

ATTACHMENT I
SUMMARY OF ARTICLES CHANGES

Article 1-1 – Recognition

- The parties agree that a new position with the title of Captain Paramedic will be created.

Article 1-2 – Duration of Agreement

- This agreement will be effective July 1, 2025, through June 30, 2028.

Article 2-1 – Group Insurance

- Parties agree to remove language requiring 20 hours to be worked a week to be eligible for Group Insurance.

Article 2-2 – Seniority List

- Parties agree to include seasonal time worked for the purpose of seniority.

Article 3-5 – Staffing

- Parties agree to change the minimum staffing from two (2) personnel for a specified apparatus to two (2) personnel for the District.
- Parties agree to recognize a new position title of a Captain Paramedic.
- Parties agree to remove language regarding staffing of a seasonal brush engine.

Article 4-1 – Holidays

- The parties agree to memorialize the Letter of Agreement for the Juneteenth Holiday and include it in this article.

Article 4-3 – On the Job Injuries

- The parties agreed to change duration limits from 60 shifts to 6 months.

Article 4-5 – Sick Leave

- The parties agreed to change the cash out formula to a percentage of eligible hours based on years of service.

Article 4-7 – Annual Leave

- The parties agreed that the District will provide one additional hour of vacation leave accrual per pay period effective July 1, 2025.
- The parties agree to remove the accrual cap differential between 8 hour employee and 10 hour employees.

Article 5-4 – Uniform Allowance

- The parties agree to increase the uniform allowance from \$825 to \$2,200 to include boot and linen allowances.
- The parties agree to eliminate language related to uniform requirements.

Article 5-6 – Working out of Classification

- The parties agree to language regarding requirements to act up as a Captain or to act into lower classifications.

Article 5 -7 Salary

- Effective July 1, 2025, salary schedules covered in Appendix A shall be adjusted by 2.6% based on the annual percentage increase to CPI-U all items West Size Class B/C, All Urban Consumers, not seasonally adjusted (Series ID CUURN400SA0) for the calendar year ending December 2024. The adjusted percentage increase in salary schedules shall be a minimum of two percent (2%) and a maximum of three percent (3%). In the event the annual percentage increase is equal to or greater than five percent (5%), the adjusted percentage increase in salary schedules shall be four and one-half percent (4.5%). In the event the annual percentage increase is equal to or less than zero percent (0%), the adjusted percentage increase in salary schedules shall be one percent (1%). The adjusted percentage increase is based on the U.S. Bureau of Labor Statistics Data. This represents the total cost-of-living (COLA) increase for fiscal year 2026.
- Effective July 1, 2025, the salary schedule shall be adjusted by 1.5%.
- Effective July 1, 2026, salary schedules covered in Appendix A shall be increased by the annual percentage increase to CPI-U all items West Size Class B/C, All Urban Consumers, not seasonally adjusted (Series ID CUURN400SA0) for the calendar year ending December 2025. The adjusted percentage increase in salary schedules shall be a minimum of two percent (2%) and a maximum of three percent (3%). In the event the annual percentage increase is equal to or greater than five percent (5%), the adjusted percentage increase in salary schedules shall be four and one-half percent (4.5%). In the event the annual percentage increase is equal to or less than zero percent (0%), the adjusted percentage increase in salary schedules shall be one percent (1%). The adjusted percentage increase is based on the U.S. Bureau of Labor Statistics Data.
- Effective July 1, 2027, salary schedules covered in Appendix A shall be increased by the annual percentage increase to CPI-U all items West Size Class B/C, All Urban Consumers, not seasonally adjusted (Series ID CUURN400SA0) for the calendar year ending December 2026. The adjusted percentage increase in salary schedules shall be a minimum of two percent (2%) and a maximum

of three percent (3%). In the event the annual percentage increase is equal to or greater than five percent (5%), the adjusted percentage increase in salary schedules shall be four and one-half percent (4.5%). In the event the annual percentage increase is equal to or less than zero percent (0%), the adjusted percentage increase in salary schedules shall be one percent (1%). The adjusted percentage increase is based on the U.S. Bureau of Labor Statistics Data.

- Effective July 1, 2025, shift differential (6%) shall be removed as a special pay and incorporated into the salary schedule.

Appendix A

- This appendix contains the salary schedule effective July 19, 2025 – June 30, 2026.
- The appendix will be updated each fiscal year upon the issuance of the final calculation of the CPI for the July 1, 2026 – June 30, 2027 and July 1, 2027 – June 30, 2028 periods.