

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF FARMERSVILLE
AND
**THE INTERNATIONAL BROTHERHOOD OF
TEAMSTERS, LOCAL 517**

(JULY 1, 2024 – JUNE 30, 2026)

Table of Contents

ARTICLE I. GENERAL PROVISIONS	4
Section 1. Application:	4
Section 2. Amendments and Revisions:	4
ARTICLE II. SALARY PLAN	4
Section 1. Salary on Appointment:.....	4
Section 2. Salary Adjustments:	4
Section 3. Salary on Promotion:.....	5
Section 4. Salary on Demotion:	5
Section 5. Salary on Transfer:.....	5
Section 6. Salary on Position Reclassification:	6
Section 7. Salary on Re-employment:.....	6
Section 8. Uniform and Clothing Pay/Allowances:.....	6
Section 9. Salary Schedule/Salary and Classification Plan	6
Section 10. Computation of Salary for Payroll Purposes:.....	7
Section 11. Cost of living:	7
ARTICLE III. WORK PERIOD/OVERTIME	7
Section 1. Overtime Exemption:	7
Section 2. Work Period:.....	7
Section 3. Overtime and Hours of Work:.....	7
ARTICLE IV. LEAVE OF ABSENCE WITH PAY.....	8
Section 1. Sick Leave:.....	8
Section 2. Vacation Accrual and Carryover Policy:	10
Section 3. Use of Vacation Time:	10
Section 4. Vacation Buy Back:	11
Section 5. Holidays:	11
Section 6. Civic Responsibility Leave:.....	11
Section 7. Temporary Military Leave:.....	12
Section 8. Bereavement Leave:	12
ARTICLE V. HEALTH & WELFARE.....	12
Section 1. Workers Compensation.....	12
Section 2. Medical Verification:	12
Section 3. Health, Dental and Vision Insurance:.....	12
Section 4. Retirement:.....	13
Section 5. Life Insurance:.....	13
ARTICLE VI. FIRE BENEFITS.....	13
Section 1. Mileage Reimbursement:.....	13

Section 2. Tuition Reimbursement Program:	13
Section 3. Bilingual Pay:.....	14
Section 4. Long Term Disability and Life Insurance:.....	14
Section 5. Certificate Pay:.....	14
Section 6. Educational Incentive Pay:	15
Section 7. Deferred Compensation:.....	15
Section 8. Longevity Pay:.....	15
Section 11. Healthy Living Pay:.....	15
ARTICLE VII. TERM OF MOU	15

ARTICLE I. GENERAL PROVISIONS

Section 1. Application:

This Memorandum of Understanding ("MOU" or "Agreement") serves as the labor agreement between CITY OF FARMERSVILLE ("City") and the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 517 ("UNION").

The City recognizes UNION as the exclusive collective bargaining representative for all employees who are or become employed in those job classifications contained on Exhibits A and B, which are attached hereto and made an integral part of this Agreement. The parties recognize that this Agreement contains wages and benefits that pertain only to members of the UNION. The Agreement shall be effective as of July 1, 2024, and shall terminate on June 30, 2026.

Section 2. Amendments and Revisions:

Recommendation for the amendment and revision of policies and procedures may be made by the Personnel Officer after compliance with the Meyers-Milias- Brown Act ("MMBA"), Government Code §§ 3500 et seq. Unless otherwise noted, amendments and revisions shall become effective upon adoption of a resolution by City Council.

ARTICLE II. SALARY PLAN

Section 1. Salary on Appointment:

New employees will normally be hired at Step A salary amount of the appropriate position range as identified in the Salary Schedule (Exhibit A and B). If unusual recruitment difficulties are encountered with a candidate that is exceptionally well qualified, an appointment at a higher step may be authorized by the City Manager.

Section 2. Salary Adjustments:

- A Salary Step Increases, as shown in the Salary Schedule, shall be considered on the employee's employment date anniversary, and shall be based on a satisfactory evaluation and recommendation by the employee's department head.

- a. Tier 1 employees are those hired prior to January 01, 2018, and shall be eligible for step increases as shown in the Tier 1 salary schedule as adopted.
 - b. Tier 2 employees are those hired on/after January 01, 2018, and shall be eligible for step increases as shown in the Tier 2 salary schedule as adopted.
- B. Authorized salary adjustments shall become effective at the beginning of the pay period nearest the employee's anniversary date.
- C. If, in the supervisor's judgment, the employee's performance does not justify an adjustment on the anniversary date, the employee shall be re-evaluated before the expiration of the six (6) months. If the employee receives a satisfactory evaluation at the end of the six (6) month period and a recommendation from the department head for a salary adjustment, the employee will receive said adjustment. In such an event, the employee shall maintain the same anniversary date.
- D. The granting of an official leave of absence of more than thirty (30) continuous calendar days, other than for military leave, shall cause the employee's salary adjustment date to be extended the number of calendar days of leave.
- E. Should an employee's approved adjustment be overlooked, upon discovery of the error the employee shall receive a supplemental payment compensating said employee for the adjustment he/she would have received had the adjustment been granted at the appropriate time.

Section 3. Salary on Promotion:

An employee who is promoted to a position in a class with a higher salary range shall be paid at the appropriate range and step amount effective as of the date of the promotion. The appropriate range and step amount shall be determined by the employee's department head with the approval of the City manager.

Section 4. Salary on Demotion:

An employee who is demoted to a position in a class with a lower salary range shall be paid at the appropriate range and step amount effective as of the date of the demotion. The appropriate range and step amount shall be determined by the employee's department head with the approval of the City manager.

Section 5. Salary on Transfer:

An employee who is transferred from one position to another in the same class or to another position in a similar class having the same salary range shall receive the same

salary range and step class shall be treated as non-disciplinary demotions for salary, seniority, and benefit purposes.

Section 6. Salary on Position Reclassification:

When an employee's position is reclassified and the employee is appointed to the position, their salary shall be determined by the Salary Schedule classification for the new position.

Section 7. Salary on Re-employment:

An employee recalled after a layoff to their previous position shall receive the same range and step salary amount provided, they are rehired within twelve (12) months. Employees shall receive credit for prior service with City for seniority and benefit purposed provided they are rehired within twelve (12) months of the layoff.

Section 8. Uniform and Clothing Pay/Allowances:

- A. Sworn Fire employees who are required to wear uniforms shall be paid nine hundred U.S. dollars (\$1,000.00 USO) per year to be used for the purchase/maintenance and cleaning of their uniforms. A prorated amount shall be paid for any portion of a year worked. The uniform allowance shall be paid in two installments separate from the regular paychecks. This will occur in June and December of each fiscal year. Alternatively, if costs increase in the future to exceed the amount allowed, the City will purchase the list of specific clothing as needed for the employees, in lieu of a paid allowance.
- B. At the time of hire, the City shall purchase a complete uniform consisting of: 2 pairs of Crewboss pants; 2 pairs of Workrite Fire Officer shirt (nomex); 2 pairs of Long sleeve Workrite Fire Officer Shirt (nomex); 1 Boston leather 1 ¾ belt (basket weave); 4 FFD 5.11 T-shirts; 1 FFD 5.11 Job shirt; 1 FFD Dress Cap; 1 Clip on dress tie; and 1 Pair of Pro Warrington 3003, 8" Wildland/Station Boot, NFPA 1977. Failure to satisfactorily complete the required probationary period shall cause a forfeiture of the uniform credit and the City shall be reimbursed, on a prorated basis, for the credit amount.
- C. The above items shall be the only approved uniform items for duty wear. Personal Protective Equipment (PPE) ensembles outside of the above items will be provided by the City in accordance with applicable provisions of the California Code of Regulations, Title 8, including General Industry Safety Orders ("GISO").

Section 9. Salary Schedule/Salary and Classification Plan

- A. The Tier 1 Salary Schedule (attached as Exhibit A) shall remain in full force as of July 1, 2021, and shall provide ranges with six (6) steps of 5% each. The Tier 2

Salary Schedule attached as Exhibit B shall provide ranges with eight (8) steps of 3.125% each.

- B. The Fire Lieutenant range shall be considered the junior level within the class series. Fire Captain shall be considered the senior level within the class series.

Section 10. Computation of Salary for Payroll Purposes:

The monthly salary shall be those amounts as shown in Exhibit A for Tier 1 employees and Exhibit B for Tier 2 employees of this article and will be paid bi-weekly at the amount equal to the result of multiplying the monthly amount by 12 and dividing by 26.

Section 11. Cost of living:

- A. A 2.50% adjustment shall be made to the Salary Schedule effective July 1, 2024.
- B. A 2.50% adjustment shall be made to the Salary Schedule effective July 1, 2025.

The pay changes will be effective at the beginning of the first full pay period after the start of the fiscal year July 1, 2024.

ARTICLE III. WORK PERIOD/OVERTIME

Section 1. Overtime Exemption:

- A. Fire personnel are exempt from overtime under Section 213(b)(20) of the FLSA, which provides for a total overtime exemption for public agencies employing less than five employees in fire protection.
- B. Notwithstanding the exemption, the City agrees to pay overtime in accordance with the below provisions. Similarly, in the event the exemption no longer applies, fire personnel will be paid in accordance with the provisions below.

Section 2. Work Period:

- A. Fire personnel shall be subject to a 24-day work period in accordance with Section 207(k) of the FLSA.
- B. Pay Period: Employees will be paid bi-weekly every other Friday.

Section 3. Overtime and Hours of Work:

- A. Schedule and Hours of Work: Employees will normally work a schedule consisting of

two 24-hour shifts, followed by four days off on a repeating basis (also known as a “48/96” work schedule). The schedule will result in an employee working roughly 2,912 hours per year and an average of 56 hours per week.

- B. Overtime: Employees will receive overtime at the rate of time and one-half for all hours actually worked in excess of 182 hours in a 24-day work period. The change to overtime will be at the beginning of the first full pay period after the start of the fiscal year July 1, 2023. Unpaid protected leave of absences other than vacation and sick leave will not be counted towards the overtime threshold.
- C. Shift Trades: The parties that agree to the provisions below are compliant with the FLSA. Employees have the right to trade shifts with their colleagues subject to the following conditions:
 - I. Both employees agree to the shift trade voluntarily.
 - II. The employees trading the shifts shall make appropriate notifications to their supervisors. Supervisors will not unreasonably deny a trade.
 - III. The employee whose shift is worked gets credit for the shift.
 - IV. Payback of the traded shift will be the responsibility of the two employees who trade shifts and will not be monitored by the City. If an employee leaves the City having not paid back a shift, it shall be the responsibility of the two employees to work out any pay back.
 - V. If an employee who agrees to work a shift trade calls in sick, the employee who called in sick will have their sick leave reduced.
- D. Special Pass-Through Pay: The at actual OES reimbursement rates, terms, and conditions, will apply to responses and/or cover behind while in the course of their employment and away from their official duty station and either assigned to an emergency incident, in support of an emergency incident or pre-positioned for an emergency response through the California Fire Assistance Agreement (CFAA). When special pass-through assignments are available a rotation will be used to eliminate back-to-back assignments for the safety of the individual where primary duties are outside of the official duty station/ first due response area. When authorized under the terms of the CFAA, personnel will be compensated by OES beginning at the time of dispatch until the return to FF D jurisdiction (portal to portal) when equipment and personnel are in service and available for agency response.

ARTICLE IV. LEAVE OF ABSENCE WITH PAY

Section 1. Sick Leave:

- A Following completion of six (6) months of continuous full-time service, an employee shall be credited with six (6) days of sick leave (48 hours). Thereafter for each calendar month of service in which the employee is paid for more than two-thirds

(2/3) of the working days in such a month, they shall be credited with one (1) day of sick leave (8 Hours). Unused sick leave may be accumulated without limit.

- A. 56-hour Shift Personnel shall have these accrual rates multiplied by the 56- hour shift conversion factor of 1.4 and use credits on an hour for hour basis.
- B. Upon the approval of the department head and the personnel officer, an employee having less than six (6) months of continuous service may be permitted to use sick leave. Such sick leave shall be an advance on credited sick leave and, should the employee terminate before the completion of six (6) months of service, the amount of sick leave pay received will be deducted from their final check.
- C. Credited sick leave may be used for the absence on account of:
 - 1) An employee's bona fide illness, injury, or pregnancy.
 - 2) The treatment or examination of the employee includes, but not limited to, medical, dental, optometric, psychological, or psychiatric.
 - 3) For serious illness or injury of a member of the employee's immediate family (i.e., spouse, parent, brother, sister, child, stepchild, mother-in-law, father-in-law, grandchild, or grandparent). Use of sick leave under this section is restricted to a maximum of six (6) days each fiscal year. For purposes of this section, "serious illness or injury" is defined as an illness or injury of such severity as to require that someone be immediately available to assist the afflicted and/or monitor their condition or that death is imminent.
- D. Sick leave usage is subject to the approval of the employee's department head or immediate supervisor, in the absence of the department head. The department head may require evidence in the form of a physician's certificate, or otherwise verifying the reason for an employee's absence during the time for which sick leave is requested. A failure to submit the required verification may result in denial of sick leave usage and constitute grounds for disciplinary action.
- E. No employee shall be entitled to sick leave with pay while absent from duty on account of the following:
 - 1) Disability arising from sickness or injury supposedly self-inflicted or caused by any of their own willful misconduct.
 - 2) Sickness or disability sustained while on leave of absence without pay.
- F. Sick leave shall not be used in lieu of or in addition to vacation.
- G. An employee who has completed a minimum of five (5) years' continuous service and who leaves in good standing shall be paid at their salary rate then in effect for thirty percent (30%) of their unused sick leave.
- H. Sick leave is not accrued by or credited to non-regular, emergency, seasonal, relief, or temporary employees paid solely on an hourly or daily basis.

- I. Part-time employees who regularly work at least twenty-nine (29) hours per week, but less than forty (40) hours per week, with at least six (6) months of continuous service shall be entitled to sick leave pay accrued at one-half (1/2) the rate of full-time employees.
- J. Any employee who does not use any sick time in a full fiscal year will be granted an added day of vacation (11.2 Hours for 56 Hour Shift Employees).

Section 2. Vacation Accrual and Carryover Policy:

- A. Employees shall accrue vacation at the following rates:

Years of Completed Service	Vacation Accruals (40 Hour Employee)	Maximum Accumulation at end of Fiscal Year
0 to 2	3.08 hrs/pay period	10 days
3 to 4	3.38 hrs/ pay period	11 days
5 to 9	3.69 hrs/ pay period	12 days
10	5.23 hrs/ pay period	17 days

Years of Completed Service	Vacation Accruals (56 Hour Employee)	Maximum Accumulation at end of Fiscal Year
0 to 2	4.31 hrs/pay period	14 days
3 to 4	4.73 hrs/pay period	15 days
5 to 9	5.59 hrs/pay period	18 days
10	7.93 hrs/pay period	25 days

- B. Shift Personnel shall have these accrual rates multiplied by the 56-hour shift conversion factor of 1.4 and use credits on an hour for hour basis.

- C. Vacation accrual shall be capped at (3) three times the employee's annual accrual.

- a. Employees who reach their cap will cease to accrue vacation leave time unless a waiver is provided at the request of their department head and approved by the City Manager.

- D. Regular part-time employees with at least six (6) months of continuous service shall accrue vacation time at the rate of 3.3 hours per month of service.

- a. Vacation accrual for part-time employees shall be capped at (1) one time the annual accrual.

- E. Upon separation from service any unused vacation time shall be paid out.

Section 3. Use of Vacation Time:

- A. After the completion of six (6) months of continuous service, an employee may apply for vacation leave not to exceed the number of hours earned.

- B. Vacations shall be taken at times approved by the department head with due regard to the wishes of the employee and the particular regard for needs of City.
- C. Unless otherwise provided by department rules, employees shall submit vacation requests to their supervisor at least ten (10) calendar days prior to the intended start of vacation.
- D. An employee who terminates their City employment shall be paid for all unused vacation at the current hourly rate.
- E. No person shall be permitted to work for compensation for the City during their vacation.
- F. With the exception of terminating employees, pay will not be given in lieu of vacation time that is not taken.

Section 4. Vacation Buy Back:

Each fiscal year, after using 60 hours of Vacation leave, an employee may sell back up to a maximum 36 hours of Vacation leave per year. In order to sell back hours, an employee must have a minimum of 100 hours in their bank before the employee can cash out the 36 hours.

Section 5. Holidays:

All City Employees receive one hundred and twenty (120) hours of holiday time. Fire shift personnel will receive Holiday in Lieu pay of one hundred and twenty (120) hours at their current hourly rate. In lieu pay shall be in two equal installments paid in June and December. They shall receive no extra compensation should they be required to work on a recognized holiday. In the event a fire shift employee terminates employment (for any cause) in Lieu pay shall be pro-rated on a percentage basis, based upon two thousand nine hundred twelve (2912) nominal hours worked each year.

Section 6. Civic Responsibility Leave:

- A. Absence from work because of required trial jury duty will be considered an excused absence with pay. To receive their full salary the employee shall turn into the administrative department any payment for trial jury duty, excluding pay for travel and meals.
- B. In accordance with the California Elections Code, Sections 14400 and 14401, if a registered voter employee does not have sufficient time outside of regular working hours within which to vote at general, direct primary or presidential primary elections, they may take off working time as well, when added to their voting time outside their working hours, enable them to vote. The scheduling of the time referenced above shall be subject to the prior approval of the respective department head and shall normally be at the beginning or end of a work shift. A

maximum of two (2) hours may be taken with pay to vote provided a ballot stub is given to the department head upon returning to work.

Section 7. Temporary Military Leave:

Payment of employees on temporary military leave as governed by section 395.1 of Military and Veteran Code of the State of California, which states:

"Any public employee which is on temporary military leave or absence and who has been in the service of the public agency from which the leave is taken for a period of not less than one year immediately prior to the date on which the absence begins shall be entitled to receive their salary or compensation as such public employee for the first thirty (30) days in any one year of public agency service, all service of said public employee in the recognized military service shall be counted as public agency service."

Section 8. Bereavement Leave:

In the event of the death of a member of the employee's immediate family (i.e., spouse, domestic partner, parent, brother, sister, child, stepchild, mother-in-law, father-in-law, grandchild, or grandparent), an employee may use up to 5 days off with the approval of their department head. An employee may use up to 3 days of Sick Leave in addition to bereavement leave, if needed, with the approval of their department head.

ARTICLE V. HEALTH & WELFARE

Section 1. Workers Compensation

- A. A safety employee of the City, who is disabled, whether temporarily or permanently, by injury or illness arising out of and in the course of their duties, shall be compensated in accordance with section 4850 of the Labor Code.

Section 2. Medical Verification:

Employees may be required to provide medical verification of their ability to perform required tasks. Such verification may be requested when the City has cause to believe that the employee's condition presents a hazard to the employee, other employees, or the public.

Section 3. Health, Dental and Vision Insurance:

- A. For the period of July 1, 2024, through June 30, 2026, City of Farmersville shall pay the premiums for Tier 1 employees and their dependents for a Healthcare Program, Dental Plan, and Vision Plan in accordance with the rules and regulations governing

those programs as described in Exhibit C at no cost to the employee.

- B. For the period of July 1, 2024, through June 30, 2026, Tier 2 employee's the City of Farmersville shall provide a fixed contribution of up to \$1,150 towards the purchase of a Healthcare Program, Dental Plan, and Vision Plan for the employee and their dependents in accordance with the rules and regulations governing those programs as described in Exhibit C.
- C. Tier 1 Employees may, at their discretion, "Opt Out" of Healthcare coverage for their dependents, spouse, and themselves and be eligible for the following incentive, per pay period, for a maximum allowable incentive of \$150.00.

1. Opt Out of Dependent coverage (all dependents)	\$50
2. Opt Out of Spousal coverage	\$50
3. Opt Out of Employee Coverage	\$50

Section 4. Retirement:

City shall provide the Public Employees Retirement System (PERS) retirement to all employees. City shall pay the required Employer contribution to PERS to maintain the two percent (2%) @ 55 program for "classic" employees and the two percent (2%) @ 57 program for "new" employees. Effective July 1, 2014, safety employees shall pay the employee contribution to PERS. At no time shall this cost exceed twelve percent (12%) of base pay in accordance with the Public Pension Reform Act (PEPRA). Any additional costs shall be paid by the City.

Additionally, the City shall pay the full cost of the employee's share of Social Security tax, up to six-point two percent (6.2%) of the employee's compensation. The contribution to social security by the City for the employees shall not count in any computation towards the PERS retirement program provided for in this section.

Section 5. Life Insurance:

City shall provide a life insurance policy of \$50,000 for each Fire employee.

ARTICLE VI. FIRE BENEFITS

Section 1. Mileage Reimbursement:

- A. Employees who, at the City request, use private vehicles on City business shall be reimbursed for mileage at the current Federal GSA rate per mile. Prior approval from the department head must be obtained.

Section 2. Tuition Reimbursement Program:

- A. All full-time personnel are eligible to participate in the City's tuition reimbursement program.
- B. Employees must obtain their department head's approval prior to taking a requested course. This approval must be obtained in writing prior to starting the course.
- C. Each course approval is contingent upon there being a relationship between course and/or degree and the employee's present or reasonable anticipated duties. The department head shall determine whether such a relationship exists.
- D. Once the department head's approval is obtained the request will be forwarded to the City manager for final approval. Upon successful completion of the class, (grade "B-" or better) the employee shall provide the finance department with a copy of the grade report and all receipts and cancelled checks relating to the tuition expenses incurred. Once all necessary information is received by finance, the finance department will make the appropriate payment.
- E. Reimbursement will not exceed the per unit cost for an equivalent class taken at a state college/university subject to a maximum reimbursement in any one fiscal year of \$2,000 per employee.
- F. Employees that terminate employment with City, voluntarily or involuntarily prior to five years after completing a course that he/she received a tuition reimbursement, shall be responsible to pay back to City a portion of the reimbursement received. For each month worked after the reimbursed course is completed, employee shall be forgiven 2.78% of the reimbursement.

Section 3. Bilingual Pay:

- A. Effective July 1, 2021, any new eligible employees shall receive \$100 a month for fluency in conversational and written Spanish. Such fluency shall be determined through a competency examination developed and administered by City.
- B. Any employees receiving bilingual pay prior to July 1, 2021, shall have their 3.5% incentive pay converted to their equivalent dollar amount as of June 30, 2021. These employees shall receive the converted fixed amount going forward regardless of changes to salary.

Section 4. Long Term Disability and Life Insurance:

All full-time employees are provided long term disability and life insurance coverage, which is subject to the insurance carrier's terms, conditions, and exclusions.

Section 5. Certificate Pay:

- A. City shall provide two and one-half percent (2.5%) above the employee's normal

hourly or monthly rate for obtaining and maintaining certification as an Emergency Medical Technician.

- B. City shall provide two and one-half percent (2.5%) above the employee's normal hourly or monthly rate for completion of Fire Technology Certificate (30 Units) from a Community College.
- C. City shall provide (\$50) per pay period to employee's who obtain and maintain a certification for Company Officer.
- D. City shall provide (\$50) per pay period to employee's who obtain and maintain a certification for Chief Officer.

Section 6. Educational Incentive Pay:

- A. City shall provide two and one-half percent (2.5%) above the employee's normal hourly or monthly rate if employee possesses an Associates of Arts or Associate of Science degree from an accredited institution of learning.
- B. City shall provide five percent (5.0%) above the employee's normal hourly or monthly rate if employee possesses a Bachelor of Arts or Bachelor of Science degree from an accredited institution of learning.

Section 7. Deferred Compensation:

If an employee elects to participate in a voluntary deferred compensation retirement program, the City shall match each dollar contributed by employee up to four percent (4%) of employee's reoccurring pay.

Section 8. Longevity Pay:

After an employee has worked for the City for at least ten years, the employee shall be entitled to Longevity Pay. Longevity Pay shall equal 5% of employee's base salary and shall only be awarded pending the following two conditions: Employee is on the top step of their job classification scale and the employee has received a satisfactory rating in their most recent annual performance evaluation. An additional 5% shall be paid in the event the employee has worked for at least 20 years and the same conditions above exist.

Section 11. Healthy Living Pay:

The City shall provide employees with an annual \$180 healthy living incentive to maintain their health and wellness payable in two payments, one in December and one in June.

ARTICLE VII. TERM OF MOU

FY 2025:

SALARY SCHEDULE-TIER 1

7/1/2024

MONTHLY										ANNUALLY					
BU	DEPT	POSITION	RANGE	A	B	C	D	E	F	A	B	C	D	E	F
FO	420	Fire Captain	8(b)	5,646	5,928	6,224	6,536	6,862	7,206	67,749	71,136	74,693	78,428	82,349	86,467
FO	420	Fire Lieutenant	5(a)	4,213	4,424	4,645	4,877	5,121	5,377	50,555	53,083	55,737	58,524	61,450	64,523

HOURLY

BU	DEPT	POSITION	RANGE	A	B	C	D	E	F
FO	420	Fire Captain	8(b)	23.27	24.43	25.65	26.93	28.28	29.69
FO	420	Fire Lieutenant	5(a)	17.36	18.23	19.14	20.10	21.10	22.16

SALARY SCHEDULE-TIER 2

7/1/2024

MONTHLY											ANNUALLY										
BU	DEPT	POSITION	RANGE	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H	I	
FO	420	Fire Captain	8(b)	5,646	5,821	6,001	6,187	6,378	6,576	6,779	6,989	7,206	67,749	69,847	72,009	74,239	76,538	78,908	81,351	83,870	86,467
FO	420	Fire Lieutenant	5(a)	4,213	4,343	4,478	4,617	4,759	4,907	5,059	5,215	5,377	50,555	52,121	53,734	55,398	57,114	58,882	60,705	62,585	64,523

HOURLY

BU	DEPT	POSITION	RANGE	A	B	C	D	E	F	G	H	I
FO	420	Fire Captain	8(b)	23.27	23.99	24.73	25.49	26.28	27.10	27.94	28.80	29.69
FO	420	Fire Lieutenant	5(a)	17.36	17.90	18.45	19.02	19.61	20.22	20.85	21.49	22.16

FY 2026:

SALARY SCHEDULE-TIER 1

7/1/2025

MONTHLY										ANNUALLY					
BU	DEPT	POSITION	RANGE	A	B	C	D	E	F	A	B	C	D	E	F
FO	420	Fire Captain	8(b)	5,787	6,076	6,380	6,699	7,034	7,386	69,443	72,915	76,560	80,389	84,408	88,628
FO	420	Fire Lieutenant	5(a)	4,318	4,534	4,761	4,999	5,249	5,511	51,819	54,410	57,131	59,987	62,986	66,136

HOURLY

BU	DEPT	POSITION	RANGE	A	B	C	D	E	F
FO	420	Fire Captain	8(b)	23.85	25.04	26.29	27.61	28.99	30.44
FO	420	Fire Lieutenant	5(a)	17.80	18.68	19.62	20.60	21.63	22.71

SALARY SCHEDULE-TIER 2

7/1/2025

MONTHLY											ANNUALLY										
BU	DEPT	POSITION	RANGE	A	B	C	D	E	F	G	H	I	A	B	C	D	E	F	G	H	I
FO	420	Fire Captain	8(b)	5,787	5,966	6,151	6,341	6,538	6,740	6,949	7,164	7,386	69,443	71,593	73,810	76,095	78,451	80,880	83,385	85,967	88,628
FO	420	Fire Lieutenant	5(a)	4,318	4,452	4,590	4,732	4,878	5,030	5,185	5,346	5,511	51,819	53,424	55,078	56,783	58,541	60,354	62,223	64,150	66,136

HOURLY

BU	DEPT	POSITION	RANGE	A	B	C	D	E	F	G	H	I
FO	420	Fire Captain	8(b)	23.85	24.59	25.35	26.13	26.94	27.77	28.63	29.52	30.44
FO	420	Fire Lieutenant	5(a)	17.80	18.35	18.91	19.50	20.10	20.73	21.37	22.03	22.71

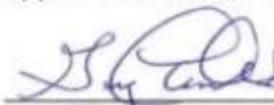
This MOU shall be in full force and effect from July 1, 2024, through June 30, 2026, and shall continue from year to year thereafter. If the parties have not reached an MOU by the end of the contract or any extension thereof, all provisions of this MOU shall remain in full force and effect until not less than ten (10) days following the receipt by one (1) party of a written notice from the other, requesting termination of this MOU. Such notice shall state the date and hour of such termination. All provisions of this MOU shall remain in effect until the specified time has lapsed. During this period, both parties shall continue in good faith in their effort to reach an MOU.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding on this 18th day of April 2024.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 517:



Gary Jenkins, Business Agent (date)
TEAMSTERS LOCAL #517

Approved as to form:


Greg Landers, Secretary/Treasurer (date)
TEAMSTERS LOCAL #517

CITY OF FARMERSVILLE



City Manager (date)
5.14.24

Approved as to form:
m

Michael Schulte, City Attorney (date)

Signature: Michael Schulte
Michael Schulte (May 20, 2024 11:38 PDT)
Email: mschulte@farleylawfirm.com