3           a. On Shift – Opportunity Hours

4       3. Qualified Off Duty

5           a. Signed Up Available

6           b. Opportunity hours

7       *The following will be at the discretion of the BC*

8       Cancel Ed Leave / Mandatory Holdover / Mandatory Return to Duty / Cancel Vacation

9       Short Term (10 consecutive shifts or less):

10  
11       **Captain:**

12  
13       1. Rank for Rank Off duty

14           a. Signed Up Available

15           b. Opportunity hours

16       2. Qualified On Duty

17           a. In Station – Opportunity Hours

18           b. On Shift – Opportunity Hours

19       3. Qualified Off Duty

20           a. Signed Up Available

21           b. Opportunity hours

22       *The following will be at the discretion of the BC*

23       Cancel Ed Leave / Mandatory Holdover / Mandatory Return to Duty / Cancel Vacation

24       Short Term (10 consecutive shifts or less):

1 **Driver/Engineer:**

2  
3 1. Float Engineer

4 2. Rank for Rank Off duty

5 a. Signed Up Available

6 b. Opportunity hours

7 3. Qualified On Duty

8 a. In Station – Opportunity Hours

9 b. On Shift – Opportunity Hours

10 4. Qualified Off Duty

11 a. Signed Up Available

12 b. Opportunity hours

13 *The following will be at the discretion of the BC*

14 Cancel Ed Leave / Mandatory Holdover / Mandatory Return to Duty / Cancel Vacation

15 **Short Term (10 consecutive shifts or less):**

16  
17 **Firefighter:**

18  
19 1. Float Firefighter/Float Driver

20 2. Rank for Rank Off duty

21 a. Signed Up Available

22 b. Opportunity hours

23 *The following will be at the discretion of the BC*

24 Cancel Ed Leave / Mandatory Holdover / Mandatory Return to Duty / Cancel Vacation

25  
26 **Long Term (11 or more consecutive shifts)** long term vacancies will give priority to the  
27 promotional list Ranking  
28

1 Whenever reasonably possible the admin/district will request and use Volunteers to fill long term  
2 Vacancies.

3 1. Promotional list SAME SHIFT-IN STATION

4 2. Promotional list: SAME SHIFT

5 3. Promotional list OFF SHIFT

6 4. WOC qualified ON SHIFT

7 5. WOC qualified OFF SHIFT

8 Once a member is moved into a vacant long term position the member will be temporarily assigned  
9 to that position until the vacating member returns. Floater positions (swing pool) will not be back-  
10 filled under short-or long-term vacancies.

#### 11 **Section I: Holidays.**

12 Twenty-four (24) hour shift personnel will accrue twelve (12) hours of PL per State  
13 Holiday recognized by the district only if the employee is working on the holiday. September  
14 11th will also be recognized as day of remembrance of our Fallen Brothers & Sisters. In the  
15 event a state holiday falls on a forty 40-hour member(s) scheduled day off, the member will be  
16 allowed a day off prior to, or following, the holiday. The district currently recognizes the  
17 following holidays: New Year's Day, Martin Luther King Day/Idaho Human Rights Day,  
18 President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus  
19 Day/Indigenous People's Day, Veterans Day, Thanksgiving Day and Christmas Day.

#### 20 **Section J: Family Medical Leave.**

21 The Family and Medical Leave Act of 1993 (FMLA) applies to the district, and the policy  
22 and procedures related to this leave are set forth in the Eagle Fire Department Policy Manual.

1           **Section K: Bereavement.**

2           The district will permit two (2) twenty-four-hour shifts, or forty-eight (48 hours) with pay  
3 for members for deaths occurring in the member's family. Additional PL may be given at the  
4 discretion of the Fire Chief.

5           **Section L. Leave of Absence.**

6           The Fire Chief may authorize unpaid leaves of absence, up to a maximum duration of (1)  
7 year, except in the case of a leave necessitated by service in the Armed Forces of the United  
8 States, in which case current State or Federal law will apply. Upon expiration of such regularly  
9 approved leave, the member shall be reinstated in the position held at the time leave was granted.  
10 Failure on the part of the employee to report for duty, promptly at the expiration of such leave  
11 shall be regarded as voluntary resignation.

12           Only the employees advanced to fill the temporary vacancies created by the leave of  
13 absence shall be affected, and in each case shall return to the jobs they left. Employees who are  
14 granted leave of absence shall not lose their established seniority.

15           **Section M. Military Deployment Leave.**

16           When a member is actively serving as a military member, the member will have the  
17 option to utilize PL time, shift trades, or unpaid time off for military obligations. Member must  
18 acknowledge which option when inputting military leave in Telestaff. The two options are:  
19 Military Deployment Leave (MDL) which will debit the members PL account or unpaid leave  
20 will be Military Leave Unpaid (MLUP). For the purposes of PERSI, members may take up to  
21 ninety (90) days of unpaid leave for military duties. If the member is gone ninety (90) days or  
22 more upon returning to work, the member must provide the district with a DD214 Form to  
23 provide to PERSI for credit on the non-contributing time frame. Members are responsible for any

1 payroll deductions incurred by the district while on unpaid military leave and be responsible for  
2 payment of any other deductions that cannot be incurred by the district. Re-payment may be  
3 made up to three (3) pay periods.

#### 4 **Section N. Military Training Leave**

5 The district will provide paid military training leave for members that are members of the  
6 National Guard or any branch of the military reserve component for quarterly drills and annual  
7 training. The district agrees to follow all state and federal laws in accordance with military  
8 deployment and benefits contributions as outlined by PERSI.

9 Members will be provided with up to 288 hours annually to attend required military  
10 training. These hours shall be logged into Telestaff as Military Training Leave (MTL).

11 Members shall notify their Battalion Chief of any upcoming training at a minimum of 30  
12 days in advance. Upon completion of required training, members will be required to provide  
13 documentation of the training event to their Battalion Chief within 14 days at the end of the  
14 event and document all training in Target Solutions or equivalent.

#### 15 **Section O. Forty Hour Personnel Comp Time**

16 Forty (40) Hour Captains shall have the option of accruing Comp Time in lieu of  
17 overtime for hours worked outside of their normally scheduled hours. They may accrue up to a  
18 maximum of one hundred and twenty (120) hours. Any accrual over 120 hours shall be paid as  
19 overtime. Forty-hour personnel may elect to "roll over" hours at the beginning of a new fiscal  
20 year but will remain capped at 120 hours. Forty-hour members may elect to use Flex Time in lieu  
21 of overtime for work related duties outside of regularly scheduled work hours. Both the 40-hour  
22 member and supervisor must agree upon the election and use of Flex Time during the work week

as outlined in FLSA. If a 40-hour member returns to a 56-hour work schedule, the member will be paid out all Comp Time they have accrued.

### **ARTICLE 9. SHIFT TRADES**

All duty exchanges shall be entered into Telestaff twelve (12) hours prior to the start of the shift that the trade will occur on. Exchange of duty shall be authorized only when such exchange will not impair or impede fire department operations. If there is an issue with entering the trade into Telestaff, an email will be sent to the Battalion Chief or his designee twelve (12) hours prior to the start of the shift that the trade will occur on.

Members exchanging duties must be of equal rank or qualified to work at the more senior rank. Members who voluntarily exchange duty with another member shall complete the duty exchange within twelve (12) months from the date of the duty exchange. Payback will be at the more senior rank.

### **ARTICLE 10. BENEFITS**

#### **Section A. Health Insurance.**

The district agrees to offer a medical insurance program for the member and dependents. One hundred (100%) percent of the member's and one hundred percent (100%) of the member's dependents' health insurance premium will be paid by the district, provided the premium increase is not more than seven percent (7%) over the prior year. Any increase above seven percent (7%) will be paid by the member. For the fiscal year 2022/2023 the district will cover the health insurance premiums at 100%.

1           **Section B. Dental Insurance.**

2           The district agrees to pay one hundred percent (100%) of the premium costs for the member  
3 and dependent dental coverage, provided the premium increase is not more than six percent (6%)  
4 over the prior year. Any increase above six percent (6%) will be paid by the member.

5           **Section C. Disability and Life Insurance.**

6           The district shall provide Life, Short-Term Disability, and Long-Term Disability  
7 coverage. The district will pay one hundred percent (100%) of the premium up to \$750 per year.  
8 Any increase in premiums above this amount will be paid by the employee. This benefit is  
9 intended to replace all other injury and disability benefits previously offered by the district.

10          **Section D. Retirement Benefits.**

11          PERSI is the district's retirement system. Member benefits and contribution rates will be  
12 determined and managed by PERSI.

13          **Section E. PERSI 401K**

14          The district agrees to contribute \$350.00 per month into each currently employed,  
15 eligible, and enrolled, member member's PERSI Choice Plan 401K account, unless any  
16 of the following exceptions apply:  
17  
18

- 19           1          The member is subject to a disciplinary suspension without pay for two (2)  
20                      or more previously scheduled shifts in the applicable month; and  
21           2.          The member takes an unpaid, non-disciplinary leave of absence under the  
22                      district's Leave of Absence Policy and misses four (4) or more previously  
23                      scheduled shifts in the applicable month; and  
24           3.          The member takes an unpaid leave of absence for any other reason and  
25                      misses four (4) or more previously scheduled shifts in the applicable  
26  
27  
28

month; and

4. Any other circumstances in which the member is absent without pay for four (4) or more previously scheduled shift in the applicable month.

In the event a member is involuntarily separated or placed on unpaid disciplinary leave and is thereafter reinstated with full back pay, the grievance resolution must also address the issue of retroactive contributions by the district to the member's 401K account.

To receive the contribution, the member must be employed by the district for the entire month for which the contribution applies. The contribution will be made to member accounts monthly. All Plan requirements, rules and vesting schedules, and all statutes, rules, and regulations applicable to the PERSI Choice Plan 401K apply to the Parties.

#### **Section F. Vision Insurance**

The district shall pay the premium, up to \$115.00 per year, for members and dependents that enroll in the district Vision Plan.

#### **Section G. Medical Opt-Out**

Members who are covered by other health plans (medical, dental and vision) and decline all health insurance provided by the district, shall present proof of such coverage in order to receive twenty-five percent (25%) of the district's health plan cost that would have been paid on that members' behalf for the health plans (medical, dental, and vision), based off of the cost of the member/spouse rate, deposited into the member's HRA -VEBA monthly.

#### **Section H. HRA-VEBA Contribution**

The district agrees to contribute six hundred ten dollars and forty-two (\$610.42) per month into each member's HRA VEBA account.

1     **ARTICLE 11. DISCIPLINE AND GRIEVANCES**

2             **Section A. Progressive Discipline**

3             The parties agree to employ the progressive discipline system in accordance with the  
4     district's: Disciplinary Policy, and Procedures and Department SOG's. The progressive discipline  
5     system is intended to give members notice, whenever possible, of problems with their conduct or  
6     performance. Normally, such discipline progresses from verbal counseling to a documented oral  
7     reprimand, to written reprimand, to suspension without pay, to demotion, to termination. It is  
8     understood that each situation that warrants discipline results from a unique set of circumstances.

9             There are instances when cases of severe violation of clearly defined district policy, rules,  
10    regulations, and/or SOG's occur. In those instances, exceptions or deviations from the normal  
11    progressive discipline procedure may occur, up to and including immediate termination.

12            In all cases of termination where clear progressive discipline is not followed, specifically  
13    where suspension and/or demotion do(es) not occur, a burden of proof shall be placed on the  
14    district to substantiate in writing the specific cause for such action.

15            Discipline and termination shall be based on just cause and shall be subject to the grievance  
16    procedure.

17            Rules outlining the appropriate conduct and behavior of members are found in the Eagle  
18    Fire Department Policies and Procedures, and in the Standard Operating Guidelines of the district.

19            Any changes made to the District's Progressive Discipline Policy shall be subject to the  
20    Collective Bargaining process with the Union.

1           **Section B. Grievances**

2           It is the declared objective of the district to encourage prompt and informal resolution of  
3 all member complaints as they arise and to provide recourse and bring satisfactory conclusion to  
4 complaints.

5 A “grievance” is defined as a dispute/complaint initiated by one (1) or more members or the  
6 UNION involving the:

7           1. Interpretation or application of the CLA

8           2. Disciplinary action(s).

9 If a grievance is filed on behalf of the union, then the Grievance Committee may meet with the  
10 Fire Chief or his designee prior to filing said grievance. Nothing in this grievance procedure  
11 prevents the member and his immediate supervisor, Deputy Chief, or Fire Chief, from resolving  
12 any grievance prior to filing of said grievance. If the Grievant is satisfied through this informal  
13 process, then the grievance is considered resolved.

14 Grievance(s) shall be settled in the manner provided herein.

15           *Step One:* Grievances must be filed in writing with the Union Grievance Committee  
16 within thirty (30) business days from the event giving rise to the grievance, or within fifteen (15)  
17 business days from the time the grievant, through reasonable diligence, should have been aware of  
18 it. The Union Grievance Committee, hereinafter referred to as Grievance Committee, shall within  
19 fifteen (15) business days following receipt of the grievance, determine if the grievance has merit.  
20 If in its opinion, the grievance does not have merit, no further action shall be necessary.

21           *Step Two:* If it is the opinion of the Grievance Committee that a valid grievance exists, the  
22 Grievance Committee shall present a Letter of Intent to Proceed (“Letter of Intent”) to the Fire  
23 Chief within fifteen (15) business days after the Grievance Committee’s decision. The Fire Chief

1 and the Grievance Committee shall meet within fifteen (15) business days following receipt of the  
2 “Letter of Intent”. At the conclusion of this meeting, the Fire Chief will provide a written response  
3 to the Letter of Intent within fifteen (15) business days.

4 *Step Three:* If the grievance has not been resolved in Step Two, the Grievance Committee  
5 may within fifteen (15) business days following receipt of the Fire Chief’s reply, refer the  
6 grievance to arbitration by serving written notice to the Fire Chief and the Secretary of the Board  
7 of Fire Commissioners. Within five (5) business days upon service of this notice the Grievance  
8 Committee and the Fire Chief shall attempt to agree upon an Arbitrator to hear and determine the  
9 grievance.

10 If an Arbitrator cannot be agreed upon within fifteen (15) business days, the Grievance  
11 Committee and the Fire Chief shall request the American Arbitration Association to supply a list  
12 of seven (7) proposed arbitrators. Within fifteen (15) business days after receipt of this list the  
13 Grievance Committee and the Fire Chief shall select an Arbitrator by alternately striking one (1)  
14 name at a time from the list until only one (1) name remains. Both parties shall accept the  
15 remaining name on the list as the Arbitrator (The party striking the first name shall be determined  
16 by a coin toss).

17 The Arbitrator shall conduct an informal hearing and shall render a decision in writing. The  
18 award of the Arbitrator shall be final and binding on both parties and may be confirmed and  
19 enforced by any court having jurisdiction, provided that each party shall retain the right to appeal  
20 as provided in the provisions of Chapter 9, Title 7, Idaho Code.

21 The Arbitrator shall have such jurisdiction and authority as necessary to determine the  
22 arbitration issue, provided that the Arbitrator shall not have power to add to, subtract from or  
23 modify any of the provisions of this Agreement. The losing party shall pay for the Arbitrator.

1 However, if the Arbitrator renders a decision that is not entirely averse to one party, then the cost  
2 of arbitration shall be borne equally by the district and union.

3 For purposes of this Article, the term “working days” means the days of the week, Monday  
4 through Friday, excluding Saturdays, Sundays and Federal holidays.

## 5 **ARTICLE 12. PHYSICAL FITNESS**

### 6 **Section A. Time**

7 The DISTRICT shall permit members a minimum of one (1) hour physical fitness training  
8 time every day in compliance with the Physical Fitness Policy. Response to emergency calls and  
9 apparatus needing immediate attention to ensure response readiness will take precedence over  
10 physical fitness time in the morning.

### 11 **Section B. Annual Medical Examination Procedure.**

12 All bargaining unit members will have an annual medical examination with a physician  
13 licensed in the state of Idaho. Medical examinations conducted under this section shall be  
14 performed at the district’s expense by Dr. Hilvers or a mutually agreed physician.

## 15 **ARTICLE 13. UNIFORMS**

16 The district shall provide, at no expense to the union or the member any and all uniforms,  
17 protective equipment or other equipment or clothing required by the district. It is further agreed  
18 that all replacement of said uniforms and protective equipment shall be made on an as-needed  
19 basis as determined by the district.

## 20 **ARTICLE 14. VOLUNTARY DEMOTION**

21 Any member that wishes to take a voluntary demotion will have the opportunity upon a  
22 vacancy in a lower or previously held position. If there is no current vacancy the member may  
23 vacate their current position to create a vacancy for the next qualified individual on the

1 promotional list. When a member is promoted to fill the vacancy the voluntarily demoted  
2 member will then fill the newly created vacancy.

### 3 APPENDIX "A"

4 In the event of an unforeseen, or the district's inability to financially meet the future pay  
5 increases as of January 1, 2025 listed below, the union and the district agree to meet and renegotiate  
6 wages prior to January 1, 2025.

#### 7 Pay Rates as of January 1, 2025 through December 31, 2025

8 <u>Position</u>	<u>Annual Salary</u>	<u>Base Hourly Rate</u>	<u>Base OT Hourly Rate</u>
9 Battalion Chief	\$115,813.00	\$39.66	\$59.49
10 Captain (40 Hour)	\$108,527.00	\$52.18	\$78.26
11 Captain (56 Hour)	\$106,368.00	\$36.43	\$54.64
12 Driver / Engineer	\$97,022.00	\$33.23	\$49.84
13 Firefighter	\$88,273.00	\$30.23	\$45.35
14 Prob Firefighter	\$78,273.00	\$26.81	\$40.21

15 \*Salary includes 10 hours of FLSA

#### 22 Pay Rates as of January 1, 2026 through December 31, 2026

23 <u>Position</u>	<u>Annual Salary</u>	<u>Base Hourly Rate</u>	<u>Base OT Hourly Rate</u>
24 Battalion Chief	\$118,813.00	\$40.69	\$61.03
25 Captain (40 Hour)	\$111,527.00	\$53.62	\$80.43
26 Captain (56 Hour)	\$109,368.00	\$37.45	\$56.18
27 Driver / Engineer	\$100,022.00	\$34.25	\$51.38
28 Firefighter	\$91,273.00	\$31.26	\$46.89
29 Prob Firefighter	\$81,273.00	\$27.83	\$41.75

30 \*Salary includes 10 hours of FLSA

**Pay Rates as of January 1, 2027 through December 31, 2027**

Longevity Pay will Start and be paid as follows.

Every year of service will receive \$0.12 /Per hour for 56 Hour Personnel

Every year of service will receive \$0.17 /Per hour for 40 Hour Personnel Longevity will be Capped at 25 years. All longevity will be calculated as of January 1<sup>st</sup> of each year.

<u>Position</u>	<u>Annual Salary</u>	<u>Base Hourly Rate</u>	<u>Base OT Hourly Rate</u>
Battalion Chief	\$118,813.00	\$40.69	\$61.03
Captain (40 Hour)	\$111,527.00	\$53.62	\$80.43
Captain (56 Hour)	\$109,368.00	\$37.45	\$56.18
Driver / Engineer	\$100,022.00	\$34.25	\$51.38
Firefighter	\$91,273.00	\$31.26	\$46.89
Prob Firefighter	\$81,273.00	\$27.83	\$41.75

\*Salary includes 10 hours of FLSA

Members that Maintain a State of Idaho Paramedic License will receive a \$1500 stipend the first pay period of each calendar year.

Base Hourly Rate (Shift Personnel) = (annual salary / 2920)

Base OT Hourly Rate (Shift Personnel) = (annual salary / 2920) \*1.5

Base Hourly Rate (40 Hour) = (annual salary / 2080)

Base OT Hourly Rate (40 Hour) = (annual salary / 2080) \*1.5

## APPENDIX "B"

### Section A. PL Requests (Vacation)

Vacation picks will be made three (3) times a year. A "Pick" refers to a twelve (12) or twenty-four (24) hour increment.

- The first round will take place in the month of **November**, and be input into Telestaff no later than **November 30<sup>th</sup>**, to take effect January 1 through April 30.
- The second round will take place in the month of **March**, and be input into Telestaff no later than **March 31<sup>st</sup>**, to take effect May 1 through August 31.
- The third round will take place in the month of **July**, and be input into Telestaff no later than **July 31<sup>st</sup>**, to take effect September 1 through December 31.

### Section B. Cancellation of Vacation Picks:

Cancellations must be done 48 hours prior to the start of the scheduled shift.

### Section C. Number of Vacation Picks:

Each member will have a total of twenty (20) vacation days to use throughout the year, either as a vacation "pick" day or as a "floating" vacation day. Floating vacation days will only be allowed during the current vacation cycle. Example-If shift picks are made for January-April, a member cannot add floating vacation days to September. Floating vacation picks may be added after the bid process is complete and the vacation picks have been input into Tele-Staff. All floating vacation days must be entered forty-eight (48) hours prior to the assigned shift and will be used in twelve (12) or twenty-four (24) hour increments.

At no time may floating vacation days be input into Telestaff if two (2) or more vacancies already exist due to education leave, extended sick leave, injury leave, or vacation, with the following exceptions:

1 • Injury Leave related to a Worker's Compensation injury will not count against the  
2 minimum staffing drawdown of two (2) after a member has been off for thirty (30)  
3 consecutive days from date of injury.

4 • The floating vacation was input into Telestaff prior to exceeding the minimum staffing  
5 draw down to two (2). This will be validated through the official time stamp in Telestaff.

6 • Unscheduled sick leave and bereavement leave does not count against the minimum  
7 staffing drawdown of (2).

8 The bid process will give preference to the member's seniority in rank, as it pertains to the  
9 "vacation pick order" as listed below. During the bid process, each member will have a minimum  
10 of five (5) "rounds" in which a member may select a maximum of (4) "picks" per "round" for the  
11 vacation period. This process will be administered at the direction of the Fire Chief.

12 Members assigned to a forty (40) hour work week covered by this agreement shall have the  
13 opportunity to take up to Thirty-two (32) days off per year. Members shall provide twenty-four  
14 (24) hours' notice to their appropriate supervisor via email for all PL requests.

15 **Section D. Vacation Pick Order 2025-2027**

16 **January-April 2025**

- 17 1. Battalion Chief  
18 2. Firefighter  
19 3. Engineer  
20 4. Captain

21 **May-August 2025**

- 22 1. Captain  
23 2. Battalion Chief  
24 3. Firefighter  
25 4. Engineer

26 **September-December 2025**

- 27 1. Engineer  
28 2. Captain  
29 3. Battalion Chief  
30 4. Firefighter

31 **January-April 2026**

1 1. Firefighter  
2 2. Engineer  
3 3. Captain  
4 4. Battalion Chief  
5 **May-August 2026**  
6 1. Battalion Chief  
7 2. Firefighter  
8 3. Engineer  
9 4. Captain  
10 **September-December 2026**  
11 1. Captain  
12 2. Battalion Chief  
13 3. Firefighter  
14 4. Engineer  
15  
16 **January-April 2027**  
17 1. Engineer  
18 2. Captain  
19 3. Battalion Chief  
20 4. Firefighter  
21 **May-August 2027**  
22 1. Firefighter  
23 2. Engineer  
24 3. Captain  
25 4. Battalion Chief  
26 **September-December 2027**  
27 1. Battalion Chief  
28 2. Firefighter  
29 3. Engineer  
30 4. Captain  
31  
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1 **APPENDIX "C"**

2 **Wildland and Dozer Deployment**

3  
4 **Section A. Dozer Operator Program**

5  
6 DZIA-Dozer Operator Initial Attack: A member who is qualified as both HEQB (Heavy  
7 Equipment Boss) and DZOP (Dozer Operator)

8  
9 DZOP-Dozer Operator: A member who is qualified DZOP (Dozer Operator)

10  
11 Qualifications as outlined in NWCG PMS 310-1 Wildfire Qualification System Guide, And  
12 Federal Wildland Fire Qualifications Supplement

13  
14 The use of the DZIA position is at the sole discretion of the district and may be eliminated at any  
15 time, for any reason, at the sole discretion of the district.

16 Compensation for members assigned to the DZIA program will be outlined within this appendix.

17  
18 Trades for those assigned as DZIA operators shall be in compliance with Article 10 Shift Trades.

19  
20 When a member assigned as a DZIA operator utilizes PL during Fire Season, the other members  
21 assigned by the department as DZIA operators will be considered first to fill the vacancy.

22  
23 When shift duty members maintain the qualifications of Dozer Operator Initial Attack (DZIA)  
24 they will receive an additional \$1.50 into their base hourly wages. When shift duty members  
25 maintain the position of Dozer Operator (DZOP) they will receive an additional \$0.75 into their  
26 base hourly wages. Members with both qualifications will only receive one adjustment  
27 whichever is greater. The number of members, between both programs, is capped at nine (9).

28  
29 Compensation for members assigned to the DZIA program will be as outlined in Appendix C  
30  
31

## Section B. Assignments and Travel

**Travel:** All travel, lodging, and per-diem; Meals, Incidentals, and Expenses (M&IE) will follow the GSA Traveler breakdown (<https://www.gsa.gov/travel/plan-book/per-diem-rates/mie-breakdown>) The per diem rates set by GSA per county will be used, if the area traveling to has no set rate CONUS will be used. (<https://www.gsa.gov/travel/plan-book/per-diemrates>).

It is the responsibility of each individual traveling to maintain records and receipts to submit with the travel invoice at the end of the assignment. (See ICMA IDL rate book travel form). See Travel Expense Worksheet on the company drive under Administrative Company Forms.

**Pay:** All time will be recorded on either a crew time report (CTR), OF288, and/or equipment shift tickets. A copy of all CTR's, OF288 and/or equipment shift ticket shall be turned into EFD Admin and time entered into Telestaff. Each member will receive an invoice breakdown for their time, meals, travel and any reimbursable expenses at the end of their respective assignment when the payroll has been completed.

Members that are deployed for resource ordered wildfire and/or all-hazard incident assignments will be paid a minimum of sixteen (16) hours per day, or actual hours worked, whichever is greater at the rate listed below. Travel will be paid as actual hours documented on the crew time report (CTR, OF288, and/or equipment shift ticket while in travel status.

The pay rate each individual will receive is determined by the position that they are filling on the assignment and will be documented on the crew time report and manifest. Rates will be invoiced out at the following:

<b>Positions:</b>	<b>Rate:</b>
TFLD, STEN, DZIA, EMPF, SOFR, MEDL, DIVS, STPS, ICT3	\$69.72
Any single resource boss, AEMF, DZOP, FOBS	\$63.26
Engine Operator, Dozer Swamper	\$56.86
Firefighter	\$50.88

## Idaho Department of Lands ICMA

Follow the ICMA Terms and Conditions for Backfill Reimbursement for members deployed to any wildland incident. Members shall be paid at the rate of one- and one-half times base salary for a minimum of 16 hours or actual hours worked depending on which is more, for mobilization day and regularly scheduled workdays for assigned shift of 48/96 schedule. Regularly scheduled days off, members shall be paid to the position they are assigned as per resource order, crew time report, or manifest in accordance with Appendix "C" in Local 4553 Collective Labor Agreement.

### Example:

- Mobilization Day: "A" Shift Firefighter John Doe is deployed to a Wildland Fire as a Firefighter Type 1. He will be paid \$45.35 per hour. *(Incident will be required to pay for backfill of Firefighter John Doe)*
- Scheduled "A" Shift Day: Firefighter John Doe will be paid \$45.35 per hour. *(Incident will be required to pay for backfill of Firefighter John Doe)*
- "A" Shift Scheduled Day Off: Firefighter John Doe will be paid \$50.88 per hour. *(Incident will pay for the wages of Firefighter John Doe)*

Firefighter Base Pay: \$30.23 Per Hour/ \$725.52 Per 24 Hours

Firefighter Overtime \$45.35 Per Hour/ \$725.60 Per 16 Hours

Engineer Base Pay: \$33.23 Per Hour/ \$797.52 Per 24 Hours

Engineer Overtime: \$49.84 Per Hour/ \$797.44 Per 16 Hours

Captain Base Pay: \$36.43 Per Hour/ \$874.32 Per 24 Hours

Captain Overtime: \$54.64 Per Hour/ \$874.24 Per 16 Hours

**Length of assignment:** When returning from a fourteen (14) day or greater assignment, each member shall receive two (2) days off. These days off must occur on the two (2) days immediately following the assignment and travel. If either of the two (2) days off fall on a regularly scheduled day off, the member will not receive compensation and is also unavailable to fill any shifts. If either of the two (2) days off fall on any normally scheduled workday(s) the member shall receive Admin Leave for the day(s).

1  
2 **EAGLE FIRE DISTRICT**

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4  
5  
6 BY:

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10 Josh Tanner, Chairman

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12  
13 Brian Simpson, Commissioner

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15  
16  
17 Brad Pike Sr., Commissioner

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21  
22 STATE OF IDAHO )  
23 ss.  
24 County of Ada )

25  
26 On this 12<sup>th</sup> day of June, 2024, before me, the undersigned Notary Public,  
27 personally appeared Josh Tanner, Brian Simpson, and Brad Pike Sr., known to me to be the  
28 Chairman and Commissioners, respectively, of the EAGLE FIRE DISTRICT and Brent  
29 Thompson, Kobie Woolf, Sam Hammond and Andrew Oakes respectively of the LOCAL #4553  
30 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, known to me to be the persons whose  
31 names are subscribed to the within instrument and acknowledged to me that they executed the  
32 same.

33  
34 IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal the day and  
35 year in this certificate first above written.



**LOCAL UNION #4553  
INTERNATIONAL ASSOCIATION OF  
FIRE FIGHTERS**

BY:

Brent Thompson, Union President

Kobie Woolf, Union Vice President

Sam Hammond, Union Secretary

Andrew Oakes, Union Treasurer

Angela Sue McBride  
Notary Public for Idaho  
My commission expires: 09/13/2028

