

Summary Document of Collective Bargaining Agreement Changes for 2026-2028

Agreement Term – 2 Years

Article 12 Leaves of Absence

Section 12.02 Reasons for Leave

A. Parental Leave

Eligible employees may take up to three weeks paid parental leave following the birth of an employee's child, or the adoption of a child in accordance with established policy. After which, an unpaid maternity leave up to ninety (90) calendar days may be granted by the Chief or Deputy Chiefs upon written request submitted at least thirty (30) days, when possible, prior to the anticipated date of birth. Employees are required, as allowed by law, to exhaust all accrued vacation and paid time off prior to using unpaid leave.

Section 13 Training

Section 13.01 – Paramedic Licensure and Other EMS-Related Training

The District shall provide or make accessible training sessions sufficient to maintain paramedic licensure during each three-year re-licensure period. Regular full-time paramedics shall be compensated at their hourly pay rate for all training sessions up to a total of thirty-six forty-eight (48) hours per year, including training sessions attended while off-duty

Course fees will be reimbursed, ~~but no and other expenses will be reimbursed~~, including but not limited to lodging, mileage and meals, related to attendance at any training sessions falling within the scope of this Section 13.01 up to the annual limit at up to IRS-approved rates. Training reimbursement is limited to \$2000 per year for each employee.

Section 13.02 Additional Training

Training such as Peer-Support/Wellness and Technical Rescue Training which provide overall support to the district operations shall not count toward the employees 48-hour paid training cap.

Article 14 – Hours of Work

14.03 – Overtime

In the event the shift cannot be filled with an LTE staff member, the shift will be offered to full-time bargaining unit employees in order of rotating seniority, i.e., overtime will be offered first to the most senior bargaining unit employee and then continuing down to the least senior bargaining unit employee in order to reasonably attempt to equalize overtime between bargaining unit employees to the extent practicable over the course of a calendar year. **Voluntary shifts on a primary ambulance which are a minimum of 12 hours, or the reconveyance of vacation or paid time off, within seven days of an unfilled shift, will move the employee to the bottom of the mandate list.**

14.04 Right of First Refusal

As an exception to Article 14, 14.03, additional work hours that become available specifically to the Dane County Alliant Energy Center (AEC) shall be awarded to full-time staff prior to part-time, LTE, or EMT staff as a “Right-of-First Refusal”. These shifts will be awarded in accordance with current scheduling procedures.

Article 15 – Sick Leave

Added clarifying language regarding the requirement for a return to work letter after three consecutive **regularly scheduled shifts**, replacing working days.

Article 20 – Clothing and Protective Gear

- Removal of Dress Coat from issued gear
- Removal of Winter Coat from issue gear
- Clarifying high visibility coat **with cold weather** liner as issued protective gear
- Update that clothing **may**, not shall, be purchased by an employee and reimbursed
- Added work T-shirts and Sweatshirts as clothing not to be counted against an employee's uniform allowance, but issued, as needed.

Article 25 – Wages and Pay Policy

25.01 Field Training Officer (FTO) Pay

Field Training Officers will be selected for the positions based on established criteria including experience, leadership ability, and training skills. The additional work will be

compensated at \$1.00 per hour while directly performing field training work.

FTO hours are not guaranteed a minimum number of hours or granted permanent status as an FTO. Assignments will be distributed equally among the designated FTOs, subject to operational needs, to prevent inconsistent or arbitrary work distribution.

Article 36 – Duties

36.03 – Updated language from Bookkeeper to Office Manager

Article 41 – Lateral Transfer

Section 41.01 Lateral Transfer Definition.

The district accepts lateral transfers from qualified 911-EMS agencies, and will accept individuals with the associated credentials to perform the duties of a prehospital provider

Section 41.02 Compensation.

The district may, in its discretion, place lateral transfers on any step of the salary schedule equivalent to their length of full-time EMS agency. Thereafter, lateral transfers will progress through the compensation steps contained within the collective bargaining agreement in effect on the lateral transfer's annual anniversary from their full-time date of hire with the district. As an example, a lateral transfer with three (3) years of prior full-time experience will be hired at the "After 3 Years" step and will progress to the "After 4 Years" step one year after beginning full-time employment with the district.

Section 41.03 Vacation and Sick Accrual.

The district may also, in its discretion, award the lateral transfer vacation at the step up to that corresponds to the transfer's total years of full-time employment experience with a qualified EMS agency. Lateral transfers may also be credited with up to 48 hours of sick leave. Lateral transfers will progress through the vacation schedule contained within the collective bargaining agreement in effect on the lateral transfer's anniversary from their date of hire with the district. As an example, a lateral transfer with six (6) years of full-time employment with a qualified service may be awarded vacation at the five-year step upon hire and will receive additional vacation at the twelve-year step upon their twelve-year anniversary with the district.

Section 28.04 Conditions.

All lateral candidates must successfully complete all steps and conditions of the district's hiring process and new probationary process. Successful lateral candidates' seniority

rights, including shift and time-off selections, are determined by their length of service with the district.

Wages Scale – 3% increase for 2026 and 2027

	Longevity Increase	Eff. 1/1/2027	2027 Annual
Period		Hourly Base Rate	
Start		25.211	\$68,171.16
After 12 months	4.0%	26.220	\$70,898.01
After 24 months	4.0%	27.268	\$73,733.93
After 36 months	4.0%	28.359	\$76,683.28
After 60 month	4.0%	29.494	\$79,750.61
After 84 months	4.0%	30.673	\$82,940.64
After 120 months	4.0%	31.900	\$86,258.26
After 168 months	4.0%	33.176	\$89,708.60
After 240 months	4.0%	34.503	\$93,296.94
After 276 Months	4.0%	35.883	\$97,028.82

	Longevity Increase	Eff. 1/1/2028	2028 Annual
Period		Hourly Base Rate	
Start		25.968	\$70,216.29
After 12 months	4.0%	27.006	\$73,024.95
After 24 months	4.0%	28.087	\$75,945.94
After 36 months	4.0%	29.210	\$78,983.78
After 60 month	4.0%	30.378	\$82,143.13
After 84 months	4.0%	31.594	\$85,428.86
After 120 months	4.0%	32.857	\$88,846.01
After 168 months	4.0%	34.172	\$92,399.85
After 240 months	4.0%	35.538	\$96,095.85