

ARTICLE 49  
WAGES

**THIRD YEAR WAGE REOPENER**

**Year One (10/1/17 – 9/30/18)**

In an effort to continue to address wage compression, during the first year of the contract each bargaining unit employee will be moved to their corresponding rate of pay, as agreed to by the Union and the County. (these rates are reflected on the spreadsheet signed by both parties on October 1, 2017.) These new pay rates will take effect the first full pay period of the month of each employee's anniversary date.

**Year Two Increase**

The pay plan will have a 2.7% General Wage Increase (GWI) applied to the entire Pay Plan see FY 19 Pay Plan for details. (For the Rank and File Field Pay Plan, this will result in a starting Firefighter/EMT Salary of \$38,000). For FY19 Community Risk Reduction (Fire Prevention) employees will receive a wage compression adjustment since none were applied to this group of employees in FY 18, employees will receive a letter detailing the adjustment.

**Year Three Increase**

~~For FY 20 the Pay Plan will have at least a minimum 5.25% GWI applied to the entire Pay Plan, the final version of the FY 20 Step plan will be developed after November 7, 2018. (For the Field Pay Plan, this will result in a minimum starting Firefighter/EMT Salary of \$40,000).~~

**Year Three Increase – New Language**

**For FY 20, The County and the Union agree to the implementation of the new 2019-2020 Pay Plan (Attached as Exhibit "A")**

Effective the first full pay in October 2019, all employees will be moved into the pay plan as reflected on the spreadsheet which was agreed to and signed off by both the County and the Union.

For FY 20, each employee shall then Advance one step in the pay plan on the first full pay period during the month of their anniversary with Pasco County Fire Rescue\* (\*unless otherwise agreed to by both the County and the Union).

Effective FY 2021, it is the intent of the Union and the County that all employees are to be moved to the step in the pay plan that corresponds with their actual years of service in Pasco County Fire Rescue. To this end, each eligible employee shall move one step the first full pay period of October, 2020, and will move an additional step on their anniversary month during FY 21 in order to achieve this goal.\*\*\* Each employee will receive an individualized letter in September, 2019 with all proposed increases prior to a ratification vote in order to determine their individual increase.

\*\*\* There are a few employees for whom, due to unusual circumstances, this language does not apply; however, all increases are reflected on the spreadsheet agreed to by the County and the Union. The signed spreadsheet shall take precedent over any language in this contract where there is a conflict.

The language above with respect to the FY 21 pay increases does not preclude the Union from negotiating an additional COLA during the next three-year contract.

### ADDITIONAL PAY/PROMOTIONS

~~Employees who are promoted, or who obtain their Paramedic Certification during the term of this agreement shall receive an increase in the following manner (Note all percentages listed are to base salary of the rank prior to incentives applied to salaries):~~

~~Employees promoted to Driver Engineer shall be given an increase to the same step in the Driver Engineer Schedule. (5%)~~

~~Employees promoted to the rank of Captain shall be given an increase to the same step as in the Captain schedule. (10%)~~

~~Employees promoted to the rank of Battalion Chief shall be given an increase to the same step as in the Battalion Chief schedule (15%)~~

~~Employees who obtain their Paramedic Certification will be provided with the Paramedic Incentive based on their position. (\$72000/FF, \$77500/Driver, \$8725500/Captain)~~

~~Employees who possess a college degree shall receive a monthly degree incentive of \$100 for an Associate's Degree and \$150 for a Bachelor's degree so long as they provide proof of their degree to the Personnel Chief. Employees may only receive one degree incentive.~~

### **ADDITIONAL PAY/PROMOTIONS – New Language**

Employees who are promoted, or who obtain their Paramedic Certification during the term of this agreement shall receive an increase **pursuant to the step plan.**

Employees who possess a college degree shall receive a monthly degree incentive of \$100 for an Associate's Degree, \$150 for a Bachelor's degree, and \$200 for a Master's Degree or Higher so long as they provide proof of their degree to the Personnel Chief. Employees may only receive one degree incentive.

### **WAGE INCREASES LIMITED TO TERM OF AGREEMENT:**

**There are no step movements or other base wage increases except as provided for in this Agreement. No employee will receive a step increase or other base wage increase after the final day of this agreement (9/30/20), except either as noted above or as an increase arising from promotion to a higher rank, unless the increase is negotiated and ratified in a successor agreement or Addendum to this Agreement**