

**EXHIBIT A**

**ARTICLE 34**

**SALARIES**

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 a dual certified positions and will be required to become dual certified within 12 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 2016-17, effective October 14, 2016, which is 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 2017-18, effective the first full pay period in October, all bargaining unit employees shall receive a 2.5% 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 2018-19, effective the first full pay period in October, all bargaining

unit employees shall receive a 2.75% 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.

- D. Effective the first full pay period of April 2017, April 2018, and April 2019 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 \$1,000 lump sum payment not added to their base pay to be paid in the first full pay period of April 2017. Topped-out employees shall receive a \$1,000 lump sum payment not added to their base pay to be paid in the first full pay period of April 2018. 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 2019. New hire employees, who have not attained paramedic certification as of the first full pay period in April 2017, 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). This new hire provision will also extend to new hires in April 2018 and April 2019 who have not attained paramedic certification as of the first full pay period in April of each year. 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.
- E. Step moves, cost-of-living increases, general wage increases, pay scale adjustments or lump sum payments, if any, after September 30, 2019 shall be established through collective bargaining for a successor Agreement.
- F. 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.

- 34.3 The County shall indemnify, exonerate, and save harmless the Union from any claims and/or judgments against the Employer and/or Union based upon the application of the FLSA 207(k) exemption. The Employer shall give written notice to the Union by registered mail addressed to the President of the local of any claim, action, suit, or proceeding brought by an employee, person, firm, or corporation against the Employer based in whole or in part based upon the application of the FLSA 207(k) exemption. The County shall defend the said claim, action, suit, or proceeding against the County or against the Union at its own cost and without expense to the Union.
- 34.4 Employees who retire under regular FRS guidelines after the termination date of this agreement but prior to the ratification of a new agreement will be eligible for retroactive payments calculated in the same manner as other bargaining unit employees.