



MEMORANDUM OF UNDERSTANDING

between

The City of Coronado

and

Coronado Firefighters' Association

July 1, 2022 to June 30, 2025

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Article 1. Formal Recognition

The City of Coronado recognizes the Coronado Fire Association Local 1475 as the exclusive representative for employees in the Fire Services Department.

Local 1475 consists of all employees in the following classes:

Firefighter
Firefighter/Paramedic
Fire Engineer
Fire Captain

Article 2. Interpretation and Intent

- A. This MOU is designed and intended to promote a harmonious and vibrant relationship between the CITY and ASSOCIATION. All Articles herein are intended to promote well-being within the organization, city, community, and state; to provide structure within the department, define processes, and to fulfill the mission statement as defined by the Coronado Fire Chief.

- B. The City of Coronado and its designees shall herein be referred to as the CITY. The Coronado Firefighters Association Local 1475 will herein be referred to as the ASSOCIATION. Any person, either by membership or affiliation with the ASSOCIATION will herein be referred to as MEMBER(S). Any person(s) employed by the City of Coronado, within the Fire Services Department may herein be referred to as EMPLOYEE(S), while the positions of Division Chief and the Fire Chief may be referenced by either their title or collectively as MANAGEMENT.

Article 3. Work Schedule

MEMBERS that are assigned to a twenty-four (24) hour shift shall work a three-platoon system titled A, B, or C. Each platoon is scheduled for duty on a twenty-four (24) hour shift basis, to commence at 0730 hours of any given day. Each platoon shift calendar cycles on a twenty-four (24) day period; specifically, two (2) consecutive shifts on duty for a total of forty-eight (48) hours followed by four (4) consecutive shifts off duty for a total of ninety-six (96) hours. The schedule is so arranged that one of the platoons (A, B, C) is always on duty and each platoon is scheduled for eight (8) shifts on duty in every twenty-four (24) day period for a fifty-six (56) hour average work week.

Notwithstanding the above, EMPLOYEES may relieve each other, by mutual agreement, up to two (2) hours prior to the regularly scheduled start of a shift. Employees shall make up relief shifts (or "trades") on a one-for-one basis.

All new firefighter/paramedic hires will receive four (4) weeks of intensified training, which consists of a two (2) week paramedic evaluation and orientation and a two (2) week firefighter mini academy. New hires will be placed on a 40-hour modified schedule during these four (4) weeks of training, with eight (8), ten (10) hour shifts to be completed every two (2) weeks. New hires may be granted overtime by MANAGEMENT as necessary to complete the required training. Upon completion of the four-week (4-week) training period, new firefighters will be assigned to a platoon and returned to a 56 hour work schedule. All new hires will be subject to the probationary period as defined in the CITY's Civil Service Rule V, Section 8.

The Fire Chief retains the right to require any new firefighter/paramedic or lateral hire to complete the four-week intensified training.

Article 4. Payroll Deduction

The CITY agrees to deduct to the extent required by law, once each pay period, dues and lawful deductions in an amount certified to be current by the Secretary-Treasurer of the ASSOCIATION from the pay of those MEMBERS who individually request in writing that such deductions be made. The total amount of deductions shall be remitted by the CITY to the ASSOCIATION Treasurer. This authorization shall remain in full force and effect during the term of this agreement.

If a MEMBER desires to revoke, cancel or change their prior dues deduction authorization, the CITY shall direct the employee to the ASSOCIATION. Any such dues deduction, revocation cancellation, and/or change shall be effective only when submitted by the ASSOCIATION to the CITY.

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 ASSOCIATION.

The ASSOCIATION 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 any such liability(ies) arising out of obligations imposed upon the ASSOCIATION by law for the purpose of complying with any of the provisions of this dues deduction agreement.

Article 5. Uniform Allowance

A. At Time of Hire

Newly hired MEMBERS, not including temporary employees, shall receive a one-time \$1,300.00 store credit to make an initial clothing purchase.

B. Annual Uniform Allowance

In August of each year, eligible MEMBERS shall receive \$1,225.00 as a uniform allowance, to be used for purchasing and / or replacement of non-safety uniforms required to be worn by employees per the department uniform policy. This allowance may not be used to purchase safety boots and other safety clothing and equipment considered Personal Protective Equipment (PPE). Only one uniform allowance is to be provided to an employee in each fiscal year.

Classic CalPERS member EMPLOYEES required to wear CITY uniforms will have special compensation reported to CalPERS in the amount of \$47.11 biweekly. This represents the \$1,225.00 annual uniform allowance. PEPRAs are not subject to uniform-related special compensation reporting.

Uniforms worn while on duty will be those approved by the Uniform Committee and the Fire Chief. Maintenance of an acceptable uniform is the responsibility of each employee without additional remuneration from the CITY.

C. Safety Boot Reimbursement

At the EMPLOYEE'S request, and with written approval by the Fire Chief, safety uniform boots, may be purchased. Safety boots must be compliant with the department PPE policy. The CITY will reimburse the employee for the cost of the boots subject to a maximum reimbursement of \$300.00 per pair once every two years, unless otherwise approved by the Fire Chief. Safety boots are not ready substitutes for personal attire and are therefore not reportable to CalPERS as uniform allowance for any EMPLOYEES.

Article 6. Employee Evaluations

- A. Employee evaluations shall be conducted in accordance with Civil Service Rule VII, "Employee Performance Reports."
- B. Physical Training Program
 - 1) The category "Physical Training Program" shall be on the employee evaluation form under the sub-heading Work Habits. Participation in the Physical Training Program shall be evaluated and scored in the same manner as other categories.

Article 7. Wages and Merit Pay

- A. Effective July 1, 1989, the former EMT incentive program was incorporated into the base salary schedule. It is understood that EMT certification and all Medical EMT standards, policies and procedures approved by the County EMS Director and adopted by the Department are a job requirement for all classifications covered by this MOU. There will be no further grandfathering as to this job requirement. The CITY shall continue to pay for the cost of the instructor and testing for recertification.
- B. In June 2008 the former Paramedic incentive pay for firefighters was incorporated into the base salary schedule and the classification Firefighter/Paramedic was added to the list of classifications in the CITY's Personnel Authorization and Compensation Plan. All Firefighters, as of the effective date of this agreement, who have a current paramedic license will automatically be reclassified into the Firefighter/Paramedic classification.

The Firefighter classification will remain in effect at least until the remaining single-role Firefighters (as of July, 2008) promote, resign, or retire from the Department. At that time, the CITY may eliminate the Firefighter classification.

C. *Rescue Merit Pay*

Effective Fiscal Year 2021-2022, MEMBERS who have successfully completed 4 of the 12 following courses as agreed upon with MANAGEMENT, from the courses provided by the State Fire Marshall (SFM) will receive incentive pay of 5% of the employee's base rate of pay. MEMBERS who complete a total 6 of the 12 courses will receive an additional 3% incentive pay for a total of 8% of the EMPLOYEE's base rate of pay. Note: Open Water Rescuer will only count toward a credited class if it is not provided by the department. Approved courses are listed below:

- 1-SFM - Low Angle Rope Rescue Operations
- 2-SFM - Rescue Systems 1
- 3-SFM - Rescue Systems 2
- 4-SFM - Rescue Systems 3
- 5-SFM - Rope Rescue Technician
- 6-SFM - Trench Rescue Technician
- 7-SFM - Vehicle Extrication
- 8-SFM - Open Water Rescuer (only if not provided by the Fire Department)
- 9-SFM - Rapid Intervention Crew Operations (min 24 hours)
- 10- SFM - Aerial Apparatus Operations (min 40 hours)
- 11-Truck academy (min 80 hours to account for 2 class credits)
- 12--Structural Collapse Technician

Because curriculum name changes may have occurred or may occur after this agreement, course equivalents may be substituted to meet these requirements under the following conditions: Content and training level must provide the employee competency in the specific rescue skills. Fire Chief must be petitioned to and approve

the course equivalent in writing. In addition, the Fire Chief has the discretion to evaluate for approval, any class that meets a required minimum of 24 hours, has an applicable rescue component and is presented and pre-approved prior to the employee taking the course.

D. *Bilingual Pay*

Bilingual pay will be provided to CFA members that are required to use bilingual skills to meet the needs of the public. In order to receive bilingual pay all of the following must be met; (1) Employees must pass a bilingual fluency examination; (2) The bilingual skills must be used in the course of work; and (3) Employees must obtain written approval from the appointing authority.. Once, these requirements are met, eligible employees shall receive an additional fifty cents (\$0.50) per hour worked.

E. *Wages*

1. Effective July 1, 2022 or the first full pay period following City Council approval of this MOU, whichever date is later, the salary schedule and base pay for all classifications represented by CFA will be increased by 4%.
2. Effective the first full pay period after July 1, 2023, the salary schedule and base pay for all classifications represented by CFA will be increased by 3%.
3. Effective the first full pay period after July 1, 2023, MEMBERS in the Fire Engineer and Fire Captain classifications will receive a market adjustment to their base pay of 1.25%.
4. Effective the first full pay period after July 1, 2024, the salary schedule and base pay for all classifications represented by CFA will be increased by 4%.
5. Effective the first full pay period after July 1, 2024, MEMBERS in the Firefighter / Paramedic classification will receive a market adjustment to their base pay of 1%.
6. Effective the first full pay period after July 1, 2024, MEMBERS in the Fire Engineer and Fire Captain classifications will receive a market adjustment to their base pay of 1.75%.

Article 8. Holiday Pay

- A. MEMBERS who are assigned to and work on a twenty-four (24) hour shift basis shall receive a holiday premium of ½ their regular rate of pay for all hours worked on a holiday.

For purpose of the holiday premium only, holidays are as follows:

<u>Recognized Holiday</u>	<u>When Observed</u>
New Year’s Day	January 1
Martin Luther King Birthday	January 15*
President’s Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Columbus Day	Second Monday in October
Veterans’ Day	November 11*
Thanksgiving Day	Fourth Thursday in November
Day Following Thanksgiving	Friday Following Thanksgiving Day
Christmas Day	December 25

* For Martin Luther King Birthday and Veterans’ Day holidays, the holiday premium will be paid for all hours worked on the date the CITY actually observes these holidays, to coincide with the CITY-wide payroll and holiday schedule formalized each calendar year.

- B. **Floating Holiday:** Employees represented by the ASSOCIATION are given 11.25 hours credit on July 1 of each year in recognition of Caesar Chavez’ Birthday to be used as a FLOATING HOLIDAY. To accrue this time, an employee must be employed by the CITY on July 1 of the fiscal year. All floating holiday leave time must be used in the fiscal year in which it is accrued. The floating holiday may be used by each employee at their discretion within the fiscal year upon supervisor’s approval. Employees who separate from employment on or before June 30 will be paid straight-time for every hour of unused floating holiday leave time.

Article 9. Overtime

MEMBERS have agreed to work overtime. It is the responsibility of all MEMBERS to cooperate with the CITY to help ensure the availability of EMPLOYEES to work overtime. Overtime and compensatory time off shall be paid in accordance with the Fair Labor Standards Act (FLSA). EMPLOYEES shall receive one and one-half times the "regular rate of pay" for overtime worked as described in the FLSA except in the following circumstances:

- A. **Emergency overtime** shall cover those times when an employee is required to either remain at or return to work due to:
- 1) Their participation in an ongoing strike team operation or the backfill created by the assignment of shift personnel working on the strike team. The pay conversion will be applied as described below in accordance with state contracted reimbursement for auto/mutual aid. If the reimbursement changes due to a contract change, the CITY will be obligated to honor the state contract rate.
 - 2) Their participation in a response to a civil emergency such as an earthquake, fire, natural disaster, major vehicle accident, etc.

If an employee is required to *return* to work from off-duty status for emergency overtime, they shall be paid a minimum of two hours, which shall constitute full compensation to the employee for the time commuting to and from the work site. Employees called back will be paid for all time worked in addition to the minimum of 2 hours of commuting time.

If an employee is required to *remain* at work for emergency overtime, they shall be paid the emergency overtime rate only if the overtime extends more than two hours beyond the end of the employee's normal shift.

Emergency overtime shall be paid at one and one-half times the employee's 40-hour work weekrate.

- B. **Normal overtime** shall apply in those cases in which an employee is required to remain at or return to work to maintain the minimum staffing requirements and no "emergency" as defined above, exists. It shall also apply in those instances in which an employee is required to *remain* at work for an emergency as defined above if the overtime does not extend more than two hours beyond the end of the employee's normal shift.

Normal overtime shall be paid at one and one-half times the employee's 56-hour work week rate.

- C. During any work cycle in which an employee has paid leave hours, said hours shall be counted as work hours for the purpose of calculating entitlement to non-FLSA overtime, in accordance with the past practice of the parties.
- D. The parties have agreed that overtime worked may be compensated by compensatory time off (CTO) at the rate of one and one-half times the overtime

hours worked, subject to the limitations of the FLSA. Maximum accrual of CTO is 168 hours. Maximum usage of CTO in any fiscal year shall be 240 hours.

- E. The CITY has established a twenty-eight (28) day, 212-hour work period for MEMBERS , identified those elements of pay making up the "regular rate," and clarified that for purposes of FLSA mandated overtime, all hours of approved leave, with the exception of sick leave, will be counted as hours worked.
- F. MEMBERS are on a work period that matches the established two-week payroll period. FLSA mandated overtime shall be paid in the next available payroll closing after the completion of the twenty-eight (28) day work period.
- G. **Special Event Pay:** MEMBERS assigned to duty during a commercial activity special event wherein a condition of the event permit is that the CITY will be reimbursed for the cost of fire and/or EMS services will be compensated at double time (two times the regular rate of pay) for the overtime worked at the event.
- H. **Meeting Overtime:** If not on duty, MEMBERS shall be paid a minimum of two (2) hours of overtime for pre-planned meetings. A pre-planned meeting is an event where a member is provided notice requiring their attendance at a work meeting in order to facilitate the cooperation, coordination, communication, presentation or participation in groups, committees, events or engagement in support of the department's mission.

Article 10. Out-of-Class Pay

MEMBERS assigned to work out-of-class shall be compensated at their regular rate of pay plus an additional five percent (5%) of base pay for each hour worked in the out-of-class assignment for nine (9) or more hours on a shift. Out-of-class pay will be computed from the first hour worked once the nine-hour threshold has been reached on each occasion. Out-of-class assignments may be offered to personnel on a current, active eligibility list if no permanent employee of the rank being filled is available.

Article 11. Educational Incentive

Each employee who completes the degree requirements from an accredited secondary institution shall receive an educational incentive as follows:

- \$80 per month (paid biweekly at \$36.93 per pay period) for an Associate's degree.
- \$160 per month (paid biweekly at \$73.85 per pay period) for a Bachelor's degree.

Article 12. Paramedic Program

- A. **Classification:** Effective in June 2011, the former Paramedic incentive pay for firefighters is incorporated into the base salary schedule and the classification Firefighter/Paramedic is added to the list of classifications in the CITY's Personnel Authorization and Compensation Plan. All Firefighters who have a current paramedic license were automatically reclassified into the Firefighter/Paramedic classification.
- B. **Paramedic Assignment Pay for Engineer:** Engineers who maintain a paramedic license (Engineer Paramedics) will receive a Paramedic Assignment Pay equal to four percent (4%) of regular bi-weekly base pay. Engineers who choose to relinquish their paramedic licenses will no longer receive the 4% Paramedic Assignment Pay.

If an Engineer who receives this Assignment Pay is considered for promotion to the rank of Captain, then the CITY will include the Assignment Pay in determining the appropriate promotion increase into the Captain's salary range.

- C. **Paramedic Assignment Pay for Captain:** Beginning on the pay period ending July 11, 2014, Captains who maintain a paramedic license (Captain Paramedics) will receive a Paramedic Assignment Pay equal to two percent (2%) of base pay. Captains who choose to relinquish their paramedic licenses will no longer receive the Paramedic Assignment Pay.
- D. **Paramedic Recertification:** Firefighter/Paramedics will be compensated \$412.50 annually to recertify their paramedic license. As an incentive to maintain paramedic skills and recertification, paramedic-certified Fire Engineers and Captains will also receive the annual recertification payment of \$412.50.

New employees assigned as firefighter/paramedics will receive their first incentive at the completion of probation and annually thereafter in July following that date.

- E. **Continuing Education:** The Department will be responsible for maintaining the Continuing Education requirements for all members who maintain paramedic certification regardless of rank. This will be accomplished through the use of overtime (to include FLSA mandated travel time), on-duty training and/or in-house training. The department will be responsible for appropriate related costs associated with maintaining the Paramedic Continuing Education Program and Paramedic License.

Article 13. Staffing Level

A. **Constant Staffing:** Effective FY 2009-10, the CITY converted from “minimum” staffing of eight (8) to “constant” staffing of nine (9), wherein nine (9) persons are on duty at all times. Normal staffing for the Department will be nine (9) personnel assigned to frontline emergency response apparatus. The Battalion Chief will not be included as fire operations personnel to meet minimum staffing.

B. **Specific Staffing of Apparatus**

Truck: The minimum staffing level will be four (4) personnel. Normal staffing of the apparatus will consist of one Captain position, one Engineer position, one Firefighter/Paramedic position, and a fourth position assigned from among any rank at the discretion of the Department.

In the event that the truck is placed out-of-service, as long as constant staffing of nine (9) is met, the replacement apparatus may be staffed with the appropriate minimum staffing for that apparatus as long as the remaining personnel are assigned to another frontline, emergency apparatus. This alternate staffing intended to best utilize personnel for emergency operations in unusual circumstances.

Engines: The minimum staffing level will be three (3) personnel. Normal staffing of the apparatus will consist of one Captain position, one Engineer position, and one Firefighter/Paramedic position.

Ambulance: The minimum staffing level will be two (2) personnel. Normal staffing of the apparatus will consist of at least one Firefighter/Paramedic and one additional employee assigned from among any rank at the discretion of the Department.

C. The Fire Chief reserves the right to determine the necessity of backfilling positions that are vacant during a shift. All circumstances relating to the need to fill the position will be considered, regardless of the reason for the vacancy. Department policy will address backfilling decision criteria as described in Article 22.

Article 14. Vacation

As reflected in Rule VI, Section 4, of the Civil Service Rules relating to credit for vacation with pay, the following is provided:

- A. Following the completion of twelve (12) months of continuous service, each employee who is employed on a full-time basis shall be allowed 138 hours of credit for vacation with pay. For the succeeding forty-eight (48) months, for each calendar month of service, they shall be allowed 11.5 hours of credit for vacation with pay. For the succeeding one hundred twenty months (120) [ten years], for each calendar month of service, they shall be allowed sixteen (16) hours of credit. Thereafter, for each calendar month of service, they shall be allowed eighteen (18) hours of credit for vacation with pay.
- B. Maximum vacation accumulation for all employees in the unit shall be 450 hours. Accumulated hours may be used in any year without limitation, other than said maximum.
- C. MEMBERS may sell back to the CITY up to four shifts of earned vacation time per year. Requests must be made by December 1st of the preceding year for the following calendar year.
- D. MEMBERS will have the ability to schedule vacation shifts during vacation sign-up with the exception of the following blackout dates: July 4, Open House, Thanksgiving, Christmas Eve, and Christmas. Additional rounds will be circulated in accordance with the controlling Department Policy, which as of the date of this MOU, is the Annual Vacation Pick Guidelines outlined in Policy 1040 – Leave.
- E. The number of individuals allowed on vacation at one time will be in accordance with department policy.
- F. Leave shall be approved pursuant to the controlling Department Policy, which as of the date of this MOU, is Policy 1040 – Leave. In order to use vacation or compensatory time off, an employee will not be required to provide a reason.

Article 15. Sick Leave

- A. MEMBERS shall earn 11.17 hours of sick leave for each calendar month worked.
- B. Maximum sick leave accumulation for MEMBERS shall be 1,512 hours.
- C. MEMBERS shall be eligible to convert three (3) days of sick leave for one day of vacation after having reached 75% of the maximum allowable accumulation (75% of 1,512 hours is 1,134 hours).
- D. Under Civil Service Rule VI, Section 5(e), a Physician's Statement is required under the following circumstances:
 - 1) Absence for a period of more than two consecutive 24-hour shifts.

When absent for a period of more than two consecutive 24-hour shifts, the employee shall be required to furnish a physician's statement indicating the nature and the duration of incapacity in order to be eligible for sick leave benefits.
 - 2) Suspected abuse of sick leave.

The Personnel Officer or the appointing authority may require a physician's statement to be completed on a form provided by the CITY at any time if an employee is suspected of abusing sick leave benefits.

Excused sick leave is sick leave that has been documented by a physician's statement or authorized by the Fire Chief. The third incident of unexcused use of sick leave in a twelve-month period will be cause for suspected sick leave abuse. After the third unexcused use, an employee shall be required to provide a physician's statement for any use of sick leave during the next twelve-month period.
- E. Any sick leave certificate shall be completed/signed by a doctor licensed to practice in California.
- F. The CITY may require a "second opinion" from a doctor selected by the employee from a panel supplied by the CITY.
- G. Sick leave with pay shall be authorized by the appointing authority subject to verification of the employee's eligibility by the Personnel Officer.
- H. The membership and officers of the ASSOCIATION agree to assist the CITY and to cooperate to reduce costs associated with Workers' Compensation and sick leave.

- I. An employee who calls in sick shall be eligible to work overtime prior to returning to their normal shift if: The absence is less than two consecutive 24-hour shifts OR The absence is greater than two consecutive 24 hour shifts but has been excused by a Physician's statement.

Article 16. Family Medical Leave

The CITY provides family and medical care leave for eligible EMPLOYEES as required and in accordance with the Family and Medical Leave Act (FMLA), California Family Rights Act (CFRA), and Pregnancy Disability Leave (PDL). Unless otherwise provided by law, the CITY will run each EMPLOYEE'S protected leaves concurrently. To the extent required by law, the CITY will inform EMPLOYEES whether they are eligible for leave. Should EMPLOYEES be eligible for leave, the CITY will provide them with a notice that specifies any additional information required, as well as their rights and responsibilities.

If an employee fails to return to work as scheduled after leave or if an employee exceeds the leave entitlement, the employee may be eligible for Special Leave without Pay, as defined in Civil Service Rules Rule VI, Section 9. Otherwise, the employee may be subject to other applicable leave of absence, accommodation and attendance policies.

In addition, the CITY also provides reasonable accommodations, to the extent required by law, for conditions related to pregnancy, childbirth or related medical conditions. EMPLOYEES requesting a leave or reasonable accommodation should promptly notify Human Resources.

Article 17. Bereavement Leave

- A. MEMBERS may use up to 56 hours of bereavement leave if they are required to be absent from duty due to the death of a member of the employee's immediate family, without loss of base pay or deductions from other leave balances.
- B. Additional leave utilizing the employee's leave balances, may be authorized by the Fire Chief or designee.
- C. The "immediate family" shall be defined as: spouse, registered domestic partner, child, parent, sibling, grandparent, grandchild; the aforementioned either natural, legally adopted, step or in-law, or any person over which the employee acts as legal guardian; or similar relationships as determined by the City Manager or designee.
- D. The MEMBER may be required to submit proof of the relative's death, such as an obituary or funeral program.
- E. The MEMBER shall provide as much notice to their supervisor of the necessity to use this leave as is reasonable under the circumstances.
- F. The MEMBER's use of bereavement leave in full compliance with this provision shall not be reflected on their performance evaluation nor shall it result in discipline.

Article 18. Training Time

Up to forty-eight (48) hours of training time may be granted solely for an employee to attend fire service classes provided by California State Fire Marshal or National Wildland Coordinating Group, or any fire service related course or seminar pre-approved, by the Fire Chief or their designee. This leave will expire at the end of each fiscal year and carries no cash value. Once approved by the Fire Chief, this time is forcible.

Article 19. Transitional Duty

The policy shown in Appendix A, and incorporated herein by reference, shall address short-term, transitional duty assignments based on medical opinion that an injured employee is physically capable to work in a modified capacity while recovering from an injury.

Article 20. Conversion of Leave Balances Upon Change of Schedule

The payroll manual will be revised to incorporate converting leave balances upon change of schedule.

Article 21. Retirement and Survivors' Benefits

- A. The CITY contracts with the California Public Employees' Retirement System (CalPERS) to provide the "3% at age 50" retirement benefit for all fire safety members. In compliance with the Public Employee Pension Reform Act of 2012, the CITY will provide to all fire safety members hired after January 1, 2013, who do not meet the CalPERS definition of a "classic" member the "2.7% at age 57" retirement benefit.
- B. In accordance with §20516 Cost Sharing, of the California Public Employees Retirement Law, all classic CalPERS employees in the bargaining unit will participate in additional cost sharing of 1.5% effective the first pay period of fiscal year 2019-2020. The employee contribution rate will be 10.5% effective July 1, 2019. Effective with the first pay period of Fiscal Year 2019-20, employees shall be responsible, through payroll deduction, for paying the 10.5% member contribution to CalPERS. This contribution will be made on a pre-tax basis. If a secret ballot election held in accordance with §20516 is not successful, employee contribution of 1.5% will be made to the employers' contribution account and will not be on a pre-tax basis.
- C. In October 1988, the CITY implemented the following: One-Year Highest Compensation (only applies to Classic Members), Increase in Non-Job Related Disability Retirement Allowances, and Pre-Retirement Optional Settlement 2 Death Benefit.
- D. The CITY commits to working with CalPERS to provide eligible MEMBERS with 4th Level 1959 Survivor Benefits. The parties understand that the CITY has to meet CalPERS's requirements as well as the requirements of California Government Code section 7507 prior to this being implemented.

Article 22. Health Savings Account

The CITY will continue to pay a percentage of the MEMBER’s salary directly into the Coronado Firefighters’ Association Local 1475 health savings trust administrator. The percentage of the employee’s salary is tiered based on age as follows:

Age	Deduction/Contribution Amount
19-30	3%
31-40	4%
41-50	5%
over 50	6%

Upon separation from service with the CITY the participant's Vacation and CTO balances will be converted to cash on a dollar for dollar basis and deposited in their account as stipulated in the plan document.

The CITY will continue to administer the health savings trust including the payment of administrative costs. The Trust's administrative costs will be paid by the participants in the plan.

Article 23. Cafeteria Benefit Plan

- A. The CITY shall make available a cafeteria benefit program. The CITY shall provide the number in dollars in the Cafeteria Benefit Plan to be benchmarked and maintained at the same level of the “Self-Represented Employees.” Options available under the program shall be as set forth in the Annual Open Enrollment and Cafeteria Benefit Plan information booklet.
- B. The Cafeteria Plan makes available alternate health insurance plans from which eligible employees may select health insurance coverage. Any insurance coverage selected which costs more than the Annual Benefit Allotment provided by the CITY will be paid for by the employee through deductions withheld from the bi-weekly paycheck.
- C. The Cafeteria Plan offers reimbursement for certain expenses in addition to the health coverage, and the voluntary vision and dental coverage. Reimbursement may be made by a Third Party Administrator.
- D. The health insurance plans provided by the CITY shall include benefits at least equal to the benefits contained in the health insurance plans available on the effective date of this MOU. Nothing herein shall prevent the CITY and the ASSOCIATION from mutually agreeing to the provision for different health insurance benefits to employees covered by this MOU, during the term of this MOU, so long as the benefit levels remain approximately the same.
- E. To the extent that Congress enacts tax reform legislation which impacts the Cafeteria Plan, the CITY and the ASSOCIATION agree to meet and confer on the implementation of any mandatory changes.
- F. The CITY reserves the right at any time during the term of this MOU to change its insurance carriers. In the event such a change materially affects coverage or benefits, the CITY agrees to meet and confer in advance of such change, provided however, that if such a change results in comparable coverage and benefits, no obligation to meet and confer shall arise hereunder.
- G. If a change to the plan structure is warranted and the CITY determines it is best to offer benefits outside of the cafeteria style plan, the CITY will invite MEMBERS to participate in a Joint Labor Management Benefits Committee. The purpose of the Committee will be to examine cost containment strategies for the management of employee benefits while maintaining the quality of the benefits offered to employees.
- H. All other provisions of the contract will remain in effect during the re-opener with no labor disruptions as a result of the re-opener negotiations.

Article 24. Group Term Life Insurance

The CITY shall provide and pay premiums for group term life and accidental death and dismemberment insurance for each MEMBER for coverage in the amount of \$50,000 or the employee's annual salary, whichever is greater.

Article 25. Employer/Employee Relations

- A. The ASSOCIATION shall be entitled to conduct monthly meetings in the Fire Station after the end of the regular work day, provided such meetings shall not interfere in the normal operations of the Department.
- B. The ASSOCIATION shall encourage member employees to maintain their physical condition sufficiently to adequately perform the tasks of their classification.
- C. The ASSOCIATION shall encourage the MEMBERS to develop skills and use them in the workplace and support participation in Departmental programs and projects.
- D. Neither the CITY nor the ASSOCIATION shall be responsible for providing or maintaining linens, sheets, pillowcases, or providing the maintenance and supplies relating to all televisions and coffee makers at both fire stations.
- E. To the extent required by law, the CITY shall provide reasonable written notice of any ordinance, rule, resolution, or regulation directly relating to matters within the scope of representation proposed to be adopted or changed by the City Council, and Civil Service Commission and shall be given the opportunity to meet and confer with the appropriate person(s) prior to adoption.
- F. To the extent required by law and except where specifically provided herein, the ASSOCIATION reserves all rights to meet and confer with respect to all matters within the scope of representation.
- G. The ASSOCIATION may, with the prior approval of CITY, be granted the use of CITY meeting room facilities during non-work hours for conducting business of the ASSOCIATION, provided space is available and provided such ASSOCIATION business shall not interfere in the normal operations of the CITY.
- H. The CITY agrees to recognize the formation of committees that are established by the Fire Chief for the purpose of providing feedback and insight on department related matters. Committee may consist of individuals from both the CITY and the ASSOCIATION. The decision to create and maintain a committee is at the sole discretion of the Fire Chief. Committees shall not restrict the exclusive rights of the CITY as outlined by this agreement and the ASSOCIATION maintains all rights to representation as provided by law where applicable.

Article 26. Management Rights - City Rights Clause

The CITY reserves, retains, and is vested with, solely and exclusively, all rights of CITY management which have not been expressly abridged by specific provision of this MOU or by law, to manage the CITY, as such rights existed prior to the execution of the MOU. The sole and exclusive rights of CITY management, as they are not abridged by this agreement or by law, shall include, but not be limited to, the following rights:

- A. To manage the CITY generally and to determine the issues of policy.
- B. To determine the existence or non-existence of facts which are the basis of the management decision.
- C. To determine the necessity of organization or any service or activity conducted by the CITY and expand or diminish services.
- D. To determine the nature, manner, means, and technology, and the extent of services to be provided to the public.
- E. To determine methods of financing.
- F. To determine types of equipment or technology to be used.
- G. To determine and/or change the facilities, methods, technology, means, and size of the work force by which the CITY operations are to be conducted.
- H. To determine and change the number of locations, relocations, and types of operations, processes, and materials to be used in carrying out all CITY functions including but not limited to the right to contract for or subcontract any work or operation of the CITY.
- I. To assign work to and schedule employees in accordance with requirements as determined by the CITY, and to establish and change work schedules and assignments.
- J. To relieve employees from duties for lack of work or other legal non-disciplinary reasons.
- K. To establish and modify productivity and performance programs and standards.
- L. To discharge, suspend, demote, or otherwise discipline employees for proper cause in accordance with the provisions and procedures set forth in CITY disciplinary procedures.
- M. To determine job classifications and to reclassify employees.

- N. To hire, transfer, promote, and demote employees for legal non-disciplinary reasons in accordance with this MOU.
- O. To determine policies, procedures, and standards for selection, training, and promotion of employees.
- P. To establish employee performance standards including but not limited to quality and quantity standards; and to require compliance therewith.
- Q. To maintain order and efficiency in its facilities and operations.
- R. To establish and promulgate and/or modify rules and regulations to maintain order and safety in the CITY, which are not in contravention with this MOU.
- S. To take any and all necessary action to carry out the mission of the CITY in emergencies.

Except in emergencies, or where the CITY is required to make changes in its operations because of the requirements of law, whenever the contemplated exercise of the CITY's rights shall impact the working conditions, hours, or wages of one or more individuals represented by the ASSOCIATION, the CITY will in good faith, contact the ASSOCIATION to schedule a meeting to enable the ASSOCIATION to put forth input or alternatives prior to the action being taken, unless the matter of the exercise of such rights is provided for elsewhere in this MOU. Any discussion between the CITY and the ASSOCIATION shall be held in good faith in an attempt to reach mutual agreement.

Article 27. Personal Appearance

Personal Appearance Standards have been incorporated into the Fire Department's Operations Manual.

Any violations of these Personal Appearance Standards shall be immediately corrected or reported to the Fire Chief. The Fire Chief shall have final authority in these standards.

Article 28. Tuition Reimbursement

MEMBERS are eligible to receive \$2,000.00 per year for both college classes leading to a degree and non-graded classes or short-term seminars that benefit the employee in the performance of city work upon written verification of satisfactory course work completion, per Administrative Procedure 131. Additionally, MEMBERS are able to utilize this benefit for student loans. Reimbursement may be requested, up to the annual maximum as specified in the approved salary resolution, for any eligible unreimbursed expenses incurred on or after July 1st of current fiscal year. Expenses approved in one fiscal year in excess of \$2000.00 shall be eligible to be reimbursed in a subsequent fiscal year. In no event, shall reimbursement under this provision exceed \$2000.00 in a fiscal year.

MEMBERS shall be allowed to receive reimbursement under this program for the costs of certifications for having met State Board of Fire Services (SBFS) professional standards by the completion of a specific SBFS accredited course of study. The cost of the certification should be included with the request for Tuition Reimbursement for the course per Administrative Procedure #131.

Article 29. DMV Fire Apparatus Endorsement and State Fire Marshal Driver Operator 1A Certification

MEMBERS required to obtain or maintain the ability to drive fire apparatus shall be paid for any time required to attend a Fire Apparatus Driver/Operator 1A certification course administered by an instructor registered with the Office of the State Fire Marshal as well as any time to attend any required course necessary to obtain the proper endorsement, or specialty license from the California Department of Motor Vehicles. The CITY will pay the cost of tuition for required courses and/or certifications to maintain the Fire Apparatus Endorsement.

Article 30. Association Representation

Nothing in this MOU is intended to remove any of the classifications presently represented by the ASSOCIATION from the ASSOCIATION.

Article 31. Background and Department of Motor Vehicle Checks

The CITY may conduct background and DMV checks for all new employees, current employees and prior to any promotion.

The City of Coronado participates in the DMV pull program that includes all employees of the department. The CITY will only release information to the department indicating license revocation or suspension or other loss of driving privileges.

Article 32. Hepatitis B Inoculations

MEMBERS shall make a good faith effort to get Hepatitis B inoculations that are covered as a benefit of the employee's health plan. To the extent that Hepatitis B inoculations are not fully covered under the employee's health plan, the CITY will reimburse any required co-payment and/or deductible amount actually paid by the employee.

Article 33. Mandatory Mess and Cooking

All MEMBERS on shift shall participate in a mandatory mess. Exceptions to this article shall only be allowed for religious, dietary, or medical reasons. Except for unusual circumstances and emergencies, one member of the crew shall be allowed to cook and prepare meals during normal work hours.

Article 34. Deferred Compensation

The CITY agrees to make available a 457 deferred compensation program to all MEMBERS, including a self-directed option.

Article 35. Opportunities for Additional Work Experience

The parties have agreed to continue the practice of staffing absences of more than thirty (30) days expected duration with temporary Firefighter/Paramedics.

Special assignments will be prominently posted to allow maximum participation/competition within the Department. The Department reserves discretion for final selection.

Article 36. Americans with Disabilities Act

Because the Americans with Disabilities Act (hereinafter called ADA) requires accommodations for individuals protected under the Act and because these accommodations must be determined on an individual case-by-case basis, the parties agree that the provisions of this agreement may require modification in order for the CITY to avoid discrimination relative to hiring, promotion, granting regular status, transfer, layoff, reassignment, termination, rehire, rates of pay, job and duty classification, seniority, leave, fringe benefits, training opportunities, hours of work, or other terms and conditions of employment.

The ASSOCIATION recognizes that the CITY has the legal obligation to meet with the individual employee to be accommodated before any adjustment is made in working conditions. Any accommodation provided to an individual protected by ADA shall not establish a past practice in the grievance procedure.

Prior to implementation of any ADA accommodation that would modify any provision of the MOU in order to undertake required accommodation for an individual protected by ADA, the CITY will provide the ASSOCIATION with written notice of the intended modification and, if requested, will allow the ASSOCIATION the opportunity to meet and confer on the CITY'S proposal.

Article 37. Drug Free Workplace

The CITY has adopted a Drug Free Workplace Policy in compliance with the Drug Free Workplace Act of 1988, which applies to all CITY employees.

Article 38. Association Leave Bank

The CITY and ASSOCIATION agree to establish a mechanism for MEMBERS to donate paid leave into a bank to be utilized by MEMBERS for ASSOCIATION business.

Article 39. Savings Clause

This MOU is superseded by State and Federal Law. If any provision, section, subsection, sentence, clause or phrase of this MOU is for any reason held by a court of competent jurisdiction to be illegal or unconstitutional, the remaining portion of the MOU shall not be affected and shall remain in full force and effect.

Article 40. Revisions to Civil Service Rules

The parties agree to amend Civil Service Rule VIII, Section 8, to allow extensions of time for hearings before the Civil Service Commission on disciplinary appeals.

Article 41. Shift Transfers

A. The CITY reserves the right to transfer employees in accordance with the needs of the CITY.

Voluntary Shift Transfers

1. MEMBERS wishing to voluntarily transfer shifts will submit a written request directly to MANAGEMENT pursuant to the procedures set forth in this Article.

Shift Transfer Requests Procedures

- i. To request a voluntary shift transfer, MEMBERS must submit a written shift transfer request in an interoffice memorandum to the Operations Chief for review.
- ii. A shift transfer request must contain both the MEMBER'S name and date of request. A shift transfer request must also state one of the following:
 1. Whether the shift transfer request is for a current vacancy; or
 2. Whether the shift transfer request is for a specific shift upon the next vacancy; or
 3. Whether the shift transfer request is for any shift upon the next vacancy; or
 4. Whether the shift transfer request is a mutual trade with another EMPLOYEE.
- iii. MEMBERS are not required to provide a reason for their request, but may do so if desired.
- iv. All shift transfer requests shall remain confidential by MANAGEMENT and its designees.
- v. The Fire Chief will make every attempt to fulfil shift transfer requests.
- vi. Voluntary transfers must align with the end of the pay period.
- vii. Voluntarily transferred employees must accept any additional or lost shifts due to the transfer.
- viii. Upon denial of any shift transfer request, MAN'AGEMENT shall provide notification to the MEMBER. A reason shall not be required.

Involuntary Shift Transfers

1. To the extent feasible, MANAGEMENT will provide thirty (30) days' notice in the event of an involuntary transfer or reassignment to another shift.

Article 42. Longevity Pay

- A. MEMBERS are eligible to receive longevity pay in recognition for their years of uninterrupted service to the CITY in the amounts set forth below. Longevity pay is not cumulative.
- B. MEMBERS who have ten (10) years of uninterrupted service with the CITY will receive a one-time, lump payment of \$1,000 on the closest pay period following the employee's ten (10) year anniversary date.
- C. MEMBERS who have fifteen (15) years of uninterrupted service with the CITY will receive a one-time, lump payment of \$1,500 on the closest pay period following the employee's fifteen (15) year anniversary date.
- D. MEMBERS who have twenty (20) years of uninterrupted service with the CITY will receive a one-time, lump payment of \$2,000 on the closest pay period following the employee's twenty (20) year anniversary date.
- E. MEMBERS who have twenty-five (25) years of uninterrupted service with the CITY will receive a one-time, lump payment of \$2,500 on the closest pay period following the employee's twenty-five (25) year anniversary date.
- F. After the employee's twenty-five (25) year anniversary date, they will receive a one-time, lump payment of \$2,500 for every additional five (5) years of uninterrupted service with the CITY thereafter, to be paid on the on the closest pay period following said anniversary dates.
- G. As of the date of this MOU, MEMBERS who have already reached an anniversary date for which they would have qualified for a longevity payment under this Article, shall receive a one-time longevity payment that corresponds to their most recent, qualifying anniversary date. For example, if MEMBER has sixteen (16) years of uninterrupted service with the CITY as of the date this MOU is entered into, MEMBER shall receive the longevity payment for their fifteen (15) year anniversary.

Article 43. Behavioral Health

- A. In addition to the City provided EAP services, the CITY agrees to provide a specialized first responder behavioral health program, to be used by the ASSOCIATION and their immediate family members, for the purposes of providing behavioral health, wellness, and crisis intervention.
- B. The program shall be administered by the CITY. As of the date of this MOU, the program shall consist of the following:
 - 1. Regular and consistent counseling services, regionally located for access to in-person appointments.
 - 2. Semi-annual wellness workshops, designed for family and peers, providing education and support.
 - 3. Critical incident stress debriefing for immediate and long-term post incident support.
 - 4. Peer support team member training and education.
- C. The Parties recognize that the program may change throughout the course of this MOU. The CITY will consult with the department's behavioral health program manager regarding any CITY proposed changes to the scope of the program.
- D. The program shall be confidential in nature with minimal data reporting to the CITY and or MANAGEMENT.

Article 44. Promotional Testing

- A. The CITY retains the full and unrestricted right to establish, control and determine the promotional selection process and perform any managerial function not specifically limited by this Article. The promotional testing process shall be under the direction and authority of the Human Resources Manager or designee.
- B. To the extent feasible, the CITY agrees to provide regular promotional testing for the positions of Fire Engineer and Fire Captain within the department for the purpose of maintaining promotional lists. The CITY agrees to provide promotional testing in a timely manner as not to generate an extensive lapse between active lists.
- C. Any and all department related testing material shall be posted to all qualified applicants 30 calendar days prior to any associated test or interview. Testing material must be easily accessible and at no cost to the employee.
- D. If feasible, the CITY agrees to secure raters employed by agencies other than the CITY to score the promotional exams. If the CITY is unable to secure outside raters, Fire Department employees may score the promotional examination, but should be at least one rank higher than the position tested.
- E. This Article only applies to promotional examinations for positions within the bargaining unit.

Article 45. Discipline and Discharge

- A. The CITY recognizes the Firefighters Procedural Bill of Rights Act (Gov't Code § 3250 *et seq.*) and will provide rights and protections afforded pursuant to the law.

Article 46. Grievance Procedures

The following provides grievance procedures that apply specifically to the MEMBERS of the ASSOCIATION. It is intended to supplement and clarify the Grievance Procedure set forth in Rule IX, Section 5 of the Civil Service Rules. In the event that this provision contradicts the Grievance Procedures set forth in the Civil Service Rules, the Civil Service Rules shall control.

Step 1. The employee shall discuss their grievance with the on-duty company informally. Within two (2) working days, the company officer shall have given their decision verbally to the employee within (2) working days. If the company officer is the aggrieved employee, they shall skip to step 2.

Step 2. If the employee and the company officer cannot reach an agreement, or the employee has not received a decision within (2) working days, the employee may submit their written grievance to the on-duty Division Chief within (2) working days. The on-duty Division Chief shall hear the grievance and give their written response within (5) working days after receiving the grievance.

Step 3. If the employee and the Division Chief cannot reach an agreement, or the employee has not received a written decision within (5) working days, the employee may within (5) working days submit their written grievance to the Fire Chief. The Fire Chief or his/her designee shall within (10) working days after receipt of the grievance render their decision in writing to the employee.

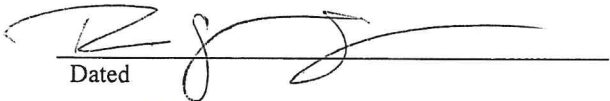
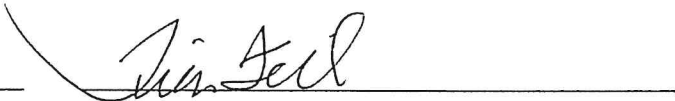
Step 4. If the employee and the Fire Chief cannot reach an agreement, or the employee has not received a written decision within (10) working days, the employee may within (5) working days submit their written grievance to the City Manager. The City Manager shall within (10) working days after receipt of the grievance render their decision in writing to the employee.

Step 5. If the employee and the City Manager cannot reach an agreement, or the employee has not received a written decision within (10) working days, the employee may within (10) working days submit their written grievance to the Civil Service Commission. The Commission shall within (30) days after receipt of the appeal hear the appeal and render a final decision.

In presenting a grievance, MEMBERS may use the form attached to this MOU as Appendix B.

For the Coronado Firefighter's Association

For the City of Coronado



3/1/23

Dated

Dated

3.7.23

Appendix A

Coronado Fire Department Transitional Duty Policy

DEFINITION: Transitional duty is defined as a temporary work assignment of specified duration, not to exceed six (6) months, which is made as a result of an industrial or non-industrial physical or emotional condition that has resulted in the employee being unable to perform the essential job duties specified in the employee's job description. Transitional duty assignments are limited to short-term needs of the department as determined by the Fire Chief.

ELIGIBILITY:

The employee must inform the department of the industrial or non-industrial injury as soon as possible or no later than the first regular workday following the injury. If the injury is work-related, the employee has 24 hours to complete the required Workers' Compensation injury forms and return them to Administrative Services.

To be eligible for transitional duty, the employee must provide a physician's statement, available from the Administrative Services Department that indicates the general nature of the injury or illness and all required work restrictions.

The employee must comply with work restrictions that the physician specifies. The Fire Chief may request clarification of work restrictions from the physician. Unless otherwise specified by the Department, the employee shall provide an updated physician's statement after each doctor's appointment.

The Department may require a separate medical evaluation performed by a CITY physician at CITY expense. Such evaluations shall be the final determination as to duration and duties of all transitional duty work assignments.

When more than one employee at any given time is requesting transitional duty work, employees injured as a result of work-related incidents or activities will be given priority over those not cleared for full duty due to non-work related injuries or illness. The Department will comply with the law to provide a "reasonable accommodation" for "qualified individuals" under the ADA who have non-industrially related injuries or illnesses.

ASSIGNMENT:

Transitional duty assignments for all employees will be available only when there is a specific short-term need, not to exceed six (6) months.

An assignment will be considered transitional duty when it is temporary 'medically suitable' and it is within a classification for which the employee meets the minimum requirements.

Transitional duty employees will not work overtime assignments or holidays without the express permission of the employee's Division Chief.

An injured worker's position will not be kept open indefinitely. However, the department will first exhaust all reasonable alternatives to hiring permanent replacements.

SALARY:

Employees performing in a transitional duty capacity shall continue to receive the regular pay of their regular assignment. Therefore, they may not be eligible for workers' compensation, temporary disability benefits, industrial leave pay, or specialty pay during this period. Specialty pay is pay as defined in the CFA Memorandum of Understanding.

APPROVAL OF TRANSITIONAL DUTY:

Upon approval for limited capacity assignment by a physician, the employee's Division Chief shall determine if a specific short-term need exists in an appropriate assignment which complies with the eligibility requirements of this policy. If eligibility requirements can be met, the Fire Chief may permit a temporary assignment to transitional duty. If so, a written recommendation will be made to the Fire Chief. Fire Chief may, in his sole discretion, approve those transitional duty assignments deemed to be in the best interest of the CITY.

RETURN TO REGULAR WORK ASSIGNMENT:

Employees assigned to transitional duty will be returned to their regular work assignment on the date that their treating physician returns them to full duty without restrictions.

If the employee's physician releases the employee to work with permanent limitations and the employee is not a "qualified individual with a disability" under state or federal law, the department will determine on a case-by-case basis whether there exists a CITY position which the employee can perform with their restriction(s).

PERMANENTLY DISABLED:

The appointing authority and the Human Resources Manager in the Administrative Services Department shall have the responsibility of reviewing, determining and documenting who is a "qualified individual with a disability" under state or federal law.

Whenever a "qualified individual with a disability", who is returning to full duty after a transitional duty assignment, requests a transfer, the appointing authority and the Human Resources Manager in the Administrative Services Department shall have the responsibility of responding to the request.

Appendix B

CORONADO FIRE ASSOCIATION EMPLOYEE GRIEVANCE FORM

Employee Name	Classification	Department	Date of Incident Causing Grievance

Statement of Grievance (Attach additional sheets if needed)

Employee's Signature

STEP 1: COMPANY OFFICER

Date Grievance Provided to Company Officer	Date Discussed with Employee	Date Employee Given Decision	Signature of Company Officer

Company Officer's Decision:

STEP 2: Division Chief

Date Grievance Provided to Division Chief	Date Heard by Division Chief	Date Employee Given Decision	Signature of Division Chief

Division Chief's Decision:

STEP 3: Fire Chief

Date Grievance Provided to Fire Chief	Date Heard by Fire Chief	Date Employee Given Decision	Signature of Fire Chief
Fire Chief's Decision:			

STEP 4: City Manager

Date Grievance Provided to City Manager	Date Heard by City Manager	Date Employee Given Decision	Signature of City Manager
City Manager's Decision:			

Date Submitted to Civil Service Commission

Appendix C**Coronado Firefighter's Association
Salary Schedule**

Salary schedule for Fiscal Year 2022-2023

	A	B	C	D	E	F	G
Fire Captain	\$3,438.08	\$3,609.99	\$3,790.49	\$3,980.01	\$4,179.01	\$4,387.96	\$4,607.36
Fire Engineer	\$2,930.44	\$3,076.96	\$3,230.81	\$3,392.35	\$3,561.97	\$3,740.07	\$3,927.07
Firefighter/Paramedic	\$2,901.43	\$3,046.50	\$3,198.82	\$3,358.76	\$3,526.70	\$3,703.04	\$3,888.19