

## Attachment 1

### ARTICLE 6 UNION ACTIVITY

Removes all language in the last contract associated with the Firefighters Fair. A separate MOU has been developed and will be present to the BCC within the next 30 days.

6.05 Increase the number of representatives on the Labor-Management Committee from 2 to 3 for both parties

### ARTICLE 9 RULES AND REGULATIONS

9.03 Language change from hard copies provided to digital

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### ARTICLE 12 GRIEVANCE PROCEDURE

12.02 (A) allows for e-mail notification

12.02 (E) Limits the add on of addition information during the grievance process

### ARTICLE 14 UNIFORMS AND EQUIPMENT

Removes the uniform policy out of the CBA and places it in the Department SOPs.

14.06 Adds additional turnout gear laundry machines as well as commercial washer/dryers at 3 per FY for contaminated uniforms on duty.

14.07 Provides shed for the storage of turnout and other protective gear at the stations that do not have designated storage.

### ARTICLE 15 SAFETY AND HEALTH

15.09 Adopts the County Drug Free Workplace Program. Attachment "A" is provided to reflect current policy.

## ARTICLE 16 HOURS

16.01 Removes the language for the Single Role Medic transitioning to Dual Certification

16.06 Allows for the use of FLEX TIME within the workweek as long as it does not create overtime. This only applies to 37.5 hour employees.

16.07 Eliminates basic yard care by the employees in 2021.

## ARTICLE 17 STAFFING

17.01 Modifies the four (4) hour rule to allow for in house, on duty education and training.

## ARTICLE 18 VACANCIES AND PROMOTIONS

18.02 Modifies the promotional exam-testing schedule if needed, to meet the Department's needs.

18.05 Changes the Paramedic certification requirement and to be dual certified from 12 months to 24 months from the date of employment.

18.06 Changes the promotional trial period from 6 months to 12 months.

18.07 Changes the promotional requirements for Fire Inspectors to Lieutenant from automatic to promotional testing.

## ARTICLE 19 SHIFT EXCHANGE

Removes all of the language for the Firefighters Fair standby arrangements and places it in a MOU.

19.02 Cleaned up this section for shift swap. Employees will be of equal rank.

## ARTICLE 22 TRANSFERS

Removes the right of the Local to bargain over the economic impact of a transfer. This was duplicate language in the contract.

## ARTICLE 24 BEREVEMENT LEAVE

Changed to follow County Administrative Policy

## ARTICLE 24 MEDICAL LEAVE AND DISABILITY LEAVE

26.06 Changes the 24 hour increment for sick leave to 12 hours.

26.09 Changes the language from days to hours but does not change the existing benefit.

26.12 Clarifies line of duty injury and light duty assignments and includes the existing pregnancy language contained in an MOU.

## ARTICLE 28 ANNUAL LEAVE

Changes the language throughout the article from days/shifts to hours. No change in the existing benefit for shift personnel, minor change for day shift.

## ARTICLE 31 SCHEDULING

31.03 (C) Changes the overtime requirement for Prearranged Overtime from 4 hours to 2 hours for day shift personnel

## ARTICLE 33 INCENTIVE PAY

Overall the number of assigned slots for incentives have not been changed but they have been reconfigured to meet the operational need of the Department. There was a reduction in some of the Special Operations sections to meet the need for two (2) additional EMS FTOs on each shift (giving a total of 4 per shift).

33.12 This is a new article that designates up to \$10K annually for educational reimbursement. There are a number of stipulations contained within this article including a payback clause and defines acceptable course content.

## ARTICLE 34 SALARIES

34.2 Provides for a general wage increase of 3% for year 1 and a 3% for year 2. Year 3 has a single opener for wages

34.2 (D) Converts the 17 step plan to a 14 step plan and allows for a two (2) step Market Equity Adjustment. It does not change the low or the high of the step plan and adjusts with the general wage increases.

## ARTICLE 36 Changes made to reflect current dates.