

COAM  
(Sergeants)

**TENTATIVE AGREEMENT**

- 1) Wages  
Year 1 - Effective first full pay period after January 1, 2025 – implementation of wages based on the recommendations of the wage study.  
Year 2- Effective first full pay period after January 1, 2026 – 2%  
Year 3- Effective first full pay period after January 1, 2027 – 1.5%
- 2) Duration – 3 years
- 3) Retiree Medical – eligible retirees and their dependents that are eligible upon separation will be eligible for healthcare. Eligible retirees and their dependents will be required to enroll in Medicare at their time of eligibility.
- 4) Vacation – Vacation cash out at the time of separation will be 100% for the first 200 hours and 55% for the remainder of the accumulated vacation time.
- 5) Personal Time - Increase to 72 hours.
- 6) Bereavement – Increase from 4 to 5 days for employee's current spouse, current spouse's parent, current spouse's step-parent, employee's parent, step-parent, child, step-child and whomever employee or current spouse has legal guardianship of.
- 7) Parental Leave – Continuous leave which allows the Birthing Parent – 8 weeks fully paid/ non-birthing parent – 4 weeks fully paid (applies to adoptions) – eligible after completion of 1040 hours
- 8) Holiday Eligibility – Employees are eligible for holiday pay at date of hire.
- 9) Life Insurance – Allow employees to purchase additional life insurance via payroll deduction (for self, current spouse and dependent children) at the employee's cost.
- 10) Paramedic Bonus – increase in bonus from \$3,000 annually to \$4,000 annually.
- 11) Vacation Cash In – Employees are eligible to cash in vacation at 60% value, annually.
- 12) Health Insurance – Coverage effective first day of the month following date of hire.
- 13) Pet Insurance - Allow employees to purchase pet insurance through County's carrier.

- 14) Volunteer Days - Allow for two volunteer days for employees to participate at County sponsored opportunities.
- 15) Pay Scale Updates – Two decimals, update headers.
- 16) Dependent Care FSA - Allow employees to set aside pay to be used for dependent care.
- 17) Educational Reimbursement – streamline process, allow for use of lunch time, remove bargaining unit maximum.
- 18) Various language clean-up.

All other terms and conditions in CBA not addressed in this tentative agreement remain status quo.