

MEMORANDUM OF UNDERSTANDING

FISCAL YEAR 2018-2020

between

THE MAYOR AND CITY COUNCIL OF BALTIMORE

and

**BALTIMORE FIRE OFFICERS
LOCAL 964, IAFF**

AFL-CIO, CLC

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ARTICLE 6: GRIEVANCE AND ARBITRATION PROCEDURE

A. Subject to any limitation of existing law, any grievance, defined in the MERO, Section 1-1(g) as a dispute concerning the application or interpretation of the terms of this Agreement or a claimed violation, misinterpretation or misapplication of the rules or regulations of the Employer affecting the terms and conditions of employment, may be settled in the following manner:

STEP 1. Within 15 calendar days of the date of the grievance or knowledge by the affected employee of the occurrence giving rise to the grievance, the employee, accompanied by an authorized representative of the Union, shall orally discuss the grievance with his immediate officer. The aggrieved employee and representative shall attempt to resolve the complaint with all parties involved.

In the event the grievance is not resolved at this level, the employee and his Union representative shall present the grievance in writing to the Senior Officer or House Captain. If the grievance is not resolved at this level within 15 days, the Union Steward and Battalion Representative shall present the grievance in writing to the Battalion Chief.

STEP 2. If the grievance is not satisfactorily resolved within 15 days of presentation to the Battalion Chief, the aggrieved employee shall forward the grievance, in writing, through a Union Vice President to the appropriate Deputy Chief. Within 7 calendar days of the presentation, that Deputy Chief shall hold a meeting with the appropriate Union representative to discuss the grievance.

STEP 3. If the grievance has not been satisfactorily resolved in Step 2, a written grievance may be taken to the Chief of Fire Department or his designee within 15 days following the completion of Step 2. The Chief or his designee shall meet and discuss the grievance with an appropriate union official within 10 days of receipt of the grievance. A written answer to the grievance shall be submitted to the employee and an appropriate Union Official within 10 days thereafter. Should the Union not receive a written response within 10 days, it may advance the grievance to the next step. Any grievance concerning the specific action of Chief of Fire Department, or any grievance which affects at least more than one employee may be commenced at Step 3.

STEP 4. If the grievance has not been satisfactorily resolved at Step 3, the grievance may be taken to the Office of the Labor Commissioner of the City of Baltimore by the Union President or his designee within 15 days following the completion of Step 3. Within 15 days of receipt of the grievance, the Labor

Commissioner or his designee shall meet with the Union President or his designee and the aggrieved employee to discuss the grievance. The Labor Commissioner or his designee shall respond in writing to the President of the Union within 10 days, it may advance the grievance to the next step.

Following Step 4 proceedings at the level of the Office of the Labor Commissioner, there shall be a Step 4 Mediation, but, if and only if, the Union, the Chief of Fire Department, and the Office of the Labor Commissioner agree in writing to conduct Step 4 Mediation as a non-binding mediation that is chaired by a neutral party, whom the parties shall appoint either from the staff of the Federal Mediation and Conciliation Service, or by alternately striking from a list of seven arbitrators who each are members, of the National Academy of Arbitrators (Baltimore/Washington Area list) furnished to them by the Federal Mediation and Conciliation Service. Any costs or fees associated with the mediation shall be shared equally; each side, however, to cover its own costs of counsel and presentation.

A Step 4 Mediation shall be conducted within sixty days after a mediation agreement is signed by the Union the Chief of Fire Department and the Office of the Labor Commissioner. A grievance shall be settled through mediation only if a settlement agreement is signed by the Union, the Chief of Fire Department and the Office of the Labor Commissioner, and it is noted, if necessary, by the Baltimore City Board of Estimates. No statement made in the course of a mediation session or by the mediator may be used as evidence in any proceedings.

STEP 5. Step 5 shall be binding arbitration, which shall be available if a grievance is not settled or withdrawn by prior action of the Union. Arbitration shall be demanded by a letter addressed, jointly, to the Chief of Fire Department and the Office of the Labor Commissioner. The Union's letter making a demand for arbitration shall be timely if it is delivered within thirty days after completion of Step 3, or Step 4 if that Step is conducted by agreement.

a. The parties shall appoint an arbitrator to hear and decide all issues by alternately striking from a list of seven arbitrators who each are members of the National Academy of Arbitrators Baltimore/Washington Area list) furnished to them by the Federal Mediation and Conciliation Service. The first strike made in selecting an arbitrator shall be alternated between the Union and the Employer from case to case.

b. The Union is the only party that may demand arbitration on behalf of the bargaining unit, and/or any members of the bargaining unit. Any award issued by an arbitrator shall be final and binding on the Union, the Mayor and City Council (and all constituent City agencies) and the employee(s) aggrieved. Should the Union decide not to proceed to

arbitration, the employee(s) aggrieved shall likewise be bound by that decision.

B.

1. Notwithstanding the grievance steps which are provided in Paragraph A, immediately above, the employee and/or the Union shall file a grievance at the step commensurate with the level at which, as alleged in the grievance, the breach alleged first occurred.

2. Time limits under this Article may be changed by mutual agreement.

C. If the findings or resolution of a grievance at any step of the procedure is not appealed within the prescribed time, said grievance will be considered settled on the basis of the last answer provided and there shall be no further appeal or review. Should the Employer not respond within the prescribed time, the grievance will proceed to the next step.

D. The cost of any arbitration proceedings under this Agreement shall be equally divided between the Employer and the Union.

E. In computing the time limits under this Article, the date of the preceding event shall be counted. Commencing at Step 3, Saturdays, Sundays and legal holidays shall not be counted in computing time limits. The time period for filing a grievance under this Agreement or an administrative appeal before the City's Civil Service Commission to contest any form of discipline shall not begin until the final administrative action has occurred within the Fire Department and the employee(s) affected have received written notice of such action.

F. The rights of any employee who is discharged, permanently reduced in pay or position or suspended for more than thirty (30) days shall be as prescribed in Article 12 of this Agreement. The employee shall be entitled to all rights and remedies that are available to the employee under Baltimore City Charter, (as last amended by Resolution 10-024; Chapter 645, Acts of 2010), Article VII, Section 100 (a), which are expressly reserved.

G. Any employee, who, as discipline, is suspended for five or more days, but less than 31 days, shall be permitted to grieve such discipline. The Union may advance the employee's grievance to arbitration if in its discretion the Union finds arbitration to be appropriate. The issue presented, which may be decided by an arbitrator, shall be whether, consistent with Baltimore City Code (2009 as published by Baltimore City Department of Legislative Reference), Article 12, Section 3-2(3)(i), the discipline issued by the Employer was for just cause, and, if not, what shall be the remedy.

H. The Employer shall print and maintain copies of grievance forms in all units.

I. Officers involved in the charges leading to a grievance shall have the prerogative of being present at each step of the processing of that grievance.

ARTICLE 7: UNION STEWARDS AND UNION REPRESENTATION

A. The Employer recognizes and shall deal with the appropriate accredited Union Steward in areas to be defined by the parties and, where provided for in this Agreement, the Union President and/or representative in all grievances filed under this Agreement.

B. A written list of the Union Stewards and alternates shall be furnished to the Employer immediately after their designation and the Union shall notify the Employer promptly of any changes of such Union Stewards.

C. There shall be no more than one (1) Union Steward and alternate in each area referred to in Paragraph A above.

D. After appropriate notice to his immediate superior, a Union Steward or Union Officer shall be granted reasonable time off during working hours with pay where he is engaged in processing a grievance under Article 6 of this Memorandum, except when granting such leave would adversely affect delivery of emergency services.

E. Nothing shall abridge the right of any duly authorized representative of the Union to present the view of the Union to the citizens on issues which affect the welfare of its members, or inhibit or hamper any employee's constitutional right of free speech.

F. The President of the Union shall be detailed to Fire Department Headquarters for the duration of this Agreement to discharge his duties and shall be granted reasonable leave with pay as may be required for the purpose of discharging his official duties as Union President.

G. Officers of the Union shall not be disciplined for conduct while acting in their official capacity as officers of the Union and shall have the right to file a grievance pursuant to the grievance and arbitration procedure herein for any disciplinary action taken against them for conduct while acting in their official capacity as officers of the Union.

ARTICLE 8: HOURS OF WORK

A. The following terms shall remain in effect through December 31, 2013:

1. The regularly scheduled workweek for all Fire Suppression and Emergency Medical Services ("EMS") personnel shall average approximately 42 hours per week, the aggregate of which shall be approximately 2,190 hours annually.

2. Each employee's day of work shall be 10 hours on day shift and 14 hours on night shift. The basic order of shift rotation shall consist of two 10-hour day shifts, followed by two 14-hour night shifts, followed by 4 days off work. Employees shall be scheduled to work in accordance with Addendum C1 Work Schedule, effective July 1, 2013, attached to the FY 2014-16 MOU. The Department shall continue to observe its current practices and procedures with regard to the start and end of shifts and shift relief.

B. Effective January 1, 2014, the schedule and hours of work for the Fire Suppression Division shall be as follows:

1. Fire Suppression Division shift employees (but not day work employees) shall be assigned to a four (4) platoon, 24 hour shift work schedule for a regularly scheduled average of approximately 47 work hours each week, the aggregate of which shall be 2,463 hours per year, on an eight (8) impact day system.

2. The base schedule of 47 hours per week for Fire Suppression will be one 24 hour shift of work, followed by one day off, followed in turn, by a second 24-hour shift of work (the "24/24/24"). After the second work shift of 24 hours, there will be five consecutive regularly scheduled days off. This pattern completes an eight calendar day cycle. The next eight calendar days repeat that same pattern, with the vacation option day falling every forty-eight days within a six number system. The complete 8-day pattern shall be: W-O-W-O-O-O-O-O. (W) Work and (O) Off. Personnel assigned to the Fire Suppression Division will be assigned to a 24-hour "impact" day rotation that will alternate every 30th and 34th day for an average of one impact day every 32 calendar days. This schedule shall yield the option of a thirteen-day break from work every 48 calendar days, except when an impact day falls within a member's first choice vacation. The calendar template for the 24-hour schedule that is to be implemented as of January 1, 2014 is appended to this Agreement as Addendum C.

3. On and after January 1, 2014, personnel assigned to the Fire Suppression Division will remain on the six-number vacation system, and will receive approximately 15 first choice vacations options per year, as provided in Section 30.C.

4. An impact day cannot result in the assignment of two days or forty-eight hours of work consecutively. An impact day may be exchanged or swapped between employees, in 10, 14, and/or 24 hour blocks as elected by the employee.

5. Employees may not take vacation, personal, holidays or compensatory leave on impact days, or otherwise be excused from reporting for work on impact days except for bereavement leave or jury summons or other court appearance. In the event of a jury summons or other court appearance, the terms of MOP 339-1 shall continue to be observed to allow for relief of members with pay through administrative leave should the member be on a 24-hour shift;

provided, however, that employees who are working a 24-hour shift, shall be required to return to work once excused by the court following any jury summons/duty or other court appearance.

The new Fire Suppression schedule shall not apply to personnel on day work in the following areas; Fire Academy, Fire Prevention Bureau, Special Operations Command, HazMat, Air Mask Repair, Fire Supply Fire Maintenance, Information Technology (IT), EMS, OEM, Safety and as Staff Aides. The new Fire Suppression schedule shall apply to all personnel assigned to shift work, including personnel assigned to fire companies, Fire Investigation, Fire Prevention Bureau (on shift), Telestaff, Air Logistics, Special Operations, and as Shift Safety Officers or Shift Commander's Office Aides. The current hours and work schedules of all employees not expressly addressed in this Article shall be maintained. Personnel who are reassigned, involuntarily, from Fire Suppression to day work shall not suffer a loss of pay or position, and it is understood that such employees, to remain in Fire Suppression status, may be assigned up to 47 hours a week, about which schedule the Employer shall first consult with the Union.

Notwithstanding anything to the contrary in this paragraph above, upon the effective date of this Agreement, the Chief of Department shall issue a new MOP (in the MOP 322 series) pursuant to which Lieutenants and Captains shall be permitted to exercise a vacation option on their 24-hour "impact" day. The employee must then forfeit one 24-hour vacation option within the next ninety (90) days. Employees may not swap this opportunity. When an employee exercises this opportunity, it is entered in Telestaff as "VX".

It is further understood by and between the parties that allowing employees to exercise a vacation option on an impact day is not expected nor intended to create any additional annual net cost to the City, through overtime, acting out of title, or otherwise. Accordingly, at or around the end of each fiscal year that this program is in effect, the Department will review the data to determine whether it has generated a net cost over the past fiscal year. In the event that it has created such a cost, the Chief of Department and the Union will discuss potential changes to the program or other corrective measures to address the issue.

The current pilot program regarding impact days for Battalion Chiefs, Shift Fire Investigators, and Shift Safety Officers shall remain in effect unless or until it is discontinued by the Chief of Department, in which case the new MOP for Lieutenants and Captains discussed above shall become applicable to Battalion Chiefs, Shift Fire Investigators, and Shift Safety Officers as well.

6. The work day for Fire Suppression personnel shall begin at 0700 hours (7:00 AM).

C.

1. For the term of this Agreement, the regular work schedule and hours of work for all members of the EMS Division of four days on (two 10-hour days followed by two 14-hour nights) followed by four days off shall remain in effect and unchanged, which schedule shall be that reflected in Addendum C-1.

2. All EMS Division personnel will remain on six-number vacation system, and they will continue to receive approximately 30 first choice vacation options per year.

D. Between October 1, 2013 and October 31, 2013, all rated personnel who are not assigned to the EMS Division and all first acting members of Fire Suppression units may elect to drop their ALS certifications from MIEMSS, which request shall be honored by the Employer. After October 31, 2013, this window will close and Employees who did not opt-out shall be required to maintain their ALS certification.

E. No employee shall be laid off, terminated, demoted/reduced in rank, furloughed or reduced in wage or position as a result of the schedule change during the term of this Agreement.

F. The following implementation rules shall apply to the changes that are adopted under this Agreement to begin in Fiscal Year 2014:

1. For a period of six (6) years (through June 30, 2019), the City shall not make any proposal to further increase, nor shall it further increase, the number of hours worked by Fire Suppression personnel above and beyond the shift and schedule changes to be implemented on or after January 1, 2014 under this Article.

2. The changes in work schedules and hours of work for suppression employees that are provided for under this Article 13 are conditioned on implementation and payment of the wage increases noted in Article 13.A.2, and those added amounts shall continue to be paid through the term of this Agreement concurrently with the schedule and hours changes. If any of the FY 2014 payments are reduced or discontinued during the term of this Agreement, the work schedules and hours of work for suppression employees shall revert to those last in effect between July 1, 2012 and June 30, 2013. In all other respects, the wages and wage increases that are due under Article 13 shall be subject to revision only if the terms of Article 36.B of this Agreement are satisfied.

G. Notwithstanding the changes that are to be implemented under this Agreement, the Department shall continue to observe its current practices and procedures with regard to the start and end of shifts and shift relief.

H. Company Officers and Battalion Officers may be permitted to exchange at any one time one or more vacation choices or turns with similarly situated employees in the same battalion, or within the Department, with the consent of the respective

Battalion Chief or Shift Commander as the case may be. Battalion Chiefs may be permitted to exchange at any one time one or more vacation choices with similarly situated employees in the Department with the consent of respective Division Chief(s). Responsibility for the equalization of time rests exclusively with the two employees agreeing to the exchange of tours of duty, and the Fire Department will not undertake the enforcement or equalization of the time. An employee shall be excused from duty upon proper relief within the two (2) hour period to the end of his shift by his Unit Officer, or member acting as such, or earlier upon consent of the Battalion Chief/ Shift Commander.

I. Company officers may exchange vacation choices or shift rotation (as defined in Article 8, Section A.2 of this Agreement) with employees in the Fire Fighters bargaining unit.

J. As personnel shall remain deployed in four shifts or platoons, there shall be no Division-wide redraw either in Fire Suppression or EMS, nor, shall there be a new Department-wide assignment of vacation numbers within the six-number vacation system. Personnel may be reassigned and given new vacation numbers consistent with Article 30.J. The impact numbers shall be assigned as discussed between the Fire Department and the Fire Unions before the new work schedule is implemented.

K. Employees may exchange work shifts provided no individual may work more than twenty-four hours consecutive except under emergency conditions. Employees who voluntarily swap tours of duty to work longer than their normal shift will not be eligible for meal allowance or overtime under Article 9 of this Agreement. If the employee who voluntarily works an additional shift is held past that shift due to emergency operations, the employee shall be eligible for the provisions of Article 9. The Employer shall have the right to disapprove any swap of work dates that would invoke the provision of Fair Labor Standards Act ("FLSA") overtime payment for public safety employees.

L. Before rescheduling the work hours of any unit, the Employer shall notify the Union 30 days in advance so that the parties may have opportunity to further discuss any change prior to implementation. The Chief of Fire Department shall have scheduling authority.

M. Employees assigned as instructors at the Fire Academy, assigned to the Fire Prevention Bureau, or assigned to the "all day" shift at the Fire Investigation Bureau shall work a 4-day, 40-hour workweek.

N. Shift exchanges (open-ended swaps) permitted between members shall expire in the event of a transfer to the same shift, or a separation from service for retirement, death, termination or resignation after a swap is made.

O. Except as otherwise provided in Article 9.H with respect to the specific certifications noted therein, it is the agreed rule that the Employer shall pay its employees for all time spent as a condition of employment to maintain a qualification for the member's classification in classroom instruction, training and/or preceptorship, and such time spent shall be considered as hours of work. This obligation shall not include time devoted by a member to personal study or for remedial studies.

ARTICLE 9: OVERTIME

A. All hours worked in excess of regularly scheduled work days or in excess of the regularly scheduled work periods shall be overtime and shall be paid for at the rate of one and one half (1½) times the normal straight time rate of pay. Notwithstanding the regularly scheduled work days and work periods for members of the bargaining unit, in the application of overtime pay the Employer shall also distinguish between employees who are FLSA § 7(k) exempt and employees who are no exempt under FLSA § 7(k), with the result that the Employer shall extend overtime pay for all regularly scheduled hours of work within the EMS Division that are in excess of 40 hours in a week. The Employer shall apply General Order No. 46-09 (July 21, 2009) concerning overtime pay for members assigned to the EMS Division, which General Order is appended as a part of this Agreement as Addendum K. The hourly overtime rate shall be paid after an employee has worked for a minimum of fifteen minutes overtime.

The FLSA work period for employees assigned to the 47-hour schedule shall be 24-days and shall begin on January 1, 2014 at 7:00 a.m. (the previous 8-day period shall no longer apply). The pay period for such employees shall remain the same

B. Employees called in to work outside their regular shift shall be paid a minimum of 4 hours overtime at the rate of one and one-half (1½) times their normal rate. Any employee called in or required to work prior to or after his regular shift, but annexed consecutively to one end or another thereof, shall be paid at the rate of one and one-half times (1½) his regular rate of pay only for the time worked, but in no event less than one (1) hour, and the aforesaid four (4) hour minimum provision shall not apply. Nothing herein shall be construed to mean compounding of overtime. The Union shall be provided the names, companies and shifts of all employees called back within 3 days of the call back.

C. The Employer shall not vary or rearrange work schedules to avoid the payment of overtime, except for temporary changes in which case 5 days' notice will be given.

D. A protocol shall be drawn up by parties before February 1, 2012 setting out the governing rules for the Fire Department's Telestaff system, and the assignment and recording of overtime assignments. All call back and overtime assignments shall be distributed equitably between members of the bargaining unit, with equalization of the "overtime bucket" the desired result. Compensatory time shall be granted in lieu

of overtime payment at the employee's request at the rate of one and one-half (1½) hours for each hour worked. The present policy shall remain in effect for the Officers' school and church services.

E. No employee will lose pay due to a shortening of the actual hours of work caused by the changing of clocks for the observance of Daylight Savings Time.

F. An employee whose actual hours of work are extended due to the changing of clocks for the return of Standard Time will be eligible for overtime pay for all work performed in excess of the regular work shift.

G. The Employer shall issue an MOP as annexed to this Agreement to apply current law to correctly implement the FLSA § 7(k) exemption to personnel who are assigned to the EMS Division. Any revisions to the MOP once adopted shall likewise be submitted to the Union for review and discussion. Publication and receipt of the MOP shall be verified following the procedures for Manual Releases set out in MOP 002.

H. Subject to the conditions agreed by side letter in negotiations in 2007, by agreement, the City Department of Human Resources (the "DHR") and the Civil Service Commission have the authority to amend the Classification Description for members who hold either (i) a Basic Life Support ("BLS") certificate; (ii) an Advanced Life Support ("ALS") Certification as Cardiac Rescue Technician ("CRT"), (iii) Emergency Medical Technician-1 ("EMT-1"), (iv) Emergency Medical Technician-P ("EMT-P"); or (v) Emergency Medical Dispatch ("EMD"), to require those members to continue to maintain their current level of certification (either BLS, ALS or EMD) as a condition of employment. Members subject to the condition to continue ALS or EMD certification shall be required to recertify or renew their MIEMSS certification, as they may voluntarily elect, either (i) on their own and at their own expense, or (ii) through on-site programs organized and offered by the Department. If an employee elects an on-site program, the employee shall be required to report in uniform, all costs associated with that program, preparation and training, shall be paid by the Employer, and the employee shall be credited with one day of additional paid leave as vacation for each day spent in such training and preparation.

Option 1: Compensatory time credit: Employees who take training at the City's training facility shall receive compensatory time credit in an amount equal to 1.5 times the number of hours in each training course with the expectation that employees choosing this option shall have the ability to earn 108 compensatory hours for the two-year re-licensure period (72 con-ed hours x 1.5 = comp hours). It is understood that a course which is scheduled for a set number of credit hours (e.g., six hours) shall be worth nine hours of comp time credit whether the course takes the full amount of time (e.g., six hours) or a shorter period of time (e.g., four hours). The City agrees to give employees some type of 'receipt' of proof of attendance upon completion of a given training course.

Option 2: Monetary Stipend: Employees who complete their re-licensure and present certification of same to the City may choose, instead, to receive a monetary stipend of \$2,700.00. Course may be taken at the City's facility or elsewhere. The City may require certain skills evaluations related to re-licensure be taken at the City's training center. Members subject to the condition to continue BLS certification shall be offered and complete such recertification within their regular work schedule through on-site programs organized and offered by the Baltimore City Fire Department.

Members subject to the condition to continue BLS certification shall be offered and complete such recertification within their regular work schedule through on-site programs organized and offered by the Baltimore City Fire Department. Those members who completed such programs, either BLS or ALS, on their off time, after September 1, 2007, shall be credited with leave on a day for day basis.

I. Employees returning from a fire ground shall be allowed fifteen (15) minutes for clean-up.

ARTICLE 12: DISCIPLINE AND DISCHARGE

A. Any employee who is discharged, reduced in pay or position, or suspended for more than thirty (30) days may contest the action either (i) by lodging an appeal with the Civil Service Commission under the official rules of the Commission; or (ii) by filing a grievance on the form that is referred to in Article 6, Paragraph H. of this Agreement. The employee's choice of which procedure to use to contest the action shall be binding, and the employee may not subsequently choose to follow a different procedure. If the employee elects to file a grievance, it shall be initially at Step 4 of the Grievance Procedure in Article 6, Paragraph A of this Agreement, and it shall subsequently be processed by the Union through that grievance and arbitration procedure. The Union may advance the employee's grievance to arbitration if in its discretion the Union finds arbitration to be appropriate, and the employee shall be bound by the Union's decision whether or not to arbitrate. The issue presented, which may be decided by an arbitrator, shall be whether, consistent with the provisions of the MERO, Section 3-2(3)(i), the discipline issued by the Employer was for just cause, and, if not, what shall be the remedy. The Arbitrator's decision shall be final and binding on the City, the Union and on the employee(s) affected.

B. Any employee who, as discipline, is suspended for five (5) or more days, but less than thirty-one (31) days shall be permitted to grieve such discipline by filing a grievance on the form that is referred to in Article 6, Paragraph H. of this Agreement. If the employee elects to file a grievance, it shall be filed initially at Step 3 of the Grievance Procedure in Article 6, Paragraph A. of this Agreement, and it shall subsequently be processed by the Union through that grievance and arbitration procedure. The Union may advance the employee's grievance to arbitration if in its discretion the Union finds arbitration to be appropriate. The issue presented, which may be decided by an arbitrator, shall be whether, consistent with MERO, Section 3-

2(3)(i), the discipline issued by the Employer was for just cause, and, if not, what shall be the remedy.

C. An employee who is charged with a disciplinary infraction shall be entitled to a due process hearing before the appropriate level Referral Officer before such Officer shall recommend any disciplinary adjudication of the charge. The Referral Officer's recommended adjudication of a charge shall not be altered or modified to result in an increased penalty before the final adjudication without a rehearing of the charge at the Review Officer or Administrative Hearing Officer level. When an employee is to appear before the Administrative Hearing Officer for a suspension, the hearing is to be conducted within twenty-nine (29) calendar days of the referral except when the employee is unavailable. The Employer shall not drop or suspend health insurance and pension coverage, or its contribution to the cost of such coverage, for any employee who is suspended without pay for thirty (30) days or less. The Employer shall permit an employee who is suspended without pay for thirty (30) days or less to use accrued leave days, to the extent necessary, to maintain and pay the employee's cost of health insurance premium and pension coverage during the period of the employee's suspension.

Final adjudication of the charges shall be as prescribed and approved by the Chief of Fire Department. The employee shall have the right to grieve or to challenge discipline, but the filing of a grievance shall not relieve the penalty prescribed.

D. All other penalties and punishments, including suspension for 30 days or less, shall be as prescribed by the Trial Board and approved by the Chief of Fire Department, subject to the right of the employee to grieve that action as set forth in Article 12, Paragraph B, above. Persons suspended under this section who are later cleared of all charges by the Board shall be reinstated with full back pay.

E. Continuous duty shall not be used as a form of discipline or punishment.

F. The Employer shall take into account prior cases with similar circumstances before administering punishment. The Employer shall begin all disciplinary investigations, when it deems such investigations necessary, no later than fifteen (15) days after it acquires knowledge of the misconduct or event for which disciplinary action is proposed. For purposes of this Article, the fifteen (15) day period shall start when a Shift Commander acquires knowledge of the misconduct or event for which disciplinary action is proposed. The employee shall be notified when an investigation is begun. The employee shall be notified when disciplinary action (charges) are to be undertaken, so said employee may obtain, consult and have present, proper Union representation during discharge of discipline.

1. An employee shall be given ample time and opportunity to request and contact an appropriate Union representative to attend an investigatory interview.

2. Before an administrative hearing, trial board, or grievance hearing is convened, employees placed on charges after the completion of an investigation shall be entitled to copies of the charges, any special reports and all other relevant documents not privileged (as attorney-client communications, attorney work product or deliberative work product) collected or created by the Department during the investigations.

G. During the pendency of a charge against an employee, any additional charge shall require an additional hearing.

H. Any employee of the Fire Department who is subjected to a suspension of thirty (30) days or less may at his/her discretion forfeit a like number of days from his/her vacation bank in lieu of the suspension; provided, however, that at no time may the Employer require any employee to forfeit vacation time as discipline. The choice to use vacation time instead of serving a suspension, without pay, shall be made solely by the employee affected. The Fire Department shall advise the Union when an employee who is subjected to a suspension elects, instead, to forfeit vacation time.

I. An employee's opportunity to receive callbacks shall not be withheld while a suspension is pending, but not yet served.

J. The Employer shall continue MOP 336 in effect, or as modified as mutually agreed by Fire Department and the Union; and it shall follow all terms of the MOP relating to preconditions to testing, aftercare and confidentiality. In all cases involving Motor Vehicle Accidents, only the Driver and/or Tillerman shall be tested as the driver/operator under MOP 336-2 (Post Accident Testing). Other personnel may be tested, but only upon sufficient cause to satisfy MOP 336-1 (Reasonable Suspicion Procedure). The record of members with a period of ten (10) years without a second violation of MOP 336 for an off-duty alcohol-related event shall be expunged. The Fire Department shall not administratively issue its own aftercare agreements for violations of MOP 336, aftercare agreements are only to be issued by the Mercy/PSI for proper cause under the MOP.

K. The Employer shall issue an MOP that states: "All Union employees of the Department shall be entitled to request a Union representative to attend any interview, investigation, hearing or other proceeding that may result in discipline."

L. Should an investigatory interview be audio or video recorded, the Union and the Employer shall each be given a copy of the same recording.

M. Effective on and after January 1, 2014, for all personnel assigned to a 47-hour work schedule on a 24-hour basis, when an employee is to be suspended for a period of one or more "days," those "days" shall refer to a 12 hour period of time.

N. Upon the effective date of this Agreement, all prior DriveCam reports and discipline shall be expunged and restarted, except the DriveCam reports and

discipline for employees with five (5) occurrences shall be expunged and restarted and the next offense for such employees shall be a Penalty of \$100.00. For a two (2) year trial period commencing upon the effective date of this Agreement, the progressive discipline sequence for occurrences based upon DriveCam reports shall be as follows:

- Verbal Counseling (documented);
- Written Reprimand;
- Penalty of \$100.00;
- Penalty of \$200.00;
- Five-day suspension without pay;
- 10-day suspension without pay;
- 15-day suspension without pay;
- Demotion or Termination.

At the end of the trial period, the progressive discipline sequence for DriveCam occurrences shall revert to the form in effect prior to the effective date of this Agreement unless the parties agree to extend the trial period.

ARTICLE 15: SAFETY AND HEALTH

A. The Employer and the Union shall cooperate in the enforcement of safety. Should an employee feel that his work requires him to be in an unsafe or unhealthy situation, the matter shall be considered immediately by the Employer. If the matter is not adjusted satisfactorily, it may become the subject of a grievance and will be processed according to the grievance procedure.

B.

1. In addition, a departmental Joint Labor-Management Committee with equal representation from the City and Union will be established to discuss and make recommendations to the Chief of Fire Department regarding protective devices, wearing apparel, safety training and other safety-related subjects.

2. The Union shall prepare an agenda of the topics to be discussed within seven (7) days of a scheduled meeting so that the Chief of Department, through his/her representatives assigned to attend, may meaningfully discuss and remedy the matters to be presented. The Committee shall file a written report of its meeting within fifteen (15) days after each meeting, to which report the Chief of Department of his/her designee shall respond within thirty (30) days if the Committee has recommended that the Department take a specific action or adopt an express measure.

3. On or before October 1, 2017, the Employer shall confer with the Union and after such consultation the Employer shall include a new box on the report form to document IDLH Incident Exposure Events. For all Exposure reports, copies of

the report form shall be given to the Union, if requested by the Union, within thirty (30) days after completion.

C. Union members of the Joint Committee shall be released from their work obligations in order to attend pre-scheduled committee meetings, except when granting of such leave would adversely affect deliver of emergency services.

D. The Employer shall notify the Union at least 30 days in advance of the implementation of any decision to permanently close a unit of the Fire Department. Upon such notice, the Employer shall meet with the Union to consider the likely impact of the action on the safety and well-being of the work-force and the effects of the proposed action.

E. The Fire Department and the Unions shall continue to jointly establish a fitness and wellness program as recommended by the Joint Labor/Management Safety and Health Committee.

F. The Employer shall provide each 1st line apparatus and ready reserve within the Fire Department with appropriate, operable flashlights for all positions assigned to the unit.

G. Employer will make every effort to purchase station uniforms and/or protective clothing manufactured by Union employees.

H. Mercy/PSI

1. The Employer shall continue to have authority to direct employees for a medical evaluation. When an employee is directed by the City to report to Mercy Health Services ("Mercy") for an evaluation, the Department shall disclose to the employee in writing the reason(s) for the evaluation, and the Employer shall require Mercy to correctly disclose the scope and terms of its professional engagement to the employee."

2. No employee shall be required, as a condition of employment, to authorize Mercy to assume the capacity of that employee's treating physician or treating medical care provider.

3. No employee shall be required to consent to a medical procedure or test that is inconsistent with generally accepted medical principles, or which, otherwise, is not medically indicated.

4. The Employer shall, at all times, honor and require Mercy to honor its employees' confidentiality and privacy rights with regard to medical information and care.

I. Management of Injuries and Illnesses

1. The Employer shall have the right to send an employee to a designated physician for an evaluation of an injury, illness or disability sustained within the course of and within the scope of employment for the Department (an "occupational injury"), and the employee shall follow the physician's direction regarding the employee's time and manner of return to work.

2 Notwithstanding Paragraph 1., immediately above, should an employee consult with his/her own physician in connection with an occupational injury, and should that physician conclude that due to an occupational injury the employee should be placed off from work or that the employee's duties at work must be limited, that physician's recommendation shall be honored by the Employer unless it is unreasonable. The physician's orders that are to be followed shall include all warnings and contraindications about the safe use of medications prescribed by the attending physician.

3. Where there is a dispute or conflict between the Employer's evaluating physician and the employee's treating or attending physician, the Employer and the employee shall accept the recommendation of the Employer's physician for seven (7) work days, during which the physicians are to consult and attempt to resolve differences as to management of the employee's occupational injury. Should the physicians be unable to agree, then representatives of the Employer and the Union shall promptly attempt to resolve the dispute or disagreement as to the employee's assignment.

4. Nothing in this section shall in any way alter the rights and provisions of the State's workers compensation laws.

J. The parties shall continue in effect Joint Addendum on Non-Line of Duty Illness and/or Injury (dated June 29, 2010) which Joint Addendum is appended as a part of this Agreement as Addendum I, and the Employer shall continue to observe the terms of Joint Addendum. When the terms of Joint Addendum are in conflict with any term or condition of this Agreement, the terms of Joint Addendum I shall supersede and prevail over that other language. Paragraphs 10 and 11 of Joint Addendum are deemed to no longer be in effect.

K. Notwithstanding anything to the contrary in this Article 15, the protocol set forth in Joint **Addendum I** regarding disagreements between the employee's attending physician(s) and the physician employed by the Fire Department as to whether the nature or extent of a non-line of duty illness or injury renders an employee unable to perform his or her duties and return to work shall, upon the effective date of this Agreement, also be applicable to disagreements between the employee's attending physician(s) and the physician employed by the Fire Department solely over the employee's ability to return to work from Line of Duty illnesses and injuries.

L. In Fiscal Year 2018, the parties shall organize a joint Union/Management committee to study recommended safety and protective measures for EMS personnel. The committee may recommend a grant proposal for funds to furnish safety equipment and vests to EMS personnel. The committee shall be expected to complete its assigned task by January 1, 2018.

ARTICLE 17: NO STRIKE OR LOCKOUT

The Union and its members, individually and collectively, agree that during the term of this Agreement there shall be no strikes, slow-ups, or stoppage of work and the City agrees that there shall be no lockout. In the event of an unauthorized strike, slow-up or stoppage, the City agrees that there will be no liability on the part of the Union; provided the Union promptly and publicly disavows such unauthorized strike, orders the employees to return to work and attempts to bring about a prompt resumption of normal operations; and provided further that the Union notifies the City, in writing, within 48 hours after the commencement of such strike, what measures it has taken to comply with the provisions of this Article.

In the event that such action by the Union has not effected resumption of normal work practices, the City shall have the right to discipline, by way of discharge or otherwise, any member of the Union who participates in such strike, slow-up or stoppage, and no such disciplinary action shall be subject to the grievance procedure provided for in this Agreement.

ARTICLE 18: MEAL ALLOWANCE

An employee required to work 3 or more hours immediately preceding a normal full-time work shift or immediately following the completion of a normal full-time work shift shall receive a meal allowance of \$5.00.

ARTICLE 21: ACTING OUT-OF-TITLE

A. Any employee covered by this Agreement who is acting out-of-title shall, in addition to his total annual salary, receive the difference between the total annual salary of the Maximum Level of the acting class and the total annual salary of the Maximum Level of the employee's class. The term "total annual salary" when used in this Article shall have the meaning given to it in Article 13 of this Agreement. Acting out-of-title rates shall be placed into effect on a calendar year basis.

B. Effective January 1, the Maximum Level pay rates that are to be used in computing the premium wage for acting out-of-title shall be the wage rates that were in effect on July 1, of the fiscal year.

C. An up-to-date bulletin containing the sanctioned acting out-of-title pay scale shall be supplied to all stations in print and distributed on or before December 1, of

the prior calendar year.

D. The new acting out-of-title rate shall take effect on the first day of the payroll period in which January 1st falls.

E. Any employee who acts out-of-title on overtime or callback time shall be paid at the acting rate for the overtime or callback period.

ARTICLE 22: TRANSPORTATION

A. The Department shall develop and implement a plan to provide, at its expense and risk, transportation to and from the fire ground for all employees who are covered by this Agreement. Whenever employees on duty are required to use their personal automobile for the purpose of transportation to and from fire grounds or for other required departmental business, they shall be paid the sum of \$5.00 for such use; provided however that employees shall not be compensated for use of their personal automobile to and from their home to the firehouse or where their personal automobile is used for their convenience.

B. Employees shall not be ordered to use their personal vehicles for Fire Department business, nor shall they be ordered to use or enter any personal vehicle of any other persons for Fire Department business.

ARTICLE 23: SENIORITY, CALL BACK, LAYOFF AND RECALL

A. A roster of all members of the Fire Department shall be compiled and maintained by the Personnel Administrator showing each member of the Fire Department in the order of his length of service with the Fire Department. Company rosters shall be maintained.

B. Department Seniority - Captains

1. An employee's seniority for Acting Battalion Chief shall be established by the date of his/her acting-out-of-title approval.

2. Employees transferring to another Unit in another Battalion will be placed on the Battalion seniority roster where his/her acting seniority places them.

3. An employee cannot "bump" current first Acting Battalion Chiefs.

4. An employee transferring will be considered for the next available first Acting Battalion Chief position if seniority warrants. If an employee is transferring into a unit where the previous Captain was one of the four (first-acting) senior Captains, and the employee transferring in has more seniority than the next junior Captain, the employee transferring in will assume the first acting position (This is not considered a "bump").

5. The employee may elect not to invoke his seniority for a first Acting Battalion Chief position each time an opening occurs.

6. If an employee is “disbanded” and is currently in a first Acting Battalion Chief position and the disbanded employee has more seniority, the employee may “bump” a junior Acting Battalion Chief.

C. Employees called back to duty shall be so called on the basis of company seniority within the appropriate rank, whenever feasible. The officer in charge of field operations shall have full authority and discretion to select companies for emergency call back.

D.

1. The Employer shall notify the Union of the need to reduce the number of employees who are on payroll within the bargaining unit at least 30 days before the effective date of a layoff. Such notice shall be given in writing addressed to the Union by certified mail. The notice shall disclose the number of positions affected, the rank or classification of each position so affected, and the unit or units, if any, which are to be disbanded. Immediately after issuing the notice, the Employer shall give the Union a reasonable period of time, of no less than 15 days, within which it shall meet and confer with the Union to discuss such an action. The Employer shall respond to any proposals, which the Union may make in response to the subject matter of the notice.

2. Each employee who is to be reduced in rank or laid off as a consequence of a reduction in force or the disbandment of any unit shall be given written notice, at least 21 days before such action is to occur, of the date, purpose and nature of the action that is to be taken with regard to him or her. The notice also shall reasonably state the reasons for the action, and any rights, which the employee may have under the Administrative Manual and Civil Service Commission Rules or this Memorandum with regard to his or her employment. A copy of the notice also shall be timely delivered to the Union.

3. All reductions in force shall be established by seniority in the Department. Departmental seniority shall be established from the date that the employee was hired into the Fire Department. Seniority in rank or classification shall be established from the date that the employee was promoted into the rank or classification, which he or she currently occupies.

In the event of a tie in seniority, the tie shall be broken on the basis of the Fire Academy final standing or score upon graduation from the Fire Academy.

There shall be no preference granted for subjective evaluation of performance, skill or ability when determining who to reduce from rank to rank, or who to lay off.

4. For the purpose of determining either seniority in rank or departmental seniority, the following additional rules also shall apply for layoffs and reductions in rank within the Fire Department. First, should an employee who formerly was employed by the Fire Department return to the service of the Department after a break in service due to an injury or illness causing disability, all time which intervened shall be counted in the employee's favor as if the employee lost no time away from work. Second, should an employee return to the Department after having resigned from City service or voluntarily transferred from Fire Department service for more than 6 months, his or her seniority shall begin anew; if less than 6 months, then the employee shall regain previous service time.

5. In the event a reduction in force is necessary, the reduction shall proceed in the following order:

a. Employees shall be laid off in reverse order of departmental seniority; the most junior employees within the Department shall be laid off first, without regard to rank or classification.

b. In the event that a reduction in force results in the need for a redistribution of employees from superior ranks to lesser ranks, such reductions in rank shall be accomplished by reducing in rank those employees with the least tenure in the affected rank, counting from the employee's date of promotion.

c. An employee who is laid off shall be paid for all accrued but unused leave time, including vacation holiday and retirement leave (Employee must be eligible for Service Retirement), based on the employee's total annual salary as of the date of separation.

d. All employees who are reduced in rank or laid off shall not suffer any loss in benefit or entitlement accrued prior to the date of the action, e.g., holidays, vacation, personal leave, pension, and overtime, earned, accumulated and unused at the time of reduction in rank or layoff.

e. Department Seniority - Lieutenants

i. For the purpose of this article the three (3) Lieutenant positions in each suppression company will be listed as follows, Senior Lieutenant, Lieutenant and Junior Lieutenant.

ii. A member's seniority will be established on the date his/her promotion to the position of Fire Lieutenant Suppression. Members voluntarily transferring out of suppression will lose their

seniority. Member's new seniority will be established on the date he/she returns to suppression.

iii. The Lieutenant with the most seniority in a company would be in the Senior Lieutenant position and the Lieutenant with the least seniority would be in the Junior Lieutenant position.

iv. A Lieutenant transferring into a company will assume the vacant position if his/her seniority allows. If a member is placed into a position where his/her seniority is not in effect he/she will be considered for the next available senior position. In the event of any identical promotion date(s), the members standing on applicable promotional list shall prevail.

v. A member may elect not to invoke his/her seniority for a Senior or Lieutenant position each time an opening occurs.

vi. If a member is "disbanded" and is currently in a senior or Lieutenant Position or if disbanded member has more seniority, the member may "bump" a Lieutenant or Senior Lieutenant in his/her new assignment.

6. Any employee who is reduced in rank and involuntarily transferred into a new unit shall be entitled to acting out-of-title compensation based on the employee's acting certification. Any employee who at first received acting certification in rank and then was promoted, upon return to that rank or classification after demotion, shall retain his or her original acting certification and approval date, and shall enjoy the right to exercise the same.

7. If the current salary is the same as or greater than the maximum of the lower grade, the employee shall receive the maximum salary for the lower grade. If the current salary is less than the maximum of the lower grade, the employee shall receive the closest salary rate of the lower grade.

8. The Department of Human Resources shall prepare and maintain a list, known as a "Reemployment List," of all persons who are reduced in rank or laid off, by rank or classification. In the event that vacancies occur within the Department while persons remain on the Reemployment List, the order of recall shall be determined by reference to the Reemployment List. The Reemployment List(s) shall remain in effect for 24 months after the date of a layoff (unless extended by the Department of Human Resources) and shall be used to offer employment opportunities that may become available by seniority to all persons who have been reduced or laid off, before any employees are promoted from one rank to another or any persons are hired or transferred (from other City agencies) to become new employees of the Fire Department. No person may be hired, nor may any person be transferred from another City agency, while any person in

that rank or classification remains in a reduced rank or on the Reemployment List. Any persons who are returned to their former positions shall be placed in the pay grade of their former rank, restored to the level of total annual compensation that they would currently receive had they not been reduced in rank or placed on the Reemployment List. The employee shall receive no credit for longevity while on layoff.

9. Notice of recall to the employee's former position shall be given to the employee in writing at his or her last known post office address, it being the employee's obligation to notify the Personnel Administrator, or other designated agent of the Fire Department, of any change in address while laid off or reduced in rank. The notice shall be by certified mail, return receipt requested. The employee shall be given 20 days to accept an offer of reinstatement, in which case written acceptance shall be sufficient if filed in any form with the Personnel Administrator.

10. Any employee who is reduced in rank, pursuant to this Article, and is on a promotional list when demoted shall remain on the list and remain eligible for promotion until the list expires, subject however to the recall or reinstatement rights of any laid off or demoted employee under the terms of this Article.

11. The provisions of this Article shall govern to determine the rights of any employee who is demoted or laid off on or after July 1, 1992.

E. No members of the bargaining unit shall be laid off during Fiscal Years 2014, 2015, and 2016.

ARTICLE 26: UNIFORMS

A. The Employer shall supply suitable jackets to Chief Officers.

B. The wearing of uniforms to and from work shall be at the option of the employee.

C. The Employer shall maintain and replace uniforms as the need arises.

D. At all times there shall be at least 25 complete sets of turnout gear in stock at the Supply Division.

E. The Employer shall provide a clothing allowance of \$250 to members assigned or detailed to the Public Information Office.

ARTICLE 35: WORK RULES

Each employee who is covered by this Agreement shall be given ten (10) days notice in advance of any change in assignment or of any Departmental decision to change an employee's shift (including vacation numbers). Any decision to change an

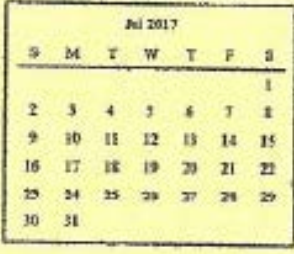
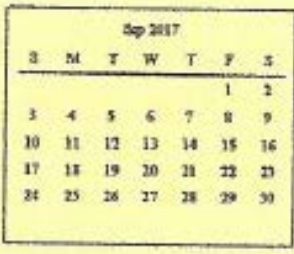
employee's shift will be based, first, on unit seniority on the shift involved, and then on battalion seniority on the shift involved, unless the Department can demonstrate unusual and unforeseen circumstances.

ADDENDUM C: WORK SCHEDULES
(July 1, 2017-June 30, 2020)

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30 <div style="background-color: green; color: white; padding: 2px; font-size: 10px;">A8 IMPACT DAY</div> <div style="background-color: yellow; color: black; padding: 5px; font-weight: bold; font-size: 24px;">B5</div> DAY D6 NIGHT B5	31 <div style="background-color: red; color: white; padding: 5px; font-weight: bold; font-size: 24px;">C5</div> <div style="background-color: blue; color: white; padding: 2px; font-size: 10px;">D7 IMPACT DAY</div> DAY D5 NIGHT B5																																																																																								

August 2017

BALTIMORE CITY FIRE OFFICERS LOCAL #964

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	<p>1</p> <p>A6</p> <p>B7 IMPACT DAY</p> <p>DAYA6 NIGHT D5</p>	<p>2</p> <p>C5</p> <p>D8 IMPACT DAY</p> <p>DAYA6 NIGHT D5</p>	<p>3</p> <p>A6</p> <p>B8 IMPACT DAY</p> <p>DAY C6 NIGHT A6</p>	<p>4</p> <p>C3 IMPACT DAY</p> <p>D6</p> <p>DAYC6 NIGHT A6 PAY DAY ACTIVE</p>	<p>5</p> <p>A2 IMPACT DAY</p> <p>B6</p> <p>DAYB6 NIGHT C6</p>	
<p>6</p> <p>C1 IMPACT DAY</p> <p>D6</p> <p>DAYB6 NIGHT C6</p>	<p>7</p> <p>A1 IMPACT DAY</p> <p>B6</p> <p>DAYD6 NIGHT B6</p>	<p>8</p> <p>C6</p> <p>D2 IMPACT DAY</p> <p>DAYD6 NIGHT B6</p>	<p>9</p> <p>A1</p> <p>B2 IMPACT DAY</p> <p>DAYA1 NIGHT D6</p>	<p>10</p> <p>C6</p> <p>D1 IMPACT DAY</p> <p>DAYA1 NIGHT D6</p>	<p>11</p> <p>A1</p> <p>B1 IMPACT DAY</p> <p>DAYC1 NIGHT A1</p>	<p>12</p> <p>C4 IMPACT DAY</p> <p>D1</p> <p>DAYC1 NIGHT A1</p>
<p>13</p> <p>A4 IMPACT DAY</p> <p>B1</p> <p>DAYB1 NIGHT C1</p>	<p>14</p> <p>C3 IMPACT DAY</p> <p>D1</p> <p>DAYB1 NIGHT C1</p>	<p>15</p> <p>A2 IMPACT DAY</p> <p>B1</p> <p>DAYD1 NIGHT B1 Payday Relief</p>	<p>16</p> <p>C1</p> <p>D4 IMPACT DAY</p> <p>DAYD1 NIGHT B1</p>	<p>17</p> <p>A2</p> <p>B4 IMPACT DAY</p> <p>DAYA2 NIGHT D1</p>	<p>18</p> <p>C1</p> <p>D5 IMPACT DAY</p> <p>DAYA2 NIGHT D1 PAY DAY ACTIVE</p>	<p>19</p> <p>A2</p> <p>B3 IMPACT DAY</p> <p>DAYC2 NIGHT A2</p>
<p>20</p> <p>C3 IMPACT DAY</p> <p>D2</p> <p>DAYC2 NIGHT A2</p>	<p>21</p> <p>A5 IMPACT DAY</p> <p>B2</p> <p>DAYB2 NIGHT C2</p>	<p>22</p> <p>C5 IMPACT DAY</p> <p>D2</p> <p>DAYB2 NIGHT C2</p>	<p>23</p> <p>A5 IMPACT DAY</p> <p>B2</p> <p>DAYD2 NIGHT B2</p>	<p>24</p> <p>C2</p> <p>D6 IMPACT DAY</p> <p>DAYD2 NIGHT B2</p>	<p>25</p> <p>A3</p> <p>B6 IMPACT DAY</p> <p>DAYA3 NIGHT D2</p>	<p>26</p> <p>C2</p> <p>D5 IMPACT DAY</p> <p>DAYA3 NIGHT D2</p>
<p>27</p> <p>A3</p> <p>B5 IMPACT DAY</p> <p>DAYC3 NIGHT A3</p>	<p>28</p> <p>C6 IMPACT DAY</p> <p>D3</p> <p>DAYC3 NIGHT A3</p>	<p>29</p> <p>A6 IMPACT DAY</p> <p>B3</p> <p>DAYB3 NIGHT C3</p>	<p>30</p> <p>C7 IMPACT DAY</p> <p>D3</p> <p>DAYB3 NIGHT C3</p>	<p>31</p> <p>A7 IMPACT DAY</p> <p>B3</p> <p>DAY D3 NIGHT B3</p>		

September 2017

BALTIMORE CITY FIRE OFFICERS LOCAL #964

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday																																																																																				
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October 2017

BALTIMORE CITY FIRE OFFICERS LOCAL #964

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November 2017

BALTIMORE CITY FIRE OFFICERS LOCAL #964

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<p>5</p> <p>A6</p> <p>B8 IMPACT DAY</p> <p>DAYA6 Daylight Savings Time Ends NIGHT D5</p>	<p>6</p> <p>C5</p> <p>D7 IMPACT DAY</p> <p>DAYA6 NIGHT D5</p>	<p>7</p> <p>A6</p> <p>B7 IMPACT DAY</p> <p>DAYC6 Election Day NIGHT A6</p>	<p>8</p> <p>C1 IMPACT DAY</p> <p>D6</p> <p>DAYC6 NIGHT A6</p>	<p>9</p> <p>A1 IMPACT DAY</p> <p>B6</p> <p>DAYB6 NIGHT C6</p>	<p>10</p> <p>C2 IMPACT DAY</p> <p>D6</p> <p>DAYB6 NIGHT C6 PAY DAY ACTIVE</p>	<p>11</p> <p>A2 IMPACT DAY</p> <p>B6</p> <p>DAYD6 NIGHT B6 Veterans Day</p>																																																																																												
<p>12</p> <p>C6</p> <p>D1 IMPACT DAY</p> <p>DAYD6 NIGHT B6</p>	<p>13</p> <p>A1</p> <p>B1 IMPACT DAY</p> <p>DAYA1 NIGHT D6</p>	<p>14</p> <p>C6</p> <p>D2 IMPACT DAY</p> <p>DAYA1 NIGHT D6</p>	<p>15</p> <p>A1</p> <p>B2 IMPACT DAY</p> <p>DAYC1 NIGHT A1 Payday Retired</p>	<p>16</p> <p>C3 IMPACT DAY</p> <p>D1</p> <p>DAYC1 NIGHT A1</p>	<p>17</p> <p>A3 IMPACT DAY</p> <p>B1</p> <p>DAYB1 NIGHT C1</p>	<p>18</p> <p>D4 IMPACT DAY</p> <p>D1</p> <p>DAYB1 NIGHT C1</p>																																																																																												
<p>19</p> <p>A4 IMPACT DAY</p> <p>B1</p> <p>DAYD1 NIGHT B1</p>	<p>20</p> <p>C1</p> <p>D3 IMPACT DAY</p> <p>DAYD1 NIGHT B1</p>	<p>21</p> <p>A2</p> <p>B3 IMPACT DAY</p> <p>DAYA2 NIGHT D1</p>	<p>22</p> <p>C1</p> <p>D4 IMPACT DAY</p> <p>DAYA2 NIGHT D1</p>	<p>23</p> <p>A2</p> <p>B4 IMPACT DAY</p> <p>DAYC2 NIGHT A2 Thanksgiving</p>	<p>24</p> <p>C5 IMPACT DAY</p> <p>D2</p> <p>DAYC2 NIGHT A2 PAY DAY ACTIVE</p>	<p>25</p> <p>A5 IMPACT DAY</p> <p>B2</p> <p>DAYB2 NIGHT C2</p>																																																																																												
<p>26</p> <p>D5 IMPACT DAY</p> <p>D2</p> <p>DAYB2 NIGHT C2</p>	<p>27</p> <p>A6 IMPACT DAY</p> <p>B2</p> <p>DAYD2 NIGHT B2</p>	<p>28</p> <p>C2</p> <p>D5 IMPACT DAY</p> <p>DAYD2 NIGHT B2</p>	<p>29</p> <p>B5 IMPACT DAY</p> <p>A3</p> <p>DAYA3 NIGHT D2</p>	<p>30</p> <p>D6 IMPACT DAY</p> <p>C2</p> <p>DAYA3 NIGHT D2</p>																																																																																														

December 2017

BALTIMORE CITY FIRE OFFICERS LOCAL #964

Nov 2017		Jan 2018		1	2																	
S	M	T	W	T	F	S	S	M	T	W	T	F	S									
		1	2	3	4								A3 B6 IMPACT DAY DAYC3 NIGHTA3	D3 C7 IMPACT DAY DAYC3 NIGHTA3								
		5	6	7	8	9	10	11	7	8	9	10	11	12	13	B3 A7 IMPACT DAY DAYB3 NIGHTC3	D3 C8 IMPACT DAY DAYB3 NIGHTC3	B3 A6 IMPACT DAY DAYD3 NIGHTB3	C3 D7 IMPACT DAY DAYD3 NIGHTB3	A4 B7 IMPACT DAY DAYA4 NIGHTD3	C3 D6 IMPACT DAY DAYA4 NIGHTD3 PW DAYACTIVE	A4 B6 IMPACT DAY DAYC4 NIGHTA4
		12	13	14	15	16	17	18	14	15	16	17	18	19	20	D4 C3 IMPACT DAY DAYC4 NIGHTA4	B4 A2 IMPACT DAY DAYB4 NIGHTC4	D4 C1 IMPACT DAY DAYB4 NIGHTC4	B4 A1 IMPACT DAY DAYD4 NIGHTB4	C4 B2 IMPACT DAY DAYD4 NIGHTB4	A5 B2 IMPACT DAY DAYA5 NIGHTD4 PW Day/Active	C4 D1 IMPACT DAY DAYA5 NIGHTD4
		19	20	21	22	23	24	25	21	22	23	24	25	26	27	A5 B1 IMPACT DAY DAYC5 NIGHTA5	D5 C4 IMPACT DAY DAYC5 NIGHTA5	B5 A4 IMPACT DAY DAYB5 NIGHTC5	D5 C3 IMPACT DAY DAYB5 NIGHTC5	B5 A5 IMPACT DAY DAYD5 NIGHTB5	C5 D4 IMPACT DAY DAYD5 NIGHTB5 PW DAYACTIVE	A6 B4 IMPACT DAY DAYA6 NIGHTD5
		26	27	28	29	30	28	29	30	31	C5 D3 IMPACT DAY DAYA6 NIGHTD5	A6 B3 IMPACT DAY Christmas DAYC6 NIGHTA6	D6 C8 IMPACT DAY DAYC6 NIGHTA6	B6 A6 IMPACT DAY DAYB6 NIGHTC6	D6 C8 IMPACT DAY DAYB6 NIGHTC6	B6 A5 IMPACT DAY DAYD6 NIGHTB6	C6 D6 IMPACT DAY DAYD6 NIGHTB6					
		31											A1 B6 IMPACT DAY DAYA1 New Year's Eve NIGHTD6									

January 2018

BALTIMORE CITY FIRE OFFICERS LOCAL #964

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday																																																																																																																
	1 C6 <small>D6 IMPACT DAY</small> DAY A1 <i>New Year's Day</i> NIGHT D6	2 A1 <small>B5 IMPACT DAY</small> DAY C1 NIGHT A1	<small>C8 IMPACT DAY</small> 3 D1 DAY C1 NIGHT A1	<small>A8 IMPACT DAY</small> 4 B1 DAY B1 NIGHT C1	<small>C7 IMPACT DAY</small> 5 D1 DAY B1 NIGHT C1 <small>OFF DUTY ACTIVE</small>	<small>A7 IMPACT DAY</small> 6 B1 DAY D1 NIGHT B1																																																																																																															
7 C1 <small>D8 IMPACT DAY</small> DAY D1 NIGHT B1	8 A2 <small>B8 IMPACT DAY</small> DAY A2 NIGHT D1	9 C1 <small>D7 IMPACT DAY</small> DAY A2 NIGHT D1	10 A2 <small>B7 IMPACT DAY</small> DAY C2 NIGHT A2	<small>C1 IMPACT DAY</small> 11 D2 DAY C2 NIGHT A2	<small>A1 IMPACT DAY</small> 12 B2 DAY B2 NIGHT C2	<small>C2 IMPACT DAY</small> 13 D2 DAY B2 NIGHT C2																																																																																																															
<small>A2 IMPACT DAY</small> 14 B2 DAY D2 NIGHT B2	15 C2 <small>D1 IMPACT DAY</small> DAY D2 <i>Martin Luther King, Jr.</i> NIGHT B2 <i>Police Retired</i>	16 A3 <small>B1 IMPACT DAY</small> DAY A3 NIGHT D2	17 C2 <small>D2 IMPACT DAY</small> DAY A3 NIGHT D2	18 A3 <small>B2 IMPACT DAY</small> DAY C3 NIGHT A3	<small>C3 IMPACT DAY</small> 19 D3 DAY C3 NIGHT A3 <small>OFF DUTY ACTIVE</small>	<small>A3 IMPACT DAY</small> 20 B3 DAY B3 NIGHT C3																																																																																																															
<small>C4 IMPACT DAY</small> 21 D3 DAY B3 NIGHT C3	<small>A4 IMPACT DAY</small> 22 B3 DAY D3 NIGHT B3	23 C3 <small>D8 IMPACT DAY</small> DAY D3 NIGHT B3	24 A4 <small>B3 IMPACT DAY</small> DAY A4 NIGHT D3	25 C3 <small>D4 IMPACT DAY</small> DAY A4 NIGHT D3	26 A4 <small>B4 IMPACT DAY</small> DAY C4 NIGHT A4	<small>C5 IMPACT DAY</small> 27 D4 DAY C4 NIGHT A4																																																																																																															
<small>A5 IMPACT DAY</small> 28 B4 DAY B4 NIGHT C4	<small>C9 IMPACT DAY</small> 29 D4 DAY B4 NIGHT C4	<small>A6 IMPACT DAY</small> 30 B4 DAY D4 NIGHT B4	31 C4 <small>D9 IMPACT DAY</small> DAY D4 NIGHT B4	<table border="1"> <tr> <th colspan="7">Jan 2017</th> <th colspan="7">Feb 2018</th> </tr> <tr> <th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th> <th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td> <td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td> </tr> <tr> <td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td> <td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td> </tr> <tr> <td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td> <td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td> </tr> <tr> <td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td> <td>25</td><td>26</td><td>27</td><td>28</td><td></td><td></td><td></td> </tr> <tr> <td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td> <td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>31</td><td></td><td></td><td></td><td></td><td></td><td></td> <td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>		Jan 2017							Feb 2018							S	M	T	W	T	F	S	S	M	T	W	T	F	S						1	2	4	5	6	7	8	9	10	3	4	5	6	7	8	9	11	12	13	14	15	16	17	10	11	12	13	14	15	16	18	19	20	21	22	23	24	17	18	19	20	21	22	23	25	26	27	28				24	25	26	27	28	29	30								31													
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February 2018

BALTIMORE CITY FIRE OFFICERS LOCAL #964

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday																																																																																				
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11 A6 B8 IMPACT DAY DAY C6 NIGHT A6	12 D6 C9 IMPACT DAY DAY C6 <i>Lincoln's Birthday</i> NIGHT A6	13 B6 A2 IMPACT DAY DAY B6 NIGHT C6	14 D6 C1 IMPACT DAY DAY B6 NIGHT C6 <i>Valentine's Day</i>	15 B6 A1 IMPACT DAY DAY D6 NIGHT B6 <i>Payday Festival</i>	16 C6 C2 IMPACT DAY DAY D6 NIGHT D6 <i>PAY DAY ACTIVE</i>	17 A1 B2 IMPACT DAY DAY A1 NIGHT D6																																																																																				
18 C6 D1 IMPACT DAY DAY A1 NIGHT D6	19 A1 B1 IMPACT DAY DAY C1 NIGHT A1 <i>President's Day</i>	20 D1 C4 IMPACT DAY DAY C1 NIGHT A1	21 B1 A4 IMPACT DAY DAY B1 NIGHT C1	22 D1 C5 IMPACT DAY DAY B1 NIGHT C1 <i>Washington's Birthday</i>	23 B1 A3 IMPACT DAY DAY D1 NIGHT B1	24 C1 D4 IMPACT DAY DAY D1 NIGHT B1																																																																																				
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March 2018

BALTIMORE CITY FIRE OFFICERS LOCAL #964

Feb 2018		Apr 2018		1	2	3										
S	M	T	W	T	F	S	S	M	T	W	T	F	S	A8 IMPACT DAY	C9 IMPACT DAY	A5 IMPACT DAY
				1	2	3	1	2	3	4	5	6	7	B2	D2	B2
4	5	6	7	8	9	10	8	9	10	11	12	13	14	DAY B2 NIGHT C2	DAY B2 NIGHT C2 P# DAY ACTIVE	DAY D2 NIGHT B2
11	12	13	14	15	16	17	15	16	17	18	19	20	21			
18	19	20	21	22	23	24	22	23	24	25	26	27	28			
25	26	27	28	29	30	31	29	30								

4	5	6	7	8	9	10
C2	A3	C2	A3	D3	B3	D3
D6 IMPACT DAY	B6 IMPACT DAY	D6 IMPACT DAY	B5 IMPACT DAY	C8 IMPACT DAY	A8 IMPACT DAY	C7 IMPACT DAY
DAY D2 NIGHT B2	DAY A3 NIGHT D2	DAY A3 NIGHT D2	DAY C3 NIGHT A3	DAY C3 NIGHT A3	DAY B3 NIGHT C3	DAY B3 NIGHT C3

11	12	13	14	15	16	17
B3	C3	A4	C3	A4	D4	B4
A7 IMPACT DAY	D8 IMPACT DAY	B8 IMPACT DAY	D7 IMPACT DAY	B7 IMPACT DAY	C1 IMPACT DAY	A1 IMPACT DAY
DAY D3 Daylight Savings Time Begins NIGHT B3	DAY D3 NIGHT B3	DAY A4 NIGHT D3	DAY A4 NIGHT D3	DAY C4 NIGHT A4 Payday Retired	DAY C4 NIGHT A4 P# Day Active	DAY B4 NIGHT C4 St. Patrick's Day

18	19	20	21	22	23	24
D4	B4	C4	A5	C4	A5	D5
C3 IMPACT DAY	A2 IMPACT DAY	D1 IMPACT DAY	B1 IMPACT DAY	D2 IMPACT DAY	B2 IMPACT DAY	C3 IMPACT DAY
DAY B4 NIGHT C4	DAY D4 NIGHT B4	DAY D4 NIGHT B4	DAY A5 NIGHT D4	DAY A5 NIGHT D4	DAY C5 NIGHT A5	DAY C5 NIGHT A5

25	26	27	28	29	30	31
B5	D5	B5	C5	A6	C5	A6
A3 IMPACT DAY	C4 IMPACT DAY	A4 IMPACT DAY	D5 IMPACT DAY	B3 IMPACT DAY	D4 IMPACT DAY	B4 IMPACT DAY
DAY B5 NIGHT C5	DAY B5 NIGHT C5	DAY D5 NIGHT B5	DAY D5 NIGHT B5	DAY A6 NIGHT D5	DAY A6 NIGHT D5 P# Day Active	DAY C6 NIGHT A6

April 2018

BALTIMORE CITY FIRE OFFICERS LOCAL #964

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday																																																																																																		
1 April Fool's Day C5 IMPACT DAY D6 DAY C6 NIGHT A6	2 A5 IMPACT DAY B6 DAY B6 NIGHT C6	3 C6 IMPACT DAY D6 DAY B6 NIGHT C6	4 A6 IMPACT DAY B6 DAY D6 NIGHT B6	5 C6 D5 IMPACT DAY DAY D6 NIGHT B6	6 A1 B5 IMPACT DAY DAY A1 NIGHT D6	7 C6 D6 IMPACT DAY DAY A1 NIGHT D6																																																																																																		
8 A1 B4 IMPACT DAY DAY C1 NIGHT A1	9 C7 IMPACT DAY D1 DAY C1 NIGHT A1	10 A7 IMPACT DAY B1 DAY B1 NIGHT C1	11 C8 IMPACT DAY D1 DAY B1 NIGHT C1	12 A8 IMPACT DAY B1 DAY D1 NIGHT B1	13 C1 D7 IMPACT DAY DAY D1 NIGHT B1 PAY DAY ACTIVE	14 A2 B7 IMPACT DAY DAY A2 NIGHT D1																																																																																																		
15 C1 D6 IMPACT DAY DAY A2 NIGHT D1 PAY DAY INACT	16 A2 B6 IMPACT DAY DAY C2 NIGHT A2	17 C2 IMPACT DAY D2 DAY C2 NIGHT A2	18 A2 IMPACT DAY B2 DAY B2 NIGHT C2	19 C1 IMPACT DAY D2 DAY B2 NIGHT C2	20 A1 IMPACT DAY B2 DAY D2 NIGHT B2	21 C2 D2 IMPACT DAY DAY D2 NIGHT B2																																																																																																		
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May 2018

BALTIMORE CITY FIRE OFFICERS LOCAL #964

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday																																																	
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July 2018

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<p>26</p> <p>A1 IMPACT DAY</p> <p>B6</p> <p>DAYD6 NIGHTB6</p>	<p>27</p> <p>C6</p> <p>D2 IMPACT DAY</p> <p>DAYD6 NIGHTB6</p>	<p>28</p> <p>A1</p> <p>B2 IMPACT DAY</p> <p>DAYA1 NIGHTD6</p>	<p>29</p> <p>C6</p> <p>D1 IMPACT DAY</p> <p>DAYA1 NIGHTD6</p>	<p>30</p> <p>A1</p> <p>B1 IMPACT DAY</p> <p>DAYC1 NIGHTA1</p>	<p>31</p> <p>C6 IMPACT DAY</p> <p>D1</p> <p>DAYC1 NIGHTA1 PAY DAY ACTIVE</p>																																																																																													

October 2018

BALTIMORE CITY FIRE OFFICERS LOCAL #964

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday																																																																																																								
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November 2018

BALTIMORE CITY FIRE OFFICERS LOCAL #964

October 2018				November 2018		
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

October 2018				November 2018		
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

1	2	3
C2 D1 IMPACT DAY	A3 B1 IMPACT DAY	D3 C4 IMPACT DAY
DAY A3 NIGHT D2	DAY C3 NIGHT A3	DAY C3 NIGHT A3

4 A4 IMPACT DAY B3 DAY B3 Daylight Savings Time Ends NIGHT C3	5 C3 IMPACT DAY D3 DAY B3 NIGHT C3	6 A3 IMPACT DAY B3 DAY D3 Election Day NIGHT B3	7 C3 D4 IMPACT DAY DAY D3 NIGHT B3	8 A4 D4 IMPACT DAY DAY A4 NIGHT D3	9 C3 D5 IMPACT DAY DAY A4 NIGHT D3 PW DAY ACTIVE	10 A4 D3 IMPACT DAY DAY C4 NIGHT A4
11 C3 IMPACT DAY D4 DAY C4 NIGHT A4 Veterans Day	12 A6 IMPACT DAY B4 DAY B4 NIGHT C4	13 C3 IMPACT DAY D4 DAY B4 NIGHT C4	14 A5 IMPACT DAY B4 DAY D4 NIGHT B4	15 C4 D6 IMPACT DAY DAY D4 NIGHT B4 Payday Retired	16 A5 B6 IMPACT DAY DAY A5 NIGHT D4	17 C4 D6 IMPACT DAY DAY A5 NIGHT D4
18 A5 B6 IMPACT DAY DAY C5 NIGHT A5	19 C3 IMPACT DAY D5 DAY C5 NIGHT A5	20 A8 IMPACT DAY B5 DAY B5 NIGHT C5	21 C7 IMPACT DAY D5 DAY B5 NIGHT C5	22 A7 IMPACT DAY B5 DAY D5 NIGHT B5 Thanksgiving	23 C5 D8 IMPACT DAY DAY D5 NIGHT B5 PW DAY ACTIVE	24 A6 B8 IMPACT DAY DAY A6 NIGHT D5
25 C5 D7 IMPACT DAY DAY A6 NIGHT D5	26 A6 B7 IMPACT DAY DAY C6 NIGHT A6	27 C1 IMPACT DAY D6 DAY C6 NIGHT A6	28 A1 IMPACT DAY B6 DAY B6 NIGHT C6	29 C2 IMPACT DAY D6 DAY B6 NIGHT C6	30 A2 IMPACT DAY B6 DAY D6 NIGHT B6	

December 2018

BALTIMORE CITY FIRE OFFICERS LOCAL #964

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday																																																																																				
<div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; padding: 5px;"> <p style="text-align: center;">Nov 2018</p> <table border="1" style="font-size: 8px;"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td></tr> </table> </div> <div style="border: 1px solid black; padding: 5px;"> <p style="text-align: center;">Jan 2019</p> <table border="1" style="font-size: 8px;"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td></tr> </table> </div> </div>						S	M	T	W	T	F	S					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		S	M	T	W	T	F	S					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	<p>1</p> <div style="background-color: red; color: white; padding: 10px; font-weight: bold; font-size: 24px;">C6</div> <div style="background-color: blue; color: white; padding: 2px; font-size: 8px;">D1 IMPACT DAY</div> <p>DAY D6 NIGHT B6</p>
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<p>2</p> <div style="background-color: green; color: white; padding: 10px; font-weight: bold; font-size: 24px;">A1</div> <div style="background-color: yellow; color: black; padding: 2px; font-size: 8px;">B1 IMPACT DAY</div> <p>DAY A1 NIGHT D6</p>	<p>3</p> <div style="background-color: red; color: white; padding: 10px; font-weight: bold; font-size: 24px;">C6</div> <div style="background-color: blue; color: white; padding: 2px; font-size: 8px;">D2 IMPACT DAY</div> <p>DAY A1 NIGHT D6</p>	<p>4</p> <div style="background-color: green; color: white; padding: 10px; font-weight: bold; font-size: 24px;">A1</div> <div style="background-color: yellow; color: black; padding: 2px; font-size: 8px;">B2 IMPACT DAY</div> <p>DAY C1 NIGHT A1</p>	<p>5</p> <div style="background-color: red; color: white; padding: 2px; font-size: 8px;">C9 IMPACT DAY</div> <div style="background-color: blue; color: white; padding: 10px; font-weight: bold; font-size: 24px;">D1</div> <p>DAY C1 NIGHT A1</p>	<p>6</p> <div style="background-color: green; color: white; padding: 2px; font-size: 8px;">A3 IMPACT DAY</div> <div style="background-color: yellow; color: black; padding: 10px; font-weight: bold; font-size: 24px;">B1</div> <p>DAY B1 NIGHT C1</p>	<p>7</p> <div style="background-color: red; color: white; padding: 2px; font-size: 8px;">C4 IMPACT DAY</div> <div style="background-color: blue; color: white; padding: 10px; font-weight: bold; font-size: 24px;">D1</div> <p>DAY B1 NIGHT C1 P/W DAY ACTIVE</p>	<p>8</p> <div style="background-color: green; color: white; padding: 2px; font-size: 8px;">A4 IMPACT DAY</div> <div style="background-color: yellow; color: black; padding: 10px; font-weight: bold; font-size: 24px;">B1</div> <p>DAY D1 NIGHT B1</p>																																																																																				
<p>9</p> <div style="background-color: red; color: white; padding: 10px; font-weight: bold; font-size: 24px;">C1</div> <div style="background-color: blue; color: white; padding: 2px; font-size: 8px;">D3 IMPACT DAY</div> <p>DAY D1 NIGHT B1</p>	<p>10</p> <div style="background-color: green; color: white; padding: 10px; font-weight: bold; font-size: 24px;">A2</div> <div style="background-color: yellow; color: black; padding: 2px; font-size: 8px;">B3 IMPACT DAY</div> <p>DAY A2 NIGHT D1</p>	<p>11</p> <div style="background-color: red; color: white; padding: 10px; font-weight: bold; font-size: 24px;">C1</div> <div style="background-color: blue; color: white; padding: 2px; font-size: 8px;">D4 IMPACT DAY</div> <p>DAY A2 NIGHT D1</p>	<p>12</p> <div style="background-color: green; color: white; padding: 10px; font-weight: bold; font-size: 24px;">A2</div> <div style="background-color: yellow; color: black; padding: 2px; font-size: 8px;">B4 IMPACT DAY</div> <p>DAY C2 NIGHT A2</p>	<p>13</p> <div style="background-color: red; color: white; padding: 2px; font-size: 8px;">C5 IMPACT DAY</div> <div style="background-color: blue; color: white; padding: 10px; font-weight: bold; font-size: 24px;">D2</div> <p>DAY C2 NIGHT A2</p>	<p>14</p> <div style="background-color: green; color: white; padding: 2px; font-size: 8px;">A5 IMPACT DAY</div> <div style="background-color: yellow; color: black; padding: 10px; font-weight: bold; font-size: 24px;">B2</div> <p>DAY B2 NIGHT C2</p>	<p>15</p> <div style="background-color: red; color: white; padding: 2px; font-size: 8px;">C6 IMPACT DAY</div> <div style="background-color: blue; color: white; padding: 10px; font-weight: bold; font-size: 24px;">D2</div> <p>DAY B2 NIGHT C2 <small>Payroll Not Set</small></p>																																																																																				
<p>16</p> <div style="background-color: green; color: white; padding: 2px; font-size: 8px;">A6 IMPACT DAY</div> <div style="background-color: yellow; color: black; padding: 10px; font-weight: bold; font-size: 24px;">B2</div> <p>DAY D2 NIGHT B2</p>	<p>17</p> <div style="background-color: red; color: white; padding: 10px; font-weight: bold; font-size: 24px;">C2</div> <div style="background-color: blue; color: white; padding: 2px; font-size: 8px;">D5 IMPACT DAY</div> <p>DAY D2 NIGHT B2</p>	<p>18</p> <div style="background-color: green; color: white; padding: 10px; font-weight: bold; font-size: 24px;">A3</div> <div style="background-color: yellow; color: black; padding: 2px; font-size: 8px;">B5 IMPACT DAY</div> <p>DAY A3 NIGHT D2</p>	<p>19</p> <div style="background-color: red; color: white; padding: 10px; font-weight: bold; font-size: 24px;">C2</div> <div style="background-color: blue; color: white; padding: 2px; font-size: 8px;">D6 IMPACT DAY</div> <p>DAY A3 NIGHT D2</p>	<p>20</p> <div style="background-color: green; color: white; padding: 10px; font-weight: bold; font-size: 24px;">A3</div> <div style="background-color: yellow; color: black; padding: 2px; font-size: 8px;">B6 IMPACT DAY</div> <p>DAY C3 NIGHT A3</p>	<p>21</p> <div style="background-color: red; color: white; padding: 2px; font-size: 8px;">C7 IMPACT DAY</div> <div style="background-color: blue; color: white; padding: 10px; font-weight: bold; font-size: 24px;">D3</div> <p>DAY C3 NIGHT A3 P/W DAY ACTIVE</p>	<p>22</p> <div style="background-color: green; color: white; padding: 2px; font-size: 8px;">A7 IMPACT DAY</div> <div style="background-color: yellow; color: black; padding: 10px; font-weight: bold; font-size: 24px;">B3</div> <p>DAY B3 NIGHT C3</p>																																																																																				
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January 2019

BALTIMORE CITY FIRE OFFICERS LOCAL #964

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday																																																	
<div style="border: 1px solid black; padding: 5px;"> <p style="text-align: center;">Dec 2018</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> </table> </div>	S	M	T	W	T	F	S							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31						<p style="text-align: center;"><i>1</i></p> <p style="text-align: center;">A1 IMPACT DAY</p> <p style="text-align: center;">B4</p> <p style="text-align: center;">DAYD4 New Year's Day NIGHT B4</p>	<p style="text-align: center;"><i>2</i></p> <p style="text-align: center;">C4</p> <p style="text-align: center;">D2 IMPACT DAY</p> <p style="text-align: center;">DAYD4 NIGHT B4</p>	<p style="text-align: center;"><i>3</i></p> <p style="text-align: center;">A5</p> <p style="text-align: center;">B2 IMPACT DAY</p> <p style="text-align: center;">DAYA5 NIGHT D4</p>	<p style="text-align: center;"><i>4</i></p> <p style="text-align: center;">C4</p> <p style="text-align: center;">D4 IMPACT DAY</p> <p style="text-align: center;">DAYA5 NIGHT D4 PAY DRY ACTIVE</p>	<p style="text-align: center;"><i>5</i></p> <p style="text-align: center;">A5</p> <p style="text-align: center;">B1 IMPACT DAY</p> <p style="text-align: center;">DAYC5 NIGHT A5</p>
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<p style="text-align: center;"><i>18</i></p> <p style="text-align: center;">C6</p> <p style="text-align: center;">D6 IMPACT DAY</p> <p style="text-align: center;">DAYD6 NIGHT B6 PAY DRY ACTIVE</p>	<p style="text-align: center;"><i>19</i></p> <p style="text-align: center;">A1</p> <p style="text-align: center;">B0 IMPACT DAY</p> <p style="text-align: center;">DAYA1 NIGHT D6</p>	<p style="text-align: center;"><i>20</i></p> <p style="text-align: center;">C6</p> <p style="text-align: center;">D5 IMPACT DAY</p> <p style="text-align: center;">DAYA1 NIGHT D6</p>	<p style="text-align: center;"><i>21</i></p> <p style="text-align: center;">A1</p> <p style="text-align: center;">B5 IMPACT DAY</p> <p style="text-align: center;">DAYC1 Martin Luther King, Jr. NIGHT A1</p>	<p style="text-align: center;"><i>22</i></p> <p style="text-align: center;">C6 IMPACT DAY</p> <p style="text-align: center;">D1</p> <p style="text-align: center;">DAYC1 NIGHT A1</p>	<p style="text-align: center;"><i>23</i></p> <p style="text-align: center;">A9 IMPACT DAY</p> <p style="text-align: center;">B1</p> <p style="text-align: center;">DAYB1 NIGHT C1</p>																																																	
<p style="text-align: center;"><i>24</i></p> <p style="text-align: center;">C7 IMPACT DAY</p> <p style="text-align: center;">D1</p> <p style="text-align: center;">DAYB1 NIGHT C1</p>	<p style="text-align: center;"><i>25</i></p> <p style="text-align: center;">A7 IMPACT DAY</p> <p style="text-align: center;">B1</p> <p style="text-align: center;">DAYD1 NIGHT B1</p>	<p style="text-align: center;"><i>26</i></p> <p style="text-align: center;">C1</p> <p style="text-align: center;">D8 IMPACT DAY</p> <p style="text-align: center;">DAYD1 NIGHT B1</p>	<p style="text-align: center;"><i>27</i></p> <p style="text-align: center;">A2</p> <p style="text-align: center;">B4 IMPACT DAY</p> <p style="text-align: center;">DAYA2 NIGHT D1</p>	<p style="text-align: center;"><i>28</i></p> <p style="text-align: center;">C1</p> <p style="text-align: center;">D7 IMPACT DAY</p> <p style="text-align: center;">DAYA2 NIGHT D1</p>	<p style="text-align: center;"><i>29</i></p> <p style="text-align: center;">A2</p> <p style="text-align: center;">B7 IMPACT DAY</p> <p style="text-align: center;">DAYC2 NIGHT A2</p>																																																	
<p style="text-align: center;"><i>30</i></p> <p style="text-align: center;">C1 IMPACT DAY</p> <p style="text-align: center;">D2</p> <p style="text-align: center;">DAYC2 NIGHT A2</p>	<p style="text-align: center;"><i>31</i></p> <p style="text-align: center;">A1 IMPACT DAY</p> <p style="text-align: center;">B2</p> <p style="text-align: center;">DAYB2 NIGHT C2</p>	<div style="border: 1px solid black; padding: 5px;"> <p style="text-align: center;">Feb 2019</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1 2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td></td><td></td></tr> </table> </div>	S	M	T	W	T	F	S							1 2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28												
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font-size: 2em; font-weight: bold; margin-bottom: 2px;">C4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY A5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT D4</div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">22</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">B6 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">A5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY C5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT A5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;"><i>Washington's Birthday</i></div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">23</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">C7 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">D5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY C5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT A5</div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">24</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">A7 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">B5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY B5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT C5</div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">25</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">C8 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">D5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY B5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT C5</div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">26</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">A8 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">B5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY D5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT B5</div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">27</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">D7 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">C5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY D5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT B5</div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">28</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">B7 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">A6</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY A6</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT D6</div> </div>		
<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">10</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">A4 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">B3</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY D3</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT B3</div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">11</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">D3 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">C3</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY D3</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT B3</div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">12</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">B3 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">A4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY A4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;"><i>Lincoln's Birthday</i></div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT D3</div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">13</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">D4 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">C3</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY A4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT D3</div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">14</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">B4 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">A4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY C4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT A4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;"><i>Valentine's Day</i></div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">15</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">C5 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">D4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY C4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT A4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">PAY DAY ACTIVE</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;"><i>Payday Rollover</i></div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">16</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">A5 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">B4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY B4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT C4</div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">17</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">C6 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">D4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY B4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT C4</div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">18</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">A5 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">B4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY D4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT B4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;"><i>President's Day</i></div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">19</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">D5 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">C4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY D4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT B4</div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">20</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">B5 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">A5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY A5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT D4</div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">21</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">D6 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">C4</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY A5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT D4</div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">22</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">B6 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">A5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY C5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT A5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;"><i>Washington's Birthday</i></div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">23</div> <div style="border: 1px solid black; 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padding: 2px; margin-bottom: 2px;">C8 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">D5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY B5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT C5</div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">26</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">A8 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">B5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY D5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT B5</div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">27</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">D7 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">C5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY D5</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT B5</div> </div>	<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">28</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">B7 IMPACT DAY</div> <div style="border: 1px solid black; padding: 10px; font-size: 2em; font-weight: bold; margin-bottom: 2px;">A6</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">DAY A6</div> <div style="border: 1px solid black; padding: 2px; margin-bottom: 2px;">NIGHT D6</div> </div>												
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March 2019

BALTIMORE CITY FIRE OFFICERS LOCAL #964

Feb 2019		Apr 2019		1	2										
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
					1	2	1	2	3	4	5	6	C5 D5 IMPACT DAY DAY A6 NIGHT D5 PAY DAY ACTIVE	A6 B6 IMPACT DAY DAY C6 NIGHT A6	
					3	4							D6 C2 IMPACT DAY DAY C6 NIGHT A6	B6 A2 IMPACT DAY DAY B6 NIGHT C6	
					5	6							D6 C1 IMPACT DAY DAY B6 NIGHT C6	B6 A1 IMPACT DAY DAY D6 NIGHT B6	
					7	8							C6 D2 IMPACT DAY DAY D6 NIGHT B6	A1 B2 IMPACT DAY DAY A1 NIGHT D6	
					9	10							C6 D1 IMPACT DAY DAY A1 NIGHT D6		
					10	11							A1 B1 IMPACT DAY DAY C1 Daylight Savings Time Begins NIGHT A1	D1 C4 IMPACT DAY DAY C1 NIGHT A1	
					12	13							B1 A4 IMPACT DAY DAY B1 NIGHT C1	D1 C1 IMPACT DAY DAY B1 NIGHT C1	
					14	15							B1 A3 IMPACT DAY DAY D1 NIGHT B1	C1 D4 IMPACT DAY DAY D1 NIGHT B1 PAY DAY ACTIVE Payday Release	
					16	17							A2 B4 IMPACT DAY DAY A2 NIGHT D1		
					17	18							C1 D3 IMPACT DAY DAY A2 NIGHT D1 St. Patrick's Day	A2 B3 IMPACT DAY DAY C2 NIGHT A2	
					19	20							D2 C2 IMPACT DAY DAY C2 NIGHT A2	B2 A5 IMPACT DAY DAY B2 NIGHT C2	
					21	22							D2 C3 IMPACT DAY DAY B2 NIGHT C2	B2 A6 IMPACT DAY DAY D2 NIGHT B2	
					23	24							C2 D5 IMPACT DAY DAY D2 NIGHT B2		
					24	25							A3 B6 IMPACT DAY DAY A3 NIGHT D2	C2 D6 IMPACT DAY DAY A3 NIGHT D2	
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April 2019

BALTIMORE CITY FIRE OFFICERS LOCAL #964

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28 C7 IMPACT DAY D1 DAY C1 NIGHT A1	29 A7 IMPACT DAY B1 DAY B1 NIGHT C1	30 C8 IMPACT DAY D1 DAY B1 NIGHT C1	<table border="1"> <tr> <th colspan="7">Mar 2019</th> <th colspan="7">May 2019</th> </tr> <tr> <th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th> <th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td> <td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td> </tr> <tr> <td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td> <td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td> </tr> <tr> <td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td> <td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td> </tr> <tr> <td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td> <td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td> </tr> <tr> <td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td> <td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td> </tr> <tr> <td>31</td><td></td><td></td><td></td><td></td><td></td><td></td> <td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>			Mar 2019							May 2019							S	M	T	W	T	F	S	S	M	T	W	T	F	S						1	2				1	2	3	4	3	4	5	6	7	8	9	5	6	7	8	9	10	11	10	11	12	13	14	15	16	12	13	14	15	16	17	18	17	18	19	20	21	22	23	19	20	21	22	23	24	25	24	25	26	27	28	29	30	26	27	28	29	30	31	31													
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May 2019

BALTIMORE CITY FIRE OFFICERS LOCAL #964

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday																																																																																												
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June 2019

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July 2019

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August 2019

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September 2019

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October 2019

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December 2019

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BALTIMORE CITY FIRE OFFICERS LOCAL #964

December		January		February		March																																																																																									
<p>Dec 2019</p> <table border="1"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td><td></td></tr> </table>		S	M	T	W	T	F	S	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31					<p>Jan 2020</p> <table border="1"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> </table>		S	M	T	W	T	F	S							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	<p>1</p> <p>C5 IMPACT DAY</p> <p>D2</p> <p>DAY C2 New Year's Day NIGHT A2</p>		<p>2</p> <p>A5 IMPACT DAY</p> <p>B2</p> <p>DAY B2 NIGHT C2</p>		<p>3</p> <p>C6 IMPACT DAY</p> <p>D2</p> <p>DAY B2 NIGHT C2 P/P DAY ACTIVE</p>		<p>4</p> <p>A6 IMPACT DAY</p> <p>B2</p> <p>DAY D2 NIGHT B2</p>	
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<p>5</p> <p>C2</p> <p>D5 IMPACT DAY</p> <p>DAY D2 NIGHT B2</p>		<p>6</p> <p>A3</p> <p>B6 IMPACT DAY</p> <p>DAY A3 NIGHT D2</p>		<p>7</p> <p>C2</p> <p>D9 IMPACT DAY</p> <p>DAY A3 NIGHT D2</p>		<p>8</p> <p>A3</p> <p>B6 IMPACT DAY</p> <p>DAY C3 NIGHT A3</p>		<p>9</p> <p>C7 IMPACT DAY</p> <p>D3</p> <p>DAY C3 NIGHT A3</p>		<p>10</p> <p>A7 IMPACT DAY</p> <p>B3</p> <p>DAY B3 NIGHT C3</p>		<p>11</p> <p>C8 IMPACT DAY</p> <p>D3</p> <p>DAY B3 NIGHT C3</p>																																																																																			
<p>12</p> <p>A8 IMPACT DAY</p> <p>B3</p> <p>DAY D3 NIGHT B3</p>		<p>13</p> <p>C3</p> <p>D7 IMPACT DAY</p> <p>DAY D3 NIGHT B3</p>		<p>14</p> <p>A4</p> <p>B7 IMPACT DAY</p> <p>DAY A4 NIGHT D3</p>		<p>15</p> <p>C3</p> <p>D8 IMPACT DAY</p> <p>DAY A4 NIGHT D3 Payday/Retard</p>		<p>16</p> <p>A4</p> <p>B8 IMPACT DAY</p> <p>DAY C4 NIGHT A4</p>		<p>17</p> <p>D2 IMPACT DAY</p> <p>D4</p> <p>DAY C4 NIGHT A4 P/P DAY ACTIVE</p>		<p>18</p> <p>A2 IMPACT DAY</p> <p>B4</p> <p>DAY B4 NIGHT C4</p>																																																																																			
<p>19</p> <p>C9 IMPACT DAY</p> <p>D4</p> <p>DAY B4 NIGHT C4</p>		<p>20</p> <p>A1 IMPACT DAY</p> <p>B4</p> <p>DAY D4 Martin Luther King, Jr. NIGHT B4</p>		<p>21</p> <p>C4</p> <p>D6 IMPACT DAY</p> <p>DAY D4 NIGHT B4</p>		<p>22</p> <p>A5</p> <p>B2 IMPACT DAY</p> <p>DAY A5 NIGHT D4</p>		<p>23</p> <p>C4</p> <p>D1 IMPACT DAY</p> <p>DAY A5 NIGHT D4</p>		<p>24</p> <p>A5</p> <p>B1 IMPACT DAY</p> <p>DAY C5 NIGHT A5</p>		<p>25</p> <p>C4 IMPACT DAY</p> <p>D5</p> <p>DAY C5 NIGHT A5</p>																																																																																			
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February 2020

BALTIMORE CITY FIRE OFFICERS LOCAL #964

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday																																																																																				
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<p>2</p> <div style="background-color: red; color: white; padding: 2px;">C6 IMPACT DAY</div> <div style="background-color: blue; color: white; padding: 10px; font-size: 2em; font-weight: bold;">D6</div> <p style="font-size: 0.8em;">DAY C6 First Quarter Groundhog Day NIGHT A6</p>	<p>3</p> <div style="background-color: green; color: white; padding: 2px;">A6 IMPACT DAY</div> <div style="background-color: yellow; padding: 10px; font-size: 2em; font-weight: bold;">B6</div> <p style="font-size: 0.8em;">DAY B6 NIGHT C6</p>	<p>4</p> <div style="background-color: red; color: white; padding: 2px;">C6 IMPACT DAY</div> <div style="background-color: blue; color: white; padding: 10px; font-size: 2em; font-weight: bold;">D6</div> <p style="font-size: 0.8em;">DAY B6 NIGHT C6</p>	<p>5</p> <div style="background-color: green; color: white; padding: 2px;">A5 IMPACT DAY</div> <div style="background-color: yellow; padding: 10px; font-size: 2em; font-weight: bold;">B6</div> <p style="font-size: 0.8em;">DAY D6 NIGHT B6</p>	<p>6</p> <div style="background-color: red; padding: 10px; font-size: 2em; font-weight: bold;">C6</div> <div style="background-color: blue; color: white; padding: 2px;">D6 IMPACT DAY</div> <p style="font-size: 0.8em;">DAY D6 NIGHT B6</p>	<p>7</p> <div style="background-color: green; padding: 10px; font-size: 2em; font-weight: bold;">A1</div> <div style="background-color: yellow; color: black; padding: 2px;">B6 IMPACT DAY</div> <p style="font-size: 0.8em;">DAY A1 NIGHT D6</p>	<p>8</p> <div style="background-color: red; padding: 10px; font-size: 2em; font-weight: bold;">C6</div> <div style="background-color: blue; color: white; padding: 2px;">D6 IMPACT DAY</div> <p style="font-size: 0.8em;">DAY A1 NIGHT D6</p>																																																																																				
<p>9</p> <div style="background-color: green; padding: 10px; font-size: 2em; font-weight: bold;">A1</div> <div style="background-color: yellow; color: black; padding: 2px;">B5 IMPACT DAY</div> <p style="font-size: 0.8em;">DAY C1 Full Moon NIGHT A1</p>	<p>10</p> <div style="background-color: red; color: white; padding: 2px;">C6 IMPACT DAY</div> <div style="background-color: blue; color: white; padding: 10px; font-size: 2em; font-weight: bold;">D1</div> <p style="font-size: 0.8em;">DAY C1 NIGHT A1</p>	<p>11</p> <div style="background-color: green; color: white; padding: 2px;">A6 IMPACT DAY</div> <div style="background-color: yellow; padding: 10px; font-size: 2em; font-weight: bold;">B1</div> <p style="font-size: 0.8em;">DAY B1 NIGHT C1</p>	<p>12</p> <div style="background-color: red; color: white; padding: 2px;">C7 IMPACT DAY</div> <div style="background-color: blue; color: white; padding: 10px; font-size: 2em; font-weight: bold;">D1</div> <p style="font-size: 0.8em;">DAY B1 <i>Lincoln's Birthday</i> NIGHT C1</p>	<p>13</p> <div style="background-color: green; color: white; padding: 2px;">A7 IMPACT DAY</div> <div style="background-color: yellow; padding: 10px; font-size: 2em; font-weight: bold;">B1</div> <p style="font-size: 0.8em;">DAY D1 NIGHT B1</p>	<p>14</p> <div style="background-color: red; padding: 10px; font-size: 2em; font-weight: bold;">C1</div> <div style="background-color: blue; color: white; padding: 2px;">D6 IMPACT DAY</div> <p style="font-size: 0.8em;">DAY D1 NIGHT B1 <i>Valentine's Day</i></p>	<p>15</p> <div style="background-color: green; padding: 10px; font-size: 2em; font-weight: bold;">A2</div> <div style="background-color: yellow; color: black; padding: 2px;">B6 IMPACT DAY</div> <p style="font-size: 0.8em;">DAY A2 NIGHT D1 <i>Payday Deferral</i></p>																																																																																				
<p>16</p> <div style="background-color: red; padding: 10px; font-size: 2em; font-weight: bold;">C1</div> <div style="background-color: blue; color: white; padding: 2px;">D7 IMPACT DAY</div> <p style="font-size: 0.8em;">DAY A2 NIGHT D1</p>	<p>17</p> <div style="background-color: green; padding: 10px; font-size: 2em; font-weight: bold;">A2</div> <div style="background-color: yellow; color: black; padding: 2px;">B7 IMPACT DAY</div> <p style="font-size: 0.8em;">DAY C2 <i>Last Quarter</i> NIGHT A2 <i>President's Day</i></p>	<p>18</p> <div style="background-color: red; color: white; padding: 2px;">C1 IMPACT DAY</div> <div style="background-color: blue; color: white; padding: 10px; font-size: 2em; font-weight: bold;">D2</div> <p style="font-size: 0.8em;">DAY C2 NIGHT A2</p>	<p>19</p> <div style="background-color: green; color: white; padding: 2px;">A1 IMPACT DAY</div> <div style="background-color: yellow; padding: 10px; font-size: 2em; font-weight: bold;">B2</div> <p style="font-size: 0.8em;">DAY B2 NIGHT C2</p>	<p>20</p> <div style="background-color: red; color: white; padding: 2px;">C2 IMPACT DAY</div> <div style="background-color: blue; color: white; padding: 10px; font-size: 2em; font-weight: bold;">D2</div> <p style="font-size: 0.8em;">DAY B2 NIGHT C2</p>	<p>21</p> <div style="background-color: green; color: white; padding: 2px;">A2 IMPACT DAY</div> <div style="background-color: yellow; padding: 10px; font-size: 2em; font-weight: bold;">B2</div> <p style="font-size: 0.8em;">DAY D2 NIGHT B2</p>	<p>22</p> <div style="background-color: red; padding: 10px; font-size: 2em; font-weight: bold;">C2</div> <div style="background-color: blue; color: white; padding: 2px;">D1 IMPACT DAY</div> <p style="font-size: 0.8em;">DAY D2 NIGHT B2 <i>Washington's Birthday</i></p>																																																																																				
<p>23</p> <div style="background-color: green; padding: 10px; font-size: 2em; font-weight: bold;">A3</div> <div style="background-color: yellow; color: black; padding: 2px;">B1 IMPACT DAY</div> <p style="font-size: 0.8em;">DAY A3 NIGHT D2</p>	<p>24</p> <div style="background-color: red; padding: 10px; font-size: 2em; font-weight: bold;">C2</div> <div style="background-color: blue; color: white; padding: 2px;">D2 IMPACT DAY</div> <p style="font-size: 0.8em;">DAY A3 NIGHT D2</p>	<p>25</p> <div style="background-color: green; padding: 10px; font-size: 2em; font-weight: bold;">A3</div> <div style="background-color: yellow; color: black; padding: 2px;">B2 IMPACT DAY</div> <p style="font-size: 0.8em;">DAY C3 <i>New Moon</i> NIGHT A3</p>	<p>26</p> <div style="background-color: red; color: white; padding: 2px;">C3 IMPACT DAY</div> <div style="background-color: blue; color: white; padding: 10px; font-size: 2em; font-weight: bold;">D3</div> <p style="font-size: 0.8em;">DAY C3 NIGHT A3</p>	<p>27</p> <div style="background-color: green; color: white; padding: 2px;">A3 IMPACT DAY</div> <div style="background-color: yellow; padding: 10px; font-size: 2em; font-weight: bold;">B3</div> <p style="font-size: 0.8em;">DAY B3 NIGHT C3</p>	<p>28</p> <div style="background-color: red; color: white; padding: 2px;">C4 IMPACT DAY</div> <div style="background-color: blue; color: white; padding: 10px; font-size: 2em; font-weight: bold;">D3</div> <p style="font-size: 0.8em;">DAY B3 NIGHT C3 <i>Pay Day Active</i></p>	<p>29</p> <div style="background-color: green; color: white; padding: 2px;">A4 IMPACT DAY</div> <div style="background-color: yellow; padding: 10px; font-size: 2em; font-weight: bold;">B3</div> <p style="font-size: 0.8em;">DAY D3 NIGHT B3</p>																																																																																				

March 2020

BALTIMORE CITY FIRE OFFICERS LOCAL #964

Yearly	Month	Day	Week In	Phase	Time	Notes																																																																																															
1	C3	D3 IMPACT DAY	DAY D3 NIGHT B3	2	A4	B3 IMPACT DAY	DAY A4 NIGHT D3	3	C3	D4 IMPACT DAY	DAY A4 First Quarter NIGHT D3	4	A4	B4 IMPACT DAY	DAY C4 NIGHT A4	5	C5 IMPACT DAY	D4	DAY C4 NIGHT A4	6	A5 IMPACT DAY	B4	DAY B4 NIGHT C4	7	C6 IMPACT DAY	D4	DAY B4 NIGHT C4																																																																										
8	A6 IMPACT DAY	B4	DAY D4 Daylight Savings Time Begins NIGHT B4	9	C4	D6 IMPACT DAY	DAY D4 NIGHT B4	10	A5	B5 IMPACT DAY	DAY A5 NIGHT D4	11	C4	D8 IMPACT DAY	DAY A5 Full Moon NIGHT D4	12	A5	B6 IMPACT DAY	DAY C5 NIGHT A5	13	C7 IMPACT DAY	D5	DAY C5 NIGHT A5 PAY DAY ACTIVE	14	A7 IMPACT DAY	B5	DAY B5 NIGHT C5																																																																										
15	C8 IMPACT DAY	D5	DAY B5 NIGHT C5 Polaris Point	16	A8 IMPACT DAY	B5	DAY D5 NIGHT B5	17	C5	D7 IMPACT DAY	DAY D5 NIGHT B5 St. Patrick's Day	18	A6	B7 IMPACT DAY	DAY A6 NIGHT D5	19	C5	D8 IMPACT DAY	DAY A6 Last Quarter NIGHT D5	20	A6	B8 IMPACT DAY	DAY C6 NIGHT A6	21	C9 IMPACT DAY	D6	DAY C6 NIGHT A6																																																																										
22	A9 IMPACT DAY	B6	DAY B6 NIGHT C6	23	C1 IMPACT DAY	D6	DAY B6 NIGHT C6	24	A1 IMPACT DAY	B6	DAY D6 NIGHT B6	25	C6	D9 IMPACT DAY	DAY D6 NIGHT B6	26	A1	B2 IMPACT DAY	DAY A1 New Moon NIGHT D6	27	C6	D7 IMPACT DAY	DAY A1 NIGHT D6 PAY DAY ACTIVE	28	A1	B1 IMPACT DAY	DAY C1 NIGHT A1																																																																										
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April 2020

BALTIMORE CITY FIRE OFFICERS LOCAL #964

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May 2020

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ADDENDUM K: GENERAL ORDER ON OVERTIME

BALTIMORE CITY FIRE DEPARTMENT

GENERAL ORDER NO. 46-09 (REVISED) (p. 1 of 3)

July 21, 2009

Subject: Overtime Pay For Members Assigned To The EMS Division

Policy Statement:

Beginning July 8, 2009, all sworn members of the Baltimore City Fire Department who are assigned to the Emergency Medical Services Division and working as field providers on EMS units will receive overtime pay for hours worked in excess of 40 hours per week. EMS officers working in the field and members assigned to suppression units who are on 1800 hour details are included. These members will continue to perform firefighter duties when necessary, but their primary job will be to staff field EMS units.

For purposes of the calculation of overtime, this calendar week began at 1700 hours on July 7, 2009 and will continue to begin each Tuesday afternoon at 1700 hours and will end on each Tuesday afternoon the following week at 1659 hours.

The current labor agreement with the unions outlines an annual rate of pay for an average of 42 hours per week, or 2190 hours per year. For purposes of calculating overtime, the annual pay rate for each member will be determined by dividing the annual pay rate outlined in the various labor agreements by 2190 hours to arrive at the hourly base pay rate.

The current labor agreement base pay rates are based on an average of forty-two (42) hours per week of work. Under this policy, each member will be paid an additional ½ hour of pay for the forty-first (41st) and forty-second (42nd) hour worked during each calendar week. Overtime worked in excess of 42 hours in each calendar week will be compensated at one and one-half times the normal hourly rate.

Example: Assumes the 42 hour average work week and base pay of \$30 per hour.

Hours	Type of Pay	Base Pay	Overtime
1-40	Base pay	40 x \$30 = \$1,200	
41-42	Base pay + half-time	2 x \$30 = 60	2 x \$15 = \$ 30
43-48	Time-and-a-half		6 x \$45 = 270
	Total	\$1,260	\$300

For example, if a qualified member works a total of 48 hours in a calendar week, the member will be due an extra one hour of base pay for the first two hours of work and 1 ½ times base pay for the additional six hours over forty two hours. If the member's normal pay rate is \$30.00 per hour, this works out to an extra \$15.00 an hour (or half-pay) for each of the first two hours and \$45.00 an hour (or time plus one-half) for each of the remaining six hours, or a total of \$300 in overtime pay for that week.

In order to be qualified for overtime pay, all hours must be actually worked. Various types of leave (vacation, sick, compensatory time, etc.) are disqualifying hours for purposes of overtime eligibility. Members assigned to suppression units and continuously detailed to the EMS division in excess of and including one complete payroll period (14 calendar days) also qualify for overtime under this policy as long as all the provisions of this policy are otherwise met.

(continued)

Procedure Statement

In order to record the overtime hours for FLSA that were worked based on the Policy Statement above each person's time worked must be reviewed by the payroll supervisor each pay period to determine the number for eligible overtime hours based on the person's scheduled work shift. The scheduled work shift starting and ending point changes each pay period due to the work cycle being different from the payroll period.

Currently Etime Payroll does not have a specific Pay Code for the scheduled shift hours worked for hour 41 and 42 to pay an employee the additional half hour over their straight pay. The only way to calculate this is to review the employee's work hours each week and determine the number of total hours that they worked over the 40 hour minimum. (This would include any additional time worked, additional shifts worked and the employees regular scheduled shift hours.)

REMEMBER THE HOURS OF WORK CAPTURED MUST BE FROM TUESDAY 1700 TO TUESDAY 1659 HOURS FOR EACH CALENDAR WEEK.

Calculating Overtime Under FLSA

To calculate an employee's overtime under FLSA please follow the following steps:

- Step 1:** Determine total number of hours employee worked weekly.
- Step 2:** If the employee worked in excess of 40 hours in a given work week, at that point then subtract 2 hours (for hour 41 and 42) from the total number of hours worked.
For Etime payroll calculate 20 minutes each for hours 41 and 42 (total of 40 minutes)
- Step 3:** Do this calculation for both Week 1 and Week 2 of the given payroll period and then add the hours up for both weeks for hour 41 - 42.
- Step 4:** Add the remainder of hours that is in excess of 42 hours worked in a normal scheduled work week to come up with the total hours to enter into Etime payroll system.

***Please note that any additional shifts or call backs worked or hours worked when members are held over beyond their regular work day will not be calculated into the FLSA overtime and not charged as per this procedure, but will still be recorded in Etime Payroll as overtime worked.**

Making Entries Into Etime

- Step 1:** Enter a separate line at the end of the pay period.
- Step 2:** Enter a Pay Code of "Fire FLSA OT @ 1.5" with the total hours recorded in the Amount Column and the following account code as above in the Transfer column.
(1001-000000-3190-308780-601065) (This entry is the number of hours which is like entering Over Time hours. Etime will calculate the dollar amount to be paid.)
This is a total of hours calculated above for FLSA. For example, if the regular worked hours were 48 for each week of a given payroll period, the total FLSA OT in this entry would be 13 hours and 20 minutes. (This is 6 hours and 40 minutes per week for the 8 hours over 40 hours). Hours 41 and 42 at half time, converted to 20 minute increments for a total of 40 minutes and then multiplied times the 1.5 overtime rate; and hours 43 to 48 at 1.5 overtime rate.

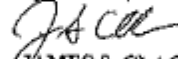
(continued)

Making Entries Into Etime (continued)

Again if the employee works any additional shifts in a given payroll period, their time is considered as time worked and should be recorded in Etime Payroll as a Pay Code of "Overtime @ 1.5" with the appropriate hours worked recorded in the entry on the date line.

Please Note: If there are any problems or concerns when applying this to the payroll or after the payroll is submitted and/or paid please report it through email via Etime Payroll to "BCFD.Etime" to record the concern and BCFD Payroll/HR Office.

By order of,



JAMES S. CLACK
Chief of Fire Department

jb