

EXHIBIT A - ARTICLE 34 - SALARIES  
FY2021-22 WAGE REOPENER

34.1 Upon receiving Firefighter certification, Paramedic I will be placed in the Dual Certified pay scale, effective the first day of the next 28-day cycle. Upon becoming Firefighter certified ALS personnel will be converted using a 52.5% rate. They will be placed in the step plan based on their years of service. In the event that the converted pay rate is higher than the step they are placed in, their pay will remain at the converted rate until such time that the range or their subsequent step increase is greater than the converted rate of pay.

New hires who possess only firefighter certification and do not possess paramedic certification will be hired in at \$2,000 below the entry level for dual certified positions and will be required to become dual certified within 24 months of hire. Upon attainment of dual certification, their pay will be increased to the entry level rate for a dual certified position.

34.2 Bargaining unit employees will be provided wages as follows:

- A. For Fiscal Year 2019-20, effective the first full pay period in October, all bargaining unit employees shall receive a 3% general wage increase (except single certified probationary employees whose pay shall be adjusted to remain at \$2,000 below the entry level for a dual certified position). The general wage increase will adjust the minimum and maximum of the respective pay plan.
- B. For Fiscal Year 2020-21 effective the first full pay period in October, all bargaining unit employees shall receive a 3% general wage increase (except single certified probationary employees whose pay shall be adjusted to remain at \$2,000 below the entry level for a dual certified position). The general wage increase will adjust the minimum and maximum of the respective pay plan.
- C. For Fiscal Year 2021-22, effective the first full pay period in October, all bargaining unit employees shall receive a 4% general wage increase (except single certified probationary employees who pay shall be adjusted to remain at \$2,000 below the entry level for a dual certified position). The general wage increase will adjust the minimum and maximum of the respective pay plan.

D. The County and the Union currently use a 17 step pay plan that provides for movement within the designated classification. The County and the Union agree to the following changes to the existing step plan:

a. Using the adjusted 17 step plan, the first full pay period in April 2020, each employee represented by this agreement (unless otherwise stated) will receive a market equity adjustment equal to 2 steps within their existing classification in the 17 step plan. Using the minimum and maximum of the 17 step pay plan, a 14 step plan will be established with equitable percentage increases between the steps (See Exhibit B). Employees will then be placed in the 14 step plan, incorporated into the agreement as Exhibit B, in the step that is closest to the employee's new annual salary after the 2 step equity adjustment. If the new salary is less than the average between two steps, employee will be placed on the lower step. If the new salary is greater than the average between two steps, employee will proceed to the next step. New hire employees who are dual certified at the time of the equity market equity adjustment and are in step one, shall advance one step under the market equity adjustment and be placed in step two of the 14 step pay plan. New hire employees, who have not attained paramedic certification as of the first pay period in April 2020, will not be eligible for the market equity adjustment until attainment of the paramedic certification. Their salary will remain \$2,000 below step one in the 14 step pay plan. In FY 2019-20, effective the pay period following attainment of paramedic certification, new hire employees who attain paramedic certification shall have their pay increased to the entry level rate for a dual certified position and advance to step two in the 14 step plan, Topped out employees who did not receive a market equity adjustment as a result of placement in the 14 step pay plan, shall receive a \$1,200 lump sum payment not added to their base pay to be paid in the first full pay period in April 2020.

E. Effective the first full pay period of April 2021 and April 2022 all non-topped out bargaining unit employees, except new hires who have not attained dual certification, will proceed to the next step of their respective pay plan. Topped-out employees shall receive a \$1,200 lump sum payment not added to their base pay to be paid in the first full pay period of April 2021 and April 2022. New hire employees, who have not attained paramedic

certification as of the first full pay period in April 2021 and 2022 respectively, will not advance to the next step of their respective pay plan until paramedic certification is attained (not to exceed 12 months from date of hire). Upon attainment of paramedic certification, their pay will be increased to the entry level rate for a dual certified position and the employee will receive the step increase effective the first full pay period following attainment of the paramedic certification .

- F. Step moves, cost-of-living increases, general wage increases, pay scale adjustments or lump sum payments, if any, after September 30, 2022 shall be established through collective bargaining for a successor Agreement.
- G. In the event of promotion, the employee shall move to the same step of the pay plan for the higher rank on the first day of the pay period nearest to the date of promotion. In the event the same step of the pay plan does not exist for the higher rank, the employee shall move to the lowest step of the higher rank and shall not be eligible to receive the first subsequent step increase provided in 34.2 D and E.