

2015 Negotiations between
City of Corpus Christi &
Corpus Christi Fire Fighters Association

TENTATIVE AGREEMENT

**ARTICLE 22
HIRING PROCEDURES & PROBATIONARY PERIOD**

Section 1. Standard Hiring Process.

A. **Entrance Exams.** Entrance examinations may be administered at any time to qualified applicants. Notice of such examinations will be made in accordance with the requirements of the CSA.

B. **Eligibility Lists.** All entry-level applicants passing the written examination, oral examination, psychological examination, medical examination, strength and endurance examination, and any other exams deemed necessary by the Fire Chief will be number-ranked upon the entry-level eligibility list based upon their composite scores, which shall be posted simultaneously. Such eligibility list shall be valid for a period of one year from the date the eligibility list is posted. For example, an eligibility list posted on October 8, 2015 would remain in effect until October 8, 2016. Selections from an eligibility list for Cadet positions will be in number-rank order as specified in the CSA. Applicants who fail will be required to wait one year before taking the test again.

Section 2. Alternate Hiring Procedure.

A. **Use of Alternative Hiring Optional.** The provisions of this Section are discretionary on the part of the Fire Chief and may not be used to compel the City to hire or appoint any individual whether or not vacancies currently exist. The Fire Chief, in his/her sole discretion, may deny the application of an alternative-hire candidate even though the candidate meets all alternative-hire requirements. Such decisions shall not be subject to this Agreement's Grievance procedure.

B. **Alternative Hiring Program.** Whether or not an entry-level eligibility list currently exists or is required, the Chief may appoint applicants to beginning positions by utilizing this alternative hiring process. Each alternative-hire must possess an EMT-Basic, EMT-Intermediate or Paramedic Certification, at the time of hire. Each alternative-hire will be required to obtain Paramedic certification if not already possessed at time of hire. Each alternative-hire will thereafter maintain his/her Paramedic Certification thereafter as a condition of employment and will be subject to the certification requirements set forth in this Agreement.

Additionally, each alternative-hire must successfully complete the following entry requirements:

- a medical examination,

- a physical fitness examination
- a written examination,
- a background investigation,
- an interview by a panel appointed by the Chief,
- a drug test, and
- any other current eligibility requirements deemed appropriate by the Chief.

C. **Alternative Academies.** Alternative-hires must successfully complete an academy specifically designed for them. Alternative-hires who do not possess a current Firefighter Basic Certification prior to entering this academy must pass the Firefighter Basic Certification exam in order to successfully complete the academy.

D. **Alternative Pay.** Alternative-hires who possess both a Firefighter Basic Certification and a Paramedic Certification at hire will receive starting Firefighter I salary and will be considered Firefighter I's for all purposes except seniority. Such alternative-hires shall not begin to accrue seniority until they are released to full duty.

Alternative-hires who possess only a Paramedic Certification at hire will receive the salary of a Cadet at the 12-month salary step and shall be Cadets for all purposes including seniority and benefits until they are released to Full Duty, at which time they will become Firefighter I's.

Alternative-hires who possess both a Firefighter Basic Certification and an EMT-Basic or EMT-Intermediate Certification at hire will receive the salary of a Cadet at the entry level step and shall be Cadets for all purposes including seniority and benefits until they are released to Full Duty, at which time they will become Firefighter I's.

Alternative-hires who possess only an EMT-Basic or EMT-Intermediate at hire will receive the salary of a Cadet at the entry level step and shall be Cadets for all purposes including seniority and benefits until they are released to Full Duty, at which time they will become Firefighter I's.

E. **Preemption.** The Chief's use of this alternative hiring procedure preempts contrary CSA requirements.

Section 3. Probationary Period for New Employees.

A. **Probationary Period.** A new employee in the Fire Department shall serve a probationary period that begins on the first date of employment and ends 6 months after achieving the first entry-level rank as a Full Duty Fire Fighter. During the probationary period, such employee may be discharged at the discretion of the Chief, without any right of appeal. When employees have completed the probationary period, they shall automatically become full-fledged Civil Service Fire Fighters and shall have full Civil Service protection as specified by Chapter 143 and this Agreement.

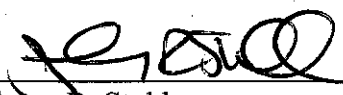
B. Post-Academy Probationary Benefits. In addition to insurance, sick leave, vacation, and holidays, it is understood that upon graduation from the Fire Academy and achieving the first entry level rank as a Full Duty Fire Fighter, Fire Fighters shall receive the following: (a) 100% of the uniform allowance, (b) longevity pay, (c) Firefighter Basic certification pay, and EMT Certification pay, if certified, (d) Paramedic Certification pay upon approval of the Assistant Chief – Field Operations and (e) supplemental insurance. After completion of the probationary period Fire Fighters will receive 100% of all benefits specified in this Agreement to which they are entitled.

C. Probationary Time-in-Grade Credit. For promotional purposes, the effective date of the promotion indicated on the official City document (Form 12) will be used to determine the classification of Firefighter to meet eligibility requirements.


Section 4. Reimbursement of Training Expenses Upon Early Departure

If a Fire Fighter voluntarily leaves employment of the City within two years after his/her probation ends, the Fire Fighter will reimburse the City for monies expended to train and certify the Fire Fighter. The former fire fighter shall reimburse the City those training and certification expenses within six (6) months of his/her voluntary departure date.

Agreed this 9 day of April, 2015:



Johnny R. Stobbs



Roxana L. Pérez Stevens