

EXHIBIT A
SECOND AMENDMENT

ARTICLE 34
SALARIES

- 34.1 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 2022-23, effective the first full pay period of January 2023, all bargaining unit employees will receive a general wage increase as a result of being slotted in the pay plan attached hereto as Attachment B at their current step. This will become the Fiscal Year 2022-23 pay plan. Attachment B also reflects an adjustment in certain hourly rates due to the implementation of the 9-week Kelly Days effective the pay period of the first work cycle on or after June 1, 2023 (2808 annual hours) and due to the implementation of the 6-week Kelly Days effective the pay period of the first work cycle on or after June 1, 2024 (2704 annual hours).
 - B. For Fiscal Year 2023-24, effective the first full pay period in October 2023, all bargaining unit employees shall receive a 6% 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, maximum and corresponding steps of the respective pay plan and the hourly rate will be rounded and expressed as \$###.## per hour.
 - C. For the Fiscal Year 2024-25, effective the first full pay period in October 2024, all bargaining unit employees shall receive a 10% 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, maximum and corresponding steps of the respective pay plan.

- D. The County and the Union currently use a 14 step pay plan that provides for movement within the designated classification.
- E. Effective the first full pay period of April 2023, April 2024 and April 2025 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. New hire employees, who have not attained paramedic certification as of the first full pay period in April 2023, April 2024 and April 2025 respectively, will not advance to the next step of their respective pay plan until paramedic certification is attained (not to exceed 24 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, 2025 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.
- H. Effective with the first payroll period beginning on or after October 1, 2022, there shall be implemented a Career Performance Incentive Program as follows:
 - 1. Employees who have completed fifteen (15) to twenty-four (24) years of continuous, uninterrupted service with the County shall receive \$1,500 annual payable biweekly. The incentive will begin effective with the first full pay period following attainment of the service requirement.

2. Employees who have completed twenty-five (25) or more years of continuous, uninterrupted service with the County shall receive \$3,000 annual payable biweekly. The incentive will begin effective with the first full pay period following attainment of the service requirement.