

Final Wage Proposal

1. All Tentative Agreements on language changes to CBA
2. 1 and ½ - year contract: Jan. 1, 2025 to June 30, 2026
3. Base Wages:
 - January 1, 2025 – 8%
 - January 1, 2026 – 4%
4. Effective upon ratification of CBA - Personal Days will accrue at 10 hours.
5. Effective upon ratification of CBA – Holidays will accrue at 10 hours.
6. Effective January 1, 2026: Task Assignments

The Director/Deputy Director will formalize job responsibilities for each task assignment. Qualified employees actively performing task assignments identified below will receive a stipend. In situations where an employee is performing one or more task assignments, they will receive the higher specialty stipend. There is no stacking of stipends for employees performing multiple task assignments.

Designated Task Assignments:

- Training Team Coordinator - .38/hour for all hours worked (maximum of 1)
 - Response Plan Coordinator - .38/hour for all hours worked (maximum of 1)
 - TAC - .20/hour for all hours worked (maximum of 5)
 - QA Specialist - .20/hour for all hours worked (maximum of 5)
 - Response Plan Team members - .20/hour for all hours worked (maximum of 2)
7. Effective upon ratification of CBA:
 - Lead QA Specialist - .38/hour for all hours worked (maximum of 1)
 - Scheduling Coordinator - .38/hour for all hours worked (maximum of 1)
 - Terminal Agency Coordinator (TAC) – .38/hour for all hours worked (maximum of 1)
 8. Effective upon ratification of the CBA - Designated Officer in Charge Differential (OIC) will be eligible for both the OIC stipend and the FTO stipend when applicable.
 9. Effective upon ratification of CBA - Shift Differentials:
 - Second-shift differential - .45 to .50/hour
 - Third-shift differential - .60 to .65/hour
 10. Effective upon ratification of the CBA – Training and Education
 - Associates Degree - .25/hour
 - Military (minimum of 4 years Active Duty-Honorable Discharge) - .25/hour
 - Bachelor's Degree - .45/hour
 - Master's Degree - .50/hour