

RESOLUTION

A RESOLUTION APPROVING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2376 CONCERNING APPENDIX A AND APPENDIX B FOR 2023 AND 2024.

WHEREAS, the City and Local 2376 have negotiated a Collective bargaining Agreement that was effective January 1, 2022 and will remain in effect until January 1, 2025.

WHEREAS, City Council desires to increase the pay previously established for 2023 and 2024 given the current cost-of-living and wishes to remain competitive.

WHEREAS, the Memorandum of Understanding provides an increase in the amount previously agreed for 2023 and 2024, which necessitates updating Appendix A and Appendix B for these years.

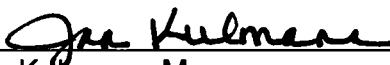
WHEREAS, the attached Memorandum of Understanding outlines the new Appendix A and Appendix B for 2023 and 2024.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF THORNTON, COLORADO, AS FOLLOWS:

1. The City Council hereby approves the attached Memorandum of Understanding between the City and the International Association of Firefighters Local 2376.
2. The Mayor is hereby authorized and directed to execute, and the City Clerk to attest, the Memorandum of Understanding.
3. This resolution shall take effect the pay period containing January 1, 2023.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Thornton, Colorado, on October 25, 2022.

CITY OF THORNTON, COLORADO

  
\_\_\_\_\_  
Jan Kulmann, Mayor

ATTEST:

  
\_\_\_\_\_  
Crystal Sergent, Acting City Clerk

**MEMORANDUM OF UNDERSTANDING**  
**Between City of Thornton and IAFF Local 2376**  
**Concerning Revised Appendix A and Appendix B**

WHEREAS, the City of Thornton (City) and the International Association of Firefighters Local 2376 (Local 2376) are parties to a Collective Bargaining Agreement, which remains in effect through December 31, 2024; and,

WHEREAS, City Council desires to increase the pay previously established for 2023 and 2024 given the current cost of living and wishes to ensure that firefighter pay remains competitive with comparable jurisdictions;

WHEREAS, this Memorandum of Understanding provides an increase to the annual base pay, pay period base pay, hourly base pay, and associated longevity amounts previously agreed upon for 2023 and 2024, which necessitates updating Appendix A and Appendix B to the Collective Bargaining Agreement applicable to these years.

NOW THEREFORE, the City and Local 2376 desire to enter into this Memorandum of Understanding ("MOU") and hereby agree as follows:

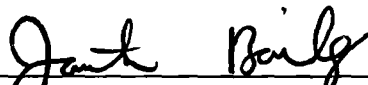
1. Appendix A and Appendix B of the Collective Bargaining Agreement are deleted in their entirety and replaced with the attached new "Appendix A (Updated October 25, 2022)" and "Appendix B (Updated October 25, 2022)."
2. Other than deleting and replacing Appendix A and Appendix B, this MOU does not alter, amend, modify, or repeal any provision of the Collective Bargaining Agreement.
3. This MOU shall be effective the pay period containing January 1, 2023 and shall expire December 31, 2024, or upon the effective date of a new Collective Bargaining Agreement between the City and Local 2376, whichever comes first ("Term").
4. Capitalized terms not defined in this MOU shall have the same meaning as set forth in the Thornton City Code.
5. This MOU shall not be amended except by a writing signed by the parties hereto. Course of performance, no matter how long it continues, shall not constitute an amendment to this MOU.

DATED this 25 day of October, 2022.

CITY OF THORNTON

  
\_\_\_\_\_  
Jan Kulmann, Mayor

INTERNATIONAL ASSOCIATION  
OF FIREFIGHTERS LOCAL 2376

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

ATTEST:

  
\_\_\_\_\_  
Kristen N. Rosenbaum, City Clerk

**APPENDIX A**  
(Updated October 25, 2022)

JANUARY 1, 2022  
PAY SCHEDULE

	% of FFI	Annual Base Pay	Pay Period Base Pay	Hourly Base Pay
Firefighter IV	70%	64,210.80	2,469.70	21.99
Firefighter-Paramedic IV	80%	73,379.60	2,822.35	25.13
Firefighter III	80%	73,379.60	2,822.35	25.13
Firefighter-Paramedic III	90%	82,548.40	3,175.00	28.27
Firefighter II	90%	82,548.40	3,175.00	28.27
Firefighter-Paramedic II	100%	91,717.20	3,527.66	31.41
Firefighter I	100%	91,717.20	3,527.66	31.41
Firefighter Paramedic I	107%	98,141.20	3,774.74	33.61
Firefighter/Engineer	111%	101,820.40	3,916.25	34.87
Firefighter/Paramedic	112%	102,725.60	3,951.07	35.18
Lieutenant	122%	111,894.40	4,303.72	38.32
Captain	135%	123,837.20	4,763.07	42.41

JANUARY 1, 2023  
PAY SCHEDULE

	% of FFI	Annual Base Pay	Pay Period Base Pay	Hourly Base Pay
Firefighter IV	70%	68,211.20	2,623.56	23.36
Firefighter-Paramedic IV	80%	77,934.80	2,997.55	26.69
Firefighter III	80%	77,934.80	2,997.55	26.69
Firefighter-Paramedic III	90%	87,687.60	3,372.67	30.03
Firefighter II	90%	87,687.60	3,372.67	30.03
Firefighter-Paramedic II	100%	97,411.20	3,746.66	33.36
Firefighter I	100%	97,411.20	3,746.66	33.36
Firefighter Paramedic I	107%	104,244.00	4,009.47	35.70
Firefighter/Engineer	111%	108,127.60	4,158.84	37.03
Firefighter/Paramedic	112%	109,120.40	4,197.02	37.37
Lieutenant	122%	118,844.00	4,571.02	40.70
Captain	135%	131,516.80	5,058.44	45.04

JANUARY 1, 2024  
PAY SCHEDULE

The parties agree that if the Thornton Firefighter I annual base wage falls below 4th within the comparable jurisdictions (Adams County Fire Protection District, Arvada Fire Protection District, City of Boulder Fire Department, City of Greeley Fire Department, City of Longmont Fire Department, North Metro Fire Rescue District, Poudre Fire Authority, South Metro Fire Rescue, West Metro Fire Protection District, City of Westminster Fire Department) as of July 15, 2024, the annual base wages listed in Appendix A for 2024 shall be increased by the percentage which the Firefighter I annual base wage fell below 4th.

	% of FFI	Annual Base Pay	Pay Period Base Pay	Hourly Base Pay
Firefighter IV	70%	70,926.80	2,728.01	24.29
Firefighter-Paramedic IV	80%	81,059.20	3,117.73	27.76
Firefighter III	80%	81,059.20	3,117.73	27.76
Firefighter-Paramedic III	90%	91,191.60	3,507.44	31.23
Firefighter II	90%	91,191.60	3,507.44	31.23
Firefighter-Paramedic II	100%	101,324.00	3,897.16	34.70
Firefighter I	100%	101,324.00	3,897.16	34.70
Firefighter Paramedic I	107%	108,419.60	4,170.07	37.13
Firefighter/Engineer	111%	112,478.40	4,326.18	38.52
Firefighter/Paramedic	112%	113,471.20	4,364.37	38.86
Lieutenant	122%	123,603.60	4,754.08	42.33
Captain	135%	136,772.80	5,260.60	46.84

1. Base hourly rate is computed as follows for overtime purposes:

Hours worked per year = 2920 hrs (2080 hrs for 40 hour/week) per year  
 Base hourly rate = Annual base pay plus annual longevity pay divided by 2920 (2080) hrs

Base hourly rate is computed as follows for all other purposes:

Hours worked per year = 2920 hrs (2080 hrs for 40 hour/week) per year  
 Base hourly rate = Annual base pay divided by 2920 (2080) hrs

2. After an employee has completed one year of service, they shall be required to take an examination for promotion to the Firefighter III or FF/PM III level. After an employee has completed two years of service, they shall be required to take an examination for promotion to the Firefighter II or FF/PM II level. After an employee has completed three years of service, they shall be required to take an examination for promotion to Firefighter I or FF/PM I level.

3. For all employees not holding the rank of Paramedic, a Paramedic certification which is accepted and approved by the Fire Chief and Medical Director shall result in a change to the equivalent FF/PM rank.
4. Any Firefighter IV, III or II, or FF/PM IV, III or II who is assigned to work in a higher rank within the bargaining unit shall be paid, in addition to the employee's regular pay, ten percent (10%) of their annual base pay for the time they act in the higher rank, and the provisions of Article 11.2.2 on Out of Class pay shall not apply.
5. Any employee holding the rank of Paramedic who is assigned to act during a given shift as the Engineer or any employee holding the rank of Engineer who is assigned to act during a given shift as the Paramedic shall be paid for the time they act as Engineer/Paramedic at an annual base pay which is six percent (6%) above the annual base pay of an Engineer, and the provisions of Article 11.2.2 on Out of Class pay shall not apply.
6. Whenever a Lieutenant is assigned as the designated Paramedic on a given shift, they shall be paid, in addition to their annual base pay, six percent (6%) of their annual base pay for the time they act as the designated Paramedic.
7. Any employee who is assigned by the Fire Chief or designee to a regular 40-hour workweek position initially intended to be 12 months or more in duration shall be paid at an annual base pay rate of eight percent (8%) above the employee's annual base pay upon commencement of the assignment. Any such employee who is assigned by the Fire Chief or designee to a regular 40-hour workweek position initially intended to be four (4) weeks or more but less than twelve (12) months in duration shall be paid at an annual base pay rate of five percent (5%) above the employee's annual base pay upon commencement of the assignment. In the event an assignment initially intended to be less than four (4) weeks/twelve (12) months in duration extends beyond this time period, the employee shall be paid at the higher annual base pay rate specified above for such additional hours. In the event an assignment initially intended to be four (4) weeks/twelve (12) months or more in duration ends prior to such four (4) weeks/twelve (12) months, at the discretion of the City, on a case-by-case basis, some or all of the additional pay received above the employee's annual base pay may be deducted from the employee's future pay over a period of time not to exceed six months.

These provisions do not apply to an employee who is temporarily assigned to a 40-hour workweek schedule. Temporary assignment may include an assignment to a 40-hour workweek position of less than four (4) weeks in duration, paramedic school, or any light duty assignment. Employees in paramedic school will be assigned to the work week provided for in Article 8, Section 8.1.

**APPENDIX B**  
(Updated October 25, 2022)

JANUARY 1, 2022  
LONGEVITY CHART

**2%**

Ranks	Annual	Pay Period	Hourly
FF IV	\$1,284.22	\$49.39	\$0.44
FF/P IV	\$1,467.59	\$56.45	\$0.50
FF III	\$1,467.59	\$56.45	\$0.50
FF/P III	\$1,650.97	\$63.50	\$0.57
FF II	\$1,650.97	\$63.50	\$0.57
FF/P II	\$1,834.34	\$70.55	\$0.63
FF I	\$1,834.34	\$70.55	\$0.63
FF/PI	\$1,962.82	\$75.49	\$0.67
ENG	\$2,036.41	\$78.33	\$0.70
PM	\$2,054.51	\$79.02	\$0.70
LT	\$2,237.89	\$86.07	\$0.77
CPT	\$2,476.74	\$95.26	\$0.85

**4%**

Ranks	Annual	Pay Period	Hourly
FF IV	\$2,568.43	\$98.79	\$0.88
FF/P IV	\$2,935.18	\$112.89	\$1.01
FF III	\$2,935.18	\$112.89	\$1.01
FF/P III	\$3,301.94	\$127.00	\$1.13
FF II	\$3,301.94	\$127.00	\$1.13
FF/P II	\$3,668.69	\$141.11	\$1.26
FF I	\$3,668.69	\$141.11	\$1.26
FF/PI	\$3,925.65	\$150.99	\$1.34
ENG	\$4,072.82	\$156.65	\$1.39
PM	\$4,109.02	\$158.04	\$1.41
LT	\$4,475.78	\$172.15	\$1.53
CPT	\$4,953.49	\$190.52	\$1.70

**6%**

Ranks	Annual	Pay Period	Hourly
FF IV	\$3,852.65	\$148.18	\$1.32
FF/P IV	\$4,402.78	\$169.34	\$1.51
FF III	\$4,402.78	\$169.34	\$1.51
FF/P III	\$4,952.90	\$190.50	\$1.70
FF II	\$4,952.90	\$190.50	\$1.70
FF/P II	\$5,503.03	\$211.66	\$1.88
FF I	\$5,503.03	\$211.66	\$1.88
FF/PI	\$5,888.47	\$226.48	\$2.02
ENG	\$6,109.22	\$234.98	\$2.09
PM	\$6,163.54	\$237.06	\$2.11
LT	\$6,713.66	\$258.22	\$2.30
CPT	\$7,430.23	\$285.78	\$2.54

**8%**

Ranks	Annual	Pay Period	Hourly
FF IV	\$5,136.86	\$197.58	\$1.76
FF/P IV	\$5,870.37	\$225.79	\$2.01
FF III	\$5,870.37	\$225.79	\$2.01
FF/P III	\$6,603.87	\$254.00	\$2.26
FF II	\$6,603.87	\$254.00	\$2.26
FF/P II	\$7,337.38	\$282.21	\$2.51
FF I	\$7,337.38	\$282.21	\$2.51
FF/PI	\$7,851.30	\$301.98	\$2.69
ENG	\$8,145.63	\$313.30	\$2.79
PM	\$8,218.05	\$316.09	\$2.81
LT	\$8,951.55	\$344.30	\$3.07
CPT	\$9,906.98	\$381.05	\$3.39

**10%**

Ranks	Annual	Pay Period	Hourly
FF IV	\$6,421.08	\$246.97	\$2.20
FF/P IV	\$7,337.96	\$282.24	\$2.51
FF III	\$7,337.96	\$282.24	\$2.51
FF/P III	\$8,254.84	\$317.50	\$2.83
FF II	\$8,254.84	\$317.50	\$2.83
FF/P II	\$9,171.72	\$352.77	\$3.14
FF I	\$9,171.72	\$352.77	\$3.14
FF/PI	\$9,814.12	\$377.47	\$3.36
ENG	\$10,182.04	\$391.63	\$3.49
PM	\$10,272.56	\$395.11	\$3.52
LT	\$11,189.44	\$430.37	\$3.83
CPT	\$12,383.72	\$476.31	\$4.24

**12%**

Ranks	Annual	Pay Period	Hourly
FF IV	\$7,705.30	\$296.36	\$2.64
FF/P IV	\$8,805.55	\$338.68	\$3.02
FF III	\$8,805.55	\$338.68	\$3.02
FF/P III	\$9,905.81	\$381.00	\$3.39
FF II	\$9,905.81	\$381.00	\$3.39
FF/P II	\$11,006.06	\$423.32	\$3.77
FF I	\$11,006.06	\$423.32	\$3.77
FF/PI	\$11,776.94	\$452.97	\$4.03
ENG	\$12,218.45	\$469.95	\$4.18
PM	\$12,327.07	\$474.13	\$4.22
LT	\$13,427.33	\$516.45	\$4.60
CPT	\$14,860.46	\$571.57	\$5.09

JANUARY 1, 2023  
LONGEVITY CHART

**2%**

Ranks	Annual	Pay Period	Hourly
FF IV	\$1,364.22	\$52.47	\$0.47
FF/P IV	\$1,558.70	\$59.95	\$0.53
FF III	\$1,558.70	\$59.95	\$0.53
FF/P III	\$1,753.75	\$67.45	\$0.60
FF II	\$1,753.75	\$67.45	\$0.60
FF/P II	\$1,948.22	\$74.93	\$0.67
FF I	\$1,948.22	\$74.93	\$0.67
FF/PI	\$2,084.88	\$80.19	\$0.71
ENG	\$2,162.55	\$83.18	\$0.74
PM	\$2,182.41	\$83.94	\$0.75
LT	\$2,376.88	\$91.42	\$0.81
CPT	\$2,630.34	\$101.17	\$0.90

**4%**

Ranks	Annual	Pay Period	Hourly
FF IV	\$2,728.45	\$104.94	\$0.93
FF/P IV	\$3,117.39	\$119.90	\$1.07
FF III	\$3,117.39	\$119.90	\$1.07
FF/P III	\$3,507.50	\$134.91	\$1.20
FF II	\$3,507.50	\$134.91	\$1.20
FF/P II	\$3,896.45	\$149.87	\$1.33
FF I	\$3,896.45	\$149.87	\$1.33
FF/PI	\$4,169.76	\$160.38	\$1.43
ENG	\$4,325.10	\$166.35	\$1.48
PM	\$4,364.82	\$167.88	\$1.49
LT	\$4,753.76	\$182.84	\$1.63
CPT	\$5,260.67	\$202.34	\$1.80

**6%**

Ranks	Annual	Pay Period	Hourly
FF IV	\$4,092.67	\$157.41	\$1.40
FF/P IV	\$4,676.09	\$179.85	\$1.60
FF III	\$4,676.09	\$179.85	\$1.60
FF/P III	\$5,261.26	\$202.36	\$1.80
FF II	\$5,261.26	\$202.36	\$1.80
FF/P II	\$5,844.67	\$224.80	\$2.00
FF I	\$5,844.67	\$224.80	\$2.00
FF/PI	\$6,254.64	\$240.57	\$2.14
ENG	\$6,487.66	\$249.53	\$2.22
PM	\$6,547.22	\$251.82	\$2.24
LT	\$7,130.64	\$274.26	\$2.44
CPT	\$7,891.01	\$303.51	\$2.70

**8%**

Ranks	Annual	Pay Period	Hourly
FF IV	\$5,456.90	\$209.88	\$1.87
FF/P IV	\$6,234.78	\$239.80	\$2.14
FF III	\$6,234.78	\$239.80	\$2.14
FF/P III	\$7,015.01	\$269.81	\$2.40
FF II	\$7,015.01	\$269.81	\$2.40
FF/P II	\$7,792.90	\$299.73	\$2.67
FF I	\$7,792.90	\$299.73	\$2.67
FF/PI	\$8,339.52	\$320.76	\$2.86
ENG	\$8,650.21	\$332.71	\$2.96
PM	\$8,729.63	\$335.76	\$2.99
LT	\$9,507.52	\$365.68	\$3.26
CPT	\$10,521.34	\$404.68	\$3.60

**10%**

Ranks	Annual	Pay Period	Hourly
FF IV	\$6,821.12	\$262.36	\$2.34
FF/P IV	\$7,793.48	\$299.76	\$2.67
FF III	\$7,793.48	\$299.76	\$2.67
FF/P III	\$8,768.76	\$337.27	\$3.00
FF II	\$8,768.76	\$337.27	\$3.00
FF/P II	\$9,741.12	\$374.67	\$3.34
FF I	\$9,741.12	\$374.67	\$3.34
FF/PI	\$10,424.40	\$400.95	\$3.57
ENG	\$10,812.76	\$415.88	\$3.70
PM	\$10,912.04	\$419.70	\$3.74
LT	\$11,884.40	\$457.10	\$4.07
CPT	\$13,151.68	\$505.84	\$4.50

**12%**

Ranks	Annual	Pay Period	Hourly
FF IV	\$8,185.34	\$314.83	\$2.80
FF/P IV	\$9,352.18	\$359.71	\$3.20
FF III	\$9,352.18	\$359.71	\$3.20
FF/P III	\$10,522.51	\$404.72	\$3.60
FF II	\$10,522.51	\$404.72	\$3.60
FF/P II	\$11,689.34	\$449.60	\$4.00
FF I	\$11,689.34	\$449.60	\$4.00
FF/PI	\$12,509.28	\$481.14	\$4.28
ENG	\$12,975.31	\$499.06	\$4.44
PM	\$13,094.45	\$503.64	\$4.48
LT	\$14,261.28	\$548.52	\$4.88
CPT	\$15,782.02	\$607.01	\$5.40

JANUARY 1, 2024  
LONGEVITY CHART

**2%**

Ranks	Annual	Pay Period	Hourly
FF IV	\$1,418.54	\$54.56	\$0.49
FF/P IV	\$1,621.18	\$62.35	\$0.56
FF III	\$1,621.18	\$62.35	\$0.56
FF/P III	\$1,823.83	\$70.15	\$0.62
FF II	\$1,823.83	\$70.15	\$0.62
FF/P II	\$2,026.48	\$77.94	\$0.69
FF I	\$2,026.48	\$77.94	\$0.69
FF/PI	\$2,168.39	\$83.40	\$0.74
ENG	\$2,249.57	\$86.52	\$0.77
PM	\$2,269.42	\$87.29	\$0.78
LT	\$2,472.07	\$95.08	\$0.85
CPT	\$2,735.46	\$105.21	\$0.94

**4%**

Ranks	Annual	Pay Period	Hourly
FF IV	\$2,837.07	\$109.12	\$0.97
FF/P IV	\$3,242.37	\$124.71	\$1.11
FF III	\$3,242.37	\$124.71	\$1.11
FF/P III	\$3,647.66	\$140.30	\$1.25
FF II	\$3,647.66	\$140.30	\$1.25
FF/P II	\$4,052.96	\$155.89	\$1.39
FF I	\$4,052.96	\$155.89	\$1.39
FF/PI	\$4,336.78	\$166.80	\$1.49
ENG	\$4,499.14	\$173.05	\$1.54
PM	\$4,538.85	\$174.57	\$1.55
LT	\$4,944.14	\$190.16	\$1.69
CPT	\$5,470.91	\$210.42	\$1.87

**6%**

Ranks	Annual	Pay Period	Hourly
FF IV	\$4,255.61	\$163.68	\$1.46
FF/P IV	\$4,863.55	\$187.06	\$1.67
FF III	\$4,863.55	\$187.06	\$1.67
FF/P III	\$5,471.50	\$210.45	\$1.87
FF II	\$5,471.50	\$210.45	\$1.87
FF/P II	\$6,079.44	\$233.83	\$2.08
FF I	\$6,079.44	\$233.83	\$2.08
FF/PI	\$6,505.18	\$250.20	\$2.23
ENG	\$6,748.70	\$259.57	\$2.31
PM	\$6,808.27	\$261.86	\$2.33
LT	\$7,416.22	\$285.24	\$2.54
CPT	\$8,206.37	\$315.64	\$2.81

**8%**

Ranks	Annual	Pay Period	Hourly
FF IV	\$5,674.14	\$218.24	\$1.94
FF/P IV	\$6,484.74	\$249.42	\$2.22
FF III	\$6,484.74	\$249.42	\$2.22
FF/P III	\$7,295.33	\$280.60	\$2.50
FF II	\$7,295.33	\$280.60	\$2.50
FF/P II	\$8,105.92	\$311.77	\$2.78
FF I	\$8,105.92	\$311.77	\$2.78
FF/PI	\$8,673.57	\$333.61	\$2.97
ENG	\$8,998.27	\$346.09	\$3.08
PM	\$9,077.70	\$349.15	\$3.11
LT	\$9,888.29	\$380.33	\$3.39
CPT	\$10,941.82	\$420.85	\$3.75

**10%**

Ranks	Annual	Pay Period	Hourly
FF IV	\$7,092.68	\$272.80	\$2.43
FF/P IV	\$8,105.92	\$311.77	\$2.78
FF III	\$8,105.92	\$311.77	\$2.78
FF/P III	\$9,119.16	\$350.74	\$3.12
FF II	\$9,119.16	\$350.74	\$3.12
FF/P II	\$10,132.40	\$389.72	\$3.47
FF I	\$10,132.40	\$389.72	\$3.47
FF/PI	\$10,841.96	\$417.01	\$3.71
ENG	\$11,247.84	\$432.62	\$3.85
PM	\$11,347.12	\$436.44	\$3.89
LT	\$12,360.36	\$475.41	\$4.23
CPT	\$13,677.28	\$526.06	\$4.68

**12%**

Ranks	Annual	Pay Period	Hourly
FF IV	\$8,511.22	\$327.36	\$2.91
FF/P IV	\$9,727.10	\$374.13	\$3.33
FF III	\$9,727.10	\$374.13	\$3.33
FF/P III	\$10,942.99	\$420.89	\$3.75
FF II	\$10,942.99	\$420.89	\$3.75
FF/P II	\$12,158.88	\$467.66	\$4.16
FF I	\$12,158.88	\$467.66	\$4.16
FF/PI	\$13,010.35	\$500.41	\$4.46
ENG	\$13,497.41	\$519.14	\$4.62
PM	\$13,616.54	\$523.72	\$4.66
LT	\$14,832.43	\$570.49	\$5.08
CPT	\$16,412.74	\$631.27	\$5.62