

**LETTER OF UNDERSTANDING**

**between**

**ALLINA HEALTH EMS**

**and**

**IAEP LOCAL 167**

**Subject: Wage Scale Adjustments**

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Allina Health EMS and IAEP Local 167 agree to adjust the wage scales for the Paramedic, Dispatcher, EMS Call Taker, and EMT job classifications, effective April 23, 2022.

1. The new adjusted wage scales are described in the attached Exhibit A.
2. EMTs who are currently on the 12 Year step of the current wage scale will be placed on the 15 Year step of the new adjusted EMT wage scale. Otherwise, employees will move to the applicable step on the new adjusted wage scales based on their years of service credit.
3. The 2.0 percent across-the-board wage scale increases scheduled to be implemented on January 1, 2023, will apply to the new adjusted wage scales.

AGREED TO:

**ALLINA HEALTH EMS**

**IAEP LOCAL 167**

By Timothy B. Kohls

By Bruce Harr

Its VP, Labor and Employee Relations

Its President IAEP R7-167

Dated 04/25/2022

Dated 04/22/22

EXHIBIT A

| <b>Paramedic - 2022 Step Structure - Effective 4/23/2022</b>      |              |               |                |                |                |                |                |                |                |                 |                 |
|---|--------------|---------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-----------------|-----------------|
|   | <b>Start</b> | <b>1 Year</b> | <b>2 Years</b> | <b>3 Years</b> | <b>4 Years</b> | <b>5 Years</b> | <b>6 Years</b> | <b>7 Years</b> | <b>8 Years</b> | <b>10 Years</b> | <b>15 years</b> |
| Pay Rate  | 27.75        | 28.86         | 30.01          | 31.21          | 32.46          | 33.76          | 34.94          | 36.17          | 37.43          | 38.74           | 40.10           |
|   |              |               |                |                |                |                |                |                |                |                 |                 |
| <b>Dispatcher - 2022 Step Structure - Effective 4/23/2022</b>     |              |               |                |                |                |                |                |                |                |                 |                 |
|   | <b>Start</b> | <b>1 Year</b> | <b>2 Years</b> | <b>3 Years</b> | <b>4 Years</b> | <b>5 Years</b> | <b>6 Years</b> | <b>7 Years</b> | <b>8 Years</b> | <b>10 Years</b> | <b>15 years</b> |
| Pay Rate  | 27.75        | 28.86         | 30.01          | 31.21          | 32.46          | 33.76          | 34.94          | 36.17          | 37.43          | 38.74           | 40.10           |
|   |              |               |                |                |                |                |                |                |                |                 |                 |
| <b>EMS Call Taker - 2022 Step Structure - Effective 4/23/2022</b> |              |               |                |                |                |                |                |                |                |                 |                 |
|   | <b>Start</b> | <b>1 Year</b> | <b>2 Years</b> | <b>3 Years</b> | <b>4 Years</b> | <b>5 Years</b> | <b>6 Years</b> | <b>7 Years</b> | <b>8 Years</b> | <b>10 Years</b> | <b>15 years</b> |
| Pay Rate  | 26.36        | 27.42         | 28.51          | 29.65          | 30.84          | 32.07          | 33.20          | 34.36          | 35.56          | 36.81           | 38.09           |
|   |              |               |                |                |                |                |                |                |                |                 |                 |
| <b>EMT - 2022 Step Structure - Effective 4/23/2022</b>            |              |               |                |                |                |                |                |                |                |                 |                 |
|   | <b>Start</b> | <b>1 Year</b> | <b>2 Years</b> | <b>3 Years</b> | <b>4 Years</b> | <b>5 Years</b> | <b>6 Years</b> | <b>7 Years</b> | <b>8 Years</b> | <b>10 Years</b> | <b>15 years</b> |
| Pay Rate  | 20.25        | 21.06         | 21.90          | 22.78          | 23.69          | 24.64          | 25.50          | 26.39          | 27.32          | 28.27           | 29.26           |
|   |              |               |                |                |                |                |                |                |                |                 |                 |