

**Unit 5 MOU 2024**

**PROPOSAL**

U24

Tentative Agreement:

\_\_\_\_\_

\_\_\_\_\_

**CURRENT**

Article, Section, Sub-section

Attachment C

**NEW**

Article, Section, Sub-section

\_\_\_\_\_

**Current Language:**

New Language

**New Language or Change:**

**ATTACHMENT C**

In acknowledgment of the training, liability, and specialized skills acquired by employees, particularly those holding certifications, the following guidelines shall govern compensation within the department:

Employees designated with one (1) Special Ops Team Pay certification shall be positioned one (1) step above their standard placement level, as determined in the absence of any certification's compensation.

Employees designated with two (2) Special Ops Team Pay certifications OR Paramedic Pay shall be positioned two (2) steps above their standard placement level, as determined in the absence of any certification's compensation.

Employees designated with one (1) Special Ops Team Pay certification AND Paramedic Pay shall be positioned three (3) steps above their standard placement level, as determined in the absence of any certification's compensation.

Employees designated with two (2) Special Ops Team Pay certifications AND Paramedic Pay shall be positioned four (4) steps above their standard placement level, as determined in the absence of any certification's compensation.

The term 'Standard placement level' refers to the step at which an employee with equivalent tenure in rank, but without Special Ops Team Pay or Paramedic Pay, would otherwise be positioned.

**Intent or problem to be resolved:**

\_\_\_\_\_

**Example(s) of how new language/change will be applied**

**(Perhaps as opposed to previous language):**

\_\_\_\_\_

**Tentative Agreement:**

\_\_\_\_\_ Union Chief Spokesperson

\_\_\_\_\_ City Chief Spokesperson

\_\_\_\_\_ Date

\_\_\_\_\_