

Local 66



Rookie Info/Tips

Updated: 11/06/2024

Waterloo Firefighters Local 66 is proud to protect the City of Waterloo, Iowa, 24 hours a day, 7 days a week, 365 days a year. We are always on duty to protect the public, our community, and our members.

IAFF Oath

Do you, of your own free will, do sincerely promise to abide by the laws of the International Association of Fire Fighters and its subordinate local of which you are a member?

Do you also promise to bear true allegiance to the International Association of Fire Fighters and all for which it stands, and never consent to subordinate its interest to those of any other labor organization of which you may now, or hereafter be a member?

Do you further promise that you will never knowingly wrong a brother, or see him wronged, if in your power to prevent it, and that you will endeavor to subordinate every selfish impulse to the task of elevating the material, intellectual and moral condition of the entire laboring class?

Do you further solemnly promise on your honor that you will whenever and wherever possible, purchase only strictly Union Made goods and you will use your best effort to influence others to do likewise and never become faithless to your obligation?

To all of this you pledge your honor to observe and keep as long as life remains or until you may be absolved from this obligation by the International Association of Fire Fighters.

Do you thus promise

The International Association of Fire Fighters (IAFF)

This is the governing body for all “Locals” in the US and Canada. Waterloo Local 66 was one of the first 66 Charter Members in creating the IAFF in 1918. Of the 66 charter members of 1918, 9 are from Iowa! Currently there are over 325,000 IAFF members in the US and Canada, and we are one of the few unions growing. We expect you to keep up our high standards and traditions!! You are the current representative of everyone that has come and gone before you.

The IAFF provides numerous resources to all locals and members of locals. Peer Support Classes, Haz Mat Technician classes, Fire Ops 101, The Center of Excellence (Multi treatment psychological/rehab treatment facility for Firefighters only), IAFF Financial Corp, Affiliate Leader Training Seminar, Human Relations Conference, and the Redmond Symposium, are just some of the examples. We recommend downloading the IAFF app to your phone to stay informed of IAFF issues, and upcoming events.

The IAFF is broken down into 16 districts, covering the US, Canada, federal firefighters, and the US territories. We belong to the 2nd district, which includes Iowa, Missouri, Kansas, and Nebraska. Our District Vice President is Mark Woolbright, who is from L2665 by St. Louis. DVP Woolbright has a staff of several District Field Representatives, currently including Dave Floyd from our local, and Brandon Pflanzner from Local 610, Iowa City. The IAFF headquarters is based in Washington, DC. All operations and offices, including a studio for multimedia and social media, are operated out of our building. Our principal officers are housed there and include:

General President	Ed Kelly
General Secretary/Treasurer	Frank Lima

As a fun story and historical lesson, we ended up with the number 66 because allegedly in 1918 when the gathering took place to create the IAFF and charter locals were created, our representatives got drunk and missed the train. They reportedly showed up at the last minute, and received the last charter number. Thus, Local 66 was born!

Community:

Local 66 members continually take an active role in community service, outreach, and charitable causes. Members are yearly participants in MDA. We host a golf tournament in which all proceeds are given to a local charity. We host a memorial bags tournament with proceeds to charity. Local 66 participates in the “Pink Shirt” breast cancer awareness program in October, and in December, we raise funds to deliver presents to underprivileged children in our community. We give back!

PAC:

We have established a sought-after presence and endorsement system thru political activism. We established a political action committee to endorse and make donations to candidates who **SUPPORT US**, no matter what political affiliation they have! While we have made occasional donations to state candidates, our focus has primarily been centered on local races. At this point, we have not donated any monies to national candidates. We have worked diligently to get members elected to our city council and mayoral races who support our issues. PAC donations are voluntary, and DO NOT come from your dues. In fact, it is illegal to use dues money for this. You are strongly encouraged to become members of our PAC fund. Please contact one of the Executive Board members for further information.

Everything you see in your contract has been bargained for by your L66 Leadership Team at the direction of the L66 body. We have a strong team looking out for your interests.

Iowa Professional Fire Fighters:

Local 66 is affiliated with the IPFF. This organization is comprised of all the IAFF locals in the state. The IPFF is the 2nd oldest state organization in the nation! The IPFF is comprised of an executive board that includes a president, secretary/treasurer, 3 vice presidents, and 3 trustees. The primary purpose of the IPFF is to manage union issues at the state level, assist locals with bargaining and grievances, and work with lobbyists in Des Moines furthering our issues. Local 66 is represented by Dave Floyd, who was elected as Vice President after serving as trustee.

Peer Support Team:

This is a group of co-workers that have had training in emotional support when the various stresses of life or our job begin to impact our lives. If your situation is above their level of expertise, they can make referrals/suggestions. This is completely confidential, and our peer support team is willing to assist you at any time

IAFF Center of Excellence:

The IAFF has medical centers in Maryland and California designed to provide mental health and care ***specifically*** for firefighters and retirees, and is only available to IAFF members and retirees. Currently, there are plans to build one in the Midwest. Conditions such as addiction and PTSD, as well as many

more are treated there. We have worked with our insurance carrier and the city to make this program cost next to nothing. As a Probationary Firefighter, know that asking for assistance is a sign of wisdom and strength. Our goal is for you to retire after a long career with a healthy mind and body.

EAP/City of Waterloo:

The City of Waterloo provides an Employee Assistance Program (EAP) to assist you with a host of topics/issues. These can range from financial to addiction, counseling, and many other things. When you contact them, it is confidential and if they cannot handle it personally, they will refer you to the best resource available. It does not make you weak to reach out for help! Please feel free to contact Employee & Family resources at any time. A flyer is in every station with information.

Contract Information

2023-2024 Pay:

Starting Wage-53hr Employee

Rank	53 Hr. Rate	Yearly Rate
1 st Year FF	\$21.01	\$57,903.56
2 nd Year FF	\$24.05	\$66,281.80
3 rd Year FF	\$25.59	\$70,526.04
4 th Year FF	\$27.29	\$75,211.24
8 th Year FF	\$28.04	\$77,278.24
10 th Year FF	\$28.81	\$79,400.36

These raises occur on your anniversary of hire date. We are currently under contract through June 30th, 2028. Future negotiations will determine upcoming pay increases. If promotion occurs, this will alter the above and you should look at the contract wage schedule under your new position.

Paramedic Pay:

If not assigned as a paramedic, you will receive "out of rank" pay at \$2.50/hr until no less than 20 shifts are completed and you are signed off by the medical office when riding an ambulance. After being signed off, you will receive the pay difference between 1st year FF and 1st year paramedic, currently \$8.80/hr.

Longevity:

	Monthly	Yearly		Monthly	Yearly
5 yrs	\$45.00	\$540	9 yrs	\$60.00	\$720
12 yrs	\$70.00	\$840	15 yrs	\$80.00	\$960
18 yrs	\$90.00	\$1080	21 yrs	\$100.00	\$1200
24 yrs	\$110.00	\$1200	27 yrs	\$120.00	\$1440
30 yrs	\$130.00	\$1560			

Insurance:

We are fortunate to have excellent insurance from Wellmark Blue Cross/Blue Shield. Our insurance includes Delta Dental, vision, and prescriptions. Rates vary per contract for individual or family plans. Refer to the contract for current rates.

Delta Dental- Dental Insurance

Avesis- Supplemental vision insurance

Union Dues:

Dues must be deposited into an account in your name at Waterloo Firefighters Credit Union. From this account, your dues will then be transferred into the Local 66 account. So, PLEASE ***get this handled right away***. Dues will vary per contract year. This number is established at a rate of 1.5% of the highest paid Firefighter and will adjust slightly as your raises adjust the rate of the highest paid FF.

Pension/411 System: Municipal Fire and Police Retirement Sysytem of Iowa (MFPRSI):

<http://www.mfprsi.org/> (515)254-9200

Employees can retire at age 55 w/ 22yrs of service. Your % will be set by the average of your highest 3 yrs. of service:

22yrs at 66%	25yrs at 72%	28yrs at 78%
23yrs at 68%	26yrs at 74%	29yrs at 80%
24yrs at 70%	27yrs at 76%	30yrs at 82%

Do not forget to set your beneficiaries!

Deferred Compensation/ 457 System:

Employees may elect to set aside a portion of your wages from each paycheck to deposit into a 457(b) account. This account works very much like a 401(k) – it is used to save for retirement. You may save using pre-tax or Roth dollars and choose between two different investment companies. Enrollment into the 457 Plan is always open – you are not limited to certain periods per year. More information can be found online.

HR has a city benefit specialist who can help you with your retirement questions. <https://das.iowa.gov/RIC/PSE/COW>
We recommend every employee take advantage of this pre-tax investment. Even a little every paycheck adds up at the end of your career

Do not forget to set your beneficiaries here as well!

Vacation:

1 yr.	48hrs (2X24hr shifts)
2 yrs.	120hrs (5X24hr shifts)
6 yrs.	168hrs (7X24hr shifts)
13 yrs.	216hrs (9X24hr shifts)
20 yrs.	288hrs (12X24hr shifts)

Hours are prorated depending on your hire date. You will be notified in Nov/Dec of how much time you have for the following calendar year. Picks are done in December by seniority.

Holidays:

New Year's Day	MLK Day (3 rd Monday in January)
Memorial Day	Easter Sunday
Juneteenth	Independence Day
Labor Day	Veteran's Day
Thanksgiving Day	Friday after Thanksgiving
Christmas Eve	Christmas Day

If working this day, you will be paid 1½ your 53hr rate for 24hrs. This will show on your pay stub as 24hrs of regular pay, plus 8hrs of 1½ pay. (24+(8+4)=36hrs

You also will receive 4 "Holidays" to be picked after vacations per seniority.

Kelly Days:

To reduce hours worked in a 28-day period, you will be given 6 “Kelly Days” to fill open FLSA periods. These are picked by seniority after vacation and holiday picks. You must fill all FLSA periods, and may have to “split” your Kelly Days into 12hr periods. You can choose to work the first 12hrs, or the last 12hrs, depending if there is an open slot.

Vacation Picking:

All time off is scheduled for the next year in December. We start with vacation picks, followed by holiday picks, then Kelly Day picks. BC’s pick first for vacation and holidays, followed by Captains, then according to seniority. Kelly days are picked by seniority. This is a confusing process for new hires, and everyone has their own tactics. When the time comes for pick day, someone will attempt to educate you. Be prepared!! Do not expect to get the days you want. You are near, or at the bottom in pick order, and accordingly, many days will be filled prior to your attempt.

Personal Day:

You will receive one personal day to use per year. These days can be utilized on any day, provided there are no more than 6 members off on that shift. Unused personal days will be paid out at your current 53hr rate.

Time Trades:

After coming on shift, you are eligible to utilize time trading. You can trade time off with someone of equal classification. For example, as a tailboarder, you can trade with other tailboarders. You can either trade with someone for a known day, or owe them a day. You also can also “flip-flop” days, meaning you just trade each other’s day.

Uniforms/Clothing Allowance

You will be issued a full set of uniforms upon hiring. This includes pants, long and short sleeve duty t-shirts, belt, tie, and winter coat. You will be taken to our current vendor to be fitted for a dress shirt and pants. When replacement items are needed, a JotForm request should be put in, and your order will be filled. Additional items such as hats, stocking caps, ¼ zips, and sweatshirts are put out in an order form occasionally by one of our members. These are purchased on your own, and are not issued items. In March and September, you will be given a clothing allowance of \$262.50 to be used towards shoes/boots, and additional clothing items.

Sick Leave and Call in:

January 1st of each year, you will receive 144hrs of sick leave. You will initially receive a prorated amount depending on your hire date. All unused sick leave hours at the end of the year will be added to a sick leave storage bank. Upon reaching 1500hrs in your storage bank, you will receive additional personal days. We recommend that you use your sick leave as sparingly as you can to build up your bank to 1500hrs.

If sick, you must call in to Station 1 between 0600-0630 the morning of your shift and speak with the Battalion Chief/Captain. Call (319)291-4460. If special circumstances happen, you may call in after 0630, but it is strongly discouraged.

On the Job injuries:

If injured on duty, immediately report it to your front-line supervisor. Small injuries lead to bigger problems. If not reported, the city can deny your claim, leaving you responsible.

TOUGH GUYS GET SCREWED! If you feel you have an injury or a questionable injury, document it. If you don't have it documented, the city will not take responsibility for it. You will be forced to use your sick leave, etc. *This is sick leave you may not have at this point!* Nobody wants to admit they are a little dinged up but you must play the game to utilize the system. We can give you example after example of issues where guys did not document an injury that led to bigger problems.

Arrival Time:

Your shift runs from 0800-0800. You may relieve your position any time before 0800. You are encouraged to be at your station and ready to relieve your position **prior to** 0730. **DO NOT** be that person who shows up at 0750.

City of Waterloo Employee Portal:

This is the city's site to obtain your W-2 and paycheck stubs. You can check your accruals here also. Someone from HR will help you get this set up.

Human Resources:

Nikki Fischels is normally our point of contact. She is also your insurance contact. (319)291-7303

Weingarten Rights:

While on Probation, they employee/ employer is still governed by rules set forth by the contract. If the Employee feels at any point that the discussion they have entered with Admin could lead to any punishment, up to termination, the employee is entitled to representation by any member of the L66 executive board of their choosing. The following are those actions/ rights.

Rule 1

The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

Rule 2

After the employee makes the request, the employer must choose from among three options:

- Grant the request and delay questioning until the union representative arrives and (prior to the interview continuing) the representative has a chance to consult privately with the employee;
- Deny the request and end the interview immediately; or
- Give the employee a clear choice between having the interview without representation, or ending the interview.

Rule 3

If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

If desired at any time, contact a member of the Executive Board

President Mike Spence	(319)830-9670
Treasurer Mike Zimmerly	(319)920-8733
Secretary Levi Hubka	(641)512-8107

Meals at the Station (Clubbing)

If you have a specialty (that is good), speak up. Cook Something, help prep and especially help clean afterward. Always have \$10-20 in cash on hand to pay for meals. In case we have training or calls that make lunch unavailable, it is acceptable to order food to be delivered to the station. Most stations "club", although some stations do not. It is advisable to figure that out prior to going to that station. In cases of stations not clubbing, it is acceptable to bring food for the day in with you. ALWAYS clean up your mess.

Written Unwritten Rules

1. LISTEN more than you speak, you will learn a lot remembering the "2 eyes, 2 ears, one mouth" rule
2. Think before you speak.
3. It is better to be thought of as stupid rather than lazy. Always get up and help your Brothers and Sisters.
4. Avoid being the know-it-all. We do not care how your other department did it, do it our way.
5. If you have a question, ask! Even the grumpy old guys will gladly share knowledge if you ask.
6. You are always being judged and evaluated. Remember that when things need done.
7. When your housework is done, help others finish.
8. Help with kitchen and dishes....EVERY TIME. You are expected to do the dishes and start kitchen clean up at night.
9. When you notice something that needs to be done or cleaned....DO IT!
10. You are expected to do EVERY station tour.
11. You are the gopher.
12. Avoid TV during your probation, unless invited by your peers.
13. If you use your laptop or other device, use it only to study.
14. Study both Fire and EMS
15. When at HQ, at 1700hrs check all outside vehicles. Remove keys and lock. Place keys in appropriate key box.
16. Be the first one out of the bunk. If your crew gets up at 0630, get up before that. Empty garbage cans, and prepare to begin morning tasks.
17. Pick up trash in the yard. Police the station at least once a day.
18. Expect to be the primary shoveler. Clear all sidewalks as needed during snow events.
19. Spend more time on the mower than anyone else!
20. Respect others food and property.
21. Keep a positive attitude.
22. Be the first to volunteer for training activities.
23. Put the flag up at sunrise, and take it down at sunset. Set your watch for a reminder if you need it.
24. Every Lieutenant has their quirks and personality. Pay attention, follow their lead, ask questions.
25. Be the first to grab/lift the cot.
26. Always have gloves, a pen, and a half sheet. If you do not have any one of these, you are a bystander.
27. Cell phone usage should be kept at a minimum.
28. Tradition is that you provide cake and ice cream or malts for your "first time" doing things. This is at the discretion of the senior guy usually to decide. Always be prepared. Also, you are expected to provide the same for birthdays and job anniversaries.

29. Traditionally, your hire group is expected to host a “coming on shift” party, and a first year on party.
30. You are **expected** to attend the annual stag, Christmas party, golf tournament, Local 66 picnic, and any other events.
31. You are expected to be a part of union events. They are put on for our benefit. This includes all union meetings.
32. If hired back on a “cash day” it is tradition to either buy lunch down, or buy malts. **DO NOT** be that person.

Union Meetings are on the 2nd Friday of the month at 0900 at Fire Headquarters.

Last Bit of Wisdom before hitting the Station:

Officers appreciate not having to tell you what to do every minute of every day. Be a self-starter. Be the first one up to clean or do dishes. Your crews will accept you quicker if you do and please think before you speak. If there is a job to do, or a demonstrator is needed for training, volunteer for it or just do it. We have all been there when we were the new guys. Soon enough, you will not be the “Newest Guy.” If you are a lazy and know everything, it will spread through every station and every shift like wild fire. So, in closing, be an asset, listen, and absorb what the older guys have to offer in the way of lessons. Ask questions, study streets, gain knowledge. Good luck, and enjoy the best damn job in the world!



*Welcome to Local
66!!!!*