

APPENDIX "A"

WAGES

Section 1: On each of the below listed dates, eligible employees shall be paid in accordance with the following schedule upon successful completion of his/her Probationary Period.

Pay Grade	2025 – 2.5%		2026 – 2.75%		2027 – 2.75%		2028 - 2.75%	
	Probation Rate	Hrly Rate after Probation						
2	14.26	14.78	14.65	15.19	15.05	15.60	15.47	16.03
3	14.97	15.49	15.38	15.91	15.80	16.35	16.23	16.80
4	15.70	16.28	16.13	16.72	16.58	17.18	17.03	17.66
5	16.49	17.07	16.95	17.54	17.41	18.02	17.89	18.51
6	17.55	17.95	18.03	18.44	18.53	18.95	19.04	19.47
7	18.19	18.80	18.69	19.32	19.21	19.85	19.74	20.39
8	19.10	19.75	19.62	20.29	20.16	20.85	20.71	21.43
9	20.06	20.78	20.61	21.35	21.18	21.94	21.76	22.54
10	21.05	21.83	21.63	22.43	22.23	23.05	22.84	23.68
11	21.57	22.90	22.16	23.53	22.77	24.18	23.39	24.84
12	23.22	24.04	23.85	24.70	24.51	25.38	25.18	26.07
13	24.36	25.24	25.03	25.93	25.72	26.64	26.43	27.38

Section 2: Eligible dispatchers shall be paid in accordance with the following schedule upon completion of his/her Probationary Period:

	<u>01/01/2025</u>	<u>01/01/2026</u>	<u>01/01/2027</u>	<u>01/01/2028</u>
Dispatchers				
Base Rate	\$20.11	\$20.66	\$21.23	\$21.81

Part time employees shall be paid eighty percent (80%) of the Base Rate.

	2.50%	2.75%	2.75%	2.75%
911 Dispatchers	2025	2026	2027	2028
Trainee Rate/Part time Employees 80%	16.09	16.53	16.98	17.45
Fulltime-Completion of Probationary less than one year 85% of base	17.10	17.57	18.05	18.55
Completion of 1 year 90% of Base	18.11	18.61	19.12	19.65
Completion of 2 year 95% of Base	19.10	19.63	20.17	20.72
Completion of 3 years 100%	20.11	20.66	21.23	21.81

Anytime management requires an employee within the base rate pyramid to train a new employee, said employee will automatically raise to the top of the base.

Section 3: Current dispatchers at or above the applicable base rates of pay shall have his/her hourly rate increased in accordance with the following:

January 1, 2025	2.50%
January 1, 2026	2.75%
January 1, 2027	2.75%
January 1, 2028	2.75%

Dispatchers hired before January 1, 2021 assigned to work second (2nd) or third (3rd) shift shall be paid a ten percent (10%) shift differential.

For any Dispatchers hired after January 1, 2021, the shift differential shall be 5% for the second shift, and 10% on the third shift.

Only 911 dispatchers working a second or third shift shall receive a shift differential. No other bargaining unit employees shall receive a shift differential.

The 911 center employees will be paid a differential rate of fifty cents per hour (\$.50/hr.) for all hours spent training new employees. Management retains the right to designate the need for and assign training.

Section 4: Employees promoted and/or reevaluated to a higher pay grade shall be compensated in accordance with the following:

If the pay grade/level increases one (1) to three (3) pay grades/levels, that employee will be paid the appropriate "hourly rate after probation" for that pay grade/level or receive a 5%