

ATTACHMENT I SUMMARY OF CHANGES

LETTER OF AGREEMENT

The previously negotiated and deferred July 1, 2020 across the board wage increase of 2.5% shall be applied without retroactivity and effective July 1, 2021. The wage increase shall adjust the salary plan covering scheduled employees in Appendix A.

Effective August 17, 2021, the salary plan covering all scheduled employees in Appendix A will increase by two percent (2.0%). The adjusted increase will be based on the annual percentage increase to the U.S. Bureau of Labor Statistics, CPI-U All Items in West-Size Class B/C, All Urban Consumers for the calendar year ending December 2020. The adjusted percentage increase shall be a minimum of 2.0% and a maximum of 3.0%.

Eligible members shall receive a one-time lump sum of \$1,500.00 which shall not be added to base pay.

Effective July 1, 2022, the adjustment to the salary plan covering all scheduled employees in Appendix A will be based on the annual percentage increase to the U.S. Bureau of Labor Statistics, CPI-U All Items in West-Size Class B/C, All Urban Consumers for the calendar year ending December 2021. The adjusted percentage increase shall be a minimum of 2.0% and a maximum of 3.0%.

The term of the collective bargaining agreement shall be extended through June 30, 2023 on which date the letter of agreement (LOA) shall concurrently expire.