

Memorandum of Agreement (MOA)
By and Between
The City of Hillsboro (City)
And the
Hillsboro Fire Fighters' Association, IAFF Local #2210 (Association)

Re: Training Lieutenant Classification

This MOA is made by and between City of Hillsboro, Oregon, (City) and the Hillsboro Fire Fighters Association - IAFF Local 2210 (Association) as the exclusive bargaining agent for the Association's employees for the purpose of reaching agreement in regard to the addition of the new classification of Training Lieutenant to the Rank and File bargaining unit.

NOW, THEREFORE THE PARTIES AGREE TO THE FOLLOWING:

1. The establishment of a new full time, non-exempt position with the classification of Training Lieutenant will result in the assignment of one (1) Lieutenant to the Training Division.
2. The Training Lieutenant classification is a distinct and separate classification than the Fire Lieutenant. Separate job descriptions and wages have been created and agreed upon.
3. The following changes to the Rank and File Bargaining Unit Collective Bargaining Agreement are agreed upon:

a. **ARTICLE 1 - RECOGNITION & PROBATION**

1.1 The City recognizes the Union as the sole and exclusive bargaining agent for the purpose of establishing salaries, wages, hours and other conditions of employment for all employees who are members of the bargaining unit. For the purpose of this Contract an employee shall be an employee who works a regularly scheduled week of twenty-eight (28) hours or more. All reference to employees in this Contract shall be construed to mean employees in the classifications listed below. The bargaining unit shall consist of the following classifications:

- A. Fire Captain
- B. Training Captain
- C. Fire Lieutenant
- D. Training Lieutenant
- E. Fire Engineer
- F. Firefighter
- G. Deputy Fire Marshal II
- H. Deputy Fire Marshal I
- I. Fire Logistics Technician

b. ARTICLE 26 - TRAINING AND ADVANCE DEGREE INCENTIVE

26.1 Upon receipt of proof of Emergency Medical Technician certification by the City, the City shall pay an additional percentage of base salary for each level of Emergency Medical Technician Achievement, according to the following schedule:

Intermediate	5%
Paramedic	10%

An employee who is a Deputy Fire Marshal, or Fire Logistics Technician will not be eligible for EMT premiums. An employee who is a Training Captain or Training Lieutenant is eligible for EMT premiums. All newly hired firefighter employees to the Hillsboro Fire Department are deemed to be on probation for twelve (12) successive months, from their last date of hire. For the first six (6) months of their probation period, which includes their initial training period, they are not eligible to receive an additional percentage of base salary for the appropriate level of Emergency Medical Technician Achievement: Intermediate five (5%) percent and Paramedic ten (10%) percent.

26.5 Training Captain and Training Lieutenant will be paid a premium of five (5%) percent of the employee's base pay while assigned to the 40-hour schedule. Suppression personnel, identified as "Trainers" by the Chief or Chiefs designee, assigned to months five (5) and six (6), or second phase of recruit training, will be paid a premium of five (5%) percent of the employee's base pay for twenty-four (24) hours per shift. Employees covering the shift of an assigned Trainer or serving in a mentorship assignment third phase of recruit training, Engineer development, Lieutenant development, Deputy Fire Marshal development, etc.) will be paid a premium of three (3%) percent of the employee's base pay for twenty-four (24) hours per shift. For the hours assigned in a training or mentorship capacity as identified above less than 24 hours, the employee will be paid the appropriate premium for those hours assigned. The premium will be paid for the duration of the training period or until the mentorship period is achieved. The Chief or Chiefs designee shall retain the ability to assign personnel for these training purposes.

4. Premiums for EMT and Tech Rescue certifications will follow the language as negotiated in Article 26.
5. The selection process for the Training Lieutenant will be as follows:
 - a. All current Lieutenants may participate in the selection process
 - b. If no current Lieutenant is interested in filling the position, the next member on the current promotional list will be promoted into the Training Lieutenant position
 - c. If more than one promotion to the rank of Lieutenant, either Fire or Training Lieutenant, will occur on the same date, the current seniority list will be applied and the member with the least seniority will be promoted into the Training Lieutenant position
 - d. A member on the current promotional list that chooses not to accept the promotion into the Training Lieutenant position will be removed from the current promotional list. The member will remain in the Officer Development pool and remain eligible to work in that capacity.

6. Duration of Assignment
 - a. The preferred duration of assignment in the Training Lieutenant position will be approximately two (2) years.
 - b. The duration of the assignment in the Training Lieutenant position can be adjusted on a case-by-case basis. Considerations of the duration of the assignment will include the number and frequency of fire recruit classes.
7. Training Lieutenants will be eligible to participate in the Chiefs Development Program.
8. The hourly wage for Training Lieutenant will be equivalent to the hourly wage of Fire Lieutenant. The Monthly Base Pay will be:

Bargaining Unit 40-Hour Schedule Monthly Base Pay

November 8, 2022

Employees ineligible to participate in PERS/OPSRP shall be paid at shaded-line until eligibility is established.

Classification	Step A	Step B	Step C	Step D	Step E	Step F
Training Lieutenant						
<i>Monthly</i>				7734	8451	8874
<i>Monthly</i>				7296	7973	8370
<i>Annual</i>				92808	101412	106488
<i>Annual</i>				87552	95676	100440
<i>Hourly</i>				44.62	48.76	51.20
<i>Hourly</i>				42.09	46.00	48.29

*Effective the pay period starting on or immediately before July 1, 2022 base wages for Fire Logistics Tech, Deputy Fire Marshal I, Deputy Fire Marshal II, Training Captain, Training Lieutenant will increase by three and one half (3.5%) percent which includes a two (2%) percent COLA increase and a one and one half (1.5%) percent across the board wage adjustment.

9. The classification of Training Lieutenant will become effective the pay period starting on November 8, 2022.
10. All other provisions of the Rank and File Bargaining Unit Collective Bargaining Agreement shall remain unchanged.
11. Any disputes regarding the interpretation or application of this MOA shall be resolved pursuant to the grievance procedure of the CBA.
12. This MOA will not automatically expire and shall remain in full force and effect until the parties agree in writing to changes to this MOA, a replacement MOA, or the rescission of this MOA.

13. This MOA does not require ratification and is effective upon the execution by the parties below.

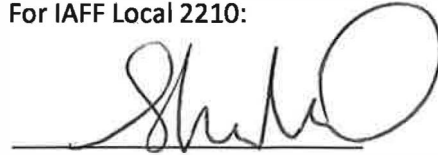
IT IS AGREED, this _____ day of ^{2nd} November 2022.

For the City of Hillsboro:



Robby Hammond, City Manager

For IAFF Local 2210:



Shane Rice, President