

LABOR AGREEMENT

Between

SUGAR CREEK TOWNSHIP, NEW PALESTINE,
INDIANA

And

HANCOCK COUNTY PROFESSIONAL FIRE FIGHTERS
UNION
IAFF LOCAL 4787

EFFECTIVE

January 1, 2017 through December 31, 2019

This Version dated February 20, 2018

Preamble

This agreement is entered into freely between the Hancock County Professional Firefighters Union Local 4787 (the Union) and Sugar Creek Township in Hancock County, Indiana (the Township). The Union consists of professional full time career firefighters working for the Sugar Creek Township Fire Department (the Department). The Union is represented by the President of Local 4787. The Township is represented by the Sugar Creek Township Trustee. The execution of any contract will require the majority vote of the Sugar Creek Township Board.

Article I
Definitions for Terms Used in this Agreement

Section 1, Firefighter(s): The term "firefighter" refers to all full time professional career firefighters who are enrolled in the 1977 Indiana Police and Fire Pension and Disability Fund ("PERF").

Section 2, Line Firefighters: The term "line" in connection with firefighters refers to those firefighters normally assigned a fire station and shift, and not to the Administration.

Section 3, Shift(s): A "shift" constitutes a twenty-four (24) hour time period beginning and ending at 0700 hours.

Section 4, Day(s): The term "day" for administration staff is defined as an eight (8) hour time period from 0800 — 1600 hrs or normal business hours excluding paid holidays.

Section 5, Union Representative: The Union President, Union Vice President, Union Trustee, one (1) designated Union Steward per shift, or any member of Local 4787 who is designated by the Sugar Creek District President to represent the Union for a specified matter or purpose.

Section 6, Merit Commission or Board: The "Merit Board" refers to the five (5) member commission set up under a Sugar Creek Township Firefighter Merit Resolution pursuant to IC 36-8-3.5.

Section 7, First Class Firefighter: A firefighter who has completed two (2) years of continuous service with the Department is a "First Class Firefighter".

Section 8, Management: The term "Management" refers to the Fire Chief and his/her delegates.

Article II

Basic Agreements

Section 1, Recognition: The Township recognizes the Union as the sole and exclusive bargaining agent for the firefighters employed by Sugar Creek Township on a permanent basis. The Township agrees to take no action that would discourage Union membership or activities.

Section 2, Consideration: The interest of both parties is served by a cooperative and respectful relationship between the Township and Union; this agreement is the basis of that relationship. The Union will assist and encourage firefighters to fulfill the mission of the Sugar Creek Township Fire Department to the best of their abilities. The Township will provide competitive salaries, benefits, equipment and leadership in order to help fulfill that mission. Neither party will resort to non-productive job actions such as strikes, sick calls, lockouts, or other measures that significantly interfere with the mission of the Department. Indiana state law prohibits firefighters from striking.

Section 3, Length of Agreement: This agreement begins January 1, 2017 and ends December 31, 2019.

Section 4, Future agreement/Evergreen clause: The parties agree to begin good faith negotiations on a future labor agreement no later than June 1, 2019. If no future agreement is reached, salary and benefits shall remain unchanged for a minimum of one (1) year beyond the length of this agreement.

Section 5, Modifications to this Agreement: Both parties agree that this Agreement may be modified in writing during the time periods set forth in Section 3 of this Article with 30 days written notice, and both parties mutually agreeing to open up the Agreement for negotiations. Authority for Union Representatives to engage in negotiations to modify this Agreement prior to its end date may only be granted by a majority of active members by a secret ballot vote. The Township Trustee has the authority to engage in negotiations to modify this agreement prior to its expiration.

Section 6, Minimums Only: The terms of this agreement cover minimums only. The Township may, individually or collectively, place superior wages, hours, working conditions, and other employee benefits into effect.

Section 7, Savings Clause: If any provision of this Agreement is rendered or declared invalid by court action or legislation, the remaining portions of this Agreement shall remain in full force and effect.

Article III

Union and Management Relations

Section 1, Open Communications: The parties agree to keep an open line of communications between Union Leaders, the Chief and Township Trustee in an effort to maintain good relations, resolve problems informally, and increase the effectiveness of the Department.

Section 2, Compliance with Rules and Regulations: Firefighters shall comply with all of the properly promulgated rules and will follow all regulations, general orders, policies and best practice guidelines. Firefighters also agree that the Chief may use, at his discretion, best practices, to secure minimum staffing for overtime situations.

Section 3, Changes to General Orders, Policies, and Guidelines: Management shall not unilaterally change general orders, policies and guidelines without first notifying the Union representatives and giving them an opportunity to be heard regarding the change. A change recommended by a labor management committee has met this notice and hearing requirement. A time frame for the emergency change shall be communicated to Union representatives prior to implementation. No time frame shall exceed 30 days without the proper notification of Union representatives for Union input.

Section 4, Respect for the Chain of Command: Firefighters recognize the need for, and will respect, the chain of command and comply with orders given by superior officers. If a firefighter feels an order is not in accordance with Department's rules, regulations, general orders, policies, guidelines or this Agreement; he or she may later seek redress through the grievance procedure.

Section 5, Union Meetings: The Union shall be allowed to hold regular meetings, special meetings or elections at fire stations or Fire Headquarters training rooms with the approval of the Chief or Chief's designee, the union will also be allowed to use the website and paging system with said approval.

Section 6, Union Postings: Union shall be allowed a union bulletin board in each station in the kitchen or eating area for union postings. Union shall be responsible for the purchase of the bulletin boards. No items detrimental to the good of the department shall be posted on the boards.

Section 7, Direct Deposit: The Township shall use direct deposit for payment to all full time personnel. All full time personnel will be required to maintain a bank account and inform trustee office of changes at least 10 days prior to pay date.

Section 8, Retaliation: The Township shall not take adverse job actions or "black list" Union officers, their designees or members who participate in legitimate, non-disruptive Union activities or exercise the grievance procedure.

Section 9, Union Business Leave: The Chief or Chief's designee shall grant Union representatives reasonable leave from duty with pay, so long as it does not interfere with the overall operations or staffing requirements of the Department, for purposes of:

1. Processing of grievances, and
2. Conventions or Seminars

However, the Chief or the Chief's designee cannot deny requested Union representation by a firefighter during disciplinary inquiries, hearings or meetings; formal or informal.

A minimum of 6 hours of Union Business leave per person per incident and a total of 50 hrs per person to cover court or Legal proceedings will be allowed. The items in subsection I and 2 of this section are items chargeable to the leave bank. Normally scheduled meetings and special meetings of the Hancock County Professional Firefighters Union IAFF Local 4787 will not be charged as Union Business Leave..

Section 10, Dues Deduction: The Township will deduct union dues of 1% of base pay from union members and pay it to the Secretary/Treasurer of IAFF Local 4787 within 3 days of the last payday of the month.

Section 11, Safety: The Department shall provide properly maintained equipment. No firefighter shall be mandated to drive or operate equipment firefighters would consider unsafe. Firefighters, for their part, have a duty to maintain equipment to the best of their ability and to report unsafe equipment through their chain of command as soon as possible, properly wear all Personal Protective Equipment (PPE) and operate all equipment in accordance with manufacturer's recommendations and Department rules. The Department shall provide healthy and well maintained living quarters. Firefighters have a duty to assist in the maintenance of such quarters, but the Department shall contract out major repairs or large scale maintenance projects it mandates. Disputes over safety shall be brought before, and reviewed by the Safety, Health, and Wellness Committee. If the issue is not resolved then it shall be subject to the grievance procedure.

Section 12, Discipline: The Department shall administer discipline in accordance with the Sugar Creek Township Firefighter Merit System established pursuant to IC 36-8-3.5.

Section 13, Union Representation Regarding Discipline: One on one counseling sessions between a firefighter and the firefighters superior officer do not require or mandate Union representation. However, upon request, a firefighter is entitled to Union representation at other meetings regarding discipline. If representation is requested, the firefighter shall not be required to participate in the meeting until representation arrives and has had an opportunity to counsel the firefighter. Personnel Performance Evaluations are not considered disciplinary actions.

Section 14, Administrative Positions: Management reserves the right to name persons to administrative positions. Persons in those administrative positions may be determined by management to be in executive decision making positions regardless of rank held. Persons determined to be in executive decision making positions shall not hold office of District President, Trustee or Steward.

Section 15, Union Membership: No firefighter shall be required by the union or management to be a union member and no pressure or retaliation shall be directed at any firefighter who does not choose to be a union member. Furthermore, Management will not prevent any firefighter from joining the Union.

Section 16, Two Hat Rule: Union agrees that neither the Union nor members of Union will take any action against any union members that are members of a volunteer firefighting organization in any other jurisdiction.

Article IV Work Hours

Section 1, 56 Hour work week: Both parties agree that line firefighters shall normally work shifts of twenty-four (24) hours and be off duty for forty-eight (48) hours. In any given three (3) week period, this averages out to fifty-six (56) hours per week. The Chief of the Department may, depending on available staffing and needs of the department, assign personnel returning from extended absence, or new hires to a 40 hour work week; as long as such assignment does not cause any of the three (3) shifts to fall below nine (9) firefighters assigned to 24 hours on duty/48 hours off duty. Personnel assigned to a 40 hour work week will not be counted toward minimum staffing. In addition, shift firefighters who choose, may work a 40 hour work week if a need exists and does not cause the shifts to fall below nine (9) assigned firefighters working 24 hours on duty/48 hours off duty. For a firefighter assigned to a 40 hour work week, hours, accumulated over 40 hours will be paid at (1) one and (1/2) times the hourly wage.

Section 2, 40 Hour work week: Both parties agree that administrative Merit staff who work days shall work a maximum of 40 hours per week. In any given week, hours accumulated over 40 hours will be paid at (1) one and (1/2) times the hourly wage. Hours worked over 40 in any given week will be paid in comp time.

Section 3, Limited Duty: The Chief of the Department may assign limited duty and must determine its availability in a fair and consistent manner. Limited duty is available to those employees who are injured or ill through on-the-job accidents or exposures.

Section 4, Trade Time: Firefighters may exchange their shifts or portions of their shifts subject to the approval of the Chief or the Chief's designee and in accordance with the Department's trade time policy.

Section 5, Station Duties and Trainings: Fire officers shall make every effort to schedule station duties and trainings during normal business hours. However, firefighters will perform station duties and attend trainings outside normal business hours if necessary or as designated by the Chief. Normal business hours are defined as 8:00 a.m. to 4:00 p.m. Monday through Friday and 8:00 a.m. to 12:00 p.m. Saturday and Sunday.

Article V
Wages and Overtime

Section 1, *Firefighters Annual Salaries*: Beginning January 1, 2017 firefighters shall be paid minimum annual salaries according to the following:

Probationary Firefighters	\$42,768
Second Year Firefighters (1 st year completed)	\$45,442
Third Year Firefighters (2 nd year completed)	\$52,658
(Base Salary for First Class Firefighter)	

Section 2, *Cost of Living Adjustment for Firefighters*: Beginning January 1, 2018, firefighters pay shall increase a minimum of three percent (3%). The same cost of living adjustment will again increase on January 1, 2019 a minimum of 3%.

Section 3, *Officers Pay Scale*: An officer's pay scale shall be as follows on any given year of this agreement:

Lieutenant	\$3,000 above a first class firefighters pay
Captain	\$6,000 above a first class firefighters pay

Section 4, Paramedics Pay: Paramedics shall receive \$3,600 over and above the salary levels set out in Sections 1, 2, and 3 of this Article. Paramedics serving in a staff position must perform 24 hours per month in the primary position of shift paramedic. The primary shift paramedic must be a Full Time Sugar Creek Township Fire Department member.

Section 5.A, Education and Incentive Pay: Firefighters hired prior to January 1, 2010 will receive additional education and incentive pay not to exceed a total of \$2080 for the term of this contract if the have attained any of the following degrees or certifications and continue to keep the certifications current if there are continuing education or reporting requirements:

Higher Education:

Associates degree in Fire Science	\$2,080
Any four year college degree	\$2,080

Master Certifications or NFPA equivalent:

Instructor II/III	\$520
Inspector	\$520
Investigator	\$520
Tactics	\$520
Fire Officer 1	\$520
Primary Instructor	\$520
Technician Level Rescue (1 only)	\$520

Section 5.B, Education and Incentive Pay: Firefighters hired subsequent to January 1, 2010, will receive additional education and incentive pay not to exceed \$2,080 for the term of this contract if they have attained any of the following degrees or certifications and continue to keep the certifications current if there is continuing education or reporting requirements.

Higher Education:

Associates degree in Fire Science	\$2,080
Any four year college degree	\$2,080

Master Certifications or NFPA equivalent:

Instructor II/III	\$520
Tactics	\$520
Fire Officer 1	\$520
Technician Level Rescue (up to 2)	\$520

Section 5.C. Full time Firefighter/EMTs who desire to attend advanced life support training and education leading to Paramedic licensure in the State of Indiana, shall be supported by the Township in order to meet the long term goal of (3) Paramedics assigned to each shift. For those personnel selected the Township commits to provide funding for the training and associated course materials. Additionally, the Township will ensure work scheduling to allow attendance at class and required clinical practice. Upon completion and obtaining the Paramedic License, the employee will receive a one time course completion award of \$3,000. Finally, the employee and Township shall sign a contract addressing several issues related to Paramedic training, including a commitment on the part of the employee to maintain their Paramedic License and serve as an advanced life support provider for a specified period of time.

Section 5.D, A firefighter hired under the condition of completing medic school will sign a contract with the Township addressing the specifics of licensing. The contract will address the commitment on the part of the firefighter to complete the paramedic licensing process as well as to provide paramedic service for the Township for a specified period of time. The contract will also address the responsibilities of the Township to provide resources and time for the paramedic licensing process.

Section 6, Determining the Regular Hourly Rate for Line Firefighters: Except for Administrative Personnel, line firefighters shall be considered "partially exempt salaried employees" under the FLSA. As such, the regular hourly rate for firefighters shall be determined by:

1. Adding together the firefighters:
 - a. Annual salary, (base)
 - b. Longevity pay,
 - c. Paramedic pay,
 - d. Officers pay then:
2. Dividing that number by the number of pays for the respective year, then:
3. Dividing that number by 112 hours to determine regular hourly rate then:
4. That number will be multiplied by time and one-half (1 1/2) to get the firefighters overtime rate.

Section 7, FLSA Overtime for Firefighters: Time worked beyond 212 hours in their regularly scheduled shift in a twenty-eight (28) day work period shall be paid at a rate of time and one-half (1 1/2) of the firefighters "regular hourly rate" established under Section 6, of this Article.

Section 8, Call Back and Holdover Rates: Firefighters who are called back to work or are required to stay over beyond their regularly scheduled shifts shall be paid at a rate of one and one-half (1 1/2) times the "regular hourly rate" established under Section 6 of this Article. Personnel who are held over shall be compensated at the rate previously listed and for the actual amount of time they were required to be held over.

Section 9, Call Back Minimums: Any time a firefighter is called back to work the firefighter must receive a minimum of four (4) hours call back rate of pay. This does not include scheduled meetings that require personnel to attend on normal days off. In these situations, compensation shall be hour for hour. A rotational overtime list of full time staff shall be used for fill-in, call back time, or overtime, to maintain minimum staffing. The Department reserves the right to waive the use of this list in the event of an emergency call back or for need of specialty personnel.

Section 10, Ride-Out Pay: Any firefighter acting at a higher rank than their normal rank will receive the pay one rank higher than their current rank for that period. The recognized ranks for the purposes of this Section are Private to Lieutenant, Lieutenant to Captain, and Captain to Battalion.

Section 11, Bi-weekly Paychecks: Wages will be paid bi-weekly on Wednesday no later than end of business day unless an emergency arises as defined by the Chief or Township Trustee. If a Recognized Bank holiday falls on a Monday, Tuesday or Wednesday of a pay week, paychecks will be deposited that Thursday.

Section 12, Promotional Pay Raises: Pay raises for promotion, for movement between probationary to 2nd year, etc. will be effective for the first full pay period following the action date.

Section 13, General Pay Raises: General pay raises will be effective for the first full pay period following the beginning of the calendar year.

Article VI
Additional Incentive Pay and/or Compensation

Section 1, Longevity Pay: A firefighter who completes five years of service shall receive a longevity pay of \$100.00 for each year served, starting at the beginning of the fifth year. This additional pay shall become a part of the firefighters annual salary and shall commence in pay period 13 of the year in which the firefighter begins his/her fifth year. Every year after the firefighter shall receive an additional \$100.00, up to 10 years of service, and then \$200.00 per year from year 11-20. This shall commence in pay period 13 of the respective year.

Section 2, Collateral Pay: A firefighter who performs the following functions: SCBA Technician, Quartermaster, Response Maps and GIS, Computer Technician, Preplans Coordinator, Peer Fitness Trainer, EMS Technician, or Technical Rescue Coordinator shall receive collateral duty pay of five-hundred twenty (\$520) dollars for each. This additional pay shall become a part of the firefighters annual salary and shall commence in the next pay period after the above mentioned specialties or assignments are recognized and approved by the Chief.

Section 3, Holiday Pay: A bonus of one hundred twenty dollars (\$120) Gross pay shall be payable in the next pay period to firefighters working a twenty-four (24) hour shift on the following holidays:

New Year's Day	(January 1st)
Easter Sunday	
Memorial Day	(Last Monday in May)
Independence Day	(July 4 th)
Labor Day	(1st Monday in September)
Veterans Day	(November 11th)
Thanksgiving Day	(4 th Thursday in November)
Christmas Eve	(December 24 th)
Christmas Day	(December 25 th)

Section 4, Floating Holiday: A floating holiday will be given to all full time personnel. It can be taken at any time providing it does not create an overtime situation at the department. It must be used before December and cannot be rolled over to the next year. It must be taken in full and cannot be broken down into increments. Shift personnel will receive 24 hours for the floating holiday. Staff positions will receive 8 hours.

Section 5, Educational Leave for Required Certifications: The Township agrees to allow paid leave from scheduled work time for firefighters to attend classes or trainings that are mandated to maintain required certifications. Firefighters who are required to; and only have an opportunity to attend such trainings off duty, shall be compensated at a rate of time and one half (1 1/2) of their regular hourly rate at a minimum of four (4) hours.

Section 5, Outside Education: Both Parties agree to encourage and promote attendance of outside education and/or training opportunities. Example: National Fire Academy, State Fire Schools and other outside training seminars or schools.

Article VII

Benefits

Section 1a, Health Insurance: The Township agrees to furnish all firefighters and their dependents major medical and hospitalization insurance. Employees shall pay fifteen percent (15%) of the annual health costs for their spouse, spouse and children, or children, whichever category applies to their individual situation. This shall be divided equally across pays and shall be automatically deducted (pre-tax) from each employee's pay. The Township shall make a deposit into the established HRA of each Firefighter an amount not to exceed the following classifications annually:

1. Single - \$3000.00
 - a. Funds to be used exclusively for covered medical care or supplies including prescription medications prescribed by a physician.
 - b. Funds to be applied to deductible to meet the 100% coverage clause.
2. Family \$6000.00
 - a. Funds to be used exclusively for covered medical care or supplies including prescription medications prescribed by a physician.
 - b. Funds to be applied to deductible to meet the 100% coverage clause.

Firefighters shall pay any deductibles for Medical, Dental and Vision care which exceeds the following limits:

1. Coverage of medical expenses not covered by the health plan the Township provides including maximum payout.
2. Dental services which do not meet the following:
 - a. 2 Exams for each member of the household annually including X-rays.
 - b. 2 Cleanings and 1 application of cavity prevention annually.
 - c. For all other procedures refer to the Benefits section of the insurance booklet
3. Vision coverage
 - a. 1 Exam for each member of the household annually.
 - b. \$150.00 applied to the cost for either eye glasses or contacts annually.

Section 1b, Post Employment Health Insurance: The Township shall provide post employment insurance to members who meet the following criteria:

1. Retire at age 52 or older with at least 20 years in PERF, *or*
2. Get pensioned off for a disability

These members can elect to continue existing coverage for themselves as well as spouses and/or dependents or select their own carrier and policy. The Township will cover \$2000 of insurance premiums annually for the first five years of post employment. The member will be responsible for the remainder of premiums.

Section 2, Health Insurance Carriers: The Township reserves the right to request negotiations to change carriers and policy provisions, when rates hikes for the coverage exceed 10%.

Section 3, Life Insurance: The Township shall provide group term life insurance in the amount of one-hundred thousand dollars (\$100,000).

Section 4, Clothing Allowance: The Township agrees to the following:

1. To maintain a full quartermaster system.
 - a. Uniform items will be replaced, after approval, at no cost to the firefighter.
 - b. See Quartermaster policy for a list of approved items.
2. To provide a \$125.00 annual clothing allowance for each firefighter to purchase approved items not supplied by the quartermaster.
 - a. The \$125.00 will be added to each firefighter's clothing allowance at the first of each calendar year.
 - b. The clothing allowance may roll over and accumulate to an amount not to exceed \$375.00.
3. All purchases using clothing allowance funds must be approved and ordered by the Quartermaster before item is purchased.

Section 5, Replacing Protective Clothing: In addition, to the Clothing Allowance, the Department shall provide all necessary protective clothing/equipment. However, issued items shall be considered the property of the Township and will be replaced as deemed necessary by the Chief or Chief's designee. Firefighters who abuse or consistently lose issued equipment may be required to reimburse the Township for the value of replacing an item in accordance with Department policy. The Safety,

Health, and Wellness Committee recommendations shall be strongly considered regarding protective clothing/equipment issues.

Section 6, Physical Fitness Fund, The Township agrees to pay \$1000.00 per year per station to cover the cost for physical fitness equipment.

Section 7, Vacation Time, This shall be credited in total, based on years of service, to each employee who has completed their probationary year, on January 1 of each year. If an employee leaves the department prior to the end of a given year, they will be compensated only for any unused vacation, including for the month in which the leave- this shall be prorated at 1/12 the total number of hours credited for that year. The employee shall not be compensated for any unused vacation for that particular year. The employee shall be compensated for any vacation carried over from the previous year- up to 120 hours for shift personnel and 80 hours for administration personnel. Vacation Time in excess of 120 hours for shift personnel and 80 hours for administration personnel at the end of any given year shall no longer be credited to the Extended Leave Bank. If an employee leaves and has taken more vacation than has accrued, the excess will be deducted from the final paycheck.

Section 8, Personal Time; When an employee leaves the department, any remaining balance shall not be compensated. Personal Time beyond 72 hours at the end of any given year shall no longer be credited to the Extended Leave Bank.

Section 9, Sick Time; When an employee leaves the department, any remaining balance shall not be compensated.

Section 10, Extended Leave Bank; Any Sick Time over 216 hours, at the end of each year, shall go to each employee's Extended Sick Leave Bank. Each employee's Sick Leave Bank shall accrue to a maximum of seven hundred twenty (720) hours. Only Sick Time shall accrue to the Extended Leave Bank. Employees can donate a portion of their Extended Sick Leave Bank to a fellow employee who has exhausted all of their current year Sick Leave and their Extended Sick Leave Bank, with the approval of the Fire Chief or designee. When an employee leaves the department, any remaining balance shall not be compensated.

Section 11, Sick Time Buy Back; Once the Extended Leave Bank has reached the maximum of 720 hours, employees who are also carrying the maximum amount of sick time (216 hours), thereby not having used sick time for one (1) calendar year, will return 108 hours in exchange for \$500.00, payable on the last pay of the payroll year, (i.e. pay 26 in a 26 pay year or pay 27 in a 27 pay year).

Article VIII

Miscellaneous Provisions

Section 1, Establishment of Seniority: Seniority shall be determined by the date of hire. If, after January 1, 2010, more than one firefighter is hired on the same date, then the department will follow Merit Board Rules and Regulations, Sec. II, Article S. to determine seniority

Section 2, Personnel Reductions: In the unlikely event that layoffs or staff reductions are necessary due to budgetary issues, the Township agrees:

1. To pursue every available means to avoid layoffs or staff reductions including searching for grants, other funding sources, consideration of salary reductions and other means to avoid layoffs or staff reductions.
2. NOT to fill full time positions with volunteers or part time workers except as necessary to maintain our Advanced Life Support Certification.
3. Not to actively recruit for additional volunteers or part time personnel during any period when there are full time personnel laid off.
4. Follow the procedures in the Merit Law and rules regarding lay-offs and call backs from lay-offs.

Section 3, Call Backs from Personnel Reduction: Call backs for firefighters from personnel reductions will be done in accordance with IC 36-8-3.5-21.

Section 4, Replacement of Personnel: The Township agrees to maintain minimum career staff of thirty two (32) firefighters. Vacant firefighter positions will be filled within ninety (90) days providing there is an active list of candidates as approved by the Merit Board. If the vacant position is a paramedic level position, and none of the candidates on the present list are paramedic level, then the Township, Chief and a Union Representative will work together and make a decision to meet the needs of the Department as required by Merit Law.

Section 5, Grievance Procedure: Management and Union agree to negotiate a grievance procedure separate from the contract for articles and situations not covered by the Merit Commission Rules and Regulations.

Section 6, Minimum Staffing; Minimum Staffing requirements shall be 75% of assigned shift personnel.

Agreed On the 18th day of October, 2016

Sugar Creek Township

IAFF Local 4787

Robert Boyer, Trustee

Braden Sublett,
Sugar Creek District Vice President

Board Members

Matt Holland

Ron Sanders

Jayson Combs