



# SOUTH TRAIL FIRE PROTECTION & RESCUE SERVICE DISTRICT

Established 1965

**“Compassion, Commitment, Courage”**

September 19, 2023

**Board of Commissioners**

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Commissioner

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Gene Rogers  
Fire Chief

David Bollen  
Assistant Chief

Todd Anderson  
Assistant Chief

South Trail Fire District Applicant:

The purpose of this correspondence is to inform you of a recent change to our Collective Bargaining Agreement. Newly hired firefighters are classified as probationary, at-will, employees for the first twelve months of their employment. As of October 1, 2023, one of the conditions of continuous employment is to successfully complete the District’s *Recruit Orientation Program*, which encompasses being assigned to a 40-Hour workweek for approximately the first six weeks of employment. After successful completion of this orientation/onboarding program, a newly hired firefighter will advance to the rank of Firefighter. The following chart provides the approved levels of base compensation in accordance with the 2023-2026 Collective Bargaining Agreement:

	Firefighter Recruit	Firefighter/EMT	Firefighter/Paramedic <i>certified</i>	Firefighter/Paramedic <i>with privileges</i>
<b>Upon Hire</b>	\$52,375	\$66,539	\$70,732	\$76,294
<b>Upon 1 year</b>		\$67,879	\$72,072	\$77,634
<b>Upon 2 years</b>		\$69,247	\$73,440	\$79,002
<b>Upon 3 years</b>		\$70,703	\$74,896	\$80,458
<b>Upon 4 years</b>		\$71,955	\$76,148	\$81,710
<b>Upon 5 years</b>		\$73,324	\$77,517	\$83,079
<b>Upon 6 years</b>		\$74,664	\$78,857	\$84,419

**Firefighter Recruit Position**—Firefighters assigned to this classification, as of their date of hire, are eligible for the Base Pay listed above, *FLSA*, and *Holiday* compensation only. At the sole discretion of the Employer, and upon the Employee’s successful completion/graduation of an in-house orientation/recruit class, the *Firefighter Recruit* shall then advance to the rank of *Firefighter* and become eligible for all additional terms and conditions of employment as specifically defined within the District’s Collective Bargaining Agreement. All newly hired Employees remain at-will for a period of one-year from their date of hire.

**Firefighter EMT & Paramedics Positions**—Assumes that the employee assigned to the position has attained accepted certifications and/or medical privileges in accordance with the Medical Direction.

Respectfully,

*Gene Rogers*

Gene Rogers  
Fire Chief