

ARTICLE XX
RATES OF PAY

TA Bacc 9.10.24
CKW 9/18/2024

Section 1. The following compensation plan will be in effect for the **2023-2024** fiscal year:

Effective the pay period beginning October 2, 2023 or the first full payroll period after ratification by both parties, whichever is later, all members shall progress one (1) step on the pay scale as outlined in the existing pay plan, without retroactive pay.

Notwithstanding any other provision of this Agreement, all current bargaining unit employees, regardless of their time with the County, will receive a onetime tenure pay increase of 1.5 percent effective upon ratification. Employees who are at the maximum pay for their pay grade will receive a one-time lump sum payment.

- The employee is on a Performance Improvement Probation;
 - The employee is in a "non-paid" status due to receiving workers' compensation;
- or
- The employee is on a "non-paid" leave of absence.

This does not include any increases to the base wage.

Section 1. **INCENTIVES AND PREMIUM PAY**

A. EMT INTRAVENOUS (IV) CERTIFICATION INCENTIVE

For those employees already having submitted their certification, or effective the second pay period following submission of proof of IV Certification for new certifications, the incentive rate will be twenty-five (25) cents per hour and will be added to the employee's current rate on an ongoing basis. However, in order to continue to receive said incentive, the employee's certification must remain current and the employee must use such skills upon demand.

B. FIELD TRAINING OFFICER (FTO) PREMIUM PAY

EMTs and Paramedics who are designated as qualified and who are assigned as a Field Training Officer (FTO) will receive a premium of one dollar and fifty cents (\$1.50) per hour for hours actually assigned and worked as an FTO while training employees.

C. EMT TO PARAMEDIC PROMOTION BONUS