

Settlement Agreement By and Between The  
Town of Duxbury and The Duxbury Firefighters  
Association, Local 2167, IAFF

The Town of Duxbury (Town) and the Duxbury Firefighters Association, Local 2167, IAFF (Union) hereby agree to the following terms, conditions, and understandings for a successor labor agreement. This Agreement is subject to ratification by the parties, and funding at the Annual Town Meeting.

1. Term: Three years effective July 1, 2019 through June 30, 2022.
2. Wages: July 1, 2019 – June 30, 2020 – 2%  
July 1, 2020 – June 30, 2021 – 2.5%  
July 1, 2021 – June 30, 2022 – 2.5%
3. OSHA: OSHA regulations shall be applicable to the Duxbury Fire Department.
4. Night Shift Differential: The night shift differential will be increased to \$24 per shift and be added to the base pay for the purpose of overtime calculations. The night shift differential shall be paid to all employees who are regularly scheduled to work 24 hour shifts (including their paid leave) and to employees who regularly work the day shift only when they actually work between the hours of 6:00 p.m. and 8:00 a.m.
5. Employee Fraternalization Policy: The parties agree to the attached Employee Fraternalization Policy as a policy without incorporation into the contract.
6. Overtime: All regular stipends (except cleaning and clothing) and the night shift differential shall be added to the employee's base rate for the purpose of calculating overtime.
7. EMS Manager: The Letter of Mutual Intent regarding the EMS Manager shall be incorporated into the Agreement and the stipend for the position shall be increased from \$3,000 to \$5,000 effective July 1, 2020.
8. Mechanic: Article 11.4 shall be amended to increase the annual stipend for the Mechanic from \$300 to \$3,000 and Article 10.1 shall be amended to eliminate the separate \$1,525 clothing allowance for the Mechanic (leaving \$775 as applicable for all bargaining unit members.)

9. Ballistic Gear and Active Shooter Hostile Event Response Policies:

The parties agree to the attached Ballistic Gear and Active Shooter Hostile Event Response policies.

10. Pay Schedule: Change Pay Schedule to include a grid providing grades for each job title in ascending order as well as hourly, bi-weekly and annual pay for base, longevity and educational incentive.

11. Massachusetts Pregnant Workers Fairness Act and Massachusetts Domestic Violence Leave Act Policies:

The parties agree to the attached Massachusetts Pregnant Workers Fairness Act and Massachusetts Domestic Violence Act policies to be incorporated into the Agreement.

12. The accrual of vacation, sick and personal leave will be in accordance with Article VIII, Vacation; Article IX, Sick Leave; and Article X, Miscellaneous Provisions (10.5 Personal Leave).

13. New hires after the execution of the successor contract will receive the following as set forth in Article IX, Sick Leave of the Agreement:

9.0 All regular full time employees covered by this agreement shall be eligible to receive time off with pay in the event of a bona fide personal sickness and non-service connected injury on the following basis:

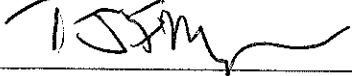
Continuous service with with the Town	Allowance of paid workdays per calendar year
Less than 3 months	0
3 months to 12 months	Sick leave accumulation will be calculated on the basis of 17.5 hours each month (210 hours per year).

9.7 An employee who refrains from using all or part of his 210 hours of sick leave eligibility accrued during the current fiscal year will receive an incentive payment of 4 hours for each 12 hours unused eligibility to a yearly cap of 70 hours. Use of days off for illness or other reasons chargeable to sick leave will diminish the incentive pay amounts in accordance with the following schedule: 12 hours paid sick leave – 4 hours incentive pay less.

Entered into this 24 day of February 2020.

For The Town Of Duxbury

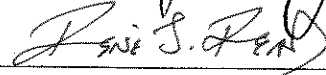
Shawn Dahlen, Board of Selectmen



Ted Flynn, Board of Selectmen



David Madigan, Board of Selectmen



Rene' J. Read, Town Manager



Kevin M. Nord, Fire Chief

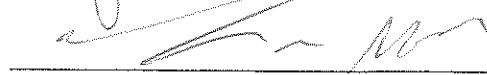
For The Duxbury Permanent Firefighters Association, I.A.F.F. Local 2167



Douglas Cunningham



John Ahern



Alexander Merry



Keith Nette

<b>DUXBURY FIRE DEPARTMENT</b> <b>Article V P&amp;P DRAFT</b>	<b>Employee Fraternalization Policy</b>
<b>PAGE 1 OF 3</b>	<b>ISSUED</b> <b>APPROVED : Kevin M. Nord</b>

**Policy:**

The Duxbury Fire Department Fraternalization Policy outlines the Department's policy with regard to intimate relationships.

All employees are expected to act honestly, conscientiously, reasonably and in good faith at all times having regard to their responsibilities, the interests of the Department, Town and the welfare of its residents. Employees have an obligation to carry out their duties in an efficient and competent manner, to maintain specified standards of performance; to comply with reasonable employer instructions and policies, to work as directed; to respect the privacy of individuals; use confidential information only for the purposes for which it was intended; to neither use, nor allow the use of Department or Town property, resources, or funds for other than authorized purposes; to incur no liability on the part of the Town without proper authorization; and, to maintain all qualifications necessary for the performance of their duties legally and efficiently.

As such, the Department discourages individuals from entering into consensual intimate, dating and/or sexual relationships as we are a para-military organization. However, the Department will not place undue restrictions on employee fraternization, as we acknowledge that choosing one's partner is an individual right, unless an intimate relationship between employees is negatively impacting the workplace. This policy will set expectations in order to maintain acceptable workplace conduct and order.

**Scope:**

This policy applies to all Duxbury Fire Department employees, sworn and civilian, regardless of gender, gender identity, gender expression or sexual orientation. For the purposes of this policy, "fraternization" includes consensual intimate relationships, dating and/or sexual relations, including displays of affection (i.e. petting, stroking, hugging, kissing and any other non-work related touching). Non-consensual relationships constitute sexual harassment which are expressly prohibited by Department and Town policies.

**Policy elements:**

**Fraternalization in the workplace**

Fraternalization of employees may cause problems in the workplace. Examples of common concerns include, but are not limited to:

- Spending a large portion of work time talking or meeting with each other about personal issues instead of completing work duties.
- Fighting or breakups which can affect any employee's ability to focus, cooperate, maintain order or peace in the workplace.
- An increase in sexual harassment claims and related investigations.
- Perceived or actual favoritism and conflicts of interest.

<b>DUXBURY FIRE DEPARTMENT</b>  <b>Article V P&amp;P DRAFT</b>	<b>Employee Fraternization Policy</b>
<b>PAGE 2 OF 3</b>	<b>ISSUED</b> <b>APPROVED : Kevin M. Nord</b>

**Therefore, all employees are advised to:**

- Consider any possible conflict of interest and/or violation of Town, or Department rules before fraternizing with another employee.
- Inform the Chief if they have fraternized with an employee.
- Refrain from discussing personal issues in the workplace.
- Always maintain professionalism, and seek counseling from a supervisor, Human Resources or the Employee Assistance Program (EAP) as needed to address workplace issues.
- Understand that fraternizing employees are prohibited from working at Fire Station 2. (Except on Recalls)
- Be aware that fraternizing between supervisors and employees whom they supervise is expressly prohibited.

**Acceptable and unacceptable behavior:**

Employees are obliged to follow the Town's Professional Conduct Policy at all times. This requires all Department employees behave professionally and appropriately in the workplace and to meet the Department's legitimate expectations in all areas of performance and behavior. Failure to behave in a manner consistent with Department standards of conduct and policies may result in disciplinary action. The Department shall utilize a fair and equitable process in reviewing any alleged violation of these standards and policies and shall discipline the employee, if necessary, in a manner appropriate given the alleged violation.

**Examples of acceptable behavior includes, but is not limited to:**

- Discussing non-work topics for only a short time during work time.
- Discussing personal plans involving another employee only during non-work time (with or without other employees.)
- Arriving and departing work together.

<b>DUXBURY FIRE DEPARTMENT</b> <b>Article V P&amp;P DRAFT</b>	<b>Employee Fraternalization Policy</b>
<b>PAGE 3 OF 3</b>	<b>ISSUED</b> <b>APPROVED : Kevin M. Nord</b>

**Examples of unacceptable behavior includes, but is not limited to:**

- Public or private displays of affection or sexual activity while on Town property and premises.
- Public or private displays of affection or sexual activity while being compensated by the Town regardless of location.
- Public or private displays of affection or sexual activity while in uniform or attending Town or Department sanctioned events regardless of pay or work status.
- Public or private displays of affection or sexual activity that is offensive to other employees.
- Public or private displays of affection or sexual activity that disrupts or hinders Departmental operations.
- Public or private displays of affection or sexual activity that distracts other employees from their work duties.
- Public or private displays of affection or sexual activity that affects the individual job performance of other employees.
- Arguing in the workplace, during or after work hours.
- Talking or boasting during work hours about a relationship with another employee.
- Exchanging time, shifts or working in place of another employee, outside the established rules that govern exchanging time, including overtime.

Employees who exhibit unacceptable behavior will face progressive discipline, up to and including termination in accordance with the progressive discipline policy.

Employees are always required to behave and treat each other professionally. The Town's Anti-harassment Policy expressly prohibits unwelcome verbal or physical conduct of a sexual nature, sexual advances or requests for sexual favors because it has the effect of unreasonably interfering with an individual's work performance and it could create an offensive work environment. This includes sharing sexual jokes or gossip. Employees who witness or experience this kind of behavior should report it to his/her Supervisor or Human Resources.

**Fraternalization with Supervisors**

To avoid the appearance of, accusations of, or actual; favoritism, abuse of authority and sexual harassment, we prohibit supervisors from dating employees who directly report to them. This policy is effective on XXXXX. Any established relationships prior to this policy's effective date are accepted. However, they will remain subject to the expectations outlined by this policy. Human Resources will work with the Chief to evaluate any such relationships and recommend a separate process as necessary for supervisory related issues. Note: Supervisors are strictly forbidden from dating their direct reports. If this occurs, the supervisor may face disciplinary actions.

**Couples who are married or living together**

Employees who enter into a marriage or live-in relationship with another employee after they're both hired by the Town are subject to the expectations outlined by this policy.

# Town of Duxbury and Duxbury Firefighters Local 2167

## LETTER OF MUTUAL INTENT

This Letter of Mutual Intent is entered into by the Town of Duxbury, hereafter referred to as the "Town", and the Duxbury Permanent Firefighters Association, Local 2167, hereafter referred to as the "Union".

The purpose of this Letter of Mutual Intent is to set forth conditions for the addition of the position of EMS Manager within the Duxbury Fire Department and the inclusion of such position as a part of the successor collective bargaining agreement between the Town and the Union and the modification of overtime rules and regulations.

### Articles to be modified or added for:

#### EMS Manager

**Report To** -- The EMS Manager shall report to the Fire Chief or his/her designee, for administrative duties and report to the traditional chain of command during operations.

**The Process** - The EMS Manager position will be available to Firefighter/Paramedics through an application process. Candidates will be interviewed by the Fire Chief for the position and appointed by the Chief based on the job details, requirements, responsibilities and the candidate's qualifications. Should the incumbent EMS Manager decide not to seek reappointment for the upcoming fiscal year, he/she must provide written notification to the Chief by April 1<sup>st</sup>.

**Work Schedule** - The EMS Manager position is a day shift only position. The work week will be 42 hours. Hours of work will be five weekdays per week, 8:00 a.m. to 4:30 p.m. Monday through Thursday and Friday 8:00 a.m. to 4:00 p.m. The EMS Manager work hours may vary only with specific permission from the Fire Chief for legitimate operational reasons (training, meetings, seminars, etc). The work schedule cannot be adjusted to accept overtime. Permanent changes in the daytime scheduling may occur only by mutual agreement with Fire Chief and the Union.

**Vacation, Personal & Sick** - Vacation, personal & sick time will be utilized as outlined in the Fire collective bargaining agreement. The EMS Manager may request individual shift or weekly vacation periods.

**Holidays** - When a holiday falls on a day the EMS Manager is scheduled to work, he/she will have the holiday off and receive 10 hours straight time as holiday pay as outlined in the collective bargaining agreement. The EMS Manager may be scheduled to work overtime to cover a shift vacancy at an overtime rate in this specific instance

**Overtime** - The EMS Manager is eligible to accept overtime shifts in accordance with the collective bargaining agreement and the overtime rules as established by the Fire Chief. The EMS Manager shall be offered a Firefighter overtime shift based on the current rules and regulations.

**Callbacks** - The EMS Manager will be assigned as a member of a duty squad by the Fire Chief, and will be eligible to respond to duty squads and box alarms when off-duty. Additionally, the EMS Manager may be special called to emergencies for purposes for EMS related incidents. The EMS Manager may maintain a position on any of the specialty teams.

**Shift Coverage** - The EMS Manager is not intended to perform as a Shift Firefighter, but may from time to time, be required by the Fire Chief to work as a Firefighter, depending on the operational needs of the Fire Department.

Article 5.0, Hours of Work, shall be amended as follows:

"The average weekly hours of duty in any year, other than hours during which employees may be summoned and kept on duty because of conflagrations, shall be forty (42) hours *for shift employees*, as follows: ...".

Add new section in 5.2, to read:

"Effective (insert date agreement is fully executed), the position of EMS Manager is hereby established. The average weekly hours of duty, other than hours during which the employee may be summoned and kept on duty because of conflagrations, shall be forty (42) hours. The schedule shall be as set forth as under the section "Work Schedule" in this agreement.

Article 7.0, Holidays, shall be amended as follows:

Add new section 7.8 to read

"When a holiday falls on a day the EMS Manager is scheduled to work, the Administrative Captain/Asst. EMD will have the holiday off, work another day during the holiday week, and receive 10 hours straight time holiday pay as outlined in the collective bargaining agreement."

### **EMS Manager Job Details**

In addition to the current Firefighter/Paramedic job description, included in the Fire collective bargaining agreement, the EMS Manager will be responsible for the job details stated below which shall remain part of the Fire Department's Policies and Procedures, not the collective bargaining agreement.

### **Minimum Qualifications:**

Manage EMS responsibilities of the Duxbury Fire Department including, but not limited to:

- o Ensure compliance with all certifications and licensing requirements, maintain EMS licensing with OEMS and compliance with statewide protocols
- o Assist in annual re-certifications and compliance of personnel
- o Serve as the Infection Control Officer, ensure requirements are met for training and exposures and assist with compliance for TB screens, vaccinations and any other required compliance
- o Perform and submit QA/QI for electronic patient care reporting
- o Liaise to billing companies and submit ePCR for billing purposes
- o Maintain and order all EMS related supplies
- o Ensure compliance with drug licensing, including drug exchanges
- o Liaise to area hospitals and OEMS
- o Assist management with medical control and compliance with hospital affiliation agreements
- o Handle EMS complaints and act as liaison to personnel, hospital staff, physicians and Medical Control Director



- o Maintain submission to MATRIS
- o Liaise to EMS software vendors and EMS equipment providers
- o Ensure compliance through documentation, data entry, inspections and all corrective actions required by licensing agencies
- o Attend local, regional and state meetings and trainings representing Duxbury Fire Department
- o Assist the duty shift in responding to emergencies when the duty shift is committed

**Preferred Qualifications**

Proficient data entry, and data management skills utilizing RedAlert, AmbuPro, MATRIS, Microsoft Office software, especially, Word and Excel. Knowledgeable in OEMS regulations concerning inspections and licensing.


It is agreed that the Town will provide a \$3,000.00 annual stipend to be divided and paid in two equal payments; by the end of July and the end of January.


It is further agreed that the EMS Manager and/or Administrative Captain may be required to cover Firefighter shifts for collective bargaining, mediation, arbitration and/or other meetings called by the Town relating to union business. Coverage is subject to the availability of the EMS Manager and/or Administrative Captain and specific authorization by the Fire Chief.


Mutually agreed to on this the 24<sup>th</sup> day of JULY


FOR THE UNION:


FOR THE TOWN:


  
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 Jack Ahern, Duxbury Firefighters Local 2167

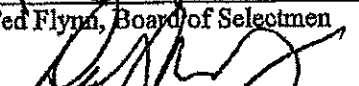
  
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 John Montosi, Duxbury Firefighters Local 2167

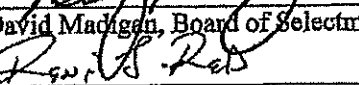
  
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 Tim Geary, Duxbury Firefighters Local 2167

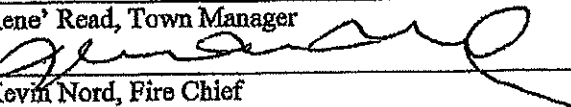
  
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 Rob Tripp, Duxbury Firefighters Local 2167

  
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 Shawn Dahlen, Board of Selectmen

  
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 Ted Flynn, Board of Selectmen

  
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 David Madigan, Board of Selectmen

  
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 Rene' Read, Town Manager

  
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 Kevin Nord, Fire Chief

<b>DUXBURY FIRE DEPARTMENT</b>	<b>BALLISTIC GEAR</b>
<b>Article V PP 41A</b>	
<b>PAGE 1 OF 4</b>	<b>ISSUED : DRAFT</b> <b>APPROVED : Kevin M. Nord</b>

### 1. PURPOSE:

The purpose of this policy is to provide firefighters of the Duxbury Fire Department with guidelines for the proper use and care of ballistic gear.

### 2. POLICY:

It is the policy of the Duxbury Fire Department to maximize firefighter safety through the use of ballistic gear in combination with prescribed safety procedures. While body armor provides a significant level of protection, it is not a substitute for situational awareness and the observance of firefighter/Law Enforcement safety procedures by each individual operating at the incident.

### 3. DESCRIPTION:

Vest, the armor piercing plate is considered a Type IV level of protection. The ceramic/glass composite is considered to be a multihit plate. The Type IV level is rated to protect from handgun and rifle rounds of 556, 223 & 762 caliber risks.

### 4. PROCEDURE:

#### A. Issuing/Inventory

Ballistic gear vest and helmet will be issued to the following vehicles and be available to firefighters:

- 2 each Ambulances

<b>DUXBURY FIRE DEPARTMENT</b> <b>Article V PP 41A</b>	<b>BALLISTIC GEAR</b>
<b>PAGE 2 OF 4</b>	<b>ISSUED :</b> <b>APPROVED : Kevin M. Nord</b>

- 2 each front line Engines
- 1 each Captains Car

Ballistic gear shall be carried on the apparatus at all times, and shall be stored flat (without folds to avoid breakdown of the Kevlar) in a location that is readily accessible, yet hidden from view by the public, if possible.

#### **B. Use of Ballistic Gear**

- 1) All responding personnel are required to wear ballistic gear when dispatched to the following incident types:
  - Violent Events i.e. Shootings, Stabbings etc.
  - Other violent incidents at the Captain/IC discretion.
  - Crews are encouraged to wear the body armor any time they feel it is necessary. It is expected that when one person wears body armor the whole crew will do so to provide crew integrity.
- 2) Ballistic gear shall not be removed until conclusion of the incident, away from the incident location.
- 3) When required, ballistic gear shall be donned prior to leaving the fire station or staging area. It is recognized that members responding to an incident requiring ballistic gear may have a minimal delay in response as a result of donning the garment, however, as a safety issue, it is vitally important that the vest be in place prior to arrival at the incident.

<b>DUXBURY FIRE DEPARTMENT</b> <b>Article V PP 41A</b>	<b>BALLISTIC GEAR</b>
<b>PAGE 3 OF 4</b>	<b>ISSUED :</b> <b>APPROVED : Kevin M. Nord</b>

- 4) If a unit is out of quarters upon receipt of an alarm where ballistic gear is required, the ballistic gear shall be donned before arriving at the incident location.
- 5) Ballistic gear shall be worn in place of the reflective DOT required vests when operating at the scene of a violent incident.
- 6) Firefighters shall wear only Department issued and approved ballistic gear.

### **C. Care and Maintenance of Ballistic Gear**

Body armor shall be inspected on a quarterly basis as well as after each use.

- 1) Ballistic gear should never be stored for any period of time in an area where environmental conditions (e.g., temperature, light, humidity) are not reasonably controlled (e.g., normal ambient room temperature/humidity conditions), such as in automobiles or automobile trunks.
- 2) Ballistic gear should be cared for and cleaned pursuant to the manufacturer's care instructions provided with the ballistic gear. The instructions can be found on labels located on the external surface of each ballistic panel. The carrier should also have a label that contains care instructions. Failure to follow these instructions may damage the ballistic performance capabilities of the armor.

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- 3) Ballistic gear should be replaced in accordance with the manufacturer's recommended replacement schedule.

#### **D. Training**

All members shall be trained in the proper donning, doffing the gear and how to position yourself while wearing the ballistic gear for optimum performance.

<b>Duxbury Fire Department Article V P&amp;P 41</b>	<b>Active Shooter Hostile Event Response (ASHER)</b>
<b>PAGE 1 OF 6</b>	<b>ISSUED : October 1, 2015 REVISED: January 29, 2019 APPROVED : Kevin M. Nord</b>

### 1. PURPOSE

The purpose of this policy is to define circumstances and response to a situation that results from a violent act resulting in a Mass casualty Incident. This event includes active shooter, explosive s device etc., and potentially is an on-going incident that includes immediate threat of death or serious bodily injury and requires Duxbury Fire Dept. to work closely with law enforcement and rapidly treat and transport victims.

### 2. POLICY

The Duxbury Fire Department fully recognizes that the safety of firefighters is paramount and that victims of violent acts sometime have minimal time to survive. It is the policy of the Duxbury Fire Department to modify its natural response to violent events and respond in cooperation and under law enforcement protection to an area that Unified Commanders deem reasonably safe, to rapidly treat life threatening injuries and remove to a safer location while a potential threat of violence still exists.

### 3. DEFINITIONS

**Active Shooter:** Is defined as one or more subjects who participate in a random or systematic shooting spree, demonstrating their intent to continuously harm others.

**Casualty Collection Point (CCP):** An area designated by Law Enforcement and reviewed by Fire/EMS that is considered a contained area in or near the area of majority of victims. This area will be the point where victims in other parts of the building or area will be dragged back to. This area serves as primary triage and treatment and may be the point of departure to the hospital or a primary collection point where victims are then moved to a formal treatment area.

**Containment:** A team of Law Enforcement Officers designated to set up an inner perimeter and secure it.

**Cold Zone:** Areas where there is little or no threat, either by geography to threat or after the area has been secured by Police (i.e. Casualty Collection Points). An area where DFD will stage to triage, treat, and transport victims once removed from the warm zone.

**Contact Team:** A Team of Law Enforcement whose goal is to enter rapidly and locate and neutralize the life threatening behavior of the assailant.

<b>Duxbury Fire Department Article V P&amp;P 41</b>	<b>Active Shooter Hostile Event Response (ASHER)</b>
<b>PAGE 2 OF 6</b>	<b>ISSUED : October 1, 2015 REVISED: January 29, 2019 APPROVED : Kevin M. Nord</b>

**Forward Operating Base FOB:** An area that Law Enforcement has established in the Warm Zone so as to direct tactical Law Enforcement Operations.

**Hot Zone:** Area where there is known hazard or life threat that is direct and immediate. An example of this would be any uncontrolled area where the active shooter could directly engage any person. RTF teams will not be deployed into a Hot Zone.

**Officer In Charge (OIC):** This term is used to designate the Law Enforcement Officer in charge presumably a Sergeant or higher in rank but may be initially a Senior Patrol Officer.

**Rapid and Immediate Deployment:** The swift and rapid deployment of resources to an on-going, life threatening situation where delayed action could otherwise result in death or serious bodily injury to innocent victims.

**Rescue Team:** Ideally a team consisting EMT's operating in the Warm Zone under Police Containment whose priority is to enter the CCP and triage and treat victims.

**Tactical Medic:** A Paramedic that is part of the Law Enforcement Tactical Operations, responsible to provide EMS to the Law Enforcement Team. Generally serving in a capacity as a sworn Law Enforcement Officer.

**Warm Zone:** (also known as the area of indirect threat) Areas that DPD has either cleared or isolated the threat where there is minimal or mitigated risk. This area can be considered clear but not secure. This is where the RTF will deploy, with security, to treat victims.

**Unified Command Post:** An area in the Cold Zone for directing the incident consisting of persons involved in the management of the incident

<b>Duxbury Fire Department Article V P&amp;P 41</b>	<b>Active Shooter Hostile Event Response (ASHER)</b>
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#### 4. PROCEDURE

The overall goal to this procedure is work directly with Police leadership, reduce risk as much as possible and when appropriate get in and get out quickly and save as many victims as possible from life threatening bleeding.

##### A) The priorities of Fire/EMS response shall be:

- a. Safety of personnel
- b. Cooperation with Police as they are the lead agency
- c. Rapid triage, treatment and transport in a potentially hostile environment
- d. Assist PD with structural life safety devices, fire alarm, sprinklers etc.
- e. Mitigate any Haz-Mat or explosive devices involved in incident

B) **Staging and Situational Awareness:** FD/EMS will arrive and remain out of line of site, stage in the Cold Zone and begin operations for an MCI if indicated. Maintain situational awareness to hazards and dangers of the scene through police radio transmissions and observations.

#### 5. OPERATIONS

##### A) Dispatch:

When the Regional Old Colony Communications Center (ROCCC) receives a call for a shooting or other hostile action using weapons with multiple injuries the original dispatch will be for a "mass shooting" call type. This will generate the following response:

- Duty Shift
- Chief and Deputy

If there is an indication or it is determined the call is an active shooter incident or other hostile act with multiple injuries then a Box Alarm will be automatically dispatched to report to Station 1 (No person off duty shall travel to scene). This will add the following units:

- Second Ambulance
- Second Engine
- MCI Trailer

Additional units that should be considered:

- Ambulance Strike Team
- DFS ISU Unit
- DFS Hazardous Materials Team
- MSP/DFS Bomb Squad



<b>Duxbury Fire Department Article V P&amp;P 41</b>	<b>Active Shooter Hostile Event Response (ASHER)</b>
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### B) Fire/EMS

1. The first arriving unit should identify a Fire/EMS staging area for all initial units. Consider an area out of the line of sight of incident, in line of approach to location, or possible predetermined area from pre-plans.

2. The first arriving Captain/SC shall:

- Establish command for Fire Department units
- Meet with DPD OIC, coordinate this via Police radio channel to the OIC
- Work with DPD to identify the CCP, and address any other related issues.
- Maintain a strong situational awareness.
- Consider adding an additional Ambulance Strike Team and/or MCI Declaration for patient treatment and transport
- Consider moving Fire/EMS staging to a larger or safer area if needed
- Create Rescue Task Force teams from deployed units (DFD Personnel only)
- Once Unified Command has declared the working zones (Cold, Warm, Hot), Rescue teams must be informed of their working limits, casualty collection point points and re-supply points

3. Rescue Group

- First arriving Engine and Ambulance form one team of four with the senior Paramedic in charge. Outfit with proper PPE and Hemorrhage Kits
- When authorized by FOB proceed as directed to the closest point of the CCP in the warm zone with vehicles and enter the CCP with appropriate trauma kits.
- Evaluate the CCP to ensure it has containment and meets the needs of EMS, if it does not meet the needs of patient care or is not appropriately secured for EMS to operate, work with the OIC and adjust.
- Quickly provide primary triage and begin EMS care following MARCH
- Prepare victims for transfer.
- Communicate transportation needs to FD Rep for method of removal
  - Option 1 is to bring M/A ambulances into warm zone that is contained and transport directly out to Hospitals, this requires Ambulances to leave via a check out so proper MCI protocols can be followed.
  - Option 2 is transfer victims out to Cold Zone to an established Treatment and Transport area
- The Senior Paramedic must work closely with Police OIC at FOB and the Fire rep at the U/C

Duxbury Fire Department Article V P&P 41	Active Shooter Hostile Event Response (ASHER)
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4. Second Captain or other delegated person: EMS Branch Director (EMS Officer)  
Utilize the Plymouth County MCI Plan and assign and set up the following positions
- Medical Group
    - Triage Unit
    - Treatment Unit, Red, Yellow and Green Treatment Managers
    - Medical Supply Coordinator
  - Transportation Group
    - Transportation Recorder (established when demand requires)
    - Medical Communications Manager
    - Air/Ground Ambulance Manager
- 5 Second arriving Engine
- Shall secure any other hazards or fire related issues due to the first company's commitment to EMS.
6. M/A EMS Units
- Fill positions needed in CCP, Treatment or Transportation Groups

### C) Equipment

The equipment needed for the individual Rescue members are located on the Command Vehicle.

- Each blowout kit contains enough equipment to treat approximately eight victims, depending on injuries, and the extra equipment bags have enough equipment to treat an additional sixteen victims.
- Each Rescue member should equip themselves with a flashlight, radio, and exam gloves.

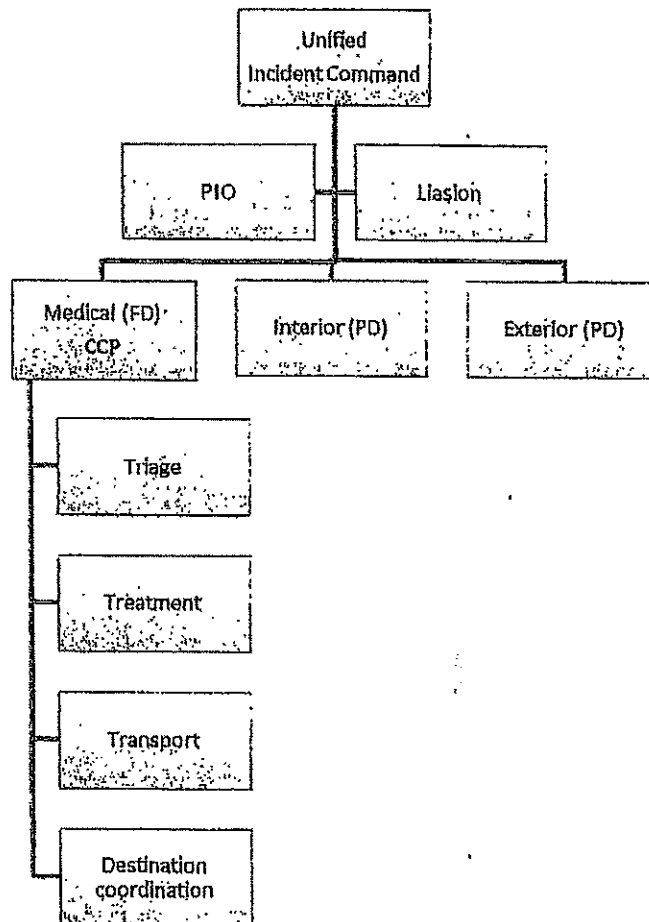
### 6. STAND DOWN

After victims are treated and transported, fire and EMS should stand down and fall back out of the immediate area to a safe zone. A fire rep will remain at the U/C until released by PD. A demobilization should occur of M/A assets and a crew remain on scene to support law enforcement in case of Officer injury or hidden victims are located.

<b>Duxbury Fire Department Article V P&amp;P 41</b>	<b>Active Shooter Hostile Event Response (ASHER)</b>
<b>PAGE 6 OF 6</b>	<b>ISSUED : October 1, 2015 REVISED: January 29, 2019 APPROVED : Kevin M. Nord</b>

**KEY CONSIDERATIONS**

- Work closely with Law Enforcement to determine hazards and where EMS is needed
- Establish LCES (lockouts, communications, escape routes, safety zones)
- Consider altering from normal route into scene
- Provide for rescuer safety primarily and then scene security, preservation of evidence, dignity of victim(s) and family.
- Confirm with PD Hot, Warm and Cold zones in reference to tactical situations.
- Be aware of secondary or diversionary devices:
  - HazMat, Biohazard, Incendiary, or explosive
  - Keep away from areas that are likely to hold such a device (e.g., dumpsters, vehicles, planters, etc.)



## **Massachusetts Pregnant Workers Fairness Act**

On July 27, 2017, "An Act Establishing the Massachusetts Pregnant Workers Fairness Act" was signed into law. The Act prohibits workplace and hiring discrimination related to pregnancy, childbirth, or a related condition, including, but not limited to, lactation or the need to express breast milk for a nursing child. The law further requires employers to provide reasonable accommodations in the workplace for expectant and new mothers. It is the [City/Town]'s policy to comply with the provisions of the Pregnant Workers Fairness Act, including the provision of reasonable accommodations when appropriate.

Under the Act, Town of Duxbury employees have a right to be free from discrimination based upon pregnancy or a condition related to pregnancy. The Town of Duxbury shall not take any adverse action against an employee on the basis of pregnancy or related medical condition, or for requesting or using an accommodation for pregnancy or related medical condition.

Examples of adverse actions include: denying employment opportunities based on pregnancy or related conditions; requiring an employee who is pregnant or has a pregnancy related medical condition to accept an accommodation that the employee chooses not to accept; requiring an employee to take leave if other reasonable accommodation can be provided without undue hardship; making pre-employment inquiry of a job applicant related to pregnancy, childbirth, or a related condition; and, when the need for a reasonable accommodation ceases, failing to reinstate the employee to the original employment status or to an equivalent position with equivalent pay and accumulated seniority, retirement, fringe benefits and other applicable service credits.

### **Reasonable Accommodations:**

An employee working for the Town of Duxbury has a right to reasonable accommodation with respect to pregnancy and/or any condition resulting from pregnancy, so that the employee may perform the essential functions of the job, unless the requested accommodation will cause an undue hardship on the Town of Duxbury.

These accommodations can include, for example: frequent or longer paid or unpaid breaks; time off to recover from childbirth or complications from pregnancy, with or without pay; acquisition or modification of equipment or seating; temporary transfer to a less strenuous or hazardous position; job restructuring and/or modified work schedule; light duty and/or assistance with manual labor; and private non-bathroom space for expressing breast milk.

The Town of Duxbury may request documentation from the employee's health care provider(s) about the need for a reasonable accommodation, except in the cases of requests for: more frequent restroom, food or water breaks; seating; limits on lifting more than 20 pounds; and private non-bathroom space for expressing breast milk.

## **Massachusetts Domestic Violence Leave Act**

The Town of Duxbury, as an employer with fifty (50) or more employees, provides the following notice of an act relative to domestic violence leave followed by the related policy. Please read this information carefully.

Any Employer of fifty (50) or more employees is required to provide up to fifteen (15) days of Domestic Violence Leave in a twelve (12) month period to employees who qualify. "Employees" are defined as any "individuals who perform services for and under the control and direction of an employer for wages or other remuneration". There is no distinction between part-time and full-time employees in the calculation of the total number of employees. The employer maintains sole discretion as to whether any Domestic Violence Leave is paid or unpaid.

### *Employee Eligibility Requirements*

#### Notification

An employee submitting for Domestic Violence Leave is required to inform the employer prior to taking such leave, unless there is an imminent danger to the health or safety of an employee or the employee's family member. However, in the case of imminent danger, the employee shall notify the employer within three (3) workdays that the leave was taken.

Of note, the Act states that, if an unscheduled absence occurs, an employer is not to take "negative action" against the employee within thirty (30) days from the unauthorized absence, or the last day of consecutive absences, if proper documentation is provided (See Documentation Substantiating Domestic Violence Leave). Discipline may be delayed for unexcused absences as a result of this provision.

#### Exhaustion of Vacation, Personal and Sick Leave

There is no minimum time period an employee must be working for the employer prior to eligibility for Domestic Violence Leave. However, an employee seeking Domestic Violence Leave must exhaust all annual or vacation leave, personal leave and sick leave prior to requesting or taking leave, unless the employer waives this requirement.

#### Domestic Violence against Employee or Family Member

The provisions of the Act apply if the employee or a family member is a victim of domestic violence (unless the employee is the perpetrator of violence against the family member).

"Domestic violence" is defined as abuse against an employee or the employee's family member by a current or former spouse of the employee or the employee's family member, a person with whom the employee or the employee's family member shares a child in common, a person who is cohabitating with or has cohabitated with the employee or the employee's family member, a person who is related by blood or marriage to the employee, or a person with whom the employee or employee's family member has or had a dating or engagement relationship.

"Family Member" is defined as persons who are married to one another, persons in a substantive dating or engagement relationship and who reside together, persons having a child in common

regardless of whether they have ever married or resided together, a parent, step-parent, child, step-child, sibling, grandparent or grandchild, or persons in a guardianship relationship.

Permitted Reasons for Employee Domestic Violence Leave

Domestic Violence Leave may be used for any of the follow reasons:

- to seek or obtain medical attention, counseling;
- victim services or legal assistance;
- secure housing;
- obtain a protective order from a court;
- appear in court or before a grand jury;
- meet with a district attorney or other law enforcement official;
- attend child custody proceedings or address other issues directly related to the abusive behavior against the employee or family member of the employee;

Employer Request for Documentation Substantiating Eligibility

An employer may require an employee to provide documentation evidencing that the employee or employee's family member has been a victim of abusive behavior and that the leave taken is consistent with the reasons listed above, but cannot require an employee to show evidence of an arrest, conviction or other law enforcement documentation for such abusive behavior. The employee must provide the documentation within a reasonable time period after the employer request, which may be in the form of one of the following documents:

- A protective order, order of equitable relief or other documentation issued by a court of competent jurisdiction as a result of abusive behavior against the employee or employee's family member.
- A document under the letterhead of the court, provider or public agency which the employee attended for the purposes of acquiring assistance as it relates to the abusive behavior against the employee or the employee's family member.
- A police report or statement of a victim or witness provided to police, including a police incident report, documenting the abusive behavior complained of by the employee or the employee's family member.
- Documentation that the perpetrator of the abusive behavior against the employee or family member of the employee has admitted to sufficient facts to support a finding of guilt of abusive behavior or has been convicted of, or has been adjudicated a juvenile delinquent by reason of, any offense constituting abusive behavior and which is related to the abusive behavior that necessitated the leave.
- Medical documentation of treatment as a result of the abusive behavior complained of by the employee or employee's family member.
- A sworn statement, signed under the penalties of perjury, provided by a counselor, social worker, health care worker, member of the clergy, shelter worker, legal advocate or other professional who has assisted the employee or the employee's family member in addressing the effects of the abusive behavior.
- A sworn statement, signed under the penalties of perjury, from the employee attesting that the employee has been the victim of abusive behavior or is the family member of a victim of abusive behavior.

Any of the above-described documentation may be kept in the employee's employment record only as long as required for the employer to make a determination as to whether the employee is eligible. This information shall be kept confidential and should not be disclosed, unless the employee

requests or consents in writing to the release, the release is ordered by a court, the release of information is necessary to protect the safety of the employee or other employees, or the release of information is required by law enforcement in the course of an investigation, or is otherwise required by law.

## TOWN OF DUXBURY DOMESTIC VIOLENCE LEAVE POLICY

### I. Administrative Policy

It is the Administrative Policy of the Town of Duxbury to implement and administer the provisions of An Act Relative to Domestic Violence. This law is intended to reduce domestic violence, and to provide victims and family members of victims of domestic violence protected work leave for qualifying reasons associated with domestic violence.

### II. Definitions

**Eligible Employees:** All employees who are employed by an Employer of fifty (50) or more employees and have exhausted all vacation, personal, or sick leave.

**Qualifying events:** "Domestic Violence" against an Eligible Employee or "Family Member" (unless the employee is the perpetrator of violence against the family member) for qualifying reasons.

**Domestic violence:** Abuse against an employee or the employee's family member by a current or former spouse of the employee or the employee's family member, a person with whom the employee or the employee's family member shares a child in common, a person who is cohabitating with or has cohabitated with the employee or the employee's family member, a person who is related by blood or marriage to the employee, or a person with whom the employee or employee's family member has or had a dating or engagement relationship.

**Family Member:** Persons who are married to one another, persons in a substantive dating or engagement relationship and who reside together, persons having a child in common regardless of whether they have ever married or resided together, a parent, step-parent, child, step-child, sibling, grandparent or grandchild, or persons in a guardianship relationship.

**Length of Leave:** The leave entitlement under An Act Relative to Domestic Leave is up to fifteen (15) unpaid days of Domestic Violence Leave in a twelve (12) month period to employees who qualify to seek or obtain medical attention, counseling, victim services or legal assistance, secure housing, obtain a protective order from a court, appear in court or before a grand jury, meet with a district attorney or other law enforcement official, attend child custody P proceedings or address other issues directly related to the abusive behavior against the employee or family member of the employee.

### III. Procedure

**Notice Requirement:** An employee submitting for Domestic Violence Leave is required to inform the employer prior to taking such leave, unless there is an imminent danger to the health or safety of an employee or the employee's family member. However, in the case of imminent danger, the employee shall notify the employer within three (3) workdays that the leave was taken.

### IV. Effect of Benefits

- A. An employee granted a leave under this policy will continue to be covered under the employer's group health insurance plans and life insurance plans under the same conditions

as coverage would have been provided if he/she had been continuously employed during the leave period.

B. If the employee fails to return from domestic violence leave, the employer may seek reimbursement from the employee for the portion of the premiums it paid on behalf of that employee (also known as the employer contribution) during the employee's leave.

C. An employee shall be in an unpaid leave status for the duration of the leave.

V. Job Protection

A. If the employee returns to work within the time permitted, a maximum of fifteen (15) days in a twelve (12) month period, he/she will be reinstated to his/her former position or an equivalent position with equivalent pay, benefits, status and authority.

B. The employee's restoration rights are the same as they would have been had the employee not been on leave. Thus, the employee will be subject to any pay or benefit reductions or other adverse actions, including layoff, which he/she would have experienced if he or she had not taken leave under this policy.

C. If the employee fails to return after qualifying leave under this section, the employee may be terminated, unless reinstated to his/her same or similar position, in accordance with applicable laws, other leave-related policies, and/or appropriate bargaining unit contract language.



**Duxbury Firefighters Union**  
**Hourly Rate**  
**July 1, 2019 through June 30, 2022**

		STEP			
		1	2	3	4
2.00%	EFF 7/1/2019				
Grade		1	2	3	4
1	Firefighter	24.7201	25.9521	27.1370	28.3363
2	Firefighter with Associates	26.5741	27.8985	29.1722	30.4615
3	Firefighter with Bachelors	28.4281	29.8449	31.2075	32.5867
4	Firefighter EMT	25.9552	27.2505	28.4933	29.7533
5	Firefighter EMT with Associates	27.9019	29.2943	30.6303	31.9848
6	Firefighter EMT with Bachelors	29.8485	31.3380	32.7673	34.2163
7	Firefighter Paramedic	29.7071	31.0010	32.2438	33.5048
8	Firefighter Paramedic with Associates	31.9352	33.3260	34.6621	36.0176
9	Firefighter Paramedic with Bachelors	34.1632	35.6511	37.0804	38.5305
10	Fire Captain	30.3631	31.3702	32.4892	33.5267
11	Fire Captain with Associates	32.6403	33.7229	34.9258	36.0412
12	Fire Captain with Bachelors	34.9176	36.0757	37.3625	38.5557
13	Captain Paramedic	34.1160	35.1216	36.2406	37.2781
14	Captain Paramedic with Associates	36.6747	37.7557	38.9586	40.0740
15	Captain Paramedic with Bachelors	39.2334	40.3898	41.6767	42.8699

		STEP			
		1	2	3	4
2.50%	EFF 7/1/2020				
Grade		1	2	3	4
1	Firefighter	25.3381	26.6009	27.8154	29.0447
2	Firefighter with Associates	27.2384	28.5960	29.9015	31.2231
3	Firefighter with Bachelors	29.1388	30.5910	31.9877	33.4014
4	Firefighter EMT	26.6041	27.9317	29.2057	30.4972
5	Firefighter EMT with Associates	28.5994	30.0266	31.3961	32.7845
6	Firefighter EMT with Bachelors	30.5947	32.1215	33.5865	35.0718
7	Firefighter Paramedic	30.4498	31.7760	33.0499	34.3424
8	Firefighter Paramedic with Associates	32.7336	34.1592	35.5287	36.9181
9	Firefighter Paramedic with Bachelors	35.0173	36.5424	38.0074	39.4938
10	Fire Captain	31.1222	32.1544	33.3014	34.3649
11	Fire Captain with Associates	33.4563	34.5660	35.7990	36.9422
12	Fire Captain with Bachelors	35.7905	36.9776	38.2966	39.5196
13	Captain Paramedic	34.9689	35.9996	37.1466	38.2101
14	Captain Paramedic with Associates	37.5915	38.6996	39.9326	41.0759
15	Captain Paramedic with Bachelors	40.2142	41.3996	42.7186	43.9416

		STEP			
		1	2	3	4
2.50%	EFF 7/1/2021				
Grade		1	2	3	4
1	Firefighter	25.9715	27.2659	28.5108	29.7708
2	Firefighter with Associates	27.9194	29.3109	30.6491	32.0036
3	Firefighter with Bachelors	29.8672	31.3558	32.7874	34.2364
4	Firefighter EMT	27.2692	28.6300	29.9358	31.2596
5	Firefighter EMT with Associates	29.3144	30.7773	32.1810	33.6041
6	Firefighter EMT with Bachelors	31.3596	32.9245	34.4262	35.9485
7	Firefighter Paramedic	31.2111	32.5704	33.8762	35.2010
8	Firefighter Paramedic with Associates	33.5519	35.0132	36.4169	37.8410
9	Firefighter Paramedic with Bachelors	35.8927	37.4559	38.9576	40.4811
10	Fire Captain	31.9002	32.9583	34.1339	35.2240
11	Fire Captain with Associates	34.2928	35.4301	36.6940	37.8658
12	Fire Captain with Bachelors	36.6853	37.9020	39.2540	40.5076
13	Captain Paramedic	35.8431	36.8996	38.0753	39.1653
14	Captain Paramedic with Associates	38.5313	39.6671	40.9309	42.1027
15	Captain Paramedic with Bachelors	41.2196	42.4346	43.7866	45.0401

**Duxbury Firefighters Union**  
**BI-Weekly Pays**  
**July 1, 2019 through June 30, 2022**

		STEP			
		1	2	3	4
2.00%	EFF 7/1/2019				
Grade					
1	Firefighter	2,076.48	2,179.98	2,279.50	2,380.25
2	Firefighter with Associates	2,232.22	2,343.47	2,450.47	2,558.77
3	Firefighter with Bachelors	2,387.96	2,506.97	2,621.43	2,737.29
4	Firefighter EMT	2,180.24	2,289.04	2,393.44	2,499.28
5	Firefighter EMT with Associates	2,343.76	2,460.72	2,572.95	2,686.73
6	Firefighter EMT with Bachelors	2,507.27	2,632.40	2,752.46	2,874.17
7	Firefighter Paramedic	2,495.40	2,604.08	2,708.48	2,814.40
8	Firefighter Paramedic with Associates	2,682.55	2,799.39	2,911.62	3,025.48
9	Firefighter Paramedic with Bachelors	2,869.71	2,994.69	3,114.75	3,236.56
10	Fire Captain	2,550.50	2,635.09	2,729.09	2,816.24
11	Fire Captain with Associates	2,741.79	2,832.73	2,933.77	3,027.46
12	Fire Captain with Bachelors	2,933.08	3,030.36	3,138.45	3,238.68
13	Captain Paramedic	2,865.74	2,950.21	3,044.21	3,131.36
14	Captain Paramedic with Associates	3,080.67	3,171.48	3,272.53	3,366.22
15	Captain Paramedic with Bachelors	3,295.60	3,392.75	3,500.84	3,601.07

		STEP			
		1	2	3	4
2.50%	EFF 7/1/2020				
Grade					
1	Firefighter	2,128.40	2,234.47	2,336.49	2,439.75
2	Firefighter with Associates	2,288.03	2,402.06	2,511.73	2,622.74
3	Firefighter with Bachelors	2,447.66	2,569.65	2,686.97	2,805.72
4	Firefighter EMT	2,234.74	2,346.27	2,453.28	2,561.76
5	Firefighter EMT with Associates	2,402.35	2,522.24	2,637.27	2,753.90
6	Firefighter EMT with Bachelors	2,569.96	2,698.21	2,821.27	2,946.03
7	Firefighter Paramedic	2,557.78	2,669.18	2,776.19	2,884.76
8	Firefighter Paramedic with Associates	2,749.62	2,869.37	2,984.41	3,101.12
9	Firefighter Paramedic with Bachelors	2,941.45	3,069.56	3,192.62	3,317.48
10	Fire Captain	2,614.26	2,700.97	2,797.32	2,886.65
11	Fire Captain with Associates	2,810.33	2,903.54	3,007.12	3,103.15
12	Fire Captain with Bachelors	3,006.40	3,106.12	3,216.91	3,319.65
13	Captain Paramedic	2,937.39	3,023.97	3,120.32	3,209.65
14	Captain Paramedic with Associates	3,157.69	3,250.77	3,354.34	3,450.37
15	Captain Paramedic with Bachelors	3,377.99	3,477.57	3,588.36	3,691.10

		STEP			
		1	2	3	4
2.50%	EFF 7/1/2021				
Grade					
1	Firefighter	2,181.61	2,290.34	2,394.90	2,500.75
2	Firefighter with Associates	2,345.23	2,462.11	2,574.52	2,688.30
3	Firefighter with Bachelors	2,508.85	2,633.89	2,754.14	2,875.86
4	Firefighter EMT	2,290.61	2,404.92	2,514.61	2,625.81
5	Firefighter EMT with Associates	2,462.41	2,585.29	2,703.20	2,822.74
6	Firefighter EMT with Bachelors	2,634.20	2,765.66	2,891.80	3,019.68
7	Firefighter Paramedic	2,621.73	2,735.91	2,845.60	2,956.88
8	Firefighter Paramedic with Associates	2,818.36	2,941.11	3,059.02	3,178.65
9	Firefighter Paramedic with Bachelors	3,014.99	3,146.30	3,272.44	3,400.41
10	Fire Captain	2,679.62	2,768.49	2,867.25	2,958.82
11	Fire Captain with Associates	2,880.59	2,976.13	3,082.29	3,180.73
12	Fire Captain with Bachelors	3,081.56	3,183.77	3,297.34	3,402.64
13	Captain Paramedic	3,010.82	3,099.57	3,198.32	3,289.89
14	Captain Paramedic with Associates	3,236.63	3,332.04	3,438.20	3,536.63
15	Captain Paramedic with Bachelors	3,462.44	3,564.50	3,678.07	3,783.37

**Duxbury Firefighters Union**  
**Annualized Salary**  
**July 1, 2019 through June 30, 2022**

		STEP			
Grade		1	2	3	4
1	Firefighter	53,988.60	56,679.36	59,267.10	61,886.46
2	Firefighter with Associates	58,037.75	60,930.31	63,712.13	66,527.94
3	Firefighter with Bachelors	62,086.89	65,181.26	68,157.17	71,169.43
4	Firefighter EMT	56,686.19	59,515.04	62,229.45	64,981.30
5	Firefighter EMT with Associates	60,937.66	63,978.67	66,896.65	69,854.90
6	Firefighter EMT with Bachelors	65,189.12	68,442.30	71,563.86	74,728.50
7	Firefighter Paramedic	64,880.38	67,706.11	70,420.51	73,174.45
8	Firefighter Paramedic with Associates	69,746.41	72,784.07	75,702.05	78,662.54
9	Firefighter Paramedic with Bachelors	74,612.44	77,862.03	80,983.59	84,150.62
10	Fire Captain	66,313.02	68,512.42	70,956.32	73,222.31
11	Fire Captain with Associates	71,286.49	73,650.85	76,278.04	78,713.98
12	Fire Captain with Bachelors	76,259.97	78,789.28	81,599.77	84,205.66
13	Captain Paramedic	74,509.29	76,705.57	79,149.47	81,415.46
14	Captain Paramedic with Associates	80,097.48	82,458.49	85,085.68	87,521.62
15	Captain Paramedic with Bachelors	85,685.68	88,211.41	91,021.89	93,627.78

		STEP			
Grade		1	2	3	4
1	Firefighter	55,338.32	58,096.34	60,748.78	63,433.62
2	Firefighter with Associates	59,488.69	62,453.57	65,304.94	68,191.14
3	Firefighter with Bachelors	63,639.06	66,810.80	69,861.09	72,948.66
4	Firefighter EMT	58,103.35	61,002.92	63,785.18	66,605.84
5	Firefighter EMT with Associates	62,461.10	65,578.14	68,569.07	71,601.27
6	Firefighter EMT with Bachelors	66,818.85	70,153.36	73,352.96	76,596.71
7	Firefighter Paramedic	66,502.39	69,398.76	72,181.03	75,003.81
8	Firefighter Paramedic with Associates	71,490.07	74,603.67	77,594.60	80,629.10
9	Firefighter Paramedic with Bachelors	76,477.75	79,808.58	83,008.18	86,254.39
10	Fire Captain	67,970.84	70,225.23	72,730.23	75,052.87
11	Fire Captain with Associates	73,068.65	75,492.12	78,185.00	80,681.83
12	Fire Captain with Bachelors	78,166.47	80,759.02	83,639.76	86,310.80
13	Captain Paramedic	76,372.02	78,623.21	81,128.21	83,450.85
14	Captain Paramedic with Associates	82,099.92	84,519.95	87,212.82	89,709.66
15	Captain Paramedic with Bachelors	87,827.82	90,416.69	93,297.44	95,968.48

		STEP			
Grade		1	2	3	4
1	Firefighter	56,721.77	59,548.75	62,267.50	65,019.46
2	Firefighter with Associates	60,975.91	64,014.91	66,937.56	69,895.92
3	Firefighter with Bachelors	65,230.04	68,481.07	71,607.62	74,772.38
4	Firefighter EMT	59,555.93	62,527.99	65,379.81	68,270.98
5	Firefighter EMT with Associates	64,022.63	67,217.59	70,283.30	73,391.31
6	Firefighter EMT with Bachelors	68,489.32	71,907.19	75,186.78	78,511.63
7	Firefighter Paramedic	68,164.95	71,133.73	73,985.55	76,878.91
8	Firefighter Paramedic with Associates	73,277.33	76,468.76	79,534.47	82,644.83
9	Firefighter Paramedic with Bachelors	78,389.70	81,803.79	85,083.39	88,410.75
10	Fire Captain	69,670.11	71,980.86	74,548.48	76,929.19
11	Fire Captain with Associates	74,895.37	77,379.43	80,139.62	82,698.88
12	Fire Captain with Bachelors	80,120.63	82,777.99	85,730.76	88,468.57
13	Captain Paramedic	78,281.32	80,588.79	83,156.41	85,537.12
14	Captain Paramedic with Associates	84,152.42	86,632.95	89,393.14	91,952.40
15	Captain Paramedic with Bachelors	90,023.52	92,677.11	95,629.87	98,367.69