

upon the other at least ninety (90) but no more than one hundred fifty (150) days prior to the expiration date.

## ARTICLE 24: FULL UNDERSTANDING / MERGER / AMENDMENTS

### 24.1 Full Understanding / Merger

This agreement supersedes all prior agreements, preliminary negotiations, proposals, supposals, and tentative agreements; and constitutes the full understanding of the parties with respect to the matters set forth herein. Upon implementation of this agreement, any Terms and Conditions of Employment not specifically discussed herein shall be governed by the policies and procedures of the District.

### 24.2 Amendments

This agreement shall not be amended, changed, altered, or qualified during the term of the Agreement, except by an instrument, in writing, duly signed by the parties.

## WAGE SCALE

FY 2015-16 Patterson MOU - CURRENT			8 Steps to 5 Steps Model							
			1	2	3	4	5	6	7	8
FT	EMT		11.78	12.13	12.60	12.88	13.27	13.66	14.07	14.49
FT	Paramedic		14.48	14.91	15.36	15.82	16.29	16.79	17.29	17.81
PT	EMT		12.96	13.35	13.75	14.16	14.59	15.02	15.48	15.94
PT	Paramedic		15.93	16.41	16.89	17.40	17.92	18.47	19.02	19.59
<i>Increase between Steps</i>			5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%
Sep 1, 2019	PT Step 8 to FT&PT Step E		A	B	C	D	E	E+5	E+10	E+15
FT & PT	EMT	\$	12.98	13.67	14.39	15.14	15.94	16.74	17.57	18.45
FT & PT	Paramedic	\$	15.96	16.80	17.68	18.61	19.59	20.57	21.60	22.68
Sep 1, 2019	Steps	5.0%	A	B	C	D	E	E+5yrs	E+10yrs	E+15yrs
EMT	COLA	3.0%	\$ 13.37	\$ 14.08	\$ 14.82	\$ 15.60	\$ 16.42	\$ 17.24	\$ 18.10	\$ 19.01
Paramedic	Differential	22.9%	\$ 16.43	\$ 17.30	\$ 18.21	\$ 19.17	\$ 20.18	\$ 21.19	\$ 22.25	\$ 23.36
	<i>Increases</i>									
	FT EMT	14%		16%	18%	21%	24%	20%	17%	13%
	FT Medic	14%		16%	19%	21%	24%	20%	17%	13%
Jul 1, 2020	Steps	5.0%	A	B	C	D	E	E+5yrs	E+10yrs	E+15yrs
EMT	COLA	3.00%	\$ 13.77	\$ 14.50	\$ 15.26	\$ 16.07	\$ 16.91	\$ 17.76	\$ 18.64	\$ 19.58
Paramedic	Differential	22.9%	\$ 16.93	\$ 17.82	\$ 18.76	\$ 19.74	\$ 20.78	\$ 21.82	\$ 22.91	\$ 24.06
Jul 1, 2021	Steps	5.0%	A	B	C	D	E	E+5yrs	E+10yrs	E+15yrs
EMT	COLA	3.00%	\$ 14.19	\$ 14.93	\$ 15.72	\$ 16.55	\$ 17.42	\$ 18.29	\$ 19.20	\$ 20.16
Paramedic	Differential	22.9%	\$ 17.44	\$ 18.35	\$ 19.32	\$ 20.34	\$ 21.41	\$ 22.48	\$ 23.60	\$ 24.78
Jul 1, 2022	Steps	5.0%	A	B	C	D	E	E+5yrs	E+10yrs	E+15yrs
EMT	COLA	3.00%	\$ 14.61	\$ 15.38	\$ 16.19	\$ 17.04	\$ 17.94	\$ 18.84	\$ 19.78	\$ 20.77
Paramedic	Differential	22.9%	\$ 17.96	\$ 18.90	\$ 19.90	\$ 20.95	\$ 22.05	\$ 23.15	\$ 24.31	\$ 25.52
			FT120 Annual Salary based on 3,120 hours							
			A	B	C	D	E	E+5yrs	E+10yrs	E+15yrs
FT120 Salary	2019-20	EMT	\$ 48,677	\$ 51,239	\$ 53,935	\$ 56,774	\$ 59,762	\$ 62,750	\$ 65,888	\$ 69,182
		Paramedic	\$ 59,823	\$ 62,971	\$ 66,286	\$ 69,774	\$ 73,447	\$ 77,119	\$ 80,975	\$ 85,024
3.00%	2020-21	EMT	\$ 50,137	\$ 52,776	\$ 55,553	\$ 58,477	\$ 61,555	\$ 64,633	\$ 67,865	\$ 71,258
		Paramedic	\$ 61,618	\$ 64,861	\$ 68,274	\$ 71,868	\$ 75,650	\$ 79,433	\$ 83,404	\$ 87,575
3.00%	2021-22	EMT	\$ 51,641	\$ 54,359	\$ 57,220	\$ 60,232	\$ 63,402	\$ 66,572	\$ 69,900	\$ 73,395
		Paramedic	\$ 63,466	\$ 66,806	\$ 70,323	\$ 74,024	\$ 77,920	\$ 81,816	\$ 85,907	\$ 90,202
3.00%	2022-23	EMT	\$ 53,190	\$ 55,990	\$ 58,937	\$ 62,039	\$ 65,304	\$ 68,569	\$ 71,997	\$ 75,597
		Paramedic	\$ 65,370	\$ 68,811	\$ 72,432	\$ 76,244	\$ 80,257	\$ 84,270	\$ 88,484	\$ 92,908