

City of Merriam and City of Overland Park

MERRIAM FIRE • OVERLAND PARK FIRE



PARAMEDIC



SQUAD - 61

2015 Fire Services Contract

This AGREEMENT made and entered into this _____ day of _____, 2014 by and between the City of Merriam, Kansas (hereinafter referred to as "Merriam"), and the City of Overland Park, Kansas (hereinafter referred to as "Overland Park"), both municipal corporations created and existing under the laws of the State of Kansas and hereinafter at times referred to collectively as the "Parties" or individually as the "Party."

WHEREAS, the Parties are authorized by K.S.A. 2013 Supp 31-137, and amendments thereto, to enforce the Kansas Fire Safety and Prevention Act and are engaged in the business of furnishing fire protection, emergency medical and rescue service (the "Fire Protection Services") in their respective cities; and

WHEREAS, the Parties are authorized by K.S.A. 12-111, and amendments thereto, to offer Fire Protection Services beyond each city's respective city limits; and

WHEREAS, the Parties believe it is in the best interests of their respective communities for Overland Park to provide Merriam with Fire Protection and Advanced Life Support (ALS) Services as more fully set forth in this Agreement; and

WHEREAS, the Parties are authorized to enter into cooperative agreements for Fire Protection Services pursuant to K.S.A. 12-2908, and amendments thereto.

NOW, THEREFORE, in consideration of the foregoing recitals and the mutual covenants and promises set forth herein, the Parties do hereby agree as follows:

1. Term. The initial term of this Agreement shall be for a period of ten (10) years, commencing on December 28, 2014. Thereafter, this Agreement shall renew automatically for successive one (1) year periods unless terminated by either Party upon written notice to the other not less than 365 days prior to the expiration of the initial term or any renewal term or unless otherwise terminated as provided herein.

2. Fire Protection Services. Upon commencement of this Agreement, the City of Overland Park shall commence providing Fire Protection and ALS Services within the city limits of Overland Park, Kansas as detailed in the map attached as Exhibit A and within the city limits of Merriam, Kansas as detailed in the map attached hereto as Exhibit B. Fire Protection Services as described in this Agreement shall include, but not be limited to, fire protection, fire fighting and fire inspection and enforcement services to ensure compliance with applicable fire codes, as well as public education and investigation services. Upon receiving an alarm or determining that a fire or medical emergency exists, Overland Park shall respond with the equipment and personnel reasonably necessary to fight such fire or handle such medical emergency, and shall take such other steps as may be reasonable and prudent, including, but not limited to, requesting aid from other departments and fire-fighting facilities. In accordance with the Johnson County Mutual and Automatic Aid Inter-local Cooperation Agreement, Overland Park is authorized to aid other fire departments with reasonable staffing, equipment and apparatus when requested by such other fire departments. In doing so, Overland Park shall follow customary mutual aid practices, but shall remain cognizant of its primary obligation to maintain reasonable protection levels for citizens and property within the City of Overland Park and the City of Merriam.

3. Employees - Transition - Offer of Employment - Payment of Costs. As a component step in Merriam's efforts to contract with Overland Park for fire protection and ALS services, it is the intent of the Parties and mutually agreed by the Parties that Merriam will coordinate with Overland Park to transition twenty-one Merriam fire service employees from their employment with Merriam to fire service employment with Overland Park. The effective date of this transition of employment shall be December 28, 2014. The twenty-one fire service employees to be transitioned to employment with Overland Park are listed on Exhibit C, described below and attached hereto. Merriam shall relinquish and thereby terminate the

employment of the twenty-one fire service employees listed on Exhibit C, effective December 28, 2014. Overland Park shall offer the twenty-one individuals listed on Exhibit C, employment as Overland Park fire service employees beginning on December 28, 2014 (the "Employment Date"). Such offers of employment shall take into consideration the Merriam employment information for each transitioned employee as contained in Exhibit C and other personnel documents executed or completed prior to the Employment Date, to include a letter prepared by Overland Park and acknowledged in writing by the individuals listed in Exhibit C that states the employee's position, rank, salary, accrued vacation and sick leave as of the Employment Date and any other employment information relevant to the individual accepting employment with Overland Park. The Parties acknowledge that information related to accrued vacation and sick leave may have to be adjusted based on use of such benefits prior to the Employment Date and that the information contained in Exhibit C is only a projection of the accrued benefits. The Parties further acknowledge that Merriam shall provide Overland Park access to each transitioned employee's personnel information, to include but not limited to drug screening, pre-employment physicals, background information, active workers compensation claims, active claims and/or lawsuits against Merriam and training records.

The Merriam employees will transition into the Overland Park Fire Department pay scale system at the agreed upon rate set forth in Exhibit C, and then continue to receive compensation in the same manner and rates of pay as other Overland Park firefighters. Merriam employees who accept offers of employment with Overland Park shall be subject to the same terms and conditions as Overland Park Fire Department employees. The Parties acknowledge that although Overland Park has no current intention to terminate any of the individuals offered employment in accordance with this Agreement, all such individuals shall be employees at will and nothing in this Agreement shall be construed to obligate Overland Park to employ any such individual for any particular length of time. In addition, although Overland

Park has no current intention to eliminate or reduce employee benefits or to reduce employee salaries, all salaries and benefits offered these individuals are subject to future increase, reduction, modification or elimination.

3.1 List of Fire Service Employees. Attached hereto as Exhibit C is a list of twenty-one Merriam fire service employee positions to be transitioned to employment with Overland Park. This list also includes the names of the individuals who currently hold the positions being transitioned to Overland Park and that individual's hire date with Merriam and the individual's current job title and salary with Merriam.

3.2 Payment of employee costs related to fire service positions transitioned to Overland Park. Except for costs related to the payout of accrued compensated benefits as set forth in Paragraph 3.3 below and Exhibit D, attached hereto, during the term and any renewal term of this Agreement, Merriam shall pay to Overland Park all costs associated with Overland Park's employment of the 21 fire service employee positions listed in Exhibit C, including but not limited to the salaries, benefits, protective clothing, uniforms, shoes, hat, helmet and other ancillary and related employee costs deemed necessary to provide fire services to the City of Merriam. In addition, the Parties acknowledge that of the twenty-one fire service employment positions being transitioned to Overland Park, twenty of those fire service positions are intended to maintain three fire shifts consisting of six persons per shift with two additional positions to cover shift absences such as illness, vacation, military leave, etc. To the extent that shift absences exceed the hourly capacity of the two additional positions, which is hereby calculated as 5,352 hours per year, Merriam will reimburse Overland Park for the cost of any personnel needed to maintain adequate shift coverage in the Merriam fire service area. The 5,352 hours represents 24-hour coverage for two

of the three shifts. ($365/3 \times 2=243$ shifts; $243 \text{ shifts} \times 24 \text{ hours} = 5,832$; less 480 hours representing average vacation and sick leave these positions would be unable to cover).

3.3 Carryover and Payment of costs related to Accrued Compensated Absence Benefits. "Accrued Compensated Absence Benefits" are defined as vacation and sick leave accrued and eligible for payout upon termination of an employee, pursuant to the Overland Park Employee Handbook or other applicable policy. Upon accepting employment with Overland Park, the twenty-one individuals listed on Exhibit C will carryover and be credited by Overland Park with the sick leave and vacation time accrued with Merriam as of December 28, 2014. These accrued sick leave and vacation time amounts will be listed by individual on Exhibit C and are subject to adjustment based on the each transitioned employee's use of such benefits through the Employment Date. Upon accepting employment with Overland Park, the former Merriam fire service employees will begin accumulating sick leave and vacation leave in the same fashion and same rate as Overland Park fire service employees.

The Parties agree and acknowledge that effective December 28, 2014 and during the term and any renewal term of this Agreement, Merriam shall pay to Overland Park a percentage of Accrued Compensated Absence Benefits paid to all Overland Park Fire Department employees at or below the rank of Captain upon separation from employment and in accordance with Overland Park policy. It is specifically acknowledged by the parties that Merriam is obligated to pay a percentage of the Accrued Compensated Absence Benefits paid to all Overland Park fire department employees, not just the twenty-one transitioned from Merriam to Overland Park. The percentage of Accrued Compensated Absence Benefits that Merriam will be obligated to reimburse Overland Park shall be calculated and determined based on a ratio of the number of employees stationed at Merriam to the overall number of Overland Park Fire Department employees at or below the rank of Captain, including the twenty-one

employees stationed at Merriam. For example, on December 28, 2014, there will be 21 employees (at Captain or below) stationed in Merriam and Overland Park Fire Department has 116 employees (at Captain or below) at other stations, for a total of 137 firefighters. The percentage of Merriam stationed employees will be 15.33% ($21/137=15.33\%$). Accordingly, Merriam will reimburse 15.33% of the payout of any Accrued Compensated Absence Benefits for all Overland Park Fire Department employees, at or below the rank of Captain, regardless of where they are stationed. This percentage shall be calculated on January 1 of each year.

3.4 Replacement of former Merriam fire service personnel. In the event that any individual listed on Exhibit C, who was subsequently employed by Overland Park, retires, resigns or otherwise separates from his/her employment with Overland Park, and provided this Agreement is still in effect, Merriam agrees to pay all costs reasonably associated with filling any vacant position created by such individual's separation from employment with Overland Park.

3.5 Certain Leadership Positions to be Provided by Overland Park. Overland Park agrees to provide at no additional cost to Merriam, the leadership services of the Fire Chief, Deputy Fire Chief and those subordinate leadership positions necessary to provide operational and administrative supervision, human resource services to include training, fire marshal services and public education services.

3.6 Utilization of Personnel. Overland Park agrees to maintain twenty-one employees at the Merriam station. However, Overland Park is not obligated to retain the specific relinquished Merriam employees at the Merriam station. The best allocation of staffing based on experience, rank, position and need shall be the guiding principle. Staffing levels may be reviewed and adjusted annually. Changes to staffing levels may only occur through mutual consent.

3.7 Release of Personnel on Termination of Agreement. The Parties acknowledge and agree that upon the termination of this Agreement, Overland Park shall reduce its fire service employee position count in the same number and position description as it increased its employee position count upon the effective date of this Agreement. Further, the Parties acknowledge that Overland Park shall not be required to release, terminate or otherwise terminate any particular employee; but rather, Overland Park shall have the discretion to establish a reduction in force plan to implement any reduction required by the termination of this Agreement as it deems appropriate and necessary.

4. Fire Station. Merriam will maintain its fire station at its current location, 9000 W. 62 Terrace, Merriam, Kansas, 66202, and will be responsible for all furnishings, utilities and repairs of the fire station to keep it fully operational. Merriam authorizes Overland Park to staff, and Overland Park agrees to staff, the Merriam fire station and use it while providing Fire Protection and ALS Services to Merriam and Overland Park residents. Overland Park agrees to notify Merriam officials of any necessary utility improvements or repairs necessary to keep the fire station operational, and shall, whenever possible, utilize the City of Merriam's building maintenance staff for necessary improvements or repairs to the facilities.

5. Equipment. During the term of this Agreement, Merriam shall maintain title to its current fire fighting, rescue and emergency service equipment and apparatuses, and provide insurance coverage for such equipment and apparatuses. Overland Park will use such equipment and apparatuses in providing Fire Protection Services in Merriam, Overland Park and elsewhere, pursuant to Overland Park's Mutual Aid Agreements with other jurisdictions. Merriam shall pay for any necessary repairs or replacement of any such equipment or apparatuses due to use, age or obsolescence in accordance with industry standard replacement schedules and as agreed upon by both Parties (Exhibit E - "Merriam Ten-year Major Equipment Replacement Schedule"). Merriam shall provide a City Mechanic for any

necessary repairs of equipment and/or apparatuses. If the Merriam City mechanic is not able to make the necessary repair, Merriam agrees to pay for all costs to have it repaired by the appropriate repair shop. Merriam agrees to maintain two (2) lead pumping apparatus, one (1) reserve pumping apparatus, one (1) ALS squad vehicle, and one (1) inspector vehicle.

6. Records and Reports. Overland Park shall continue to maintain such records and reports in respect to the services set forth herein as are customarily kept by fire departments within the State of Kansas. Overland Park shall, additionally, report monthly to the Merriam City Administrator or his designee on a form to be provided by Merriam detailing, among other things, the types of fires and other incidents responded to by number, losses, fire causes, value of property involved and number of persons responding to emergencies, and shall annually summarize this data. Merriam may, at its expense, perform an audit of this Agreement and the records required by this subsection annually.

7. Fire Code Inspections and Assistance. Overland Park personnel shall be advised of and shall be familiar with the City of Merriam fire code and such other related ordinances and policies of Merriam as may be enacted relating to fire protection, and Overland Park shall make available to residents of Merriam technical and fire protection advice. Overland Park and Merriam have both adopted the International Fire Code. Both entities acknowledge a desire to adopt the same code where practical and strive to find commonality in any modifications that might be made to it.

Overland Park will conduct annual inspections on all existing commercial structures and those inspections on new construction that are deemed necessary by the Merriam Building Official.

8. Budget, Audit and Financial Reporting. Overland Park will submit an operational budget (Exhibit F) and a long-range (10-year) major equipment budget (Exhibit E) to the City of Merriam each year based on the anticipated cost of providing Fire Protection and ALS Services in the subsequent year.

Overland Park agrees to have conducted annually at its own expense a complete certified audit of its financial statements by an independent certified public accountant. Said audit shall be presented to Merriam within six (6) months following the year's end. In addition, Overland Park shall provide Merriam with a periodic report of all revenues and expenditures to include a balance sheet and income statements.

Overland Park shall submit an invoice to Merriam for all expenditures incurred on a quarterly basis. Merriam shall pay all expenses within 30 days after receiving an invoice.

9. Nondiscrimination. The Parties agree that:

A. The Parties shall observe the provisions of the Kansas Act Against Discrimination and shall not discriminate against any person in the performance of work under the present Agreement because of race, religion, color, sex, disability, national origin or ancestry; and

B. In all solicitations or advertisements for employees, the Parties shall include the phrase, "equal opportunity employer," or a similar phrase to be approved by the Kansas Human Rights Commission (KHRC); and

C. If either Party fails to comply with the manner in which such Party reports to the KHRC in accordance with the provisions of K.S.A. 44-1031 and amendments thereto, such Party shall be deemed to have breached the present Agreement and it may be cancelled, terminated or suspended, in whole or in part, by the non-breaching Party.

D. If either Party is found guilty of a violation of the Kansas Act Against Discrimination under a decision or order of the KHRC that has become final, such Party

shall be deemed to have breached the present Agreement and it may be cancelled, terminated or suspended, in whole or in part, by the non-breaching Party.

E. The Parties shall include the provisions of subsections (9) (A) through (D) in every subcontract or purchase order so that such provisions will be binding upon such subcontractor or vendor.

10. Insurance.

LIABILITY:

The Parties shall maintain insurance with minimum limits of protection and conditions as follows:

General Liability:

Type of Coverage:	Commercial General
Form:	Occurrence
Limits of Protection:	\$1,000,000 Bodily Injury/Property \$1,000,000 General Aggregate
Conditions Included:	Personal Injury Products/Completed Operations E.M.T. / Paramedic Medical Malpractice

Automobile:

Form:	Business Auto
Automobiles Covered:	Any Auto
Limits of Protection:	\$1,000,000 Combined Single Limits
Conditions Included:	Hired and Non-owned Liability

Workers' Compensation:

Coverage:	Statutory
Employers Liability:	
Bodily Injury by Accident	\$100,000 each accident
Bodily Injury by Disease	\$500,000 policy limit
Bodily Injury by Disease	\$100,000 each employee

Coverage shall be provided only from an insurance carrier that offers proof that it:

- a. Is authorized to do business in the State of Kansas;
- b. Carries a Best's policyholder rating of A- or better; and

- c. Carries at least a Class VIII financial rating, or is a company mutually agreed upon by the Parties.

11. Lack of funding. Notwithstanding anything contained in this Agreement to the contrary, it is understood and agreed by the Parties hereto that either Party is obligated only to make payments under this Agreement as may lawfully be made from funds budgeted and appropriated for such purpose during the Party's then current budget year or from funds made available from any lawfully operated, revenue producing source. Should either Party fail to budget, appropriate or otherwise make available funds for payments due under this Agreement in any budget year, the Agreement shall be deemed terminated on the last day of the then current budget year for which appropriations were received without penalty or expense to either party of any kind whatsoever, except as to the portions of the payments herein agreed for which funds have been appropriated and budgeted or otherwise made available. The Parties agree to notify each other of such termination at least sixty (60) days prior to the end of either Parties' then current budget year.

12. Miscellaneous.

A. Waiver. Any failures or delays by a Party in asserting any of its rights and remedies as to any default shall not operate as a waiver of any default or of any such rights and remedies, or deprive such Party of its right to institute and maintain any actions or proceedings that it may deem necessary to protect, assert or enforce any such rights or remedies.

B. Severable Terms. The terms and conditions of this Agreement are separate and severable, and if for any reason any court of law or administrative agency should deem any provision herein invalid or inoperative, the remaining provisions of this Agreement shall remain valid and in full force and effect unless the invalid or inoperative provision is a material part of the bargain between the Parties, in which case the Party for whose benefit

the provision exists may elect to terminate the Agreement by written notice to the other Party.

C. Entire Agreement, Waiver and Amendment. This Agreement contains the entire understanding between the Parties and supersedes all prior agreements or understandings between the Parties with respect to the subject matter hereof. The waiver of any breach of any provision of this Agreement shall not constitute a waiver of any subsequent breach of the same or other provisions herein. Any modification or waiver of any provision in this Agreement shall not be effective unless made in writing and agreed to and signed by all the Parties

D. Notices. Any notices required to be given pursuant to the provisions of this Agreement shall be given in writing by first class mail, enclosing such notice in a postage prepaid envelope addressed as follows:

City of Merriam:
City Clerk
9001 W. 62nd Street
Merriam, Kansas 66202-2815

with copies to:

City Administrator
9001 W 62 Street
Merriam, Kansas 66202-2815

City Attorney
9001 W 62 Street
Merriam, Kansas 66202-2815

Overland Park:
City Clerk
City of Overland Park
8500 Santa Fe Drive
Overland Park, Kansas 66212-2899

With copies to:

Fire Chief
12401 Hemlock
Overland Park, Kansas 66213

City Attorney
8500 Santa Fe Drive
Overland Park, Kansas 66212-2899

or to such other address as either party hereto shall designate by such notice. Any such notice shall be effective as of the date it is deposited in the United States mail.

E. No Obligations to Third Parties. The execution and delivery of this Agreement shall not be deemed to confer any rights upon, nor obligate any of the Parties hereto except as expressly set forth in this Agreement, nor benefit or obligate any person or entity other than the Parties hereto.

F. Legal Construction. The Parties hereto acknowledge and agree that (i) each Party hereto is of equal bargaining strength, (ii) each Party has actively participated in the drafting, preparation and negotiation of this Agreement, (iii) each Party has consulted with such Party's own, independent counsel, and such other professional advisors as such Party has deemed appropriate, regarding any and all matters contemplated under this Agreement, (iv) each Party and such Party's counsel and advisors have reviewed this Agreement, (v) each Party has agreed to enter into this Agreement following such review and the rendering of such advice, and (vi) any rule of construction to the effect that ambiguities are to be resolved against the drafting parties shall not apply in the interpretation of this Agreement, or any portions thereof, or any amendments hereto. This Agreement shall be governed by and construed in accordance with the laws of the State of Kansas.

G. Non-delegation. The Parties shall not delegate, transfer or assign its duties under the Agreement without the express written consent of the other Party.

H. Titles. The titles of the paragraphs of this Agreement are solely for the convenience of the Parties and are not to be construed as an aid to interpretation of this instrument.

I. Good Faith and Fair Dealing. The Parties agree to exercise good faith and fair dealing in the performance of this Agreement. The Parties shall direct their staffs to work cooperatively on all matters that they must carry out under this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed on the day and year first above written.

City of Merriam, Kansas

City of Overland Park, Kansas

Ken Sissom, Mayor

Carl Gerlach, Mayor

ATTEST:

ATTEST:

Juli Pinnick, City Clerk

Marian Cook, City Clerk

APPROVED AS TO FORM:

APPROVED AS TO FORM:

Michelle Daise,
Merriam City Attorney

John J. Knoll,
Senior Assistant City Attorney

EXHIBIT A – Overland Park Contract Area

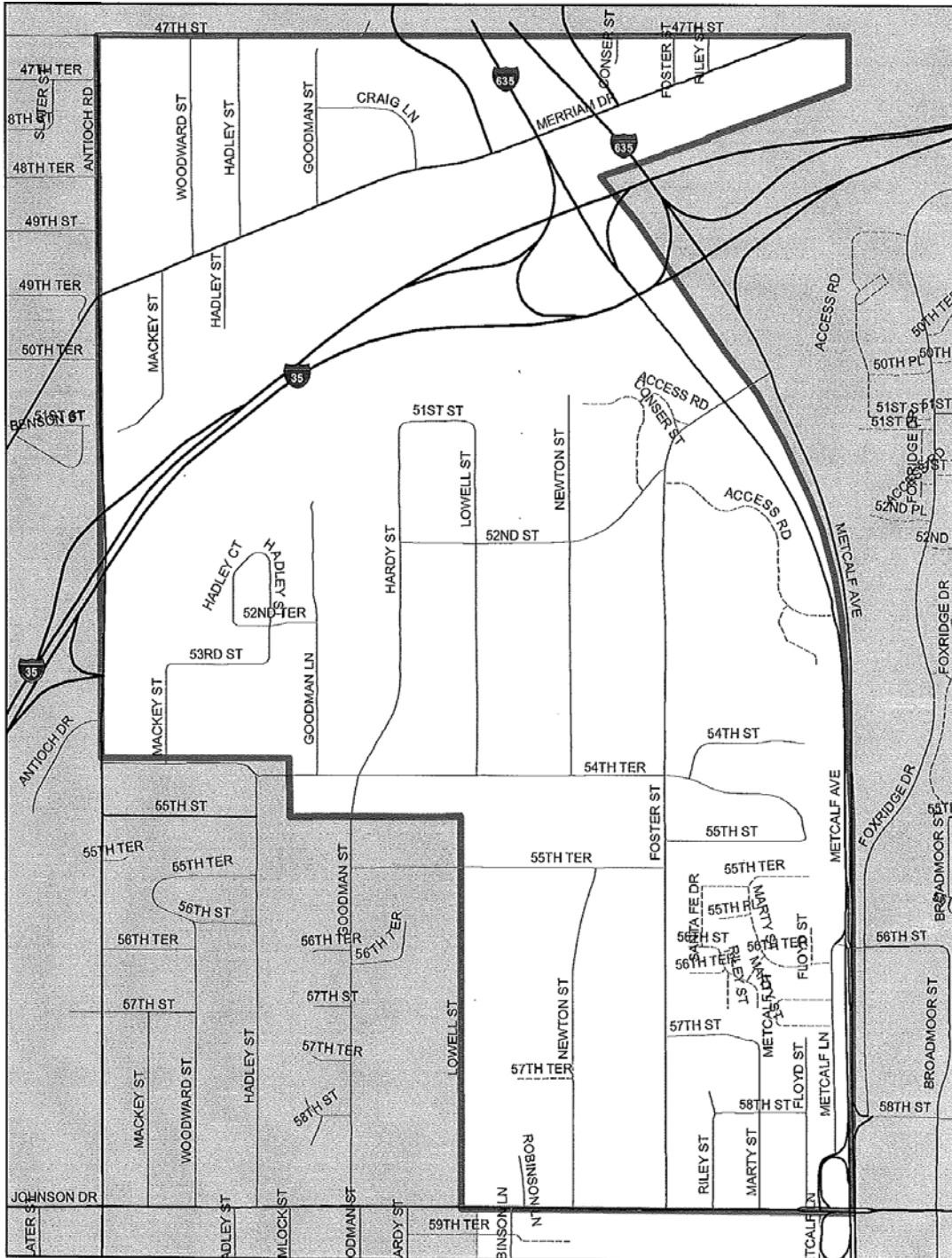


EXHIBIT B - Merriam Contract Area

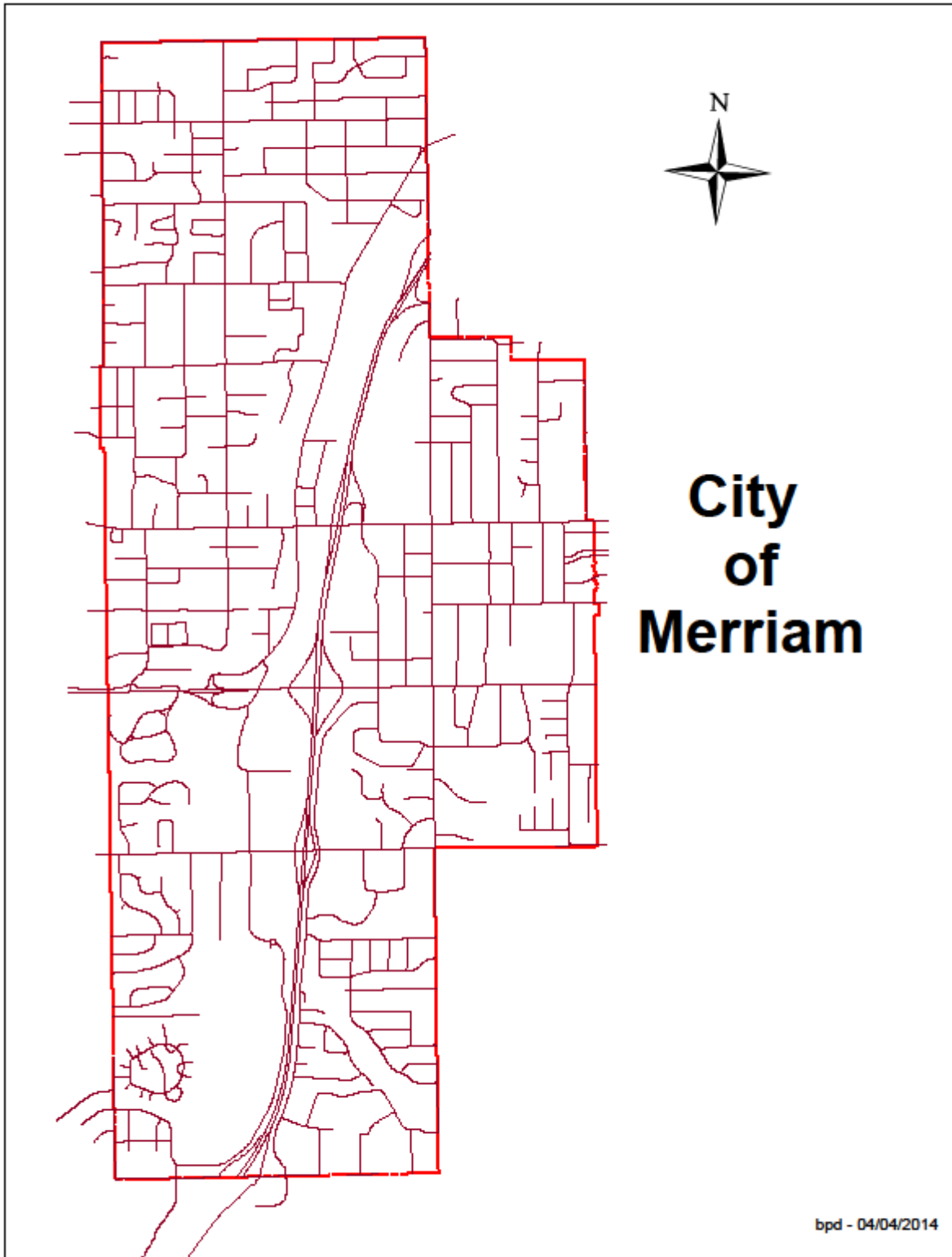


Exhibit C

Exhibit C (1 of 4)

Merriam Job Title	OP Job Title	Employee Last Name	Merriam Hire Date	Merriam Review Date	OP FLSA Status	OP Starting 1/1/2015			
						OP Salary Plan	Hourly Salary for NonExempt	Monthly Salary (includes regularly schedule OT for 56 hr NE)	Annual Salary (includes regularly scheduled OT for 56 hr NE)
Captain	Fire Captain	Gantt	5/1/1994	3/24/2015	E	MGT III	n/a	\$7,187.58	\$86,251.00
Ass't Fire Chief	Fire Captain	Crockett	11/3/1986	3/24/2015	E	MGT III	n/a	\$8,677.33	\$104,128.00
Captain	Fire Captain	Mikulich	5/9/1988	3/24/2015	E	MGT III	n/a	\$7,187.58	\$86,251.00
Lieutenant	Fire Lieutenant/EMT	Petry	5/17/2004	5/17/2015	NE	Fire Lt/EMT	\$21.74	\$6,029.00	\$72,348.00
Lieutenant	Fire Lieutenant/EMT	Schnoebelen	7/28/2004	7/28/2015	NE	Fire Lt/EMT	\$21.74	\$6,029.00	\$72,348.00
Lieutenant	Fire Lieutenant/EMT	Grimsey	11/24/2003	11/24/2015	NE	Fire Lt/EMT	\$22.83	\$6,332.00	\$75,984.00
Master FF	Fire Inspector (40 hr/week)	Eddy	11/7/2005	11/7/2015	NE	Fire Inspector	\$27.04	\$4,687.00	\$56,244.00
Master FF	Firefighter	Tidd	4/10/2006	4/10/2015	NE	Firefighter	\$14.76	\$4,093.00	\$49,116.00
Master FF	Firefighter	Parke	4/1/1991	4/1/2015	NE	Firefighter	\$20.70	\$5,741.00	\$68,892.00
Master FF	Firefighter	Howell	1/4/2010	1/4/2015	NE	Firefighter	\$16.90	\$4,687.00	\$56,244.00
Master FF	Firefighter	Livingston	3/7/2005	3/7/2015	NE	Firefighter	\$16.90	\$4,687.00	\$56,244.00
FF II	Firefighter	McCoy	3/2/2000	1/1/2015	NE	Firefighter	\$19.35	\$5,366.00	\$64,392.00
FF II	Firefighter	Saysoff	3/12/2007	3/12/2015	NE	Firefighter	\$14.76	\$4,093.00	\$49,116.00
FF II	Firefighter	Jennison	5/2/2010	5/2/2015	NE	Firefighter	\$13.79	\$3,824.00	\$45,888.00
FF II	Firefighter	Jones	8/30/2010	8/30/2015	NE	Firefighter	\$13.79	\$3,824.00	\$45,888.00
FF I	Firefighter	Cochran	12/30/2011	12/30/2015	NE	Firefighter	\$13.79	\$3,824.00	\$45,888.00
FF I	Firefighter	Panimboza	1/4/2010	1/4/2015	NE	Firefighter	\$14.76	\$4,093.00	\$49,116.00
FF I	Firefighter	Minnick	8/19/2013	8/19/2015	NE	Firefighter	\$12.05	\$3,342.00	\$40,104.00
FireMedic of FF I	Firefighter	Morgan	11/1/2013	11/1/2015	NE	Firefighter	\$12.05	\$3,342.00	\$40,104.00
FireMedic of FF I	Firefighter	Branstrom	11/1/2013	11/1/2015	NE	Firefighter	\$12.05	\$3,342.00	\$40,104.00
FireMedic of FF I	Firefighter	Thompson	11/1/2013	11/1/2015	NE	Firefighter	\$12.05	\$3,342.00	\$40,104.00
Projected Holiday/OT/Other									\$80,000
Totals									\$1,324,754.00

Merriam share of sick/vacation payouts at separation
 Incremental tuition/contractual/commodities expenses
 Total with all benefits

- Assumptions:**
1. Includes placement in the OP step system for each FF based on experience and salary as recommended by Chief Pape
 2. Crockett moves into Captain position from Asst. Chief - no other position changes
 3. Eddy will be detailed as a 40 hr/wk Fire Inspector
 4. Starting OPFD Salary 1/1/2015 based on 2014 current job band and step plan rates.
 5. Projected OPFD 2015 Salary Step assumes a 3.5% increase in Management Job Band.
 6. Annual projected salaries based on 2080 regular hours and 832 overtime hours paid.
 7. Firemedic rates reflect step increase. Benefits include medical coverage for single employee.
 8. Benefits as follows: Med insurance estimated using OP-provided rates. Denatl is included. Current coverage levels.
 - 8a. 21.36% KPF rate is actual for 2015
 - 8b. .099% unemployment insurance
 - 8c. 3.25% work comp rate
 9. Figures are based on employees' status as of 6/1/2014. Exact amounts will change by 12/28/2014

Exhibit C

Exhibit C (2 of 4)

Merriam Job Title	OP Job Title	Employee Last Name	Merriam Hire Date	Merriam Review Date	OP FLSA Status	After 2015 OP Merit/Step Increase				
						Adjusted OP Review Date	Step after Review	Adjusted Hourly Salary for NonExempt	Adjusted Monthly Salary (includes regularly schedule OT for 56 hr NE)	Adjusted Annual Salary (includes regularly scheduled OT for 56 hr NE)
Captain	Fire Captain	Gantt	5/1/1994	3/24/2015	E	3/22/2015	n/a	n/a	\$7,439.17	\$89,270.00
Ass't Fire Chief	Fire Captain	Crockett	11/3/1986	3/24/2015	E	3/22/2015	n/a	n/a	\$8,894.25	\$106,731.00
Captain	Fire Captain	Mikulich	5/9/1988	3/24/2015	E	3/22/2015	n/a	n/a	\$7,439.17	\$89,270.00
Lieutenant	Fire Lieutenant/EMT	Petry	5/17/2004	5/17/2015	NE	5/17/2015	2	\$22.83	\$6,332.00	\$75,984.00
Lieutenant	Fire Lieutenant/EMT	Schnoebelen	7/28/2004	7/28/2015	NE	7/26/2015	2	\$22.83	\$6,332.00	\$75,984.00
Lieutenant	Fire Lieutenant/EMT	Grimley	11/24/2003	11/24/2015	NE	11/15/2015	2	\$22.83	\$6,332.00	\$75,984.00
Master FF	Fire Inspector (40 hr/week)	Eddy	11/7/2005	11/7/2015	NE	11/1/2015	8	\$28.93	\$5,014.00	\$60,168.00
Master FF	Firefighter	Tidd	4/10/2006	4/10/2015	NE	4/5/2015	6	\$15.79	\$4,379.00	\$52,548.00
Master FF	Firefighter	Parke	4/1/1991	4/1/2015	NE	3/22/2015	10	\$20.70	\$5,741.00	\$68,892.00
Master FF	Firefighter	Howell	1/4/2010	1/4/2015	NE	12/27/2015	8	\$18.08	\$5,014.00	\$60,168.00
Master FF	Firefighter	Livingston	3/7/2005	3/7/2015	NE	2/22/2015	8	\$18.08	\$5,014.00	\$60,168.00
FF II	Firefighter	McCoy	3/2/2000	1/1/2015	NE	12/27/2015	10	\$20.70	\$5,741.00	\$68,892.00
FF II	Firefighter	Saysoff	3/12/2007	3/12/2015	NE	3/8/2015	6	\$15.79	\$4,379.00	\$52,548.00
FF II	Firefighter	Jennison	5/2/2010	5/2/2015	NE	4/19/2015	5	\$14.76	\$4,093.00	\$49,116.00
FF II	Firefighter	Jones	8/30/2010	8/30/2015	NE	8/23/2015	5	\$14.76	\$4,093.00	\$49,116.00
FF I	Firefighter	Cochran	12/30/2011	12/30/2015	NE	12/27/2015	5	\$14.76	\$4,093.00	\$49,116.00
FF I	Firefighter	Panimboza	1/4/2010	1/4/2015	NE	12/27/2015	6	\$15.79	\$4,379.00	\$52,548.00
FF I	Firefighter	Minnick	8/19/2013	8/19/2015	NE	8/9/2015	3	\$12.89	\$3,575.00	\$42,900.00
FireMedic of FF I	Firefighter	Morgan	11/1/2013	11/1/2015	NE	11/1/2015	3	\$12.89	\$3,575.00	\$42,900.00
FireMedic of FF I	Firefighter	Branstrom	11/1/2013	11/1/2015	NE	11/1/2015	3	\$12.89	\$3,575.00	\$42,900.00
FireMedic of FF I	Firefighter	Thompson	11/1/2013	11/1/2015	NE	11/1/2015	3	\$12.89	\$3,575.00	\$42,900.00
Projected Holiday/OT/Other									\$80,000	
Totals										\$1,388,103.00

Merriam share of sick/vacation payouts at separation
 Incremental tuition/contractual/commodities expenses
 Total with all benefits

- Assumptions:**
1. Includes placement in the OP step system for each FF based on experience and salary as recommended by Chief Pape
 2. Crockett moves into Captain position from Asst. Chief - no other position changes
 3. Eddy will be detailed as a 40 hr/wk Fire Inspector
 4. Starting OPFD Salary 1/1/2015 based on 2014 current job band and step plan rates.
 5. Projected OPFD 2015 Salary Step assumes a 3.5% increase in Management Job Band.
 6. Annual projected salaries based on 2080 regular hours and 832 overtime hours paid.
 7. Firemedic rates reflect step increase. Benefits include medical coverage for single employee.
 8. Benefits as follows: Med insurance estimated using OP-provided rates. Denatl is included. Current coverage levels.
 - 8a. 21.36% KPF rate is actual for 2015
 - 8b. .099% unemployment insurance
 - 8c. 3.25% work comp rate
 9. Figures are based on employees' status as of 6/1/2014. Exact amounts will change by 12/28/2014

Exhibit C

Exhibit C (3 of 4)

						OP 2015 Salary and Benefits		
						2015 Salary Costs	OPFD Benefit	
Merriam Job Title	OP Job Title	Employee Last Name	Merriam Hire Date	Merriam Review Date	OP FLSA Status	TOTAL 1/1/2015 - 12/31/2015	2015 Total (Merriam #s)	OPFD Salary + Benefits
Captain	Fire Captain	Gantt	5/1/1994	3/24/2015	E	\$88,573.31	\$34,709.00	\$123,282.31
Ass't Fire Chief	Fire Captain	Crockett	11/3/1986	3/24/2015	E	\$106,130.31	\$50,390.00	\$156,520.31
Captain	Fire Captain	Mikulich	5/9/1988	3/24/2015	E	\$88,573.31	\$39,596.00	\$128,169.31
Lieutenant	Fire Lieutenant/EMT	Petry	5/17/2004	5/17/2015	NE	\$74,585.54	\$34,901.00	\$109,486.54
Lieutenant	Fire Lieutenant/EMT	Schnoebelen	7/28/2004	7/28/2015	NE	\$73,886.31	\$39,959.00	\$113,845.31
Lieutenant	Fire Lieutenant/EMT	Grimsey	11/24/2003	11/24/2015	NE	\$75,984.00	\$40,693.00	\$116,677.00
Master FF	Fire Inspector (40 hr/week)	Eddy	11/7/2005	11/7/2015	NE	\$56,847.69	\$34,433.00	\$91,280.69
Master FF	Firefighter	Tidd	4/10/2006	4/10/2015	NE	\$51,624.00	\$32,745.00	\$84,369.00
Master FF	Firefighter	Parke	4/1/1991	4/1/2015	NE	\$68,892.00	\$38,922.00	\$107,814.00
Master FF	Firefighter	Howell	1/4/2010	1/4/2015	NE	\$56,244.00	\$24,232.00	\$80,476.00
Master FF	Firefighter	Livingston	3/7/2005	3/7/2015	NE	\$59,564.31	\$29,985.00	\$89,549.31
FF II	Firefighter	McCoy	3/2/2000	1/1/2015	NE	\$64,392.00	\$36,878.00	\$101,270.00
FF II	Firefighter	Saysoff	3/12/2007	3/12/2015	NE	\$51,888.00	\$22,833.00	\$74,721.00
FF II	Firefighter	Jennison	5/2/2010	5/2/2015	NE	\$48,122.77	\$21,589.00	\$69,711.77
FF II	Firefighter	Jones	8/30/2010	8/30/2015	NE	\$47,005.38	\$21,246.00	\$68,251.38
FF I	Firefighter	Cochran	12/30/2011	12/30/2015	NE	\$45,888.00	\$20,896.00	\$66,784.00
FF I	Firefighter	Panimboza	1/4/2010	1/4/2015	NE	\$49,116.00	\$31,927.00	\$81,043.00
FF I	Firefighter	Minnick	8/19/2013	8/19/2015	NE	\$41,179.38	\$19,354.00	\$60,533.38
FireMedic of FF I	Firefighter	Morgan	11/1/2013	11/1/2015	NE	\$40,534.15	\$29,170.00	\$69,704.15
FireMedic of FF I	Firefighter	Branstrom	11/1/2013	11/1/2015	NE	\$40,534.15	\$29,170.00	\$69,704.15
FireMedic of FF I	Firefighter	Thompson	11/1/2013	11/1/2015	NE	\$40,534.15	\$29,170.00	\$69,704.15
Projected Holiday/OT/Other						\$80,000.00	\$25,887.00	
Totals						\$1,350,098.77	\$688,685.00	\$2,038,783.77
Merriam share of sick/vacation payouts at separation								\$25,000.00
Incremental tuition/contractual/commodities expenses								\$11,816.00
Total with all benefits								\$2,075,599.77

Assumptions:

1. Includes placement in the OP step system for each FF based on experience and salary as recommended by Chief Pape
2. Crockett moves into Captain position from Asst. Chief - no other position changes
3. Eddy will be detailed as a 40 hr/wk Fire Inspector
4. Starting OPFD Salary 1/1/2015 based on 2014 current job band and step plan rates.
5. Projected OPFD 2015 Salary Step assumes a 3.5% increase in Management Job Band.
6. Annual projected salaries based on 2080 regular hours and 832 overtime hours paid.
7. Firemedic rates reflect step increase. Benefits include medical coverage for single employee.
8. Benefits as follows: Med insurance estimated using OP-provided rates. Denatl is included. Current coverage levels.
 - 8a. 21.36% KPF rate is actual for 2015
 - 8b. .099% unemployment insurance
 - 8c. 3.25% work comp rate
9. Figures are based on employees' status as of 6/1/2014. Exact amounts will change by 12/28/2014

Exhibit C

Exhibit C (4 of 4)

						Accrued Compensated Absence Benefits (as of 6/19/2014)				
Merriam Job Title	OP Job Title	Employee Last Name	Merriam Hire Date	Merriam Review Date	OP FLSA Status	Current	Vacation	Vacation Monetary	Sick Hours	Sick Monetary
						Hourly Rate (Merriam)	Hours Available	Value (Merriam)	Available	Value (Merriam)
Captain	Fire Captain	Gantt	5/1/1994	3/24/2015	E	\$23.96	270.00	\$6,469.20	708.09	\$16,965.84
Ass't Fire Chief	Fire Captain	Crockett	11/3/1986	3/24/2015	E	\$34.38	336.00	\$11,551.20	790.16	\$27,164.57
Captain	Fire Captain	Mikulich	5/9/1988	3/24/2015	E	\$27.97	184.95	\$5,173.05	758.16	\$21,205.74
Lieutenant	Fire Lieutenant/EMT	Petry	5/17/2004	5/17/2015	NE	\$18.59	241.29	\$4,485.58	503.66	\$9,363.04
Lieutenant	Fire Lieutenant/EMT	Schnoebelen	7/28/2004	7/28/2015	NE	\$18.93	110.21	\$2,086.28	618.84	\$11,714.64
Lieutenant	Fire Lieutenant/EMT	Grimsey	11/24/2003	11/24/2015	NE	\$19.79	304.62	\$6,028.43	734.16	\$14,529.03
Master FF	Fire Inspector (40 hr/week)	Eddy	11/7/2005	11/7/2015	NE	\$17.58	313.15	\$5,505.18	734.16	\$12,906.53
Master FF	Firefighter	Tidd	4/10/2006	4/10/2015	NE	\$16.01	89.74	\$1,436.74	256.59	\$4,108.01
Master FF	Firefighter	Parke	4/1/1991	4/1/2015	NE	\$22.73	312.35	\$7,099.72	350.50	\$7,966.87
Master FF	Firefighter	Howell	1/4/2010	1/4/2015	NE	\$16.36	324.68	\$5,311.76	544.70	\$8,911.29
Master FF	Firefighter	Livingston	3/7/2005	3/7/2015	NE	\$17.61	321.70	\$5,665.14	623.34	\$10,977.02
FF II	Firefighter	McCoy	3/2/2000	1/1/2015	NE	\$18.51	304.62	\$5,638.52	758.16	\$14,033.54
FF II	Firefighter	Saysoff	3/12/2007	3/12/2015	NE	\$15.48	325.10	\$5,032.55	571.02	\$8,839.39
FF II	Firefighter	Jennison	5/2/2010	5/2/2015	NE	\$15.32	210.23	\$3,220.72	299.58	\$4,589.57
FF II	Firefighter	Jones	8/30/2010	8/30/2015	NE	\$14.64	116.85	\$1,710.68	257.14	\$3,764.53
FF I	Firefighter	Cochran	12/30/2011	12/30/2015	NE	\$14.36	204.82	\$2,941.22	292.34	\$4,198.00
FF I	Firefighter	Panimboza	1/4/2010	1/4/2015	NE	\$14.51	249.41	\$3,618.94	324.95	\$4,715.02
FF I	Firefighter	Minnick	8/19/2013	8/19/2015	NE	\$13.61	97.02	\$1,320.44	48.03	\$653.69
FireMedic of FF I	Firefighter	Morgan	11/1/2013	11/1/2015	NE					
FireMedic of FF I	Firefighter	Branstrom	11/1/2013	11/1/2015	NE					
FireMedic of FF I	Firefighter	Thompson	11/1/2013	11/1/2015	NE					
Projected Holiday/OT/Other										
Totals								\$84,295.35		\$186,606.32

Merriam share of sick/vacation payouts at separation
 Incremental tuition/contractual/commodities expenses
 Total with all benefits

- Assumptions:**
1. Includes placement in the OP step system for each FF based on experience and salary as recommended by Chief Pape
 2. Crockett moves into Captain position from Asst. Chief - no other position changes
 3. Eddy will be detailed as a 40 hr/wk Fire Inspector
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 - 8a. 21.36% KPF rate is actual for 2015
 - 8b. .099% unemployment insurance
 - 8c. 3.25% work comp rate
 9. Figures are based on employees' status as of 6/1/2014. Exact amounts will change by 12/28/2014

Exhibit D

Accrued Compensated Absences Payout Schedule

Currently there are 21 Merriam employees who have accrued vacation leave and sick leave (compensated absences). Upon accepting employment with Overland Park, these individuals will retain and be credited by Overland Park with the sick leave and vacation time accrued with Merriam as of December 28, 2014. Upon accepting employment with Overland Park, the former Merriam fire service employees will begin accumulating sick leave and vacation leave in the same fashion and same rate as Overland Park fire service employees. .

Compensated absences for all Firefighters will be addressed in the following manner: Merriam will pay a percentage of accrued compensated absences for all employees at or below the rank of Captain upon separation of employment and in accordance with Overland Park Fire Department policy. This percentage will be based on the number of employees stationed at Merriam as a ratio of the overall number of Overland Park Fire Department employees at or below the rank of Captain. For example, on December 28, 2014, there will be 21 employees (at Captain or below) stationed in Merriam and Overland Park Fire Department has 116 employees (at Captain or below) at other stations, for a total of 137 firefighters. The percentage of Merriam stationed employees will be 15.33% ($21/137=15.33\%$). Accordingly, Merriam will reimburse 15.33% of the payout of any accrued compensated absences for all Overland Park Fire Department employees, at or below the rank of Captain, regardless of where they are stationed. This percentage would be calculated on January 1 of each year.

**City of Merriam
Ten-Year Major Equipment Replacement Schedule**

Equipment Description	Year Bought	Cost	Life Expect	Year to Replace	Replace Value	Actual 2013	Budget 2014	2015	2016
Fire									
*Aerial E-One Midmount	2004	625,000	20	2024	n/a				
Pumper E-One Top Mount	2001	221,000	18	2020	600,000				
Pumper Pierce	2011	500,000	18	2029	600,000				
Quint (Aerial replacement)	2018	600,000	18	2019	820,000				
Chevy 4x4 Tahoe	2013	33,000	10	2023	35,000				
Ford Fusion (Fire Inspector)	1999	19,000	10	2025	19,000			19,000	
Utility Truck (non replaceable)	2013	114,000	22	2021	135,000				
Imaging Camera	2013	9,000	6	2019	9,000	8,054			9,000
Imaging Camera	2006	11,060	10	2016	9,000				
Outdoor Warning System (4 sirens)	2012	60,000	20	2032	70,000				
Breathing Air Compressor	2007	34,000	15	2022	45,000				
Bay Vehicle Exhaust System	2007	33,325	35	2042	36,000				
Radio system replacement	2010	125,000	10	2020	135,000				
Protective Clothing	2009	45,900	5	2014	60,000		60,000		
Self-Contained Breathing Apparatus (2011 Gral)	2013	143,000	15	2028	150,000	118,906			
Extrication Tool	2003		14	2017	25,000				
Extrication Tool	2012	23,336	10	2022	25,000				
HVAC replacement	2010	15,000	11	2021	15,000				
Bunkroom Furnace	2012	5,000	15	2027	7,000	4,695			
Large Diameter Hose	2013	10,000	10	2023	10,000				
Large Diameter Hose	various	10,000	10	2014	10,000		10,000		
Large Diameter Hose	various	10,000	10	2015	10,000			10,000	
Fire Alarm Panel	2013	5,000	15	2028	5,000	6,414			
Fire Alarm Panel (City Hall)	2004	10,000	20	2024	15,000				
Carpeting	2004	8,500	15	2019	11,000				
Overhead Doors (6)	1998	28,000	20	2016	40,000				40,000
Overhead Door Openers (6)	1998	9,600	20	2016	15,000				15,000
AED Replacements (City-Wide)	2006	22,327	8	2014	26,000		26,000		
Boat/ Motor (motor life may be up to 20 years)	2009	5,511	10	2019	10,000				
					Subtotal Fire Department	138,069	96,000	29,000	64,000
					Inflationary Factor(Adjusted by 3.0% Annually)	1,000	1,000	1,030	1,061
					Subtotal Fire Department adjusted for Inflation	138,069	96,000	29,870	67,898

**City of Merriam
Ten-Year Major Equipment Replacement Schedule**

										2017	2018	2019	2020
*Aerial-E-One Midmount	2004		625,000	20		2024	n/a						
Pumper E-One Top Mount	2001		221,000	18		2020	600,000						600,000
Pumper Pierce	2011		500,000	18		2029	600,000						
Quint (Aerial replacement)	2018		600,000	18		2019	820,000					820,000	
Chevy 4x4 Tahoe	2013		33,000	10		2023	35,000						
Ford Fusion (Fire Inspector)			19,000	10		2025	19,000						
Utility Truck (non replaceable)	1999		114,000	22		2021	135,000						
Imaging Camera	2013		9,000	6		2019	9,000					9,000	
Imaging Camera	2006		11,060	10		2016	9,000						
Outdoor Warning System (4 sirens)	2012		60,000	20		2032	70,000						
Breathing Air Compressor	2007		34,000	15		2022	45,000						
Bay Vehicle Exhaust System	2007		33,325	35		2042	36,000						
Radio system replacement	2010		125,000	10		2020	135,000						135,000
Protective Clothing	2009		45,900	5		2014	60,000					50,000	
Self-Contained Breathing Apparatus (2011 Gral	2013		143,000	15		2028							
Extrication Tool	2003			14		2017	25,000			25,000			
Extrication Tool	2012		23,336	10		2022	25,000						
HVAC replacement	2010		15,000	11		2021	15,000						
Bunkroom Furnace	2012		5,000	15		2027	7,000						
Large Diameter Hose	2013		10,000	10		2023	10,000						
Large Diameter Hose	various		10,000	10		2014	10,000						
Large Diameter Hose	various		10,000	10		2015	10,000						
Fire Alarm Panel	2013		5,000	15		2028	5,000						
Fire Alarm Panel (City Hall)	2004		10,000	20		2024	15,000						
Carpeting	2004		8,500	15		2019	11,000					11,000	
Overhead Doors (6)	1998		28,000	20		2016	40,000						
Overhead Door Openers (6)	1998		9,600	20		2016	15,000						
AED Replacements (City-Wide)	2006		22,327	8		2014	26,000						
Boat/ Motor (motor life may be up to 20 years)	2009		5,511	10		2019	10,000					10,000	
							Subtotal Fire Department			25,000	0	900,000	735,000
							Inflationary Factor(Adjusted by 3.0% Annually)			1,093	1,126	1,159	1,194
							Subtotal Fire Department adjusted for Inflation			27,318	0	1,043,347	877,628

City of Merriam

Ten-Year Major Equipment Replacement Schedule

Equipment Description	Year Bought	Cost	Life Expect	Year to Replace	Replace Value	2021	2022	2023	2024
Fire									
Aerial-E-One Midmount	2004	625,000	20	2024	n/a				
Pumper E-One Top Mount	2001	221,000	18	2020	600,000				
Pumper Pierce	2011	500,000	18	2029	600,000				
Quint (Aerial replacement)	2018	600,000	18	2019	820,000				
Chevy 4x4 Tahoe	2013	33,000	10	2023	35,000			35,000	
Ford Fusion (Fire Inspector)		19,000	10	2025	19,000				
Utility Truck (non replaceable)	1999	114,000	22	2021	135,000				
Imaging Camera	2013	9,000	6	2019	9,000				
Imaging Camera	2006	11,060	10	2016	9,000				
Outdoor Warning System (4 sirens)	2012	60,000	20	2032	70,000				
Breathing Air Compressor	2007	34,000	15	2022	45,000		45,000		
Bay Vehicle Exhaust System	2007	33,325	35	2042	36,000				
Radio system replacement	2010	125,000	10	2020	135,000				
Protective Clothing	2009	45,900	5	2014	60,000				50,000
Self-Contained Breathing Apparatus (2011 Grant)	2013	143,000	15	2028	150,000				
Extrication Tool	2003		14	2017	25,000				
Extrication Tool	2012	23,336	10	2022	25,000		25,000		
HVAC replacement	2010	15,000	11	2021	15,000	15,000			
Bunkroom Furnace	2012	5,000	15	2027	7,000				
Large Diameter Hose	2013	10,000	10	2023	10,000			10,000	
Large Diameter Hose	various	10,000	10	2014	10,000				
Large Diameter Hose	various	10,000	10	2015	10,000				
Fire Alarm Panel	2013	5,000	15	2028	5,000				
Fire Alarm Panel (City Hall)	2004	10,000	20	2024	15,000				
Carpelling	2004	8,500	15	2019	11,000				
Overhead Doors (6)	1998	28,000	20	2016	40,000				
Overhead Door Openers (6)	1998	9,600	20	2016	15,000				
AED Replacements (City-Wide)	2008	22,327	8	2014	28,000				
Boat/ Motor (motor life may be up to 20 years)	2009	5,511	10	2019	10,000				
Subtotal Fire Department						15,000	70,000	45,000	50,000
Inflationary Factor(Adjusted by 3.0% Annually)						1,230	1,267	1,305	1,344
Subtotal Fire Department adjusted for Inflation						18,448	88,674	58,715	67,196

Merriam Account	Acct Description	Amount
001.2210.422.39-99	Other Contractual Service	4,400
001.2210.422.43-05	Building/Grounds Maint.	10,000
001.2210.422.43-10	General Equipment repairs	4,000
001.2210.422.43-15	Vehicle Repairs	17,550
001.2210.422.43-50	Maint. Service Contracts	5,800
001.2210.422.43-65	Comms Equip Repair	10,600
001.2210.422.43-70	Custodial Services	8,160
001.2210.422.43-99	Other repairs/Maint.	1,500
001.2210.422.51-05	Conferences & Seminars	-
001.2210.422.51-10	Training	6,840
001.2210.422.51-15	Dues & Subscriptions	555
001.2210.422.51-99	Other Education/Training	-
001.2210.422.53-05	Telephone	600
001.2210.422.53-10	Cellular Phones	-
001.2210.422.53-15	Pager Rental/Service	1,800
001.2210.422.55-05	Custom Printing	-
001.2210.422.55-60	Recruitment/advertising	-
001.2210.422.55-65	Misc Advertising	-
001.2210.422.58-05	Travel Meals	105
001.2210.422.58-10	Lodging	300
001.2210.422.58-15	Airfare	-
001.2210.422.58-20	Mileage Reimbursement	100
001.2210.422.58-25	Other Transportation	-
001.2210.422.58-99	Other Travel Expenses	-
001.2210.422.61-05	Office Supplies	700
001.2210.422.61-10	Operating Supplies	2,500
001.2210.422.61-20	Cleaning Supplies	1,500
001.2210.422.61-25	Books	-

001.2210.422.61-30	Photographic Supplies	-
001.2210.422.61-35	Investigation Supplies	200
001.2210.422.61-42	Uniforms	10,000
001.2210.422.61-45	First Aid Supplies	1,500
001.2210.422.61-50	Fire Prevention Supplies	1,000
001.2210.422.61-60	Chemicals	2,300
001.2210.422.61-70	Vehicle Supplies	2,200
001.2210.422.61-75	Gasoline/Oil	26,000
001.2210.422.61-80	Tires	6,000
001.2210.422.61-85	Meals/Reception/Catering	200
001.2210.422.61-99	Misc Supplies	500
001.2210.422.65-05	Equipment <5K	4,500
001.2210.422.65-15	Comms Equip	1,000
001.2210.422.65-30	Protective Clothing	1,200
001.2210.422.65-60	Tools	500
001.2210.422.65-99	Other Misc Equip	5,500
001.2210.422.74-99	Misc Equip >5K	-
	Total	<u>\$ 139,610</u>

* Excludes contractual payments for fire service personal services