



Our vision of Coeur d'Alene is of a beautiful safe city
that promotes a high quality of life and sound economy
through excellence in government

GENERAL SERVICES COMMITTEE
with
Council Members Evans, English, & Wood
January 12, 2026, 12:00 p.m.
Library Community Room
702 Front Avenue

AGENDA

*****ITEMS LISTED BELOW ARE CONSIDERED TO BE ACTION ITEMS**

Item 1 Approval of a sole source purchase of Brine Salt from Crapo LTD.

STAFF REPORT BY: Justin Kimberling, Streets & Engineering Assistant Director

Item 2 Negotiations with Coeur d'Alene Firefighters Local 710 – Approval of the reorganization of Fire Department staffing and Amendment No. 1 to the Fire Union Agreement.

STAFF REPORT BY: Tom Greif, Fire Chief

Item 3 Approval of a Professional Services Agreement with BestDay HR for a city-wide classification and compensation study.

STAFF REPORT BY: Melissa Tosi, Human Resources Director

ADJOURNMENT.

**This meeting is aired live on CDA TV Spectrum Cable Channel 1301, TDS Channel 5,
and on Facebook live through the City's Facebook page.**

The City of Coeur d'Alene will make reasonable accommodations for anyone attending this meeting who requires special assistance for hearing, physical or other impairments. Please contact Juanita Knight, Senior Legal Assistant, at (208) 769-2348 at least 72 hours in advance of the meeting date and time.

**GENERAL SERVICES COMMITTEE
STAFF REPORT**

DATE: January 12, 2026
FROM: Justin Kimberling, Streets & Engineering Assistant Director
SUBJECT: Sole Source Approval for the Purchase of Brine Salt

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DECISION POINT: Should Council approve the purchase of Brine Salt as a Sole Source expenditure?

HISTORY: The City of Coeur d'Alene Streets & Engineering Department is responsible for Winter maintenance on City streets. Proper equipment and supplies are necessary to achieve compliance with our requirements and responsibilities.

Idaho Code § 67-2808(2)(a) allows a local governing board to declare a "sole source" procurement if there is only one reasonably available vendor for a public works project, service, or personal property.

FINANCIAL ANALYSIS: Funding for De-Ice Materials / Chemicals is included in the current approved budget.

PERFORMANCE ANALYSIS: The city of Coeur d'Alene's manufacturing facility is dependent upon extra coarse brine salt to maximize peak production and reduce operation costs, as of now there is only one manufacturer of this product in the region.

DECISION POINT/RECOMMENDATION: Council should declare that there is only one vendor reasonable available for this purchase, authorize staff to publish the declaration in the official newspaper of the City at least fourteen (14) calendar days prior to the award of the contract, and authorize the purchase of Brine Salt from Crapo LTD.

NOTICE OF SOLE SOURCE PROCUREMENT

NOTICE IS HEREBY GIVEN that the City Council of the City of Coeur d'Alene, Idaho, has determined, pursuant to Idaho Code § 67-2808(2), that there is only one source reasonably available to provide the following specified product:

Extra Course Kiln Dried Brine Salt

The only vendor reasonably available for this purchase is Crapo LTD. The City, therefore, intends to contract with Crapo LTD. for Brine Salt. There is only one vendor that provides and can accommodate our facility needs and schedule.

The contract shall be awarded no fewer than fourteen (14) days following the date of publication of this Notice unless an objection is received at 710 E. Mullan Ave., Coeur d'Alene, Idaho 83814 or renata@cdaid.org.

Dated this ____th day of January, 2026.
Renata McLeod, City Clerk

***Publish: January ____, 2026

**GENERAL SERVICES COMMITTEE
STAFF REPORT**

DATE: JANUARY 12, 2026

FROM: TOM GREIF; FIRE CHIEF
MELISSA TOSI; HUMAN RESOURCES DIRECTOR

SUBJECT: COEUR D'ALENE FIREFIGHTERS LOCAL NO. 710, INTERNATIONAL
ASSOCIATION OF FIREFIGHTERS AGREEMENT (IAFF) AMENDMENT

Decision Point: Should City Council approve the proposed amendments to the Coeur d'Alene Firefighters Local No. 710 IAFF Agreement, establishing a Division Chief rank and compensation, as well as the proposed "re-organizational structure."

History: Approximately sixteen (16) years ago, we reallocated our hourly Division Chief/Emergency Medical Services position to an exempt Deputy Fire Chief. As a result, the Division Chief classification was ultimately removed from the Coeur d'Alene Firefighters Local No. 710 Agreement. However, in September 2020, post-COVID, Council approved a new EMS Officer classification within the financial plan, which classification is represented under the IAFF agreement. With the EMS Officer position currently vacant, and the upcoming retirements of two Deputy Fire Chiefs, as well as our Fire Chief, this allows the Department to reorganize based on the future needs of both the Fire Department and the City.

The current EMS Officer position is being restructured and is proposed to become one of the three divisional operations headed by a Division Chief (EMS/Training/Logistics). This Division Chief classification will be leveled at a converted 40-hour hourly Captain wage. Through attrition, we will refill the exempt Deputy Fire Chief classification with an exempt Assistant Fire Chief and hourly Division Chiefs.

The following are the significant highlights regarding the amended agreement:

- Adding Division Chief classification and wage range;
- Adding Division Chief availability/on-call pay;
- Adding \$5.00 per hour paramedic stipend specific to the EMS Division Chief classification;
- Adding monthly HRA VEBA benefit for Division Chief classification.

Financial: Below are the annual base wages for the affected classifications.

- Deputy Fire Chief salary range: \$101,857 - \$143,270
- EMS Officer wage range: \$75,462 - \$116,043
- *Proposed* Division Chief pay range: \$82,867 - \$127,462
- *Proposed*¹ Assistant Fire Chief salary range: \$114,025 - \$160,451

Anticipated total annual increase to the budget is approximately \$56,103. This total cost also includes the proposed Assistant Fire Chief classification that will come forward to Council for approval if this reorganization is approved. The Assistant Fire Chief is included in total cost for transparency.

¹ Proposed Assistant Fire Chief classification will need to be posted per Personnel Rules and brought to Council for approval

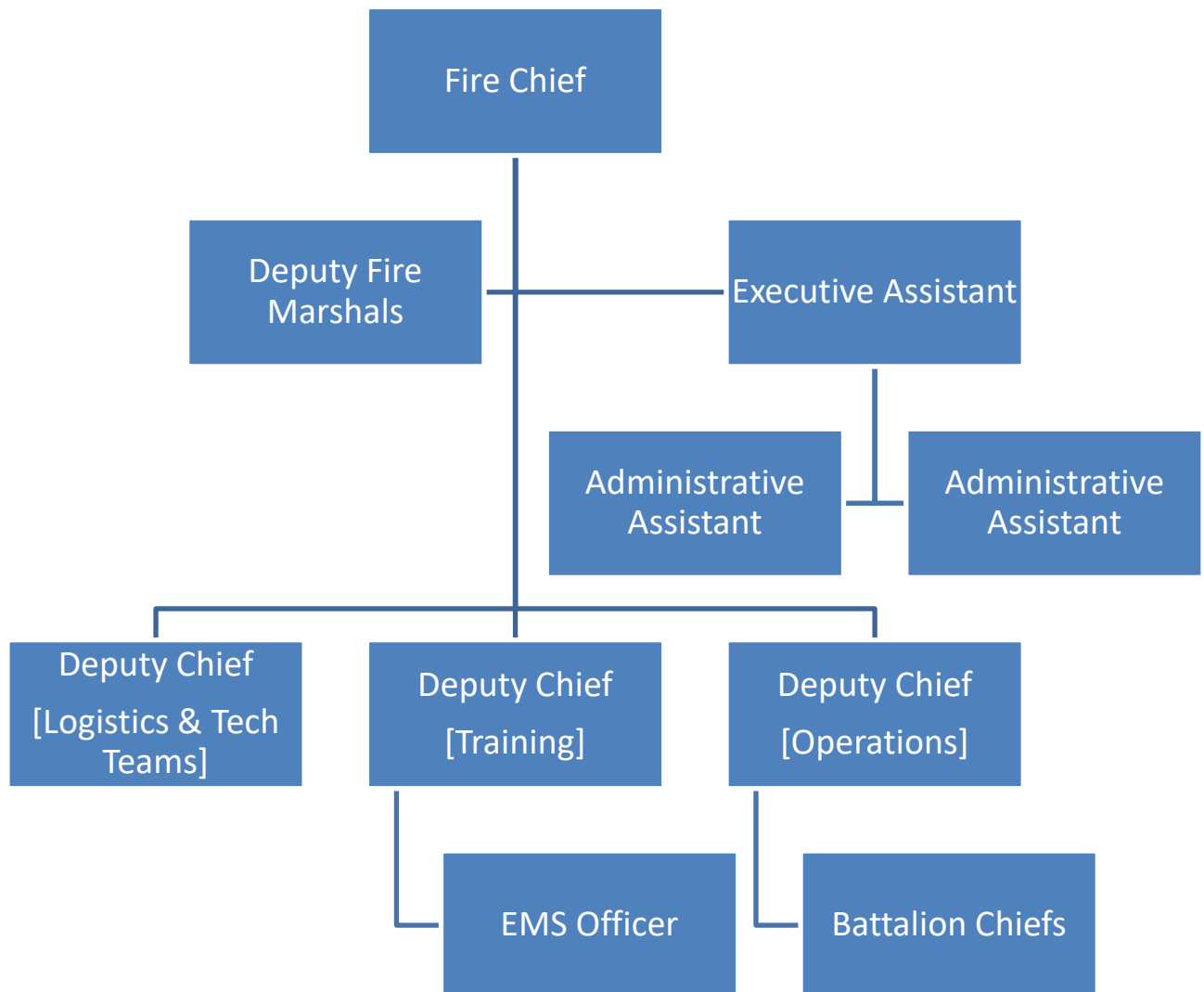
The Deputy Fire Chiefs currently receive administrative on-call compensation. The negotiated Division Chief availability pay will be more appropriate for an hourly position. The Division Chief classification will be eligible for overtime. Cost is anticipated to be minimal. The staffing levels will need to be amended through the next budget process.

Performance Analysis: The proposed contract with the Fire Union was negotiated in good faith with the City, and the compensation and benefits included will provide an additional rank within the local. Due to the current EMS Officer vacancy and upcoming retirements of Deputy Fire Chiefs in January 2026 and June 2026, as well as Fire Chief in April 2026, the timing has created an opportunity to reorganize for the benefit of the department and the City. Current Deputy Fire Chiefs will stay in their classification and will be refilled as Division Chiefs through attrition. A Fire Department re-organization would be more in-line with fire service industry standards in comparison to other fire departments. We feel that a re-organization would also directly result in an increased interest by internal personnel during the recruitment process as it would provide a possible “pathway” back to line positions for personnel into the future.

Decision Point/Recommendation: City Council should approve the proposed amendments to the Coeur d’Alene Firefighters Local No. 710 IAFF Agreement, establishing a Division Chief rank and compensation as well as the proposed “re-organizational structure.”

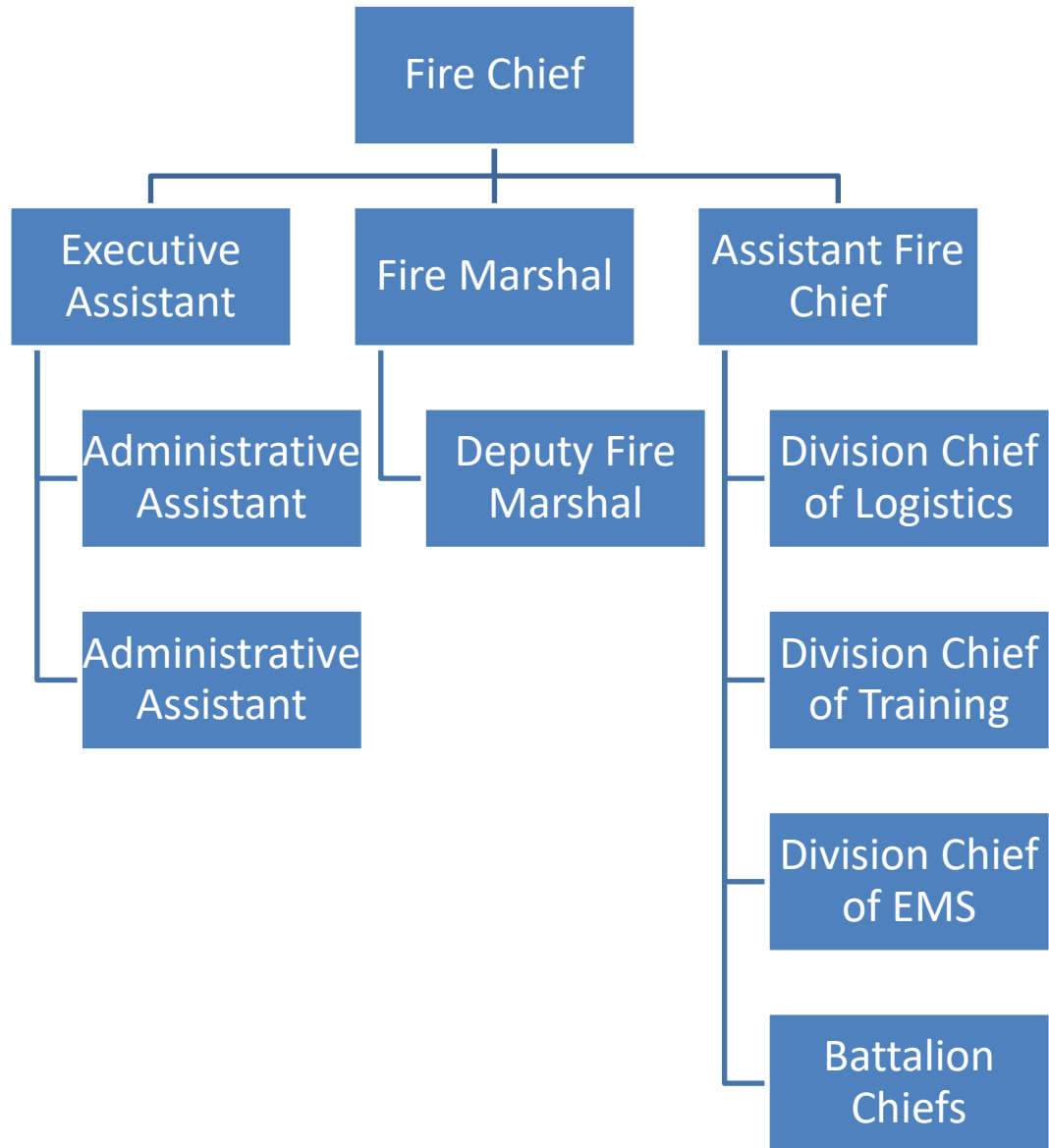


***CURRENT* COEUR D'ALENE FIRE DEPARTMENT ORG CHART**





***PROPOSED* COEUR D'ALENE FIRE DEPARTMENT ORG CHART**



AGREEMENT
AMENDMENT NO. 1

THIS AMENDMENT TO AGREEMENT is made and entered into this 6th day of January, 2026, by and between the CITY OF COEUR D’ALENE, KOOTENAI COUNTY, IDAHO, hereinafter referred to as the “CITY,” and the COEUR D’ALENE FIREFIGHTERS LOCAL NO. 710, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, hereinafter referred to as the “UNION,”

WITNESSETH,

WHEREAS, the City and the Union entered into a labor agreement on September 3, 2024, adopted by the City Council pursuant to Resolution No. 26-004; and

WHEREAS, the Parties desire to amend the Agreement.

NOW, THEREFORE, effective January 7, 2026, the parties hereby mutually agree that the Agreement is amended as provided herein.

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ARTICLE 1. Purposes

It is the purpose of this Agreement to achieve and maintain harmonious relations between the CITY and the UNION, to provide for equitable and peaceful adjustment of differences that may arise and to establish proper standards of wages, hours and other conditions of employment.

ARTICLE 2. Term of Agreement

This Agreement shall be effective as of the first (1st) day of October 2024, and shall remain in full force and effect until the thirtieth (30th) day of September 2028. If a new agreement has not been reached between the CITY and the UNION upon expiration of this Agreement, this Agreement will remain in effect and unchanged until a new agreement is reached.

ARTICLE 3. Recognition

The CITY recognizes the UNION as the exclusive bargaining agent for all of the employees of the fire department, except the Fire Chief, ~~Deputy Assistant~~ Fire Chiefs, ~~Fire Marshal~~, Administrative Assistant, and Executive Assistant. Current Classifications within the bargaining unit are recognized to be ~~Division Chief~~, Battalion Chief, Captain, Engineer, Firefighter, EMS Officer, and Deputy Fire Marshal. Any position created that is not previously recognized as Exempt will be represented by the UNION.

ARTICLE 4. Union Security and Checkoff

SECTION 1. The CITY shall remit, by electronic funds transfer, to the UNION Treasurer, union dues and assessments within the seven (7) business days following a payday. Such dues and assessments or service charges are withheld from the pay of each employee. Each employee shall file a written authorization approving the deduction, and remittance, from his/her pay for said dues and assessments or service charges.

SECTION 2. The UNION shall indemnify, defend and save the CITY harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or as a result of any conduct taken by the CITY for the purpose of complying with the sections of this article.

ARTICLE 5. City Security

SECTION 1. The UNION and the employees agree that during the term of this Agreement, they will not cause, encourage, participate in, or support any slow-down, strike, or picketing against the CITY or other interruption of or interference with the normal functions of the CITY. The UNION and the employees further agree that, during the term of this Agreement, no firefighter will recognize a picket line of any labor organization while in the performance of his/her official duties. Violation of this paragraph shall be grounds for disciplinary action.

SECTION 2. No employee will engage in outside employment that will adversely affect the performance of his/her duties or be a conflict of interest or a discredit to the City of Coeur d'Alene, in accordance with the Personnel Rules and Regulations in effect as of the date of this Agreement.

ARTICLE 6. Union Business

SECTION 1. Firefighters elected or appointed to local and state UNION offices shall be granted time off as specified herein, with pay, to perform their UNION functions. Reasonable notice shall be given when requesting time off to perform UNION functions; such notice shall be at least five (5) calendar days whenever possible. The CITY agrees to provide paid replacements for up to twelve (12) shifts each fiscal year for UNION functions when necessary to maintain staffing levels. After the CITY has provided twelve (12) shifts (or a total of two hundred eight-eight (288) hours) of paid replacements to maintain minimum staffing levels, additional time off shall be granted utilizing the shift exchange procedure provided by Article 14 of this Agreement. Reasonable notice shall be given when requesting time off to perform UNION functions. If authorized by the Chief, or [Deputy Assistant](#) Chief in the Chief's absence, additional UNION time may be given if it can be shown to be in the best interest of the department, the UNION and the CITY.

SECTION 2. In addition, for the purpose of handling situations that may arise through any and all grievance procedures involving meetings with the CITY and/or fire department that coincide with regular work days, the union member or members involved in representing the grievant(s) may receive twenty-four (24) hours of paid replacement per fiscal year. The union member(s) representing the grievant can only ask for this time when representing a member during grievance meetings or procedures with the CITY and or any meetings in which representation is asked for. Unused hours in this article shall not rollover to the next fiscal year.

ARTICLE 7. Discrimination

The CITY and the UNION agree not to discriminate against any employee for his/her activity in behalf of, or membership or non-membership in the UNION. The CITY and the UNION agree that there shall be no discrimination against any employee because of race, color, religion, gender, age, disability, sexual orientation, veteran status, national origin, or any other applicable legally protected status.

ARTICLE 8. Staffing

SECTION 1. It is agreed that the intent of this article is to have a minimum staffing level of seventeen (17) firefighters (ranks Firefighter through Battalion Chief) on duty and available for initial response. There shall be at least one Idaho State-licensed Paramedic per ambulance. For the purposes of this Agreement, a Firefighter is defined as a full-time employee of the Fire Department of the City of Coeur d'Alene, who the Fire Chief or his/her designee recognizes to be competent to efficiently and safely perform the duties of a Firefighter. In no case shall an employee be considered for minimum staffing level purposes until that employee has served at

least (4) months continuous service from the date of hire and has completed the City of Coeur d'Alene Fire Department Academy.

Starting at 0800 on Tuesday November 28th 2023 to 0800 on Saturday (4 consecutive 24hr shifts) minimum staffing shall be nineteen (19) firefighters (ranks Firefighter through Battalion Chief). The following week starting at 0800 on Monday to 0800 on Friday minimum staffing shall be nineteen (19) firefighters (ranks Firefighters through Battalion Chief). This will continue to alternate every week for the duration of the Agreement. The intent is to prevent personnel from having to switch assignments mid-shift.

SECTION 2. It is the intent that all stations will be staffed with a minimum of one fire apparatus. It is the intent that all fire apparatus should be staffed with a minimum of three firefighters, consisting of one Captain or acting Captain, one engineer or acting engineer, and one firefighter.

It is the intent that all ambulances should be staffed with a minimum of two firefighters each, one of whom shall be an Idaho State licensed Paramedic.

It is the intent that a Battalion Chief vehicle will be staffed with a minimum of one Battalion Chief or Acting Battalion Chief.

Anytime a fire apparatus leaves the CITY for mutual aid or the staffing falls below three (3), the Battalion Chief or Acting Battalion Chief, ~~Deputy-Assistant~~ Chiefs, or Fire Chief will authorize off-duty personnel to be called back for extra duty.

The purpose of this article is to provide sufficient on-duty staffing to provide for safe and efficient fire suppression operations. Nothing in this article or Agreement shall limit the CITY's right to layoff for lack of funds.

SECTION 3. The purpose of this Section is to allow on-duty personnel the opportunity to attend the following functions outside the CITY limits:

1. School/classes
2. Conferences/Seminars

Prior to attending a function on-duty that falls outside the city limits, those personnel wishing to attend said function shall obtain the approval of their Battalion Chief or Acting Battalion Chief, ~~Deputy-Assistant~~ Chief, or Fire Chief. No more than one station, regardless of the staffing levels, will be allowed to attend functions on any given day. The shift Battalion Chief, ~~Deputy-Assistant~~ Chief, or Fire Chief, however, may allow that number to increase if they feel confident their area of responsibility is sufficiently covered. The Battalion Chief shall have the ability to cancel or recall on-duty personnel from attending a function if it is felt that attendance at said function will greatly delay the response back to the city limits as the result of weather conditions, an increase in emergency activity, or other circumstances.

ARTICLE 9. Prevailing Rights

All rights and privileges held by the employees at the present time which are not included in this Agreement shall remain in force and unchanged and unaffected in any manner.

ARTICLE 10. Entire Agreement

The terms and provisions herein contained shall constitute the entire agreement between the parties with respect to the subject matter hereof and shall supersede all previous agreements or understanding, whether written, oral or implied. This Agreement may be amended only in a writing signed by both parties.

ARTICLE 11. Rules and Regulations

SECTION 1. All employees of the bargaining unit shall comply with all Coeur d'Alene City Fire Department Rules and Regulations, which by reference are incorporated herein and made a part hereof, including those relating to conduct and work performance; such rules shall not be applied in a discriminatory manner by either party. It is further recognized that the department rules and regulations shall be subject to the grievance procedure.

SECTION 2. Any changes in or updating of rules and regulations which affect employee rights or terms and conditions of employment shall be accomplished through mutual consent during the term of this Agreement.

SECTION 3. If mutual consent cannot be reached on a change in or updating of a rule or regulation, either party may initiate the grievance procedure at the council level.

ARTICLE 12. Grievance Procedure

SECTION 1. Grievances or disputes that may arise, including the interpretation of this Agreement, or as a result of the adoption of rules and regulations provided in Article 11, shall be settled in the following manner.

SECTION 2. The UNION may form a grievance committee that shall, from time to time, acquaint itself with grievances submitted to it by any firefighter governed by this Agreement. Such committee may, in the event it deems a grievance meritorious, refer the grievance to the Fire Chief, in accordance with the procedure provided in Section 3, for the purpose of correcting, rectifying and adjusting the grievance. In addition, the committee may submit grievances in all cases regarding the interpretation and application of this Agreement.

SECTION 3. The procedure for adjudicating grievances is as follows:

Step 1. The employee and/or the grievance committee shall discuss the grievance with the ~~Deputy~~Assistant Fire Chief within forty-five (45) calendar days from the

occurrence thereof or the employee's knowledge thereof. The ~~Deputy Assistant~~ Fire Chief shall respond to the grievance no later than fifteen (15) business days after the grievance was brought to his attention.

Step 2. If the grievance remains unresolved, it must be stated in writing and presented to the Fire Chief no later than five (5) business days after the ~~Deputy Assistant~~ Fire Chief response, and the Fire Chief shall set a time and place for hearing the grievance presented by the representatives of the grievance committee, with or without the presence of the complaining employee, within five (5) business days after such grievance has been referred to the Fire Chief; but, in the event the Fire Chief is out of the city or away from duty at the time the grievance is referred to his/her office, then the Fire Chief shall, within five (5) business days following return to the city and/or assuming work duty, establish a time and place for hearing the grievance, with or without the presence of the complaining employee, as presented by the representatives of the grievance committee.

- A. The Fire Chief shall render a decision within five (5) business days after hearing the grievance as presented, but if the Fire Chief has not rendered a decision within said five (5) business days, the grievance will be deemed as a matter of law to have been rejected.
- B. The committee may appeal the Fire Chief's decision to the city council within five (5) business days, which must render a decision to be determined on an administrative basis within three (3) weeks after written notice of appeal has been filed with the council. The council may also take further testimony or make further inquiry as it deems proper. The decision of the Council shall be served on the appellant by mailing a copy to Local No. 710, at P.O. Box 2064, Coeur d'Alene, certified mail return receipt requested, or by personal service on an officer of Local No. 710.
- C. The Council and Committee may agree to mediation prior to arbitration. If the parties agree to mediation, time limits shall be stayed until at least one party advises the other that mediation has not been successful.

Step 3. The committee may appeal the council's decision to an arbitrator whose functions and procedure for appointment are as follows:

- A. The appeal of the council's decision must be filed with the city clerk within five (5) business days from the date of the council's decision.
- B. At the time of filing its notice of appeal, an arbitrator may be selected by mutual agreement of the CITY and the UNION. The arbitrator shall not be a member of the bargaining unit or an elected official or employee of CITY.

- C. If the parties cannot agree on an arbitrator, the parties shall, within twenty (20) working days of the filing of the notice of arbitration, send a joint written request to the American Arbitration Association for a list of five (5) arbitrators from which the parties shall select an arbitrator to hear and determine the grievance. The method of selection shall be by alternate striking of names on the list until only one (1) name remains. The one (1) remaining shall be the selected arbitrator. The party who strikes the first name shall be determined by the flip of a coin. Each party may, only once, strike the entire list and request a new list from the American Arbitration Association. Written notice of the appointment of the selected arbitrator shall be signed by both parties and mailed to said arbitrator within five (5) working days after selection.
- D. Upon the appointment of the selected arbitrator, as hereinabove provided, said arbitrator shall hold an arbitration hearing at the time and place selected by the arbitrator, but such hearing must be held within three (3) weeks from the date of the selection of the arbitrator, and the notification thereof. At the hearing, the laws of evidence of the state of Idaho shall apply and the hearing shall be conducted pursuant to the provisions of Title 7, Chapter 9 of the Idaho Code, and the terms and conditions of this Agreement. The arbitration may be continued by the arbitrator at the request of a party and upon a showing of good cause.

Step 4. The award of the arbitrator shall be binding upon the parties hereto and the award may be entered upon the records of any court having jurisdiction, except that each party shall retain the right to appeal as provided in the provisions of Title 7, Chapter 9, Idaho Code. Costs of arbitration, including the arbitrator's fee, shall be borne equally by the CITY and the UNION.

ARTICLE 13. Personnel Reduction

SECTION 1. In the case of personnel reduction, the employee with the most recent hire date with the Coeur d'Alene Fire Department shall be laid off first. All subsequent personnel reduction must be handled in the aforementioned manner.

SECTION 2. No new employees shall be hired until the laid-off employee has been given the opportunity to return to work. If the laid-off employee fails to respond to a registered letter within seven (7) business days, the CITY may assume the employee does not wish to return.

ARTICLE 14. Shift Trades/Changes

SECTION 1. Employees shall have the right to trade shifts when such trades do not interfere with the best interests of the CITY and the fire department. The Fire Chief or designee must first approve all such trades.

SECTION 2. Shift Transfers.

- A. When a shift vacancy exists, employees shall have the right to request a shift transfer by submitting a letter of interest to the Fire Chief or designee.
- B. Should the Fire Chief or designee determine there is a need to assign an employee to a new shift, the Fire Chief or designee will first consider transfer requests unless another work priority takes precedence.
- C. Should the Fire Chief or designee determine there is a need to assign an employee to a new shift and no transfer requests have been submitted, then an employee will be selected using reverse seniority.

SECTION 3. Whenever a permanent shift change occurs, the Fire Chief or ~~Deputy Assistant~~ Fire Chief must attempt to provide two weeks' notice to the affected firefighter. Furthermore, affected firefighters shall retain any approved vacation time. Vacation time is defined as the time you are relieved from your scheduled shift through your approved vacation time and up to the time you report for work on your next scheduled shift.

ARTICLE 15. Working Out of Classification/Precepting

SECTION 1. Upon completion of entry level firefighter probation, any fire department employee working out of classification must meet department qualifications to work in the higher classification to which he/she is assigned. Any fire department employee who successfully passes a promotional or qualifying examination and is currently on the eligibility list for the positions of Engineer, Captain and Battalion Chief, for a position or rank above the rank that he/she normally holds shall be paid ten percent (10%) for each rank above their current appointment when so assigned. If no one is available to meet the requirements, the Battalion Chief or designee will call back an employee that meets department qualifications. Promotional examinations or qualifying tests for the higher position or rank will be given on a biennial basis when an existing list is exhausted or when jointly deemed necessary by the Fire Chief and the UNION.

SECTION 2. Temporary assignment will be made based upon the recommendation of the Fire Chief.

SECTION 3. A currently certified Paramedic that is an assigned Preceptor by the EMS Officer shall be eligible for a Preceptor stipend of \$2.35 per hour while actively training a Paramedic preceptee. A Preceptor shall be qualified by education, training, and/or experience as determined by the EMS Officer.

ARTICLE 16. Sick Leave

SECTION 1. Sick leave with pay shall be granted to all probationary and regular employees within the competitive service, except those who work less than 1040 hours per year. Sick leave shall not be considered as a right that an employee may use at his/her discretion but shall be allowed only in case of necessity and actual personal sickness or disability. In order to receive compensation while absent on sick leave, the employee shall notify his/her immediate supervisor prior to, or within four (4) hours after, the time set for reporting to work or as may be specified by the head of the department. In those situations which have rendered the employee incapable of reporting as specified above, the employee shall report at the earliest possible time. When the absence is for more than three (3) shifts, the employee may be required to file a physician's certificate with the Human Resource Director and department head stating the date the employee is released fit for duty and any restrictions/limitations if released for light duty.

SECTION 2. Sick leave will also be granted in the event of an illness to a member of an employee's immediate family that requires the employee's presence to care for said family member. Immediate family is defined as spouse, child, brother, sister, mother, and father. A child is defined as the biological, adopted, foster, step child, or a child of an individual acting in the parent's stead who is under the age of eighteen unless an eligible dependent.

Three days/shifts are allowed without physician's guidance. To continue to use sick leave beyond three days/shifts, a physician's documentation is required stating the employee needs to care for the family member and the inclusive dates.

SECTION 3. Sick leave accruals will be earned over twenty-four (24) pay periods rather than twenty-six (26) pay periods. This means in the two months when employees receive three wage disbursements, employees will not receive accruals on the third wage disbursement. Sick leave shall be earned at twelve (12) hours per pay period for a fifty-six (56) hour a week employee, and at the rate of five (5) hours per pay period for a forty (40) hour a week employee. Unused sick leave may be accumulated to a total of not more than 1440 hours for employees who work a fifty-six (56) hour week and to a total of 720 hours for employees who work a forty (40) hour week. For the purpose of computing compensation for accrued sick leave at retirement provided for in Option Two of Section 6, sick leave shall be calculated as unlimited accrual.

SECTION 4. New Employees. In the first six (6) months of employment, new employees shall be entitled to use up to forty-eight hours of sick leave from the first day of work. Any sick leave used in excess of that which is actually accrued will result in a deduction from sick leave accrual until there is no longer a negative sick leave balance. If an employee separates from employment having used more sick leave than accrued, the employee shall be required to repay the CITY for such excess use, which amount shall be deducted from the employee's last paycheck to the extent possible.

SECTION 5. Parental Leave. In the first month following the birth or adoption of an employee's new child, the CITY agrees to allow employees to utilize 4 consecutive shifts of

paid sick leave. Additional use of sick leave will require physician's documentation. Parental leave shall only be taken in a single, continuous block of time, incremental leave is not permitted. FMLA eligibility is determined separately but parental leave will run concurrently with FMLA. Parental leave shall be requested in writing to Human Resources at least 30 days prior to the child's anticipated due/adoption date, absent unforeseeable circumstances.

SECTION 6. Conservative Sick Use. To be eligible for conservative sick use, employees must be employed and actively accruing sick leave for the entire quarter of the fiscal year. Fifty-six (56) hour a week employees shall receive six (6) hours of vacation for each quarter of a fiscal year in which they did not use any sick leave. Forty (40) hour a week employees shall receive four (4) hours of vacation for each quarter of a fiscal year in which they did not use any sick leave.

SECTION 7. Each employee shall select one of the following options for compensation of sick leave accrual:

Option One: Employees having accumulated more than one thousand four hundred forty (1440) hours of sick leave on the first day of the City's fiscal year, shall receive one (1) additional hour of vacation leave for every three (3) hours of sick leave forfeited the first pay period of the fiscal year. Employees receiving additional vacation credits in this manner may elect to be compensated at their hourly wage for up to seventy-two (72) hours of such additional vacation credits. Employees who have not accumulated one thousand four hundred forty (1440) hours of sick leave, or seven hundred twenty (720) hours for 40-hour employees, at the beginning of the City's fiscal year shall receive four (4) hours of vacation for each quarter of a fiscal year in which they did not use any sick leave. An employee who retires from the City of Coeur d'Alene pursuant to the provisions of Idaho Code shall be compensated for thirty-three and one third percent (33⅓%) of his/her accumulated sick leave at the time of retirement.

Option Two: Employees selecting this option shall not receive any yearly pay back for accrued sick leave. Upon retirement from the City of Coeur d'Alene pursuant to the provisions of Idaho Code or the death of the employee, he/she or their beneficiary shall be compensated for forty-one percent (41%) of the employee's accrued sick leave hours.

Once an employee has selected one of the above options upon reaching eligibility, that selection may not be changed.

All employees receiving regular wages in lieu of temporary disability payments will no longer accumulate vacation and sick leave, and will no longer receive additional FLSA pay otherwise required under CFR § 553.201 Section 7(k), following sixty (60) days of disability.

SECTION 8. HRA/VEBA Employee Sick Contribution. In order to address post-employment medical and dental needs, once a fifty-six (56) hour a week employee reaches five hundred

(500) sick leave hours, or a forty (40) hour a week employee reaches three hundred twenty (320) sick leave hours, the fifty-six (56) hour a week employee shall contribute eight (8) hours of sick leave per month, and the forty (40) hour a week employee shall contribute four (4) hours per month, towards eligibility for the below HRA/VEBA flat monthly contribution based on the applicable rank the employee holds.

Employee Rank	October 1, 2024	October 1, 2025	October 1, 2026	October 1, 2027
Battalion Chief	\$325	\$336	\$348	\$360
Captain	\$299	\$309	\$320	\$331
Engineer	\$272	\$282	\$292	\$302
Firefighter	\$255	\$264	\$273	\$283
Deputy Fire Marshall	\$183	\$189	\$196	\$203
EMS Officer	\$183	\$189	\$196	\$203
<u>Division Chief</u>		<u>\$235</u>	<u>\$243</u>	<u>\$252</u>

If a fifty-six (56) hour a week employee is converted to a forty (40) hour a week employee due to a temporary Worker's Compensation injury or approved light-duty assignment, the employee shall contribute four (4) hours of sick leave per month towards eligibility for the HRA/VEBA monthly contribution. The HRA/VEBA monthly contribution will be four (4) hours multiplied by the employee's converted gross hourly wage. The employee must have a minimum of three hundred twenty (320) hours of accrued sick leave hours to be eligible.

ARTICLE 17. Worker's Compensation

An employee eligible for temporary time-loss payments under the Worker's Compensation Law (Idaho Code § 72-301 et seq.) shall not have lost duty time deducted from his/her sick leave until any of the following occur:

1. The employee is released for return to duty by a physician approved by the State of Idaho Industrial Commission; or
2. The employee receives a partial or total permanent disability rating; or
3. The employee retires from the City of Coeur d'Alene pursuant to Idaho Code; or
4. a. The employee remains unable to return to duty after one (1) year from the date of claim in the case of a bodily or physical injury or illness; or
b. The employee remains unable to return to duty after six (6) months from the date of claim for post-traumatic stress as defined in Idaho Code § 72-451.

Any time-loss payments received by the employee as a result of worker's compensation shall be paid to the CITY as long as the employee is continuing to receive full wage. Should the employee continue to be unable to return to work after six (6) months (or one (1) year, whichever applies from (4) above) from the date of claim, the CITY shall begin to charge the employee's sick leave account the difference between his/her base wage and the amount of time loss payments received by the CITY; such payments shall be credited to the employee's

sick leave account until the sick leave is exhausted or until one of conditions 1, 2, or 3 above occurs. The CITY shall continue to provide medical, dental and vision insurance coverage for the employee and eligible dependents during the first two years of an employee's disability retirement. All employees receiving base wages in lieu of worker's compensation payments will no longer accumulate vacation and sick leave following sixty (60) days of disability.

ARTICLE 18. Vacancies and Promotions

SECTION 1. When a vacancy occurs in any position represented by the UNION, it shall be filled upon official vacancy of the position. Filling of all vacancies shall be in accordance with rules and regulations set forth by civil service. The Fire Chief may request an examination based on civil service guidelines.

SECTION 2. Appointment to fill vacancies in rank or position may be made before but not later than sixty (60) days following civil service examination or from the established list.

SECTION 3. Employees covered under this Agreement transferring from a forty (40) hour per week schedule back to a fifty-six (56) hour per week schedule may be allowed to return to his/her previous rank upon an available opening and approval of the Fire Chief. The forty (40) hour per week employee may also test for any promotional eligibility lists in which they are qualified. Employees who did not start as a Firefighter must meet all qualifications of a Firefighter and pass the physical agility test to accept a fifty-six (56) hour per week assignment.

SECTION 4. Promotional testing will be given on a biennial basis. The Engineer testing process will occur in even numbered years and will be completed no later than May 31st. Captain and Battalion Chief testing process will occur in odd numbered years and will be completed no later than May 31st. Deputy Fire Marshal and ~~EMS Officer~~[Division Chief](#) testing will occur on an as needed basis.

SECTION 5. Representation from the UNION will be included in the hiring process for the Fire Chief classification. The UNION representative shall be selected by the UNION President. The UNION representative shall be entitled to actively participate in the recruitment process determined by the CITY. The UNION recognizes that the City Administrator is vested with the sole authority to hire a Fire Chief.

ARTICLE 19. Bereavement Leave

SECTION 1. In the event of the death in the extended family of an employee and/or being in attendance at the relative's bedside, the fifty-six (56) hour employee shall be granted up to forty-eight (48) hours off with pay. Forty (40) hour employees shall be granted up to forty (40) hours off with pay. Immediate extended family is defined as spouse, child, mother, father, legal guardians, brothers, sisters, grandparents, and grandchildren of either spouse. Child is defined as the biological, adopted, foster, stepchild, legal ward or a child of an individual acting in the parent's stead. If an employee is on scheduled time off at the time bereavement occurs,

bereavement leave shall be paid and the time off shall not be charged to accrued leave until bereavement leave is exhausted.

SECTION 2. Only time taken within thirty (30) days prior to or immediately following a death shall qualify as bereavement leave. An extension of such leave or time taken off for the illness of an immediate family member that does not result in death shall be charged to sick leave, vacation, and/or comp time as the employee requests in accordance with applicable policies.

ARTICLE 20. Insurance Coverage

SECTION 1. The CITY agrees to provide a medical insurance program for the employee and eligible dependents. One hundred (100%) percent of the employee's medical insurance premium will be borne by the CITY for single employee plan coverage only. Employees shall pay a minimum of 10% of the total employee selected medical insurance premium when including eligible dependents on the medical plan and when premiums change, the employee shared premium adjustment will be made accordingly.

If dependent premium increase quotes from the insurance companies are 5% or less over the previous year, the CITY will cover the increase in premium in its entirety. If dependent premium increase quotes from the insurance companies are greater than 5% over the previous year, the CITY will cover the initial 5% and the employee will be responsible for up to the next 2%. If the premium increase is above 7%, the following will be implemented in an attempt to reduce the increase in premium cost in the following order:

1. The CITY is authorized to increase the medical plan co-pays at a rate not to exceed \$5.00 per visit each fiscal year.
2. If the co-pay increases for emergency room, doctor's visits or prescriptions are not sufficient to reduce the premium increase cost to the CITY to 5% or less, the employee shall also pay 25% of the premium net increase.
3. If this does not reduce the CITY's responsibility of the premium increase to 5% or less, the medical insurance review committee, hereafter referred to as "Committee," will be "activated" to review possible changes or alternate plans. The medical plan and the employee contribution amount will stay the same until completion of the Committee review.
4. Any savings in premiums greater than 2% of the previous year's premium will be reallocated through the Health Reimbursement Arrangement (HRA/VEBA) to all benefited full-time employees.

The Committee shall consist of four members. There shall be one member from each of the following four employee groups: Lake City Employee's Association, Fire Union, Police Association, and non-represented employees. The members shall be selected by their respective employee group and shall be active dues paying members where applicable. Each

Committee member has one (1) vote. The Committee's goal is to work in good faith to research options which may reduce or maintain the medical premiums and/or options which may increase the employee's contribution toward the total family premium such that the total family premium cost increase to the CITY is 5% or less over the previous year. A decision by the Committee shall be made by September 1st of the year in which the Committee is activated. The decision reached by majority vote will be implemented October 1st. If consensus is not reached or the UNION does not agree with the majority, this Agreement will reopen immediately for negotiations relative to compensation including wages, Health Reimbursement Arrangement HRA/VEBA, Medical Insurance, and other insurance benefits. The UNION and the CITY agree to bargain in good faith to reach an agreement on or before September 30th.

SECTION 2. If the employee elects to opt out of the CITY's medical insurance plan, the employee's premium on the selected medical insurance plan that the CITY would have paid for single coverage will be placed in the employee's HRA/VEBA. Proof of other medical insurance, not provided by the CITY, must be provided by the employee.

SECTION 3. Vision Insurance: The CITY agrees to pay one hundred percent (100%) of the premium costs for family vision coverage.

SECTION 4. The CITY agrees to contribute One Thousand Dollars (\$1,000.00) annually for an individual employee deductible and Two Thousand Dollars (\$2,000.00) annually for an employee family deductible into the employee's HRA/VEBA plan. The contribution will be deposited into the employee's HRA/VEBA plan on a monthly basis with the applicable deductible contribution divided by the applicable months of eligible coverage.

SECTION 5. The CITY will contribute \$75.00 per month to the employee's HRA/VEBA plan.

SECTION 6. IAFF Health and Wellness Trust (IAFF HWT): At present, the parties have agreed that members of the fire department shall remain participants in the CITY's health insurance program. However, the UNION continues to consider a transition of fire department members to health insurance coverage through the IAFF Health and Wellness Trust. Accordingly, the CITY and the UNION will meet annually before August 1 to consider the feasibility of such transition. In determining feasibility, the parties shall consider, among other relevant factors, revenues due to closure of an urban renewal district, and any changes in the cost of the CITY's medical insurance costs. The parties agree that any request for transition will be considered and negotiated in good faith.

SECTION 7. Life Insurance: The CITY agrees to provide life insurance for employees and dependents as follows:

- Employee Life Insurance \$50,000.00
- Dependent Life Insurance \$1,000.00
- Accidental Death, Employee only \$50,000.00

SECTION 8. Disability Insurance: The CITY agrees to pay one hundred percent (100%) of the premium for disability insurance, which would provide a disabled employee, after sixty (60) days of lost time or duration of accrued sick leave, whichever is greater, sixty percent (60%) of base wage to the Social Security normal retirement age. It is understood and agreed that affected employees could receive pro-rated vacation leave benefits, if available from the employee's vacation leave account, to maintain base wage after insurance payments begin. It is not the intent of this section to provide the employee with any benefit that would result in the employee being compensated in any manner in excess of 100% of the employee's base wages. All employees continuing to receive base wages in lieu of disability insurance payments, but not actively working for sixty (60) consecutive days, will no longer accumulate vacation and sick leave.

SECTION 9. Dental Insurance: The CITY agrees to pay one hundred percent (100%) of the premium costs for family dental coverage.

SECTION 10: An employee who retires from the City of Coeur d'Alene pursuant to the provisions of Idaho Code may elect to remain on the CITY's group medical, dental and vision insurance plans. Such election must be made as prescribed by Federal law at the time of the employee's retirement. Employees who so elect shall be responsible for paying the applicable premium on or before the first day of each month in order to continue receiving this benefit. Any employee who elects to terminate his/her insurance coverage or who fails to make timely premium payment shall not be allowed to re-enroll. No new dependents may be added to the employee's coverage following retirement.

SECTION 11. The CITY agrees every year to provide a voluntary NFPA 1582 medical physical to employees. All results are confidential and retained by the employee.

ARTICLE 21. Holidays

SECTION 1. All fifty-six (56) hour employees covered by this Agreement shall be entitled to eleven (11) holidays, for a total of two hundred sixty-four (264) hours. Forty (40) hour employees would receive a total of eighty-eight (88) hours. Eligible holidays are as follows:

New Year's Day
Martin Luther King Jr. Day (Idaho Human Rights Day)
President's Day
Memorial Day
Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Day following Thanksgiving
Christmas Eve
Christmas Day

For forty (40) hour employees, if December 24th falls on a Saturday or Sunday, the preceding Friday shall be observed. Also, the Mayor may proclaim other holidays. For fifty-six (56) hour employees, pay for each holiday shall be the individual's base wage at the time of the holiday. It shall be paid on or before December 1st of each year for the entire preceding calendar year. Forty (40) hour week employees shall normally not work on a holiday and shall not receive extra holiday compensation. If required to work on a holiday, such employees shall be paid in accordance with Article 21.

ARTICLE 22. Work Schedule/Overtime

SECTION 1. Work Schedule

- A. Designated work period and workday: The agreed upon work period for line staff is an average of fifty-six (56) hours a week, including meal periods. The agreed upon work period for administrative staff is forty (40) hours a week, excluding meal periods, Monday through Friday.

The work schedule for fifty-six (56) hour employees is a 48/96, twenty-four (24) hours on, twenty-four (24) hours on, ninety-six (96) hours off. The 48/96 shift schedule is a three-platoon system in which each employee will work two consecutive twenty-four hour shifts for a total of forty-eight hours (48) and have ninety-six (96) consecutive hours off duty (XXOOOOXXOOOO).

- B. A shift for line staff will consist of a 24-hour work period. A set will consist of two consecutive 24-hour work periods.
- C. No member shall work more than 72 consecutive hours without the Fire Chief's or designee's approval. Likewise, no member shall be required to work more than 72 consecutive hours, unless there is a mutually agreed upon (between FD Administration and UNION) fire department emergency.
- D. In the event that a shift is scheduled to work both December 24th and December 25th the same year, the shift assigned to work on December 23rd will be reassigned to work December 24th. The shift originally scheduled to work on December 24th will be reassigned to work on December 23rd.
- E. The FLSA work cycle shall be a 14-day cycle. Beginning January 1st, 2023.

SECTION 2. Overtime

- A. Overtime shall consist of authorized work in excess of the number of hours in any scheduled work period or in excess of the maximum number of hours permitted by U.S. Department of Labor Regulations for a twenty-four (24) day work period. Scheduled Vacation Leave and Sick Leave taken shall be considered as hours worked for purposes of determining eligibility for overtime

pay required by Department of Labor Regulations implementing the Fair Labor Standards Act. Overtime of less than fifteen (15) minutes in any workday shall not be included in determining the total number of hours worked. Thereafter, overtime shall be computed to the nearest half hour.

- B. All overtime shall be authorized by the Fire Chief or designee.
- C. Constant staffing: Constant staffing pay is provided to all employees who are called back to work in a minimum staffing position as described in article 8. This is within the definition of overtime under the FLSA.
- D. Overtime: Overtime pay is provided to all employees who are required to perform extra duties that are not minimum staffing. This is within the definition of overtime under the FLSA.
- E. Special events: Special event pay is provided to all employees who are required to work assignments at special events. This is within the definition of overtime under the FLSA.

SECTION 3. Method of Compensating for Overtime Work

- A. Regular rate is defined as the employee's hourly rate which includes base rate, education, EMT (I, A, P), Firefighter (I & II), and Senior Status. If any other specialty pay or incentive pay categories are created, they will be included in the regular rate.
- B. Constant staffing pay will be paid at one and one-half (1.5) times the employee's regular rate.
- C. Overtime pay will be paid at one and one-half (1.5) times the employee's regular rate.
- D. Special event pay will be paid at two and one-tenth (2.1) times the employee's regular rate (method of compensation is based on converting the 56-hour a week wage to a 40-hour a week wage).
- E. An employee called to work for constant staffing at a time other than their scheduled work shift shall be credited with a minimum of three (3) hours at the constant staff wage, unless such time shall be continuous with their scheduled work day, in which case the employee shall be paid for the actual constant staffing worked to the nearest half hour, at the constant staffing wage.
- F. An employee called to work for call back assignments at a time other than their

scheduled work shift be credited with a minimum of three (3) hours at the overtime wage, unless such time shall be continuous with their scheduled work day, in which case they shall be paid for the actual overtime worked to the nearest half hour, at the overtime wage. All other extra duty assignments will be paid at overtime wages to the nearest half hour as previously described in Section 2.

- G. For the purpose of computing overtime, an employee absent on authorized jury leave with pay shall be considered to have worked their scheduled work shifts during such absence. Employees absent on unpaid leave shall not be considered to have worked during such absence.

SECTION 4. Wildland Project Fires/FEMA activations

- A. The CITY will pay any Fire Department Employee who leaves the CITY under the auspices of the Idaho Department of Lands (IDL), the United States Forest Service (USFS) or FEMA as part of a Wildland firefighting crew under the following guidelines:
- B. The employee will be paid from the time they leave a City of Coeur d'Alene Fire Station until they return to a City of Coeur d'Alene Fire Station (portal to portal).
- C. They will be paid straight time for their normally scheduled shifts and twenty-four (24) hours of overtime pay on their days off.
- D. The employee will be paid by the CITY and retain all benefits and insurance.
- E. The CITY will be reimbursed, through contract, by IDL, USFS or FEMA
- F. This will hold true if the employee leaves as part of an apparatus crew or as a single resource.

SECTION 5. Compensatory Time

- A. At the request of any employee, the Fire Chief may provide that, in lieu of cash payment for overtime, he/she may be allowed compensatory time off, computed at the rate of one and one-half times each hour of overtime worked.
- B. Any such time off shall be taken at a time mutually agreed upon by the employee and the Fire Chief or designee.
- C. In no event shall the fifty-six (56) hour employee accumulate more than four hundred eighty (480) hours of compensatory time. Hours generated over four hundred eighty hours must be immediately paid as overtime.

- D. Members of the Honor Guard, department band, and department Peer support team, shall be given three (3) hours of compensatory time per month when they are an active participant of the team. The lead member of each team shall provide a roster of active members to the Fire Chief and Human Resources Director biannually, by October 1 and April 1, to confirm members eligible for compensatory time. Membership in the Honor Guard shall be limited to twenty (20), membership in the Department band shall be limited to six (6), and membership in the department Peer support team shall be limited to ten (10). A member of the department Peer Support Team must hold a current certification in peer support. If any member is no longer active on a team for any reason, the Fire Chief and Human Resources Director shall be notified by the lead member immediately. A member may use this time at the employee's discretion, but may use this time in lieu of shift trades when staffing levels allow.
- E. All regular employees who terminate employment, whether voluntarily or involuntarily, shall be paid, at their regular rate in a lump sum, all accrued compensatory time earned prior to the effective date of termination. In the event of the death of the employee, the employee's designee shall be paid all accrued compensatory time.

SECTION 6. Assignment of Overtime

- A. Overtime work shall be distributed as equally as practical among employees.

ARTICLE 23. Vacation

SECTION 1. All employees in the competitive service shall be entitled to vacation leave with pay. Eligible employees, who work less than full-time, but more than one thousand forty (1040) hours during a fiscal year, shall accrue vacation on a pro-rated basis. For purposes of computing vacation leave, a working day for forty (40) hour employees shall be considered eight (8) hours and for fifty-six (56) hour employees, a shift shall be twenty-four (24) hours. Employees may take vacation leave in the amount of days accumulated at the time of such leave; provided that for good cause shown and upon prior approval from the Human Resource Director, an employee may advance vacation in the amount not to exceed five (5) additional days/shifts. Forty (40) hour a week employees may accumulate three hundred twenty (320) vacation leave hours and fifty-six (56) hour a week employees may accumulate three hundred sixty (360) hours.

SECTION 2. Insofar as is practical, employees will be scheduled for periods of annual leave based upon their preference and in order of length of tenure with the fire department. Two (2) employees will be allowed to be on scheduled vacation leave, regardless of staffing levels, at any one time. If minimum staffing levels increase to twenty (20) or more fifty-six (56) hour employees per shift, one additional employee will be allowed to be on scheduled vacation leave, regardless of staffing levels. Any deviation from the schedule, once prepared, must be

approved by the Fire Chief or designee. Vacations shall be approved and authorized at the discretion of the Fire Chief or designee.

SECTION 3. All regular employees who terminate employment, whether voluntarily or involuntarily, shall be paid, at their regular rate, in a lump sum, all accrued vacation leave earned prior to the effective date of termination. In the event of the death of the employee, the employee's designee shall be paid all accrued vacation time.

SECTION 4. Vacation accruals will be earned over twenty-four (24) pay periods rather than twenty-six pay periods. This means in the two months in which employees receive three wage disbursements, employees will not receive accruals on the third wage disbursement. Accumulation of vacation time shall be computed monthly. A forty (40) hour employee who has accumulated vacation time in excess of three hundred twenty (320) hours or three hundred sixty (360) hours for fifty-six (56) hour employees, as of the first day of the CITY's fiscal year, shall forfeit such excess accumulation at that time, unless otherwise specifically approved by the city administrator. Vacation leave shall be earned in accordance with the following schedule and shall be credited in arrears.

Employees working a fifty-six (56) hour designated work period will accrue the following vacation hours:

1. 1st through 5th year of service: 9 hours
2. 6th through 10th year of service: 10 hours
3. 11th through 15th year of service: 11 hours
4. 16th through 20th year of service: 12 hours
5. More than 20 years of service: 14 hours

Employees working a forty (40) hour designated work period will accrue the following vacation hours:

1. 1st through 5th year of service: 6 hours
2. 6th through 15th year of service: 8 hours
3. 16 or more years of service: 10 hours

ARTICLE 24. Wages

SECTION 1. At the beginning of the pay period that includes October 1, the minimum and maximum base wage compensation schedule for each year of the Agreement is attached hereto as Appendix A. The City will provide a wage adjustment increase according to the following schedule:

- | | |
|--------------------|------|
| Fiscal Year 24/25: | 3.5% |
| Fiscal Year 25/26: | 3.5% |
| Fiscal Year 26/27: | 3.5% |
| Fiscal Year 27/28: | 3.5% |

It is further understood and agreed that wages have been established based, in part, upon U.S. Department of Labor Regulations establishing maximum allowable work hours during varying work periods. The CITY and the UNION agree to meet and adjust wages should any substantive change to these regulations concerning the maximum allowable work hours be promulgated by the U.S. Department of Labor.

SECTION 2. The CITY agrees to provide a payroll deduction for the collection of the food allowance payable per Article 4, Union Security and Checkoff.

SECTION 3. When promoted, all fire department promotions will receive a ten percent (10%) promotional increase based on their current base wage and are eligible for a five (5%) percent increase or to the maximum wage of the classification, after twelve months with a standard or above evaluation. Thereafter, the effective date of the promotion becomes the new anniversary evaluation date and the employee will be eligible for service time increases as outlined in Section 4 until compensation equals service time.

SECTION 4. Service Time: Service time increases will occur with a standard or above performance evaluation and are outlined in Appendix B.

Employees who do not reach the maximum of the wage range after receiving all eligible service time increases shall continue to be reviewed annually and receive up to a five (5%) percent increase until maximum wage of the classification is reached as long as the overall performance evaluation is rated as standard or above.

If a service time increase is not approved at the time the employee is eligible, the employee's service time dates will be adjusted accordingly once employee is approved for the increase. Service time increases must be at least 12 months apart.

SECTION 5. Education, License, Certification Pay. It is agreed that department employees who have earned an advanced Idaho State Emergency Medical Technician (AEMT) or Paramedic license, or degrees reasonably related to their job function from accredited colleges or have obtained certification either prior to being employed with the CITY or after date of hire, shall be paid an additional amount based upon the following schedule.

Incentive Pay	Hourly Rate	FTE Hours
Associate Degree	\$.19	56 & 40 hour employee
Bachelor's Degree	\$.37	56 & 40 hour employee
Master's Degree	\$.47	56 & 40 hour employee
AEMT	3% of firefighter maximum	56 hour employee
AEMT	4.2% of firefighter maximum	40 hour employee
Paramedic	13% of firefighter maximum	56 hour employee
Paramedic (excludes Division Chief)	18.2% of firefighter maximum	40 hour employee
EMS Division Chief – Paramedic	\$5.00 per hour	40 hour employee
Firefighter I	\$.08	56 & 40 hour employee
Firefighter II	\$.10	56 & 40 hour employee

Paramedic School Reimbursement. \$300.00/month (paid to personnel assigned to paramedic course by the department and after successful completion and certification, this is a one-time lump sum not to exceed \$4,200.00 per student.) This sum shall be awarded upon successfully passing the National Registry of Emergency Medical Technicians Paramedic test.

If an employee voluntarily separates from the CITY's employment within four years of receipt of the paramedic certification reimbursement stated above, he/she agrees to reimburse the CITY as follows:

- 100% reimbursement within year 1
- 75% reimbursement within year 2
- 50% reimbursement within year 3
- 25% reimbursement within year 4

Firefighter Certification Pay. Employees are not eligible for firefighter certification pay if the employee is otherwise eligible for an educational incentive or once eligible for Senior Status pay.

SECTION 6. Senior Status: All employees who meet the following requirements shall be awarded Senior Status. Employees achieving Senior Status shall receive a five percent (5%) increase in base wage.

Mandatory Requirements:

1. Must have five (5) completed years of service time with the Coeur d'Alene Fire Department.
2. The member requesting Senior Status will provide necessary documentation on the Senior Status form to the Fire Chief or designee for review to determine eligibility. The Fire Chief or designee shall, within 10 business days of receiving the Senior Status form, shall approve and date the form and forward the documented approval to Human Resources for wage increase implementation. The effective date shall be the beginning of the following pay period once submitted by the Fire Chief or designee. The Peer Fitness Trainers shall record and provide the Physical Fitness test results to the Fire Chief or designee. Human Resources shall be notified if a member is no longer eligible by the Fire Chief or designee.
3. Employees receiving Senior Status must receive standard or above performance evaluations. Employees who receive a below standard evaluation shall lose Senior Status. The five percent (5%) increase will be discontinued and only reinstated on the date the employee's standard or above performance is re-established. Employees who receive a below standard evaluation shall be re-

evaluated quarterly, however, employees shall not have their Senior Status reinstated until their next annual standard or above performance evaluation.

4. If an employee is placed on disciplinary probation, the senior level pay will be removed on the disciplinary probation effective date and only reinstated once an average or above performance evaluation is established at the end of disciplinary probation. Eligibility for reinstatement is determined by the department and submitted to Human Resources for wage increase implementation using the first day of the beginning of the next pay period following the Chief's or designee's approval date.
5. Employees must pass the adopted Physical Fitness Standard in the initial year of eligibility. From the onset of Senior Status, the member must pass the Physical Fitness Standard three (3) out of every five (5) years. There must be a minimum of 12 months between passed tests. The Physical Fitness Standard shall be offered quarterly and may be taken multiple times in a single year. The Physical Fitness Standard shall be administered by the Coeur d'Alene Fire Department Peer Fitness Trainers and will be Combat Challenge in nature and consisting of the following:
 - a. Hose Drag (100' 1 ¾") Drag charged hose 100'
 - b. Hose Bundle (50' 2 ½") Carry hose to the third story of the Training Tower
 - c. Hose Raise (50' 2 ½" Donut roll) Raise hose with rope to the third floor
 - d. Forcible Entry prop - Use plastic sledge hammer to move sled 36"
 - e. Dummy Drag - Drag Adult Dummy 100'

Full personal protective equipment will be worn throughout the test.

The events must be completed consecutively and all events must be completed in no more than five (5) minutes and thirty (30) seconds.

6. Employees must complete a yearly NFPA 1582 medical physical as described in Article 19, Section 11. All results are confidential and shall be retained by the employee.
7. If an employee wishes to be reinstated in a vacancy in the same rank from which employee was separated, employee must successfully complete and pass both 5 & 6 above, the adopted Physical Fitness Standard and the NFPA 1582 medical physical.

Elective Requirements: Employees must complete and maintain 3 of the following requirements to receive Senior Status.

- o Active member of a special team: Idaho Technical Rescue Team (ITRT), Wildland, Canine, SWAT Medic
- o 2 Call Backs per year
- o 250 logged training hours per year
- o Completion of job-related National Fire Academy class, on campus in Emmetsburg Maryland, in the past 2 years
- o Mobile Santa
- o MDA Fill the Boot, MDA Lock up, MDA Summer Camp
- o Canned Food drive
- o Any other Official Local 710 volunteer/community service activities
- o Public Service Announcements
- o Fire Prevention Week
- o BMX helmet safety day
- o Participation in Reading Programs - Library, Schools, etc.
- o Career Day Presentations
- o Community Service on Boards - School, NIC, Fire District Commissioner, Red and Blue Foundation, etc.
- o Big Brothers/Big Sisters or Youth Mentor program
- o Red and Blue Foundation Activities
- o Member in Service Club - Kiwanis, Rotary, Toastmasters, etc.
- o Roadside Clean up
- o CDAFD Honor Guard Activities
- o CDAFD Pipes and Drums
- o Stair Climb
- o Cadet program lead
- o EMT/ Paramedic class instructor
- o FF1/FF2 class instructor
- o Youth sports coach
- o Blood donation
- o Wine Women and Shoes
- o GALLERI test
- o Mental Health wellness exam
- o Peer fitness trainer
- o Peer Support member
- o Annual Peer Fitness exam
- o Filling 18 hours of event time
- o Salvation Army bell ringing
- o Scouting Leader
- o Member of Coeur d'Alene City Committee - CitiFit, Celebrations, etc.
- o Any other Volunteer Activities Approved by the Fire Chief or designees, for example Quartermaster, GIS, Pre-Plan, etc.
- o Other activities may be approved by the Fire Chief after consultation with the City Administrator on a case-by-case basis.

ARTICLE 25. Division Chief Availability/On-Call Pay

The Division Chief's shall be available and "on-call" on a rotational basis. The Chiefs agree to be reachable and capable of responding within 30 minutes and shall be available after regular work hours from Monday at 5 p.m. until the following Monday at 8 a.m. The Fire Chief will assign the on-call schedule and will be assigned as equally and practical among Division Chief's.

It is agreed the Division Chief's designated as being "on-call" shall be compensated at \$4.25 per hour for each "on call" hour that falls outside of regular working hours Monday through Friday.

When a member is on-call and is "activated" to respond to a call-out, overtime or comp-time shall be paid at one-and-one-half (1-½) times the hourly rate. It is also agreed that when an employee is required to report to work on a regularly scheduled day off, a minimum of three (3) hours of pay at overtime or comp-time rates shall be paid. However, if an employee is called out within three hours of their regular start time, only the time worked up to the start time will be paid at an overtime or comp-time rate. Callout availability/ on-call pay will not be paid for the hours that an employee is "activated" and performing work activities.

ARTICLE 265. Job Description

SECTION 1. It is the purpose of this Article to keep the duties of firefighters covered under the terms of this Agreement in accordance with duties recognized as those of professional firefighters. It is agreed that the job descriptions for positions covered by this Agreement, and attached as Appendix C, shall be recognized as the official job duties for those positions. Any change in job description shall be mutually agreed upon.

SECTION 2. No employee covered by the terms and conditions of this Agreement shall be required to function as a commissioned peace officer or carry firearms without their consent.

ARTICLE 276. Residency

There will be no residency requirement for any employee.

ARTICLE 287. Uniforms and Protective Equipment

The CITY shall provide, at no expense to the UNION or the employee, any and all uniforms, protective equipment or other equipment or clothing required by the CITY. It is further agreed that all replacement of said uniforms and protective equipment shall be made on an as-needed basis. The employees shall be liable for replacement of any and all equipment and uniforms which are damaged due to negligence and/or improper care. It is the intent of the UNION and the CITY that the quality of said uniform and protective equipment will be such as to provide reasonable and adequate safety protection.

ARTICLE 298. Tuition Reimbursement

The CITY agrees to reimburse employees, at the highest in-state undergraduate tuition rates for public education institutions in Idaho, one hundred percent (100%) with an “A” or “B” grade and eighty percent (80%) with a “C” grade of the cost of tuition and/or registration fees for any job-related courses taken on the employee’s own volition. In order to qualify for tuition reimbursement, the course must be recommended by the Fire Chief and approved in advance by the Human Resources Director prior to the start of the course.

The CITY agrees to reimburse employees one hundred percent (100%) of the cost of tuition and/or registration fees for any approved job-related course, which is required of the employee, upon satisfactory completion of the said course. The Human Resources Department shall dedicate \$5,000 annually for the potential reimbursement of Fire Department employees for this program. In the event the entire \$5,000 is not used by the end of the fiscal year, the remaining balance will be transferred to the Fire Department's training budget as an addition to, not in lieu of, the department’s training budget and shall be used for training during the following fiscal year.

If an employee voluntarily separates from the CITY’S employment within two years of receipt of tuition reimbursement, he/she agrees to reimburse the CITY in full for the total amount of tuition reimbursement paid by the CITY to the employee.

ARTICLE 3029. Management Rights

The rights of the CITY include, but are not limited to, the right to manage the affairs of the CITY and to direct its working forces, the right to set standards of service, the right to hire and determine the procedures and standards of selection for employment and promotion, the right to discipline or discharge for just cause, the right to lay-off for lack of work or funds, the right to make rules and regulations governing conduct, the right to subcontract work (when it is not feasible or economical for the CITY employees to perform such work), together with the right to determine the methods, processes and manner of performing work, except to the extent that these rights have been specifically abrogated by the terms of this Agreement. The CITY, in exercising these functions, will not discriminate against any employee because of his or her membership in the UNION.

ARTICLE 310. Savings Clause

If any provisions of this Agreement, or the application of any provision, should be rendered or declared invalid by any court action or by reason of existing or subsequently-enacted legislation, the remaining part or portions of this Agreement shall remain in full force and effect.

ARTICLE 321. Post-Employment Health Care

SECTION 1. To help offset the rising costs of health care and to aid retirees in obtaining health insurance, the CITY agrees to research alternate post-employment health insurance plans that will be made available at the employee's sole expense to any employee who retires from the City of Coeur d'Alene pursuant to Idaho Code.

SECTION 2. The CITY agrees to allow members of the UNION to participate in the International Association of Firefighters Medical Expense Reimbursement Plan (IAFF MERP). One-hundred percent (100%) of the monthly contributions on a pre-tax basis shall be borne by the employee in the amount established by the plan, per month. The CITY shall transmit, mail or forward the monthly contributions on or about the sixth of every month, but no later than the fifteenth, for that month's contributions.

The CITY will cooperate with the trust in allowing a payroll audit to ascertain if the proper amounts of contributions have been made.

The UNION and the employees agree to hold the CITY harmless and indemnify the CITY from any and all liability, claims, demands, lawsuits, and/or losses, damage or injury to persons or property, of whatsoever kind, arising from and in any way related to the administration of the trust fund. The UNION and employees shall be one-hundred percent (100%) liable for any and all liabilities that arise out of the trust fund. The UNION and employees shall be liable for any and all tax penalties, as well as any other liabilities arising out of the implementation and administration of the trust fund.

ARTICLE 332. Binding Arbitration

The CITY and the UNION agree that after submitting an issue to a fact-finding commission pursuant to Idaho Code § 44-1805 in regard to wages, rates of pay, working conditions, and all other terms and conditions of employment, the written recommendation of the fact-finding commission shall be binding.

ARTICLE 343. Deferred Compensation

Acknowledging that a referendum was held resulting in the loss of Social Security coverage for the UNION, the CITY agrees, in lieu of paying Social Security employer contributions, to contribute 6.2% of the employee's compensation into their PERSI Choice plan with a required minimum employee match of 1%. This applies to any compensation that would have otherwise been taxable social security wages.

If the Social Security tax obligation is at any time changed for general employees, the CITY's contribution to the UNION employees shall also be changed to the then-current Social Security employer rate.

ARTICLE 354. Urban Renewal District Opener

When any Urban Renewal District is closed, the CITY agrees to negotiate with the UNION on Article 23 and, upon request by the UNION, the parties shall meet and confer in good faith concerning the disposition of the additional tax revenue.

ARTICLE 365. Military Leave

Employees who serve in the National Guard or other Reserve component of the Armed Forces of the United States to fulfill military obligations may request military leave while participating in required military duties and field training under the following conditions:

1. The field training must be required by the Reserve or Guard component that the employee is a member of and the employee must provide a copy of their official Orders or military obligations to the Fire Department and Human Resources as far in advance as possible. Official Orders shall be kept in the employee's official personnel file.
2. An Employee must have completed at least twelve (12) months continuous employment with the CITY prior to being eligible for such leave.
3. An Employee will not be eligible for compensation if the training is on off-duty days or is voluntary.
4. The paid benefit is limited to a total of one hundred (100) hours for forty (40) hour employees and two hundred forty (240) hours for fifty-six (56) hour employees (pro-rated if less than full-time) of straight time for base wages per calendar year subject to review and approval from the Fire Chief and the Human Resources Director. The paid benefit will not affect vacation or sick leave and hours will not count towards FLSA pay as hours worked.
5. The paid benefit applies only to the employee's contractual days of obligation per military Orders and does not apply to travel time unless approved in advance by the Fire Chief or designee.

The CITY adheres to all guidelines as stated in the provisions of Idaho Code §§ 46-216 and 46-224, and the Uniformed Services Employment and Reemployment Rights Act (USERRA).

ARTICLE 376. Survivor's Benefit

In the event an employee dies during the course and scope of their employment, a Survivor's Benefit in the amount of six (6) months of regular wages shall be payable to the employee's named survivor. Further, to be eligible for this benefit, each employee shall submit the provided survivor's designation form to the Human Resource Office within thirty (30) days of hire.

DATED this _____ day of _____, 2026.

Daniel K. Gookin, Mayor

Thomas Eckert, President, Local 710

ATTEST:

Renata McLeod, City Clerk

Max McCormick, Secretary, Local 710

City of Coeur d'Alene
Fire Compensation Schedule
Appendix A

<i>Battalion Chief</i>	Minimum	Maximum	Maximum with Senior Pay
FY 2024-2025	\$27.50	\$40.27	\$42.29
FY 2025-2026	\$28.46	\$41.68	\$43.77
FY 2026-2027	\$29.46	\$43.14	\$45.30
FY 2027-2028	\$30.49	\$44.65	\$46.89
<i>Captain</i>	Minimum	Maximum	Maximum with Senior Pay
FY 2024-2025	\$25.04	\$36.67	\$38.50
FY 2025-2026	\$25.91	\$37.95	\$39.85
FY 2026-2027	\$26.82	\$39.28	\$41.24
FY 2027-2028	\$27.76	\$40.66	\$42.69
<i>Engineer</i>	Minimum	Maximum	Maximum with Senior Pay
FY 2024-2025	\$22.81	\$33.41	\$35.08
FY 2025-2026	\$23.61	\$34.58	\$36.30
FY 2026-2027	\$24.44	\$35.79	\$37.57
FY 2027-2028	\$25.29	\$37.04	\$38.89
<i>Firefighter</i>	Minimum	Maximum	Maximum with Senior Pay
FY 2024-2025	\$20.79	\$30.46	\$31.99
FY 2025-2026	\$21.52	\$31.53	\$33.11
FY 2026-2027	\$22.27	\$32.63	\$34.27
FY 2027-2028	\$23.05	\$33.77	\$35.47
<i>Deputy Fire Marshall</i>	Minimum	Maximum	Maximum with Senior Pay
FY 2024-2025	\$34.81	\$50.96	\$53.51
FY 2025-2026	\$36.03	\$52.75	\$55.38
FY 2026-2027	\$37.29	\$54.59	\$57.32
FY 2027-2028	\$38.59	\$56.50	\$59.33
<i>Division Chief</i>	Minimum	Maximum	Maximum with Senior Pay
FY 2025-2026	\$39.84	\$58.35	\$61.28
FY 2026-2027	\$41.23	\$60.39	\$63.42
FY 2027-2028	\$42.67	\$62.50	\$65.64
<i>EMS Officer</i>	Minimum	Maximum	Maximum with Senior Pay
FY 2024-2025	\$35.06	\$51.34	\$53.90
FY 2025-2026	\$36.28	\$53.13	\$55.79
FY 2026-2027	\$37.55	\$54.99	\$57.74
FY 2027-2028	\$38.87	\$56.92	\$59.76

Battalion Chief, Captain, Engineer, and Firefighter classifications are 56-hour a week positions (based on 2912 hours per year).

Deputy Fire Marshall and ~~EMS Officer~~ Division Chief classifications are 40-hour a week positions (based on 2080 hours per year).

Once promoted, eligible for 5% increase annually on new anniversary date until employee reaches maximum.

City of Coeur d'Alene
Fire Service Time Increase
Appendix B

- Year 1: 8% Increase
- Year 2: 8% Increase
- Year 3: 8% Increase
- Year 4: 6% Increase
- Year 5: 9.5% Increase or to maximum

Employees are eligible for service time increases with an average or above performance evaluation. Employee wages cannot exceed the maximum hourly amount listed in the fire compensation schedule.

City of Coeur d'Alene
Fire Job Descriptions
Appendix C

Fire Battalion Chief

CLASSIFICATION SUMMARY

The Fire Battalion Chief manages all duty staff on an assigned shift at all stations with responsibility to protect the public in emergency situations and respond to fires, accidents, medical emergencies, chemical spills, flooding, water rescue and other incidents where risks are posed to life and property. The Battalion Chief is responsible for the management of emergencies, supervision of Fire Captains and continued communications between Fire Department administration and firefighters. The Battalion Chief responds to and commands emergency incidents, provides administrative oversight, plans and assigns shift activities, creates a daily roster and coordinates training and other activities between stations.

The position works under the direct supervision of a [Assistant Fire Deputy](#) Chief and/or Chief, with considerable leeway granted for the exercise of independent judgment and initiative. The position may also perform the duties of other Chief Officers in their absence. The job requires basic education with a high school diploma or GED, a valid Driver's License, an EMT license, a Wildland certificate, a and at least eighty-four (84) current consecutive months for the city of Coeur d'Alene Fire Department and at least twelve (12) consecutive months as a Fire Captain with the City of Coeur d'Alene Fire Department or the equivalency of twelve (12) months (122 full shifts) working in the capacity of a Fire Captain with the City's Fire Department. The principal duties of this class are performed in a work environment that includes indoor/outdoor exposure, hazardous conditions and atmosphere, physically strenuous activity, operation of heavy equipment and potential personal danger.

ESSENTIAL DUTIES AND RESPONSIBILITIES *(illustrative only and may vary by assignment)*

- Functions as the incident commander at emergency scenes, providing firefighter accountability and safety;
- Supervises and evaluates the work of Fire Captains;
- Plans and assigns shift activities, including daily roster, mail and time records for payroll;
- Oversees the maintenance of apparatus and station operations;
- Prepares and supervises the completion and accuracy of incident reports;
- Meets with officers and administration to coordinate activities and plan the needs of the department;
- Coordinates training and other events for an assigned shift;
- Manages the building and grounds budget and project planning;
- Conducts fire prevention inspections and educates the general public in fire prevention;
- Conducts walk-through inspections of new building construction;
- Evaluates the work of subordinates and writes performance appraisals;
- Maintains an effective work environment with subordinates through verbal and written communications, training, continuous employee counseling and disciplinary action as necessary;
- Prepares and manages the maintenance of records and reports;
- Responds to fire scenes, natural disasters, vehicle accidents and various medical emergencies;
- Works as part of a team or individually to combat fires, rescue victims and/or render support;
- Instructs fire department personnel in various specialized areas;
- Operates personal computer and associated applications software;
- Responds to management's, supervisor's, co-workers' and citizens' questions and comments in a courteous, thorough and timely manner;
- Performs time management and scheduling functions, meets deadlines, and sets project priorities;
- Maintains strict confidentiality of all matters;
- Assists other department and City employees as needed or requested.
- Performs all work duties and activities in accordance with City policies, procedures, and safety practices.

SECONDARY DUTIES AND RESPONSIBILITIES:

- May perform the duties of other Chief Officers as needed;
- Resolution No. 18-050 Page 32 of 46
- Responds to calls on off-duty hours as needed;
- Performs other duties as assigned.

CLASSIFICATION REQUIREMENTS:

The requirements listed below are representative of the minimum knowledge, skill, and/or ability required for an individual to satisfactorily perform each essential duty satisfactorily and be successful in the position.

Knowledge of:

- Management, leadership and supervisory methods and techniques;
- Departmental policies, rules, regulations and standard operating procedures;
- Fire behavior and building construction;
- The geography of the City of Coeur d'Alene including the streets system, hydrant locations, layout and location of public utilities and potentially hazardous materials or substances;
- Current strategies for all types of fire such as wildland, commercial, residential, airport, flammable and combustible, liquids, vehicle, etc.;
- Specialized fire fighting vehicles and equipment;
- Training practices and procedures;
- Effective teaching and communication techniques for large and small groups;
- Uniform Fire Code for inspection purposes;
- Advanced fire suppression techniques, fire prevention methods, safe apparatus operations, pump operations, and equipment and apparatus operation and maintenance;
- Emergency Medical Technician (EMT) techniques and related medical equipment;
- Basic mathematical and science skills;
- Emergency response records systems, communications equipment and use, fire computer applications and incident reporting procedures;
- Comprehensive use of the English language for report writing and training sessions.

Skill and Ability to:

- Manage and command emergency scenes and firefighting personnel;
- Evaluate the work of subordinates and provide meaningful feedback;
- Quickly make determinations as to the best course of action for fighting fires or responding to other related emergency situations;
- Work under extremely stressful situations, day and night, which result from a fire and other emergencies, including the responsibility for remaining calm and carrying out all duties with the recognition of the threat to life and property;
- Operate emergency apparatus and EMS equipment;
- Work within a command structure requiring strict adherence to the following of orders;
- Work in a team environment under extremely stressful situations;
- Prepare and present accurate and reliable reports containing findings and recommendations;
- Teach and train subordinates and peers in various aspects of firefighting, emergency medical techniques and rescue skills;
- Quickly learn and put to use new skills and knowledge brought about by rapidly changing information and/or technology;
- Read, comprehend, and follow simple oral and written instructions; and to understand and apply available guidelines to varied operational requirements;
- Perform a wide variety of duties and responsibilities with accuracy and speed under the pressure of time-sensitive deadlines;
- Demonstrate integrity, ingenuity and inventiveness in the performance of assigned tasks;
- Operate a personal computer using program applications appropriate to assigned duties;
- Communicate effectively both orally and in writing, with the public and other employees and supervisors.

- Perform all duties in accordance with City policies and procedures with regard for personal safety and that of other employees and the public.

ACCEPTABLE EXPERIENCE AND TRAINING:

- High School Diploma or GED; and
- Maintain a valid Driver's License; and
- EMT license; and
- Maintain a, Wildland certificate, and a Haz-Mat Awareness Level Certificate;
- At least eighty-four (84) current consecutive months with the City of Coeur d'Alene Fire Department, with at least one (1) year as a Fire Captain or the equivalency of twelve (12) months (122 full shifts) working in the capacity of a Fire Captain with the City's Fire Department; or
- An equivalent combination of education and experience that provides the required skills, knowledge and abilities to successfully perform the essential functions of the position may be considered.

PHYSICAL DEMANDS & WORK ENVIRONMENT:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this classification. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this classification, the employee is frequently required to perform strenuous physical activity; to stand, walk, sit, run, use hands to keyboard or type, handle materials, operate heavy equipment or manipulate tools used in performing the essential functions of the classification, and to reach with hands and arms. The employee must frequently lift and/or move up to 50 pounds. Specific vision abilities required by this classification include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus to effectively operate at a fire or related emergency scene. Sufficient clarity of speech and hearing abilities required by this classification includes those which permit the employee to hear alarms, discern verbal instructions and communicate effectively in person, by telephone. While performing the duties of this classification, the employee works in an indoor and outdoor setting, in an IDLH (Immediately Dangerous Life Hazards) atmosphere, which may involve a high degree of noise and exposure to hazardous conditions.

Fire Captain

CLASSIFICATION SUMMARY

The Fire Captain supervises personnel and participates in the work of a Fire Company for one shift at one fire station with responsibility to protect the public in emergency situations and respond to fires, accidents, medical emergencies, chemical spills, flooding, water rescue and other incidents where risks are posed to life and property. The Fire Captain is responsible for the management of emergencies, personnel, fire station, apparatus and equipment and related activities and training functions on an assigned shift. This job entails administrative oversight, supervision and leadership to Fire Department personnel. The position works under the direct supervision of a Fire Battalion Chief, with considerable leeway granted for the exercise of independent judgment and initiative. The job requires basic education with a high school diploma or GED, a valid Driver's License, current Fire Department certification as a Fire Engineer with at least one (1) year experience as a Fire Engineer, an EMT license, current CPR card, a Wildland certification, a Fire Captain certification, a and at least seventy-two (72) current consecutive months working for the City of Coeur d'Alene Fire Department. Work is conducted on an assigned shift. The principal duties of this class are performed in a work environment that includes indoor/outdoor exposure, hazardous conditions and atmosphere, physically strenuous activity, operation of heavy equipment and potential personal danger.

ESSENTIAL DUTIES AND RESPONSIBILITIES *(illustrative only and may vary by assignment)*

- Manages an assigned shift at one fire station with responsibility to respond to emergency incidents, evaluate results obtained by subordinate officers, assume command and direct fire suppression, EMS and rescue activities;
- Manages the care and cleaning of quarters, buildings, grounds, apparatus and equipment and reports on their condition;
- Maintains an effective work environment with subordinates through verbal and written communications, training, continuous employee counseling and disciplinary action as necessary;
- Prepares and manages the maintenance of records and reports;
- Supervises and evaluates the work of subordinates and writes performance appraisals;
- Coordinates departmental support, administrative and managerial activities as required and directed;
- Performs inspections to ensure building, equipment and fire code compliance with standard operating procedures;
- Responds to fire scenes, natural disasters, vehicle accidents and various medical emergencies;
- Responds to calls for emergency medical services and renders first aid'
- Assists with area familiarization by updating maps and run books;
- Performs various public information or education tasks;
- Works as part of a team or individually to combat fires, rescue victims and/or render support;
- Uses mathematical formulas for computing hydraulics, fire containment and extinguishment practices and procedures;
- Performs general maintenance to station grounds such as cleaning, shoveling snow, painting, cutting grass and related duties;
- Instructs fire department personnel in various specialized areas;
- Operates personal computer and associated applications software;
- Responds to management's, supervisor's, co-workers' and citizens' questions and comments in a courteous, thorough and timely manner;
- Performs time management and scheduling functions, meets deadlines, and sets project priorities;
- Maintains strict confidentiality of all matters;
- Assists other department and City employees as needed or requested.
- Performs all work duties and activities in accordance with City policies, procedures, and safety practices.

SECONDARY DUTIES AND RESPONSIBILITIES:

- . Performs the duties of Firefighter and Fire Engineer as needed;
- . May perform the duties of Battalion Chief as needed;

- Responds to calls on off-duty hours as needed;
- Performs other duties as assigned.

CLASSIFICATION REQUIREMENTS:

The requirements listed below are representative of the minimum knowledge, skill, and/or ability required for an individual to satisfactorily perform each essential duty satisfactorily and be successful in the position.

Knowledge of:

- Management and supervisory methods and techniques;
- The operation and capabilities of the various types of apparatus and equipment used by the department and surrounding agencies;
- Training practices and procedures;
- First response Emergency Medical Technician (EMT) techniques, EMS protocols, Fire Department Standard Operating Procedures and related medical equipment;
- Effective teaching and communication techniques for large and small groups;
- Uniform Fire Code for inspection purposes;
- Advanced fire suppression techniques, fire prevention methods, safe apparatus operations, pump operations, and equipment and apparatus operation and maintenance;
- Emergency response records systems, communications equipment and use, fire computer applications and incident reporting procedures;
- Comprehensive use of the English language for report writing and training sessions.

Skill and Ability to:

- Supervise, lead and direct a fire department shift;
- Manage and command an emergency scene;
- Teach and train subordinates in various aspects of firefighting;
- Evaluate the work of subordinates and provide meaningful feedback;
- Pass the State Firefighter agility examination;
- Quickly make determinations as to the best course of action for fighting fires or responding to other related emergency situations;
- Work under extremely stressful situations, day and night, which result from a fire and other emergencies, including the responsibility for remaining calm and carrying out all duties with the recognition of the threat to life and property;
- Work within a command structure requiring strict adherence to the following of orders;
- Work in a team environment under extremely stressful situations;
- Prepare and present accurate and reliable reports containing findings and recommendations;
- Teach and train subordinates and peers in various aspects of firefighting, emergency medical techniques and rescue skills;
- Quickly learn and put to use new skills and knowledge brought about by rapidly changing information and/or technology;
- Learn and correctly apply routine division and department policies and procedures;
- Read, comprehend, and follow simple oral and written instructions; and to understand and apply available guidelines to varied operational requirements;
- Perform a wide variety of duties and responsibilities with accuracy and speed under the pressure of time-sensitive deadlines;
- Demonstrate integrity, ingenuity and inventiveness in the performance of assigned tasks;
- Operate a personal computer using program applications appropriate to assigned duties;
- Communicate effectively both orally and in writing, with the public and other employees and supervisors.
- Perform all duties in accordance with City policies and procedures with regard for personal safety and that of other employees and the public.

ACCEPTABLE EXPERIENCE AND TRAINING:

- High School Diploma or GED; and

- Maintain a valid Driver's License; and
- EMT license; and
- Obtain and maintain a, current CPR Card, Fire Captain Certification, and a Wildland Certification; and
- At least seventy-two (72) consecutive months for the City of Coeur d'Alene Fire Department with at least one (1) year as a Fire Engineer; or
- An equivalent combination of education and experience that provides the required skills, knowledge and abilities to successfully perform the essential functions of the position may be considered.

PHYSICAL DEMANDS & WORK ENVIRONMENT:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this classification. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this classification, the employee is frequently required to perform strenuous physical activity; to stand, walk, sit, run, use hands to keyboard or type, handle materials, operate heavy equipment or manipulate tools used in performing the essential functions of the classification, and to reach with hands and arms. The employee must frequently lift and/or move up to 50 pounds. Specific vision abilities required by this classification include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus to effectively operate at a fire or related emergency scene. Sufficient clarity of speech and hearing abilities required by this classification includes those which permit the employee to hear alarms, discern verbal instructions and communicate effectively in person, by telephone. While performing the duties of this classification, the employee works in an indoor and outdoor setting, in an IDLH (immediately Dangerous Life Hazards) atmosphere, which may involve a high degree of noise and exposure to hazardous conditions.

Fire Engineer

CLASSIFICATION SUMMARY

The Fire Engineer is responsible for the safe and efficient transport of personnel and equipment to and from emergency scenes and for the efficient delivery of water through hoses for the purposes of firefighting. The Fire Engineer drives and operates fire vehicles, provides first response emergency medical care to sick and injured persons, maintains apparatus and equipment in a state of readiness for emergency response and performs all the duties and responsibilities of a Firefighter to protect the public in emergency situations and respond to fires, accidents, medical emergencies, chemical spills, flooding, water rescue and other incidents where risks are posed to life and property. This job entails specialized work in operating and maintaining a variety of automotive and other firefighting equipment, including pumpers, ladder truck, fireboat and self-contained breathing apparatus in response to fire alarms and other emergency scenes. The position includes promoting fire safety, inspecting and enforcing safety standards, working with police and ambulance service personnel, undertaking physical and academic training, and maintaining vehicles, equipment, hydrants, water supplies and general living/working quarters. The position works under the direct supervision of a Fire Captain, but some leeway is granted for the exercise of independent judgment and initiative. The job requires basic education with a high school diploma or GED, a valid Driver's License, an EMT Certification, American Heart Association CPR card and at least thirty-six (36) current consecutive months working for the City of Coeur d'Alene Fire Department. Work is conducted on an assigned shift and Fire Engineers are subject to call-out in emergency situations. The principal duties of this class are performed in a work environment that includes indoor/outdoor exposure, hazardous conditions and atmosphere, physically strenuous activity, operation of heavy equipment and potential personal danger.

ESSENTIAL DUTIES AND RESPONSIBILITIES *(illustrative only and may vary by assignment)*

- Operates and drives fire-pumping and aerial ladder apparatus as well as the Fireboat and all related equipment;
- Regulates water pressure through hose lines, providing safe and efficient hose streams for firefighting;
- Inspects motorized apparatus for proper operation and general condition;
- Responds to calls for emergency medical services and renders first aid;
- Conducts pre-plan investigations, assembles information and prepares pre-plan reports;
- Assists with area familiarization by updating maps and run books;
- Performs various public information or education tasks;
- Responds to fire scenes, natural disasters, vehicle accidents and various medical emergencies;
- Works as part of a team or individually to combat fires, rescue victims and/or render support;
- Uses mathematical formulas for computing hydraulics, fire containment and extinguishment practices and procedures;
- Cleans, refuels and performs basic and routine inspections on vehicles including cleaning and waxing;
- Performs general maintenance to station grounds such as cleaning, shoveling snow, painting, cutting grass and related duties;
- Prepares and writes reports;
- Performs assigned duties by ranking officers, such as preparing grant proposals, working with juvenile fire setters, maintaining hydrants, etc. ; o Instructs fire department personnel in various specialized areas;
- Operates personal computer and associated applications software;
- Responds to management's, supervisor's, co-workers' and citizens' questions and comments in a courteous, thorough and timely manner;
- Performs time management and scheduling functions, meets deadlines, and sets project priorities;
- Maintains strict confidentiality of all matters;
- Assists other department and City employees as needed or requested.
- Performs all work duties and activities in accordance with City policies, procedures, and safety practices.

SECONDARY DUTIES AND RESPONSIBILITIES:

- Provides medical transports as needed;
- Responds to calls on off-duty hours as needed;

- Performs other duties as assigned.

CLASSIFICATION REQUIREMENTS:

The requirements listed below are representative of the minimum knowledge, skill, and/or ability required for an individual to satisfactorily perform each essential duty satisfactorily and be successful in the position.

Knowledge of:

- The safe and effective operation of aerial ladders, pumpers and other fire equipment, vehicles and fireboat;
- The operation and capabilities of the various types of apparatus and equipment used by the department and surrounding agencies;
- First response Emergency Medical Technician (EMT) techniques, EMS protocols, Fire Department Standard Operating Procedures and related medical equipment;
- Training practices and procedures;
- Effective teaching and communication techniques for large and small groups;
- Hydraulics, for the purpose of equipment and apparatus maintenance and readiness;
- Municipal mapping including the streets system, hydrant locations, the layout and location of public utilities and potentially hazardous materials or substances;
- State and local traffic laws governing the operation of emergency vehicles;
- Specialized fire fighting vehicles, boats and related equipment;
- Advanced fire suppression techniques, fire prevention methods, safe apparatus operations, pump operations, and equipment and apparatus operation and maintenance;
- Basic mathematical and science skills to learn and apply firefighting techniques;
- Uniform fire code for inspection purposes;
- Emergency response records systems, communications equipment and use, fire computer applications and incident reporting procedures;
- Comprehensive use of the English language for report writing and training sessions.

Skill and Ability to:

- Safely drive, operate and maintain the full range of fire apparatus and equipment used by the Department;
- Make determinations as to the best response route to emergency situations;
- Work under extremely stressful situations, day and night, which result from a fire and other emergencies, including the responsibility for remaining calm and carrying out all duties with the recognition of the threat to life and property;
- Work within a command structure requiring strict adherence to the following of orders;
- Work in a team environment under extremely stressful situations;
- Prepare and present accurate and reliable reports containing findings and recommendations;
- Teach and train subordinates and peers in various aspects of firefighting, emergency medical techniques and rescue skills;
- Quickly learn and put to use new skills and knowledge brought about by rapidly changing information and/or technology;
- Learn and correctly apply routine division and department policies and procedures;
- Read, comprehend, and follow simple oral and written instructions; and to understand and apply available guidelines to varied operational requirements;
- Perform a wide variety of duties and responsibilities with accuracy and speed under the pressure of time-sensitive deadlines;
- Demonstrate integrity, ingenuity and inventiveness in the performance of assigned tasks;
- Operate a personal computer using program applications appropriate to assigned duties;
- Communicate effectively both orally and in writing, with the public and other employees and supervisors.
- Perform all duties in accordance with City policies and procedures with regard for personal safety and that of other employees and the public.

ACCEPTABLE EXPERIENCE AND TRAINING:

- High School Diploma or GED; and

- Maintain a valid Driver's License; and
- Certification as an EMT; and
- Obtain and maintain an American Heart Association Health Care Provider CPR Card and a Wildland Red Card; and
- At least thirty-six (36) current consecutive months for the City of Coeur d'Alene Fire Department; or
- An equivalent combination of education and experience that provides the required skills, knowledge and abilities to successfully perform the essential functions of the position may be considered.

PHYSICAL DEMANDS & WORK ENVIRONMENT:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this classification. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this classification, the employee is frequently required to perform strenuous physical activity; to stand, walk, sit, run, use hands to keyboard or type, handle materials, operate heavy equipment or manipulate tools used in performing the essential functions of the classification, and to reach with hands and arms. The employee must frequently lift and/or move up to 50 pounds. Specific vision abilities required by this classification include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus to effectively operate at a fire or related emergency scene. Sufficient clarity of speech and hearing abilities required by this classification includes those which permit the employee to hear alarms, discern verbal instructions and communicate effectively in person, by telephone. While performing the duties of this classification, the employee works in an indoor and outdoor setting, in an IDLH (Immediately Dangerous Life Hazards) atmosphere, which may involve a high degree of noise and exposure to hazardous conditions.

Firefighter

CLASSIFICATION SUMMARY

Firefighters protect the public in emergency situations; they respond to fires, accidents, medical emergencies, chemical spills, flooding, water rescue and other incidents where risks are posed to life and property. This job entails using sophisticated firefighting and rescue equipment, promoting fire safety, inspecting and enforcing safety standards, working with police and other emergency services, undertaking physical and academic training, and maintaining vehicles, equipment, hydrants, water supplies and general living/working quarters. Firefighters may also receive training for and assume specialty roles in high-rise training, ice rescue, lifeguard, confined space, fireboat operation, wildland apparatus, search and rescue and/or water rescue team or other areas. The position works under the direct supervision of a Fire Captain, but some leeway is granted for the exercise of independent judgment and initiative. The job requires basic education with a high school diploma or GED, a valid Driver's License, and EMT Certification within six (6) months of hire. Work is conducted on assigned shifts and firefighters are subject to call-out in emergency situations. The principal duties of this class are performed in a work environment that includes indoor/outdoor exposure, hazardous conditions and atmosphere, physically strenuous activity, operations of heavy equipment and potential personal danger.

ESSENTIAL DUTIES AND RESPONSIBILITIES *(illustrative only and may vary by assignment)*

- Participates in training and develops skills and techniques in firefighting, hazardous materials response, emergency medical and lifesaving activities;
- Responds to fire scenes, natural disasters, vehicle accidents and various medical emergencies;
- Works as part of a team or individually to combat fires, rescue victims and/or render support;
- Inspects and tests emergency medical, fire suppression and related tools and equipment to ensure serviceability and compliance;
- Uses mathematical formulas for computing hydraulics, fire containment and extinguishment practices and procedures;
- Cleans, refuels and performs basic and routine inspections on vehicles including cleaning and waxing;
- Performs general maintenance to station grounds such as cleaning, shoveling snow, painting, cutting grass and related duties;
- Performs various public information or education tasks;
- Prepares and writes reports;
- Performs assigned duties by ranking officers, such as preparing grant proposals, working with juvenile fire setters, maintaining hydrants, etc.;
- Instructs fire department personnel in various specialized areas;
- May receive training for or be assigned to a specialty area such as high-rise rescue, water rescue, wildland apparatus, confined space or other area based on the requirements of the organization;
- Operates personal computer and associated applications software;
- Responds to management's, supervisor's, co-workers' and citizens' questions and comments in a courteous, thorough and timely manner;
- Performs time management and scheduling functions, meets deadlines, and sets project priorities;
- Maintains strict confidentiality of all matters;
- Assists other department and City employees as needed or requested.
- Performs all work duties and activities in accordance with City policies, procedures, and safety practices.

SECONDARY DUTIES AND RESPONSIBILITIES:

- May perform inspection of assigned occupancies;
- Assume the duties of Fire Engineer upon request as needed;
- Performs other duties as assigned.

CLASSIFICATION REQUIREMENTS:

The requirements listed below are representative of the minimum knowledge, skill, and/or ability required for an individual to satisfactorily perform each essential duty satisfactorily and be successful in the position.

Knowledge of:

- Basic mathematical and science skills to learn and apply firefighting techniques;
- Comprehensive use of the English language for report writing and training sessions.

Skill and Ability to:

- Learn about specialized fire fighting vehicles and equipment, strategies for various types of fire containment such as wild-land, commercial, residential, etc., and emergency response procedures and methods;
- Study and learn Emergency Medical Technician skills and techniques sufficient enough to pass and EMT certification test within the first six months of employment;
- Quickly learn the geography of the City of Coeur d'Alene, including the streets system, hydrant locations, the layout and location of public utilities and potentially hazardous materials or substances;
- Make determinations as to the best course of action for fighting fires or responding to other related emergency situations;
- Work under extremely stressful situations, day and night, which result from a fire and other emergencies, including the responsibility for remaining calm and carrying out all duties with the recognition of the threat to life and property;
- Successfully meet the Idaho Department of Labor and Industrial Services Minimum Medical and Health Standards for Firefighters and pass entry exams;
- Work within a command structure requiring strict adherence to the following of orders;
- Work in a team environment under extremely stressful situations;
- Quickly learn and put to use new skills and knowledge brought about by rapidly changing information and/or technology;
- Learn and correctly apply routine division and department policies and procedures;
- Read, comprehend, and follow simple oral and written instructions; and to understand and apply available guidelines to varied operational requirements;
- Perform a wide variety of duties and responsibilities with accuracy and speed under the pressure of time-sensitive deadlines;
- Demonstrate integrity, ingenuity and inventiveness in the performance of assigned tasks;
- Operate a personal computer using program applications appropriate to assigned duties;
- Assume responsibilities of Fire Engineer upon request;
- Communicate effectively both orally and in writing, with the public and other employees and supervisors.
- Perform all duties in accordance with City policies and procedures with regard for personal safety and that of other employees and the public.

ACCEPTABLE EXPERIENCE AND TRAINING:

- High School Diploma or GED; and
- Must be at least 19 years of age at the time of application; and
- Maintain a valid Driver's License; and
- Certification as an EMT or ability to obtain certification within six months of hire; or
- An equivalent combination of education and experience that provides the required skills, knowledge and abilities to successfully perform the essential functions of the position may be considered.

PHYSICAL DEMANDS & WORK ENVIRONMENT:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this classification. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this classification, the employee is frequently required to perform strenuous physical activity; to stand, walk, sit, run, use hands to keyboard or type, handle materials, operate heavy equipment or manipulate tools used in performing the essential functions of the classification, and to reach with hands and arms. The employee must frequently lift and/or move up to 50 pounds. Specific vision abilities required by this

classification include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus to effectively operate at a fire or related emergency scene. Sufficient clarity of speech and hearing abilities required by this classification includes those which permit the employee to hear alarms, discern verbal instructions and communicate effectively in person, by telephone. While performing the duties of this classification, the employee works in an indoor and outdoor setting, in emergency situations, which may involve a high degree of noise and exposure to hazardous conditions.

Deputy Fire Marshal

CLASSIFICATION SUMMARY

Deputy Fire Marshal assumes a number of roles for the Fire Department including inspector, investigator, safety officer, public education officer and public information officer. This position has responsibility to enforce codes, city ordinances and standards relating to fire protection for all structures within the City of Coeur d'Alene; to coordinate fire prevention guidelines for developers and architects; to provide investigation of fires and detection of fire causes and origin; to conduct public fire prevention education; and, to provide public information via all media outlets including print, social media and live news. The position develops new ordinances to enhance fire protection and participates in fire suppression and EMS response as needed. The position works under the general supervision of the ~~Deputy Fire Chief~~[Fire Marshal](#), with some leeway granted for the exercise of independent judgment and initiative. The job requires basic education with a high school diploma or GED, with a college degree or extensive studies in firefighting, fire inspection, fire investigations and/or fire prevention, plus five (5) years of experience in firefighting, fire prevention, fire investigations and fire inspection. The job also requires certification as an Idaho EMT-B or National Registry EMT-B Certification attained within the first year of employment, a Hazardous Material Awareness Level and a Valid Driver's License. The principal duties of this class are performed in a work environment that includes indoor/outdoor exposure, hazardous conditions and atmosphere, physically strenuous activity, and potential personal danger.

ESSENTIAL DUTIES AND RESPONSIBILITIES *(illustrative only and may vary by assignment)*

- Reviews building plans, fire protection systems, and subdivision plans for code compliance;
- Conducts project reviews of proposed plans for code requirements, occupancy classifications, fire flow requirements, etc.;
- Conducts, coordinates and assists fire crews with fire inspection concerns;
- Conducts safety inspections; promotes safety, education, inspection and planning;
- Investigates fire origin and cause; Gathers evidence, conducts interviews and interrogation of suspects and witnesses; works with private investigators, local law enforcement and the court system as needed;
- Reviews hazardous materials, administrative and site development plans for code compliance;
- Provides fire code compliance support to other city departments;
- Prepares and maintains activity records and special reports;
- Assists with public relations and public education programs to promote fire safety in the city;
- Compiles and maintains written records of reviews;
- Conducts final inspections and testing of new construction, remodels, tenant improvements, etc.;
- Responds to fire and emergency calls within the city and on mutual-aid calls;
- Serves as the Safety Officer for fires and emergency calls;
- Coordinates and conducts fire investigations;
- Coordinates and conducts public fire prevention education to promote fire safety in the City;
- Conducts first aide and fire safety classes;
- Works with families and children involved with fire;
- Facilitates the Juvenile Fire Setter Program;
- Serves as Public Information Officer for the department; posts information on Facebook or other social media sites;
- Participates on a variety of committees;
- Issues burn permits and performs site inspections;
- Conducts fireworks license inspections for sales applicants and pyrotechnic displays;
- Coordinates and conducts training for Coeur d'Alene Fire Department and other emergency services personnel;
- Assists with the developing of pre-fire plans.
- Operates personal computer and associated applications software;
- Responds to management's, supervisor's, co-workers' and citizens' questions and comments in a courteous, thorough and timely manner;

- Performs time management and scheduling functions, meets deadlines, and sets project priorities;
- Maintains strict confidentiality of all matters;
- Assists other department and City employees as needed or requested.
- Performs all work duties and activities in accordance with City policies, procedures, and safety practices.

SECONDARY DUTIES AND RESPONSIBILITIES:

- Performs other duties as assigned.

CLASSIFICATION REQUIREMENTS:

The requirements listed below are representative of the minimum knowledge, skill, and/or ability required for an individual to satisfactorily perform each essential duty satisfactorily and be successful in the position.

Knowledge of:

- Fire, building and city codes;
- Fire hazards and prevention requirements, inspection procedures, firefighting methods and techniques;
- Uniform fire code for inspection purposes;
- Hazardous materials storage, use, handling and plan review;
- The principles and practices of fire cause and fire origin investigations;
- Arson investigations, investigative case preparation and court testimony;
- Public education practices and procedures;
- Effective teaching and communication techniques for large and small groups;
- Fire suppression techniques, fire prevention methods, safe apparatus operations;
- Comprehensive use of the English language for report writing and training sessions.

Skill and Ability to:

- Use appropriate safety tools, personal protective equipment and apparatus for fire suppression and for fire investigations;
- Work in a team environment under extremely stressful situations;
- Prepare and present accurate and reliable reports containing finds and recommendations;
- Work under extremely stressful situations, day and night, which result from a fire and other emergencies, including the responsibility for remaining calm and carrying out all duties with the recognition of the threat to life and property;
- Work within a command structure requiring strict adherence to the following of orders;
- Teach and train subordinates and peers in various aspects of fire prevention, fire responder, fire origin and protection of the Area of Origin and fire safety;
- Organize and analyze evidence to causes of fire;
- Quickly learn and put to use new skills and knowledge brought about by rapidly changing information and/or technology;
- Learn and correctly apply routine division and department policies and procedures;
- Read, comprehend, and follow simple oral and written instructions; and to understand and apply available guidelines to varied operational requirements;
- Perform a wide variety of duties and responsibilities with accuracy and speed under the pressure of time-sensitive deadlines;
- Demonstrate integrity, ingenuity and inventiveness in the performance of assigned tasks;
- Operate a personal computer using program applications appropriate to assigned duties;
- Communicate effectively both orally and in writing, with the public and other employees and supervisors.
- Perform all duties in accordance with City policies and procedures with regard for personal safety and that of other employees and the public.

ACCEPTABLE EXPERIENCE AND TRAINING:

- High School Diploma or GED, preferably supplemented with a college degree or extensive studies in firefighting, fire inspection, fire investigations and/or fire prevention; and
- Maintain a valid Driver's License; and

- Certification for Idaho EMT-B and/or National Registry EMT-B Certification (within one year of employment); and
- Hazardous Material Awareness level certification; and
- Five (5) years' experience in firefighting, fire prevention, fire investigations and fire inspection; and
- Obtain and maintain an American Heart Association Health Care Provider CPR Card; and
- Obtain an IAAI-CFI Certification within a reasonable time through experience, education and training; or
- An equivalent combination of education and experience that provides the required skills, knowledge and abilities to successfully perform the essential functions of the position may be considered.

PHYSICAL DEMANDS & WORK ENVIRONMENT:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this classification. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this classification, the employee is frequently required to perform strenuous physical activity; to stand, walk, sit, run, use hands to keyboard or type, handle materials, operate heavy equipment or manipulate tools used in performing the essential functions of the classification, and to reach with hands and arms. The employee must frequently lift and/or move up to 50 pounds. Specific vision abilities required by this classification include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus to effectively operate at a fire or related emergency scene. Sufficient clarity of speech and hearing abilities required by this classification includes those which permit the employee to hear alarms, discern verbal instructions and communicate effectively in person, by telephone. While performing the duties of this classification, the employee works in an indoor and outdoor setting, in an IDLH (Immediately Dangerous Life Hazards) atmosphere, which may involve a high degree of noise and exposure to hazardous conditions.

Division Chief

CLASSIFICATION SUMMARY

A Fire Division Chief has responsibility for divisional operations and staff in Emergency Medical Services, Training and Logistics. The Division Chief exercises overall management to accomplish the short and long-range goals of the assigned division including developing, implementing and evaluating various programs, policies and procedures and managing general operations of the division. The Division Chief directs and supervises the assigned division, represents the Fire Department at various meetings, participates as an active member of the department's management team and works closely with the Fire Chief and Assistant Fire Chief to support the Department's mission, vision, goals and objectives. Divisional responsibilities may include:

Emergency Medical Services: Ensures compliance with state and local protocols, documentation and billing requirements; leads EMS related training; licensure of personnel; purchasing of equipment and disposable supplies; liaison to the County's Medical Director; represents the City on various EMS related committees; and EMS budget oversight.

Training: Development, planning and tracking of Fire Department training to meet or exceed NFPA Standards for the following disciplines: Fire Suppression, Rescue Operations, Hazardous Materials, EMS, Technical Rescue and Public Education.

Logistics: ; Directs and manages facilities, equipment and systems including fire stations, storage facility, engineer building, apparatus, staff vehicles, fire boat and ATVs, communications systems and department technology needs, uniforms and personal protective equipment, supplies, grant management, purchasing, warranties and maintenance and special teams.

The position works under the general direction of the Fire Chief or Assistant Fire Chief with considerable leeway granted for the exercise of independent judgment and initiative. The job requires basic education with a high school diploma or GED, preferably supplemented with a college degree, valid driver's license, current Fire Department Captain certification, and at least sixty (60) current consecutive months working for the City of Coeur d'Alene Fire Department. The principal duties of this class are performed in an office and field work environment that may include indoor/outdoor exposure, hazardous conditions and atmosphere and potential personal danger.

ESSENTIAL DUTIES AND RESPONSIBILITIES (illustrative only and may vary by assignment)

- Directs, manages and coordinates the activities of a major division of the fire department;
- Manages work of all personnel (fire fighting and civilian) assigned to the applicable division;
- Supports, implements and communicates department mission statement, goals, values, standards and philosophies to employees;
- Participates in department strategic planning activities;
- Establishes division goals, objectives and priorities and develops, recommends and implements policies and procedures;
- Monitors internal operations and procedures to ensure compliance with rules, regulations and policies;
- Evaluates effectiveness of division policies and procedures and makes recommendations for improvement;
- Supervises personnel including delegating work, managing work load, monitoring and evaluating performance and recommending personnel actions;
- Assists in preparation and administration of the department budget;
- Coordinates division activities with other divisions, city departments and/or interested parties;
- Stays abreast of trends and developments affecting fire service management and reviews and makes recommendations for staffing, equipment and budgetary needs;
- Communicates and ensures that division employees understand, support and comply with City and department policies and procedures;

- Prepares summary and/or statistical reports of division activities and project results;
- Represents the department at various meetings;
- Responds to serious field situations as needed;
- Advises subordinates on current problems, instructions, policies or other matters of importance affecting daily operations;
- Operates personal computer and associated applications software;
- Responds to management's, supervisor's, co-workers' and citizens' questions and comments in a courteous, thorough and timely manner;
- Performs time management and scheduling functions, meets deadlines, and sets project priorities;
- Maintains strict confidentiality of all matters;
- Assists other department and City employees as needed or requested.
- Performs all work duties and activities in accordance with City policies, procedures, and safety practices.

SECONDARY DUTIES AND RESPONSIBILITIES:

- Participate in classroom and field training activities;
- Responds to calls on off-duty hours as needed;
- May serve as Duty Chief while on a rotating status outside of normal working hours;
- Assumes the position of safety officer as situation dictates;
- Performs other duties as assigned.

CLASSIFICATION REQUIREMENTS:

The requirements listed below are representative of the minimum knowledge, skill, and/or ability required for an individual to satisfactorily perform each essential duty satisfactorily and be successful in the position.

Knowledge of:

- Effective management and supervisory practices and principles;
- Theories and practices of programs of the assigned division;
- Local adopted fire codes and ordinances;
- Common fire and chemical hazards and related safety precautions;
- Current fire fighting tactics and strategies;
- Public sector budget administration;
- Public relations and conflict management techniques;
- Organized labor contract requirements;
- Emergency operations command procedures;
- The geography of the City of Coeur d'Alene including the streets system, hydrant locations, layout and location of public utilities and potentially hazardous materials or substances;
- Effective teaching and communication techniques for large and small groups;
- Uniform Fire Code for inspection purposes;
- Emergency response records systems, communications equipment and use, fire computer applications and incident reporting procedures;
- Comprehensive use of the English language for report writing and training sessions.

Skill and Ability to:

- Demonstrate effective leadership capability;
- Plan, implement and oversee the programs of a major division of the Fire Department;
- Read, interpret and apply rules, regulations, policies and procedures;
- Establish and implement long and short-term goals in support of the City's and Department's vision, mission, goals and objectives;
- Coordinate work with other divisions and departments;

- Plan, assign and direct the work of others;
- Effectively handle controversial situations;
- Analyze administrative or operational problems and develop viable solutions;
- Research and analyze information;
- Compile, develop and organize statistical and technical data and information into clear and concise written reports and verbal presentations;
- Communicate ideas and recommendations effectively orally and in writing;
- Develop and maintain effective working relationships with a wide variety of organizations, officials and individuals in potentially controversial situations involving public safety;
- Perform a wide variety of duties and responsibilities with accuracy and speed under the pressure of time-sensitive deadlines;
- Demonstrate integrity, ingenuity and inventiveness in the performance of assigned tasks;
- Operate a personal computer using program applications appropriate to assigned duties;
- Perform all duties in accordance with City policies and procedures with regard for personal safety and that of other employees and the public.

ACCEPTABLE EXPERIENCE AND TRAINING:

- High School Diploma or GED, preferably supplemented with college level education and/or degree; and
- At least sixty (60) current consecutive months working for the City of Coeur d'Alene Fire Department and current Fire Captain certification; and
- Maintain a valid Driver's License; and
- EMS Division Chief requires an Idaho Paramedic licensure; and
- Certification in specific areas may be required depending on divisional assignment; or
- An equivalent combination of education and experience that provides the required skills, knowledge and abilities to successfully perform the essential functions of the position may be considered.

PHYSICAL DEMANDS & WORK ENVIRONMENT:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this classification. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this classification, the employee is frequently required to perform strenuous physical activity; to stand, walk, sit, run, use hands to keyboard or type, handle materials, operate heavy equipment or manipulate tools used in performing the essential functions of the classification, and to reach with hands and arms. The employee must frequently lift and/or move up to 25pounds. Specific vision abilities required by this classification include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus to effectively operate at a fire or related emergency scene. Sufficient clarity of speech and hearing abilities required by this classification includes those which permit the employee to hear alarms, discern verbal instructions and communicate effectively in person, by telephone. While performing the duties of this classification, the employee works in an indoor and outdoor setting, in an IDLH (Immediately Dangerous Life Hazards) atmosphere, which may involve a high degree of noise and exposure to hazardous conditions.

EMS Officer

CLASSIFICATION SUMMARY

The Emergency Medical Services Officer provides clinical oversight to the Fire Department's licensed EMS providers. This includes compliance with state & local protocols, compliance with documentation & billing requirements, licensure of personnel, purchasing of equipment & disposable supplies, liaison to the county Medical Director, and EMS budget oversight. The position works under the general direction of the Deputy Fire Chief with considerable leeway granted for the exercise of independent judgment and initiative. The job requires basic education with a high school diploma or GED, preferably supplemented with a college degree, and extensive experience in fire department operations and management including at least seventy two (72) consecutive months of firefighting experience, Idaho Paramedic licensure required, and a valid Driver's license. The principal duties of this class are performed in an office and field work environment that may include indoor/outdoor exposure, hazardous conditions and atmosphere and potential personal danger.

ESSENTIAL DUTIES AND RESPONSIBILITIES (illustrative only and may vary by assignment)

- ~~Clinical oversight to department EMS services: licensures, patient care, documentation, training, equipment/supplies inventory & quality assurance;~~
- ~~Infectious Control Program: implementation and oversight of the citywide Med Plan that includes education/training, vaccinations, exposures and PPE inventory;~~
- ~~Serves as a liaison to county and state EMS officials and representing the department on committees and EOC functions;~~
- ~~Evaluates new department EMTs and Paramedics and coordinates external interns;~~
- ~~Responds to citizen complaints related to EMS services and provides customer service outreach;~~
- ~~Supports, implements and communicates department mission statement, goals, values, standards and philosophies to employees;~~
- ~~Participates in department strategic planning activities;~~
- ~~Monitors internal operations and procedures to ensure compliance with rules, regulations and policies;~~
- ~~Stays abreast of trends and developments affecting fire service management and reviews and makes recommendations for staffing, equipment and budgetary needs;~~
- ~~Prepares summary and/or statistical reports of division activities and project results;~~
- ~~Operates personal computer and associated applications software;~~
- ~~Responds to management's, supervisor's, co-workers' and citizens' questions and comments in a courteous, thorough and timely manner;~~
- ~~Performs time management and scheduling functions, meets deadlines, and sets project priorities;~~
- ~~Maintains strict confidentiality of all matters;~~
- ~~Assists other department and City employees as needed or requested.~~
- ~~Performs all work duties and activities in accordance with City policies, procedures, and safety practices.~~

SECONDARY DUTIES AND RESPONSIBILITIES:

- ~~Participate in classroom and field training activities;~~
- ~~Responds to calls on off duty hours as needed;~~
- ~~Performs other duties as assigned.~~

CLASSIFICATION REQUIREMENTS:

The requirements listed below are representative of the minimum knowledge, skill, and/or ability required for an individual to satisfactorily perform each essential duty satisfactorily and be successful in the position.

Knowledge of:

- ~~Theories and practices of programs of the assigned division;~~
- ~~Common fire and chemical hazards and related safety precautions;~~
- ~~Current firefighting tactics and strategies;~~
- ~~Public sector budget administration;~~

- Public relations and conflict management techniques;
- Emergency operations command procedures;
- The geography of the City of Coeur d'Alene including the streets system, hydrant locations, layout and location of public utilities and potentially hazardous materials or substances;
- Effective teaching and communication techniques for large and small groups;
- Emergency response records systems, communications equipment and use, fire computer applications and incident reporting procedures;
- Comprehensive use of the English language for report writing and training sessions.

Skill and Ability to:

- Demonstrate effective leadership capability;
- Assist in the planning & implementation of programs of a major division of the Fire Department;
- Read, interpret and apply rules, regulations, policies and procedures;
- Establish and implement long and short term goals in support of the City's and Department's vision, mission, goals and objectives;
- Coordinate work with other divisions and departments;
- Effectively handle controversial situations;
- Analyze administrative or operational problems and develop viable solutions;
- Research and analyze information;
- Compile, develop and organize statistical and technical data and information into clear and concise written reports and verbal presentations;
- Communicate ideas and recommendations effectively orally and in writing;
- Develop and maintain effective working relationships with a wide variety of organizations, officials and individuals in potentially controversial situations involving public safety;
- Perform a wide variety of duties and responsibilities with accuracy and speed under the pressure of time-sensitive deadlines;
- Demonstrate integrity, ingenuity and inventiveness in the performance of assigned tasks;
- Operate a personal computer using program applications appropriate to assigned duties;
- Perform all duties in accordance with City policies and procedures with regard for personal safety and that of other employees and the public.

ACCEPTABLE EXPERIENCE AND TRAINING:

- High School Diploma or GED, preferably supplemented with college level education and/or degree; and
- Extensive experience in fire service including at least seventy-two (72) consecutive months of firefighting/EMS experience; and
- Idaho Paramedic licensure required; and
- Maintain a valid Driver's License; or
- An equivalent combination of education and experience that provides the required skills, knowledge and abilities to successfully perform the essential functions of the position may be considered.

PHYSICAL DEMANDS & WORK ENVIRONMENT:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this classification. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of a job, on a case by case basis.

While performing the duties of this classification, the employee is frequently required to perform strenuous physical activity; to stand, walk, sit, run, use hands to keyboard or type, handle materials, or manipulate tools used in performing the essential functions of the classification, and to reach with hands and arms. The employee must frequently lift and/or move up to 50 pounds. Specific vision abilities required by this classification include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus to effectively operate at a fire or related emergency scene. Sufficient clarity of speech and hearing abilities required by this classification includes those which permit the employee to hear alarms, discern verbal instructions and communicate effectively in person, by telephone. While performing the duties of this classification, the employee works in an indoor and

outdoor setting, in an IDLH (Immediately Dangerous Life Hazards) atmosphere, which may involve a high degree of noise and exposure to hazardous conditions.

**GENERAL SERVICES COMMITTEE
STAFF REPORT**

DATE: **JANUARY 12, 2026**

FROM: **MELISSA TOSI; HUMAN RESOURCES DIRECTOR**

SUBJECT: **COMPENSATION AND CLASSIFICATION PROJECT**

Decision Point: Should Council approve the attached Professional Services Agreement between the City of Coeur d'Alene and BestDay HR, for a city-wide classification and compensation study?

History: The last classification and compensation study for the City of Coeur d'Alene was completed by BDPA, Inc. and approved by Council in 2017. Since approval, Human Resources has continued to review and update classifications, create new positions, review market data and internal equity, and has continued to use a consultant, previously Ameriben and now BestDay HR, for recommendations and leveling.

The City is at a point where reviewing individual classifications is no longer sustainable, and there have been enough changes in the job market over the last nine (9) years that it will be beneficial to review the entire plan. Additional needs with a full class/comp study is to have the consultant review our current pay grades 1-22 identifying compression or grade misalignment issues, evaluating the percentages between and possible need for additional pay grades. Also, a review of both the fire and police pay schedules and ranks will be included, with additional comparisons of police specialty compensation.

At project completion, BestDay HR will provide the City of Coeur d'Alene with the following:

1. A report with key findings and recommendations.
2. Updated Kinds & Levels chart and revised wage ranges.
3. Rationale for job matches and recommended pay structures.
4. Present finding and answer questions from City leadership and stakeholders.

Once the project starts, the anticipated completion timeline is 3 months.

Financial: BestDay HR has structured the class/comp project to be comprehensive yet efficient, with clear deliverables aligned to each phase. The proposed cost reflects the depth of analysis, level of customization, and collaborative engagement required to meet the City's objectives. The total proposed cost for the project is \$55,000. The consultants believe they can include the police specialty pay comparison into the total cost of the project. However, any work that exceeds the projected project cost will be discussed and billed at the consultant's hourly rate of \$185 per hour. In the current 2025-2026 budget year, Human Resources has \$30,000 budgeted for the study. The remaining amount needed to complete the study will come from Human Resources professional services and savings, and the City's fund balance due to previous years budgeted dollars towards the class/comp study that have not been utilized.

Performance Analysis: The City will benefit from doing a city-wide study addressing changes in job descriptions, evaluating market data, analyzing wage and grade adjustments, ensuring proper leveling, and reviewing FLSA exemption status. Additionally, establishing rapport with BestDay HR to review

all of our classifications and leveling will be beneficial for Human Resources as additional and ongoing consultant services. Additionally, an updated compensation plan will address external competitiveness (the wages other employers pay for similar work), which directly relates to the City of Coeur d'Alene's ability to attract and retain qualified employees. Combining an updated sound compensation system with an effective internal equity/job valuation process contributes to the overall effectiveness of an organization.

The proposed study has been discussed over the last year with all three collective bargaining groups. Per Resolution No. 25.051, LCEA agrees to support a wage study to be performed by a consultant chosen by the City, which wage study will review the compensation for classifications of positions represented by LCEA. LCEA may provide written input regarding the terms of the wage study and comparable organizations prior to final approval of the consultant contract by City Council. However, the terms of the wage study shall be determined solely by the City and the consultant. Upon completion of the wage study, the City agrees to discuss the results and options for implementation with LCEA. The current LCEA collective bargaining agreement is effective through September 30, 2027.

The Coeur d'Alene Firefighters Local No. 710 agree to participate in the study to review the fire ranks base wages. The Local No. 710 current collective bargaining agreement is effective through September 30, 2028.

The Police Officer Association also supports the study to review represented police positions with the agreement the consultants will also review sworn officer specialty pay. The POA collective bargaining agreement is effective through September 30, 2026.

Decision Point/Recommendation: Council should approve the attached Professional Services Agreement between the City of Coeur d'Alene and BestDay HR, for a city-wide classification and compensation study.



PROFESSIONAL SERVICES AGREEMENT

This Professional Services Agreement ("Agreement"), made this _____ ("Effective Date"), is by and between City of Coeur d'Alene Idaho and its affiliates ("Organization") and BestDayHR ("Consultant").

Now, therefore, it is agreed as follows:

- 1) Scope of Work. The Organization agrees to compensate Consultant for services rendered as follows:
 - *See details of scope of work as proposed in Attachment A*
- 2) Effective Date and Duration. The term of this Agreement shall commence upon this agreement Effective Date and conclude on or before _____ (Conclusion Date). Consultant shall commence performance only upon receipt of a signed and fully executed contract from the Organization.
- 3) Limitation on Scope of Services. Consultant is not legal counsel and will not render legal advice to the Organization regarding hiring, discipline, or termination decisions. Consultant will provide recommendations regarding certain matters, but, ultimately, the Organization renders the final decision and is solely responsible for its decisions regarding its employees. It is expressly agreed that the Organization will look to its regular legal counsel for such services as well as for advice with respect to issues that may arise related to its employees or workplace situations that may trigger legal liability. It is expressly agreed that Consultant is not a joint employer with the Organization related to its employees, independent contractors, agents, or any other entity or individual in which the Organization has a relationship.
- 4) Confidentiality. The Parties recognize that Consultant may be privy to confidential information regarding the Organization's employees, processes, applicants, or other information. Consultant and its employees/partners shall keep such information confidential and will not make any disclosure to any third parties without the advance express written permission from the Organization.
- 5) Mutual Cooperation. Consultant will perform the services called for under this Agreement and the Organization will cooperate with Consultant to the extent necessary to complete the services described in this Agreement and timely make any payments required by this Agreement.
- 6) Independent Contractor. In all matters pertaining to this Agreement, Consultant shall be acting as an independent contractor, and neither Consultant nor any officer, employee, or agent of Consultant will be deemed an employee of the Organization. The parties agree Consultant is not subject to the supervision and control of the Organization, nor is Consultant carrying out the regular business of the Organization. Each of the parties will be solely and entirely responsible for its own acts and/or the acts of its employees or agents.
- 7) Non-Competition. The Organization agrees not to perform any work, offer any services, or solicit business from any BestDayHR customer which is similar in nature to the scope of work or services provided under this Agreement, without the express written authorization from an authorized agent of BestDayHR.
- 8) A BestDayHR Customer. A customer is defined as any individual, organization, group that BestDayHR has provided either paid or unpaid services, products or software to.
- 9) Ownership and Publication of Materials. Customer is a public entity governed by the laws of the state of Idaho and the Idaho Public Records Act. All data, reports, drawings, specifications, record drawings, work-product, and other deliverables (whether in printed or electronic format) provided by or furnished by Consultant pursuant to the Agreement (the "Documents") are instruments of service.

Notwithstanding the foregoing, upon completion of the project or termination of the Services and payment of all monies due the Consultant, Consultant hereby grants to Organization an unlimited license to utilize all Documents provided to Client as part of the Services to the extent necessary for the purpose(s) upon which Services were rendered. Client may also make and retain copies of Documents for information and reference in connection with use by Client and others. Such Documents are not intended or represented to be suitable for reuse by Client or others on extensions of the Project or on any other project. Any such reuse or modification without written verification or adaptation by Consultant, as appropriate for the specific purpose intended, will be at Client's sole risk and without liability or legal exposure to Consultant, its officers, directors, employees, agents, or Consultants.

- 10) Compensation. The Organization agrees to pay Consultant for services rendered in accordance with Attachment A. For Services provided outside of services in Attachment A, Organization will be charged at Consultant's current standard hourly rate of \$185.
- 11) Expenses. The Organization will be responsible for any costs associated with this engagement, such as reasonable and necessary travel expenses, consumables, materials costs, incurred fees, etc. Before any expenses are incurred the Organization must approve the expenditure. As such expenses are required to fulfill Consultant's responsibilities under this Agreement, Consultant will invoice the Organization and provide receipts to support all expenditures in a form acceptable to the Organization for these reimbursable expenses. The Organization also agrees that Consultant will charge the Organization at a standard hourly rate for required travel. The travel charge shall be billed by the Consultant, acting as a single entity at the rate of \$185 per hour and not by multiple individual employees, agents, or representatives of the Consultant.
- 12) Method of Payment. Consultant will invoice the Organization monthly for services rendered during that month – payable within 30 days if invoice is submitted by the 10th of the month.
- 13) Indemnification. The Consultant agrees that the Organization may not indemnify, defend, or hold Consultant harmless from and losses and claims that may result because of the activity of the Organization or the Organization's agents and/or employees. Idaho Code §50-218 specifically limits the Organization's ability to provide such indemnification or defense. As such, The Consultant understands and agrees that any claims or loss it may experience because of any act of the Organization or its agents and/or employees may be pursued under the Idaho Tort Claims Act.
- 14) Dispute Resolution. If the Organization becomes dissatisfied with Consultant's charges or services, it will immediately bring its concern to Consultant's attention so that the parties can attempt to resolve it in good faith. The Consultant agrees that any proposed resolution may be accepted or denied at the Organization's sole discretion. In the event that the parties are unable to reach a good faith resolution, either party may terminate this agreement pursuant to section 19. The Consultant agrees to hold the Organization harmless from any loss or expense incurred after the date of such termination.
- 15) Authority. The undersigned parties warrant and represent that (a) they have the right and power to enter into this Agreement and to perform all of its obligations hereunder, and (b) this Agreement, when executed and delivered by the party, will be a legal, valid and binding obligation enforceable in accordance with its terms.
- 16) Compliance with Laws. In performing the scope of services required hereunder, both parties shall comply with all applicable laws, ordinances, and codes of Federal, State, and local governments.
- 17) Certifications.
 - a) Pursuant to Idaho Code § 67-2359, the CONSULTANT certifies that it is not currently owned or operated by the government of the People's Republic of China and will not for the duration of the contract be owned or operated by the government of People's Republic of China.

- b) Pursuant to Idaho Code § 18-8703, the CONSULTANT certifies that it is not, and will not for the duration of this Agreement become, an abortion provider or an affiliate of an abortion provider, as those terms are defined in the “No Public Funds for Abortion Act,” Idaho Code §§ 18-8701, et seq.
 - c) Pursuant to Idaho Code § 67-2346, the CONSULTANT certifies that it is not currently engaged in, and will not for the duration of the contract engage in, a boycott of goods or services from Israel or territories under its control.
 - d) Pursuant to Idaho Code § 67-2347A, the CONSULTANT certifies that it is not currently engaged in, and will not for the duration of the contract engage in, a boycott of any individual or company because the individual or company engages in or supports the exploration, production, utilization, transportation, sale, or manufacture of fossil fuel-based energy, timber, minerals, hydroelectric power, nuclear energy, or agriculture; or engages in or supports the manufacture, distribution, sale, or use of firearms, as defined in section 18-3302(2)(d), Idaho Code.
- 18) Non-discrimination. Consultant and the Organization agree that no part of this Agreement shall be performed in a manner which illegally discriminates against any person on the basis of race, sex, color, national origin, religion, age, mental or physical disability, or any other protected class.
- 19) Changes. The Organization may, from time to time, request changes in the Scope of Services to be performed hereunder. Such changes which are mutually agreed upon in writing by the parties shall be incorporated in written amendments to this Agreement.
- 20) Termination. Both the Organization and Consultant have the right to terminate this Agreement for any reason by giving at least fifteen (15) days’ notice in writing to the other party. Provided, however, any withdrawal must be legally permissible. Notwithstanding termination of Consultant’s services, the Organization remains obligated to pay for all services provided and to reimburse all of the reasonable expenses paid or incurred by Consultant prior to the date of such termination.
- 21) Files and Documentation. During this engagement, Consultant will provide all relevant documentation to the Organization in Consultant’s proprietary software and provide the Organization with log-in access. Upon completion of this engagement, Consultant shall provide to the Organization documents gathered related to this engagement. Once received by the Organization, Consultant is not responsible for the maintenance of any such documentation or files and will not maintain those files.
- 22) Severability. If any part of this Agreement is held to be invalid or unenforceable, such holding will not affect the validity or enforceability of any other part of this Agreement so long as the remainder of the Agreement is reasonably capable of completion.
- 23) Applicable Law. This Agreement shall be governed by and construed and enforced in accordance with the laws of the State of Idaho.
- 24) Entire Agreement. This Agreement contains the entire agreement of the parties and supersedes any and all other agreements or understandings, oral or written, whether previous to the execution hereof or contemporaneous herewith.

In witness thereof, the Organization and Consultant have executed this Agreement as of the date first above written.

ORGANIZATION

CONSULTANT

Signature

Signature

Printed Name

Printed Name

Title

Title

Date

Date

ATTACHMENT A
(attached original proposal)



BD BestDay^{HR}

HUMAN RESOURCES ASSESSMENT

COMPENSATION AND CLASSIFICATION
STUDY PROPOSAL

CITY OF COEUR D'ALENE

May 2025

*We exist to unleash every person's worth by fueling their spark so they can have their **BestDay**.*

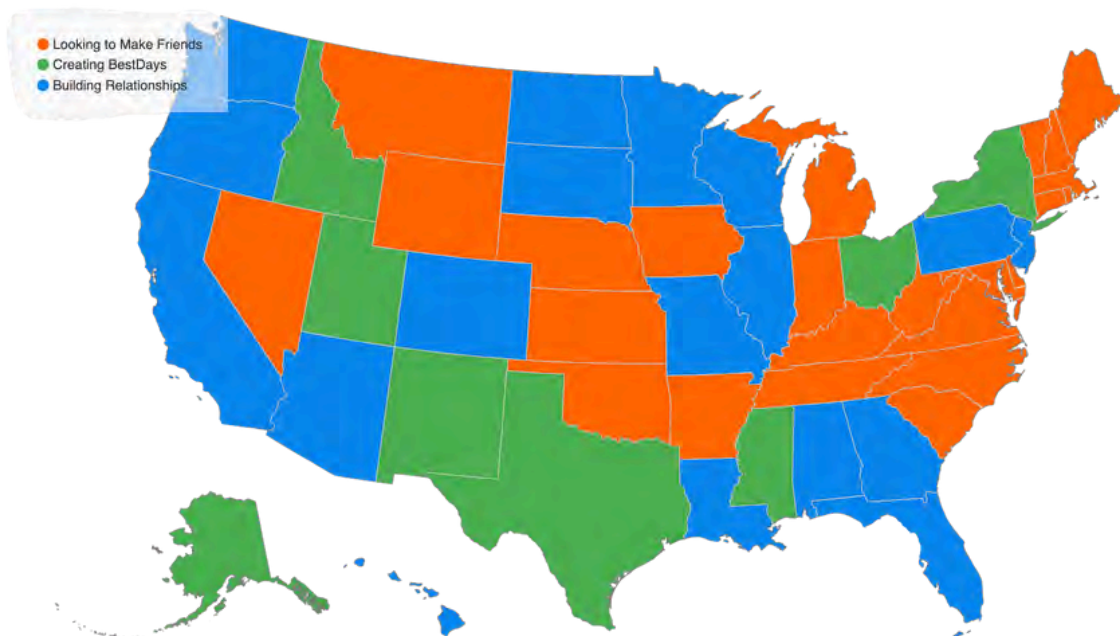
AN INTRODUCTION



BestDayHR is a Boise-based consulting and software firm with more than a decade of experience supporting organizations across the country. We specialize in job classification, compensation benchmarking, compliance, employee relations, culture development, and leadership training.

We also offer effective and reasonably priced HR software tools that provide an employee portal, service desk, case management, electronic files, job descriptions, document workflows, personnel reviews, and more.

Our goal is to help organizations create clear, modern, and effective HR systems. We combine long experience with deep technical knowledge and practical tools to deliver results you can implement right away.



PROJECT OVERVIEW

The City of Coeur d'Alene is launching a comprehensive Compensation and Classification Study for internal stakeholders, including HR staff and city leadership. This project will evaluate and update the City's existing compensation framework, which was last revised in 2017. A well-structured compensation system is essential for public-sector organizations to attract, retain, and motivate high-performing employees.

This study will reinforce transparency, promote internal equity, and support alignment across departments. It also comes at a crucial time, as the City faces ongoing recruitment challenges and develops long-term workforce strategies.

The study will:

- Promote internal equity through consistent evaluation and classification of all positions
- Implement a defensible Kinds & Levels framework that supports role clarity and career progression
- Benchmark compensation against peer municipalities and relevant private-sector data

By improving operational clarity and supporting strategic decision-making, this study will help the City manage job structures and compensation more effectively, identify and address pay compression, and bring greater consistency to workforce planning.



SCOPE OF WORK

To begin, BestDayHR will request and analyze the City's current compensation data for all active positions. This dataset—provided at the outset—will serve as the foundation for market comparisons and internal equity analysis. Work will proceed in the following phases:

1. Project Planning & Kickoff

- Confirm the full job list and peer comparison group (12 cities)
- Establish the project timeline, milestones, and communication plan
- Define success metrics aligned with the City's goals
- Assign project liaisons and clarify team roles
- Review union considerations and future implications

2. Job Data Collection

- Review job descriptions for approximately 100 roles
- Follow up on outdated or inconsistent job descriptions
- Consolidate all role data into a structured system for analysis

3. Public Records Request (12 Peer Cities)

- Submit consistent public records requests to the 12 peer cities
- Request job titles, descriptions, salary ranges, and related practices
- Track and follow up on responses
- Organize data for role and pay comparison

4. Data Cleaning & Role Matching

- Standardize peer city data formats
- Match internal roles to external equivalents based on scope and content
- Document rationale and any limitations
- Develop a crosswalk between internal and external job structures

SCOPE OF WORK CONTINUED

5. Private Sector Benchmarking

- Use reliable salary survey data for roles with private-sector competition
- Adjust for geography and cost-of-living differences
- Aim for five valid market data points per role, when possible
- Identify outliers and recommend adjustments

6. Kinds & Levels Job Evaluation

- Use a structured methodology to evaluate complexity, decision-making, supervision, and impact
- Align roles to the City's grade structure and suggest refinements
- Provide rationale to support consistent use going forward

7. Internal Equity & Pay Compression Analysis

- Analyze salary alignment within the proposed structure
- Identify compression or grade misalignment issues
- Recommend targeted salary or grade adjustments
- Present findings using clear visuals for review

8. FLSA Classification Review (*Optional*)

- Review FLSA exemption status for all salaried positions
- Evaluate roles against federal salary and duties tests
- Identify at-risk classifications and suggest corrections
- Provide supporting compliance documentation

9. Final Report & Deliverables

- Prepare a comprehensive report with key findings and recommendations
- Deliver an updated Kinds & Levels chart and revised salary ranges
- Include rationale for job matches and recommended pay structures
- Present findings and answer questions from City leadership and stakeholders

TIMELINE

This project will take approximately 12 to 14 weeks, depending on data availability and feedback timing. The schedule may be adjusted based on project scope or external response time.

Weeks	Milestones
1 - 2	Kickoff, job description validation, data requests, peer outreach.
3 - 6	Peer city data collection, internal role review, job alignment.
7 - 8	Finalize job matching, integrate private-sector benchmarking.
9 - 10	Kinds & Levels evaluation, internal equity and compression review.
11 - 12	Draft and revise final report, conduct optional FLSA review.
13 - 14	Finalize report, deliver presentations, close project.



COST OF SERVICES AND FEE STRUCTURE

The following section outlines the estimated time and cost to complete the Compensation and Classification Study. BestDayHR has structured this project to be comprehensive yet efficient, with clear deliverables aligned to each phase. The proposed fee reflects the depth of analysis, level of customization, and collaborative engagement required to meet the City's objectives.

Task	Estimated Hours	Cost Estimate
Project Planning & Kickoff	6 - 8 hours	\$1,110–\$1,480
Job Description Review	15–20 hours	\$2,775–\$3,700
Public Records Request	15–20 hours	\$2,775–\$3,700
Data Cleaning & Normalization	30 - 40 hours	\$5,550–\$7,400
Job Matching & Analysis	80 hours (capped)	\$14,800
Private Sector Data Supplementation	30 - 40 hours	\$5,550–\$7,400
Kinds & Levels Evaluation	40 - 60 hours	\$7,400–\$11,100
Internal Equity & Compression	12 - 16 hours	\$2,220–\$3,700
FLSA Review (Optional)	10 - 14 hours	\$1,850–\$3,590
Final Report & Presentation	16 - 20 hours	\$2,960–\$3,700
Meetings & Project Management	12 - 14 hours	\$2,220–\$2,590

Total Proposal Costs

- Total Estimated Hours: 286–362
- Project Fee: \$55,000

SCOPE MANAGEMENT & ASSUMPTIONS

This proposal assumes:

- All current job descriptions and organizational materials will be provided at project start
- Peer city data will be accessible through public records
- Feedback will be provided in a timely manner

Clarifications on Scope:

- This study focuses exclusively on base salary and hourly pay. It does not include benefits, bonuses, or total compensation analysis.
- Additional needs—such as new roles or expanded scope—can be accommodated. Any such work will be scoped and billed separately at \$185/hour, with mutual agreement.



"A fair and transparent compensation system is one of the strongest signals an organization can send about what—and who—it values."

- SHRM Foundation

City of Coeur d'Alene
710 E. Mullan Ave
Coeur d'Alene, ID 83814
Phone: 208.769.2300

May 5, 2025

Re: Compensation and Classification Study Proposal

We are pleased to partner with the City of Coeur d'Alene to deliver a Compensation and Classification Study that is clear, useful, and easy to put into action. Our team will work closely with City staff to ensure timely delivery and alignment with your goals.

We are committed to providing thoughtful analysis, excellent service, and deliverables that reflect a collaborative spirit. Most importantly, we aim to give you tools and insights that support a strong and successful workforce for years to come.

Warmly,



David Jeppson, Co-Founder
djeppson@bestdayhr.com
208.572.7535
www.bestdayhr.com



Thank You



At BestDayHR, we're on a mission to unleash every person's worth by fueling their spark so they can have their ***BestDay***.

Maybe, like us, you've had those tough days at work that make you dread going in the next day. Those meetings seem to go nowhere, where you talk about numbers and plans, but everything stays the same. Or maybe you've experienced the disappointment of missed opportunities or the frustration of office politics. We've been there.

But perhaps, like us, you've also had those fantastic days at work—the ones where you're part of a passionate and driven team, the work feels meaningful, and you're fully engaged. You leave those days feeling energized and excited for what's next. We've been there, too.

We believe life is precious and want to make the most of our time here. Having worked in human resources, we've seen firsthand how work can impact our lives—for better or for worse.

We want everyone to have their best day at work. When work is fulfilling and rewarding, it has a positive ripple effect on every aspect of our lives.

When you thrive, it gives us our ***BestDay!***

Check in with our clients...

BestDayHR is pleased to provide references that reflect our deep experience and proven success in supporting municipal organizations with tailored HR solutions. The clients listed represent a range of sectors and project scopes, offering meaningful insight into the effectiveness of our work.

Each reference is prepared to speak to their experience with BestDayHR, with specific awareness of the aspects most relevant to the City of Coeur d'Alene's needs. They can provide detailed perspectives on implementation, outcomes, and the long-term impact of our partnership

City of Ketchum

Jade Riley - City Administrator
208.727.5084
jriley@ketchum.org

Idaho National Laboratory

Pamela Stone - Internal Auditor
208.526.3896
pamela.stone@inl.gov

College of Western Idaho

Ken Kline - Vice President and CFO
208.562.3146
kenkline@cwidi.edu

Department of Health and Welfare

Rhonda House - Project Lead
208.334.5874
rhonda.house@dhw.idaho.gov

Teton County

Dan Reyes - County Administrator
208.354.8775
dreyes@co.teton.id.us

City of Driggs

Amber Pence - County Administrator
208.354.2362
apence@driggsidaho.org

Utah Tech University

Hazel Sainsbury - Director of Equity Compliance
435.652.7747
hazel.sainsbury@utahtech.edu

Compensation & Classification Study

General Services | Public Works
January 12, 2026



1

Decision Point

Should Council approve the Professional Services Agreement between the City of Coeur d'Alene and BestDay HR, for a city-wide classification and compensation study?



2

2

History



Previous Studies

- Last class/comp study approved by Council was in 2017
- Prior studies were completed in 2012 & 2002



Previous consultants used for class/comp study and individual position review/leveling

- BDPA (2001 - 2019)
- Ameriben (2019 – 2024)
- BestDay HR (2025 - current)



Individual review of classifications is not sustainable

- 22 pay grades on general employee pay plan
- Approximately 100 classifications
- Compression issues and leveling

3

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Project Overview



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At Project Completion

Report	Leveling	Comparisons	Q & A	Timeframe	Implementation
A final report with key findings and recommendations	Updated Kinds & Levels chart	Rationale for job matches & recommended pay structures	Be available to present findings and answer questions	Approximate 3-month timeline	Propose implementation strategies

5

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Financial



Cost of Study

- Approximately \$55,000
- Additional work outside scope of contract is standard hourly rate \$185



Budget

- FY 2026 \$30,000
- Additional amount will come from professional services, HR savings, and fund balance



Analysis

- The City will benefit from doing a city-wide study addressing
 - changes in job descriptions
 - evaluating market data
 - analyzing wage and grade adjustments
 - ensuring proper leveling
 - reviewing FLSA exemption status
- BestDay HR for ongoing consultant services
- Evaluate internal/external equity which directly relates to the City's ability to attract and retain qualified employees

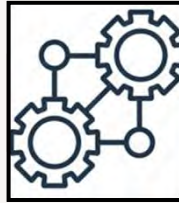
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6

Communication



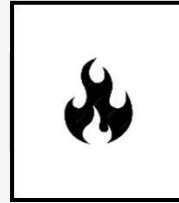
Executive Team



LCEA



Police
Association



Fire
Local No. 710

- ✔ The class/comp study has been discussed in ET as well as with all three employee groups
- ✔ Department Heads will be involved with providing information and sharing updates to staff
- ✔ Committee that will include a member from each employee group
 - ✔ disseminate information
 - ✔ provide feedback from departments
 - ✔ address questions

7

7

Decision

Council should approve the Professional Services Agreement between the City of Coeur d'Alene and BestDay HR, for a city-wide classification and compensation study.



8

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