

SUMMARY OF OVERALL TENTATIVE AGREEMENT DPHCD and USW Negotiations 2024

The following is a summary of the overall tentative agreement between DPHCD and USW following the 2024 negotiations. Each Tentative Agreement (signed) is attached.

1. TERM: 4 years, covering the period July 1, 2024 through June 30, 2028

2. SALARY:

CONTRACT YEAR 1

Effective July 1, 2024 all salary ranges will be adjusted 9.55% (Step A EMT set to \$18.00 hourly, with 5% between steps; Step A Medic set to \$22.11 hourly with 5% between steps).

Effective July 1, 2024 Step 8 will be added to the Salary tables, and established at 5% above the rates for Step 7. All employees who have been at Step 7 for more than one year shall be moved to Step 8. Employees at Step 7 for less than one year shall be moved to Step 8 on their next anniversary date.

If the overall tentative agreement is ratified in July 2024, employees shall receive a one-time payment equivalent to 8% of their earnings between March 10, 2024 and June 30, 2024, less applicable taxes. This one-time payment shall be made by separate check at the first payday following ratification of the MOU.

CONTRACT YEAR 2

Effective July 1, 2025 salary ranges/steps shall be increased by 3%.

In the 2025-2026 contract year, employees who are at Step 8 shall be provided with a one-time payment equal to 2% of their salary, less applicable taxes. This one-time payment shall be made by separate check on the payday immediately following the employee's anniversary date.

CONTRACT YEAR 3

Effective July 1, 2026 salary ranges/steps shall be increased by 3%.

In the 2026-2027 contract year, employees who are at Step 8 shall be provided with a one-time payment equal to 2% of their salary, less applicable taxes. This one-time payment shall be made by separate check on the payday immediately following the employee's anniversary date.

CONTRACT YEAR 4

Effective July 1, 2027 salary ranges/steps shall be increased by 3%.

In the 2027-2028 contract year, employees who are at Step 8 shall be provided with a one-time payment equal to 2% of their salary, less applicable taxes. This one-time payment shall be made by separate check on the payday immediately following the employee's anniversary date.

* Note: all one-time payments in this section do not increase base pay

IF state legislation results in any step being below the required minimum wage, the District or Union may request to re-open on those steps. (New Article 11.12)

3. HOLIDAYS: DPHCD will add the Day After Thanksgiving to the list of recognized holidays beginning in 2024 (Article 11.7.1)

4. HEALTH PLAN PREMIUM SHARE OF COSTS: Effective December 1, 2024, all health, dental and vision plan premiums will be 78% paid by the employer, 22% paid by the employee. (Article 14.1.3)

5. HEALTH PLAN PREMIUM RE-OPENER DELETED: The provision in Article 14.1.4 providing for a re-opener based on health plan premium increases shall be deleted.

6. BILINGUAL INCENTIVE: Qualifying conversational spanish-speakers will receive a hourly pay incentive/differential of \$0.30 base pay, \$0.45 overtime, and \$0.60 doubletime for each hour worked.

The District will initiate a program for employees to entroll in a District-approved Medical certified spanish-speakers program on or before January 1, 2025. Those who are certified thereafter shall receive a differential of \$0.50 (base pay), \$0.75 (overtime), and \$1.00 (doubletime) for each hour worked.

7. UNION LEAVE: Upon written request from USW 14 calendar days in advance, one designated steward shall be allowed leave without pay for up to 60 hours annually in each contract year to attend union conventions, conferences or union-sponsored training. The Dsitrict will not unreasonably deny approval of such leaves. A request for a second employee to be off simultaneously will be considered and may be approved if business conditions permit. (Article 12.6)

8. FTO PAY: A \$1.00 per hour incentive shall be paid to employees when assigned for each hour actually working with a trainee pursuant to the FTO policy. (Article 11. 9.4)

9. SPECIAL EVENT RATE: Special event rate is set at double the employee's regular rate (Article 11.13)

10. BULLETIN BOARD: District shall furnish a reasonably sized *enclosed* bulletin board for union use at the crew quarters. (Article 2.6)

11. RETENTION OF DISCIPLINE: Disciplinary action retention are adjusted – six months for pre-disciplinary discussions, 12 months for written reprimands, 18 months for final written warnings and discipline involving loss of pay. (Article 6.11.1)

12. PROBATIONARY EXTENSIONS: District may extend a probationary period by 90 days or as required by law at its sole discretion (Article 9.6.1)

13. STRIKE TEAMS: Strike teams work added to special event assignments section (Article 9.8)

14. BEREAVEMENT LEAVE: Modified Article 12 Bereavement leave to conform to AB 1949 but including the current expanded application of Family member (significant other, domestic partner, child of domestic partner and in loco parentis).

15. RE-CERTIFICATION and RE-LICENSING FEES: Clarified that District pays for existing employee re-certification and re-licensing fees (not the initial certifications or those obtained prior to employment) (Article 14.5.1)

16. PART-TIME EMPLOYEE HOURS WORKED: Provided a written warning process and rolling 12-month period for part-time employees failure to work 24 hours in a 56-day period prior to the employee being voluntarily separated for failing to work the minimum required hours.

17. APPROVAL OF POLICIES: Approval of modifications to the following District Policies:

- Extended Sick Leave
- Field Training Officer Program
- Paid Time Off
- Shift Trades
- Scheduling