

AGREEMENT

Between

CITY OF BOSTON

and



AFL-CIO

CITY OF BOSTON CHAPTER

July 1, 2023 - June 30, 2026

July 1, 2026 – June 30, 2027

www.seiu888.org

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AGREEMENT

On March 18, 2024 the parties reached a tentative agreement subject to ratification by SEIU, Local 888 and approval by the Mayor and Boston City Council of the July 1, 2023 through June 30, 2026 agreement and July 1, 2026 through June 30, 2027 agreement. These agreements are the product of successor collective bargaining to the July 1, 2020 through June 30, 2023 agreement between the City and the Union. Both parties have ratified these contracts.

WITNESSETH

WHEREAS the above cited statutory provisions grant to employees of political subdivisions of the Commonwealth the right to bargain collectively with their Municipal Employer; and

WHEREAS the parties to this Agreement desire to establish a state of amicable understanding, cooperation and harmony; and

WHEREAS the parties to this Agreement consider themselves mutually responsible to improve the public service through the creation of increased morale and efficiency;

WHEREAS the parties agree to act at all times in such a manner so as to assure proper dignity and respect for all City employees and for the people they serve.

NOW, THEREFORE, in consideration of the mutual promises and agreements herein contained, the parties mutually agree as follows:

PREAMBLE

The collective bargaining agreement by the City and the Union has as its purpose the promotion of harmonious relations between the Union and the City to the end that a stable, constructive and workable labor relationship be established and maintained throughout the life of the contract.

The parties agree to act at all times in such a manner as to assure proper dignity and respect for all City employees and for the people they serve.

ARTICLE 1 - PERSONS COVERED BY THIS AGREEMENT

Section 1. The City recognizes the Union as the exclusive representative for the purpose of collective bargaining relative to wages, hours and other conditions of employment, of the following employees:

- (a) *Administration and Finance*: Admin Secretary
- (b) *ASD Health Benefits & Insurance*: Admin Analyst, Admin Assistant, Centrex Telephone Sys Operator, Head Account Clerk, Head Clerk, Head Clerk & Secretary, Principal Clerk
- (c) *ASD Human Resources*: Admin Analyst, Admin Assistant, Admin Secretary, Alcoholism Coordinator I, Alcoholism Coordinator, Alcoholism Liaison Agent, Centrex Telephone System Operator, Claims Investigator (Unemployment), Exec Secretary, Head Account Clerk, Head Account Examiner, Head Clerk, Head Clerk & Secretary, Human Resources Representative, Personnel Assistant, Principal Clerk, Principal Clerk & Typist, Sr Admin Analyst, Sr Claims Investigator, Supervisor-Management Services
- (d) *ASD Intergovernmental Relations*: Telephone Operator

- (e) *ASD Management & Info Services*: Centrex Telephone Sys Operator, Data Proc Equipment Tech, Principal Admin Assistant, Principal Clerk & Typist, Sr Computer Operator, Supervisor-Stat Mach Op & Vital Stat, Supervisor-Stat Mach Operations
- (f) *ASD Office of Budget Management*: Admin Assistant, Admin Secretary
- (g) *ASD Purchasing Division*: Admin Analyst, Admin Assistant, Assistant Buyer, Bids Coordinator, Buyer, Buyer/Purchasing, Computer Console Operator, Computer Programmer Trainee, Contracts Coordinator, Mail Room Clerk, Mailroom Equipment Operator, Maintenance Mechanic (Mach Repair), Motor Equip Operator & Lbr, Principal Account Clerk, Principal Account Clerk, Principal Account Examiner, Reproduction Equipment Operator, Sr Buyer
- (h) *Assessing Department*: Admin Analyst, Admin Asst, Admin Secretary, Data Processing Equipment Tech, Head Clerk, Head Clerk & Secretary, Office Manager, Personnel Officer, Property Officer, Research Analyst, Sr Admin Analyst, Sr Research Analyst, Title Examiner
- (i) *Auditing Department*: Admin Secretary, Assistant Principal Accountant, Head Stat Machine Operator, Head Account Clerk, Sr Accountant
- (j) *Boston Centers for Youth & Families*: Accountant, Admin Teacher, Art Specialist, Assistant Program Developer, Assistant Teacher, Athletic Assistant, Athletic Director, Bookkeeper, Building Assistant, Building Manager, Certified Seasonal Lifeguard, Child Care Worker, Computer Instructor, Counselor, Court Division Worker, Director (Child Care), Elderly Service Coordinator, Elderly Service Worker, GED Tester, Gym Assistant, Head Lifeguard, Head Teacher, Human Service Advocate, Job Developer, Lead Teacher, Lead Tennis Instructor, Lifeguard I, Lifeguard I (Seasonal), Lifeguard I (Temporary), Lifeguard II, Lifeguard II (Seasonal), Maintenance Worker/Custodian, Office Assistant, Office Manager, Payroll Clerk, Program Assistant I, Program Asst II, Program Coordinator, Program Developer, Program Specialist, Receptionist, Recreation Instructor, Recreation Supervisor I, Resource Specialist, Security Guard, Social Services Coordinator, Sr Streetworker, Sr Youth Worker, Staff Asst, Streetworker, Teacher I, Teacher II, Teacher/Counselor, Technology Specialist, Tennis Instructor, Van Driver, Van Monitor, Youth Advocate, Youth Worker
- (k) *Boston Police Department*: Admin Analyst, Admin Assistant, Admin Assistant (Finance), Admin Secretary, Assistant Principal Accountant, Audio Visual Tech & Photographer, Buyer, Claims Investigator, Collection Agent I, Collection Agent, Communications Equipment Operator III, Communications Equipment Operator II, Communications Equipment Operator, Computer Programmer, Data Proc Equipment Tech, Diesel & Gasoline Eng Repairman, Employee Development Assistant, Executive Secretary, Graphic Arts Technician, Head Account Clerk, Head Admin Clerk, Head Clerk, Head Clerk & Secretary, Head Storekeeper, Head Trainer, IAPRO Systems Coordinator, Interpreter, Laboratory Technician, Legal Assistant, Legal Secretary, Liaison Agent II, Liaison Agent, Office Manager, Personnel Assistant, Personnel Officer, Police Clerk and Typist, Police Dispatcher, Principal Accountant, Principal Storekeeper, Public Relations Rep, Radio Communications Tech, Radio Repairperson, Research Analyst, Research Assistant, Signalperson-Electrician, Social Worker, Sr Accountant, Sr Budget Analyst, Sr Personnel Officer, Sr Personnel Officer II, Sr Programmer, Sr Radio Communications Tech, Statistical Analyst, Supervisor-Custodians, Tape Librarian I, Tape Librarian, Telephone Operator, Video Forensic Analyst
- (l) *City Clerk*: Admin Assistant, Admin Secretary, Head Clerk & Secretary
- (m) *Department of Innovation & Technology*: Data Processing Equipment Tech, Head Clerk, Management Analyst, Sr Programmer
- (n) *Age Strong Commission* : Admin Assistant I, Benefit Specialist/Advocate, Community Coordinator, Community Services/Advocate, Constituent Relations Coordinator, Contract Specialist, Coordinator Area Agency on Aging,

Coordinator Field Services, Coordinator Health Services, Director of Caregiver Support Services, Director of Fundraising, Director of Grants Procurement Management, Editor/Sr Citizen Newspaper, Elder Housing Advocate, Fiscal Admin Assistant, Fleet Maintenance Manager, Grants and Payroll Coordinator, Health & Fitness Advocate, Health Service Advocate, Housing Advocate, Inform & Referral and SHINE Dir, Job Development Coordinator, Nutrition Advocacy & Planning Director, Office Clerk, Office Manager, Program Monitor, Program Monitor Supervisor, Public Relations Manager, Receptionist-Age Strong Commission, Rsvp Director, Scheduling Manager, Shine Assistant, Special Assistant (Health & Housing), Special Events Coordinator, Special Events Director, Sr Admin Director, Sr Companion Director, Taxi Coupon Coordinator

- (o) *Election Department*: Admin Analyst, Admin Secretary, Assistant Chief Voting Machine Custodian, Assistant Registrar Voters, Assistant Registrar Voters & Ballot Box Repairmen, Chief Voting Machine Custodian, Community Outreach Assistant, Data Proc Equipment Technician, Election Operations Assistant, Head Account Clerk, Laborer, Principal Assistant Registrar of Voter, Sr Assistant Registrar of Voters, Sr Assistant Chief Voting Machine Custodian, Voting Machine Custodian
- (p) *Law Department*: Admin Asst, Admin Secretary, Claims/Affirmative Recovery Analyst, Executive Assistant, Head Clerk & Secretary, Principal Clerk, Principal Clerk & Typist
- (q) *Licensing Board*: Admin Analyst, Admin Assistant, Head Account Clerk, Head Admin Clerk, Head Clerk
- (r) Intentionally Left Blank
- (s) *OFC Boston Residents Job Pol*: BEC Coordinator, Construction Monitor, Jobs Bank Coordinator, Principal Accountant, Principal Clerk
- (t) *Property Management*: Admin Assistant, Admin Assistant (Executive Secretary), Admin Asst I, Alarm Specialist, Alarm Technician, Assistant Supervisor-Custodians, Auto Maintenance Mechanic, Building Custodian, Chief Telephone Operator, Communication Specialist, Computer Operator, Contract Manager, Custodial Worker, Data Specialist, Electrician, Jr Building Custodian, Executive Secretary, Garage Attendant, Head Administrative Clerk, Head Clerk, Head Clerk & Secretary, Jr Building Custodian, Maintenance Mechanic Foreperson (Painter), Maintenance Mechanic (Plumber), Maintenance Mechanic Foreperson (Machinist), Maintenance Mechanic (Machinist), Maintenance Mechanic (Painter), Maintenance Mechanic Foreperson (Graffiti Removal), Maintenance Mechanic (Graffiti Removal), Manager Security Systems, Motor Equipment Repair Foreperson, Operations Manager, Principal Custodial Worker, Principal Storekeeper, Program Analyst, Project Manager, Secretary, Sr Admin Analyst, Sr Admin Assistant, Sr Building Custodian, Sr Building Custodian In Charge, Sr Computer Operator, Sr Shift Supervisor, Sr. Administrative Assistant, Supn-Faneuil Hall, Supv-Building Custodians, Telephone Operator
- (u) *Public Works Department*: Assistant Drawtender, Drawtender, First Assistant Drawtender
- (v) *Registry Division*: Admin Secretary, Deposition Clerk, Head Cashier, Principal Clerk, Principal Clerk & Typist
- (w) *Small & Local Business*: Construction Manager, Construction Monitor, Office Manager
- (x) *State Boston Retirement System*: Admin Assistant, Auditorium Receptionist, Client Services Coordinator, Disability Case Manager, Head Account Clerk, Head Account Examiner, Head Admin Clerk, Head Clerk, HR Payroll Administrator, Legal Assistant, Pension Examiner, Pension Payroll Clerk, Pension Payroll Coordinator, Principal Accountant, Principal Clerk, Principal Clerk & Typist, Refund Accountant, Sr Accountant, Staff Accountant, Telephone Operator
- (y) *Taxpayer Referral & Assistance Center*: Admin Analyst, Head Clerk, Principal Clerk, Principal Clerk & Typist

- (z) *Treasury-Collecting Division*: Admin Assistant, Accountant, Admin Analyst, Admin Assistant, Admin Secretary, Assistant Principal Accountant, Deputy Collector, Head Admin Clerk, Head Clerk, Principal Account Clerk, Principal Accountant, Refund Teller, Sr Accountant, Sr Programmer, Tax Title Supervisor, Teller
- (aa) *Veterans' Services*: Admin Assistant, Burial Agent, Community Relations Specialist, Exec Secretary, Head Admin Clerk, Principal Clerk & Typist, Social Service Technician, Veterans Grave Officer, Veterans Services Supervisor
- (bb) *Workers' Compensation Div*: Admin Analyst, Admin Assistant, Exec Secretary, Principal Clerk, Sr Admin Analyst, Sr Legal Assistant & Researcher, Supervisor I - Management Services, Supervising Claims Agent, Supervisor-Management Services

Section 2. Employees shall be excluded from the coverage of this Agreement because of CONFLICT OF INTEREST if the duties and responsibilities of their position require them to:

- (a) assist and act in a confidential capacity to persons who formulate, determine and effectuate management policies in the field of labor relations, or
- (b) be responsible on behalf of the City or a recognized subdivision thereof for the investigation, processing or resolution of grievances under a collective bargaining agreement, or
- (c) regularly engage in municipal personnel work in other than a purely clerical capacity.
- (d) this Agreement shall conform in all respects with the provisions of General Laws, Chapter 150E,

Section 3. The City and the Union further agree that the question of standards for determining whether any present or any future position should be deemed a managerial exclusion shall be a matter for continued negotiations after the effective date of this Agreement and, if the parties are unable to agree within ninety (90) days, may be subject to the normal statutory impasse resolution procedures at the request of either party. During the pendency of any such dispute, no person covered by this Agreement on its effective date shall be excluded from such coverage except by mutual agreement.

ARTICLE 1A – RESIDENCY

Effective upon ratification and approvals, members of the bargaining unit must be residents of the City of Boston in accordance with the City of Boston's Residency Ordinance (Ord. 1976, c. 9 as amended), except that after ten (10) continuous years of active service from date of hire with the City of Boston, bargaining unit members will be exempted from the Residency Ordinance.

ARTICLE 2 – NON-DISCRIMINATION

Section 1. The City and the Union agree not to discriminate against any employee because of race, color, religion, creed, ancestry, national origin, military or veteran status, gender, gender identity, gender expression, sex, sexual orientation, age, ethnicity, physical or mental disability, parental status, marital status, union activity, and membership or non-membership in the Union.

Section 2. The parties agree that the Municipal Employer will not discriminate in any way against employees on account of political activity or lack thereof. The parties further agree that grievances filed pursuant to this section will be arbitrable notwithstanding the provisions of Article 6, Section 2.

Section 3. The Union and the City agree that the City's Policy Prohibiting Discrimination, Harassment, sexual Harassment, and Retaliation and Explaining the Reporting Process, a copy of which is available upon request with the City's Human Resources Department, by itself may not result in the achievement of equitable representation of

minorities, women, or disabled persons. Therefore, the parties acknowledge that there may be a need for the aggressive recruitment and promotion of minorities, women and disabled persons.

A committee of three Union and three Management representatives shall meet upon the request of either party, to propose and consider appropriate affirmative action measures and/or measures to help ensure compliance with the City's Policy Prohibiting Discrimination, Harassment, sexual Harassment, and Retaliation and Explaining the Reporting Process and/or all sections of this Article. If either party proposes an agenda at least one week prior to the first of the month, the Committee will meet in that month. No more than two (2) hours of release time shall be granted for each member of this committee per month.

ARTICLE 3 – PAYROLL DEDUCTIONS OF UNION DUES AND AGENCY SERVICE FEE

Section 1. In accordance with the provisions of Section 17A, Chapter 180, of the General Laws (Chapter 740 of the Acts of 1950, accepted by the City Council of the City of Boston on January 15, 1951, and approved by the Mayor on January 17, 1951, union dues or agency fees shall be deducted weekly from the salary of each employee who executes and remits to the Municipal Employer a form of authorization for payroll deduction of union dues or agency fees. Remittance of the aggregate amount of dues or fees deducted shall be made to the Union's Treasurer within twenty-five (25) working days after the month in which dues are deducted. An employee may withdraw his/her dues check-off authorization by providing notice in writing to the Office of Labor Relations, and the union will be notified immediately of such request to withdraw union dues authorization.

Section 2. The Union agrees to indemnify the City for damages or other financial loss which the City may be required to pay or suffer by an administrative agency or court of competent jurisdiction as a result of the City's compliance with Section 1 of this Article.

ARTICLE 3A – COPE DEDUCTIONS

Section 1. An employee may consent in writing to the authorization of the deduction of a political education fund fee from his/her wages and to the designation of the Union as the recipient thereof. Such consent shall be in a form, acceptable to the City and shall bear the signature of the employee. An employee may withdraw his/her political education fund fee authorization by giving at least sixty (60) days' notice in writing to the City.

Section 2. The City shall deduct such political education fund fee from the pay of employees who request such deduction and shall transmit deductions to the Treasurer of the Union together with a list of employees whose political education fund fees are transmitted.

ARTICLE 4 – PAYROLL DEDUCTION OF AGENCY SERVICE FEE

This article intentionally left blank.

ARTICLE 5 – MANAGEMENT RIGHTS

Section 1. The City reserves and retains the sole and exclusive right to manage, operate and conduct all of its Department's operations and activities except as otherwise specifically and expressly provided in the Agreement, and subject to M.G.L. c. 150E. The enumeration of management rights in this Article is not intended to be construed as a limitation of management's rights but rather as an illustration of the nature of the rights inherent in management.

Section 2. The City, subject to the express and specific provisions of this Agreement, and subject to M.G.L c. 150E, reserves and retains the exclusive right to hire, promote, assign, transfer, suspend, discipline, discharge, layoff and recall personnel, to issue reasonable rules and regulations and in all respects to carry out the ordinary and customary functions of municipal management.

Section 3. The City reserves and retains the right to contract out work or subcontract out work. Pursuant to the exercise of such right, no employee shall be laid off if there is available work in the same position or in a similar position that he/she is qualified to fill and is eligible to fill under this contract.

Section 4. Should the Boston Centers for Youth and Families be administratively transferred or moved to any other City Department, the City shall give the Union at least thirty (30) days' notice of such transfer, and shall fulfill its obligation under M.G.L c 150E.

Section 5. The City may introduce new technology to the City's workforce. The City agrees to comply with all bargaining obligations provided by law. The City will provide the Union and employees with prior notification of technological change. In the event of technological advancement, the City will provide on the job training to bargaining unit employees. As stated in Article 20, Section 4, perceived changes in job duties related to new technology are not a basis for reclassification.

Pregnant employees who work on VDT systems may request temporary re-assignment within their job description or a comparable position and be reassigned within two (2) weeks of notification to the immediate supervisor of the pregnancy and for the duration of the pregnancy. This request must be made in writing to the Appointing Authority with verification from the employee's physician.

Consistent with the rest period in Article 10, Section 7, VDT operators shall be required to take a break away from his/her screen of at least fifteen (15) minutes after two (2) hours of work on the terminal. In the event the normal work schedule does not provide a lunch or rest break every two (2) hours, the employee shall be assigned duties away from the VDT screen for fifteen (15) minutes after two (2) hours of break.

ARTICLE 6 – DISCIPLINE AND DISCHARGE

Section 1. No employee who has completed his/her probationary period as defined in Section 4, shall be disciplined, suspended or discharged except for just cause.

Section 2. The City agrees to apply the concept of progressive discipline in all but the most serious cases. The City shall endeavor to provide counseling to employees before initiating the progressive discipline procedure.

An employee who appeals his/her suspension or discharge under Civil Service law, retirement law, or any other statutory appeal procedure shall not have access for such grievance under the contract grievance and arbitration procedure.

When an employee who is eligible to appeal his/her grievance under Civil Service Law or otherwise elects to proceed under the grievance and arbitration procedure with the Union's approval, such dispute may be processed under the contract grievance and arbitration procedure, in which case the contract grievance and arbitration procedure shall be the exclusive procedure for resolving such grievance in accordance with G.L.C. 150E, s8.

In the event of group discipline arising out of the same incident, the dispute shall be processed under the contract grievance and arbitration procedure only for those employees who are named in the grievance. Employees not named in the group grievance shall not be permitted to file a separate individual grievance over discipline arising out of the same incident.

Section 3. Documentation of any disciplinary warnings, not to include any discipline consisting of a suspension of any length of time, shall be removed from an employee's file after two (2) years (unless a lower term has been negotiated through the grievance process) provided there has been no further discipline of the employee during that time.

Section 4. The probationary period for all new employees shall be six (6) months of actual work. Any period or periods during the employee's first six (6) months of service for which an employee is not paid (including as little as one (1) day) ***or any period or periods during the employees first six (6) months of service for which an employee uses paid time off*** shall extend the probationary period by that amount of time. For the purpose of employees working on a less than full-time schedule, the probationary period will be considered complete after the employee has actually worked six (6) months. Any employee's probationary period may be extended at the discretion of the City up to six (6) months of actual work. The employee and the union will be notified in writing of the length and reason for the extension. An employee who separates from service and is subsequently re-employed by the City of Boston shall serve a new six (6) months probationary period, except in cases of recall or reinstatement.

Any employee provisionally promoted, promoted, provisionally appointed, transferred and/or placed in a new position in the bargaining unit shall serve a separate four (4) months of actual work evaluation period during which time the Appointing Authority for the Department the employee is promoted to, transferred to, or appointed to may request that the Appointing Authority for the Department the employee previously worked in return the employee to the same or a similar position within the Department that the employee previously worked. The Appointing Authority for the Department that the employee previously worked ***shall*** return the employee to the employee's same or similar position in the Department that the employee previously worked. ***At all times during this promotional evaluation period, any employee who has completed his/her initial probationary period or any extension thereof after first being hired shall retain all just cause protections provided for in Article 6, Section 1, of this contract. For the purpose of this Article, a demotion back to the same or a similar position shall not constitute discipline or adverse employment action and will not be subject to just cause protections.***

ARTICLE 7 – GRIEVANCE PROCEDURE

Section 1. Only matters involving the question whether the City is complying with the written provisions of this Agreement shall constitute grievances under this Article.

Section 2. Grievances shall be processed in the following manner:

Step #1: The Union steward, with or without the aggrieved employee, and with or without the Union representative shall present the grievance orally to the employee's immediate supervisor outside the bargaining unit, or other Employer designee outside the bargaining unit and the parties shall attempt to resolve the grievance informally. If they are unable to do so, the Union may submit the grievance in writing to the employee's immediate supervisor outside the bargaining unit, or other Employer designee outside the bargaining unit. The Union must submit the grievance in writing within (30) thirty calendar days after the employee or Union had knowledge or should have had knowledge of the occurrence or failure of occurrence of the incident on which the grievance is based, or it shall be waived. The grievance shall state the specific Articles and Sections of this Agreement alleged to have been violated.

The Department shall respond to the written grievance, in writing, within seven (7) calendar days of the Union's submission of the written grievance.

Step #2: If the grievance is neither settled, nor resolved in favor of the Union at Step#1, or if no response is issued within the required time period, the Union may submit the grievance in writing to the Appointing Authority or his/her designee. The Union must submit the grievance to the Appointing Authority or his/her designee within fourteen (14) calendar days of submission of the written grievance at Step #1, or it shall be waived.

The Appointing Authority or his/her designee shall hold a hearing on the grievance within fourteen (14) calendar days after he/she receives it and shall issue a written answer thereto within seven (7) calendar days of conducting the hearing.

Step #3: If the grievance is neither settled nor resolved in favor of the Union at Step #2, or if no response is issued from the Department within the required timelines, the Union may submit the grievance to the City's Office of Labor Relations. The Union must submit the grievance to the City's Office of Labor Relations within thirty (30) calendar days after the grievance was submitted in writing at Step #2, or it shall be waived.

A Step #3 hearing shall be held within fourteen (14) calendar days of the receipt of the Union's submission to Step #3. Conducting the hearing shall be one or more of the staff of the Office of Labor Relations. In addition, the City's committee to hear grievances may include such other persons as the Office of Labor Relations may from time to time designate. The City shall issue an answer to the grievance within fourteen (14) calendar days of the Step #3 hearing.

A grievance asserting a violation of Article 2 relating to political activity may be filed initially at Step #3 and shall not be deemed waived if filed within thirty (30) calendar days of the date on which the Union had knowledge or should have had knowledge of the occurrence or failure of occurrence of the incident on which the grievance is based.

A grievance asserting a violation of Article 18, Safety and Health, may be filed initially, at the Union's discretion at Step #3 and shall not be deemed waived if filed within thirty (30) calendar days of the date on which the Union had knowledge or should have had knowledge of the occurrence or failure of occurrence of the incident on which the grievance is based.

Step #4: If the grievance is neither settled nor resolved in favor of the Union at Step #3, or if no response is received from the City within the required timelines, the Union, and not any individual employee, may submit the grievance to arbitration. The Union must submit the grievance to arbitration within seventy-five (75) calendar days of submitting the grievance in writing to the Office of Labor Relations at Step #3, or it shall be waived. "Submit to arbitration" means a demand for arbitration and a list of three (3) arbitrators, selected from the parties list as defined in Article 7 section 4(a), is filed with the Labor Relations Connection, within the specified time limits.

Section 3. Written submissions of grievances shall be on forms to be agreed upon jointly and shall be signed by representatives of the Union filing the grievances. If a grievance is adjusted at any step of the grievance procedure, the adjustment shall be noted on the grievance form and shall be signed by the Employer's representative and the Union's representative reaching the agreement. At any step of the grievance procedure where no adjustment is reached, the grievance form shall bear a notation that the grievance is unsettled, shall be signed by the Employer's representative and the Union's representative then handling the grievance, and may be submitted by the Union's representative to the next step in the grievance procedure as provided herein.

Section 4. Arbitration Procedure.

(a) The procedure for arbitration shall be as follows:

- (1) The parties shall maintain a list of mutually agreed to arbitrators who will serve to hear disputes at the American Arbitration Association. Either party shall have the right to remove arbitrators from the list upon giving thirty (30) calendar days' notice to the other party and the American Arbitration Association, in which case another arbitrator shall, by joint agreement, be added to the list.
- (2) The arbitrator shall be selected by mutual agreement of the parties. The Union shall submit to the American Arbitration Association its demand for arbitration and a list of three (3) proposed arbitrators from the parties' agreed upon list within the specified time limits. The American Arbitration Association will notify the City of the Union's intent to arbitrate and the names of the three (3) arbitrators for the City's selection. The City shall select one (1) arbitrator from the list and submit it to the American Arbitration Association who will then handle the processing of the arbitration.

- (b) Arbitration hearings will be conducted as follows: A transcript of the hearing shall be made if either party so requests. Transcripts shall be paid for by the party requesting it (unless the other party also orders a copy) and in no event shall the utilization of the transcript affect any of the time limitations herein.

If either party has declared the intention to file a post-hearing brief, the brief shall be submitted within thirty (30) calendar days following the conclusion of the hearing. The arbitrator's award shall be rendered within thirty (30) calendar days following receipt of the parties' briefs. The time limits may be extended by mutual consent.

The fees and expenses of the arbitrator shall be shared equally by the parties. The decision of the arbitrator shall be final and binding on the parties. In cases where the question of arbitrability is raised, the arbitrator (as selected in accordance with this Article) may decide the arbitrability of the grievance. In the event the Employer raised the question of arbitrability, the arbitrator shall receive evidence and testimony on arbitrability and the merits of hearing the case. However, either party may move to bifurcate the case in the interest of a speedy resolution and clarification of the issue. In such case, the party requesting to bifurcate shall give the other party reasonable notice of the request and the arbitrator shall make a preliminary decision to grant or deny the request to bifurcate the case. In the event the request to bifurcate is allowed, a hearing on arbitrability shall be conducted according to the American Arbitration Association's rules on expedited arbitration. In the event a grievance is determined to be arbitrable following a bifurcated hearing, the parties may mutually agree to select a new arbitrator to hear the merits of the underlying grievance.

- (c) Each party shall bear the expense of preparing and presenting its own case. The compensation and expenses of the arbitrator shall be borne equally by the parties.
- (d) Any issue regarding the rules and procedures for arbitration not covered above shall be subject to the voluntary Rules of the American Arbitration Association.

Section 5. Any incident that occurred or failed to occur prior to the effective date of this Agreement shall not be the subject of any grievance hereunder.

Section 6. The arbitrator hereunder shall be without power to alter, amend, add to, or detract from the language of this Agreement. The decision of the arbitrator shall be final and binding on the parties. The arbitrator shall have no power to recommend any right or relief for any period of time prior to the effective date of this Agreement.

Section 7. Any matter which is subject to the jurisdiction of the Civil Service Commission or any Retirement Board established by law shall not be a subject of grievance or arbitration hereunder. Complaints by Civil Service employees that they are being required by the appointing authority to perform work outside their job descriptions shall be referred to the Office of Labor Relations prior to making a complaint to the Civil Service Commission.

Section 8. Compliance.

When an arbitration award is granted in favor of the Union, that award shall be complied with by the City within thirty (30) calendar days of the date the award was granted, unless the City, in a timely fashion, seeks to vacate the award. If the City fails to comply with a monetary award within forty-five (45) calendar days after the date of the award, 10% interest per calendar year shall be added unless the award is ultimately vacated by a final court judgment.

If the City does not comply with an award within sixty (60) calendar days after the date of the award, or within sixty (60) calendar days following unsuccessful court proceedings to vacate the award, whichever comes later, the City shall pay all costs and attorneys' fees involved in successfully enforcing the award in court.

Section 9. General Grievances.

In the case of a general grievance affecting employees in two or more departments, involving compliance with a written provision of this Agreement, the Union may initiate the processing of such grievances at Step #3 of the procedure set forth above. Said grievance shall be submitted to Step #3 in writing within twenty-one (21) calendar days after an

employee or the Union had knowledge or should have had knowledge of the occurrence or failure of occurrence of the incident on which the grievance is based, or it shall be waived. The Union shall not process individual grievances on behalf of members who could have been named in a general grievance for the same matter.

Section 10. If a grievance is resolved at Steps # 1, or #2 of this procedure, and is not implemented within a reasonable time, the Union may immediately advance the grievance to directly to Step #3, and subsequently, to arbitration in accordance with Section 2, for a determination of all matters relating to said grievance.

If a grievance is resolved at Step #3 of this procedure, and is not implemented within a reasonable time, the Union may immediately advance the grievance to arbitration, for a determination of all matters relating to said grievance.

Section 11. In the event that any of the time limits herein fall on a Saturday, Sunday, or holiday, the date for filing shall be the following business day.

Section 12. This Article shall only apply to grievances that have been submitted in writing at Step 1 or, if permitted in this Article directly at Step 3, subsequent to the date of ratification of this Agreement. All other grievances shall be processed consistent with the language of whichever current SEIU contract (BCYF, Clerks and Techs, DND or Age Strong Commission) is applicable.

ARTICLE 8 – NO STRIKE CLAUSE

Section 1. No employee covered by this Agreement shall engage in, induce or encourage any strike, work stoppage, slowdown, or withholding of services. The Union agrees that neither it nor any of its officers or agents will call, institute, authorize, participate in, sanction or ratify any such strike, work stoppage, slowdown, or withholding of services.

Section 2. Should any employee or group of employees covered by this Agreement engage in any strike, work stoppage, slowdown, or withholding of services, the Union shall forthwith disavow any such strike, work stoppage, slowdown, or withholding of services and shall refuse to recognize any picket line established in connection therewith. Furthermore, at the request of the Municipal Employer, the Union shall take all reasonable means to induce such employee or group of employees to terminate the strike, work stoppage, slowdown, or Withholding of services and to return to work forthwith.

Section 3. In consideration of the performance by the Union of its obligations under Section 1 and Section 2 of this Article, there shall be no liability on the part of the Union nor of its officers or agents for any damage resulting from the unauthorized breach of the agreements contained in this Article by individual members of the Union.

ARTICLE 9 – STABILITY OF THE AGREEMENT

Section 1. No agreement, settlement, understanding, alteration or variation of the agreements, terms or provisions herein contained shall bind the parties hereto unless made and executed in writing by the City's Office of Labor Relations and the Field Services Director of the Union.

Section 2. The failure of the Municipal Employer or the Union to insist, in anyone or more incidents, upon performance of any of the terms or conditions of this Agreement shall not be considered as a waiver or relinquishment of the right of the Municipal Employer or of the Union to future performance of any such term or condition, and the obligations of the Union and the Municipal Employer to such future performance shall continue in full force and effect.

ARTICLE 10 – SENIORITY

Section 1. For purposes of this Agreement, “seniority” shall be defined as the total continuous service of an employee with the City of Boston, provided that service prior to an authorized leave of absence or prior to a layoff shall be counted toward total continuous service.

Section 2. Upon execution of this Agreement, seniority shall be the determining factor for layoff and recall pursuant to Article 13, choice of vacation, choice of break times and lunch times, the filling of vacancies on established, regular work schedules and days off.

Section 3. Shift Bidding, for All City Departments, Except BCYF.

Seniority rights to a shift vacancy shall be limited to employees in the work unit in which the shift occurs. The employer shall post notice of the vacancy in the work unit/sit and shall notify all members in the department where the vacancy occurs via their work email addresses. Employees wishing to transfer to that shift shall notify the supervisor in writing within one week of the posting. Nothing contained herein shall be construed to require that supervisor to fill any vacancy.

In the event that the City establishes a new shift within a department the City may fill those shift vacancies regardless of seniority for a period not to exceed thirty (30) days. At the end of that period, the shift must be staffed by employees bidding for those vacancies according to seniority. If the vacancies are not filled in this manner, the City may assign employees to vacancies in order of least seniority.

Section 4. Lateral Transfers for BCYF.

(a) Where there is a vacancy the Department intends to fill on a permanent basis, an incumbent employee holding the same grade and title, may within three (3) days of the posting, make a request for a voluntary lateral transfer. The Department shall notify the incumbent employee prior to conducting interviews for the vacant position whether his/her request for a lateral transfer has been granted or denied.

(b) The denial of a lateral transfer request may only be the subject of a grievance pursuant to Article 7 by an incumbent employee who has been involuntarily transferred into the same position on a temporary basis for a minimum of six (6) months prior to the posting. However, the grievance shall be limited to the question of whether the denial of the request for a lateral transfer was arbitrary, capricious or unreasonable. In the event the selection of candidate for a position in BCYF is the subject of a grievance pursuant to this Section and also pursuant to Article 12 (Temporary Service in a Lower or Higher Position and Promotions) only one such grievance may be advanced to arbitration.

ARTICLE 11 – HOURS OF WORK AND OVERTIME

A. This applies to All City employees who are members of SEIU, Local 888 except those employed in the Boston Centers for Youth and Family (BCYF) and the Age Strong Commission.

Section 1. The regular work week for full-time employees shall be forty (40) hours with respect to every person holding a position in Schedule B of the City Compensation Plan effective March 6, 1963, with an asterisk prefixed to the title of the position, and thirty-five (35) hours with respect to all other such persons. The regular workday for employees whose regular workweek is forty (40) hours shall be eight (8) hours, and the regular workday for employees whose regular workweek is thirty-five (35) hours shall be seven (7) hours. The workweek shall consist of five (5) consecutive days between Monday and Saturday, inclusive, except for employees in continuous operations or on rotating shifts, and except for employees in departmental schedules which differ from the standard schedule such as, by way of example and not by way of limitation, in the Public Works Department. A continuous operation is one in which there is regularly scheduled employment for twenty-four (24) hours a day and for seven (7) days a week. The regular workweek for employees engaged in continuous operations or on rotating shifts shall consist of five (5) regular workdays.

Section 2. All authorized overtime service in excess of the regular workday or the regular workweek, or on the sixth and seventh days of service, shall be compensated on a time and one-half basis, except that service on the seventh day of a workweek on a continuous operation only shall be compensated at double time.

Section 3. An employee shall not be denied overtime compensation for authorized overtime service, as specified in Section 2 of this Article, by reason of authorized absence during the week in which such overtime service is performed. However, in the event of unauthorized absence in the week in which overtime service is performed, or in the event of absence without pay by reason of disciplinary action, such employees shall be compensated for such overtime service on a straight-time basis only.

Section 3A. Police Operations.

Notwithstanding the provisions of Section 3, above, any bargaining unit member working in the Police Department's Operations Division who has four (4) or more non-documented absences in any quarter shall be ineligible for contractual overtime payments for the period of thirty (30) calendar days commencing upon notification from the Department. For purposes of this Article, "non-documented absences" shall mean any absence not supported by acceptable medical documentation, as determined by management. Further, any such bargaining unit member who has an unpaid absence during a payroll week shall be ineligible for contractual overtime payments during that given payroll week. Nothing in this section shall preclude unit members from performing work outside their normally scheduled shift, nor does this section preclude bargaining unit members from receiving overtime compensation for hours actually worked over forty (40) hours per week.

Section 4. Based on the operations and budgetary needs of the Department, supervisors or managers may, upon an employee's request, agree to compensate overtime with time off rather than monetary payment. Such a request will not unreasonably be denied. The rates of compensatory time shall be the same as for monetary compensation as determined by Section 2 above. Compensatory time must be used within ninety (90) days from the date on which it was earned. Should an employee, for any reason, not use the compensatory time within ninety (90) days from the date it was earned, the Department shall convert the compensatory time to a monetary payment at the appropriate rate.

***Use of Compensatory time must be requested 48 hours in advance, and must be approved as follows:
by the employee's supervisor where the requested compensatory time off, alone or in combination with any other authorized leave or vacation, is not more than 2 weeks, or***

(b) by the Appointing Authority or designee where the requested compensatory off, alone or in combination with any other authorized leave and/or vacation, is more than 2 weeks.

Section 5. Overtime work shall be distributed as equitably as possible. A list of all eligible employees shall be posted in a conspicuous place, and kept up to date, by the City. For the purpose of a regular rotation of overtime opportunities, but for such purpose only, overtime work refused shall be considered as overtime actually worked.

Where there is a complaint of violation in the distribution of overtime, the City shall have thirty (30) days from the date of the complaint to correct any inequity. If said inequity is not corrected within that time, then the remedy for a violation shall be a cash payment equal to the amount of money the employee would have earned if said employee had not been deprived of the overtime opportunity.

Section 5(A). Elections Department

Employees will be offered overtime based on seniority within the Elections Department. A list will be kept of overtime standing which will be posted in a conspicuous place. For purposes of overtime standing, overtime refused shall be counted as worked. Overtime standing shall be computed on the basis of instances of overtime opportunities. For purposes of overtime standing, overtime actually worked by designated coordinator(s) will not count toward overtime standing. However, refusal of designated coordinator(s) will count toward overtime standing. If no volunteers are available for overtime work. Mandatory overtime may be assigned based on inverse seniority within the department. Any employee who refuses mandatory overtime will be subject to discipline. Any mandatory overtime will be credited on the overtime list. Where an employee has accepted an overtime event and then declines to work the event on the day of the event, said employee shall be treated as if he/she refused the overtime event. An employee who is offered an event overtime opportunity with less than 24-hours' notice and declines the overtime opportunity shall not lose his/her event overtime standing as a result.

Section 6. In the event an employee reports to this regular place of work at his/her regularly scheduled time and is sent home for lack of work, he/she shall be entitled to a day's pay.

Section 7. All employees shall be provided at least one 15-minute rest period during each one-half (1/2) workday. The rest period shall be scheduled at the middle of each one-half (1/2) workday whenever this is feasible. Employees whose duties and responsibilities require it shall receive ten (10) minutes wash-up time.

Section 8.

- (a) If an employee who has left his/her place of employment after having completed work on his/her regular shift is called back to work, he/she shall be paid for each hour worked on a time and one-half basis, and in no event shall he/she receive less than four (4) hours pay on a straight time basis.
- (b) If an employee (other than an employee employed on a rotating shift or on a continuous operation) whose duties do not require him/her to work regularly on a day considered as a holiday under Section 1 of Article 12 is called in to work on a holiday, he/she shall receive, in addition to his/her regular weekly compensation, time and one-half for each hour worked on such holiday, and in no event shall he/she receive less than four (4) hours' pay on a straight time basis.
- (c) If an employee (other than an employee employed on a rotating shift or on continuous operation) whose regular workweek does not include Sunday is called into work on a Sunday, he/she shall receive, in addition to his/her regular weekly compensation, double time for each hour worked on such Sunday, and in no event shall he/she receive less than four (4) hours' pay on a straight time basis.
- (d) It is understood that the provisions of this Section are subject to the provisions contained in Section 2 of this Article.

Section 9. All employees shall be scheduled to work on regular work shifts, which shall be defined as the hours an employee is required to work during a work day. Work shifts shall have a regular starting time and quitting time. Work schedules, which shall be defined as the workdays an employee is required to work during the work week, shall be posted on all department bulletin boards at all times. Employees shall be given reasonable notice of any change in their work shift or schedule; reasonable notice, except in extreme circumstances shall be fourteen (14) calendar days.

Section 10. The City agrees to give the Union reasonable notice of any proposed change in scheduled work shifts and an opportunity to discuss the proposed change. In the event of the initial creation of a work schedule which includes a Saturday as a regularly scheduled day of work, the City agrees to give the Union thirty (30) calendar days' notice of the change in work schedule. The City agrees that the creation of a work schedule which includes Saturday as a regularly scheduled day of work will not be done to meet an intermittent or temporary operational need. In the event of failure to agree on this proposed change, the City shall have the right to institute the change and the Union shall have the right to take the matter up as a grievance under the grievance procedure.

Section 11. Upon the execution of this Agreement, the parties shall form a committee in each Department which shall be comprised of no more than three (3) bargaining unit representatives employed in the Department and three (3) management representatives. The committee shall investigate and discuss the feasibility and possible implementation of four-day work weeks, flex time and similar forms of alternative schedules for some or all bargaining unit members in the Department. Union Representatives or staff from the Office of Personnel Management may advise the bargaining unit and Department representatives respectively.

Each committee shall meet at reasonable times during the regular work day. The bargaining unit representatives to each committee shall be released from their regular duties in order to attend the meetings, but not receive release time for any other purpose or duties ancillary to their participation as a union representative on this committee.

The Union may grieve and arbitrate a decision of the Municipal Employer to not implement alternative scheduling committees. Grievances concerning decisions of the Municipal Employer to deny an employee the opportunity to participate in alternative scheduling or to suspend, in whole or in part, an alternative scheduling arrangement shall be inarbitrable and not be processed beyond Step III of the grievance procedure.

Section 12. The City agrees to expedite the process of payroll and overtime, if feasible.

Section 13. The following section shall be applicable only to those employees in the titles Computer Operator and Shift Supervisor in the Municipal Police. The current practice with regards to the payment of overtime to employees in the classification of shift supervisor and computer operator in the Municipal Police shall continue for the duration of this Agreement overtime work shall be distributed as equitably as possible. A list of all eligible employees shall be posted in a conspicuous place, and kept up to date, by the City. For the purposes of a regular rotation of overtime opportunities, but for such purpose only, overtime work refused shall be considered as overtime actually worked.

Where there is a complaint of violation in the distribution of overtime, the City shall have thirty (30) days from the date of the complaint to correct any inequity. If said inequity is not corrected within that time, then the remedy for a violation shall be a cash payment equal to the amount of money the employee would have earned if said employee had not been deprived of the overtime opportunity.

For Hours of Work and Overtime for

B. the Age Strong Commission - See Supplemental Agreements: Part A

C. BCYF - See Supplemental Agreements: Part B

B. Four-Day Workweek. Effective January 1 following ratification, the parties agree:

- (a) At the discretion of a Department Head on a case-by-case basis and subject to the operational needs of the Department, employees may be offered or request the option of a four (4) day workweek. In the event two (2) or more employees in the same title and job series simultaneously apply for a four (4) day work week, seniority in the title and job series will be the determining factor. Seniority shall be defined as the total continuous service of an employee with the City of Boston, provided that service prior to an authorized leave of absence or prior to a lay off shall be counted toward total continuous service. The only issue in this Article that can be subject to the grievance and arbitration procedure listed in Article 7 is Seniority.
- (b) A four (4) day workweek shall consist of either thirty-five (35) or forty (40) hours per week over four (4) consecutive days of either eight hours and forty-five minutes (8.75 hours) or ten (10) hours per day. At the discretion of the department head, exceptions may be granted to the requirement that the 4 days be consecutive.
- (c) The City's Director of the Office of Human Resources shall approve a four (4) day workweek after the Department Head (or their Designee) and the employee has agreed to a four (4) day workweek. In the event where a four (4) day workweek is denied, the effected employee may appeal the denial to the City's Director of Human Resources or her/his designee. The City's Director of Human Resource will make her/his decision available to the employee and the Union upon request. The decision by the Office of Human Resources shall not be subject to the grievance and arbitration procedure in Article 7. *(See Appendix A.)*

ARTICLE 12 – TEMPORARY SERVICE IN A LOWER OR HIGHER POSITION AND PROMOTIONS

Section 1. Compensation for Work in a Lower Grade. While an employee is performing, pursuant to assignment, the duties of a position in a grade lower than the grade of the position in which he/she performs regular service, he/she shall be compensated at the rate of pay for the grade of the position in which he/she performs regular service.

Section 2. Compensation for Work in a Higher Grade. An employee who is performing, pursuant to assignment, temporary service in a grade higher than the grade of the position which he/she performs regular service, other than for the purpose of filling in for an employee on vacation, shall, commencing with the sixth (6th) consecutive day of actual service in such higher grade, be compensated for such service in such higher grade at the rate that he/she would have been entitled had he/she been promoted to such position. Any remedy based upon a grievance filed under this section shall be limited in effect to a period not to exceed five (5) days prior to the filing of the grievance in writing. A supervisor shall not refuse to provide a written assignment form when requiring an employee to work in a position classified in a higher grade, as described above.

Section 3. Temporary Service in a Higher Grade.

- (a) Temporary Service Pursuant to Civil Service: When there is an existing Civil Service list for a position in a higher grade to be filled on a temporary basis, the selection of an employee to perform temporary service in such higher grade shall be made in accordance with Civil Service rules.
- (b) Temporary Service Where Civil Service Does Not Apply: When there is no existing Civil Service list for the position to be filled temporarily, the selection of an employee to perform temporary service in such higher grade shall be made on the basis of qualifications and ability; and where qualifications and ability are substantially equal, seniority shall be the determining factor. The Appointing Authority's selection shall not be made arbitrarily, capriciously, or unreasonably. In the event that the senior applicant for the position is not selected, he/she shall be notified within five (5) business days (Monday through Friday) of the selected candidate accepting the position. In the event that the senior applicant for the position is not selected, the Appointing Authority shall, upon request by the Union, submit reasons in writing why said senior employee was not selected to fill the position. Any dispute hereunder shall be subject to the grievance and arbitration procedure.
- (c) *Temporary Service shall mean instances where an employee is performing more than fifty percent (50%) of the job duties listed in the job description of the assigned position for more than fifty percent (50%) of their work time.*
- (d) *There must be a vacancy, including but not limited to such cases where employees are on FMLA or City of Boston Medical leave or have resigned in the position for which the member is seeking temporary service pay and the member must be serving pursuant to assignment covering the absence.*
- (e) *Arbitrators are limited in awarding TOG as a temporary award until the employee serving in the lower or higher position returns to their original position or the department fills the position. Further, an arbitrator is expressly prohibited from issuing permanent upgrades as a remedy for instances where an employee alleges a violation of Article 12.*

Section 4. Promotions.

- (a) Provisional Promotion Pursuant to Civil Service: When there is an existing Civil Service list for a permanent vacancy to be filled with a provisional promotion, the selection of the employee for promotion shall be made in accordance with Civil Service rules.
- (b) Permanent Vacancy Where Civil Service Does Not Apply: When there is no existing Civil Service list for the position to be filled permanently, the selection of the employee shall be made on the basis of qualifications, abilities and performance including, but not limited to, managerial skills, interpersonal skills, technical skills and work history. The employer shall be the sole judge of qualifications and abilities required for the job. Where qualifications, abilities and performance are substantially equal, seniority shall be the determining factor. The selection of the most qualified applicant shall be subject to challenge by a more senior applicant only insofar as the grievance alleges the selection to be arbitrary, capricious or unreasonable. In the event that the senior applicant

for the position is not selected, he/she shall be notified within five (5) business days (Monday through Friday) of the selected candidate accepting the position. In the event that the senior applicant for the position is not selected, the employer shall, upon request by the Union, submit reasons in writing why said senior employee was not selected to fill the position.

Selection 5. Posting Procedure for a Permanent Vacancy:

- (a) All permanent vacancies within the bargaining unit which the employer intends to fill shall be posted for a period of at least five (5) consecutive business days (Monday through Friday). Such vacancies shall be posted physically in the Personnel office of the Department in which the vacancy exists and on the City's internet site. The City shall also email posted vacancies to the Union and/or its designees.
- (b) The selection of an employee to fill a permanent vacancy shall be made from among the eligible bidders in the manner specified in this Article.

Section 6. A complaint by an employee who is junior to the employee selected under Sections 3 and 4 shall not be a subject of grievance or arbitration.

Section 7. Where a need arises the employer shall have the right to assign personnel to perform the duties and functions of any job within the employee's job series or other equally or lower graded positions not in the employee's job series without loss of pay for up to six (6) months while the employee is performing in acting status as long as the assignment is not arbitrary and capricious. After six (6) months, the assignment may be continued, subject to agreement with the Union. Any assignment may only be extended once for a maximum of six (6) months. Any dispute under this section shall be subject to the grievance and arbitration procedure.

Section 8. The provisions of this Article shall not apply to bargaining unit positions filled for a period of six (6) months or less by an employee in a full or transitional duty capacity after the employee has received, or while the employee is receiving benefits pursuant to M G.L c. 152. If the City chooses to fill the position beyond the six-month period, the posting and selection provisions of this Article shall be applicable. An employee who returns in a transitional duty capacity shall be compensated at a level which is equal in amount to his/her former grade and step.

ARTICLE 13 – LAYOFF AND RECALL

Section 1. The City and the Union agree that if the City, in its discretion, decides to lay off employees covered by this Agreement, the following procedure shall apply.

Section 2. Definitions.

- (a) For purposes of this Article, "seniority" shall be defined as in Article 10, Section 1.
- (b) For purposes of this Article, "layoff" shall be defined as an employer initiated separation of an employee from service because of lack of work, shortage of funds, curtailment of services, elimination of positions, or any other reason except for voluntary separation, separation due to retirement, or separation constituting discipline or discharge under Article 6. The term "layoff" shall include the non-renewal of a provisional appointment if the provisional employee has at least fifteen months (15) of service.
- (c) For purposes of this Article, the terms "provisional employee", "permanent employee", "temporary employee", "probationary employee", and "tenured employee" shall be defined accordingly to their meanings under G.L. c. 31.
- (d) For purposes of this Article, "vacancy" shall be defined as a vacant position which Management intends to fill.
- (e) For purposes of this Article, "Job series" shall be defined in accordance with Appendices B, C, and D.

Section 3. Relation to General Laws Chapter 31.

It is the intention of the parties that the provisions of this Article should read to conform to the requirements of G.L. c. 31. It is also the intention of the parties that the provisions of this Article apply except when prohibited by law.

Section 4. Order of Layoff.

If involuntary layoffs are necessary, employees shall be selected for layoff in each job classification in each Department according to the following rules:

- (a) in job classifications subject to Civil Service laws; (i) non-permanent employees with less than six (6) months seniority may be laid off at the discretion of the City provided only that such employee shall be laid off prior to layoff of other employees in their job classifications in their department; (ii) non-permanent employees (including provisional and temporary employees) with more than six (6) months seniority shall be designated for layoff prior to permanent employees in their job classification in their department. Such non-permanent employees shall be designated for layoff in inverse order of seniority, provided that provisional employees are designated for layoff prior to other non-permanent employees; (iii) permanent employees shall be designated for layoff in accordance with the provisions of G.L. c. 31.
- (b) In job classifications not subject to Civil Service law: (i) employees in Boston Centers for Youth & Family, only, who are temporary, casual, emergency, or seasonal workers in the job titles (ii) employees with less than six months of seniority may be laid off at the discretion of the City provided only that such employees shall be laid off prior to layoff of other employees in their classifications in their department; (iii) employees with more than six (6) months seniority shall be designated for layoff in inverse order of seniority.

Section 5. Notice.

The City shall notify the Union at the Union office as to the names, job classifications, job sites and Departments of the employees designated for layoff pursuant to Section 4 above, at least twenty (20) working days prior to the intended layoff. The City shall notify employees designated for layoff pursuant to Section 4 above, at least twenty (20) working days prior to the intended layoff. Notice to an employee shall be complete upon actual notice, except that notice to an employee absent from work shall be complete three calendar days after posting of notice by certified mail, return receipt requested. It is understood that notice to employees who are absent from work due to authorized vacation leave shall be stayed pending such leave. If the notice required by this section is not provided to both the employee and the Union, the employee shall be paid the difference between the number of days of notice and the required notice. Notice to employees shall prominently include notice of bumping and recall rights and obligations under this Article.

Section 6. Bumping.

- (a) Subject to the requirements of G.L. c.31, an employee in a job classification subject to Civil Service law who is designated for layoff pursuant to Section 4 above, may, upon notice pursuant to Section 5 above, exercise the following bumping rights:
 - (i) if he/she is a nonpermanent employee, he/she may bump into a vacancy in the same job classification within the department, alternatively, he/she may bump into a vacancy in an equal or lower graded job classification within the department, or he/she may bump into a filled position in an equal or lower graded job classification within the department which is held by a nonpermanent employee who has less seniority than himself and who is the least senior nonpermanent employee in that job classification, provided that such equal or lower' graded job classification is the employee's job series, and provided that the employee is qualified to perform the duties and responsibilities of the position;
 - (ii) if he/she is a permanent employee he/she has the rights provided by G.L. c. 31; in any event he/she may bump into a vacancy in the same job classification within the department; alternatively, he/she may bump into a vacancy in an equal or lower graded job classification within the department or he/she bump into a filled

position in an equal or lower graded job classification within the department which is held by a non-permanent employee provided that such equal or lower graded job classification within the department which is held by a non-permanent employee provided that such equal or lower graded job classifications are in the employee's job series and/or former job series, and provided that the employee is qualified to perform the duties and responsibilities of the position.

- (b) An employee in a job classification not subject to Civil Service Law who is designated for layoff pursuant to Section 4 above, may, upon notice pursuant to Section 5 above, exercise the following bumping rights:
 - (i) employees in the Age Strong Commission , only, can bump (A) within their cluster if qualified for the cluster position they wish to bump into; or (B) into a different cluster if they have experience in the Age Strong Commission in the position they wish to bump into in that different clusters;
 - (ii) all other employees covered by this Agreement may bump into a vacancy in the same job classification within the department; alternatively, he/she may bump into a vacancy in an equal or lower graded job classification within the department, or he/she may bump into a filled position in an equal or lower graded job classification within the department which is held by an employee who has less seniority than himself and who is the least senior employee in that job classification, provided that such equal or lower graded job classifications are in the employee's job series, and provided that the employee is qualified to perform the duties and responsibilities of the position.
- (c) An employee who chooses to exercise the above bumping rights must so notify his/her department within five (5) working days of notice.
- (d) Upon notice to the Union that layoffs may occur, but before administration of the layoff and bumping process described in Sections 4 through 6 above, the City encourages employees who may be impacted by a layoff to apply for vacancies outside their job classifications and job series within their Department. Such timely applications that meet minimum job requirements will be given preference by the Department prior to filling the vacancy with an outside applicant in that prior experience with the City shall be a factor in determining qualifications.

Section 7. Recall.

An employee who is laid off, or who exercises his/her right to bump into a lower graded position, or who accept a job in a lower graded position and who has at least 6 months of seniority, may exercise the following recall rights:

- (a) If the employee is a permanent Civil Service employee, he/she shall have rights accorded by G.L. c. 31.
- (b) If the employee is a non-permanent Civil Service employee, then subject to the rights of permanent Civil Service employees and subject to Civil Service requirements, he/she shall be notified by first class mail or actual notice, of vacancies in his/her job classification in his/her department or in equal or lower grades in his/her job series in his/her department, and prior to filling said vacancies with any other person, the department shall offer the position to qualified responding employees according to seniority.
- (c) If the employee is a non-Civil Service employee, he/she shall be notified by first class mail or actual notice of vacancies in his/her job classification in his/her department and prior to filling said vacancies with any other person, the department shall offer the position to qualified responding employees according to seniority.
- (d) Only an employee who has notified his/her department in writing of his interest in recall prior to his/her layoff or bumping down, and who had included a mailing address, shall be entitled to notice of vacancies. The Union shall be notified of vacancies (by mail) when the employee is notified. To be eligible for recall, an employee must respond affirmatively to his/her department within seventeen (17) calendar days of the postmarked date of the notice, or fourteen (14) calendar days of actual notice, whichever comes first. The above recall rights, except as extended by Civil Service law, shall run for two years from date of layoff.

- (e) For the purposes of employees' benefits, a recalled employee shall be treated as if returning from an authorized leave of absence. An employee's sick leave balance as of the effective date of his/her separation from employment due to a layoff shall be restored upon recall. An employee who is recalled into a lower graded position shall be placed on the wage step at the lower graded position which is closest in amount but not higher than his/her former grade and step rate.

Section 8. Dispute Resolution.

Disputes between the City and the Union regarding the meaning or application of this Article shall be resolved by grievance and expedited arbitration. A grievance must be presented in writing to the City's Office of Labor Relations within fifteen (15) calendar days of the occurrence or failure of occurrence, whichever may be the case, of the incident upon which the grievance is based, or else it shall be deemed waived. The Union must commence the expedited arbitration procedure of the American Arbitration Association within fifteen (15) calendar days of presentation to the City's Office of Labor Relations, or else it shall be deemed waived.

Section 9. If a laid off employee elects to withdraw his/her money from the retirement fund, the City shall make all reasonable efforts to ensure that such money is paid to the employee within thirty (30) calendar days after the employee notifies the retirement fund. The City shall not require any employee notified of layoff to take his/her earned vacation time as paid time off prior to the date of layoff.

Section 10. Assuming it is permitted by the Medical insurer, the City shall pay its share of medical insurance for a laid off employee for coverage through the end of the calendar month subsequent to the month of layoff. Assuming it is permitted by the medical insurer, an employee on the recall list may elect to continue his/her medical coverage after the end of the subsequent calendar month by assuming the full cost of the medical insurance payments. In this manner, medical coverage may be continued during the period that an employee retains his/her employee status by remaining on the recall list. (The benefits described in Section 10 shall remain in effect unless and until the Public Employee Committee ("PEC") and the City of Boston agree to adopt better benefits).

Section 11. Subject to the provisions of Massachusetts General Laws, Chapter 31, if the positions of employees are abolished as a result of the transfer of the functions of their department, board or commission to another department, board or commission within the bargaining unit, employees may elect to accept layoff or to be transferred to a similar position within the bargaining unit in such department, board or commission.

ARTICLE 14 – HOLIDAYS

Section 1. The following days shall be considered holidays for the purposes enumerated below:

| | |
|-----------------------------|-------------------------|
| New Year's Day | Independence Day |
| Martin Luther King, Jr. Day | Labor Day |
| President's Day | Indigenous People's Day |
| Patriots' Day | Veterans' Day |
| Memorial Day | Thanksgiving Day |
| Juneteenth | Christmas Day |

or the following Monday if any day aforesaid falls on Sunday except that, in a continuous operation, it shall be the actual day on which the holiday falls.

Section 2. If an employee is not required to work on any of the holidays listed in Section 1 of this Article which falls on his/her regular workday, he/she shall nevertheless be paid his/her regular weekly compensation for the workweek in which the holiday falls. If in the course of his/her regular service an employee is required to work on any of the holidays listed in Section 1 of this Article, or if the holiday falls during an employee's vacation or on his/her regular

day off (such as Saturday), he/she shall receive, in addition to his/her regular compensation, either an additional day off or an additional day's pay on a straight-time basis, with the following exception:

An employee who is assigned to a continuous operation, and who works on Thanksgiving Day, Christmas Day, or New Year's Day, shall receive, in addition to his/her regular weekly compensation, time and one-half for each hour worked on such holiday.

Section 3. Notwithstanding any provision of this Agreement to the contrary, the City reserves and retains the right to determine whether an employee who works on a holiday shall receive additional time off or additional pay.

Section 4. In addition to the holidays enumerated in Section 1 of this Article, on each January 1, employees who were City of Boston employees on January 1, 2013, will be eligible for two (2) "floating holidays" that must be taken by December 31 and at a time or times requested by the employee and approved by his/her immediate supervisor outside of the bargaining unit. Employees who were not bargaining unit members on January 1, 2013, shall not receive "floating holidays."

Section 5. "Floating holidays" shall be subject to the same notice requirements and approval as outlined in Article 15 (Vacation) of this Agreement. "Floating holiday(s)" not used by December 31st of the year in which it was received, shall not carry over into the following year and may not be redeemed for monetary compensation at any time. In the event an employee follows the appropriate notice requirements and is denied the use of his/her "floating holiday(s)" and as a result unable to use the "floating holiday(s)" by the end of the calendar year, that employee may carry over his/her "floating holiday(s)" to the next calendar year. Any "floating holiday(s)" carried over must be used by December 31 of the following calendar year.

Section 6. In appropriate circumstances, the department head/supervisor may request that an employee who utilized sick leave on the day before or the day after a holiday provide a signed statement from a physician, nurse practitioner, or representative of a health clinic confirming the necessity for such absence prior to the granting of holiday pay.

ARTICLE 15 – VACATION

Section 1. Subject to the specific provisions of the Article, every newly hired employee covered by this Agreement must complete six (6) months of actual work between July 1 and December 31, to be eligible for vacation leave on January 1.

Section 2 (A). Vacation leave for all members of SEIU Local 888 prior to December 31, 2011, shall be calculated as follows:

- (a) An employee who starts work before July 1, and who actually works for six (6) months shall be entitled to one (1) week of vacation before December 31. An employee, who starts work on or after July 1, shall receive one (1) week of vacation leave upon the completion of six (6) months of work. The Appointing Authority in his/her discretion may grant an additional week of vacation leave to such employees who were hired after July 1 and who have completed six (6) months of service. In no event shall the vacation entitlement for such employees exceed that established in Section 2(b). Any period or periods during the first six (6) months of service for which an employee is not paid (including as little as one (1) day) shall extend the effective date of eligibility.
- (b) An employee who on January 1, has more than six (6) months of continuous service, but less than four (4) years of service, shall receive two (2) weeks of vacation leave.
- (c) An employee who on January 1, has more than four (4) years of service, but less than nine (9) years of service, shall receive three (3) weeks of vacation leave.

- (d) An employee who on January 1, has more than nine (9) years of service, but less than fourteen (14) years of service, shall receive four (4) weeks of vacation leave.
- (e) An employee who on January 1, has more than fourteen (14) years of service, but less than thirty (30) years of service, shall receive five (5) weeks of vacation leave.
- (f) An employee who on January 1 has more than thirty (30) years of service shall receive six (6) weeks of vacation leave.

Section 3. Any employee returning from an authorized leave of absence shall be granted vacation leave in accordance with the City's Family & Medical Leave Policy, or Military Leave Policy, whichever is applicable.

Section 4. For the purpose of determining vacation entitlement in a calendar year, service with the Commonwealth of Massachusetts, the City of Boston, and the county of Suffolk, shall be included in computing length of actual service.

Any employee on an authorized leave of absence shall accrue or not accrue vacation time in accordance with the City's Family & Medical Leave Policy, or Military Leave Policy, whichever is applicable.

Section 5. If an employee transfers into the bargaining unit without a break in service subsequent to January 1 in any given year, all prior service, as outlined in Section 4, shall be counted in accordance with Section 2(A).

Section 6. Prior to departure on vacation leave, an employee may be advanced vacation pay up to the employee's maximum entitlement under this Article, provided that the amount advanced shall not exceed the vacation leave scheduled for such period.

Section 7. If the employment of an employee entitled to vacation leave under this Article is terminated by death, said employee's spouse or next of kin shall be paid an amount in lieu of such vacation entitlement. If such employee has no spouse or next of kin, the employee's vacation leave shall be paid to his/her estate.

Section 8. Vacation leave shall be taken at such times as, in the opinion of the City, will cause the least interference with the regular work of his/her department. Subject to the preceding sentence, vacation leave selection shall be determined by seniority. Employees may carry over from one year to the next year up to ten (10) days of vacation time. All carryover days must be used by December 31st of the calendar year.

ARTICLE 16 – SICK LEAVE AND PERSONAL DAYS

Section 1. Every employee covered by this Agreement shall, subject to Section 2 of this Article, be granted sick leave, without loss of pay *for authorized absences pursuant to the City's Attendance Policy. Effective ninety (90) days from the time of City Council funding, Probationary employees will be entitled to use this benefit.*

Sick leave shall accrue at the rate of one (1) day for each month of actual service. Sick leave not used in the year in which it accrues, together with any accumulated sick leave standing to the employee's credit on the effective date of this Agreement and not used in the current year, may be accumulated for use in a subsequent year. Sick leave not used prior to the termination of an employee's service shall lapse, and the employee shall not be entitled to any compensation in lieu thereof, except in accordance with Section 8 of this Article.

Section 2. No employee shall be entitled to sick leave without loss of pay as provided in Section 1 of this Article unless:

The employee has notified his/her immediate supervisor of his/her absence, and if unavailable, the immediate supervisor's designee, and the cause thereof before the expiration of the first hour of absence or as soon thereafter as practicable, except that employees working in the Police Department's Operations Division must notify the Department

of his/her absence and the cause thereof by calling the sick line at least one and one-half (1.5) hours prior to the beginning of the employee's regularly scheduled shift; and the Appointing Authority has approved such request. For periods of absence of five (5) consecutive working days or more, the Appointing Authority may request a signed statement from a physician, nurse practitioner, or other health care provider, confirming the necessity for such absence. In addition, the Appointing Authority may request a letter at reasonable intervals for absences which are occasioned by chronic illness or illnesses.

Section 3. There shall be established for all members of the City bargaining units an extended sick leave bank which shall be administered by the Office of Human Resources, established and utilized according to the following procedures:

- (a) To be eligible for membership, an employee must have completed his/her initial six (6) month probationary period and must have voluntarily donated one (1) sick day per year to the sick leave bank. Sick leave donated will not adversely impact the employee's attendance record or sick leave buyback but will be deducted from accumulated sick leave. The balance in the bank shall be the total number of sick leave days donated less the number of days granted by this Committee.
- (b) Enrollment in the sick leave bank will be open from January 1 to January 31 of each year. The Office of Human Resources will distribute information and authorization forms to employees at least 30 days prior to the enrollment period.
- (c) The Sick Leave Bank Committee will be responsible for the review of requests for sick leave compensation time to be withdrawn from the sick leave bank. The Committee will be comprised of three (3) representatives appointed by the City and three (3) representatives appointed by the Union. Members of the Committee shall be granted reasonable paid time off pursuant to Article 17A (Union Business). Provided the balance in the bank is sufficient, the Committee shall have authority to grant up to thirty (30) days of sick leave to an employee per fiscal year (July 1 to June 30), and shall make a determination on each application for additional sick leave within ten (10) working days of receipt of all documentation required by the Committee. The Committee may extend for up to an additional thirty (30) days the grant of additional sick leave. Decisions of the Committee with respect to eligibility and entitlement shall be final, and shall not be the subject of grievance or arbitration.
- (d) Applications for leave to be withdrawn from the sick leave bank must be submitted in writing to the Committee administrator along with a signed statement from the employee's doctor, which fulfills the criteria in e (3) below. If the Committee has denied an application for leave, the employee may request, in writing, that the application be reconsidered at a meeting of the Committee at which the employee is present. The Office of Human Resources shall number each application for leave and shall take other steps to remove any reference to the employee's name from the medical reports or documentation. The Committee, through the Office of Human Resources, may request information from the employee's department, which may be relevant to the Committee's deliberations. The Office of Human Resources and the Committee shall at all times safeguard and shall not unnecessarily disclose or discuss confidential medical information concerning employees who have applied for sick leave. The Office of Human Resources shall make periodic status reports on the fund balance as needed by the Committee.
- (e) The following criteria shall be used by the Committee in awarding sick time from the bank:
 - (1) The employee is eligible by virtue of meeting the criteria in Paragraph A above;
 - (2) The employee has exhausted all accumulated sick leave and other paid leave (such as vacation leave, personal leave and compensatory time);
 - (3) The application is accompanied by adequate medical evidence of a serious illness which prevents the employee's immediate return to work.

The Committee may require additional information or documentation prior to making a decision on any application. Sick time from the bank shall be awarded only by a majority vote of the Committee.

Section 4. An employee on leave because of an occupational disability may take such of the sick leave allowance to which he/she is entitled under this Article as, when added to the amount of any disability (workers' compensation), will result in the payment to him/her of his/her full salary for any particular workweek.

The City agrees to support legislation authorizing it to pay such amount of compensation as, when added to the amount of any disability (workers') compensation, will result in payment of a full week's salary to an employee who is on leave because he/she was injured in the line of duty as the result of violence by a patient or person in lawful custody. The City agrees to reopen negotiations on this section, if so requested by the Union, if such legislation is enacted.

Section 5. Up to five (5) days' sick leave credit will be restored to an employee's accumulated sick leave when such employee has used sick leave allowance between the date of injury on the job and the date disability (workers') compensation is awarded, except that such sick leave shall be offset proportionately by a disability benefit that is awarded retroactively to the date disability was incurred.

Section 6. An annual report of sick leave shall be made available by request.

Section 7. Annual Redemption of Sick Leave. An employee who has used fewer than five (5) sick days in the twelve-month period ending December 31 of any year in which this Agreement is in effect may elect to redeem sick days in a sum cash payment in accordance with the following schedule:

| Sick Days Used | Cash Redemption |
|----------------|-----------------|
| 0 | 5 days' pay |
| 1 | 4 days' pay |
| 2 | 3 days' pay |
| 3 | 2 days' pay |
| 4 | 1 days' pay |
| 5 | 0 days' pay |

The per diem rate will be the employee's rate on December 31, of the applicable year.

During January the City will notify each qualifying employee of his/her redemption options. An employee may elect to redeem all or part of his/her entitlement in full days. Unredeemed sick leave days will be accumulated in the normal manner. Sick leave buyback shall be paid by March 31.

Section 8. It is agreed that employees who abuse the sick leave provisions of this Agreement shall not be entitled to paid sick leave and shall be subject to disciplinary action in accordance with the provisions of Article 6. The Union agrees to cooperate with the City in dealing with problems related to sick leave.

Section 9. Sick Leave Redemption.

Upon the retirement of an employee, who commenced employment in a position in the bargaining unit before January 1, 2018, pursuant to the regulations of the State/Boston Retirement Board, effective March 1, 2018, the City shall redeem 30%, but in no event shall an employee receive more than fifteen thousand dollars (\$15,000), of the employee's accrued but unused sick leave at the employee's final rate of pay.

Upon the retirement of an employee, who commenced employment in a position in the bargaining unit on or after January 1, 2018, pursuant to the regulations of the State/Boston Retirement Board, the City shall redeem 30%, but in no event shall an employee receive more than ten thousand dollars (\$10,000), of the employee's accrued but unused sick leave at the employee's final rate of pay. Upon retirement of an employee pursuant to the regulations of the

State/Boston Retirement Board, the City shall redeem 30% of the employee's accrued but unused sick leave at the employee's final rate of pay.

Section 10. Sick Leave Conversion. Employees who have accumulated fifty (50) days of sick leave and who did not utilize more than three (3) sick days in the preceding calendar year, excluding sick leave redeemed pursuant to Article 16, Section 7, may convert up to nine (9) sick days to vacation days on a three for one (3:1) basis, in a manner to be prescribed by the Office of Human Resources.

Section 11. Personal Days.

Beginning in 2013, on January 1 of each year, full-time employees on the payroll as of that date will be credited with three (3) paid personal leave days, which must be taken during the same calendar year. In addition, these employees may take two (2) additional personal leave days to be deducted from the employee's accrued sick leave balance. These two (2) personal leave days shall not be considered sick leave for City purposes of monitoring sick leave usage.

Any full-time employee who begins employment after January 1 but before July 1 will be credited with two (2) personal leave days, which may be taken upon the completion of the employee's probationary period.

Personal days may not be accumulated, redeemed for monetary payment or carried forward to the following year. Employees shall provide **48 hours' notice** prior to utilizing personal leave days which are of a non-emergency nature. Requests for personal leave are subject to the operational needs of that employee's unit. For purposes of this Section only, the supervisor shall be the sole judge of the operational needs of the employee's unit, provided that such judgment shall not be exercised arbitrarily or capriciously.

Where personal days are of an emergency nature, notification of such request shall be made **one (1) hour before the start** of scheduled work, or in the case of a 24-hour operation, **one hour prior** to the start of an employee's work shift. The Appointing Authority in his/her discretion may authorize a personal day with less notice required by this section.

Employees shall utilize personal leave between December 15 and January 2nd only with the approval of the Appointing Authority/designee. Vacation request shall take precedence over requests for personal days during the holiday period and shall not be unreasonably denied.

Personal days not used during the year because an employee was denied use during the holiday period may be carried over into the next year.

Part-time employees employed by the City shall receive personal leave on a pro-rated basis based on the number of hours they are scheduled to work, pursuant to this section.

Section 12. Wellness Days

On a one-time only, non-precedent setting basis the City will award two (2) Wellness Days for use during calendar year 2022 or 2023 to regular full-time active status Union members hired before the execution of this Agreement. These two (2) Wellness Days must be taken in full-shift increments. No employee is allowed to work overtime on a day they are using a Wellness Day. This benefit is awarded on a "one-time basis" and will expire on December 31, 2023, and does not establish precedent or practice. These Wellness Days shall not carry over into calendar year 2024 under any circumstances; nonuse of any or all of these days shall not entitle an employee to any extra leave or compensation on the basis of nonuse and is not subject to any annual buy back, rollover, or severance. Use of these days are subject to approval of an employee's supervisor.

ARTICLE 17 – OTHER LEAVES OF ABSENCE

Section 1. Subject to the operating needs of each department, determined by the Appointing Authority, leaves of absence without loss of pay will be permitted for the following reasons:

- (a) Attendance by an employee who is a veteran as defined in Section 21, Chapter 31 of the General Laws as a pallbearer, escort, bugler, or member of a firing squad or color detail, at the funeral or memorial services of a veteran, as so defined, or of any person who died under other than dishonorable circumstances while serving in the armed forces of the United States in time of war or insurrection;
- (b) Attendance by an employee who is a veteran as defined in Section 21, Chapter 31 of the General Laws as a delegate or alternate to state or national conventions of certain veterans' organizations as designated from time to time, during the life of this Agreement, by the Mayor;
- (c) Blood donations, if sponsored by the City of Boston and held in the employee's work location. Blood donations, if sponsored by the City of Boston and held at another City of Boston location, provided the employee reasonably believes he/she can return to his/her work site within two (2) hours.
- (d) Medical examinations for retirement purposes.
- (e) Attendance at hearings in Workers' Compensation cases as the injured person or as a witness. Any witness fees received by such injured person or witnesses shall be remitted to the Municipal Employer.
- (f) Voting time up to a maximum of two (2) hours for voting in a state, municipal or other election, provided that the hour of opening and closing the polls in the City or Town in which an employee is registered to vote would preclude him/her from voting outside regular working hours, taking into consideration travel time from the polls to his/her regular place of employment, or vice versa. ***Employees of the Election Department are unable to utilize this benefit on the day of an election and can only use the benefit to vote on days other than the day of an election.***
- (g) Attendance at educational programs authorized by the City.
- (h) Emergency medical treatment for employees injured during performance of assigned work. Employees who have returned to regular duty or to light duty after having been injured during performance of assigned work will be permitted reasonable time off without loss of pay for the purpose of attending follow-up physician's appointments which cannot be scheduled during off-duty hours.
- (i) Attendance in court when required (by a subpoena or summons) to testify as a witness in a criminal case when the employee is to testify on matters which occurred during the course of employment or for the purpose of filing a complaint against a person for action that took place during the course of employment.
- (j) Attendance in court when required (by a subpoena or summons) to testify as a witness in a civil case when the employee is to testify on behalf of the City regarding matters which occurred during the course of employment.

Section 2. Military Leave.

Every employee covered by this Agreement shall be granted Military Leave consistent with the City of Boston's Military Leave Policy.

Section 3. Jury Duty.

Every employee covered by this Agreement who is required to report to jury duty shall be granted a leave of absence, without loss of pay. Upon presentation of satisfactory evidence relating to jury service and payment therefore, the City will pay such employee such sum of money as, when added to the amount received by such employee as compensation for jury service, will result in the payment to him/her of his/her full salary for any particular workweek.

Section 4. Bereavement Leave.

The Union agrees to accept the City of Boston's Bereavement Leave Policy to be effective 90 days from City Council funding. The Parties agree that if the City makes any changes to the Bereavement Leave Policy that results in a

reduction of benefits from the contractual language of the 2020-2023 Agreement, the Parties will revert back to the prior contractual language.

Section 5. Parental Leave.

Every employee covered by this Agreement shall be granted medical and/or parental leave consistent with the City of Boston's Medical Leave Policy. Concurrent with the Parental Leave provision in the Medical Leave Policy, effective upon funding by the City Council as of March 7, 2018, employees covered by this Agreement may also be granted paid parental leave consistent with the City's Paid Parental Leave Policy. Such Paid Parental Leave shall run concurrent with the City's Medical Leave Policy and any other applicable approved leaves of absence, including those covered by the Family and Medical Leave Act and the Massachusetts Parental Leave Act. The Union waives its right to bargain over the City's decision and any impacts associated with such decision to change or eliminate the Paid Parental Leave Policy. The City will provide thirty (30) day notice to the Union of any change to or elimination of the Paid Parental Leave Policy.

Section 6. Educational Leave.

Subject to the operating needs of the department as determined by the department, an employee shall be entitled to leave of absence without pay or benefits of up to one (1) year for furthering his/her education. Preference for selection of such leaves shall be based on seniority. If the employee is rejected for an educational leave then a written explanation must be furnished to the employee stating the reason(s) for the denial.

Section 7. Medical Leave.

Every employee covered by this Agreement shall be granted medical leave consistent with the City of Boston's Family & Medical Leave Policy.

Section 8. Cancer Screening.

Effective upon City Council funding on March 7, 2018, consistent with the City's Cancer Screening Policy, employees/bargaining unit members shall be granted up to four (4) hours of leave for cancer screening. In addition, an employee will be entitled to be absent for the remainder of the employee's regularly scheduled work day following a cancer screening either by utilizing accrued leave or by taking unpaid leave for the remaining hours of the same work day; however, the use of such accrued leave or unpaid leave shall not count against the employee as an incident under the Attendance Policy or for purposes of the sick leave incentive in Article 16 Sections 9 and 10.

ARTICLE 17A – UNION BUSINESS

Section 1. Union Representatives.

The Union shall furnish the Office of Labor Relations with a list of elected officials and the capacity in which they serve as well as with a list of the Union stewards for each Department. Lists shall be furnished to the Office of Labor Relations as soon as practicable after designation and the Union shall immediately notify the Office of Labor Relations of any changes.

There shall be one (1) steward for every eighteen (18) members represented by Local 888 SEIU under this Agreement at the time of ratification of this agreement. The distribution of stewards shall be determined by the union.

Section 2. Paid Leave of Absence for Union Business.

Every employee covered by this Agreement who has completed his/her initial probationary period may, subject to this Article, be eligible for paid release time. Release time without loss of pay shall only be considered for the following reasons and shall be subject to the operating needs of each department/division as determined by the employer:

- (a) Reasonable time for stewards, as defined in Section 1 above, for the investigation of grievances, representation of employees at departmental hearings, attendance at impact bargaining negotiations or attendance at meetings of committees authorized by this Agreement. Reasonable time for members serving as trustees of the SEIU Local 888 Affordable Housing Trust. Requests for such leave shall be given in writing to the steward's/member's

supervisor outside the bargaining unit indicating the date, time, and reason for the requested leave. The steward/member shall provide the request with as much advance notice as is feasible.

- (b) Stewards, grievants and witnesses who are scheduled to work at the time of the hearing but are called by the Union to testify at a grievance hearing, arbitration, or proceeding before the Massachusetts Department of Labor (formerly the Division of Labor Relations), or Civil Service Commission. Requests for such leave shall be made in writing at least seven (7) working days in advance of the hearing, or with as much advance notice as is reasonably possible, to the Office of Labor Relations, except that with regard to Step 2 grievance hearings, requests in writing shall be made to the Appointing Authority or his/her designee.
- (c) Attendance by employees who are delegates or alternates to the SEIU International Union Convention, which meets not more than every other year. Requests for such leave shall be made in writing to the Office of Labor Relations two (2) weeks in advance of the convention.
- (d) The maximum number of bargaining unit employees permitted to attend negotiation sessions with the City for a successor collective bargaining agreement shall not exceed half the number of total stewards as defined in Section 1. This shall not mean the union must designate stewards as bargaining unit representatives.
- (e) Request for such leave shall be made in writing to the Office of Labor Relations and the department at least one (1) week in advance of the first negotiation session.
- (f) Bargaining unit representatives assigned to a twenty-four (24) hour operation who are scheduled to work in the same twenty-four (24) period (8 AM to 8AM) in which a bargaining session is scheduled, shall be released from duty for the same number of hours spent in bargaining on their next regularly scheduled work shift. Bargaining unit representatives whose assigned work shift begins before 8 AM or ends after 6 PM, who are scheduled to work on the day of a bargaining session, shall be released from duty for the same number of hours spent in bargaining before the start of his/her scheduled work shift or after the end of his/her scheduled work shift, not to exceed four (4) hours. Representatives entitled to such release time will be required to take this release time at the beginning or the end of his/her scheduled work shift, such that, to the extent possible, attendance at bargaining and the portion of shift actually worked shall be consecutive in order.
- (g) No more than eight (8) hours per month each for no more than four (4) Executive Board members for appropriate meetings. Requests for such leave shall be submitted in writing to the Office of Labor Relations and the Department at least one (1) week in advance of the meeting.
- (h) No more than eight (8) hours per month each for no more than five (5) Chapter Chairs for Chapter Chair meetings. Requests for such leave shall be submitted in writing to the Office of Labor Relations and the Department at least one (1) week in advance of the meeting.
- (i) Prior to bargaining for a successor collective bargaining agreement, the City shall provide paid release time for bargaining unit members who are scheduled to work at the time of the session, to meet with the City and establish ground rules for the conduct of negotiations. Those ground rules shall include total number of representatives to be granted release time and whether compensatory time off shall be granted when bargaining takes place during nonworking hours.

Section 3. Unpaid Leave of Absence for Union Business.

Should a member of this bargaining unit, who has completed his/her initial probationary period, be elected to the position of President, Director or Secretary-Treasurer of Local 888, the City shall, upon request, permit him/her leave without pay for the period of such service to the union.

Subject to the operating needs of each department, each steward identified in Section 1 shall be entitled to a maximum of three (3) days' leave without pay, each year for the purpose of attending the following types of Union meetings:

Union steward meetings, conferences, trainings, and/or conventions. Requests for such leave shall be submitted in writing to the Office of Labor Relations at least two (2) weeks in advance.

Section 4. Access to Premises.

Representatives of the Union shall be permitted to enter the premises of any department at any reasonable time for the purposes of discussing or processing grievances, provided they do not interfere with the performance of duties, and provided that they give notice of their presence prior to arrival or immediately upon arrival to the person in charge of such department or a supervisor outside of the bargaining unit. Such access shall not be unreasonably denied. Only representatives of this Union shall be granted access to the premises to discuss wages, hours, and conditions of employment regarding persons covered by this Agreement.

Union membership meetings shall be permitted on the employer's premises, provided a designated meetings space is requested by the union and approved by the department head or his/her designees in advance. Such meetings shall be permitted so long as they do not interfere with the performance of duties or substantially disrupt the department's operations. Representatives of the Union shall be permitted to enter the premises for the purpose of attending union membership meetings.

Section 5. Bulletin Boards.

Bulletin board space will be provided for Union announcements. Such announcements shall not contain anything political, denunciatory, or inflammatory; nor anything derogatory of the City or any of its officers or employees. Any Union authorized violation of this section shall entitle the City to disregard its obligations under this section.

ARTICLE 18 – SAFETY AND HEALTH

Section 1. Both parties to this Agreement shall cooperate in the enforcement of safety rules and regulations, and compliance with federal and state laws governing employee work environments. Complaints with respect to unsafe or unhealthy working conditions shall be brought immediately to the attention of the employee's supervisor and shall be a subject of grievance hereunder. (The City's failure to adhere to federal or state laws shall not be the subject of grievance and arbitration.) At the Union's discretion, violation of this Article may be grieved initially at Step 3.

Section 2. At the request of either party, a joint safety committee(s) may be established for a specified work location(s), each committee shall consist of three representatives for each party. The purpose of such committee(s) being to promote sound safety practices and rules. Said committee(s) shall meet once a month at mutually agreed upon time. The Union shall name its representatives. Each party shall prepare and submit an agenda to the other party one week prior to the scheduled meeting. It is agreed that the first item on the agenda for each meeting shall be a discussion of health and safety issues raised at the previous meeting. Paid release time will be granted for attendance at scheduled meetings of the joint committee(s), not to exceed three (3) hours per month per committee member. Any release shall be subject to the operating needs of the department.

The parties agree that health and safety issues relative to VDTs shall be an appropriate item for discussion by the Health and Safety committees.

Section 3. Any employee covered by this contract who is sent home because of exposure or suspected exposure to a communicable disease or infection shall not have the resulting absence used against him or her for any present or future disciplinary purpose.

Section 4. This section intentionally left blank

Section 5. Health and Fitness.

The City and the Union acknowledge the need for affirmative measures to address the health and well-being of City employees. Therefore, the parties agree to cooperate in the planning and implementation of programs and measures which encourage the health and longevity of all employees covered by this Agreement.

ARTICLE 19 – MISCELLANEOUS

Section 1. Separability.

Should any provision of this Agreement be held unlawful by a court or administrative agency of competent jurisdiction, all other provisions of this Agreement shall remain in force for the duration of the Agreement.

Section 2. Uniforms.

Subject to operational needs and budgetary constraints the parties agree that all Departments may issue uniform clothing with consultation of the Union and that the bargaining unit members shall be obligated to wear such uniform clothing so issued. If a Department issues the uniform, employees shall be obligated to wear the uniform for the entire fiscal year as duties require and dictate.

So long as the Department provides and replaces said uniform(s) when necessary, employees shall be expected to keep their uniforms in good, clean condition and shall be obligated to wear said uniform as duties require and dictate. Failure to comply may lead to progressive discipline, consistent with Article 6 of the CBA.

Effective December 2024, and each December thereafter, employees covered by this Agreement, shall receive a uniform and clothing allowance in the amount of two hundred fifty dollars (\$250.00) per fiscal year. All monetary uniform and clothing allowances existing prior to November 16, 2017, whether contained in the Collective Bargaining Agreement, Supplemental Agreements, Side Letters to the Collective Bargaining Agreement, Settlement Agreements, Memoranda of Agreement, Memoranda of Understanding, or by practice are extinguished and replaced with the allowance above.

In addition, the City shall provide the following uniforms and clothing:

Property Management – subject to the operational needs and budgetary constraints the parties agree: The Department shall provide all Building Maintenance Staff one (1) winter weight jacket and one (1) lighter weight jacket or sweatshirt (to be determined by the Department).

For the Age Strong Commission - See Supplemental Agreement Part A (amend consistent with new language)

For BCYF – See Supplemental Agreement Part B

Section 3. Nothing in this Agreement shall prevent the City and the Union from discussing problems of mutual concern at the departmental level at any time during the life of this Agreement.

Section 4. Injury Through Act of Violence.

The City will support legislation to broaden the coverage of Chapter 800 of the Acts of 1970 to apply to bodily injury resulting from an act of violence of any person on the premises.

An employee who while in the performance of his/her duty receives bodily injuries resulting from acts of violence of a citizen, documented by a police report, and who as a result of such injury has been accepted for and is receiving Workers' Compensation payment pursuant to G.L. c. 152, shall be paid the difference between the weekly cash benefits to which he/she would be entitled under said chapter 152 and his/her regular salary, without such absence being charged against available sick leave credits, even if such absence may be less than six (6) calendar days duration. The provisions in this section shall be limited to ninety (90) calendar days after a bargaining unit member has been accepted and is receiving Workers' Compensation. This section shall not apply to injuries caused by another City of Boston employee or injuries sustained prior to the ratification of this agreement.

Section 5. Employee Files.

- (a) No material originating from the City derogatory to an employee's conduct, service, character or personality shall be placed in the personnel files unless the employee has had an opportunity to read the material. The employee shall acknowledge that he/she has read such material by affixing his/her signature on the actual copy to be filed. Such signature does not necessarily indicate agreement with its contents, but merely signifies that the employee has read the material to be filed.
- (b) The employee shall have the right to answer any material filed and his/her answer shall be attached to the file copy.
- (c) Any employee shall have the right, on request at reasonable time, to examine all material in his/her personnel file which is neither confidential nor privileged under law, in the presence of an officer in the Personnel Office, and with a Union representative if requested by the employee. A copy of any such material shall be furnished the employee at his/her request.

Section 6. Insurance Benefit.

Insurance Benefits shall be subject to the terms and conditions set forth in the Agreement between the Public Employee Committee and the City of Boston. Upon the expiration of said agreement, the parties shall comply with all applicable laws concerning bargaining over health insurance benefits.

Section 7. Orientation.

The Employer shall provide orientation for new members of the bargaining unit during which a representative of the Union shall be permitted fifteen minutes to address new employees and provide materials. The City shall provide to the Union designee, copies of the orientation materials. Upon the hiring of a new employee within this bargaining unit, the City shall provide the Union designee with the name, title and Department of the new hire.

Section 8.

(This section left blank)

Section 9. Performance Appraisals.

The City and the Union recognize the importance of improved productivity and performance in order to provide for the optimum level and highest quality of services for the City of Boston. Accordingly, the parties acknowledge that they have established a fair and reasonable performance review system and instrument. The parties agree that the performance evaluation shall not serve as the basis for an annual step increase nor shall it constitute discipline. The parties agree that employees shall not be subject to a formal evaluation using the performance evaluation instrument agreed to by the parties more than once per year.

The Parties agree that Performance Evaluation Forms will evaluate employee performance on fixed categories of competencies. Should the City wish to change or eliminate the Performance Evaluation Forms, it will provide the Union with thirty (30) days' notice.

Nothing in this Section shall preclude the City from providing performance-based feedback, engaging in discussions regarding performance throughout the year, or issuing progressive discipline as set forth in Article 6 (Discipline and Discharge.).

Section 10. Joint Labor Management Committee.

In each Department covered by this Agreement, there shall be a Joint Labor Management Committee comprised of up to three (3) persons from management and up to three (3) from the Union. The committees shall meet once per month for up to two (2) hours, unless the parties agree otherwise, to discuss items of concern at any time during the life of this Agreement, including but not limited to, further application of performance appraisals, affirmative actions, health and safety conditions, job duties and workloads, upgrades, job reclassifications, flex schedules and start times. Paid release time shall be granted to the Union's representatives to this committee consistent with the above limitations. Should a Joint Labor Management Committee topic merit further discussion, a subcommittee may be formed

accordingly. Neither the City nor the Union waives any rights M.G.L.c. 150E by participating in meetings held in accordance with this section.

Section 11. Long Term Disability Insurance.

The employer will make long-term disability insurance available through payroll deduction, paid in full by the employee.

Section 12. Notification Requirements for Workers' Compensation Benefits.

Any employee injured at work must immediately, or as soon as physically capable, notify in writing on City approved forms both the worker's compensation service and his/her department head of the date, time, location and nature of the injury.

A Department's personnel officer or designee shall endeavor to contact the employee at his or her last known address (using the letter attached as Appendix B) upon receipt of notice from the City's Worker's Compensation Division that the employee's benefits have been terminated. However, the employee shall bear the responsibility for notifying both the worker's compensation service and the employee's department head of all developments in the employee's worker's compensation case. In particular, the employee must notify the department head when the employee appeals any rulings of the City's Worker's Compensation Division or of the Commonwealth of Massachusetts Division of Industrial Accidents, or related entities.

Also, the employee must immediately notify his/her department head in writing when he/she has been cleared for return to work regarding his/her intent to return to work or request applicable leave. Any employee who fails to notify his/her department head of his/her ability to return to work after being medically cleared to do so through the Worker's Compensation process shall be subject to discipline or discharge. Any employee who fails to notify his/her department head accordingly, and within fourteen (14) days of receiving medical clearance to return to work fails to return may be considered to have voluntarily separated from service. Such separation shall only be a subject of the grievance and arbitration article hereunder through Step 3 and shall not be subject to arbitration.

All employees returning to work from work related injuries may be ordered to submit to a medical examination.

Section 13. Direct Deposit.

All members of the bargaining unit shall be required to receive his or her compensation via direct deposit. Effective sixty (60) days after ratification, employees shall receive electronic pay stubs in lieu of paper paystubs ***which may be printed out from a work computer.***

Section 14. GPS Technology.

To improve deployment and supervision of departmental personnel and equipment, incident/service response times, and to protect its property and increase employee safety, the City intends to install GPS or other similar technology on its equipment and vehicle. The City shall bargain about the impacts, if any, resulting from its decision to implement such technology. The City will also provide the Union with written notice thirty (30) calendar days prior to such installation. In its written notice to the Union, the City shall identify the equipment and vehicles upon which it intends to install GPS technology.

Section 15. Housing Trust.

Subject to the terms set forth in the parties' Side Letter of Agreement, dated August 18, 2004, (attached to this Agreement as Appendix C), the City and the Union shall continue to administer a housing trust fund to assist lower paid SEIU employees with the high cost of housing in the City of Boston.

Section 16. Drug and Alcohol Testing.

(a) POST-ACCIDENT DRUG AND ALCOHOL TESTING

Employees who are involved in an accident, while operating a City owned vehicle, shall be subject to an alcohol and drug test following the accident whenever:

- (1) the accident involved a fatality; or
- (2) an individual suffered a bodily injury that required immediate medical treatment away from the scene of the accident and/or the employee received a citation for a moving traffic violation arising from the accident; or
- (3) one of the vehicles involved in the accident was towed away from the scene and/or the employee received a citation for a moving traffic violation arising from the accident.

A reportable accident does not include:

- a. an occurrence involving only boarding and alighting from a stationary motor vehicle; or
- b. an occurrence involving the loading or unloading of cargo.

Although testing will never delay necessary and immediate medical treatment, testing should be performed as soon as possible following the accident.

City's Responsibility: The City shall provide employees with necessary post-accident information, procedures and instructions before the employee operates a City vehicle to enable employees to comply with the post-accident testing requirements. The City is responsible for adhering to the following timeline.

| <u>Time Lapsed</u> | <u>Action Required</u> |
|--------------------|--|
| 2 hours ALCOHOL | If the employee has not submitted to an alcohol test at this time, the City of Boston shall prepare and maintain on file a record stating the reason a test was not promptly administered. |
| 8 hours ALCOHOL | Cease attempts to administer alcohol test and prepare and maintain record described above. |
| 32 hours DRUGS | If the employee has not submitted to a drug test at this time, the City of Boston shall cease attempts to administer the test and prepare and maintain on file a record stating the reason a test was not promptly administered. |

Employee's Responsibility: An employee is obligated to follow the post-accident instructions supplied by the City and to see that the alcohol and/or drug tests are conducted.

- An employee who is subject to a post-accident test must remain available for testing. An employee who leaves the scene before the test is administered or who does not make himself/herself readily available may be deemed to have refused to be tested and such a refusal shall be treated as a positive test.
- Further, the employee must submit to an alcohol test within eight (8) hours following the accident. During the eight (8) hour period following the accident, the employee must refrain from consuming alcohol for eight (8) hours or until the employee submits to an alcohol test, whichever comes first.
- Likewise, the employee must submit to a drug test within thirty-two (32) hours following the accident.

Under the Influence of Alcohol or Drugs shall be defined as the presence of a measurable amount which is .04% or higher of alcohol in the blood, or a verified positive drug test result, at levels specified by the Substance Abuse and Mental Health Services Administration.

Controlled Substance is any drug included in Schedules I through V, as defined by Section 802(6) of Title 21 of the United States Codes [21 USC 802(6)], the possession of which is unlawful under Chapter 13 of that title. The term

does not include the use of prescribed drugs which have been legally obtained and are being used for the purpose for which they were prescribed.

All specimens will be tested at a laboratory certified by the Substance Abuse and Mental Health Services Administration (SAMHSA).¹

(b) BOSTON POLICE DEPARTMENT OPERATIONS DIVISION DRUG AND ALCOHOL TESTING

In a joint desire to achieve and maintain a work force that is 100% drug free and in further recognition that the Boston Police Department has not yet achieved such goal, the parties hereby agree to incorporate Boston Police Department Rule 111, Substance Abuse Policy, excluding any and all references to the Annual Hair Testing program, and apply Rule 111 to all employees working in the Boston Police Department Operations Division.

(c) BOSTON CENTERS FOR YOUTH & FAMILIES REASONABLE SUSPICION DRUG AND ALCOHOL TESTING

The City of Boston shall administer reasonable suspension drug and alcohol testing for Boston Centers for Youth & Families employees consistent with the policy attached as – ***See Supplemental Agreement: Part B, Appendix B.***

(d) AGE STRONG COMMISSION REASONABLE SUSPICION DRUG AND ALCOHOL TESTING

The City of Boston shall administer reasonable suspension drug and alcohol testing for Age Strong Commission employees consistent with the policy attached as – See Supplemental Agreement: Part A, Appendix B

Section 17. MBTA Pass.

Effective for the duration of this agreement, all full time benefits eligible, and part time benefits eligible employees covered by this Agreement are entitled to a pre-tax subsidy of 65% on monthly MBTA pass ups to a pre-tax value of \$232 and a Blue bikes Membership at no cost to the employee. Forms to access these benefits will be available on the Beacon portal. The parties agree that the City has the unilateral right to amend, alter and revise the monthly pre-tax MBTA pass and bike benefits administered through the City's Access Boston system.

To be eligible for the 65% pre-tax subsidy on the monthly MBTA pass described above, employees must receive their monthly pass through the City of Boston's payroll deduction program. Any pass obtained through this program shall not be transferable.

Section 18. Attendance.

Every employee covered by this Agreement shall be required to comply with the City of Boston Attendance Policy beginning January 1, 2013.

Section 19. Pre-Paid Group Legal Services.

Effective July 2018:

- A. The City shall make a monthly contribution of thirty dollars and thirty-three cents (\$30.33) on behalf of each bargaining unit member on the City's active payroll towards a prepaid legal services plan designated by the Union. The City shall make these monthly contributions on or about the first day of each month directly to the designated benefit provider of the legal services program and shall pay to the provider this amount on behalf of all bargaining unit members on the City's active payroll on the first day of the month. A list of each bargaining unit member for which a contribution was made shall be furnished with said payment.

¹ The City will inform the Union, if and when, SAMHSA makes any changes in testing levels.

- B. The plan shall be contracted for by the Union. The contract shall provide that the Employer will be held harmless from liability arising out of the implementation and administration of the plan by the designated benefit provider and that the benefit provider shall bear all administrative costs. The Union agrees to indemnify the City for damages or other financial loss, which the City may be required to pay or suffer by an administrative agency or court of competent jurisdiction as a result of the City's compliance with Section 1 of this Article.

The contract shall also prohibit the benefit provider from using any of the funds that the City contributed (i) to defend any criminal actions brought against a bargaining unit member for conduct/alleged conduct that occurred during the employee's work hours and/or conduct/alleged conduct that involves the City or its property, (ii) to provide services, other than an initial consultation, to any bargaining unit member for any involvement as a witness in a criminal proceeding, or (iii) for any civil actions naming the City of Boston or any City of Boston employee as a party. The Union will provide a fully executed contract to the City, excluding the aforementioned. Only upon receipt of same shall the City be obligated to make such payments as outlined in Paragraph A above.

- C. The City's responsibility under the terms of this Section shall be to make premium payments as is required under Section A. To the extent that any disputes or inquiries are made by the designated benefit provider chosen by the Union, those inquiries shall be made exclusively to the Union.

ARTICLE 20 – COMPENSATION

Section 1. Base Wage Increases:

Base wage increases are as follows:

Effective the start of First Pay Period (FPP) following the below dates, increase the salary as follows:

Effective First Pay Period (FPP) January 2024 - Salary Increase of 2%

Effective First Pay Period (FPP) January 2025 - Salary Increase of 2%

Effective First Pay Period (FPP) January 2026 - Salary Increase of 2%

Effective the start of FPP following the below dates, add to annual base wages as follows:

Effective First Pay Period (FPP) January 2024 - Salary Increase of \$500

Effective First Pay Period (FPP) January 2025 - Salary Increase of \$250

Effective First Pay Period (FPP) January 2026 - Salary Increase of \$900

The above flat dollar increases to the wages will be added after the percentage increases each year and are increases to the annual salary.

Retroactive pay, if any, shall be limited to employees of the City on the date of City Council funding. Employees who separated from employment for any reason prior to City Council funding shall not be eligible for retroactive pay, except for employees that retired after, but not including on June 30, 2023.

If state aid revenue decreases compared to the prior fiscal year at any point during fiscal year 2026 only, then the next scheduled base wage increase and base dollar amount increase will be delayed up to one year from the scheduled date.

However, all base wage increases, and base dollar amount increases due under this agreement will have an effective date prior to the expiration of the agreement. The parties agree that this provision of the agreement shall lapse, expire, and sunset on July 1, 2027.

Wage Increases Effective January 2027

Effective the start of First Pay Period (FPP) following the below dates, increase the salary as follows:

Effective First Pay Period (FPP) January 2027 - Salary Increase of 2%

Effective First Pay Period (FPP) January 2027 - Salary Increase of \$750

The above flat dollar increases to the wages will be added after the percentage increases each year and are increases to the annual salary.

Retroactive pay shall be limited to employees of the City on the date that the Union ratifies a Memorandum of Agreement. Employees who separated from employment for any reason prior to the date the Union ratifies this Memorandum shall not be eligible for retroactive pay, except that an employee who was employed during the period of this agreement and retired after July 1, 2021 shall be eligible for the retroactive pay.

Section 1A. In recognition for the hard work during the COVID-19 pandemic, bargaining unit members employed on June 30, 2022 shall receive a one-time lump sum payment of one thousand Dollars (\$1,000.00), minus standard deductions, effectuated within ninety days from City Council funding.

Section 1A. New Steps.

New Steps for all SEIU wage scales except BCYF are as follows:

Effective the start of the FPP in FY19, a new Step 11 will be created that will be 1% greater than the then existing Step 10 for all SEIU wage scales except BCYF.

Effective the start of the FPP in FY20, a new Step 12 will be created that will be 1% greater than the then existing Step 11 for all SEIU wage scales except BCYF.

(To advance a step an employee must have been in the prior step for a full year).

New Steps for BCYF wage scale are as follows:

Effective the start of the FPP in FY19, a new Step 10 will be created for the BCYF wage scale that will be 1% greater than the then existing Step 9 on the BCYF wage scale.

Effective the start of the FPP in FY 20, a new Step 11 will be created for the BCYF wage scale that will be 1% greater than the then existing Step 10 on the BCYF wage scale.

Effective the start of the FPP in FY 21, a new Step 12 will be created for the BCYF wage scale that will be 0.5% greater than the then existing Step 11 on the BCYF wage scale.

(To advance a step an employee must have been in the prior step for a full year).

Section 2. Mileage.

Effective upon execution of this Agreement, the mileage allowance shall be the IRS rate.

Section 3. Promotional Raises.

On the promotion of an employee to a higher pay grade, said employee shall be placed in the step closest to, but not less than ten dollars (\$10.00) per week more than, the employee's pay rate prior to promotion.

Section 3A. Twenty Year Rule.

The parties acknowledge that the so-called twenty (20) year rule initially established by the 1963 Classification and Compensation Plan only applies to promotions within the bargaining unit. It does not apply to Employees who reach their twenty (20) years in their current position.

Section 4. Compensation Grade Appeal.

The procedure set forth in this section shall be the exclusive procedure for changing the compensation grade for any position that this Agreement covers. Specifically, an arbitrator is without authority to change the grade of a position through a grievance citing Article 12 (Temporary Service in a Higher or Lower Position and Promotions).

The Union agrees that any position for which an appeal is made was properly graded on the effective date of this Agreement. In considering an appeal, the City shall not examine changes in the job content in the position for which the appeal is claimed that occurred prior to the effective date of this Agreement. Rather, the review shall be restricted to a review on the issue of whether, after the effective date of this Agreement, there was a fundamental, substantial, and permanent change in the job content of such position that could have the effect of changing its compensation grade. In instances where an employee seeks an upgrade to a higher graded position, the employee must demonstrate that she/he/they actually performs a majority of the higher graded job functions listed in the higher **graded job** description the majority of the time. The review shall not consider perceived changes in job duties related to new technology, state or federal mandates, and/or to increases in the volume of work or duties. Further, this review shall not consider whether other employees in the higher graded job actually perform the duties listed in the higher graded job description

The procedure:

1. The Union shall submit a completed CGA application on behalf of a member(s) to the Office of Labor Relations (OLR). Incomplete applications shall be returned to the Union.
2. OLR shall forward the application to OHR Classification and Compensation Unit and to the employee's Department not more than 5 calendar days after receipt.
3. OHR Classification and Compensation Unit staff shall review the application and will reach out to the department and/or the union for additional information. Applications that meet the standard for upgrading a position shall be granted. Applications that do not meet the standard for upgrading a position shall be denied and returned to the Union. OHR Classification and Compensation Unit shall complete this review and OLR will notify the Union within 60 days from receipt.
4. Within twenty calendar days of receipt of OHR's denial of a CGA, the Union may request in writing a review before the City's Director of Human Resources or her/his/their designee.
5. Upon receipt of the Union's request, the Director of Human Resources or her/his/their designee shall offer to schedule a date for the review within seven (7) days. The Union must cooperate in the scheduling of the review or else the review will not be **held**, and the application will be denied. The review shall occur within 90 days of receipt of the Union's request for a review.
6. After the review, the Director of Human Resources may either grant or deny the CGA. The Director's review of the CGA shall be completed and a decision issued within 90 days of receipt of the request from the Union.
7. Should the Director of Human Resources deny a CGA after review, the Union may file a grievance in accordance with Article 7.
8. In any arbitration under this Section, the Arbitrator will be limited to the question of whether or not the City was arbitrary or capricious in its determinations the CGA did not meet the standard for upgrading a position.

9. An arbitrator is without authority to award any remedy for any period of time predating the date that the Union submitted the completed CGA application.

This section replaces any prior Collective Bargaining Agreement, Supplemental Agreements, Side Letters to the Collective Bargaining Agreement, Settlement Agreements, Memoranda of Agreement, Memoranda of Understanding, policies or by practice, related to this issue.

Section 5. No moneys shall be paid under this Agreement unless and until the funds necessary to implement this Agreement have been appropriated. The provisions of Section 18 of Chapter 190, Acts of 1982, are incorporated into this Agreement.

Section 6. An employee with not less than one (1) year of service who is not a permanent employee shall be advanced to the step next higher in his/her pay grade, and thereafter shall automatically advance to the next higher step, if any, unless within the one (1) year period prior thereto, he/she failed a Civil Service examination without reasonable cause.

Section 7. All compensation adjustment letters (letters of special circumstances as defined in Section 9F and 9(F) (1) of the City of Boston's Compensation Plan) shall be posted on a bulletin board set up for that purpose in a convenient and public place at the Personnel Divisions in City Hall, Boston City Hospital and Boston Police Department.

Section 8. Health Insurance.

The City's contribution to group hospitalization premiums shall be as follows:

- (a) 75% of total monthly premiums for the indemnity plan selected by the employer, including Blue Care Elect Preferred or equivalent coverage;
- (b) Effective First Pay Period January 2008 the City's rate of contribution for all approved and authorized health maintenance organizations shall be 87.5%. The Employee's rate of contribution for all approved and authorized health maintenance organizations shall be 12.5%;
- (c) Effective First Pay Period January 2008 the City's rate of contribution for all approved and authorized point of service products shall be 82.5%. The employee's rate of contribution for all approved and authorized point of service products shall be 17.5%.
- (d) Effective First Pay Period January 2009 the City's rate of contribution for all approved and authorized health maintenance organizations shall be 85%. The employees' rate of contribution for all approved and authorized health maintenance organizations shall be 15%.
- (e) Effective First Pay Period January 2009 the City's rate of contribution for all approved and authorized point of service products shall be 80%. The employee's rate of contribution for all approved and authorized point of service products shall be 20%.

Section 9. Health Insurance Opt-Out. Bargaining unit members declining the City's health insurance benefit shall be eligible for the City's opt-out insurance benefit pursuant to the City's health insurance policy. Those bargaining unit members shall receive fifteen hundred dollars (\$1,500) annually for opting-out of an individual plan or twenty-five hundred dollars (\$2,500) annually for opting-out of a family plan under the above-mentioned policy,

A. Eligibility

To participate employees must currently be enrolled in, or have been enrolled in, medical coverage through the City of Boston and drop the coverage during the Open Enrollment period for at least one year;

Employees are eligible for the payment if they have coverage under another plan. Other plans include:

- (a) Your spouse's/partner's plan (as long as he or she is covered by someone other than the City of Boston, Boston Water and Sewer Commission or the Boston Public Health Commission);
- (b) A private health plan;
- (c) A plan offered through a second employer (if you have another job that provides health care benefits); or
- (d) A retiree health plan from an employer other than one of the City of Boston groups.

Section 10. Dental/Vision. The City will continue the current dental/optical insurance through the Massachusetts Public Employees Fund available to the members of the bargaining unit, paid in full by the employer. No dispute or claim relative to any and all aspects of the dental/vision plan, including but not necessarily limited to claims related to the Fund's administration of such plan, the level of benefits provided by such plan, and/or any modification(s) to such plan, is subject to Article 7 (Grievance Procedure) of the collective bargaining agreement.

Section 11. Night Shift Differential and Weekend Differential.

Night shift differential and weekend differential are available in the following amounts to all members of SEIU Local 888 employed in all City departments.

1. Whenever in the course of his/her regular service an employee works a night shift, he/she shall be paid a night shift differential of twenty dollars (\$20.00) per week in addition to his/her regular pay. The term "night shift" shall mean a regular work shift four or more hours of which occur between 7:00 p.m. on one day and 8:00 a.m. on the next succeeding day except that in the Parks and Recreation Department and the Real Property Department it shall mean a regular work shift four or more hours of which occur between 6:00 p.m. on one day and 8:00 a.m. on the next succeeding day.

The current practice in the Municipal Police of a (\$1) one dollar per hour differential in addition to his/her regular pay for weeknights and a (\$2) two dollar per hour differential for weekend nights in addition to his/her regular pay shall continue.

2. ***Effective thirty (30) days after City Council funding, there shall be a weekend differential of two (\$2.00) dollars for all regularly scheduled hours actually worked between the hours of Midnight Friday night and Midnight Sunday.***

Section 12. On-Call Differential. On-call differential is available in the following amounts for all SEIU Local 888 members employed in all City departments except those employed in the Boston Centers for Youth and Families and the Age Strong Commission.

Employees, including the Manager of Security Operations, the Alarm Technician, and the Alarm Specialist, designated by their Deputy Director to be on call shall receive a differential of fifty-six dollars (\$56.00) per week plus compensatory time for hours actually worked.

Section 13. Boston Centers for Youth and Families Water Safety Instructor Upgrade/Downgrade (see ***Supplemental Agreement Part B***).

Section 14. Translator Differential for Clerks and Techs.

Employees other than a full-time translator, required to perform foreign language translations shall receive \$1.00 per hour specialty differential when assigned to perform translating duties.

Section 15. Specialty Differential (Just BPD Operations Changes).

An employee employed in a position listed below shall receive, as his/her regular rate of compensation, the sum of fifteen dollars (\$15.00) plus the rate of compensation otherwise provided by Schedule B of the 1963 Plan Effective the first pay period July 2007, as amended:

| <u>Position</u> | <u>Grade</u> |
|--|--------------|
| Drawtender | R-14L |
| Maintenance Mechanic (all trades) | R-9L |
| Maintenance Mechanic Foreman | R-12L |
| Maintenance Mechanic Helper | R-6L |
| Water Meter Repairman | R-7L |
| Working Foreman Water Service Repairman | R-9L |
| Police Department Communications Equipment Operator I | R-11 |
| Police Department Communications Equipment Operator II | R-12 |
| Tape Librarian | R-15 |
| Tape Librarian I | R-16 |

An employee employed in a position listed below shall receive, as his/her regular rate of compensation, the sum of twenty dollars (\$20.00) plus the rate of compensation otherwise provided by Schedule B of the 1963 plan as amended:

| <u>Position</u> | <u>Grade</u> |
|---|--------------|
| Municipal Police Computer Operator | N-16 |
| Senior Computer Operator | N-18 |
| Shift Supervisor | N-20 |
| Senior Shift Supervisor | N-21 |
| Police Department Call Takers | R-13 |
| Police Dispatcher | R-17 |
| Police Department Chief Communications Equipment Operator I | R-14 |

For all other department-specific differentials and/or specialty pay please see the corresponding supplemental agreement for the department.

ARTICLE 21 – CAREER DEVELOPMENT AND TUITION REIMBURSEMENT

Section 1. The City and the Union recognize the importance of career development, which may include on-going training and continuing education.

Section 2. Career Development and Tuition Reimbursement Committee.

(a) The City and the Union agree to establish a Career Development and Tuition Reimbursement Committee consisting of four (4) people appointed by the City and four (4) people appointed by the Union.

(b) The Career Development and Tuition Reimbursement Committee shall meet no less than quarterly places agreed upon by the Union and the City. The committee shall make recommendations regarding career development programs, review applications for reimbursement City government-related career development programs and review applications for tuition reimbursement, consistent with the criteria set forth in this Agreement.

(c) Reimbursement shall be granted, up to a maximum of \$800 (eight hundred dollars) per member per fiscal year for eligible career development programs and/or tuition reimbursement. Tuition reimbursement shall be limited to

satisfactory completion of (1) GED preparation programs and testing; (2) graduate or undergraduate level course work (City government-related) at an accredited college or university; and (3) training or certificate programs (City government-related). Satisfactory completion shall be defined as a grade of "C" (75%) or higher where grades are provided. Where no grade is provided, an employee must provide documentation of successful completion of the course, training or certificate program in order to be eligible for reimbursement.

(d) In order to receive reimbursement, an employee must provide proof of payment and satisfactory completion of eligible programs.

(e) All requests for reimbursement shall be considered on a first come first serve basis and shall be subject to the availability of funds.

Section 3. Career Development and Tuition Reimbursement Funding.

The City shall allocate \$30,000.00 (thirty thousand dollars) per fiscal year for a Career Development and Tuition Reimbursement fund. In the event the fund balance is not exhausted in any given fiscal year, the remaining balance shall carry over to the following fiscal year.

Section 4. City Required Training.

In the event that the City requires an employee to attend a convention, professional meeting, training or another activity related to an employee's job function, the City shall bear the cost of said training and shall grant the employee leave with pay to attend. The cost of mandatory City required training shall not be deducted from the Career Development and Tuition Reimbursement Fund.

ARTICLE 22 – EMPLOYER PROVISION OF INFORMATION

Section 1. The City shall be required to provide the Union and/or its designees with the following information, if feasible, for bargaining unit employees:

(a) Every month, a list of all employees new to the bargaining unit, date of employment, classification, grade level, source of funding and department

(b) Every six (6) months, a list of all employees who have been separated from service

(c) A list of employees in each department/agency by title listed within each title in order of date of employment. Such lists shall be updated every year.

(d) Every six (6) months, a list of employees retaining recall rights

(e) Every six (6) months, a list of employees currently on authorized leave, and the number of those employees on a medical leave.

The City shall provide to the Union upon request, no more than three (3) times a year, a Position Management Report for each city department.


Section 2. Where the City has been providing such information to the Union at more frequent intervals, the information shall continue to be furnished at such intervals.

ARTICLE 23 – DURATION OF AGREEMENT

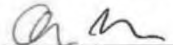
Except as otherwise provided herein this Agreement shall take effect as of the date of execution and shall continue in full force and effect until superseded by a new Collective Bargaining Agreement.

In witness hereof, the City of Boston and SEIU, Local 888, have caused the Agreement to be signed, executed and delivered on the 14th day of March, 2024.

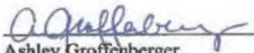
CITY OF BOSTON



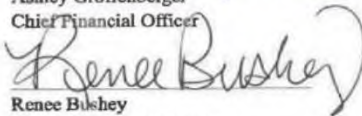
Mayor Michelle Wu Date

 3/18/24

Alex Lawrence
Chief People Office

 3/18/24

Ashley Groffenberger
Chief Financial Officer




Renee Bushey
Director, Labor Relations

Approved as to form:



Adam Cedarbaum Esq.
Corporation Counsel SD

SEIU, LOCAL 888



Thomas McKeever, President Date

GENERAL APPENDICES

Appendix A: Four Day Workweek

SIDE LETTER OF AGREEMENT between

CITY OF BOSTON AND SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 888

This side letter of agreement is made under Chapter 150E of the General Laws this 28th day of March, 2012 between the City of Boston (“City”) and the Service Employees International Union, Local 888 (“SEIU”).

WITNESSETH

Whereas, in the most recent round of contract negotiations the parties agreed to language affording employees, with the agreement of their Department Heads and the approval of the Office of Human Resources, the option of a four (4) day workweek, as follows;

Section 4. Four-Day Workweek

- A. At the discretion of a Department Head on a case-by-case basis and subject to the operational needs of the Department, employees may be offered the option of a four (4) day workweek. In the event two (2) or more employees in the same title and job series simultaneously apply for a four (4) day work week, seniority in the title and job series will be the determining factor. Seniority shall be defined as the total continuous service of an employee with the City of Boston, provided that service prior to an authorized leave of absence or prior to a lay off shall be counted toward total continuous service. The only issue in this Article that can be subject to the grievance and arbitration procedure listed in Article 7 is Seniority.
- B. A four (4) day workweek shall consist of either thirty-five (35) or forty (40) hours per week over four (4) consecutive days of either eight hours and forty-five minutes (8.75 hours) or ten (10) hours per day. At the discretion of the department head, exceptions may be granted to the requirement that the 4 days be consecutive.
- C. The City’s Director of the Office of Human Resources shall approve a four (4) day workweek after the Department Head (or their Designee) and the employee has agreed to a four (4) day workweek. In the event where a four (4) day workweek is denied, the affected employee may appeal the denial to the City’s Director of Human Resources or her/his designee. The City’s Director of Human Resources will make her/his decision available to the employee and the Union upon request. The decision by the Office of Human Resources shall not be subject to the grievance and arbitration procedure in Article 7.

Whereas, the parties wish to define the parameters of the four (4) day workweek in order to allow employees and Department Heads to foresee the effects of adopting such a schedule, the expectations of employees granted a four (4) day workweek, and the responsibilities of the City with regard to contract administration;

The parties hereby agree that any employee granted approval to work a four (4) day workweek in accordance with this Section will be required to work the core hours as determined by the Department Head and/or his/her designee on his/her four (4) work days. Specific exceptions to the core hours requirement must be requested in conjunction with the request for a four (4) day workweek and must be approved by both the Department Head and the City’s Director of Human Resources.

The parties further agree that the City's authorization for a four (4) day workweek is subject, in each individual case, to the operating needs of the City and the affected Department, and that such authorization can be withdrawn by the City at any time and for any reason. The City agrees to provide an affected employee with fourteen (14) calendar days' notice prior to withdrawing authorization for a four (4) day workweek. The fourteen (14) calendar day notice period may be shortened or extended by mutual agreement of the employee/union and the Department.

The parties further agree that all leave benefits referenced in the collective bargaining agreement as "days" or "work days" will be converted to hours, based on the appropriate work week of 35 or 40 hours, for all employees on an approved four (4) day workweek. In doing so, the parties acknowledge that no employee is subject to any loss or realize any gain in contractual benefits as a result of the change in calculation from days to hours, and that said change is made merely to ensure equal and accurate benefit accrual and to facilitate administration and accounting of benefits. For example:

Hours of Work (Article 11, Section E)

The parties agree that the contractual workday of seven (7) or eight (8) hours shall, for the purposes of employees granted a four (4) day workweek, be either eight hours and forty-five minutes (8.75 hours) for employees whose normal workweek is 35 hours or ten (10) hours for employees whose normal workweek is 40 hours. In addition, employees will be provided an unpaid lunch period, which must be taken during the work day and cannot be used to decrease the amount of time an employee spends at work.

The parties further agree that employees on a four (4) day workweek shall not be eligible for overtime until and unless they have worked in excess of both their usual hours per day and usual hours per week of work. All other prerequisites to overtime eligibility shall apply as per Article 11, including but not limited to the requirement for pre-authorization of overtime.

Sick Leave Accrual (Article 16, Section 1)

The City and SEIU agree that sick leave accrues at a rate of 1 day per month of actual service under the current contract language and that, expressed in hours, accrues as follows:

| | |
|--------------------------------------|--|
| Employees working 35 hours per week: | Accrue 7 hours of sick leave per month of actual service |
| Employees working 40 hours per week: | Accrue 8 hours of sick leave per month of actual service |

Annual Redemption of Sick Leave (Article 16, Section 7)

An employee who has used fewer than 35 or 40 hours of sick time in the twelve (12) month period ending December 31 of any year in which this Agreement is in effect may elect to redeem sick time in a lump sum cash payment in accordance with the following schedule:

The formula that is used to determine sick leave buy-back is as follows:

Employees working 35 hours per week:

35 hours – sick hours used in the previous year = hours of cash redemption

Employees working 40 hours per week:

40 hours – sick hours used in the previous year = hours of cash redemption

Personal Days (Article 16, Section 11)

The City and SEIU agree that under the current contract language full-time employees on the payroll as of January 1 receive three (3) standalone paid personal leave days. The parties agree that personal time can be expressed in hours as follows:

| | |
|--------------------------------------|------------------------------------|
| Employees working 35 hours per week: | 21 hours of personal time per year |
| Employees working 40 hours per week: | 24 hours of personal time per year |

Holidays (Article 14, Section 2).

The parties agree that the provisions below were designed to apply specifically to employees granted permission to work a four-day workweek in accordance with Article 11, Section E.

Employees working 35 hours per week:

When the Holiday falls on an employee's scheduled work day:

The employee will only be scheduled to work his or her remaining three (3) days that week.

The employee will receive holiday pay in the amount of seven (7) hours.

The employee will work nine (9) hours and 20 minutes on each of the three (3) remaining working days.

When the Holiday falls on a day when the employee is already scheduled to be off:

The Department Head shall grant an alternative day off, in lieu of holiday, during the same pay period in which the Holiday falls. On that day, the employee will be compensated for seven (7) hours of Holiday pay. The employee will work nine (9) hours and 20 minutes on each of the three (3) remaining working days.

Employees working 40 hours per week:

When the Holiday falls on an employee's scheduled work day:

The employee will only be scheduled to work his or her remaining three (3) days that week.

The employee will receive holiday pay in the amount of eight (8) hours.

The employee will work ten (10) hours and 40 minutes on each of the three (3) remaining working days.

When the Holiday falls on a day when the employee is already scheduled to be off:

The Department Head shall grant an alternative day off, in lieu of holiday, during the same pay period in which the Holiday falls. On that day, the employee will be compensated for eight (8) hours of Holiday pay. The employee will work ten (10) hours and 40 minutes on each of the three (3) remaining working days.

Vacation Leave (Article 15, Section 2A and 2B)

Vacation leave entitlement shall be in accordance with the service thresholds as described in Article 15, Section 2A and 2B, shall be described as hourly accumulation as follows:

Employees working 35 hours per week:

| | |
|-------------------|--------------------|
| One (1) week = | 35 hours per year |
| Two (2) weeks = | 70 hours per year |
| Three (3) weeks = | 105 hours per year |
| Four (4) weeks = | 140 hours per year |
| Five (5) weeks = | 175 hours per year |
| Six (6) weeks = | 210 hours per year |

Employees working 40 hours per week:

| | |
|-------------------|--------------------|
| One (1) week = | 40 hours per year |
| Two (2) weeks = | 80 hours per year |
| Three (3) weeks = | 120 hours per year |
| Four (4) weeks = | 160 hours per year |
| Five (5) weeks = | 200 hours per year |
| Six (6) weeks = | 240 hours per year |

Sick Leave Conversion (Article 16, Section 10)

Sick Leave Conversion Employees who have accumulated fifty (50) days of sick leave and who did not utilize more than three (3) sick days in the preceding calendar year, excluding sick leave redeemed pursuant to Article 16, Section 6, may convert up to nine (9) sick days to vacation days on a three for one (3:1) basis, in a manner to be prescribed by the Office of Human Resources.

CITY OF BOSTON FOUR-DAY WORKWEEK AGREEMENT

Part I. To be completed by the employee requesting a four (4) day workweek

Date request submitted to Department Head: _____

To: (Department Head): _____

Department: _____

From: (Name) _____

Position: _____

Work Location: _____

Date of appointment to current position: _____

Total Service in the Department (years/months/days): _____

Total City Service (years/months/days): _____

A four (4) day workweek shall consist of either four (4) consecutive days of eight hours and forty-five minutes (8.75 hours) for 35 hour per week employees; or four (4) consecutive days of ten (10) hours per day for 40 hour per week employees. Proposed hours of work should include the core hours as determined by the Department Head and/or his designee.

Requested days of work _____

Requested hours of work _____ a.m. to _____ p.m.

I hereby request authorization to work a four (4) day workweek, pursuant to Article 11, Section B of the collective bargaining agreement.

By affixing my signature below, I acknowledge that I have read the Side Letter of Agreement between the City of Boston and SEIU, Local 888, dated DATE, and that such Agreement shall govern the terms and conditions under which a four (4) day workweek may be granted and administered. I agree to abide by the terms of the Side Letter of Agreement and all other terms and conditions of employment. I acknowledge that authorization for a four (4) day workweek may be withdrawn by the City at any time and for any reason with fourteen (14) days' notice.

Employee Signature

Date

Part II. To be completed by the Department Head

By affixing my signature below, I acknowledge that I have read the Side Letter of Agreement between the City of Boston and SEIU, Local 888, dated DATE, and that such Agreement shall govern the terms and conditions under which a four (4) day workweek may be granted and administered.

I have received and considered the above request, and I hereby APPROVE/DENY (circle one) the proposed four (4) day workweek schedule as described herein.

Department Head

Date

Part III. To be completed by the Department of Human Resources

I hereby APPROVE/DENY (circle one) the above request for a four (4) day workweek.

Director of Human Resources

Date

In the event that a request for a four (4) day workweek is denied, the affected employee may appeal the denial to the City's Director of Human Resources or her/his designee. The City's Director of Human Resources will make her/his decision available to the employee and the Union upon request. The decision by the Office of Human Resources shall not be subject to the grievance and arbitration procedure.

APPENDIX B: RETURN TO WORK ORDER

By First-Class Mail

EMPLOYEE'S NAME

LAST KNOWN ADDRESS

DATE

Re: Return to Work Order

Dear NAME:

Since [DATE], you have been absent from your position as a [POSITION] in the [DEPARTMENT] under claim of an on-the-job injury. However, on [DATE], you were notified that your worker's compensation benefits were being terminated as of [DATE]. Accordingly, you are hereby ordered to report to work no later than [DATE].

This letter is being sent by the personnel division of the [DEPARTMENT] and is not related to any communications that you or your attorney may be engaged in with the City's Worker's Compensation Division.

Therefore, if you do not return to work on [DATE], then it is your responsibility to complete ALL of the following steps:

- Contact your Departmental Personnel Officer and discuss your status (i.e., whether you plan to appeal the termination of your workers comp. Benefits, etc.) with him or her; AND
- Make a proper written request for a medical or other leave of absence; AND
- Produce sufficient documentation for your continued absence.

If you do not complete all of the above steps within fourteen (14) days after receiving this letter, then the Department may consider you to have voluntarily separated yourself from employment.

Again, if you do not notify your department that you intend to appeal the termination of your worker's compensation benefits and you do not intend to request a medical or other leave of absence, then you must report to work on [DATE]. Failure to do so shall constitute an unauthorized absence and shall be grounds for discipline, up to and including termination. Also, continued failure to report to work may increase the discipline that you may receive for your unauthorized leave.

Please contact me at (617)635-XXXX should you have any further questions.

Sincerely,

[DEPARTMENT PERSONNEL OFFICER]

cc: Union
Personnel
Employee Supervisor

Representative
File

APPENDIX C: HOUSING TRUST SIDE LETTER

JOINT SIDE LETTER OF AGREEMENT

Between

CITY OF BOSTON

And

LOCAL 888 SERVICE EMPLOYEES INTERNATIONAL UNION, AFL-CIO

This Agreement is made under Chapter 150E of the General laws, by and between the City of Boston, (“the City”) and Local 888, Service Employees International Union, AFL-CIO (“SEIU” or “Union”). This Agreement shall jointly apply to all SEIU Local 888 Bargaining units within the City of Boston.

The City of Boston and SEIU agree to create and administer a housing trust fund to assist lower paid SEIU employees with the high cost of housing in the City of Boston.

The parties shall make every effort to allow lower paid SEIU members employed by the Public Health Commission and by the Boston School Department to participate in the Housing Trust Fund established hereunder. The participation of said employees shall depend on the parties’ determination as to whether such participation is lawful, if such impediment exists.

1. Upon execution of the trust fund document by the parties, the City made a one-time contribution of five hundred thousand (\$500,000) dollars to establish the trust fund and made additional contributions thereafter.
2. Effective the first pay period in January 2018 and thereafter during the life of the trust, the City shall provide further contributions to the trust fund, equal to 10 cents per hour worked per employee.
3. SEIU and the City shall jointly administer the trust fund subject to a trust agreement to be executed by the parties.
4. The parties agree to create a joint committee to negotiate the rules by which the trust fund shall be administered (for example, the beneficiaries of the trust fund and the nature and extent of the benefits(s) bestowed).
5. The parties agree that only employees who must and/or actually reside within the City of Boston benefit from the housing trust fund.

SUPPLEMENTAL AGREEMENTS PART A: AGE STRONG COMMISSION

Article 11: Hours of Work and Overtime

Section 1. The regular workweek for full time employees shall be 5 days, Monday through Friday. The regular workday for full time employees shall be 7 hours for a total of 35 hours in a regular workweek. Employees shall have a designated work reporting location. However, as required by the operational needs of the Department this reporting location may be changed. Except in an emergency situation, employees shall be notified of a change in reporting location three (3) calendar days in advance.

Section 2. Time worked over 35 hours up to and including 40 hours shall be compensated at the option of the employer at time and one-half pay or as time-and-a-half compensatory time. All work beyond 40 hours shall be compensated at time and one-half pay.

Section 3. Bargaining unit overtime work shall be distributed as equitably as possible. An employee(s) designated by the Commission to coordinate a Commission special event will be given first opportunity to volunteer for overtime connected to the event. If said employee(s) do not volunteer for said overtime work and, or if additional staff is needed, the Commission agrees to make a reasonable effort consistent with the operational needs of the Commission to distribute such overtime for such events on a voluntary basis.

Volunteers will be asked to work overtime based on the greatest seniority within the Commission. A list will be kept of overtime standing which list will be posted in a conspicuous place. For purposes of overtime standing, overtime refused shall be counted as worked. Overtime standing shall be computed on the basis of instances of overtime opportunities. For purposes of overtime standing, overtime actually worked by designated coordinator(s) will not count toward overtime standing. However, refusal of designated coordinator(s) will count toward overtime standing. If no volunteers are available for overtime work, mandatory overtime may be assigned based on inverse seniority within the Commission. Any mandatory overtime will be credited on the overtime list. Where an employee has accepted an overtime event and then declines to work the event on the day of the event, said employee shall be treated as if he/she refused the overtime event. An employee who is offered an event overtime opportunity with less than 24-hours' notice and declines the overtime opportunity shall not lose his/her event overtime standing as a result.

Section 4. In the event an employee reports to their reporting location at his/her scheduled time and is sent home for lack of work, he/she shall be entitled to the compensation they are entitled to receive.

Section 5. All employees shall be provided one 15 (fifteen) minute rest period during each one-half (1/2) workday which single 15 (fifteen) minute rest period may not be subdivided. All rest periods shall be scheduled and taken around the middle of each one-half (1/2) workday unless otherwise required by the operational needs of the department.

Section 6. Overtime Compensation: authorized overtime shall be compensated as follows:

a) **Call back:** If an employee who has left his/her place of employment after having completed work on his/her regular shift is called back to work, he/she shall be paid for each hour worked on a time and one-half basis, and in no event shall he/she receive less than (4) hours pay on a straight time basis.

b) Holiday: If an employee, whose duties do not require him/her to work regularly on a day considered as a holiday under section 1 of Article 14, is called in to work on a holiday, he/she shall receive, in addition to his/her regular weekly compensation, time and one-half (1/2) for each hour worked on such holiday, and in no event shall he/she receive less than four (4) hours' pay on a straight time basis.

c) Sunday: If an employee whose regular work week does not include Sunday is called into work on a Sunday, he/she shall receive, in addition to his/her regular weekly compensation, double time for each hour worked on such Sunday, and in no event shall he/she receive less than four (4) hours' pay on a straight time basis.

d) It is understood that the provisions of this Section are subject to the provisions contained in Section 2 of this Article.

Section 7. Employees shall be given reasonable notice of any permanent change in their work schedule. Reasonable notice, except in extreme circumstances shall be fourteen (14) calendar days.

Section 8. The City agrees to expedite the process of payroll and overtime checks, if feasible.

Section 9. Where the Employer elects to compensate an employee with compensatory time, as described in Section 2 above, the employee must use all compensatory time over 35 hours by end of the quarter in which it was earned. Should an employee, for any reason, not use the compensatory time in excess of 35 hours by the end of the quarter in which it was earned, the Employer shall convert the compensatory time to a monetary payment at the appropriate rate.

THE CITY OF BOSTON
AGE STRONG COMMISSION
REASONABLE SUSPICION DRUG AND ALCOHOL TESTING
POLICY
AND PROCEDURES
SEIU LOCAL 888

I. STATEMENT OF PURPOSE

The City of Boston Commission on Affairs of the Elderly (hereinafter “City of Boston”) recognizes that the misuse of alcohol and the use of drugs by City personnel may present a serious threat to the safety of our employees, our program participants, and is contrary to efficient operations. Therefore, it is the policy of the City of Boston that employees of the Commission on Affairs of the Elderly remain drug and alcohol free while on duty.

The City of Boston also seeks to foster a safe, healthy and productive work environment for our employees. To further these goals, the City of Boston provides access to then Employee Assistance Program (EAP) and has implemented this Drug and Alcohol Policy. The goal is to provide help for our employees who have substance abuse problems while ensuring that the workplace is operating safely and efficiently. The Drug and Alcohol Policy provides the City of Boston with reasonable measures to ensure that an employee’s drug and/or alcohol use does not jeopardize the successful operation of the City of Boston, the workplace or otherwise negatively affect the City of Boston, its employees or the general public.

II. COVERAGE AND IMPLEMENTATION

The Drug and Alcohol Policy covers employees who are on duty in the Commission on Affairs of the Elderly. The Drug and Alcohol Policy is effective October 1, 2007, or when all employees are trained, whichever is later.

All employees and their eligible family members have access to the City’s Employee Assistance Program (EAP) at no charge.

When treatment is necessary, coverage is based on the parameters set forth in the employee’s health insurance plan.

Where a bargaining unit alleges that the Department has violated the terms of this Policy in applying it to an employee, the employee’s union may file and pursue a grievance consistent with the terms of the Grievance/Arbitration provision of the applicable collective bargaining agreement.

III. EDUCATION AND TRAINING

To assist employees in understanding the problems associated with substance abuse and in an on-going effort to prevent and eliminate substance abuse in the workplace, the City of Boston provides its employees with substance abuse and treatment resource information. In addition, all employees will receive education and training through the Office of Human Resources in the effects of drugs-alcohol in the workplace and in the identification of actions, appearance, and conduct of an employee that may indicate drug use and/or alcohol misuse. This policy will not be implemented until that training has been completed.

IV. SUPPORT FOR EMPLOYEES WHO VOLUNTARILY SEEK HELP

The City of Boston supports early diagnosis and sound treatment efforts for substance abuse and encourages each employee to seek help voluntarily. The decision to seek early diagnosis and accept treatment for a substance abuse problem is the primary responsibility of the employee. It is important for an employee to seek assistance before a substance abuse problem impairs his/her performance.

To assist employees in obtaining treatment, the City of Boston offers the services of EAP that provides assessment, counseling and referral services for employees with substance abuse problems. These services may be accessed typically from 7 a.m. to 4 p.m., Monday through Friday. The EAP provides experienced counselors to help with problems related to drugs and/or alcohol. Anonymity and confidentiality are assured.

Employees who pursue counseling or treatment, including use of EAP, and who continue to work are subject to the same job performance and behavior standards as other employees.

V. PROHIBITED CONDUCT

The following conduct related to the use of drugs and alcohol is prohibited. An employee who engages in prohibited conduct will be disciplined, up to and including termination, and may be subject to drug and/or alcohol testing.

A. PROHIBITED USE OF ALCOHOL:

The following conduct is prohibited:

1. Consumption, possession, manufacture, distribution, dispensation, sale or storage (including in a desk, locker, motor vehicle or other repository) of alcohol on/in City property/vehicles.
2. The city of Boston prohibits employees who leave City property during work hours to consume alcohol if they are returning to work, e.g. drinking during lunch or during breaks is prohibited.
3. Employees are prohibited from being under the influence of alcohol during work.

An employee with a Blood Alcohol Content (BAC) of .08% during work hours is in violation of the Policy.

B. PROHIBITED USE OF DRUGS:

The following conduct is prohibited:

1. Use, possession, manufacture, distribution, dispensation, sale or storage (including in a desk, locker, motor vehicle or other repository) of drugs on/in City property/vehicles.
2. Being under the influence, defined as a verified positive drug test result, of an illegal or illegally used drug during work hours.
3. Testing positive for drugs, as defined herein.

C. PROHIBITED CONDUCT RELATED TO DRUGS AND ALCOHOL:

The following conduct related to drugs and/or alcohol is prohibited:

1. Switching, adulterating or committing any other misconduct pertaining to any sample.
2. Refusing to submit to a reasonable cause drug/alcohol test in a timely manner when so ordered by the City of Boston. Such action shall be treated as a positive verified test result.
3. Failure to provide an adequate sample for testing without a valid, medical explanation or engaging in conduct that clearly obstructs the testing constitutes a refusal to submit to a test.
4. For those employees referred to treatment by the City of Boston, failure to adhere to any of the requirements of the Rehabilitation Agreement (Appendix F);
5. Refusing to sign the:
 - Certificate of Receipt – Drug and Alcohol Policy (Appendix A hereto);
 - Laboratory's Chain of Custody Form(s); or
 - Rehabilitation Agreement (Appendix F hereto);

VI. DRUG AND ALCOHOL TESTING

The methods used to determine the presence of alcohol and/or drugs in the system include a urine ² and/or breath test. The City of Boston will test for drugs and/or alcohol only where it has reasonable suspicion that the employee is under the influence of drugs and/or alcohol during work hours.

Reasonable Suspicion Drug and/or Alcohol Use Testing:

An employee shall be sent for an alcohol and drug test whenever a supervisor(s) has reasonable suspicion to believe the employee has:

1. Violated the prohibitions of the Drug and Alcohol Policy; or
2. If the employee's behavior and appearance indicate drug use and/or alcohol misuse.

The supervisor's determination that reasonable suspicion exists to require an alcohol and/or drug test will be based on specific, contemporaneous, articulable observations including the appearance, behavior, speech, and body odors of the employee. The supervisor must directly observe the behavior in question and may not rely on third-party reports of alcohol or drug misuse. In such case, the supervisor shall get a second opinion as to whether a referral is appropriate under the circumstances from the Appointing Authority or his/her designee, e.g. another trained supervisor to act as a witness, if another trained supervisor is available. If another trained supervisor is not available, then the determination of one supervisor shall suffice. The supervisor will complete the "check-off" form that documents evidence of reasonable suspicion. (Appendix B)

Factors will be "short-term" in the sense that they focus on what a supervisor sees during the employee's work hours. No long-term factors, such as absences or abuse of sick leave may be used for Reasonable Suspicion testing.

VII. IMMEDIATE CONSEQUENCES

Specific, immediate consequences shall take place whenever an employee engages in prohibited conduct. The immediate consequences may include referral, evaluation, and treatment. However, additional disciplinary consequences, outlined in Section VIII below, also follow any violation of the Policy. The immediate consequences are outlined below.

STEP 1The employee shall be removed from work. Pending notification of the result of the drug/alcohol test, the employee shall be placed on administrative leave with pay.

STEP 2The employee with a confirmed, positive drug test or a BAC of .08% or greater shall be evaluated by a Substance Abuse Professional (SAP) who will determine what treatment, if any, the employee needs to resolve his or her problems associated with alcohol misuse and drug use.

Where the SAP determines that treatment is required, the employee must sign a Rehabilitation Agreement and begin treatment within three (3) days of the meeting with the SAP, or as soon thereafter as the City can make the arrangements for treatment.

² All urinalysis tests for drugs will use the "split sample" method of collection. The employee's urine sample will be split into two specimen bottles. One will contain the primary specimen and the other the split specimen. The split specimen will be preserved under stringent laboratory conditions. Whenever an employee receives notification of a positive drug test, the employee may request that the split sample be tested in a different certified laboratory. This request must be made within seventy-two (72) hour after the employee received notification of the positive drug test from the MRO. The employee must pay for the costs of the retest. However, if the retest is negative, the City will reimburse the employee for the costs of the retest.

STEP 3 The employee must comply with the terms of his/her program (if any). If the employee required treatment, the employee must be re-evaluated by the SAP to determine whether the employee properly followed any prescribed treatment.

VIII. ADDITIONAL CONSEQUENCES

The City of Boston has established the Drug and Alcohol Policy (Policy) to protect our employees, the City of Boston and the general public from the negative effects of the substance abuse. Employees must recognize that the City shall treat a positive drug or alcohol test as a serious policy violation subject to serious disciplinary action.

Certain offenses, including but not limited to possession or sale of controlled substances or illegally used drugs on City premises, may result in a recommendation for termination.

The following consequences apply to an employee who has a positive alcohol and/or drug test result or other violation of the Policy:

- A. During the initial six (6) month new hire probationary period, a positive drug or alcohol test will result in an automatic recommendation for termination.
- B. Those employees who have completed the initial six (6) month new hire probationary period and who have a first and only positive drug and/or alcohol test will typically (a) be required to sign a Rehabilitation Agreement (Appendix F), (b) receive a 4-day unpaid suspension and (c) be referred to evaluation and treatment to be determined by the SAP. An employee may choose to waive her/his hearing rights prior to any disciplinary action. (See Appendix C hereto).
- C. Those employees who have a second positive drug or alcohol test and/or other violation of the Policy will typically (a) be required to sign a Rehabilitation Agreement and (b) be issued a twenty (20) working day unpaid suspension.
- D. Those employees who have a third positive drug or alcohol test and/or engage in other conduct prohibited under this Policy shall be terminated.
- E. If treatment is completed and an employee has no more violations to this policy within a five-year period, the record will be expunged from his/her personnel file. Where a gap of five (5) or more calendar years exists between violations of this Policy by an employee, the level of discipline will be handled as if this were the employee's first offense. By way of example, but not limitation, if an employee has a second positive drug or alcohol test resulting in a 20-working day suspension, and then his/her record remains clear for five (5) or more years before he/she has a third positive drug or alcohol test, barring other circumstances, such employee would: (a) be required to sign a Rehabilitation Agreement, (b) receive a 4-day unpaid suspension and (c) be referred to evaluation and treatment to be determined by the SAP under the Policy rather than a termination. The 5-year period calculated hereunder commences on the date of the actual violation.

IX. INSPECTIONS

The City of Boston respects the privacy of individuals. However, in cases where the City of Boston has reasonable cause to believe that an employee may be in possession of drugs, drug paraphernalia or alcohol in violation of this Policy while on City property, the City reserves the option to inspect all City property (including individual offices, desks and lockers).

For the purposes of inspections, reasonable cause must be based on specific, contemporaneous, articulable observations including the appearance, behavior, speech, and body odors of the employee. The supervisor must directly observe the behavior in question and may not rely on third-party reports of alcohol or drug misuse or Policy violations. Factors must be short-term in the sense that they focus on what a supervisor sees directly. No long-term factors, such as earlier observations that did not rise to the level of reasonable case may be used.

Such an inspection shall be performed by a supervisor and the head of the Department. The Union will be notified and be allowed to be present if the Department plans to search an employee's locker, locked drawer, or other area where the employee has reasonable expectation of privacy. To the greatest extent possible, the employee involved will be present during the inspection. If the employee refuses to be present at the inspection or in an urgent circumstance, the City will perform an inspection without the presence of the employee.

X. POLICY MODIFICATIONS

Should the City of Boston desire to modify this Drug and Alcohol Policy, in whole or in part, it shall comply with any bargaining obligations it may have under M.G.L. Chapter 150E.

The Drug and Alcohol Policy does not create a binding employment contract or modify an existing contract.

XI. DEFINITIONS

Alcohol – the intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohol's including methyl and isopropyl alcohol

Alcohol Test – a breath test using an evidential breath-testing device (EBT); the method of testing used to detect the level of alcohol (see Evidential Breath Test definition below). Both a screening test and a confirmation test must be used to establish a positive test result.

Alcohol Concentration – means the alcohol in a volume of breath expressed in terms of grams of alcohol per 210 liters of breath as indicated by an evidential breath test.

Alcohol Use – means the consumption of any beverage, mixture, or preparation including any medication containing alcohol.

Breath Alcohol Technician (BAT) – an individual who instructs and assists individuals in the alcohol testing process and operates an Evidential Breath Testing device (EBT)

Confirmation Test – for alcohol testing, this means a second test, following a screening test with a result of .08% or greater, that provides quantitative data of alcohol concentration.

City Property – includes building, offices, warehouses, plants, facilities, land, equipment, vehicles which are owned, leased or used for City business and parking lots owned, utilized or leased by the City of Boston or any customer or supplier of the City of Boston. It also includes any other site at which the City of Boston business is transacted whether on or away from City owned or leased property.

Drugs –include both controlled substances and illegally used drugs.

A **Controlled Substance** is any drug included in Schedules I through V, as defined by Section 802(6) of Title 21 of the United States Code [21 USC 80296)], (e.g. cocaine, marijuana, amphetamine) the possession of which is unlawful under Chapter 13 of that title. The term does not include the use of prescribed drugs that have been legally obtained and are being used for the purpose for which they were prescribed. The following drugs will be tested for:

- MARIJUANA
- COCAINE
- PHENCYCLIDINE (PCP)
- OPIATES (HEROIN)
- AMPHETAMINES

An **Illegally Used Drug** is any prescribed drug which is legally obtainable but has not been legally obtained or is not being used for prescribed purposes, all designer drugs, and any other over-the counter or non-drug substances (e.g. airplane glue) being used for other than their intended purpose. (Note: A designer drug is a man-made drug, or combination of drugs, which is similar in basic scientific properties to a drug or controlled substance and is produced in a clandestine laboratory.)

Drug Paraphernalia – any item which is primarily intended or designed for use in the administering, transferring, manufacturing or storing of a drug or controlled substance and/or an illegally used drug.

Drug Test – a urinalysis (urine) test includes specimen collection and then testing by a laboratory. Both a screening test and a confirmation test must be used to establish a positive test result.

Evidentiary Breath Test (EBT) – a device approved by the National Highway Traffic Safety Administration (NHTSA) for the evidential testing of breath and placed on NHTSA’s “Conforming Product’s List of Evidential Breath Measurement Devices”.

Medical Review Officer (MRO) – an independent, licensed physician responsible for receiving laboratory drug testing results. The MRO has knowledge of substance abuse disorders and appropriate medical training to interpret and evaluate a positive test as it relates to the employee’s medical history and other biomedical information.

Reasonable Suspicion of Drug and/or Alcohol Use – Reasonable cause means such suspicion which will justify a supervisor in referring an employee for an alcohol and or drug test. Reasonable cause is more than mere speculation but less than absolute certainty. It is the amount of suspicion sufficient to convince a trained supervisor under the circumstances to believe that:

- a. the employee has violated the Drug and Alcohol Policy; or
- b. the actions, appearance, or the conduct of an employee reasonably indicate that the employee is under the influence of drugs or alcohol.

The cause must be based on fact and on specific, contemporaneous, articulable observations by a trained supervisor(s) concerning the appearance, behavior, speech, and body odors of the employee.

The supervisor must directly observe the behavior in question and may not rely on third party reports of alcohol or drug misuse.

Factors must be short-term in the sense that they focus on what a supervisor sees directly. No long-term factors, such as absences or abuse of sick leave may be used for Reasonable Cause testing.

Rehabilitation Program – includes the program an employee must enter whenever the employee violates the Drug and Alcohol Policy where so determined by the SAP. Each Rehabilitation Program will be tailored to the individual employee’s particular needs and may include both a treatment and an after-care component.

Screening Test – in alcohol testing, it means an analytical procedure to determine whether an employee may have a prohibited concentration in his or her system. In drug testing, it means an immunoassay screen to eliminate “negative” urine specimens from further consideration.

Substance Abuse Professional (SAP) – means a licensed physician, or a licensed or certified psychologist, social worker, employee assistance professionals or addiction counselor with the knowledge of and clinical experience in the diagnosis and treatment of drug and alcohol-related disorders.

Treatment Program – is the first component of an employee’s Rehabilitation Program. The treatment program includes the inpatient or outpatient care the employee receives to resolve the employee’s drug and/or alcohol related problem when required to undergo such treatment by the City of Boston’s Substance Abuse Professional (SAP).

The treatment program is the employee’s individual course of treatment, mandated by the employee’s health care provider, which the employee must complete. When such treatment is necessary, coverage is based on the parameters set forth in the employee’s health insurance plan.

Under the Influence of Alcohol or Drugs – the presence of a measurable amount which is .08% or higher of alcohol in the blood or a verified positive drug test result, at levels specified below.

A. Initial Test:

1. The initial test shall use the immunoassay method. The following drugs will be tested for and the initial cutoff levels shall be used when screening specimens to determine whether they are negative for these five (5) drugs or classes of drugs.
2. These cutoff levels are subject to change by the Massachusetts Department of Public Health (MDPH) as advances in technology or other considerations warrant identification of these substances at other concentrations.

| | Initial test Cutoff Levels (ng/ml) |
|-----------------------|------------------------------------|
| Marijuana metabolites | 50 |
| Cocaine metabolites | 300 |
| Opiate metabolites | 300 |
| Amphetamines | 1,000 |
| Phencyclidine | 25 |

B. Confirmation:

1. All specimens identified as positive on the initial test shall be conformed using gas chromatography/mass spectrometry (GC/MS) techniques at the cutoff levels listed below in this paragraph for each drug. All confirmations shall be by quantitative analysis.
2. These cutoff levels are subject to change by The Massachusetts Department of Public Health (MDPH) as advances in technology or other considerations warrant identification of these substances at other concentrations.

| | | Confirmatory test cutoff levels (ng/ml)' |
|------------------------|-----------------|--|
| Marijuana metabolite 2 | | 15 |
| Cocaine metabolite | | 150 |
| Opiates: | Morphine | 300 |
| | Codeine | 300 |
| Phencyclidine | | 25 |
| Amphetamines: | Amphetamine | 500 |
| | methamphetamine | 500 |

THE CITY OF BOSTON CERTIFICATE OF RECEIPT DRUG AND ALCOHOL POLICY

I have received the Drug and Alcohol Policy of the City of Boston Commission on Affairs of the Elderly. I understand that I am required to read and comply with this policy. A copy of this certificate will be placed in the employee's personnel file.

DATE

EMPLOYEE'S SIGNATURE

SIGNATURE FOR CITY OF BOSTON

EMPLOYEE'S NAME (PRINTED)

PRINTED NAME

TITLE

OBSERVED BEHAVIOR - REASONABLE SUSPICION RECORD

| | | | | |
|--------------|--------------------|------------|----------|-------|
| Employee: | Name | | | |
| SS# | | | | |
| Observation: | Date: | Time: from | am/pm to | am/pm |
| Location: | ELDERLY COMMISSION | | | |
| Site: | | | | |
| Street | City | State | Zip | |

CAUSE FOR SUSPICION

1. Presence of Drugs and/or Drug/Alcohol Paraphernalia:

2. **Appearance**
- | | | |
|---|---|--|
| <input type="checkbox"/> Normal | <input type="checkbox"/> Flushed | <input type="checkbox"/> Puncture Marks |
| <input type="checkbox"/> Disheveled | <input type="checkbox"/> Bloodshot Eyes | <input type="checkbox"/> Inappropriate wearing of sunglasses |
| <input type="checkbox"/> Dilated/Constricted Pupils | <input type="checkbox"/> Profuse Swearing | |
| <input type="checkbox"/> Dry Mouth Symptoms | <input type="checkbox"/> Runny Nose/Sores | <input type="checkbox"/> Tremors |

3. Behavior Speech

- | | | | |
|-----------------------------------|-------------------------------------|-------------------------------------|---------------------------------|
| <input type="checkbox"/> Normal | <input type="checkbox"/> Incoherent | <input type="checkbox"/> Slurred | <input type="checkbox"/> Silent |
| <input type="checkbox"/> Confused | <input type="checkbox"/> Slowed | <input type="checkbox"/> Whispering | |
| <input type="checkbox"/> Other | | | |

Awareness

- | | | | |
|------------------------------------|---|--------------------------------------|--------------------------------------|
| <input type="checkbox"/> Normal | <input type="checkbox"/> Confused | <input type="checkbox"/> Mood Swings | <input type="checkbox"/> Euphoria |
| <input type="checkbox"/> Lethargic | <input type="checkbox"/> Lack of Coordination | <input type="checkbox"/> Paranoid | <input type="checkbox"/> Disoriented |
| <input type="checkbox"/> Other | | | |

4. Motor Skills Balance

- | | | | |
|---------------------------------|----------------------------------|----------------------------------|-------------------------------------|
| <input type="checkbox"/> Normal | <input type="checkbox"/> Swaying | <input type="checkbox"/> Falling | <input type="checkbox"/> Staggering |
| <input type="checkbox"/> Other | | | |

Walking & Turning

- | | | |
|------------------------------------|----------------------------------|--|
| <input type="checkbox"/> Normal | <input type="checkbox"/> Swaying | <input type="checkbox"/> Arms raised for balance |
| <input type="checkbox"/> Stumbling | <input type="checkbox"/> Falling | <input type="checkbox"/> Reaching for Support |
| <input type="checkbox"/> Other | | |

5. Other Observed Actions or Behavior (specify): _____

Number to call for help 1-800-THE-HILL 1800-843-4455

Clinician's Name _____ ID number _____

Date called _____ Time _____ am/pm
: _____

Witnessed by: _____ am/pm

Supervisor's Signature _____ Title _____ Date _____ Time _____ am/pm

Signature _____ Title _____ Date _____ Time _____ am/pm

***This document must be prepared and signed by the witness within 24 hours of the observed behavior
or before the results of the tests are released, whichever is earlier.***

**THE CITY OF BOSTON
DISCIPLINARY HEARING WAIVER AGREEMENT**

1. Mr./Ms. _____ and the appropriate union
_____ hereby agree to waive any and all disciplinary hearings
regarding Mr./Ms. _____'s positive drug or alcohol test results of
_____;

2. The Commissioner shall issue, and Mr. /Ms. _____ shall accept
_____ for said positive drug test results:

3. Mr./Ms. _____ and the aforementioned union hereby agree that
Mr. /Ms. _____ and the aforementioned union hereby agree that
_____ shall thereafter report to the Age Strong Commission
Personnel

Officer to sign the required rehabilitation agreement and shall follow up with the City's Employee Assistance Program;

4. This is a comprehensive agreement. For consideration thereof, Mr./Ms. _____
and the aforementioned union agree to waive any and all claims they may have against the City of Boston arising out of
the facts and circumstances giving rise to this matter, including, but not limited to, claims pursuant to the
grievance/arbitration process, Civil Service law, and M.G.L. c. 151B (MCAD/EEOC);

5. This agreement shall not be used as precedent by any party in any forum, except to enforce its terms or in other cases
Involving Mr./Ms. _____;

6. All parties to this agreement have entered into it voluntarily.

Mr./Ms. _____ does so of his/her own free will without coercion and/or duress.

Mr./Ms. _____

Fully understand the terms of this agreement and agrees to abide by such terms.

**THE CITY OF BOSTON
SUBSTANCE ABUSE TESTING CONSENT FORM**

I understand that the Drug and Alcohol Policy establishes conditions under which I may be required to provide a breath and/or urine sample for alcohol and/or drug abuse testing. Should this occur, I hereby consent to such testing. I further authorize the testing laboratory to release my test results and related medical information to designated supervisors or the outside reviewing agent(s) chosen by the City of Boston.

Should there be a positive test result, I understand that the Medical Review Officer (MRO) may ask me to provide, and I agree to provide, information about any legal non-prescription drugs and other drugs for which I have a prescription that I take routinely or have taken within the last thirty (30) days.

I understand that any communication I may have with the collection site personnel, testing laboratories or MRO is not meant to create or imply any form of a doctor/patient relationship.

EMPLOYEE'S SIGNATURE

EMPLOYEE'S NAME (PRINTED)

FOR THE CITY

DATE

DATE

THE CITY OF BOSTON
ALCOHOL/DRUG TESTING INFORMATION REFERRAL FORM

Referring Supervisor: Complete this form when sending an applicant/employee for alcohol and/or drug testing. Please print all information. The referring supervisor shall explain to the employee his/her reason(s) for making the referral at the time such action is taken if so asked by the employee or Union steward.

Applicant/Employee: Present this form and valid picture identification to collection site personnel at the time of your arrival at the designated collection site.

NAME OF INDIVIDUAL TO BE TESTED: _____

INDIVIDUAL'S TELEPHONE NUMBER(S): **HOME:** _____

WORK: _____

NAME OF SUPERVISOR: _____

WORK TELEPHONE NUMBER: _____

DATE: _____

TIME: _____

Union Steward/Employee Comment Section (optional): _____

**THE CITY OF BOSTON
REHABILITATION AGREEMENT**

Name (Print & Initial): _____ Date: _____

On _____, 20____, the City of Boston and I agreed that I seek counseling and referral to treatment for alcohol and /or drug abuse, in addition to any other consequences pursuant to the City's Drug and Alcohol Policy. The following conditions apply to my individual rehabilitation agreement:

1. I understand I must comply with the requirements of my after-care program(s). Furthermore, the City's Employee Assistance Program (EAP) personnel will notify the City in writing or appear for testimony at disciplinary hearings in the event an employee has not complied with the designated after-care program.
2. I understand that I am required to regularly attend my after-care sessions according to my individual rehabilitation plan and that my attendance will be monitored. Further, I understand the City will institute appropriate disciplinary action under the Drug and Alcohol Policy if I do not regularly attend. I also understand that one (1) or more unauthorized absences will be considered a serious disciplinary offense that may result in a recommendation for progressive discipline up to and including termination. The City and I agree that the Substance Abuse Professional (SAP) has the sole discretion to determine whether an absence is authorized and that the SAP's decision regarding an unauthorized absence is not grievable or subject to the grievance rules.
3. I authorize my after-care providers to submit monthly proof of enrollment and compliance of the programs to the Appointing Authority/designee of my Department. I understand these reports, to the greatest extent possible, will contain general, non-specific information regarding my enrollment and compliance and that any information regarding my treatment and after-care is confidential.
4. I will pay for all costs of treatment and after-care not covered under my health insurance plan.
5. I understand that if I violate the City's Drug and Alcohol Policy during or after treatment, I will be subject to discipline, up to and including termination. I hereby agree to all of the above conditions and authorize my after-care provider(s) to provide the City of Boston with proof of my enrollment and attendance.

Employee's Name

Commissioner/Designee's Name

Employee's Signature

Commissioner/Designee's Signature

Date

Date

SUPPLEMENTAL AGREEMENTS PART B: BOSTON CENTERS FOR YOUTH AND FAMILIES

Article 10 - Seniority

Section 4(a). Where there is a vacancy the Department intends to fill on a permanent basis, an incumbent employee holding the same grade and title may, within three (3) days of the posting, make a request for a voluntary lateral transfer. The Department shall notify the incumbent employee prior to conducting interviews for the vacant position whether his/her request for a lateral transfer has been granted or denied. No employee may apply for a lateral transfer before the end of their probationary period.

Article 11: Hours of Work and Overtime

Section 1. The parties agree that the core workweek for full-time employees shall be no less than thirty-five (35) hours per week over five (5) consecutive seven (7) hour days. The parties recognize that the responsibility and nature of the work for these employees requires flexibility for hours of work, including the hours per day as well as the days per week. The workweek shall consist of five (5) consecutive days between Monday and Sunday, inclusive. All employees shall be scheduled to work on regular work shifts, which shall be defined as the hours an employee is required to work during a workday. Work shifts shall have a regular starting time and quitting time. Employees shall be given reasonable notice of any change in their work shift or schedule; reasonable notice, except in extreme circumstances shall be fourteen (14) calendar days.

Section 2. All authorized overtime service in excess of an employee's regular full-time workday or workweek shall be compensated with compensatory time or overtime payment on a time and one-half basis, except that service on the seventh consecutive day of actual work in a workweek shall be compensated at double time. Overtime shall be computed using the employee's regular rate of pay. The payment of either overtime pay or the granting of compensatory time off shall be at the discretion of the City, except that overtime pay will be granted for any hours worked beyond an employee's regular full-time workday or workweek where the granting of compensatory time would result in an employee having more than thirty-five (35) hours of accrued compensatory time. Once accrued, the use of compensatory time shall be subject to the operating needs of the Department and shall not be unreasonably denied. The City may, in its discretion, reduce the amount of accrued compensatory time of any employee by compensating the employee with a monetary payment, at their normal rate of pay, for any amount of the employee's compensatory time.

Section 2A. Notwithstanding the provisions of Section 2, above, any bargaining unit member who has four (4) or more non-documented absences in any quarter shall be ineligible for contractual overtime payments for a period of thirty (30) calendar days commencing upon notification from the Employer. For purposes of this Article, "non-documented absences" shall mean any absence not supported by acceptable medical documentation, as determined by management. Management shall not make such determinations in an arbitrary or capricious manner. Further, any such bargaining unit member who has an unpaid absence during a payroll week shall be ineligible for contractual overtime payments during that given payroll week. Nothing in this section shall preclude unit members from performing work outside their normally scheduled shift, nor does this section preclude bargaining unit members from receiving overtime compensation for hours actually worked over forty (40) hours per week.

Section 3. An employee shall not be denied overtime compensation for authorized overtime service, as specified in Section 2 of this Article, by reason of authorized absence during the week in which such overtime service is performed. However, in the event of an unauthorized absence during the week in which such overtime service is performed, or in the event of absence without pay by reason of disciplinary action, such employee shall be compensated for such overtime service on a straight time basis only.

Section 4. Employees may be required to work overtime to meet the operational needs of the Department as determined by the Director, or his/her designee. Overtime work shall be distributed as equitably as possible as follows: The Department shall establish an overtime list consisting of SEIU employees in order of seniority. The Department shall first offer any authorized overtime in an SEIU position on a volunteer basis in accordance with Steps 1 through 4 below. For the purpose of a regular rotation of overtime opportunities but for such purpose only, overtime work refused shall be considered as overtime actually worked. If the Department calls an employee on the list to offer him/her an overtime opportunity but the employee does not answer, then the Department will offer the overtime opportunity to the next eligible employee; provided that the employee who did not answer shall not lose his/ her place on the rotating list. In the absence of any volunteers for overtime, the City may require employees to work overtime by inverse order of seniority. An employee will be excused from required overtime only for a compelling reason.

Step 1: The Department shall first offer an authorized overtime opportunity to SEIU members employed in the site where the overtime opportunity exists who are not already scheduled to work during any portion of the overtime shift and who are qualified to perform the overtime assignment.

Step 2: If the overtime opportunity is not accepted by an eligible site-level SEIU member at Step 1, then the Department shall offer it to SEIU members within the site's region, who hold the same job title as the overtime position and are not already scheduled to work during any portion of the overtime shift.

Step 3: If the overtime opportunity is not accepted by an eligible regional-level SEIU member at Step 2, then the Department shall offer it to SEIU members, who hold the same job title as the overtime position and are not already scheduled to work during any portion of the overtime shift.

Step 4: If the overtime opportunity is not accepted by either an eligible site-level member, eligible regional-level member or a member who holds the same job title as the overtime position, as set forth above in Steps 1, 2 and 3 respectively, then the Department shall offer it to any SEIU member employed by BCYF who is not already scheduled to work during any portion of the overtime shift and is qualified to perform the overtime assignment.

Parties agree to establish a joint labor management committee to address the overtime lists for lifeguards, street workers, and other employees in BCYF. Such committee agrees to meet within sixty (60) days of funding, which occurred on March 7, 2018, and from time to time thereafter for a period of no more than six (6) months.

Section 5. In the event an employee reports to his/her regular place of work at his/her regularly scheduled time and is sent home for lack of work; he/she shall be entitled to a day's pay.

Section 6. All employees shall be provided a fifteen (15) minute rest period during each one-half (1/2) workday. The rest period shall be scheduled at the middle of each one-half (1/2) workday whenever this is feasible.

Section 7. If an employee who has left his/her place of employment after having completed work on his/her regular shift is called back to work, he/she shall be paid for each hour worked on a time-and-one-half basis, and in no event shall he/she receive less than three (3) hours' pay on a straight time basis.

Section 8. The City agrees to give the Union reasonable notice of any proposed change in scheduled work shifts and an opportunity to discuss the proposed change.

Section 9. An employee who is required to work through his/her unpaid lunch hour will be granted flex-time for use during that same pay period, with the approval of his/her supervisor, or may be granted payment or compensatory time on a straight-time basis at the discretion of the City.

Section 10. In the event that an employee is asked by their supervisor to work before their regularly scheduled start time, or they are asked to work beyond their regularly scheduled end time, flex-time may be used on that day or within the same pay period. Flex-time is subject to the prior approval of Central Office or a specified designee. Flex-time not used in the same work week in which it is earned, shall be converted to compensatory time (on a time and half basis). Earned flex-time or compensatory time may be taken only with the prior approval of the employee's supervisor: such approval shall not be unreasonably denied.

Article 19: Miscellaneous

Section 2(a). Uniforms.

Subject to operational needs and budgetary constraints the parties agree:

- I. The Department shall provide all pool personnel the following items upon commencement of employment - two (2) shirts of choice (T-Shirt, Long Sleeve T-Shirt or Tank top), two (2) pairs of swim shorts for males or two (2) swimsuits for females, one (1) sweatshirt, one (1) rescue pack w/ rescue mask and one (1) whistle. When necessary, said uniforms and/or equipment may be replaced upon request.
- II. The Department shall provide all Streetworkers a t-shirt, jacket or hooded sweatshirt upon commencement of employment with the City as a BCYF Streetworker. When necessary, said clothing may be replaced upon request.
- III. The Department shall provide all Maintenance Worker/Custodians one (1) winter weight jacket. Upon request, the Department shall replace such clothing when necessary.

Section 13. Boston Centers for Youth and Families Water Safety Instructor Upgrade/Downgrade.

All Boston Centers for Youth and Families Lifeguards shall be re-titled lifeguard 1 and shall remain at pay grade CC-4. Any lifeguard who possesses a valid Water Safety Instructor (WSI) Certificate, maintains it annually, and provides proof of such certification acceptable to the Department, will be titled Lifeguard 2 and receive a one grade upgrade to CC-5 at his/her present salary step for as long as they maintain the WSI. If a Lifeguard 2 ceases to have a valid WSI, he/she shall return to a Lifeguard I at his/her current salary step.

Side Letter of Agreement

1. Effective the first pay period after ratification Receptionists, Building Assistants and Program Assistants in the Boston Centers for Youth and Families, currently graded as CC3, shall be upgraded to CC4.
2. Effective July 1, 2013, all Boston Center for Youth and Families Lifeguards I, Lifeguards II, and Head Lifeguards who possess a valid Certified Pool Operation (CPO) certificate, maintain it, and provide proof of such certification acceptable to the Department, shall be paid a CPO stipend of fifteen dollars (\$15.00) per week in addition to his/her regular pay. If a Lifeguard I, Lifeguard II, or Head Lifeguard ceases to have a valid CPO, he/she shall cease to receive the fifteen-dollar (\$15.00) stipend.

Section 14. BCYF Reclassifications

In full resolution of all issues pertaining to the salaries of the Office Assistant and Receptionist titles at BCYF, the parties agree as follows:

- a. ***The Office Assistant title will be eliminated and those currently in the title of Office Assistant will be reclassified to a Staff Assistant (CC-10).***
- b. ***The Receptionist title will be eliminated and those currently in the title of Receptionist will be reclassified to a Staff Assistant (CC-10).***

- c. *This agreement applies only to the titles of Office Assistant and Receptionist titles at BCYF. Any other titles using the above pay scales are not covered by this agreement.*
- d. *The Union agrees that this step placement shall be non-precedential. The parties agree that the twenty-year rule does not apply to reclassifications including the reclassifications of the Office Assistant and Receptionist titles above.*
- e. *The parties agree that the above reclassifications are effective for the First Pay Period of July 2024.*

Appendix B

THE CITY OF BOSTON

**BOSTON CENTERS FOR YOUTH & FAMILIES
DEPARTMENT**

**DRUG AND ALCOHOL POLICY
AND PROCEDURES**

I. STATEMENT OF PURPOSE

The City of Boston Centers for Youth & Families Department (hereinafter “City of Boston”) recognizes that the misuse of alcohol and the use of drugs by City personnel may present a serious threat to the safety of our employees, our program participants, and is contrary to efficient operations. Therefore, it is the policy of the City of Boston that employees of the Boston Centers for Youth & Families Department remain drug and alcohol free while on duty.

The City of Boston also seeks to foster a safe, healthy and productive work environment for our employees. To further these goals, the City of Boston provides access to then Employee Assistance Program (EAP) and has implemented this Drug and Alcohol Policy. The goal is to provide help for our employees who have substance abuse problems while ensuring that the workplace is operating safely and efficiently. The Drug and Alcohol Policy provides the City of Boston with reasonable measures to ensure that an employee’s drug and/or alcohol use does not jeopardize the successful operation of the City of Boston, the workplace or otherwise negatively affect the City of Boston, its employees or the general public.

II. COVERAGE AND IMPLEMENTATION

The Drug and Alcohol Policy covers employees who are on duty in the Boston Centers for Youth & Families Department. The Drug and Alcohol Policy is effective October 5, 2005 or when all BCYF employees are trained, whichever is later.

All employees and their eligible family members have access to the City’s Employee Assistance Program (EAP) at no charge.

When treatment is necessary, coverage is based on the parameters set forth in the employee’s health insurance plan.

Where a bargaining unit alleges that the Department has violated the terms of this Policy in applying it to an employee, the employee’s union may file and pursue a grievance consistent with the terms of the Grievance/Arbitration provision of the applicable collective bargaining agreement.

III. EDUCATION AND TRAINING

To assist employees in understanding the problems associated with substance abuse and in an on-going effort to prevent and eliminate substance abuse in the workplace, the City of Boston provides its employees with substance abuse and treatment resource information. In addition, all employees will receive education and training through the Office of Human Resources in the effects of drugs-alcohol in the workplace and in the identification of actions, appearance, and conduct of an employee that may indicate drug use and/or alcohol misuse. This policy will not be implemented until that training has been completed.

IV. SUPPORT FOR EMPLOYEES WHO VOLUNTARILY SEEK HELP

The City of Boston supports early diagnosis and sound treatment efforts for substance abuse and encourages each employee to seek help voluntarily. The decision to seek early diagnosis and accept treatment for a substance abuse problem is the primary responsibility of the employee. It is important for an employee to seek assistance before a substance abuse problem impairs his/her performance.

To assist employees in obtaining treatment, the City of Boston offers the services of EAP that provides assessment, counseling and referral services for employees with substance abuse problems. These services may be accessed typically from 7 a.m. to 4 p.m., Monday through Friday. The EAP provides experienced counselors to help with problems related to drugs and/or alcohol. Anonymity and confidentiality are assured.

Employees who pursue counseling or treatment, including use of EAP, and who continue to work are subject to the same job performance and behavior standards as other employees.

V. PROHIBITED CONDUCT

The following conduct related to the use of drugs and alcohol is prohibited. An employee who engages in prohibited conduct will be disciplined, up to and including termination, and may be subject to drug and/or alcohol testing.

A. PROHIBITED USE OF ALCOHOL:

The following conduct is prohibited:

1. Consumption, possession, manufacture, distribution, dispensation, sale or storage (including in a desk, locker, motor vehicle or other repository) of alcohol on/in City property/vehicles.
2. The city of Boston prohibits employees who leave City property during work hours to consume alcohol if they are returning to work, e.g. drinking during lunch or during breaks is prohibited.
3. Employees are prohibited from being under the influence of alcohol during work. An employee with a Blood Alcohol Content (BAC) of .08% during work hours is in violation of the Policy.

B. PROHIBITED USE OF DRUGS:

The following conduct is prohibited:

1. Use, possession, manufacture, distribution, dispensation, sale or storage (including in a desk, locker, motor vehicle or other repository) of alcohol on/in City property/vehicles.
2. Being under the influence, defined as a verified positive drug test result, of an illegal or illegally used drug during work hours.
3. Testing positive for drugs, as defined herein.

C. PROHIBITED CONDUCT RELATED DRUGS AND ALCOHOL:

The following conduct to drugs and/or alcohol is prohibited:

1. Switching, adulterating or committing any other misconduct pertaining to any sample.
2. Refusing to submit to a reasonable cause drug/alcohol test in a timely manner when so ordered by the City of Boston. Such action shall be treated as a positive verified test result.
3. Failure to provide an adequate sample for testing without a valid, medical explanation or engaging in conduct that clearly obstructs the testing constitutes a refusal to submit to a test.
4. For those employees referred to treatment by the City of Boston, failure to adhere to any of the requirements of the Rehabilitation Agreement;
5. Refusing to sign the:
Certificate of Receipt – Drug and Alcohol Policy (Appendix A);
Laboratory's Chain of Custody Form(s); or
Rehabilitation Agreement (Appendix D);

VI. DRUG AND ALCOHOL TESTING

The methods used to determine the presence of alcohol and/or drugs in the system include a urine³ and/or breath test. The City of Boston will test for drugs and/or alcohol only where it has reasonable suspicion that the employee is under the influence of drugs and/or alcohol during work hours.

Reasonable Suspicion and/or Alcohol Use Testing:

An employee shall be sent for an alcohol and drug test whenever a supervisor(s) has reasonable suspicion to believe the employee has:

1. Violated the prohibitions of the Drug and Alcohol Policy, or
2. If the employee's behavior and appearance indicate drug use and/or alcohol misuse.

The supervisor's determination that reasonable suspicion exists to require an alcohol and/or drug test will be based on specific, contemporaneous, articulable observations including the appearance, behavior, speech, and body odors of the employee. The supervisor must directly observe the behavior in question and may not rely on third-party reports of alcohol or drug misuse. In such case, the supervisor shall get a second opinion as to whether a referral is appropriate under the circumstances from the Appointing Authority or his/her designee, e.g. another trained supervisor to act as a witness. The supervisor will complete the "check-off" form that documents evidence of reasonable suspicion.

Factors will be "short-term" in the sense that they focus on what a supervisor sees during the employee's work hours. No long-term factors, such as absences or abuse of sick leave may be used for Reasonable Suspicion testing.

VII. IMMEDIATE CONSEQUENCES

Specific, immediate consequences shall take place whenever an employee engages in prohibited conduct. The immediate consequences may include referral, evaluation, and treatment. However, additional disciplinary consequences, outlined in Section VIII below, also follow any violation of the Policy. The immediate consequences are outlined below.

STEP 1. The employee shall be removed from work. Pending notification of the result of the drug/alcohol test, the employee shall be placed on administrative leave with pay.

STEP 2. The employee with a confirmed, positive drug test or a BAC of .08% or greater shall be evaluated by a Substance Abuse Professional (SAP) who will determine what treatment, if any, the employee needs to resolve his or her problems associated with alcohol misuse and drug use.

Where the SAP determines that treatment is required, the employee must sign a Rehabilitation Agreement and begin treatment within three (3) days of the meeting with the SAP, or as soon thereafter as the City can make the arrangements for treatment.

³ All urinalysis tests for drugs will use the "split sample" method of collection. The employee's urine sample will be split into two specimen bottles. One will contain the primary specimen and the other the split specimen. The split specimen will be preserved under stringent laboratory conditions. Whenever an employee receives notification of a positive drug test, the employee may request that the split sample be tested in a different certified laboratory. This request must be made within seventy-two (72) hour after the employee received notification of the positive drug test from the MRO. The employee must pay for the costs of the retest. However, if the retest is negative, the City will reimburse the employee for the costs of the retest.

STEP 3. The employee must comply with the terms of his/her program (if any). If the employee required treatment, the employee must be re-evaluated by the SAP to determine whether the employee properly followed any prescribed treatment.

VIII. ADDITIONAL CONSEQUENCES

The City of Boston has established the Drug and Alcohol Policy (Policy) to protect our employees, the City of Boston and the general public from the negative effects of the substance abuse. Employees must recognize that the City shall treat a positive drug or alcohol test as a serious policy violation subject to serious disciplinary action.

Certain offenses, including but not limited to possession or sale of controlled substances or illegally used drugs on City premises, may result in a recommendation for termination.

The following consequences apply to an employee who has a positive alcohol and/or drug test result or other violation of the Policy:

During the initial six (6) month new hire probationary period, a positive drug or alcohol test will result in an automatic recommendation for termination.

Those employees who have completed the initial six (6) month new hire probationary period and who have a first and only positive drug and/or alcohol test will typically (a) be required to sign a Rehabilitation Agreement, (b) receive a 4-day unpaid suspension and (c) be referred to evaluation and treatment to be determined by the SAP. An employee may choose to waive her/his hearing rights prior to any disciplinary action.

Those employees who have a second positive drug or alcohol test and/or other violation of the Policy will typically (a) be required to sign a Rehabilitation Agreement and (b) be issued a twenty (20) working day unpaid suspension.

Those employees who have a third positive drug or alcohol test and/or engage in other conduct prohibited under this Policy shall be terminated.

If treatment is completed and an employee has no more violations to this policy within a five-year period, the record will be expunged from his/her personnel file. Where a gap of five (5) or more calendar years exists between violations of this Policy by an employee, the level of discipline will be handled as if this were the employee's first offense. By way of example, but not limitation, if an employee has a second positive drug or alcohol test resulting in a 20-working day suspension, and then his/her record remains clear for five (5) or more years before he/she has a third positive drug or alcohol test, barring other circumstances, such employee would receive (a) be required to sign a Rehabilitation Agreement, (b) receive a 4-day unpaid suspension and (c) be referred to evaluation and treatment to be determined by the SAP under the Policy rather than a termination. The 5-year period calculated hereunder commences on the date of the actual violation.

IX. INSPECTIONS

The City of Boston respects the privacy of individuals. However, in cases where the City of Boston has reasonable cause to believe that an employee may be in possession of drugs, drug paraphernalia or alcohol in violation of this Policy while on City property, the City reserves the option to inspect all City property (including individual offices, desks and lockers).

For the purposes of inspections, reasonable cause must be based on specific, contemporaneous, articulable observations including the appearance, behavior, speech, and body odors of the employee. The supervisor must directly observe the behavior in question and may not rely on third-party reports of alcohol or drug misuse or Policy

violations. Factors must be short-term in the sense that they focus on what a supervisor sees directly. No long-term factors, such as earlier observations that did not rise to the level of reasonable case may be used.

Such an inspection shall be performed by a supervisor and the head of the Department. The Union will be notified and be allowed to be present if the Department plans to search an employee's locker, locked drawer, or other area where the employee has reasonable expectation of privacy. To the greatest extent possible, the employee involved will be present during the inspection. If the employee refuses to be present at the inspection or in an urgent circumstance, the City will perform an inspection without the presence of the employee.

X. POLICY MODIFICATIONS

Should the City of Boston desire to modify this Drug and Alcohol Policy, in whole or in part, it shall comply with any bargaining obligations it may have under M.G.L. Chapter 150E.

The Drug and Alcohol Policy does not create a binding employment contract or modify an existing contract.

XI. DEFINITIONS

Alcohol – the intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohol's including methyl and isopropyl alcohol

Alcohol Test – a breath test using an evidential breath-testing device (EBT); the method of testing used to detect the level of alcohol (see Evidential Breath Test definition below). Both a screening test and a confirmation test must be used to establish a positive test result.

Alcohol Concentration – means the alcohol in a volume of breath expressed in terms of grams of alcohol per 210 liters of breath as indicated by an evidential breath test.

Alcohol Use – means the consumption of any beverage, mixture, or preparation including any medication containing alcohol.

Breath Alcohol Technician (BAT) – an individual who instructs and assists individuals in the alcohol testing process and operates an Evidential Breath Testing device (EBT)

Confirmation Test – for alcohol testing, this means a second test, following a screening test with a result of .08% or greater, that provides quantitative data of alcohol concentration.

City Property – includes building, offices, warehouses, plants, facilities, land, equipment, vehicles which are owned, leased or used for City business and parking lots owned, utilized or leased by the City of Boston or any customer or supplier of the City of Boston. It also includes any other site at which the City of Boston business is transacted whether on or away from City owned or leased property.

Drugs –include both controlled substances and illegally used drugs.

A **Controlled Substance** is any drug included in Schedules I through V, as defined by Section 802(6) of Title 21 of the United States Code [21 USC 80296)], (e.g. cocaine, marijuana, amphetamine) the possession of which is unlawful under Chapter 13 of that title. The term does not include the use of prescribed drugs that have been legally obtained and are being used for the purpose for which they were prescribed. The following drugs will be tested for:

MARIJUANA
COCAINE
PHYNCYCLIDINE (PCP)

OPIATES (HEROIN)
AMPHETAMINES

An **Illegally Used Drug** is any prescribed drug which is legally obtainable but has not been legally obtained or is not being used for prescribed purposes, all designer drugs, and any other over-the counter or non-drug substances (e.g. airplane glue) being used for other than their intended purpose. (Note: A designer drug is a man-made drug, or combination of drugs, which is similar in basic scientific properties to a drug or controlled substance and is produced in a clandestine laboratory.)

Drug Paraphernalia – any item which is primarily intended or designed for use in the administering, transferring, manufacturing or storing of a drug or controlled substance and/or an illegally used drug.

Drug Test – a urinalysis (urine) test includes specimen collection and then testing by a laboratory. Both a screening test and a confirmation test must be used to establish a positive test result.

Evidentiary Breath Test (EBT) – a device approved by the National Highway Traffic Safety Administration (NHTSA) for the evidential testing of breath and placed on NHTSA’s “Conforming Product’s List of Evidential Breath Measurement Devices”.

Medical Review Officer (MRO) – an independent, licensed physician responsible for receiving laboratory drug testing results. The MRO has knowledge of substance abuse disorders and appropriate medical training to interpret and evaluate a positive test as it relates to the employee’s medical history and other biomedical information.

Reasonable Suspicion of Drug and/or Alcohol Use – Reasonable cause means such suspicion which will justify a supervisor in referring an employee for an alcohol and or drug test. Reasonable cause is more than mere speculation but less than absolute certainty. It is the amount of suspicion sufficient to convince a trained supervisor under the circumstances to believe that:

The employee has violated the Drug and Alcohol Policy or the actions, appearance, or the conduct of an employee reasonable indicate that the employee is under the influence of drugs or alcohol.

The cause must be based on fact and on specific, contemporaneous, articulable observations by a trained supervisor(s) concerning the appearance, behavior, speech, and body odors of the employee.

The supervisor must directly observe the behavior in question and may not rely on third party reports of alcohol or drug misuse.

Factors must be short-term in the sense that they focus on what a supervisor sees directly. No long-term factors, such as absences or abuse of sick leave may be used for Reasonable Cause testing.

Rehabilitation Program – includes the program an employee must enter whenever the employee violates the Drug and Alcohol Policy where so determined by the SAP. Each Rehabilitation Program will be tailored to the individual employee’s particular needs and may include both a treatment and an after-care component.

Screening Test – in alcohol testing, it means an analytical procedure to determine whether an employee may have a prohibited concentration in his or her system. In drug testing, it means an immunoassay screen to eliminate “negative” urine specimens from further consideration.

Substance Abuse Professional (SAP) – means a licensed physician, or a licensed or certified psychologist, social worker, employee assistance professionals or addiction counselor with the knowledge of and clinical experience in the diagnosis and treatment of drug and alcohol-related disorders.

Treatment Program – is the first component of an employee’s Rehabilitation Program. The treatment program includes the inpatient or outpatient care the employee receives to resolve the employee’s drug and/or alcohol related problem when required to undergo such treatment by the City of Boston’s Substance Abuse Professional (SAP).

The treatment program is the employee’s individual course of treatment, mandated by the employee’s health care provider, which the employee must complete. When such treatment is necessary, coverage is based on the parameters set forth in the employee’s health insurance plan.

Under the Influence of Alcohol or Drugs – the presence of a measurable amount which is .08% or higher of alcohol in the blood or a verified positive drug test result, at levels specified below.

A. Initial Test:

The initial test shall use the immunoassay method. The following drugs will be tested for and the initial cutoff levels shall be used when screening specimens to determine whether they are negative for these five (5) drugs or classes of drugs.

These cutoff levels are subject to change by the Massachusetts Department of Public Health (MDPH) as advances in technology or other considerations warrant identification of these substances at other concentrations.

B. Confirmation:

1. All specimens identified as positive on the initial test shall be conformed using gas chromatography/mass spectrometry (GC/MS) techniques at the cutoff levels listed in this paragraph for each drug. All confirmations shall be by quantitative analysis.

2. These cutoff levels are subject to change by The Massachusetts Department of Public Health (MDPH) as advances in technology or other considerations warrant identification of these substances at other concentrations.

| | | Initial Cutoff Levels (ng/ml) |
|-----------------------|--|-------------------------------|
| Marijuana metabolites | | 50 |
| Cocaine metabolites | | 300 |
| Opiate metabolites | | 300 |
| Amphetamines | | 1,000 |
| Phencyclidine | | 25 |

| | | Confirmatory test cutoff levels (ng/ml)' |
|------------------------|-----------------|--|
| Marijuana metabolite 2 | | 15 |
| Cocaine metabolite | | 150 |
| Opiates: | Morphine | 300 |
| | Codeine | 300 |
| Phencyclidine | | 25 |
| Amphetamines: | Amphetamine | 500 |
| | methamphetamine | 500 |

**THE CITY OF BOSTON
CERTIFICATE OF RECEIPT
DRUG AND ALCOHOL POLICY**

I have received the Drug and Alcohol Policy of the City of Boston Centers for Youth & Families Department. I understand that I am required to read and comply with this policy. A copy of this certificate will be placed in the employee's personnel file.

DATE

EMPLOYEE'S SIGNATURE

SIGNATURE FOR CITY OF BOSTON

EMPLOYEE'S NAME (PRINTED)

PRINTED NAME

TITLE

**THE CITY OF BOSTON
SUBSTANCE ABUSE TESTING CONSENT FORM**

I understand that the Drug and Alcohol Policy establishes conditions under which I may be required to provide a breath and/or urine sample for alcohol and/or drug abuse testing. Should this occur, I hereby consent to such testing. I further authorize the testing laboratory to release my test results and related medical information to designated supervisors or the outside reviewing agent(s) chosen by the City of Boston.

Should there be a positive test result, I understand that the Medical Review Officer (MRO) may ask me to provide, and I agree to provide, information about any legal non-prescription drugs and other drugs for which I have a prescription that I take routinely or have taken within the last thirty (30) days.

I understand that any communication I may have with the collection site personnel, testing laboratories or MRO is not meant to create or imply any form of a doctor/patient relationship.

EMPLOYEE'S SIGNATURE

EMPLOYEE'S NAME (PRINTED)

FOR THE CITY

DATE

DATE

THE CITY OF BOSTON
ALCOHOL/DRUG TESTING INFORMATION REFERRAL FORM

Referring Supervisor: Complete this form when sending an applicant/employee for alcohol and/or drug testing. Please print all information. The referring supervisor shall explain to the employee his/her reason(s) for making the referral at the time such action is taken if so asked by the employee or Union steward.

Applicant/Employee: Present this form and valid picture identification to collection site personnel at the time of your arrival at the designated collection site.

NAME OF INDIVIDUAL TO BE TESTED: _____

INDIVIDUAL'S TELEPHONE NUMBER(S): HOME: _____

WORK: _____

NAME OF SUPERVISOR: _____

WORK TELEPHONE NUMBER: _____

DATE: _____ TIME: _____

Union Steward/Employee Comment Section (optional): _____

**THE CITY OF BOSTON
REHABILITATION AGREEMENT**

Name (Print & Initial): _____ Date: _____

On _____, 20____, the City of Boston and I agreed that I seek counseling and referral to treatment for alcohol and /or drug abuse, in addition to any other consequences pursuant to the City's Drug and Alcohol Policy. The following conditions apply to my individual rehabilitation agreement:

I understand I must comply with the requirements of my after-care program(s). Furthermore, the City's Employee Assistance Program (EAP) personnel will notify the City in writing or appear for testimony at disciplinary hearings in the event an employee has not complied with the designated after-care program.

I understand that I am required to regularly attend my after-care sessions according to my individual rehabilitation plan and that my attendance will be monitored. Further, I understand the City will institute appropriate disciplinary action under the Drug and Alcohol Policy if I do not regularly attend. I also understand that one (1) or more unauthorized absences will be considered a serious disciplinary offense that may result in a recommendation for progressive discipline up to and including termination. The City and I agree that the Substance Abuse Professional (SAP) has the sole discretion to determine whether an absence is authorized and that the SAP's decision regarding an unauthorized absence is not grievable or subject to the grievance rules.

I authorize my after-care providers to submit monthly proof of enrollment and compliance of the programs to the Appointing Authority/designee of my Department. I understand these reports, to the greatest extent possible, will contain general, non-specific information regarding my enrollment and compliance and that any information regarding my treatment and after-care is confidential.

I will pay for all costs of treatment and after-care not covered under my health insurance plan.

I understand that if I violate the City's Drug and Alcohol Policy during or after treatment, I will be subject to discipline, up to and including termination. I hereby agree to all of the above conditions and authorize my after-care provider(s) to provide the City of Boston with proof of my enrollment and attendance.

Employee's Name _____

Employee's Signature _____

Date

Appointing Authority/Designee's Name _____

Appointing Authority/Designee's Signature _____

Date

SUPPLEMENTAL AGREEMENTS PART C: BOSTON POLICE DEPARTMENT OPERATIONS UNIT

The City agrees, effective September 30, 2020, should the employees represented by SEIU, Local 888 who work at the Boston Police Department (BPD) request a separate table for successor bargaining the City will agree to such separate table. If the parties reach agreement on provisions only applicable to BPD, such provisions shall be memorialized in a supplemental agreement for BPD provided they are ratified and approved by the Mayor and funded by the City Council.

Part 1. Boston Police Department Operations Unit SWAPs:

An employee in the Boston Police Department (BPD) Operations unit may exchange (“swap”) a scheduled shift with another BPD Operations employee up to a maximum of six (6) times per month. All exchanged shifts must be made up by the employee within thirty (30) days of the swap. An employee who exchanges a shift with another employee is required to work the shift he/she agreed to cover for the other employee, as well as the rest of his/her remaining shifts.

Employees shall not be permitted to use sick leave on a day they are scheduled to work a swapped shift or for a regularly scheduled shift immediately preceding or following the swapped shift. Supervisors may permit exceptions in the event of a documented emergency. A supervisor’s refusal to permit an exception shall not be subject to the grievance procedure outlined in Article 7 beyond Step 3.

If an employee swaps a shift and fails to report for either the shift he/she has agreed to cover or any regularly scheduled shift immediately preceding or following the swapped shift that employee will not be permitted to swap a shift for ninety (90) days after the employee has worked any previously approved swap. Further, failure to work an agreed-to shift or a regularly scheduled shift immediately preceding or following a swapped shift may result in progressive discipline consistent with Article 6 of this Agreement.

Part 2. Upgrades and Specialty Pay

- a. Effective the first pay period after ratification Head Clerk and Secretary in Boston Police Department District B-2, Rowena Wesley, currently graded R13, shall be upgraded to R15.
- b. Effective the first pay period after ratification Boston Police Department Occupational Health Services Unit employees in the following titles, who as a regular function of their positions perform the function of taking hair, urine or other specimens for drug testing from Boston Police Department and EMS personnel, shall receive a twenty dollar (\$20.00) weekly stipend:
 1. Administrative Analyst
 2. Administrative Assistant
 3. Claims Investigator
 4. Police Clerk Typist

Part 3. Training in BPD Operations

The City/BPD acknowledges that Article 10, Section 3 (shift bidding) does not apply to employees assigned to BPD Operations who are undergoing training.

Part 4. Peer Support

The Department will work in cooperation with the designated Peer Support Team leader to allow leave time for up to five (5) full tours every other month for peer support training. Requests for such leave shall be made at least 72 hours in advance. Only Certified Peer Support Team Members/Crisis Intervention Specialists in good standing may

be granted such leave to attend regularly scheduled training meetings. Any peer support training leave is subject to the operational needs and granted at the sole discretion of the Department. For operational needs, approvals may be rescinded if the Department determines this is necessary in its sole discretion. The parties agree that the Department may establish a verification process when this leave time is used by each Support Team member.

Part 5. Reclassifications

A. BPD Public Support Unit

The Department agrees to upgrade the following titles as follows effective 30 days after the funding of the Citywide agreement by the Boston City Council:

| <i>Title</i> | <i>Current Grade</i> | <i>New Grade</i> |
|---|----------------------|------------------|
| Research Assistant (Field Reports Section) | RL 14 | RL 15 |
| Research Analyst (Field Reports Section) | RL 11 | RL 13 |

B. BPD Executive Secretaries

The City of Boston's Classification and Compensation Unit will review the employees listed below within 12 months of funding by the City Council. If the review determines that any changes are needed, implementation will be within 18 months of City Council funding. Any upgrades following the class and comp review will retroactively be paid back to the date of July 1, 2024.

- *Executive Coordinator (RL-18) Nikisha Gales.*
- *Executive Secretary (RL-15) Tina Roche.*
- *Executive Secretary (RL-15) Bernadette Holiday.*
- *Executive Secretary (RL-15) Rosangela Pina Tavares.*
- *Executive Secretary (RL-15) Bernadette Metrano.*
- *Executive Secretary (RL-15) Cheryl Botteri.*
- *Executive Secretary (RL-15) Iris Morales.*
- *Executive Secretary (RL-15) Elizabeth Florentino.*
- *Executive Secretary (RL-15) Joyce Fitzgerald.*
- *Vacant Executive Secretary position (RL-15) - Assigned to Superintendent of BFS.*
- *Head Clerk Secretary (RL-13) Lynnette Williams.*
- *Head Clerk Secretary (RL-13) Koraliz Cruz.*
- *Head Clerk Secretary (RL-13) Alveta Haynes.*
- *Vacant Head Clerk Secretary position (RL-13) Assigned to Deputy Superintendent of Administrative Hearings.*

Part 6. BPD Uniforms

The Department will issue uniforms when available for Operations employees. Uniforms will be optional from date of issuance until August 31, 2024. Beginning on September 1, 2024, uniforms will be a mandatory requirement for members assigned to the Operations Division, as outlined in Article 19, Section 2.

Part 7. See August 2022 MOA.

**Off the Record Side Letter Agreement
Between
The City of Boston and
Service Employees International Union, Local 888 Boston Citywide**


The parties to this settlement agreement are the Service Employees Union International, Local 888 (hereinafter, "the Union") and the City of Boston (hereinafter, "the Employer"). This Side letter of Agreement ("Agreement") is made pursuant to Massachusetts General Laws Chapter 150E between the City of Boston ("City") and the Service Employees International Union, Local 888 Boston Citywide ("SEIU").

1. The City agrees to undertake a class and compensation analysis of the Jr. Building Custodian, and BPD Police Clerk and Typist titles. The analysis will be completed, and any upgrades resulting from the analysis implemented by September 30, 2024.
2. The City agrees to undertake a class and compensation analysis of the Public Relations Rep (Bpd), Liaison Agent (BPD), Interpreter, Garage Attendant, Audio Visual Tech & Photogr, and Sr Bldg Custodian titles. The analysis will be completed, and any upgrades resulting from the analysis effective no later than January 1, 2027.
3. The parties agree that the parties have complied with all of their obligations related to the reclassifications and step placements of SEIU Elections Department employees as specified in Appendix A. The Elections Department reclassifications will be effective retroactively to July 1, 2023. These employees' step anniversary will change to be the effective date that they are moved into the reclassified steps.
4. The parties agree to the specific step placements for the reclassified SEIU employees in the Office Assistant and Receptionist titles as specified in Appendix B effective the First Pay Period of July 2024. These employees' step anniversary will change to be the effective date that they are moved into the reclassified CC-10 role
5. The Union agrees to withdraw with prejudice all pending grievances, Compensation Grade Appeals, or other appeals related to the classification or compensation of SEIU employees in the Elections Department, the Custodians in Property Management, Maintenance Worker Custodians at BCYF, Office Assistants, Receptionists, Jr. Building Custodian, Sr. Building Custodian, Garage Attendant and BPD Police Clerk and Typist titles and Staff Assistants. The Union agrees that the employees in the Elections department, and the Office Assistant and Receptionists titles are properly graded.


6. The parties agree to place employee Thomas J. Thompson at step three (3) effective on the date of City Council funding. Mr. Thomas' anniversary date will remain the First pay period of May.
7. The parties agree that the twenty-year rule does not apply to upgrades or reclassifications, including but not limited to those detailed in this agreement.
8. The parties acknowledge that this Agreement constitutes settlement of disputed claims. By entering into this Agreement, neither the City nor the Union make any admission of liability or wrongdoing or violation of the collective bargaining agreement or any state or federal laws or regulations.
9. This Agreement shall be interpreted, enforced, governed, and construed by, under, and in accordance with the laws of the Commonwealth of Massachusetts. If any of the provisions of this Agreement shall be held invalid by a Massachusetts Court, the remainder of the Agreement shall not be affected.
10. This Agreement constitutes the full and final settlement of the parties regarding the matters described herein. This Agreement shall be without prejudice or precedent to any other matters between the parties and shall be inadmissible in any forum for any reason, except for enforcement of the terms herein.

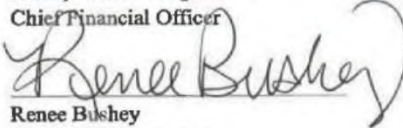
In witness hereof, the City of Boston and SEIU, Local 888, have caused the Agreement to be signed, executed and delivered on the 14th day of March, 2024.

CITY OF BOSTON

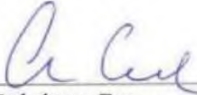

 Mayor Michelle Wu Date

 3/18/24
 Alex Lawrence
 Chief People Office

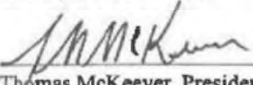
 3/18/24
 Ashley Groffenberger
 Chief Financial Officer


 Renee Bushey
 Director, Labor Relations

Approved as to form:


 Adam Cederbaum Esq.
 Corporation Counsel SD

SEIU, LOCAL 888


 Thomas McKeever, President Date



EXECUTIVE ORDER

April 4, 2024

The Honorable Michelle Wu
Mayor of Boston
Boston City Hall

Dear Mayor Wu,

Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plans, Schedule A for members of Service Employees International Union, Local 888. **The effective dates of the new salary schedules and the rates of increase will be as follows:**

- **2% increase** effective 1/6/2024, 1/4/2025, 1/3/2026, and 1/2/2027
- **Flat dollar increases added to the hourly base wage for 35-hour employees**
 - \$500.00/\$.274725 effective 1/6/2024
 - \$250.00/\$.137362 effective 1/4/2025
 - \$900.00/\$.494505 effective 1/3/2026
 - \$750.00/\$.412087 effective 1/2/2027
- **Flat dollar increases added to the hourly base wage for 40-hour employees**
 - \$500.00/\$.240384 effective 1/6/2024
 - \$250.00/\$.120192 effective 1/4/2025
 - \$900.00/\$.432692 effective 1/3/2026
 - \$750.00/\$.360576 effective 1/2/2027

This amendment to the Salary Schedule is necessary to implement the collective bargaining agreement between the City of Boston and SEIU, Local 888.

Respectfully,

Alex Lawrence
Chief People Officer

Approved:
Ashley Groffenberger
Chief Financial Officer, Collector-Treasurer

Approved:
Michelle Wu, Mayor

WAGE SCALES

| Schedule A | | | | | | | | | | | | |
|---|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Effective 1/6/2024 | | | | | | | | | | | | |
| 2% + \$.274725 (\$500.00) Wage Increase | | | | | | | | | | | | |
| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
| RL | 05L | | | | | | | | | | | |
| | hourly | | \$ 19,043.785 | \$ 19,789.518 | \$ 20,565.360 | \$ 21,372.819 | \$ 22,211.894 | \$ 23,085.098 | \$ 23,995.354 | \$ 24,939.621 | \$ 25,186.270 | \$ 25,435.384 |
| | weekly | \$ 641.40 | \$ 666.53 | \$ 692.63 | \$ 719.79 | \$ 748.05 | \$ 777.42 | \$ 807.98 | \$ 839.84 | \$ 872.89 | \$ 881.52 | \$ 890.24 |
| | annual | \$ 34,659.69 | \$ 36,016.92 | \$ 37,428.96 | \$ 38,898.53 | \$ 40,425.65 | \$ 42,014.88 | \$ 43,671.54 | \$ 45,390.11 | \$ 45,839.01 | \$ 46,292.40 | |
| RL | 5 | | | | | | | | | | | |
| | hourly | \$ 18,325.652 | \$ 19,043.785 | \$ 19,789.518 | \$ 20,565.360 | \$ 21,372.819 | \$ 22,211.894 | \$ 23,085.098 | \$ 24,002.382 | \$ 24,946.927 | \$ 25,193.647 | \$ 25,442.837 |
| | weekly | \$ 641.40 | \$ 666.53 | \$ 692.63 | \$ 719.79 | \$ 748.05 | \$ 777.42 | \$ 807.98 | \$ 840.08 | \$ 873.14 | \$ 881.78 | \$ 890.50 |
| | annual | \$ 33,352.69 | \$ 34,659.69 | \$ 36,016.92 | \$ 37,428.96 | \$ 38,898.53 | \$ 40,425.65 | \$ 42,014.88 | \$ 43,684.34 | \$ 45,403.41 | \$ 45,852.44 | \$ 46,305.96 |
| RL | 06L | | | | | | | | | | | |
| | hourly | | \$ 19,789.518 | \$ 20,565.360 | \$ 21,372.819 | \$ 22,211.894 | \$ 23,085.098 | \$ 23,992.922 | \$ 24,946.610 | \$ 25,928.922 | \$ 26,185.462 | \$ 26,444.568 |
| | weekly | | \$ 692.63 | \$ 719.79 | \$ 748.05 | \$ 777.42 | \$ 807.98 | \$ 839.75 | \$ 873.13 | \$ 907.51 | \$ 916.49 | \$ 925.56 |
| | annual | | \$ 36,016.92 | \$ 37,428.96 | \$ 38,898.53 | \$ 40,425.65 | \$ 42,014.88 | \$ 43,667.12 | \$ 45,402.83 | \$ 47,190.64 | \$ 47,657.54 | \$ 48,129.11 |
| RL | 6 | | | | | | | | | | | |
| | hourly | \$ 19,043.785 | \$ 19,789.518 | \$ 20,565.360 | \$ 21,372.819 | \$ 22,211.894 | \$ 23,085.098 | \$ 23,992.922 | \$ 24,946.610 | \$ 25,928.922 | \$ 26,185.462 | \$ 26,444.568 |
| | weekly | \$ 666.53 | \$ 692.63 | \$ 719.79 | \$ 748.05 | \$ 777.42 | \$ 807.98 | \$ 839.75 | \$ 873.13 | \$ 907.51 | \$ 916.49 | \$ 925.56 |
| | annual | \$ 34,659.69 | \$ 36,016.92 | \$ 37,428.96 | \$ 38,898.53 | \$ 40,425.65 | \$ 42,014.88 | \$ 43,667.12 | \$ 45,402.83 | \$ 47,190.64 | \$ 47,657.54 | \$ 48,129.11 |
| RL | 07L | | | | | | | | | | | |
| | hourly | | \$ 20,565.360 | \$ 21,372.819 | \$ 22,211.894 | \$ 23,085.098 | \$ 23,992.922 | \$ 24,936.887 | \$ 25,928.029 | \$ 26,949.607 | \$ 27,216.356 | \$ 27,485.770 |
| | weekly | | \$ 719.79 | \$ 748.05 | \$ 777.42 | \$ 807.98 | \$ 839.75 | \$ 872.79 | \$ 907.48 | \$ 943.24 | \$ 952.57 | \$ 962.00 |
| | annual | | \$ 37,428.96 | \$ 38,898.53 | \$ 40,425.65 | \$ 42,014.88 | \$ 43,667.12 | \$ 45,385.13 | \$ 47,189.01 | \$ 49,048.29 | \$ 49,533.77 | \$ 50,024.10 |
| RL | 7 | | | | | | | | | | | |
| | hourly | \$ 19,789.518 | \$ 20,565.360 | \$ 21,372.819 | \$ 22,211.894 | \$ 23,085.098 | \$ 23,992.922 | \$ 24,936.887 | \$ 25,928.494 | \$ 26,950.083 | \$ 27,216.836 | \$ 27,486.256 |
| | weekly | \$ 692.63 | \$ 719.79 | \$ 748.05 | \$ 777.42 | \$ 807.98 | \$ 839.75 | \$ 872.79 | \$ 907.50 | \$ 943.25 | \$ 952.59 | \$ 962.02 |
| | annual | \$ 36,016.92 | \$ 37,428.96 | \$ 38,898.53 | \$ 40,425.65 | \$ 42,014.88 | \$ 43,667.12 | \$ 45,385.13 | \$ 47,189.86 | \$ 49,049.15 | \$ 49,534.64 | \$ 50,024.99 |
| RL | 08L | | | | | | | | | | | |
| | hourly | | \$ 21,372.819 | \$ 22,211.894 | \$ 23,085.098 | \$ 23,992.922 | \$ 24,936.887 | \$ 25,919.488 | \$ 26,950.795 | \$ 28,013.270 | \$ 28,290.652 | \$ 28,570.811 |
| | weekly | | \$ 748.05 | \$ 777.42 | \$ 807.98 | \$ 839.75 | \$ 872.79 | \$ 907.18 | \$ 943.28 | \$ 980.46 | \$ 990.17 | \$ 999.98 |
| | annual | | \$ 38,898.53 | \$ 40,425.65 | \$ 42,014.88 | \$ 43,667.12 | \$ 45,385.13 | \$ 47,173.47 | \$ 49,050.45 | \$ 50,984.15 | \$ 51,488.99 | \$ 51,998.88 |
| RL | 8 | | | | | | | | | | | |
| | hourly | \$ 20,565.360 | \$ 21,372.819 | \$ 22,211.894 | \$ 23,085.098 | \$ 23,992.922 | \$ 24,936.887 | \$ 25,919.488 | \$ 26,950.795 | \$ 28,013.270 | \$ 28,290.652 | \$ 28,570.811 |
| | weekly | \$ 719.79 | \$ 748.05 | \$ 777.42 | \$ 807.98 | \$ 839.75 | \$ 872.79 | \$ 907.18 | \$ 943.28 | \$ 980.46 | \$ 990.17 | \$ 999.98 |
| | annual | \$ 37,428.96 | \$ 38,898.53 | \$ 40,425.65 | \$ 42,014.88 | \$ 43,667.12 | \$ 45,385.13 | \$ 47,173.47 | \$ 49,050.45 | \$ 50,984.15 | \$ 51,488.99 | \$ 51,998.88 |
| RL | 09L | | | | | | | | | | | |
| | hourly | | \$ 22,211.894 | \$ 23,085.098 | \$ 23,992.922 | \$ 24,936.887 | \$ 25,919.488 | \$ 26,940.230 | \$ 28,013.049 | \$ 29,118.014 | \$ 29,406.447 | \$ 29,697.763 |
| | weekly | | \$ 777.42 | \$ 807.98 | \$ 839.75 | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.46 | \$ 1,019.13 | \$ 1,029.23 | \$ 1,039.42 |
| | annual | | \$ 40,425.65 | \$ 42,014.88 | \$ 43,667.12 | \$ 45,385.13 | \$ 47,173.47 | \$ 49,031.22 | \$ 50,983.75 | \$ 52,994.79 | \$ 53,519.73 | \$ 54,049.93 |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| RL | 9 | | | | | | | | | | | |
| | hourly | \$ 21.372819 | \$ 22.211894 | \$ 23.085098 | \$ 23.992922 | \$ 24.936887 | \$ 25.919488 | \$ 26.940230 | \$ 28.013049 | \$ 29.118014 | \$ 29.406447 | \$ 29.697763 |
| | weekly | \$ 748.05 | \$ 777.42 | \$ 807.98 | \$ 839.75 | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.46 | \$ 1,019.13 | \$ 1,029.23 | \$ 1,039.42 |
| | annual | \$ 38,898.53 | \$ 40,425.65 | \$ 42,014.88 | \$ 43,667.12 | \$ 45,385.13 | \$ 47,173.47 | \$ 49,031.22 | \$ 50,983.75 | \$ 52,994.79 | \$ 53,519.73 | \$ 54,049.93 |
| RL | 10L | | | | | | | | | | | |
| | hourly | | \$ 23.085098 | \$ 23.992922 | \$ 24.936887 | \$ 25.919488 | \$ 26.940230 | \$ 28.002120 | \$ 29.117553 | \$ 30.266704 | \$ 30.566622 | \$ 30.869541 |
| | weekly | | \$ 807.98 | \$ 839.75 | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.07 | \$ 1,019.11 | \$ 1,059.33 | \$ 1,069.83 | \$ 1,080.43 |
| | annual | | \$ 42,014.88 | \$ 43,667.12 | \$ 45,385.13 | \$ 47,173.47 | \$ 49,031.22 | \$ 50,963.86 | \$ 52,993.95 | \$ 55,085.40 | \$ 55,631.25 | \$ 56,182.57 |
| RL | 10 | | | | | | | | | | | |
| | hourly | \$ 22.211894 | \$ 23.085098 | \$ 23.992922 | \$ 24.936887 | \$ 25.919488 | \$ 26.940230 | \$ 28.002120 | \$ 29.117553 | \$ 30.266704 | \$ 30.566622 | \$ 30.869541 |
| | weekly | \$ 777.42 | \$ 807.98 | \$ 839.75 | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.07 | \$ 1,019.11 | \$ 1,059.33 | \$ 1,069.83 | \$ 1,080.43 |
| | annual | \$ 40,425.65 | \$ 42,014.88 | \$ 43,667.12 | \$ 45,385.13 | \$ 47,173.47 | \$ 49,031.22 | \$ 50,963.86 | \$ 52,993.95 | \$ 55,085.40 | \$ 55,631.25 | \$ 56,182.57 |
| RL | 11L | | | | | | | | | | | |
| | hourly | | \$ 23.992922 | \$ 24.936887 | \$ 25.919488 | \$ 26.940230 | \$ 28.002120 | \$ 29.106669 | \$ 30.267068 | \$ 31.462195 | \$ 31.774069 | \$ 32.089061 |
| | weekly | | \$ 839.75 | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.07 | \$ 1,018.73 | \$ 1,059.35 | \$ 1,101.18 | \$ 1,112.09 | \$ 1,123.12 |
| | annual | | \$ 43,667.12 | \$ 45,385.13 | \$ 47,173.47 | \$ 49,031.22 | \$ 50,963.86 | \$ 52,974.14 | \$ 55,086.06 | \$ 57,261.20 | \$ 57,828.81 | \$ 58,402.09 |
| RL | 11 | | | | | | | | | | | |
| | hourly | \$ 23.085098 | \$ 23.992922 | \$ 24.936887 | \$ 25.919488 | \$ 26.940230 | \$ 28.002120 | \$ 29.106669 | \$ 30.267068 | \$ 31.462195 | \$ 31.774069 | \$ 32.089061 |
| | weekly | \$ 807.98 | \$ 839.75 | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.07 | \$ 1,018.73 | \$ 1,059.35 | \$ 1,101.18 | \$ 1,112.09 | \$ 1,123.12 |
| | annual | \$ 42,014.88 | \$ 43,667.12 | \$ 45,385.13 | \$ 47,173.47 | \$ 49,031.22 | \$ 50,963.86 | \$ 52,974.14 | \$ 55,086.06 | \$ 57,261.20 | \$ 57,828.81 | \$ 58,402.09 |
| RL | 12 | | | | | | | | | | | |
| | hourly | \$ 23.992922 | \$ 24.936887 | \$ 25.919488 | \$ 26.940230 | \$ 28.002120 | \$ 29.106669 | \$ 30.255379 | \$ 31.462046 | \$ 32.704978 | \$ 33.029281 | \$ 33.356825 |
| | weekly | \$ 839.75 | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.07 | \$ 1,018.73 | \$ 1,058.94 | \$ 1,101.17 | \$ 1,144.67 | \$ 1,156.02 | \$ 1,167.49 |
| | annual | \$ 43,667.12 | \$ 45,385.13 | \$ 47,173.47 | \$ 49,031.22 | \$ 50,963.86 | \$ 52,974.14 | \$ 55,064.79 | \$ 57,260.92 | \$ 59,523.06 | \$ 60,113.29 | \$ 60,709.42 |
| RL | 12L | | | | | | | | | | | |
| | hourly | | \$ 24.936887 | \$ 25.919488 | \$ 26.940230 | \$ 28.002120 | \$ 29.106669 | \$ 30.255379 | \$ 31.462046 | \$ 32.704978 | \$ 33.029281 | \$ 33.356825 |
| | weekly | | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.07 | \$ 1,018.73 | \$ 1,058.94 | \$ 1,101.17 | \$ 1,144.67 | \$ 1,156.02 | \$ 1,167.49 |
| | annual | | \$ 45,385.13 | \$ 47,173.47 | \$ 49,031.22 | \$ 50,963.86 | \$ 52,974.14 | \$ 55,064.79 | \$ 57,260.92 | \$ 59,523.06 | \$ 60,113.29 | \$ 60,709.42 |
| RL | 13 | | | | | | | | | | | |
| | hourly | \$ 24.936887 | \$ 25.919488 | \$ 26.940230 | \$ 28.002120 | \$ 29.106669 | \$ 30.255379 | \$ 31.449757 | \$ 32.704785 | \$ 33.997431 | \$ 34.334656 | \$ 34.675256 |
| | weekly | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.07 | \$ 1,018.73 | \$ 1,058.94 | \$ 1,100.74 | \$ 1,144.67 | \$ 1,189.91 | \$ 1,201.71 | \$ 1,213.63 |
| | annual | \$ 45,385.13 | \$ 47,173.47 | \$ 49,031.22 | \$ 50,963.86 | \$ 52,974.14 | \$ 55,064.79 | \$ 57,238.56 | \$ 59,522.71 | \$ 61,875.32 | \$ 62,489.07 | \$ 63,108.97 |
| RL | 14 | | | | | | | | | | | |
| | hourly | \$ 26.940230 | \$ 28.002120 | \$ 29.106669 | \$ 30.255379 | \$ 31.449757 | \$ 32.692306 | \$ 33.984045 | \$ 35.341365 | \$ 36.739467 | \$ 37.104113 | \$ 37.472408 |
| | weekly | \$ 942.91 | \$ 980.07 | \$ 1,018.73 | \$ 1,058.94 | \$ 1,100.74 | \$ 1,144.23 | \$ 1,189.44 | \$ 1,236.95 | \$ 1,285.88 | \$ 1,298.64 | \$ 1,311.53 |
| | annual | \$ 49,031.22 | \$ 50,963.86 | \$ 52,974.14 | \$ 55,064.79 | \$ 57,238.56 | \$ 59,500.00 | \$ 61,850.96 | \$ 64,321.28 | \$ 66,865.83 | \$ 67,529.49 | \$ 68,199.78 |
| RL | 15 | | | | | | | | | | | |
| | hourly | \$ 30.255379 | \$ 31.449757 | \$ 32.692306 | \$ 33.984045 | \$ 35.327971 | \$ 36.726097 | \$ 38.179419 | \$ 39.706114 | \$ 41.278810 | \$ 41.688851 | \$ 42.102993 |
| | weekly | \$ 1,058.94 | \$ 1,100.74 | \$ 1,144.23 | \$ 1,189.44 | \$ 1,236.48 | \$ 1,285.41 | \$ 1,336.28 | \$ 1,389.71 | \$ 1,444.76 | \$ 1,459.11 | \$ 1,473.60 |
| | annual | \$ 55,064.79 | \$ 57,238.56 | \$ 59,500.00 | \$ 61,850.96 | \$ 64,296.91 | \$ 66,841.50 | \$ 69,486.54 | \$ 72,265.13 | \$ 75,127.43 | \$ 75,873.71 | \$ 76,627.45 |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| RL | 16 | | | | | | | | | | | |
| | hourly | \$ 32.692306 | \$ 33.984045 | \$ 35.327971 | \$ 36.726097 | \$ 38.179419 | \$ 39.691465 | \$ 41.262723 | \$ 42.914007 | \$ 44.615016 | \$ 45.058416 | \$ 45.506252 |
| | weekly | \$ 1,144.23 | \$ 1,189.44 | \$ 1,236.48 | \$ 1,285.41 | \$ 1,336.28 | \$ 1,389.20 | \$ 1,444.20 | \$ 1,501.99 | \$ 1,561.53 | \$ 1,577.04 | \$ 1,592.72 |
| | annual | \$ 59,500.00 | \$ 61,850.96 | \$ 64,296.91 | \$ 66,841.50 | \$ 69,486.54 | \$ 72,238.47 | \$ 75,098.16 | \$ 78,103.49 | \$ 81,199.33 | \$ 82,006.32 | \$ 82,821.38 |
| RL | 17 | | | | | | | | | | | |
| | hourly | \$ 35.327971 | \$ 36.726097 | \$ 38.179419 | \$ 39.691465 | \$ 41.262723 | \$ 42.898719 | \$ 44.598949 | \$ 46.385050 | \$ 48.224899 | \$ 48.704400 | \$ 49.188697 |
| | weekly | \$ 1,236.48 | \$ 1,285.41 | \$ 1,336.28 | \$ 1,389.20 | \$ 1,444.20 | \$ 1,501.46 | \$ 1,560.96 | \$ 1,623.48 | \$ 1,687.87 | \$ 1,704.65 | \$ 1,721.60 |
| | annual | \$ 64,296.91 | \$ 66,841.50 | \$ 69,486.54 | \$ 72,238.47 | \$ 75,098.16 | \$ 78,075.67 | \$ 81,170.09 | \$ 84,420.79 | \$ 87,769.32 | \$ 88,642.01 | \$ 89,523.43 |
| RL | 18 | | | | | | | | | | | |
| | hourly | \$ 39.691465 | \$ 41.262723 | \$ 42.898719 | \$ 44.598949 | \$ 46.366931 | \$ 48.205671 | \$ 50.118686 | \$ 52.128021 | \$ 54.197591 | \$ 54.736820 | \$ 55.281440 |
| | weekly | \$ 1,389.20 | \$ 1,444.20 | \$ 1,501.46 | \$ 1,560.96 | \$ 1,622.84 | \$ 1,687.20 | \$ 1,754.15 | \$ 1,824.48 | \$ 1,896.92 | \$ 1,915.79 | \$ 1,934.85 |
| | annual | \$ 72,238.47 | \$ 75,098.16 | \$ 78,075.67 | \$ 81,170.09 | \$ 84,387.81 | \$ 87,734.32 | \$ 91,216.01 | \$ 94,873.00 | \$ 98,639.62 | \$ 99,621.01 | \$ 100,612.22 |
| RL | 19 | | | | | | | | | | | |
| | hourly | \$ 42.898719 | \$ 44.598949 | \$ 46.366931 | \$ 48.205671 | \$ 50.118686 | \$ 52.107976 | \$ 54.177056 | \$ 56.350403 | \$ 58.588865 | \$ 59.172006 | \$ 59.760978 |
| | weekly | \$ 1,501.46 | \$ 1,560.96 | \$ 1,622.84 | \$ 1,687.20 | \$ 1,754.15 | \$ 1,823.78 | \$ 1,896.20 | \$ 1,972.26 | \$ 2,050.61 | \$ 2,071.02 | \$ 2,091.63 |
| | annual | \$ 78,075.67 | \$ 81,170.09 | \$ 84,387.81 | \$ 87,734.32 | \$ 91,216.01 | \$ 94,836.52 | \$ 98,602.24 | \$ 102,557.73 | \$ 106,631.73 | \$ 107,693.05 | \$ 108,764.98 |
| RL | 20 | | | | | | | | | | | |
| | hourly | \$ 46.366931 | \$ 48.205671 | \$ 50.118686 | \$ 52.107976 | \$ 54.177056 | \$ 56.328445 | \$ 58.566141 | \$ 60.916769 | \$ 63.337883 | \$ 63.968514 | \$ 64.605452 |
| | weekly | \$ 1,622.84 | \$ 1,687.20 | \$ 1,754.15 | \$ 1,823.78 | \$ 1,896.20 | \$ 1,971.50 | \$ 2,049.81 | \$ 2,132.09 | \$ 2,216.83 | \$ 2,238.90 | \$ 2,261.19 |
| | annual | \$ 84,387.81 | \$ 87,734.32 | \$ 91,216.01 | \$ 94,836.52 | \$ 98,602.24 | \$ 102,517.77 | \$ 106,590.38 | \$ 110,868.52 | \$ 115,274.95 | \$ 116,422.70 | \$ 117,581.92 |
| RL | 21 | | | | | | | | | | | |
| | hourly | \$ 50.118686 | \$ 52.107976 | \$ 54.177056 | \$ 56.328445 | \$ 58.566141 | \$ 60.893176 | \$ 63.313547 | \$ 65.855957 | \$ 68.474639 | \$ 69.156636 | \$ 69.845457 |
| | weekly | \$ 1,754.15 | \$ 1,823.78 | \$ 1,896.20 | \$ 1,971.50 | \$ 2,049.81 | \$ 2,131.26 | \$ 2,215.97 | \$ 2,304.96 | \$ 2,396.61 | \$ 2,420.48 | \$ 2,444.59 |
| | annual | \$ 91,216.01 | \$ 94,836.52 | \$ 98,602.24 | \$ 102,517.77 | \$ 106,590.38 | \$ 110,825.58 | \$ 115,230.66 | \$ 119,857.84 | \$ 124,623.84 | \$ 125,865.08 | \$ 127,118.73 |
| RL | 22 | | | | | | | | | | | |
| | hourly | \$ 54.177056 | \$ 56.328445 | \$ 58.566141 | \$ 60.892671 | \$ 63.313547 | \$ 65.830269 | \$ 68.447869 | \$ 71.196666 | \$ 74.028979 | \$ 74.766522 | \$ 75.511438 |
| | weekly | \$ 1,896.20 | \$ 1,971.50 | \$ 2,049.81 | \$ 2,131.24 | \$ 2,215.97 | \$ 2,304.06 | \$ 2,395.68 | \$ 2,491.88 | \$ 2,591.01 | \$ 2,616.83 | \$ 2,642.90 |
| | annual | \$ 98,602.24 | \$ 102,517.77 | \$ 106,590.38 | \$ 110,824.66 | \$ 115,230.66 | \$ 119,811.09 | \$ 124,575.12 | \$ 129,577.93 | \$ 134,732.74 | \$ 136,075.07 | \$ 137,430.82 |

Schedule A
Effective 1/4/2025
2% + \$.137362 (\$250.00) Wage Increase

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| RL | 05L | | | | | | | | | | | |
| | hourly | | \$ 19,562,022 | \$ 20,322,670 | \$ 21,114,029 | \$ 21,937,637 | \$ 22,793,493 | \$ 23,684,161 | \$ 24,612,623 | \$ 25,575,775 | \$ 25,827,357 | \$ 26,081,453 |
| | weekly | | \$ 684.67 | \$ 711.29 | \$ 738.99 | \$ 767.82 | \$ 797.77 | \$ 828.95 | \$ 861.44 | \$ 895.15 | \$ 903.96 | \$ 912.85 |
| | annual | | \$ 35,602.88 | \$ 36,987.26 | \$ 38,427.53 | \$ 39,926.50 | \$ 41,484.16 | \$ 43,105.17 | \$ 44,794.97 | \$ 46,547.91 | \$ 47,005.79 | \$ 47,468.24 |
| RL | 5 | | | | | | | | | | | |
| | hourly | \$ 18,829,527 | \$ 19,562,022 | \$ 20,322,670 | \$ 21,114,029 | \$ 21,937,637 | \$ 22,793,493 | \$ 23,684,161 | \$ 24,619,791 | \$ 25,583,227 | \$ 25,834,881 | \$ 26,089,055 |
| | weekly | \$ 659.03 | \$ 684.67 | \$ 711.29 | \$ 738.99 | \$ 767.82 | \$ 797.77 | \$ 828.95 | \$ 861.69 | \$ 895.41 | \$ 904.22 | \$ 913.12 |
| | annual | \$ 34,269.74 | \$ 35,602.88 | \$ 36,987.26 | \$ 38,427.53 | \$ 39,926.50 | \$ 41,484.16 | \$ 43,105.17 | \$ 44,808.02 | \$ 46,561.47 | \$ 47,019.48 | \$ 47,482.08 |
| RL | 06L | | | | | | | | | | | |
| | hourly | | \$ 20,322,670 | \$ 21,114,029 | \$ 21,937,637 | \$ 22,793,493 | \$ 23,684,161 | \$ 24,610,142 | \$ 25,582,904 | \$ 26,584,862 | \$ 26,846,533 | \$ 27,110,821 |
| | weekly | | \$ 711.29 | \$ 738.99 | \$ 767.82 | \$ 797.77 | \$ 828.95 | \$ 861.35 | \$ 895.40 | \$ 930.47 | \$ 939.63 | \$ 948.88 |
| | annual | | \$ 36,987.26 | \$ 38,427.53 | \$ 39,926.50 | \$ 41,484.16 | \$ 43,105.17 | \$ 44,790.46 | \$ 46,560.89 | \$ 48,384.45 | \$ 48,860.69 | \$ 49,341.69 |
| RL | 6 | | | | | | | | | | | |
| | hourly | \$ 19,562,022 | \$ 20,322,670 | \$ 21,114,029 | \$ 21,937,637 | \$ 22,793,493 | \$ 23,684,161 | \$ 24,610,142 | \$ 25,582,904 | \$ 26,584,862 | \$ 26,846,533 | \$ 27,110,821 |
| | weekly | \$ 684.67 | \$ 711.29 | \$ 738.99 | \$ 767.82 | \$ 797.77 | \$ 828.95 | \$ 861.35 | \$ 895.40 | \$ 930.47 | \$ 939.63 | \$ 948.88 |
| | annual | \$ 35,602.88 | \$ 36,987.26 | \$ 38,427.53 | \$ 39,926.50 | \$ 41,484.16 | \$ 43,105.17 | \$ 44,790.46 | \$ 46,560.89 | \$ 48,384.45 | \$ 48,860.69 | \$ 49,341.69 |
| RL | 07L | | | | | | | | | | | |
| | hourly | | \$ 21,114,029 | \$ 21,937,637 | \$ 22,793,493 | \$ 23,684,161 | \$ 24,610,142 | \$ 25,572,986 | \$ 26,583,951 | \$ 27,625,961 | \$ 27,898,045 | \$ 28,172,847 |
| | weekly | | \$ 767.82 | \$ 797.77 | \$ 828.95 | \$ 861.35 | \$ 895.05 | \$ 930.44 | \$ 966.91 | \$ 976.43 | \$ 986.05 | |
| | annual | | \$ 38,427.53 | \$ 39,926.50 | \$ 41,484.16 | \$ 43,105.17 | \$ 44,790.46 | \$ 46,542.84 | \$ 48,382.79 | \$ 50,279.25 | \$ 50,774.44 | \$ 51,274.58 |
| RL | 7 | | | | | | | | | | | |
| | hourly | \$ 20,322,670 | \$ 21,114,029 | \$ 21,937,637 | \$ 22,793,493 | \$ 23,684,161 | \$ 24,610,142 | \$ 25,572,986 | \$ 26,584,425 | \$ 27,626,446 | \$ 27,898,534 | \$ 28,173,343 |
| | weekly | \$ 711.29 | \$ 738.99 | \$ 767.82 | \$ 797.77 | \$ 828.95 | \$ 861.35 | \$ 895.05 | \$ 930.45 | \$ 966.93 | \$ 976.45 | \$ 986.07 |
| | annual | \$ 36,987.26 | \$ 38,427.53 | \$ 39,926.50 | \$ 41,484.16 | \$ 43,105.17 | \$ 44,790.46 | \$ 46,542.84 | \$ 48,383.65 | \$ 50,280.13 | \$ 50,775.33 | \$ 51,275.48 |
| RL | 08L | | | | | | | | | | | |
| | hourly | | \$ 21,937,637 | \$ 22,793,493 | \$ 23,684,161 | \$ 24,610,142 | \$ 25,572,986 | \$ 26,575,239 | \$ 27,627,172 | \$ 28,710,897 | \$ 28,993,827 | \$ 29,279,589 |
| | weekly | | \$ 767.82 | \$ 797.77 | \$ 828.95 | \$ 861.35 | \$ 895.05 | \$ 930.13 | \$ 966.95 | \$ 1,004.88 | \$ 1,014.78 | \$ 1,024.79 |
| | annual | | \$ 39,926.50 | \$ 41,484.16 | \$ 43,105.17 | \$ 44,790.46 | \$ 46,542.84 | \$ 48,366.94 | \$ 50,281.45 | \$ 52,253.83 | \$ 52,768.77 | \$ 53,288.85 |
| RL | 8 | | | | | | | | | | | |
| | hourly | \$ 21,114,029 | \$ 21,937,637 | \$ 22,793,493 | \$ 23,684,161 | \$ 24,610,142 | \$ 25,572,986 | \$ 26,575,239 | \$ 27,627,172 | \$ 28,710,897 | \$ 28,993,827 | \$ 29,279,589 |
| | weekly | \$ 738.99 | \$ 767.82 | \$ 797.77 | \$ 828.95 | \$ 861.35 | \$ 895.05 | \$ 930.13 | \$ 966.95 | \$ 1,004.88 | \$ 1,014.78 | \$ 1,024.79 |
| | annual | \$ 38,427.53 | \$ 39,926.50 | \$ 41,484.16 | \$ 43,105.17 | \$ 44,790.46 | \$ 46,542.84 | \$ 48,366.94 | \$ 50,281.45 | \$ 52,253.83 | \$ 52,768.77 | \$ 53,288.85 |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| RL | 09L | | | | | | | | | | | |
| | hourly | | \$ 22.793493 | \$ 23.684161 | \$ 24.610142 | \$ 25.572986 | \$ 26.575239 | \$ 27.616396 | \$ 28.710671 | \$ 29.837736 | \$ 30.131937 | \$ 30.429080 |
| | weekly | | \$ 797.77 | \$ 828.95 | \$ 861.35 | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.87 | \$ 1,044.32 | \$ 1,054.62 | \$ 1,065.02 |
| | annual | | \$ 41,484.16 | \$ 43,105.17 | \$ 44,790.46 | \$ 46,542.84 | \$ 48,366.94 | \$ 50,261.84 | \$ 52,253.42 | \$ 54,304.68 | \$ 54,840.13 | \$ 55,380.93 |
| RL | 9 | | | | | | | | | | | |
| | hourly | \$ 21.937637 | \$ 22.793493 | \$ 23.684161 | \$ 24.610142 | \$ 25.572986 | \$ 26.575239 | \$ 27.616396 | \$ 28.710671 | \$ 29.837736 | \$ 30.131937 | \$ 30.429080 |
| | weekly | \$ 767.82 | \$ 797.77 | \$ 828.95 | \$ 861.35 | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.87 | \$ 1,044.32 | \$ 1,054.62 | \$ 1,065.02 |
| | annual | \$ 39,926.50 | \$ 41,484.16 | \$ 43,105.17 | \$ 44,790.46 | \$ 46,542.84 | \$ 48,366.94 | \$ 50,261.84 | \$ 52,253.42 | \$ 54,304.68 | \$ 54,840.13 | \$ 55,380.93 |
| RL | 10L | | | | | | | | | | | |
| | hourly | | \$ 23.684161 | \$ 24.610142 | \$ 25.572986 | \$ 26.575239 | \$ 27.616396 | \$ 28.699524 | \$ 29.837266 | \$ 31.009400 | \$ 31.315316 | \$ 31.624293 |
| | weekly | | \$ 828.95 | \$ 861.35 | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.48 | \$ 1,044.30 | \$ 1,085.33 | \$ 1,096.04 | \$ 1,106.85 |
| | annual | | \$ 43,105.17 | \$ 44,790.46 | \$ 46,542.84 | \$ 48,366.94 | \$ 50,261.84 | \$ 52,233.13 | \$ 54,303.82 | \$ 56,437.11 | \$ 56,993.88 | \$ 57,556.21 |
| RL | 10 | | | | | | | | | | | |
| | hourly | \$ 22.793493 | \$ 23.684161 | \$ 24.610142 | \$ 25.572986 | \$ 26.575239 | \$ 27.616396 | \$ 28.699524 | \$ 29.837266 | \$ 31.009400 | \$ 31.315316 | \$ 31.624293 |
| | weekly | \$ 797.77 | \$ 828.95 | \$ 861.35 | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.48 | \$ 1,044.30 | \$ 1,085.33 | \$ 1,096.04 | \$ 1,106.85 |
| | annual | \$ 41,484.16 | \$ 43,105.17 | \$ 44,790.46 | \$ 46,542.84 | \$ 48,366.94 | \$ 50,261.84 | \$ 52,233.13 | \$ 54,303.82 | \$ 56,437.11 | \$ 56,993.88 | \$ 57,556.21 |
| RL | 11L | | | | | | | | | | | |
| | hourly | | \$ 24.610142 | \$ 25.572986 | \$ 26.575239 | \$ 27.616396 | \$ 28.699524 | \$ 29.826164 | \$ 31.009771 | \$ 32.228800 | \$ 32.546912 | \$ 32.868204 |
| | weekly | | \$ 861.35 | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.48 | \$ 1,043.92 | \$ 1,085.34 | \$ 1,128.01 | \$ 1,139.14 | \$ 1,150.39 |
| | annual | | \$ 44,790.46 | \$ 46,542.84 | \$ 48,366.94 | \$ 50,261.84 | \$ 52,233.13 | \$ 54,283.62 | \$ 56,437.78 | \$ 58,656.42 | \$ 59,235.38 | \$ 59,820.13 |
| RL | 11 | | | | | | | | | | | |
| | hourly | \$ 23.684161 | \$ 24.610142 | \$ 25.572986 | \$ 26.575239 | \$ 27.616396 | \$ 28.699524 | \$ 29.826164 | \$ 31.009771 | \$ 32.228800 | \$ 32.546912 | \$ 32.868204 |
| | weekly | \$ 828.95 | \$ 861.35 | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.48 | \$ 1,043.92 | \$ 1,085.34 | \$ 1,128.01 | \$ 1,139.14 | \$ 1,150.39 |
| | annual | \$ 43,105.17 | \$ 44,790.46 | \$ 46,542.84 | \$ 48,366.94 | \$ 50,261.84 | \$ 52,233.13 | \$ 54,283.62 | \$ 56,437.78 | \$ 58,656.42 | \$ 59,235.38 | \$ 59,820.13 |
| RL | 12 | | | | | | | | | | | |
| | hourly | \$ 24.610142 | \$ 25.572986 | \$ 26.575239 | \$ 27.616396 | \$ 28.699524 | \$ 29.826164 | \$ 30.997848 | \$ 32.228648 | \$ 33.496439 | \$ 33.827228 | \$ 34.161323 |
| | weekly | \$ 861.35 | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.48 | \$ 1,043.92 | \$ 1,084.92 | \$ 1,128.00 | \$ 1,172.38 | \$ 1,183.95 | \$ 1,195.65 |
| | annual | \$ 44,790.46 | \$ 46,542.84 | \$ 48,366.94 | \$ 50,261.84 | \$ 52,233.13 | \$ 54,283.62 | \$ 56,416.08 | \$ 58,656.14 | \$ 60,963.52 | \$ 61,565.56 | \$ 62,173.61 |
| RL | 12L | | | | | | | | | | | |
| | hourly | | \$ 25.572986 | \$ 26.575239 | \$ 27.616396 | \$ 28.699524 | \$ 29.826164 | \$ 30.997848 | \$ 32.228648 | \$ 33.496439 | \$ 33.827228 | \$ 34.161323 |
| | weekly | | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.48 | \$ 1,043.92 | \$ 1,084.92 | \$ 1,128.00 | \$ 1,172.38 | \$ 1,183.95 | \$ 1,195.65 |
| | annual | | \$ 46,542.84 | \$ 48,366.94 | \$ 50,261.84 | \$ 52,233.13 | \$ 54,283.62 | \$ 56,416.08 | \$ 58,656.14 | \$ 60,963.52 | \$ 61,565.56 | \$ 62,173.61 |
| RL | 13 | | | | | | | | | | | |
| | hourly | \$ 25.572986 | \$ 26.575239 | \$ 27.616396 | \$ 28.699524 | \$ 29.826164 | \$ 30.997848 | \$ 32.216114 | \$ 33.496242 | \$ 34.814741 | \$ 35.158711 | \$ 35.506123 |
| | weekly | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.48 | \$ 1,043.92 | \$ 1,084.92 | \$ 1,127.56 | \$ 1,172.37 | \$ 1,218.52 | \$ 1,230.55 | \$ 1,242.71 |
| | annual | \$ 46,542.84 | \$ 48,366.94 | \$ 50,261.84 | \$ 52,233.13 | \$ 54,283.62 | \$ 56,416.08 | \$ 58,633.33 | \$ 60,963.16 | \$ 63,362.83 | \$ 63,988.85 | \$ 64,621.14 |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| RL | 14 | | | | | | | | | | | |
| | hourly | \$ 27.616396 | \$ 28.699524 | \$ 29.826164 | \$ 30.997848 | \$ 32.216114 | \$ 33.483514 | \$ 34.801087 | \$ 36.185554 | \$ 37.611618 | \$ 37.983557 | \$ 38.359218 |
| | weekly | \$ 986.57 | \$ 1,004.48 | \$ 1,043.92 | \$ 1,084.92 | \$ 1,127.56 | \$ 1,171.92 | \$ 1,218.04 | \$ 1,266.49 | \$ 1,316.41 | \$ 1,329.42 | \$ 1,342.57 |
| RL | 15 | | | | | | | | | | | |
| | hourly | \$ 30.997848 | \$ 32.216114 | \$ 33.483514 | \$ 34.801087 | \$ 36.171892 | \$ 37.597980 | \$ 39.080369 | \$ 40.637598 | \$ 42.241748 | \$ 42.659990 | \$ 43.082414 |
| | weekly | \$ 1,084.92 | \$ 1,127.56 | \$ 1,171.92 | \$ 1,218.04 | \$ 1,266.02 | \$ 1,315.93 | \$ 1,367.81 | \$ 1,422.32 | \$ 1,478.46 | \$ 1,493.10 | \$ 1,507.88 |
| RL | 16 | | | | | | | | | | | |
| | hourly | \$ 33.483514 | \$ 34.801087 | \$ 36.171892 | \$ 37.597980 | \$ 39.080369 | \$ 40.622656 | \$ 42.225339 | \$ 43.909649 | \$ 45.644678 | \$ 46.096946 | \$ 46.553739 |
| | weekly | \$ 1,171.92 | \$ 1,218.04 | \$ 1,266.02 | \$ 1,315.93 | \$ 1,367.81 | \$ 1,421.79 | \$ 1,477.89 | \$ 1,536.84 | \$ 1,597.56 | \$ 1,613.39 | \$ 1,629.38 |
| RL | 17 | | | | | | | | | | | |
| | hourly | \$ 36.171892 | \$ 37.597980 | \$ 39.080369 | \$ 40.622656 | \$ 42.225339 | \$ 43.894055 | \$ 45.628289 | \$ 47.450113 | \$ 49.326758 | \$ 49.815850 | \$ 50.309832 |
| | weekly | \$ 1,266.02 | \$ 1,315.93 | \$ 1,367.81 | \$ 1,421.79 | \$ 1,477.89 | \$ 1,536.29 | \$ 1,596.99 | \$ 1,660.75 | \$ 1,726.44 | \$ 1,743.55 | \$ 1,760.84 |
| RL | 18 | | | | | | | | | | | |
| | hourly | \$ 40.622656 | \$ 42.225339 | \$ 43.894055 | \$ 45.628289 | \$ 47.431631 | \$ 49.307146 | \$ 51.258421 | \$ 53.307943 | \$ 55.418904 | \$ 55.968918 | \$ 56.524430 |
| | weekly | \$ 1,421.79 | \$ 1,477.89 | \$ 1,536.29 | \$ 1,596.99 | \$ 1,660.11 | \$ 1,725.75 | \$ 1,794.04 | \$ 1,865.78 | \$ 1,939.66 | \$ 1,958.91 | \$ 1,978.36 |
| RL | 19 | | | | | | | | | | | |
| | hourly | \$ 43.894055 | \$ 45.628289 | \$ 47.431631 | \$ 49.307146 | \$ 51.258421 | \$ 53.287497 | \$ 55.397959 | \$ 57.614773 | \$ 59.898004 | \$ 60.492808 | \$ 61.093559 |
| | weekly | \$ 1,536.29 | \$ 1,596.99 | \$ 1,660.11 | \$ 1,725.75 | \$ 1,794.04 | \$ 1,865.06 | \$ 1,938.93 | \$ 2,016.52 | \$ 2,096.43 | \$ 2,117.25 | \$ 2,138.27 |
| RL | 20 | | | | | | | | | | | |
| | hourly | \$ 47.431631 | \$ 49.307146 | \$ 51.258421 | \$ 53.287497 | \$ 55.397959 | \$ 57.592375 | \$ 59.874825 | \$ 62.272466 | \$ 64.742002 | \$ 65.385246 | \$ 66.034923 |
| | weekly | \$ 1,660.11 | \$ 1,725.75 | \$ 1,794.04 | \$ 1,865.06 | \$ 1,938.93 | \$ 2,015.73 | \$ 2,095.62 | \$ 2,179.54 | \$ 2,265.97 | \$ 2,288.48 | \$ 2,311.22 |
| RL | 21 | | | | | | | | | | | |
| | hourly | \$ 51.258421 | \$ 53.287497 | \$ 55.397959 | \$ 57.592375 | \$ 59.874825 | \$ 62.248401 | \$ 64.717179 | \$ 67.310438 | \$ 69.981493 | \$ 70.677130 | \$ 71.379728 |
| | weekly | \$ 1,794.04 | \$ 1,865.06 | \$ 1,938.93 | \$ 2,015.73 | \$ 2,095.62 | \$ 2,178.69 | \$ 2,265.10 | \$ 2,355.87 | \$ 2,449.35 | \$ 2,473.70 | \$ 2,498.29 |
| RL | 22 | | | | | | | | | | | |
| | hourly | \$ 55.397959 | \$ 57.592375 | \$ 59.874825 | \$ 62.247886 | \$ 64.717179 | \$ 67.284236 | \$ 69.954188 | \$ 72.757961 | \$ 75.646920 | \$ 76.399214 | \$ 77.159028 |
| | weekly | \$ 1,938.93 | \$ 2,015.73 | \$ 2,095.62 | \$ 2,178.68 | \$ 2,265.10 | \$ 2,354.95 | \$ 2,448.40 | \$ 2,546.53 | \$ 2,647.64 | \$ 2,673.97 | \$ 2,700.57 |
| | annual | \$ 100,824.29 | \$ 104,818.12 | \$ 108,972.18 | \$ 113,291.15 | \$ 117,785.27 | \$ 122,457.31 | \$ 127,316.62 | \$ 132,419.49 | \$ 137,677.39 | \$ 139,046.57 | \$ 140,429.43 |

| Schedule A | | | | | | | | | | | | |
|---|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Effective 1/3/2026 | | | | | | | | | | | | |
| 2% + \$.494505 (\$900.00) Wage Increase | | | | | | | | | | | | |
| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
| RL | 05L | | | | | | | | | | | |
| | hourly | | \$ 20.447767 | \$ 21.223628 | \$ 22.030814 | \$ 22.870894 | \$ 23.743867 | \$ 24.652349 | \$ 25.599380 | \$ 26.581795 | \$ 26.838409 | \$ 27.097587 |
| | weekly | | \$ 715.67 | \$ 742.83 | \$ 771.08 | \$ 800.48 | \$ 831.04 | \$ 862.83 | \$ 895.98 | \$ 930.36 | \$ 939.34 | \$ 948.42 |
| | annual | | \$ 37,214.94 | \$ 38,627.00 | \$ 40,096.08 | \$ 41,625.03 | \$ 43,213.84 | \$ 44,867.28 | \$ 46,590.87 | \$ 48,378.87 | \$ 48,845.90 | \$ 49,317.61 |
| RL | 5 | | | | | | | | | | | |
| | hourly | \$ 19.700622 | \$ 20.447767 | \$ 21.223628 | \$ 22.030814 | \$ 22.870894 | \$ 23.743867 | \$ 24.652349 | \$ 25.606691 | \$ 26.589396 | \$ 26.846083 | \$ 27.105341 |
| | weekly | \$ 689.52 | \$ 715.67 | \$ 742.83 | \$ 771.08 | \$ 800.48 | \$ 831.04 | \$ 862.83 | \$ 896.23 | \$ 930.63 | \$ 939.61 | \$ 948.69 |
| | annual | \$ 35,855.13 | \$ 37,214.94 | \$ 38,627.00 | \$ 40,096.08 | \$ 41,625.03 | \$ 43,213.84 | \$ 44,867.28 | \$ 46,604.18 | \$ 48,392.70 | \$ 48,859.87 | \$ 49,331.72 |
| RL | 06L | | | | | | | | | | | |
| | hourly | | \$ 21.223628 | \$ 22.030814 | \$ 22.870894 | \$ 23.743867 | \$ 24.652349 | \$ 25.596849 | \$ 26.589067 | \$ 27.611064 | \$ 27.877968 | \$ 28.147542 |
| | weekly | | \$ 742.83 | \$ 771.08 | \$ 800.48 | \$ 831.04 | \$ 862.83 | \$ 895.89 | \$ 930.62 | \$ 966.39 | \$ 975.73 | \$ 985.16 |
| | annual | | \$ 38,627.00 | \$ 40,096.08 | \$ 41,625.03 | \$ 43,213.84 | \$ 44,867.28 | \$ 46,586.27 | \$ 48,392.10 | \$ 50,252.14 | \$ 50,737.90 | \$ 51,228.53 |
| RL | 6 | | | | | | | | | | | |
| | hourly | \$ 20.447767 | \$ 21.223628 | \$ 22.030814 | \$ 22.870894 | \$ 23.743867 | \$ 24.652349 | \$ 25.596849 | \$ 26.589067 | \$ 27.611064 | \$ 27.877968 | \$ 28.147542 |
| | weekly | \$ 715.67 | \$ 742.83 | \$ 771.08 | \$ 800.48 | \$ 831.04 | \$ 862.83 | \$ 895.89 | \$ 930.62 | \$ 966.39 | \$ 975.73 | \$ 985.16 |
| | annual | \$ 37,214.94 | \$ 38,627.00 | \$ 40,096.08 | \$ 41,625.03 | \$ 43,213.84 | \$ 44,867.28 | \$ 46,586.27 | \$ 48,392.10 | \$ 50,252.14 | \$ 50,737.90 | \$ 51,228.53 |
| RL | 07L | | | | | | | | | | | |
| | hourly | | \$ 22.030814 | \$ 22.870894 | \$ 23.743867 | \$ 24.652349 | \$ 25.596849 | \$ 26.578950 | \$ 27.610135 | \$ 28.672985 | \$ 28.950510 | \$ 29.230808 |
| | weekly | | \$ 771.08 | \$ 800.48 | \$ 831.04 | \$ 862.83 | \$ 895.89 | \$ 930.26 | \$ 966.35 | \$ 1,003.55 | \$ 1,013.27 | \$ 1,023.08 |
| | annual | | \$ 40,096.08 | \$ 41,625.03 | \$ 43,213.84 | \$ 44,867.28 | \$ 46,586.27 | \$ 48,373.69 | \$ 50,250.45 | \$ 52,184.83 | \$ 52,689.93 | \$ 53,200.07 |
| RL | 7 | | | | | | | | | | | |
| | hourly | \$ 21.223628 | \$ 22.030814 | \$ 22.870894 | \$ 23.743867 | \$ 24.652349 | \$ 25.596849 | \$ 26.578950 | \$ 27.610618 | \$ 28.673479 | \$ 28.951009 | \$ 29.231314 |
| | weekly | \$ 742.83 | \$ 771.08 | \$ 800.48 | \$ 831.04 | \$ 862.83 | \$ 895.89 | \$ 930.26 | \$ 966.37 | \$ 1,003.57 | \$ 1,013.29 | \$ 1,023.10 |
| | annual | \$ 38,627.00 | \$ 40,096.08 | \$ 41,625.03 | \$ 43,213.84 | \$ 44,867.28 | \$ 46,586.27 | \$ 48,373.69 | \$ 50,251.33 | \$ 52,185.73 | \$ 52,690.84 | \$ 53,200.99 |
| RL | 08L | | | | | | | | | | | |
| | hourly | | \$ 22.870894 | \$ 23.743867 | \$ 24.652349 | \$ 25.596849 | \$ 26.578950 | \$ 27.601248 | \$ 28.674220 | \$ 29.779619 | \$ 30.068208 | \$ 30.359685 |
| | weekly | | \$ 800.48 | \$ 831.04 | \$ 862.83 | \$ 895.89 | \$ 930.26 | \$ 966.04 | \$ 1,003.60 | \$ 1,042.29 | \$ 1,052.39 | \$ 1,062.59 |
| | annual | | \$ 41,625.03 | \$ 43,213.84 | \$ 44,867.28 | \$ 46,586.27 | \$ 48,373.69 | \$ 50,234.27 | \$ 52,187.08 | \$ 54,198.91 | \$ 54,724.14 | \$ 55,254.63 |
| RL | 8 | | | | | | | | | | | |
| | hourly | \$ 22.030814 | \$ 22.870894 | \$ 23.743867 | \$ 24.652349 | \$ 25.596849 | \$ 26.578950 | \$ 27.601248 | \$ 28.674220 | \$ 29.779619 | \$ 30.068208 | \$ 30.359685 |
| | weekly | \$ 771.08 | \$ 800.48 | \$ 831.04 | \$ 862.83 | \$ 895.89 | \$ 930.26 | \$ 966.04 | \$ 1,003.60 | \$ 1,042.29 | \$ 1,052.39 | \$ 1,062.59 |
| | annual | \$ 40,096.08 | \$ 41,625.03 | \$ 43,213.84 | \$ 44,867.28 | \$ 46,586.27 | \$ 48,373.69 | \$ 50,234.27 | \$ 52,187.08 | \$ 54,198.91 | \$ 54,724.14 | \$ 55,254.63 |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| RL | 09L | | | | | | | | | | | |
| | hourly | | \$ 23.743867 | \$ 24.652349 | \$ 25.596849 | \$ 26.578950 | \$ 27.601248 | \$ 28.663228 | \$ 29.779389 | \$ 30.928995 | \$ 31.229080 | \$ 31.532166 |
| | weekly | | \$ 831.04 | \$ 862.83 | \$ 895.89 | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,042.28 | \$ 1,082.51 | \$ 1,093.02 | \$ 1,103.63 |
| | annual | | \$ 43,213.84 | \$ 44,867.28 | \$ 46,586.27 | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.08 | \$ 54,198.49 | \$ 56,290.77 | \$ 56,836.93 | \$ 57,388.54 |
| RL | 9 | \$ 22.870894 | | | | | | | | | | |
| | hourly | \$ 800.48 | \$ 23.743867 | \$ 24.652349 | \$ 25.596849 | \$ 26.578950 | \$ 27.601248 | \$ 28.663228 | \$ 29.779389 | \$ 30.928995 | \$ 31.229080 | \$ 31.532166 |
| | weekly | \$ 41,625.03 | \$ 831.04 | \$ 862.83 | \$ 895.89 | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,042.28 | \$ 1,082.51 | \$ 1,093.02 | \$ 1,103.63 |
| | annual | | \$ 43,213.84 | \$ 44,867.28 | \$ 46,586.27 | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.08 | \$ 54,198.49 | \$ 56,290.77 | \$ 56,836.93 | \$ 57,388.54 |
| RL | 10L | | | | | | | | | | | |
| | hourly | | \$ 24.652349 | \$ 25.596849 | \$ 26.578950 | \$ 27.601248 | \$ 28.663228 | \$ 29.768019 | \$ 30.928516 | \$ 32.124093 | \$ 32.436127 | \$ 32.751283 |
| | weekly | | \$ 862.83 | \$ 895.89 | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,041.88 | \$ 1,082.50 | \$ 1,124.34 | \$ 1,135.26 | \$ 1,146.29 |
| | annual | | \$ 44,867.28 | \$ 46,586.27 | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.08 | \$ 54,177.80 | \$ 56,289.90 | \$ 58,465.85 | \$ 59,033.75 | \$ 59,607.34 |
| RL | 10 | | | | | | | | | | | |
| | hourly | \$ 23.743867 | \$ 24.652349 | \$ 25.596849 | \$ 26.578950 | \$ 27.601248 | \$ 28.663228 | \$ 29.768019 | \$ 30.928516 | \$ 32.124093 | \$ 32.436127 | \$ 32.751283 |
| | weekly | \$ 831.04 | \$ 862.83 | \$ 895.89 | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,041.88 | \$ 1,082.50 | \$ 1,124.34 | \$ 1,135.26 | \$ 1,146.29 |
| | annual | \$ 43,213.84 | \$ 44,867.28 | \$ 46,586.27 | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.08 | \$ 54,177.80 | \$ 56,289.90 | \$ 58,465.85 | \$ 59,033.75 | \$ 59,607.34 |
| RL | 11L | | | | | | | | | | | |
| | hourly | | \$ 25.596849 | \$ 26.578950 | \$ 27.601248 | \$ 28.663228 | \$ 29.768019 | \$ 30.917192 | \$ 32.124471 | \$ 33.367881 | \$ 33.692355 | \$ 34.020073 |
| | weekly | | \$ 895.89 | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,041.88 | \$ 1,082.10 | \$ 1,124.36 | \$ 1,167.88 | \$ 1,179.23 | \$ 1,190.70 |
| | annual | | \$ 46,586.27 | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.08 | \$ 54,177.80 | \$ 56,269.29 | \$ 58,466.54 | \$ 60,729.54 | \$ 61,320.09 | \$ 61,916.53 |
| RL | 11 | | | | | | | | | | | |
| | hourly | \$ 24.652349 | \$ 25.596849 | \$ 26.578950 | \$ 27.601248 | \$ 28.663228 | \$ 29.768019 | \$ 30.917192 | \$ 32.124471 | \$ 33.367881 | \$ 33.692355 | \$ 34.020073 |
| | weekly | \$ 862.83 | \$ 895.89 | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,041.88 | \$ 1,082.10 | \$ 1,124.36 | \$ 1,167.88 | \$ 1,179.23 | \$ 1,190.70 |
| | annual | \$ 44,867.28 | \$ 46,586.27 | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.08 | \$ 54,177.80 | \$ 56,269.29 | \$ 58,466.54 | \$ 60,729.54 | \$ 61,320.09 | \$ 61,916.53 |
| RL | 12 | | | | | | | | | | | |
| | hourly | \$ 25.596849 | \$ 26.578950 | \$ 27.601248 | \$ 28.663228 | \$ 29.768019 | \$ 30.917192 | \$ 32.112309 | \$ 33.367725 | \$ 34.660872 | \$ 34.998277 | \$ 35.339054 |
| | weekly | \$ 895.89 | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,041.88 | \$ 1,082.10 | \$ 1,123.93 | \$ 1,167.87 | \$ 1,213.13 | \$ 1,224.94 | \$ 1,236.87 |
| | annual | \$ 46,586.27 | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.08 | \$ 54,177.80 | \$ 56,269.29 | \$ 58,444.40 | \$ 60,729.26 | \$ 63,082.79 | \$ 63,696.86 | \$ 64,317.08 |
| RL | 12L | | | | | | | | | | | |
| | hourly | | \$ 26.578950 | \$ 27.601248 | \$ 28.663228 | \$ 29.768019 | \$ 30.917192 | \$ 32.112309 | \$ 33.367725 | \$ 34.660872 | \$ 34.998277 | \$ 35.339054 |
| | weekly | | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,041.88 | \$ 1,082.10 | \$ 1,123.93 | \$ 1,167.87 | \$ 1,213.13 | \$ 1,224.94 | \$ 1,236.87 |
| | annual | | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.08 | \$ 54,177.80 | \$ 56,269.29 | \$ 58,444.40 | \$ 60,729.26 | \$ 63,082.79 | \$ 63,696.86 | \$ 64,317.08 |
| RL | 13 | | | | | | | | | | | |
| | hourly | \$ 26.578950 | \$ 27.601248 | \$ 28.663228 | \$ 29.768019 | \$ 30.917192 | \$ 32.112309 | \$ 33.354941 | \$ 34.660671 | \$ 36.005540 | \$ 36.356390 | \$ 36.710750 |
| | weekly | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,041.88 | \$ 1,082.10 | \$ 1,123.93 | \$ 1,167.42 | \$ 1,213.12 | \$ 1,260.19 | \$ 1,272.47 | \$ 1,284.88 |
| | annual | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.08 | \$ 54,177.80 | \$ 56,269.29 | \$ 58,444.40 | \$ 60,705.99 | \$ 63,082.42 | \$ 65,530.08 | \$ 66,168.63 | \$ 66,813.57 |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| RL | 14 | | | | | | | | | | | |
| | hourly | \$ 28,663.228 | \$ 29,768.019 | \$ 30,917.192 | \$ 32,112.309 | \$ 33,354.941 | \$ 34,647.689 | \$ 35,991.613 | \$ 37,403.770 | \$ 38,858.355 | \$ 39,237.733 | \$ 39,620.907 |
| | weekly | \$ 1,003.21 | \$ 1,041.88 | \$ 1,082.10 | \$ 1,123.93 | \$ 1,167.42 | \$ 1,212.67 | \$ 1,259.71 | \$ 1,309.13 | \$ 1,360.04 | \$ 1,373.32 | \$ 1,386.73 |
| | annual | \$ 52,167.08 | \$ 54,177.80 | \$ 56,269.29 | \$ 58,444.40 | \$ 60,705.99 | \$ 63,058.79 | \$ 65,504.74 | \$ 68,074.86 | \$ 70,722.21 | \$ 71,412.67 | \$ 72,110.05 |
| RL | 15 | | | | | | | | | | | |
| | hourly | \$ 32,112.309 | \$ 33,354.941 | \$ 34,647.689 | \$ 35,991.613 | \$ 37,389.834 | \$ 38,844.444 | \$ 40,356.481 | \$ 41,944.854 | \$ 43,581.087 | \$ 44,007.694 | \$ 44,438.567 |
| | weekly | \$ 1,123.93 | \$ 1,167.42 | \$ 1,212.67 | \$ 1,259.71 | \$ 1,308.64 | \$ 1,359.56 | \$ 1,412.48 | \$ 1,468.07 | \$ 1,525.34 | \$ 1,540.27 | \$ 1,555.35 |
| | annual | \$ 58,444.40 | \$ 60,705.99 | \$ 63,058.79 | \$ 65,504.74 | \$ 68,049.50 | \$ 70,696.89 | \$ 73,448.80 | \$ 76,339.63 | \$ 79,317.58 | \$ 80,094.00 | \$ 80,878.19 |
| RL | 16 | | | | | | | | | | | |
| | hourly | \$ 34,647.689 | \$ 35,991.613 | \$ 37,389.834 | \$ 38,844.444 | \$ 40,356.481 | \$ 41,929.614 | \$ 43,564.350 | \$ 45,282.346 | \$ 47,052.076 | \$ 47,513.389 | \$ 47,979.318 |
| | weekly | \$ 1,212.67 | \$ 1,259.71 | \$ 1,308.64 | \$ 1,359.56 | \$ 1,412.48 | \$ 1,467.54 | \$ 1,524.75 | \$ 1,584.88 | \$ 1,646.82 | \$ 1,662.97 | \$ 1,679.28 |
| | annual | \$ 63,058.79 | \$ 65,504.74 | \$ 68,049.50 | \$ 70,696.89 | \$ 73,448.80 | \$ 76,311.90 | \$ 79,287.12 | \$ 82,413.87 | \$ 85,634.78 | \$ 86,474.37 | \$ 87,322.36 |
| RL | 17 | | | | | | | | | | | |
| | hourly | \$ 37,389.834 | \$ 38,844.444 | \$ 40,356.481 | \$ 41,929.614 | \$ 43,564.350 | \$ 45,266.441 | \$ 47,035.359 | \$ 48,893.620 | \$ 50,807.798 | \$ 51,306.672 | \$ 51,810.533 |
| | weekly | \$ 1,308.64 | \$ 1,359.56 | \$ 1,412.48 | \$ 1,467.54 | \$ 1,524.75 | \$ 1,584.33 | \$ 1,646.24 | \$ 1,711.28 | \$ 1,778.27 | \$ 1,795.73 | \$ 1,813.37 |
| | annual | \$ 68,049.50 | \$ 70,696.89 | \$ 73,448.80 | \$ 76,311.90 | \$ 79,287.12 | \$ 82,384.92 | \$ 85,604.35 | \$ 88,986.39 | \$ 92,470.19 | \$ 93,378.14 | \$ 94,295.17 |
| RL | 18 | | | | | | | | | | | |
| | hourly | \$ 41,929.614 | \$ 43,564.350 | \$ 45,266.441 | \$ 47,035.359 | \$ 48,874.768 | \$ 50,787.793 | \$ 52,778.094 | \$ 54,868.606 | \$ 57,021.787 | \$ 57,582.801 | \$ 58,149.423 |
| | weekly | \$ 1,467.54 | \$ 1,524.75 | \$ 1,584.33 | \$ 1,646.24 | \$ 1,710.62 | \$ 1,777.57 | \$ 1,847.23 | \$ 1,920.40 | \$ 1,995.76 | \$ 2,015.40 | \$ 2,035.23 |
| | annual | \$ 76,311.90 | \$ 79,287.12 | \$ 82,384.92 | \$ 85,604.35 | \$ 88,952.08 | \$ 92,433.78 | \$ 96,056.13 | \$ 99,860.86 | \$ 103,779.65 | \$ 104,800.70 | \$ 105,831.95 |
| RL | 19 | | | | | | | | | | | |
| | hourly | \$ 45,266.441 | \$ 47,035.359 | \$ 48,874.768 | \$ 50,787.793 | \$ 52,778.094 | \$ 54,847.751 | \$ 57,000.423 | \$ 59,261.573 | \$ 61,590.469 | \$ 62,197.169 | \$ 62,809.935 |
| | weekly | \$ 1,584.33 | \$ 1,646.24 | \$ 1,710.62 | \$ 1,777.57 | \$ 1,847.23 | \$ 1,919.67 | \$ 1,995.01 | \$ 2,074.16 | \$ 2,155.67 | \$ 2,176.90 | \$ 2,198.35 |
| | annual | \$ 82,384.92 | \$ 85,604.35 | \$ 88,952.08 | \$ 92,433.78 | \$ 96,056.13 | \$ 99,822.91 | \$ 103,740.77 | \$ 107,856.06 | \$ 112,094.65 | \$ 113,198.85 | \$ 114,314.08 |
| RL | 20 | | | | | | | | | | | |
| | hourly | \$ 48,874.768 | \$ 50,787.793 | \$ 52,778.094 | \$ 54,847.751 | \$ 57,000.423 | \$ 59,238.727 | \$ 61,566.826 | \$ 64,012.420 | \$ 66,531.347 | \$ 67,187.455 | \$ 67,850.126 |
| | weekly | \$ 1,710.62 | \$ 1,777.57 | \$ 1,847.23 | \$ 1,919.67 | \$ 1,995.01 | \$ 2,073.36 | \$ 2,154.84 | \$ 2,240.43 | \$ 2,328.60 | \$ 2,351.56 | \$ 2,374.75 |
| | annual | \$ 88,952.08 | \$ 92,433.78 | \$ 96,056.13 | \$ 99,822.91 | \$ 103,740.77 | \$ 107,814.48 | \$ 112,051.62 | \$ 116,502.60 | \$ 121,087.05 | \$ 122,281.17 | \$ 123,487.23 |
| RL | 21 | | | | | | | | | | | |
| | hourly | \$ 52,778.094 | \$ 54,847.751 | \$ 57,000.423 | \$ 59,238.727 | \$ 61,566.826 | \$ 63,987.874 | \$ 66,506.027 | \$ 69,151.151 | \$ 71,875.627 | \$ 72,585.177 | \$ 73,301.827 |
| | weekly | \$ 1,847.23 | \$ 1,919.67 | \$ 1,995.01 | \$ 2,073.36 | \$ 2,154.84 | \$ 2,239.58 | \$ 2,327.71 | \$ 2,420.29 | \$ 2,515.65 | \$ 2,540.48 | \$ 2,565.56 |
| | annual | \$ 96,056.13 | \$ 99,822.91 | \$ 103,740.77 | \$ 107,814.48 | \$ 112,051.62 | \$ 116,457.93 | \$ 121,040.97 | \$ 125,855.10 | \$ 130,813.64 | \$ 132,105.02 | \$ 133,409.33 |
| RL | 22 | | | | | | | | | | | |
| | hourly | \$ 57,000.423 | \$ 59,238.727 | \$ 61,566.826 | \$ 63,987.348 | \$ 66,506.027 | \$ 69,124.425 | \$ 71,847.776 | \$ 74,707.625 | \$ 77,654.363 | \$ 78,421.703 | \$ 79,196.713 |
| | weekly | \$ 1,995.01 | \$ 2,073.36 | \$ 2,154.84 | \$ 2,239.56 | \$ 2,327.71 | \$ 2,419.35 | \$ 2,514.67 | \$ 2,614.77 | \$ 2,717.90 | \$ 2,744.76 | \$ 2,771.88 |
| | annual | \$ 103,740.77 | \$ 107,814.48 | \$ 112,051.62 | \$ 116,456.97 | \$ 121,040.97 | \$ 125,806.45 | \$ 130,762.95 | \$ 135,967.88 | \$ 141,330.94 | \$ 142,727.50 | \$ 144,138.02 |

| Schedule A | | | | | | | | | | | | |
|--|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Effective 1/2/2027 | | | | | | | | | | | | |
| 2% +\$.412087 (\$750.00) Wage Increase | | | | | | | | | | | | |
| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
| RL | 05L | | | | | | | | | | | |
| | hourly | | \$ 21,268.809 | \$ 22,060.187 | \$ 22,883.517 | \$ 23,740.398 | \$ 24,630.831 | \$ 25,557.482 | \$ 26,523.454 | \$ 27,525.517 | \$ 27,787.264 | \$ 28,051.625 |
| | weekly | | \$ 744.41 | \$ 772.11 | \$ 800.92 | \$ 830.91 | \$ 862.08 | \$ 894.51 | \$ 928.32 | \$ 963.39 | \$ 972.55 | \$ 981.81 |
| | annual | | \$ 38,709.23 | \$ 40,149.54 | \$ 41,648.00 | \$ 43,207.52 | \$ 44,828.11 | \$ 46,514.62 | \$ 48,272.69 | \$ 50,096.44 | \$ 50,572.82 | \$ 51,053.96 |
| RL | 5 | | | | | | | | | | | |
| | hourly | \$ 20,506.721 | \$ 21,268.809 | \$ 22,060.187 | \$ 22,883.517 | \$ 23,740.398 | \$ 24,630.831 | \$ 25,557.482 | \$ 26,530.911 | \$ 27,533.270 | \$ 27,795.091 | \$ 28,059.534 |
| | weekly | \$ 717.74 | \$ 744.41 | \$ 772.11 | \$ 800.92 | \$ 830.91 | \$ 862.08 | \$ 894.51 | \$ 928.58 | \$ 963.66 | \$ 972.83 | \$ 982.08 |
| | annual | \$ 37,322.23 | \$ 38,709.23 | \$ 40,149.54 | \$ 41,648.00 | \$ 43,207.52 | \$ 44,828.11 | \$ 46,514.62 | \$ 48,286.26 | \$ 50,110.55 | \$ 50,587.07 | \$ 51,068.35 |
| RL | 06L | | | | | | | | | | | |
| | hourly | | \$ 22,060.187 | \$ 22,883.517 | \$ 23,740.398 | \$ 24,630.831 | \$ 25,557.482 | \$ 26,520.872 | \$ 27,532.935 | \$ 28,575.372 | \$ 28,847.614 | \$ 29,122.579 |
| | weekly | | \$ 772.11 | \$ 800.92 | \$ 830.91 | \$ 862.08 | \$ 894.51 | \$ 928.23 | \$ 963.65 | \$ 1,000.14 | \$ 1,009.67 | \$ 1,019.29 |
| | annual | | \$ 40,149.54 | \$ 41,648.00 | \$ 43,207.52 | \$ 44,828.11 | \$ 46,514.62 | \$ 48,267.99 | \$ 50,109.94 | \$ 52,007.18 | \$ 52,502.66 | \$ 53,003.09 |
| RL | 6 | | | | | | | | | | | |
| | hourly | \$ 21,268.809 | \$ 22,060.187 | \$ 22,883.517 | \$ 23,740.398 | \$ 24,630.831 | \$ 25,557.482 | \$ 26,520.872 | \$ 27,532.935 | \$ 28,575.372 | \$ 28,847.614 | \$ 29,122.579 |
| | weekly | \$ 744.41 | \$ 772.11 | \$ 800.92 | \$ 830.91 | \$ 862.08 | \$ 894.51 | \$ 928.23 | \$ 963.65 | \$ 1,000.14 | \$ 1,009.67 | \$ 1,019.29 |
| | annual | \$ 38,709.23 | \$ 40,149.54 | \$ 41,648.00 | \$ 43,207.52 | \$ 44,828.11 | \$ 46,514.62 | \$ 48,267.99 | \$ 50,109.94 | \$ 52,007.18 | \$ 52,502.66 | \$ 53,003.09 |
| RL | 07L | | | | | | | | | | | |
| | hourly | | \$ 22,883.517 | \$ 23,740.398 | \$ 24,630.831 | \$ 25,557.482 | \$ 26,520.872 | \$ 27,522.616 | \$ 28,574.424 | \$ 29,658.531 | \$ 29,941.607 | \$ 30,227.511 |
| | weekly | | \$ 800.92 | \$ 830.91 | \$ 862.08 | \$ 894.51 | \$ 928.23 | \$ 963.29 | \$ 1,000.10 | \$ 1,038.05 | \$ 1,047.96 | \$ 1,057.96 |
| | annual | | \$ 41,648.00 | \$ 43,207.52 | \$ 44,828.11 | \$ 46,514.62 | \$ 48,267.99 | \$ 50,091.16 | \$ 52,005.45 | \$ 53,978.53 | \$ 54,493.73 | \$ 55,014.07 |
| RL | 7 | | | | | | | | | | | |
| | hourly | \$ 22,060.187 | \$ 22,883.517 | \$ 23,740.398 | \$ 24,630.831 | \$ 25,557.482 | \$ 26,520.872 | \$ 27,522.616 | \$ 28,574.917 | \$ 29,659.035 | \$ 29,942.116 | \$ 30,228.027 |
| | weekly | \$ 772.11 | \$ 800.92 | \$ 830.91 | \$ 862.08 | \$ 894.51 | \$ 928.23 | \$ 963.29 | \$ 1,000.12 | \$ 1,038.07 | \$ 1,047.97 | \$ 1,057.98 |
| | annual | \$ 40,149.54 | \$ 41,648.00 | \$ 43,207.52 | \$ 44,828.11 | \$ 46,514.62 | \$ 48,267.99 | \$ 50,091.16 | \$ 52,006.35 | \$ 53,979.44 | \$ 54,494.65 | \$ 55,015.01 |
| RL | 08L | | | | | | | | | | | |
| | hourly | | \$ 23,740.398 | \$ 24,630.831 | \$ 25,557.482 | \$ 26,520.872 | \$ 27,522.616 | \$ 28,565.359 | \$ 29,659.791 | \$ 30,787.298 | \$ 31,081.659 | \$ 31,378.965 |
| | weekly | | \$ 830.91 | \$ 862.08 | \$ 894.51 | \$ 928.23 | \$ 963.29 | \$ 999.79 | \$ 1,038.09 | \$ 1,077.56 | \$ 1,087.86 | \$ 1,098.26 |
| | annual | | \$ 43,207.52 | \$ 44,828.11 | \$ 46,514.62 | \$ 48,267.99 | \$ 50,091.16 | \$ 51,988.95 | \$ 53,980.82 | \$ 56,032.88 | \$ 56,568.62 | \$ 57,109.72 |
| RL | 8 | | | | | | | | | | | |
| | hourly | \$ 22,883.517 | \$ 23,740.398 | \$ 24,630.831 | \$ 25,557.482 | \$ 26,520.872 | \$ 27,522.616 | \$ 28,565.359 | \$ 29,659.791 | \$ 30,787.298 | \$ 31,081.659 | \$ 31,378.965 |
| | weekly | \$ 800.92 | \$ 830.91 | \$ 862.08 | \$ 894.51 | \$ 928.23 | \$ 963.29 | \$ 999.79 | \$ 1,038.09 | \$ 1,077.56 | \$ 1,087.86 | \$ 1,098.26 |
| | annual | \$ 41,648.00 | \$ 43,207.52 | \$ 44,828.11 | \$ 46,514.62 | \$ 48,267.99 | \$ 50,091.16 | \$ 51,988.95 | \$ 53,980.82 | \$ 56,032.88 | \$ 56,568.62 | \$ 57,109.72 |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| RL | 09L | | | | | | | | | | | |
| | hourly | | \$ 24.630831 | \$ 25.557482 | \$ 26.520872 | \$ 27.522616 | \$ 28.565359 | \$ 29.648579 | \$ 30.787063 | \$ 31.959661 | \$ 32.265748 | \$ 32.574896 |
| | weekly | | \$ 862.08 | \$ 894.51 | \$ 928.23 | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.55 | \$ 1,118.59 | \$ 1,129.30 | \$ 1,140.12 |
| | annual | | \$ 44,828.11 | \$ 46,514.62 | \$ 48,267.99 | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.41 | \$ 56,032.46 | \$ 58,166.58 | \$ 58,723.66 | \$ 59,286.31 |
| RL | 9 | | | | | | | | | | | |
| | hourly | \$ 23.740398 | \$ 24.630831 | \$ 25.557482 | \$ 26.520872 | \$ 27.522616 | \$ 28.565359 | \$ 29.648579 | \$ 30.787063 | \$ 31.959661 | \$ 32.265748 | \$ 32.574896 |
| | weekly | \$ 830.91 | \$ 862.08 | \$ 894.51 | \$ 928.23 | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.55 | \$ 1,118.59 | \$ 1,129.30 | \$ 1,140.12 |
| | annual | \$ 43,207.52 | \$ 44,828.11 | \$ 46,514.62 | \$ 48,267.99 | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.41 | \$ 56,032.46 | \$ 58,166.58 | \$ 58,723.66 | \$ 59,286.31 |
| RL | 10L | | | | | | | | | | | |
| | hourly | | \$ 25.557482 | \$ 26.520872 | \$ 27.522616 | \$ 28.565359 | \$ 29.648579 | \$ 30.775466 | \$ 31.959173 | \$ 33.178661 | \$ 33.496936 | \$ 33.818395 |
| | weekly | | \$ 894.51 | \$ 928.23 | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.14 | \$ 1,118.57 | \$ 1,161.25 | \$ 1,172.39 | \$ 1,183.64 |
| | annual | | \$ 46,514.62 | \$ 48,267.99 | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.41 | \$ 56,011.35 | \$ 58,165.70 | \$ 60,385.16 | \$ 60,964.42 | \$ 61,549.48 |
| RL | 10 | | | | | | | | | | | |
| | hourly | \$ 24.630831 | \$ 25.557482 | \$ 26.520872 | \$ 27.522616 | \$ 28.565359 | \$ 29.648579 | \$ 30.775466 | \$ 31.959173 | \$ 33.178661 | \$ 33.496936 | \$ 33.818395 |
| | weekly | \$ 862.08 | \$ 894.51 | \$ 928.23 | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.14 | \$ 1,118.57 | \$ 1,161.25 | \$ 1,172.39 | \$ 1,183.64 |
| | annual | \$ 44,828.11 | \$ 46,514.62 | \$ 48,267.99 | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.41 | \$ 56,011.35 | \$ 58,165.70 | \$ 60,385.16 | \$ 60,964.42 | \$ 61,549.48 |
| RL | 11L | | | | | | | | | | | |
| | hourly | | \$ 26.520872 | \$ 27.522616 | \$ 28.565359 | \$ 29.648579 | \$ 30.775466 | \$ 31.947622 | \$ 33.179047 | \$ 34.447325 | \$ 34.778289 | \$ 35.112561 |
| | weekly | | \$ 928.23 | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.14 | \$ 1,118.17 | \$ 1,161.27 | \$ 1,205.66 | \$ 1,217.24 | \$ 1,228.94 |
| | annual | | \$ 48,267.99 | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.41 | \$ 56,011.35 | \$ 58,144.67 | \$ 60,385.87 | \$ 62,694.13 | \$ 63,296.49 | \$ 63,904.86 |
| RL | 11 | | | | | | | | | | | |
| | hourly | \$ 25.557482 | \$ 26.520872 | \$ 27.522616 | \$ 28.565359 | \$ 29.648579 | \$ 30.775466 | \$ 31.947622 | \$ 33.179047 | \$ 34.447325 | \$ 34.778289 | \$ 35.112561 |
| | weekly | \$ 894.51 | \$ 928.23 | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.14 | \$ 1,118.17 | \$ 1,161.27 | \$ 1,205.66 | \$ 1,217.24 | \$ 1,228.94 |
| | annual | \$ 46,514.62 | \$ 48,267.99 | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.41 | \$ 56,011.35 | \$ 58,144.67 | \$ 60,385.87 | \$ 62,694.13 | \$ 63,296.49 | \$ 63,904.86 |
| RL | 12 | | | | | | | | | | | |
| | hourly | \$ 26.520872 | \$ 27.522616 | \$ 28.565359 | \$ 29.648579 | \$ 30.775466 | \$ 31.947622 | \$ 33.166642 | \$ 34.447166 | \$ 35.766176 | \$ 36.110329 | \$ 36.457922 |
| | weekly | \$ 928.23 | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.14 | \$ 1,118.17 | \$ 1,160.83 | \$ 1,205.65 | \$ 1,251.82 | \$ 1,263.86 | \$ 1,276.03 |
| | annual | \$ 48,267.99 | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.41 | \$ 56,011.35 | \$ 58,144.67 | \$ 60,363.29 | \$ 62,693.84 | \$ 65,094.44 | \$ 65,720.80 | \$ 66,353.42 |
| RL | 12L | | | | | | | | | | | |
| | hourly | | \$ 27.522616 | \$ 28.565359 | \$ 29.648579 | \$ 30.775466 | \$ 31.947622 | \$ 33.166642 | \$ 34.447166 | \$ 35.766176 | \$ 36.110329 | \$ 36.457922 |
| | weekly | | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.14 | \$ 1,118.17 | \$ 1,160.83 | \$ 1,205.65 | \$ 1,251.82 | \$ 1,263.86 | \$ 1,276.03 |
| | annual | | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.41 | \$ 56,011.35 | \$ 58,144.67 | \$ 60,363.29 | \$ 62,693.84 | \$ 65,094.44 | \$ 65,720.80 | \$ 66,353.42 |
| RL | 13 | | | | | | | | | | | |
| | hourly | \$ 27.522616 | \$ 28.565359 | \$ 29.648579 | \$ 30.775466 | \$ 31.947622 | \$ 33.166642 | \$ 34.434126 | \$ 35.765971 | \$ 37.137737 | \$ 37.495604 | \$ 37.857052 |
| | weekly | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.14 | \$ 1,118.17 | \$ 1,160.83 | \$ 1,205.19 | \$ 1,251.81 | \$ 1,299.82 | \$ 1,312.35 | \$ 1,325.00 |
| | annual | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.41 | \$ 56,011.35 | \$ 58,144.67 | \$ 60,363.29 | \$ 62,670.11 | \$ 65,094.07 | \$ 67,590.68 | \$ 68,242.00 | \$ 68,899.84 |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| RL | 14 | | | | | | | | | | | |
| | hourly | \$ 29,648.579 | \$ 30,775.466 | \$ 31,947.622 | \$ 33,166.642 | \$ 34,434.126 | \$ 35,752.729 | \$ 37,123.532 | \$ 38,563.932 | \$ 40,047.609 | \$ 40,434.574 | \$ 40,825.412 |
| | weekly | \$ 1,037.70 | \$ 1,077.14 | \$ 1,118.17 | \$ 1,160.83 | \$ 1,205.19 | \$ 1,251.35 | \$ 1,299.32 | \$ 1,349.74 | \$ 1,401.67 | \$ 1,415.21 | \$ 1,428.89 |
| | annual | \$ 53,960.41 | \$ 56,011.35 | \$ 58,144.67 | \$ 60,363.29 | \$ 62,670.11 | \$ 65,069.97 | \$ 67,564.83 | \$ 70,186.36 | \$ 72,886.65 | \$ 73,590.93 | \$ 74,302.25 |
| RL | 15 | | | | | | | | | | | |
| | hourly | \$ 33,166.642 | \$ 34,434.126 | \$ 35,752.729 | \$ 37,123.532 | \$ 38,549.717 | \$ 40,033.419 | \$ 41,575.697 | \$ 43,195.838 | \$ 44,864.795 | \$ 45,299.934 | \$ 45,739.425 |
| | weekly | \$ 1,160.83 | \$ 1,205.19 | \$ 1,251.35 | \$ 1,299.32 | \$ 1,349.24 | \$ 1,401.17 | \$ 1,455.15 | \$ 1,511.85 | \$ 1,570.27 | \$ 1,585.50 | \$ 1,600.88 |
| | annual | \$ 80,363.29 | \$ 82,670.11 | \$ 85,069.97 | \$ 87,564.83 | \$ 90,160.49 | \$ 92,860.82 | \$ 95,667.77 | \$ 98,616.43 | \$ 101,653.93 | \$ 102,445.88 | \$ 103,245.75 |
| RL | 16 | | | | | | | | | | | |
| | hourly | \$ 35,752.729 | \$ 37,123.532 | \$ 38,549.717 | \$ 40,033.419 | \$ 41,575.697 | \$ 43,180.293 | \$ 44,847.724 | \$ 46,600.079 | \$ 48,405.204 | \$ 48,875.743 | \$ 49,350.991 |
| | weekly | \$ 1,251.35 | \$ 1,299.32 | \$ 1,349.24 | \$ 1,401.17 | \$ 1,455.15 | \$ 1,511.31 | \$ 1,569.67 | \$ 1,631.00 | \$ 1,694.18 | \$ 1,710.65 | \$ 1,727.28 |
| | annual | \$ 85,069.97 | \$ 87,564.83 | \$ 90,160.49 | \$ 92,860.82 | \$ 95,667.77 | \$ 98,588.13 | \$ 101,622.86 | \$ 104,812.14 | \$ 108,097.47 | \$ 108,953.85 | \$ 109,818.80 |
| RL | 17 | | | | | | | | | | | |
| | hourly | \$ 38,549.717 | \$ 40,033.419 | \$ 41,575.697 | \$ 43,180.293 | \$ 44,847.724 | \$ 46,583.856 | \$ 48,388.153 | \$ 50,283.579 | \$ 52,236.040 | \$ 52,744.892 | \$ 53,258.830 |
| | weekly | \$ 1,349.24 | \$ 1,401.17 | \$ 1,455.15 | \$ 1,511.31 | \$ 1,569.67 | \$ 1,630.43 | \$ 1,693.59 | \$ 1,759.93 | \$ 1,828.26 | \$ 1,846.07 | \$ 1,864.06 |
| | annual | \$ 70,160.49 | \$ 72,860.82 | \$ 75,667.77 | \$ 78,588.13 | \$ 81,622.86 | \$ 84,782.62 | \$ 88,066.44 | \$ 91,516.11 | \$ 95,069.59 | \$ 95,995.70 | \$ 96,931.07 |
| RL | 18 | | | | | | | | | | | |
| | hourly | \$ 43,180.293 | \$ 44,847.724 | \$ 46,583.856 | \$ 48,388.153 | \$ 50,264.350 | \$ 52,215.635 | \$ 54,245.742 | \$ 56,378.065 | \$ 58,574.309 | \$ 59,146.544 | \$ 59,724.498 |
| | weekly | \$ 1,511.31 | \$ 1,569.67 | \$ 1,630.43 | \$ 1,693.59 | \$ 1,759.25 | \$ 1,827.55 | \$ 1,898.60 | \$ 1,973.23 | \$ 2,050.10 | \$ 2,070.13 | \$ 2,090.36 |
| | annual | \$ 78,588.13 | \$ 81,622.86 | \$ 84,782.62 | \$ 88,066.44 | \$ 91,481.12 | \$ 95,032.46 | \$ 98,727.25 | \$ 102,608.08 | \$ 106,605.24 | \$ 107,646.71 | \$ 108,698.59 |
| RL | 19 | | | | | | | | | | | |
| | hourly | \$ 46,583.856 | \$ 48,388.153 | \$ 50,264.350 | \$ 52,215.635 | \$ 54,245.742 | \$ 56,356.793 | \$ 58,552.518 | \$ 60,858.891 | \$ 63,234.365 | \$ 63,853.199 | \$ 64,478.220 |
| | weekly | \$ 1,630.43 | \$ 1,693.59 | \$ 1,759.25 | \$ 1,827.55 | \$ 1,898.60 | \$ 1,972.49 | \$ 2,049.34 | \$ 2,130.06 | \$ 2,213.20 | \$ 2,234.86 | \$ 2,256.74 |
| | annual | \$ 84,782.62 | \$ 88,066.44 | \$ 91,481.12 | \$ 95,032.46 | \$ 98,727.25 | \$ 102,569.36 | \$ 106,565.58 | \$ 110,763.18 | \$ 115,086.54 | \$ 116,212.82 | \$ 117,350.36 |
| RL | 20 | | | | | | | | | | | |
| | hourly | \$ 50,264.350 | \$ 52,215.635 | \$ 54,245.742 | \$ 56,356.793 | \$ 58,552.518 | \$ 60,835.588 | \$ 63,210.249 | \$ 65,704.755 | \$ 68,274.060 | \$ 68,943.291 | \$ 69,619.215 |
| | weekly | \$ 1,759.25 | \$ 1,827.55 | \$ 1,898.60 | \$ 1,972.49 | \$ 2,049.34 | \$ 2,129.25 | \$ 2,212.36 | \$ 2,299.67 | \$ 2,389.59 | \$ 2,413.02 | \$ 2,436.67 |
| | annual | \$ 91,481.12 | \$ 95,032.46 | \$ 98,727.25 | \$ 102,569.36 | \$ 106,565.58 | \$ 110,720.77 | \$ 115,042.65 | \$ 119,582.65 | \$ 124,258.79 | \$ 125,476.79 | \$ 126,706.97 |
| RL | 21 | | | | | | | | | | | |
| | hourly | \$ 54,245.742 | \$ 56,356.793 | \$ 58,552.518 | \$ 60,835.588 | \$ 63,210.249 | \$ 65,679.718 | \$ 68,248.234 | \$ 70,946.261 | \$ 73,725.226 | \$ 74,448.967 | \$ 75,179.950 |
| | weekly | \$ 1,898.60 | \$ 1,972.49 | \$ 2,049.34 | \$ 2,129.25 | \$ 2,212.36 | \$ 2,298.79 | \$ 2,388.69 | \$ 2,483.12 | \$ 2,580.38 | \$ 2,605.71 | \$ 2,631.30 |
| | annual | \$ 98,727.25 | \$ 102,569.36 | \$ 106,565.58 | \$ 110,720.77 | \$ 115,042.65 | \$ 119,537.09 | \$ 124,211.79 | \$ 129,122.20 | \$ 134,179.91 | \$ 135,497.12 | \$ 136,827.51 |
| RL | 22 | | | | | | | | | | | |
| | hourly | \$ 58,552.518 | \$ 60,835.588 | \$ 63,210.249 | \$ 65,679.181 | \$ 68,248.234 | \$ 70,919.000 | \$ 73,696.818 | \$ 76,613.864 | \$ 79,619.537 | \$ 80,402.224 | \$ 81,192.734 |
| | weekly | \$ 2,049.34 | \$ 2,129.25 | \$ 2,212.36 | \$ 2,298.77 | \$ 2,388.69 | \$ 2,482.17 | \$ 2,579.39 | \$ 2,681.49 | \$ 2,786.68 | \$ 2,814.08 | \$ 2,841.75 |
| | annual | \$ 106,565.58 | \$ 110,720.77 | \$ 115,042.65 | \$ 119,536.11 | \$ 124,211.79 | \$ 129,072.58 | \$ 134,128.21 | \$ 139,437.23 | \$ 144,907.56 | \$ 146,332.05 | \$ 147,770.78 |

Schedule A
Effective 1/6/2024
2% + \$.240384 (\$500.00) Wage Increase

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| RL1 | 05L | | | | | | | | | | | |
| | hourly | | \$ 16.663311 | \$ 17.315824 | \$ 17.994688 | \$ 18.701219 | \$ 19.435409 | \$ 20.199455 | \$ 21.002081 | \$ 21.828557 | \$ 22.044439 | \$ 22.262479 |
| | weekly | \$ 641.40 | \$ 666.53 | \$ 692.63 | \$ 719.79 | \$ 748.05 | \$ 777.42 | \$ 807.98 | \$ 840.08 | \$ 873.14 | \$ 881.78 | \$ 890.50 |
| | annual | \$ 33,352.69 | \$ 34,659.69 | \$ 36,016.91 | \$ 37,428.95 | \$ 38,898.54 | \$ 40,425.65 | \$ 42,014.87 | \$ 43,684.33 | \$ 45,403.40 | \$ 45,852.43 | \$ 46,305.96 |
| RL1 | 5 | | | | | | | | | | | |
| | hourly | \$ 16.034947 | \$ 16.663311 | \$ 17.315824 | \$ 17.994688 | \$ 18.701219 | \$ 19.435409 | \$ 20.199455 | \$ 21.002081 | \$ 21.828557 | \$ 22.044439 | \$ 22.262479 |
| | weekly | \$ 641.40 | \$ 666.53 | \$ 692.63 | \$ 719.79 | \$ 748.05 | \$ 777.42 | \$ 807.98 | \$ 840.08 | \$ 873.14 | \$ 881.78 | \$ 890.50 |
| | annual | \$ 33,352.69 | \$ 34,659.69 | \$ 36,016.91 | \$ 37,428.95 | \$ 38,898.54 | \$ 40,425.65 | \$ 42,014.87 | \$ 43,684.33 | \$ 45,403.40 | \$ 45,852.43 | \$ 46,305.96 |
| RL1 | 06L | | | | | | | | | | | |
| | hourly | | \$ 17.315824 | \$ 17.994688 | \$ 18.701219 | \$ 19.435409 | \$ 20.199455 | \$ 20.993807 | \$ 21.828281 | \$ 22.687805 | \$ 22.912278 | \$ 23.138995 |
| | weekly | | \$ 692.63 | \$ 719.79 | \$ 748.05 | \$ 777.42 | \$ 807.98 | \$ 839.75 | \$ 873.13 | \$ 907.51 | \$ 916.49 | \$ 925.56 |
| | annual | | \$ 36,016.91 | \$ 37,428.95 | \$ 38,898.54 | \$ 40,425.65 | \$ 42,014.87 | \$ 43,667.12 | \$ 45,402.82 | \$ 47,190.63 | \$ 47,657.54 | \$ 48,129.11 |
| RL1 | 6 | | | | | | | | | | | |
| | hourly | \$ 16.663311 | \$ 17.315824 | \$ 17.994688 | \$ 18.701219 | \$ 19.435409 | \$ 20.199455 | \$ 20.993807 | \$ 21.828281 | \$ 22.687805 | \$ 22.912278 | \$ 23.138995 |
| | weekly | \$ 666.53 | \$ 692.63 | \$ 719.79 | \$ 748.05 | \$ 777.42 | \$ 807.98 | \$ 839.75 | \$ 873.13 | \$ 907.51 | \$ 916.49 | \$ 925.56 |
| | annual | \$ 34,659.69 | \$ 36,016.91 | \$ 37,428.95 | \$ 38,898.54 | \$ 40,425.65 | \$ 42,014.87 | \$ 43,667.12 | \$ 45,402.82 | \$ 47,190.63 | \$ 47,657.54 | \$ 48,129.11 |
| RL1 | 07L | | | | | | | | | | | |
| | hourly | | \$ 17.994688 | \$ 18.701219 | \$ 19.435409 | \$ 20.199455 | \$ 20.993807 | \$ 21.819774 | \$ 22.687428 | \$ 23.581320 | \$ 23.814729 | \$ 24.050473 |
| | weekly | | \$ 719.79 | \$ 748.05 | \$ 777.42 | \$ 807.98 | \$ 839.75 | \$ 872.79 | \$ 907.50 | \$ 943.25 | \$ 952.59 | \$ 962.02 |
| | annual | | \$ 37,428.95 | \$ 38,898.54 | \$ 40,425.65 | \$ 42,014.87 | \$ 43,667.12 | \$ 45,385.13 | \$ 47,189.85 | \$ 49,049.15 | \$ 49,534.64 | \$ 50,024.98 |
| RL1 | 7 | | | | | | | | | | | |
| | hourly | \$ 17.315824 | \$ 17.994688 | \$ 18.701219 | \$ 19.435409 | \$ 20.199455 | \$ 20.993807 | \$ 21.819774 | \$ 22.687428 | \$ 23.581320 | \$ 23.814729 | \$ 24.050473 |
| | weekly | \$ 692.63 | \$ 719.79 | \$ 748.05 | \$ 777.42 | \$ 807.98 | \$ 839.75 | \$ 872.79 | \$ 907.50 | \$ 943.25 | \$ 952.59 | \$ 962.02 |
| | annual | \$ 36,016.91 | \$ 37,428.95 | \$ 38,898.54 | \$ 40,425.65 | \$ 42,014.87 | \$ 43,667.12 | \$ 45,385.13 | \$ 47,189.85 | \$ 49,049.15 | \$ 49,534.64 | \$ 50,024.98 |
| RL1 | 08L | | | | | | | | | | | |
| | hourly | | \$ 18.701219 | \$ 19.435409 | \$ 20.199455 | \$ 20.993807 | \$ 21.819774 | \$ 22.679549 | \$ 23.581943 | \$ 24.511611 | \$ 24.754325 | \$ 24.999464 |
| | weekly | | \$ 748.05 | \$ 777.42 | \$ 807.98 | \$ 839.75 | \$ 872.79 | \$ 907.18 | \$ 943.28 | \$ 980.46 | \$ 990.17 | \$ 999.98 |
| | annual | | \$ 38,898.54 | \$ 40,425.65 | \$ 42,014.87 | \$ 43,667.12 | \$ 45,385.13 | \$ 47,173.46 | \$ 49,050.44 | \$ 50,984.15 | \$ 51,489.00 | \$ 51,998.89 |
| RL1 | 8 | | | | | | | | | | | |
| | hourly | \$ 17.994688 | \$ 18.701219 | \$ 19.435409 | \$ 20.199455 | \$ 20.993807 | \$ 21.819774 | \$ 22.679549 | \$ 23.581943 | \$ 24.511611 | \$ 24.754325 | \$ 24.999464 |
| | weekly | \$ 719.79 | \$ 748.05 | \$ 777.42 | \$ 807.98 | \$ 839.75 | \$ 872.79 | \$ 907.18 | \$ 943.28 | \$ 980.46 | \$ 990.17 | \$ 999.98 |
| | annual | \$ 37,428.95 | \$ 38,898.54 | \$ 40,425.65 | \$ 42,014.87 | \$ 43,667.12 | \$ 45,385.13 | \$ 47,173.46 | \$ 49,050.44 | \$ 50,984.15 | \$ 51,489.00 | \$ 51,998.89 |
| RL1 | 09L | | | | | | | | | | | |
| | hourly | | \$ 19.435409 | \$ 20.199455 | \$ 20.993807 | \$ 21.819774 | \$ 22.679549 | \$ 23.572695 | \$ 24.511417 | \$ 25.478264 | \$ 25.730641 | \$ 25.985545 |
| | weekly | | \$ 777.42 | \$ 807.98 | \$ 839.75 | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.46 | \$ 1,019.13 | \$ 1,029.23 | \$ 1,039.42 |
| | annual | | \$ 40,425.65 | \$ 42,014.87 | \$ 43,667.12 | \$ 45,385.13 | \$ 47,173.46 | \$ 49,031.21 | \$ 50,983.75 | \$ 52,994.79 | \$ 53,519.73 | \$ 54,049.93 |
| RL1 | 9 | | | | | | | | | | | |
| | hourly | \$ 18.701219 | \$ 19.435409 | \$ 20.199455 | \$ 20.993807 | \$ 21.819774 | \$ 22.679549 | \$ 23.572695 | \$ 24.511417 | \$ 25.478264 | \$ 25.730641 | \$ 25.985545 |
| | weekly | \$ 748.05 | \$ 777.42 | \$ 807.98 | \$ 839.75 | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.46 | \$ 1,019.13 | \$ 1,029.23 | \$ 1,039.42 |
| | annual | \$ 38,898.54 | \$ 40,425.65 | \$ 42,014.87 | \$ 43,667.12 | \$ 45,385.13 | \$ 47,173.46 | \$ 49,031.21 | \$ 50,983.75 | \$ 52,994.79 | \$ 53,519.73 | \$ 54,049.93 |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| RL1 | 10L | | | | | | | | | | | |
| | hourly | | \$ 20.199455 | \$ 20.993807 | \$ 21.819774 | \$ 22.679549 | \$ 23.572695 | \$ 24.501854 | \$ 25.477857 | \$ 26.483366 | \$ 26.745795 | \$ 27.010850 |
| | weekly | | \$ 807.98 | \$ 839.75 | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.07 | \$ 1,019.11 | \$ 1,059.33 | \$ 1,069.83 | \$ 1,080.43 |
| | annual | | \$ 42,014.87 | \$ 43,667.12 | \$ 56,182.57 | \$ 56,182.57 | \$ 56,182.57 | \$ 56,182.57 | \$ 56,182.57 | \$ 56,182.57 | \$ 56,182.57 | \$ 56,182.57 |
| RL1 | 10 | | | | | | | | | | | |
| | hourly | \$ 19.435409 | \$ 20.199455 | \$ 20.993807 | \$ 21.819774 | \$ 22.679549 | \$ 23.572695 | \$ 24.501854 | \$ 25.478264 | \$ 26.486648 | \$ 26.728909 | \$ 26.993793 |
| | weekly | \$ 777.42 | \$ 807.98 | \$ 839.75 | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.07 | \$ 1,019.13 | \$ 1,058.67 | \$ 1,069.16 | \$ 1,079.75 |
| | annual | \$ 40,425.65 | \$ 42,014.87 | \$ 43,667.12 | \$ 45,385.13 | \$ 47,173.46 | \$ 49,031.21 | \$ 50,963.86 | \$ 52,994.79 | \$ 55,050.63 | \$ 55,596.13 | \$ 56,147.09 |
| RL1 | 11L | | | | | | | | | | | |
| | hourly | | \$ 20.993807 | \$ 21.819774 | \$ 22.679549 | \$ 23.572695 | \$ 24.501854 | \$ 25.468331 | \$ 26.483681 | \$ 27.529421 | \$ 27.802310 | \$ 28.077929 |
| | weekly | | \$ 839.75 | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.07 | \$ 1,018.73 | \$ 1,059.35 | \$ 1,101.18 | \$ 1,112.09 | \$ 1,123.12 |
| | annual | | \$ 43,667.12 | \$ 45,385.13 | \$ 47,173.46 | \$ 49,031.21 | \$ 50,963.86 | \$ 52,974.13 | \$ 55,086.06 | \$ 57,261.20 | \$ 57,828.81 | \$ 58,402.09 |
| RL1 | 11 | | | | | | | | | | | |
| | hourly | \$ 20.199455 | \$ 20.993807 | \$ 21.819774 | \$ 22.679549 | \$ 23.572695 | \$ 24.501854 | \$ 25.468331 | \$ 26.483681 | \$ 27.529421 | \$ 27.802310 | \$ 28.077929 |
| | weekly | \$ 807.98 | \$ 839.75 | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.07 | \$ 1,018.73 | \$ 1,059.35 | \$ 1,101.18 | \$ 1,112.09 | \$ 1,123.12 |
| | annual | \$ 42,014.87 | \$ 43,667.12 | \$ 45,385.13 | \$ 47,173.46 | \$ 49,031.21 | \$ 50,963.86 | \$ 52,974.13 | \$ 55,086.06 | \$ 57,261.20 | \$ 57,828.81 | \$ 58,402.09 |
| RL1 | 12 | | | | | | | | | | | |
| | hourly | \$ 20.993807 | \$ 21.819774 | \$ 22.679549 | \$ 23.572695 | \$ 24.501854 | \$ 25.468331 | \$ 26.473453 | \$ 27.529289 | \$ 28.616857 | \$ 28.900621 | \$ 29.187222 |
| | weekly | \$ 839.75 | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.07 | \$ 1,018.73 | \$ 1,058.94 | \$ 1,101.17 | \$ 1,144.67 | \$ 1,156.02 | \$ 1,167.49 |
| | annual | \$ 43,667.12 | \$ 45,385.13 | \$ 47,173.46 | \$ 49,031.21 | \$ 50,963.86 | \$ 52,974.13 | \$ 55,064.78 | \$ 57,260.92 | \$ 59,523.06 | \$ 60,113.29 | \$ 60,709.42 |
| RL1 | 12L | | | | | | | | | | | |
| | hourly | | \$ 21.819774 | \$ 22.679549 | \$ 23.572695 | \$ 24.501854 | \$ 25.468331 | \$ 26.473453 | \$ 27.529289 | \$ 28.616857 | \$ 28.900621 | \$ 29.187222 |
| | weekly | | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.07 | \$ 1,018.73 | \$ 1,058.94 | \$ 1,101.17 | \$ 1,144.67 | \$ 1,156.02 | \$ 1,167.49 |
| | annual | | \$ 45,385.13 | \$ 47,173.46 | \$ 49,031.21 | \$ 50,963.86 | \$ 52,974.13 | \$ 55,064.78 | \$ 57,260.92 | \$ 59,523.06 | \$ 60,113.29 | \$ 60,709.42 |
| RL1 | 13 | | | | | | | | | | | |
| | hourly | \$ 21.819774 | \$ 22.679549 | \$ 23.572695 | \$ 24.501854 | \$ 25.468331 | \$ 26.473453 | \$ 27.518535 | \$ 28.616687 | \$ 29.747744 | \$ 30.042817 | \$ 30.340841 |
| | weekly | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.07 | \$ 1,018.73 | \$ 1,058.94 | \$ 1,100.74 | \$ 1,144.67 | \$ 1,189.91 | \$ 1,201.71 | \$ 1,213.63 |
| | annual | \$ 45,385.13 | \$ 47,173.46 | \$ 49,031.21 | \$ 50,963.86 | \$ 52,974.13 | \$ 55,064.78 | \$ 57,238.55 | \$ 59,522.71 | \$ 61,875.31 | \$ 62,489.06 | \$ 63,108.95 |
| RL1 | 14 | | | | | | | | | | | |
| | hourly | \$ 23.572695 | \$ 24.501854 | \$ 25.468331 | \$ 26.473453 | \$ 27.518535 | \$ 28.605772 | \$ 29.736038 | \$ 30.923693 | \$ 32.147031 | \$ 32.466098 | \$ 32.788354 |
| | weekly | \$ 942.91 | \$ 980.07 | \$ 1,018.73 | \$ 1,058.94 | \$ 1,100.74 | \$ 1,144.23 | \$ 1,189.44 | \$ 1,236.95 | \$ 1,285.88 | \$ 1,298.64 | \$ 1,311.53 |
| | annual | \$ 49,031.21 | \$ 50,963.86 | \$ 52,974.13 | \$ 55,064.78 | \$ 57,238.55 | \$ 59,500.01 | \$ 61,850.96 | \$ 64,321.28 | \$ 66,865.82 | \$ 67,529.48 | \$ 68,199.78 |
| RL1 | 15 | | | | | | | | | | | |
| | hourly | \$ 26.473453 | \$ 27.518535 | \$ 28.605772 | \$ 29.736038 | \$ 30.911974 | \$ 32.135332 | \$ 33.406995 | \$ 34.742851 | \$ 36.118958 | \$ 36.477744 | \$ 36.840117 |
| | weekly | \$ 1,058.94 | \$ 1,100.74 | \$ 1,144.23 | \$ 1,189.44 | \$ 1,236.48 | \$ 1,285.41 | \$ 1,336.28 | \$ 1,389.71 | \$ 1,444.76 | \$ 1,459.11 | \$ 1,473.60 |
| | annual | \$ 55,064.78 | \$ 57,238.55 | \$ 59,500.01 | \$ 61,850.96 | \$ 64,296.91 | \$ 66,841.49 | \$ 69,486.55 | \$ 72,265.13 | \$ 75,127.43 | \$ 75,873.71 | \$ 76,627.44 |
| RL1 | 16 | | | | | | | | | | | |
| | hourly | \$ 28.605772 | \$ 29.736038 | \$ 30.911974 | \$ 32.135332 | \$ 33.406995 | \$ 34.730026 | \$ 36.104883 | \$ 37.549755 | \$ 39.038138 | \$ 39.426116 | \$ 39.817972 |
| | weekly | \$ 1,144.23 | \$ 1,189.44 | \$ 1,236.48 | \$ 1,285.41 | \$ 1,336.28 | \$ 1,389.20 | \$ 1,444.20 | \$ 1,501.99 | \$ 1,561.53 | \$ 1,577.04 | \$ 1,592.72 |
| | annual | \$ 59,500.01 | \$ 61,850.96 | \$ 64,296.91 | \$ 66,841.49 | \$ 69,486.55 | \$ 72,238.45 | \$ 75,098.16 | \$ 78,103.49 | \$ 81,199.33 | \$ 82,006.32 | \$ 82,821.38 |
| RL1 | 17 | | | | | | | | | | | |
| | hourly | \$ 30.911974 | \$ 32.135332 | \$ 33.406995 | \$ 34.730026 | \$ 36.104883 | \$ 37.536379 | \$ 39.024081 | \$ 40.586917 | \$ 42.196783 | \$ 42.616346 | \$ 43.040106 |
| | weekly | \$ 1,236.48 | \$ 1,285.41 | \$ 1,336.28 | \$ 1,389.20 | \$ 1,444.20 | \$ 1,501.46 | \$ 1,560.96 | \$ 1,623.48 | \$ 1,687.87 | \$ 1,704.65 | \$ 1,721.60 |
| | annual | \$ 64,296.91 | \$ 66,841.49 | \$ 69,486.55 | \$ 72,238.45 | \$ 75,098.16 | \$ 78,075.67 | \$ 81,170.09 | \$ 84,420.79 | \$ 87,769.31 | \$ 88,642.00 | \$ 89,523.42 |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| RL1 | 18 | | | | | | | | | | | |
| | hourly | \$ 34,730.026 | \$ 36,104.883 | \$ 37,536.379 | \$ 39,024.081 | \$ 40,571.059 | \$ 42,179.961 | \$ 43,853.843 | \$ 45,611.937 | \$ 47,422.810 | \$ 47,894.635 | \$ 48,371.178 |
| | weekly | \$ 1,389.20 | \$ 1,444.20 | \$ 1,501.46 | \$ 1,560.96 | \$ 1,622.84 | \$ 1,687.20 | \$ 1,754.15 | \$ 1,824.48 | \$ 1,896.91 | \$ 1,915.79 | \$ 1,934.85 |
| | annual | \$ 72,238.45 | \$ 75,098.16 | \$ 78,075.67 | \$ 81,170.09 | \$ 84,387.80 | \$ 87,734.32 | \$ 91,215.99 | \$ 94,872.83 | \$ 98,639.45 | \$ 99,620.84 | \$ 100,612.05 |
| RL1 | 19 | | | | | | | | | | | |
| | hourly | \$ 37,536.379 | \$ 39,024.081 | \$ 40,571.059 | \$ 42,179.961 | \$ 43,853.843 | \$ 45,594.475 | \$ 47,404.922 | \$ 49,306.522 | \$ 51,265.176 | \$ 51,775.423 | \$ 52,290.773 |
| | weekly | \$ 1,501.46 | \$ 1,560.96 | \$ 1,622.84 | \$ 1,687.20 | \$ 1,754.15 | \$ 1,823.78 | \$ 1,896.20 | \$ 1,972.26 | \$ 2,050.61 | \$ 2,071.02 | \$ 2,091.63 |
| | annual | \$ 78,075.67 | \$ 81,170.09 | \$ 84,387.80 | \$ 87,734.32 | \$ 91,215.99 | \$ 94,836.51 | \$ 98,602.24 | \$ 102,557.57 | \$ 106,631.57 | \$ 107,692.88 | \$ 108,764.81 |
| RL1 | 20 | | | | | | | | | | | |
| | hourly | \$ 40,571.059 | \$ 42,179.961 | \$ 43,853.843 | \$ 45,594.475 | \$ 47,404.922 | \$ 49,287.385 | \$ 51,245.377 | \$ 53,302.170 | \$ 55,420.646 | \$ 55,972.448 | \$ 56,529.769 |
| | weekly | \$ 1,622.84 | \$ 1,687.20 | \$ 1,754.15 | \$ 1,823.78 | \$ 1,896.20 | \$ 1,971.50 | \$ 2,049.82 | \$ 2,132.09 | \$ 2,216.83 | \$ 2,238.90 | \$ 2,261.19 |
| | annual | \$ 84,387.80 | \$ 87,734.32 | \$ 91,215.99 | \$ 94,836.51 | \$ 98,602.24 | \$ 102,517.76 | \$ 106,590.38 | \$ 110,868.51 | \$ 115,274.94 | \$ 116,422.69 | \$ 117,581.92 |
| RL1 | 21 | | | | | | | | | | | |
| | hourly | \$ 42,586.460 | \$ 44,276.389 | \$ 46,034.108 | \$ 47,861.745 | \$ 49,762.702 | \$ 51,739.547 | \$ 53,795.691 | \$ 57,623.961 | \$ 59,915.306 | \$ 60,512.054 | \$ 61,114.772 |
| | weekly | \$ 1,703.46 | \$ 1,771.06 | \$ 1,841.36 | \$ 1,914.47 | \$ 1,990.51 | \$ 2,069.58 | \$ 2,151.83 | \$ 2,304.96 | \$ 2,396.61 | \$ 2,420.48 | \$ 2,444.59 |
| | annual | \$ 88,579.84 | \$ 92,094.89 | \$ 95,750.95 | \$ 99,552.43 | \$ 103,506.42 | \$ 107,618.26 | \$ 111,895.04 | \$ 119,857.84 | \$ 124,623.84 | \$ 125,865.07 | \$ 127,118.73 |
| RL1 | 22 | | | | | | | | | | | |
| | hourly | \$ 47,404.922 | \$ 49,287.385 | \$ 51,245.377 | \$ 53,281.088 | \$ 55,399.350 | \$ 57,601.487 | \$ 59,891.876 | \$ 62,297.124 | \$ 64,775.397 | \$ 65,420.748 | \$ 66,072.549 |
| | weekly | \$ 1,896.20 | \$ 1,971.50 | \$ 2,049.82 | \$ 2,131.24 | \$ 2,215.97 | \$ 2,304.06 | \$ 2,395.68 | \$ 2,491.88 | \$ 2,591.02 | \$ 2,616.83 | \$ 2,642.90 |
| | annual | \$ 98,602.24 | \$ 102,517.76 | \$ 106,590.38 | \$ 110,824.7 | \$ 115,230.65 | \$ 119,811.09 | \$ 124,575.10 | \$ 129,578.02 | \$ 134,732.83 | \$ 136,075.16 | \$ 137,430.90 |

Schedule A
Effective 1/1/2025
2% + \$.120192 (\$250.00) Wage Increase

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| RL1 | 05L | | | | | | | | | | | |
| | hourly | | \$ 17,116769 | \$ 17,782332 | \$ 18,474773 | \$ 19,195435 | \$ 19,944309 | \$ 20,723636 | \$ 21,542314 | \$ 22,385320 | \$ 22,605519 | \$ 22,827920 |
| | weekly | | \$ 684.67 | \$ 711.29 | \$ 738.99 | \$ 767.82 | \$ 797.77 | \$ 828.95 | \$ 861.69 | \$ 895.41 | \$ 904.22 | \$ 913.12 |
| | annual | | \$ 35,602.88 | \$ 36,987.25 | \$ 38,427.53 | \$ 39,926.51 | \$ 41,484.16 | \$ 43,105.16 | \$ 44,808.01 | \$ 46,561.47 | \$ 47,019.48 | \$ 47,482.07 |
| RL1 | 5 | | | | | | | | | | | |
| | hourly | \$ 16,475837 | \$ 17,116769 | \$ 17,782332 | \$ 18,474773 | \$ 19,195435 | \$ 19,944309 | \$ 20,723636 | \$ 21,542314 | \$ 22,385320 | \$ 22,605519 | \$ 22,827920 |
| | weekly | \$ 659.03 | \$ 684.67 | \$ 711.29 | \$ 738.99 | \$ 767.82 | \$ 797.77 | \$ 828.95 | \$ 861.69 | \$ 895.41 | \$ 904.22 | \$ 913.12 |
| | annual | \$ 34,269.74 | \$ 35,602.88 | \$ 36,987.25 | \$ 38,427.53 | \$ 39,926.51 | \$ 41,484.16 | \$ 43,105.16 | \$ 44,808.01 | \$ 46,561.47 | \$ 47,019.48 | \$ 47,482.07 |
| RL1 | 06L | | | | | | | | | | | |
| | hourly | | \$ 17,782332 | \$ 18,474773 | \$ 19,195435 | \$ 19,944309 | \$ 20,723636 | \$ 21,533875 | \$ 22,385038 | \$ 23,261753 | \$ 23,490715 | \$ 23,721966 |
| | weekly | | \$ 711.29 | \$ 738.99 | \$ 767.82 | \$ 797.77 | \$ 828.95 | \$ 861.36 | \$ 895.40 | \$ 930.47 | \$ 939.63 | \$ 948.88 |
| | annual | | \$ 36,987.25 | \$ 38,427.53 | \$ 39,926.51 | \$ 41,484.16 | \$ 43,105.16 | \$ 44,790.46 | \$ 46,560.88 | \$ 48,384.45 | \$ 48,860.69 | \$ 49,341.69 |
| RL1 | 6 | | | | | | | | | | | |
| | hourly | \$ 17,116769 | \$ 17,782332 | \$ 18,474773 | \$ 19,195435 | \$ 19,944309 | \$ 20,723636 | \$ 21,533875 | \$ 22,385038 | \$ 23,261753 | \$ 23,490715 | \$ 23,721966 |
| | weekly | \$ 684.67 | \$ 711.29 | \$ 738.99 | \$ 767.82 | \$ 797.77 | \$ 828.95 | \$ 861.36 | \$ 895.40 | \$ 930.47 | \$ 939.63 | \$ 948.88 |
| | annual | \$ 35,602.88 | \$ 36,987.25 | \$ 38,427.53 | \$ 39,926.51 | \$ 41,484.16 | \$ 43,105.16 | \$ 44,790.46 | \$ 46,560.88 | \$ 48,384.45 | \$ 48,860.69 | \$ 49,341.69 |
| RL1 | 07L | | | | | | | | | | | |
| | hourly | | \$ 18,474773 | \$ 19,195435 | \$ 19,944309 | \$ 20,723636 | \$ 21,533875 | \$ 22,376361 | \$ 23,261368 | \$ 24,173138 | \$ 24,411215 | \$ 24,651674 |
| | weekly | | \$ 738.99 | \$ 767.82 | \$ 797.77 | \$ 828.95 | \$ 861.36 | \$ 895.05 | \$ 930.45 | \$ 966.93 | \$ 976.45 | \$ 986.07 |
| | annual | | \$ 38,427.53 | \$ 39,926.51 | \$ 41,484.16 | \$ 43,105.16 | \$ 44,790.46 | \$ 46,542.83 | \$ 48,383.65 | \$ 50,280.13 | \$ 50,775.33 | \$ 51,275.48 |
| RL1 | 7 | | | | | | | | | | | |
| | hourly | \$ 17,782332 | \$ 18,474773 | \$ 19,195435 | \$ 19,944309 | \$ 20,723636 | \$ 21,533875 | \$ 22,376361 | \$ 23,261368 | \$ 24,173138 | \$ 24,411215 | \$ 24,651674 |
| | weekly | \$ 711.29 | \$ 738.99 | \$ 767.82 | \$ 797.77 | \$ 828.95 | \$ 861.36 | \$ 895.05 | \$ 930.45 | \$ 966.93 | \$ 976.45 | \$ 986.07 |
| | annual | \$ 36,987.25 | \$ 38,427.53 | \$ 39,926.51 | \$ 41,484.16 | \$ 43,105.16 | \$ 44,790.46 | \$ 46,542.83 | \$ 48,383.65 | \$ 50,280.13 | \$ 50,775.33 | \$ 51,275.48 |
| RL1 | 08L | | | | | | | | | | | |
| | hourly | | \$ 19,195435 | \$ 19,944309 | \$ 20,723636 | \$ 21,533875 | \$ 22,376361 | \$ 23,253331 | \$ 24,173773 | \$ 25,122035 | \$ 25,369603 | \$ 25,619645 |
| | weekly | | \$ 767.82 | \$ 797.77 | \$ 828.95 | \$ 861.36 | \$ 895.05 | \$ 930.13 | \$ 966.95 | \$ 1,004.88 | \$ 1,014.78 | \$ 1,024.79 |
| | annual | | \$ 39,926.51 | \$ 41,484.16 | \$ 43,105.16 | \$ 44,790.46 | \$ 46,542.83 | \$ 48,366.93 | \$ 50,281.45 | \$ 52,253.83 | \$ 52,768.77 | \$ 53,288.86 |
| RL1 | 8 | | | | | | | | | | | |
| | hourly | \$ 18,474773 | \$ 19,195435 | \$ 19,944309 | \$ 20,723636 | \$ 21,533875 | \$ 22,376361 | \$ 23,253331 | \$ 24,173773 | \$ 25,122035 | \$ 25,369603 | \$ 25,619645 |
| | weekly | \$ 738.99 | \$ 767.82 | \$ 797.77 | \$ 828.95 | \$ 861.36 | \$ 895.05 | \$ 930.13 | \$ 966.95 | \$ 1,004.88 | \$ 1,014.78 | \$ 1,024.79 |
| | annual | \$ 38,427.53 | \$ 39,926.51 | \$ 41,484.16 | \$ 43,105.16 | \$ 44,790.46 | \$ 46,542.83 | \$ 48,366.93 | \$ 50,281.45 | \$ 52,253.83 | \$ 52,768.77 | \$ 53,288.86 |
| RL1 | 09L | | | | | | | | | | | |
| | hourly | | \$ 19,944309 | \$ 20,723636 | \$ 21,533875 | \$ 22,376361 | \$ 23,253331 | \$ 24,164340 | \$ 25,121837 | \$ 26,108021 | \$ 26,365445 | \$ 26,625447 |
| | weekly | | \$ 797.77 | \$ 828.95 | \$ 861.36 | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.87 | \$ 1,044.32 | \$ 1,054.62 | \$ 1,065.02 |
| | annual | | \$ 41,484.16 | \$ 43,105.16 | \$ 44,790.46 | \$ 46,542.83 | \$ 48,366.93 | \$ 50,261.83 | \$ 52,253.42 | \$ 54,304.68 | \$ 54,840.13 | \$ 55,380.93 |
| RL1 | 9 | | | | | | | | | | | |
| | hourly | \$ 19,195435 | \$ 19,944309 | \$ 20,723636 | \$ 21,533875 | \$ 22,376361 | \$ 23,253331 | \$ 24,164340 | \$ 25,121837 | \$ 26,108021 | \$ 26,365445 | \$ 26,625447 |
| | weekly | \$ 767.82 | \$ 797.77 | \$ 828.95 | \$ 861.36 | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.87 | \$ 1,044.32 | \$ 1,054.62 | \$ 1,065.02 |
| | annual | \$ 39,926.51 | \$ 41,484.16 | \$ 43,105.16 | \$ 44,790.46 | \$ 46,542.83 | \$ 48,366.93 | \$ 50,261.83 | \$ 52,253.42 | \$ 54,304.68 | \$ 54,840.13 | \$ 55,380.93 |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| RL1 | 10L | | | | | | | | | | | |
| | hourly | | \$ 20.723636 | \$ 21.533875 | \$ 22.376361 | \$ 23.253331 | \$ 24.164340 | \$ 25.112083 | \$ 26.107606 | \$ 27.133225 | \$ 27.400902 | \$ 27.671259 |
| | weekly | | \$ 828.95 | \$ 861.36 | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.48 | \$ 1,044.30 | \$ 1,085.33 | \$ 1,096.04 | \$ 1,106.85 |
| | annual | | \$ 43,105.16 | \$ 44,790.46 | \$ 46,542.83 | \$ 48,366.93 | \$ 50,261.83 | \$ 52,233.13 | \$ 54,303.82 | \$ 56,437.11 | \$ 56,993.88 | \$ 57,556.22 |
| RL1 | 10 | | | | | | | | | | | |
| | hourly | \$ 19.944309 | \$ 20.723636 | \$ 21.533875 | \$ 22.376361 | \$ 23.253331 | \$ 24.164340 | \$ 25.112083 | \$ 26.108021 | \$ 27.116172 | \$ 27.383679 | \$ 27.653860 |
| | weekly | \$ 797.77 | \$ 828.95 | \$ 861.36 | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.48 | \$ 1,044.32 | \$ 1,084.65 | \$ 1,095.35 | \$ 1,106.15 |
| | annual | \$ 41,484.16 | \$ 43,105.16 | \$ 44,790.46 | \$ 46,542.83 | \$ 48,366.93 | \$ 50,261.83 | \$ 52,233.13 | \$ 54,304.68 | \$ 56,401.64 | \$ 56,958.05 | \$ 57,520.03 |
| RL1 | 11L | | | | | | | | | | | |
| | hourly | | \$ 21.533875 | \$ 22.376361 | \$ 23.253331 | \$ 24.164340 | \$ 25.112083 | \$ 26.097889 | \$ 27.133546 | \$ 28.200201 | \$ 28.478548 | \$ 28.759679 |
| | weekly | | \$ 861.36 | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.48 | \$ 1,043.92 | \$ 1,085.34 | \$ 1,128.01 | \$ 1,139.14 | \$ 1,150.39 |
| | annual | | \$ 44,790.46 | \$ 46,542.83 | \$ 48,366.93 | \$ 50,261.83 | \$ 52,233.13 | \$ 54,283.61 | \$ 56,437.78 | \$ 58,656.42 | \$ 59,235.38 | \$ 59,820.13 |
| RL1 | 11 | | | | | | | | | | | |
| | hourly | \$ 20.723636 | \$ 21.533875 | \$ 22.376361 | \$ 23.253331 | \$ 24.164340 | \$ 25.112083 | \$ 26.097889 | \$ 27.133546 | \$ 28.200201 | \$ 28.478548 | \$ 28.759679 |
| | weekly | \$ 828.95 | \$ 861.36 | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.48 | \$ 1,043.92 | \$ 1,085.34 | \$ 1,128.01 | \$ 1,139.14 | \$ 1,150.39 |
| | annual | \$ 43,105.16 | \$ 44,790.46 | \$ 46,542.83 | \$ 48,366.93 | \$ 50,261.83 | \$ 52,233.13 | \$ 54,283.61 | \$ 56,437.78 | \$ 58,656.42 | \$ 59,235.38 | \$ 59,820.13 |
| RL1 | 12 | | | | | | | | | | | |
| | hourly | \$ 21.533875 | \$ 22.376361 | \$ 23.253331 | \$ 24.164340 | \$ 25.112083 | \$ 26.097889 | \$ 27.123114 | \$ 28.200066 | \$ 29.309386 | \$ 29.598825 | \$ 29.891158 |
| | weekly | \$ 861.36 | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.48 | \$ 1,043.92 | \$ 1,084.92 | \$ 1,128.00 | \$ 1,172.38 | \$ 1,183.95 | \$ 1,195.65 |
| | annual | \$ 44,790.46 | \$ 46,542.83 | \$ 48,366.93 | \$ 50,261.83 | \$ 52,233.13 | \$ 54,283.61 | \$ 56,416.08 | \$ 58,656.14 | \$ 60,963.52 | \$ 61,565.56 | \$ 62,173.61 |
| RL1 | 12L | | | | | | | | | | | |
| | hourly | | \$ 22.376361 | \$ 23.253331 | \$ 24.164340 | \$ 25.112083 | \$ 26.097889 | \$ 27.123114 | \$ 28.200066 | \$ 29.309386 | \$ 29.598825 | \$ 29.891158 |
| | weekly | | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.48 | \$ 1,043.92 | \$ 1,084.92 | \$ 1,128.00 | \$ 1,172.38 | \$ 1,183.95 | \$ 1,195.65 |
| | annual | | \$ 46,542.83 | \$ 48,366.93 | \$ 50,261.83 | \$ 52,233.13 | \$ 54,283.61 | \$ 56,416.08 | \$ 58,656.14 | \$ 60,963.52 | \$ 61,565.56 | \$ 62,173.61 |
| RL1 | 13 | | | | | | | | | | | |
| | hourly | \$ 22.376361 | \$ 23.253331 | \$ 24.164340 | \$ 25.112083 | \$ 26.097889 | \$ 27.123114 | \$ 28.189097 | \$ 29.309212 | \$ 30.462890 | \$ 30.763865 | \$ 31.067849 |
| | weekly | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.48 | \$ 1,043.92 | \$ 1,084.92 | \$ 1,127.56 | \$ 1,172.37 | \$ 1,218.52 | \$ 1,230.55 | \$ 1,242.71 |
| | annual | \$ 46,542.83 | \$ 48,366.93 | \$ 50,261.83 | \$ 52,233.13 | \$ 54,283.61 | \$ 56,416.08 | \$ 58,633.32 | \$ 60,963.16 | \$ 63,362.81 | \$ 63,988.84 | \$ 64,621.13 |
| RL1 | 14 | | | | | | | | | | | |
| | hourly | \$ 24.164340 | \$ 25.112083 | \$ 26.097889 | \$ 27.123114 | \$ 28.189097 | \$ 29.298079 | \$ 30.450950 | \$ 31.662358 | \$ 32.910163 | \$ 33.235611 | \$ 33.564313 |
| | weekly | \$ 966.57 | \$ 1,004.48 | \$ 1,043.92 | \$ 1,084.92 | \$ 1,127.56 | \$ 1,171.92 | \$ 1,218.04 | \$ 1,266.49 | \$ 1,316.41 | \$ 1,329.42 | \$ 1,342.57 |
| | annual | \$ 50,261.83 | \$ 52,233.13 | \$ 54,283.61 | \$ 56,416.08 | \$ 58,633.32 | \$ 60,940.00 | \$ 63,337.98 | \$ 65,857.71 | \$ 68,453.14 | \$ 69,130.07 | \$ 69,813.77 |
| RL1 | 15 | | | | | | | | | | | |
| | hourly | \$ 27.123114 | \$ 28.189097 | \$ 29.298079 | \$ 30.450950 | \$ 31.650405 | \$ 32.898230 | \$ 34.195326 | \$ 35.557900 | \$ 36.961529 | \$ 37.327490 | \$ 37.697111 |
| | weekly | \$ 1,084.92 | \$ 1,127.56 | \$ 1,171.92 | \$ 1,218.04 | \$ 1,266.02 | \$ 1,315.93 | \$ 1,367.81 | \$ 1,422.32 | \$ 1,478.46 | \$ 1,493.10 | \$ 1,507.88 |
| | annual | \$ 56,416.08 | \$ 58,633.32 | \$ 60,940.00 | \$ 63,337.98 | \$ 65,832.84 | \$ 68,428.32 | \$ 71,126.28 | \$ 73,960.43 | \$ 76,879.98 | \$ 77,641.18 | \$ 78,409.99 |
| RL1 | 16 | | | | | | | | | | | |
| | hourly | \$ 29.298079 | \$ 30.450950 | \$ 31.650405 | \$ 32.898230 | \$ 34.195326 | \$ 35.544818 | \$ 36.947172 | \$ 38.420942 | \$ 39.939092 | \$ 40.334830 | \$ 40.734523 |
| | weekly | \$ 1,171.92 | \$ 1,218.04 | \$ 1,266.02 | \$ 1,315.93 | \$ 1,367.81 | \$ 1,421.79 | \$ 1,477.89 | \$ 1,536.84 | \$ 1,597.56 | \$ 1,613.39 | \$ 1,629.38 |
| | annual | \$ 60,940.00 | \$ 63,337.98 | \$ 65,832.84 | \$ 68,428.32 | \$ 71,126.28 | \$ 73,933.22 | \$ 76,850.12 | \$ 79,915.56 | \$ 83,073.31 | \$ 83,896.45 | \$ 84,727.81 |
| RL1 | 17 | | | | | | | | | | | |
| | hourly | \$ 31.650405 | \$ 32.898230 | \$ 34.195326 | \$ 35.544818 | \$ 36.947172 | \$ 38.407298 | \$ 39.924754 | \$ 41.518847 | \$ 43.160910 | \$ 43.588864 | \$ 44.021100 |
| | weekly | \$ 1,266.02 | \$ 1,315.93 | \$ 1,367.81 | \$ 1,421.79 | \$ 1,477.89 | \$ 1,536.29 | \$ 1,596.99 | \$ 1,660.75 | \$ 1,726.44 | \$ 1,743.55 | \$ 1,760.84 |
| | annual | \$ 65,832.84 | \$ 68,428.32 | \$ 71,126.28 | \$ 73,933.22 | \$ 76,850.12 | \$ 79,887.18 | \$ 83,043.49 | \$ 86,359.20 | \$ 89,774.69 | \$ 90,664.84 | \$ 91,563.89 |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| RL1 | 18 | | | | | | | | | | | |
| | hourly | \$ 35,544.818 | \$ 36,947.172 | \$ 38,407.298 | \$ 39,924.754 | \$ 41,502.672 | \$ 43,143.752 | \$ 44,851.111 | \$ 46,644.367 | \$ 48,491.458 | \$ 48,972.719 | \$ 49,458.793 |
| | weekly | \$ 1,421.79 | \$ 1,477.89 | \$ 1,536.29 | \$ 1,596.99 | \$ 1,660.11 | \$ 1,725.75 | \$ 1,794.04 | \$ 1,865.77 | \$ 1,939.66 | \$ 1,958.91 | \$ 1,978.35 |
| | annual | \$ 73,933.22 | \$ 76,850.12 | \$ 79,887.18 | \$ 83,043.49 | \$ 86,325.56 | \$ 89,739.00 | \$ 93,290.31 | \$ 97,020.28 | \$ 100,862.23 | \$ 101,863.26 | \$ 102,874.29 |
| RL1 | 19 | | | | | | | | | | | |
| | hourly | \$ 38,407.298 | \$ 39,924.754 | \$ 41,502.672 | \$ 43,143.752 | \$ 44,851.111 | \$ 46,626.556 | \$ 48,473.212 | \$ 50,412.844 | \$ 52,410.671 | \$ 52,931.123 | \$ 53,456.780 |
| | weekly | \$ 1,536.29 | \$ 1,596.99 | \$ 1,660.11 | \$ 1,725.75 | \$ 1,794.04 | \$ 1,865.06 | \$ 1,938.93 | \$ 2,016.51 | \$ 2,096.43 | \$ 2,117.24 | \$ 2,138.27 |
| | annual | \$ 79,887.18 | \$ 83,043.49 | \$ 86,325.56 | \$ 89,739.00 | \$ 93,290.31 | \$ 96,983.24 | \$ 100,824.28 | \$ 104,858.72 | \$ 109,014.20 | \$ 110,096.74 | \$ 111,190.10 |
| RL1 | 20 | | | | | | | | | | | |
| | hourly | \$ 41,502.672 | \$ 43,143.752 | \$ 44,851.111 | \$ 46,626.556 | \$ 48,473.212 | \$ 50,393.324 | \$ 52,390.476 | \$ 54,488.405 | \$ 56,649.250 | \$ 57,212.088 | \$ 57,780.556 |
| | weekly | \$ 1,660.11 | \$ 1,725.75 | \$ 1,794.04 | \$ 1,865.06 | \$ 1,938.93 | \$ 2,015.73 | \$ 2,095.62 | \$ 2,179.54 | \$ 2,265.97 | \$ 2,288.48 | \$ 2,311.22 |
| | annual | \$ 86,325.56 | \$ 89,739.00 | \$ 93,290.31 | \$ 96,983.24 | \$ 100,824.28 | \$ 104,818.11 | \$ 108,972.19 | \$ 113,335.88 | \$ 117,830.44 | \$ 119,001.14 | \$ 120,183.56 |
| RL1 | 21 | | | | | | | | | | | |
| | hourly | \$ 43,558.381 | \$ 45,282.108 | \$ 47,074.982 | \$ 48,939.171 | \$ 50,878.148 | \$ 52,894.529 | \$ 54,991.796 | \$ 58,896.632 | \$ 61,233.804 | \$ 61,842.487 | \$ 62,457.259 |
| | weekly | \$ 1,742.34 | \$ 1,811.28 | \$ 1,883.00 | \$ 1,957.57 | \$ 2,035.13 | \$ 2,115.78 | \$ 2,199.67 | \$ 2,355.87 | \$ 2,449.35 | \$ 2,473.70 | \$ 2,498.29 |
| | annual | \$ 90,601.43 | \$ 94,186.79 | \$ 97,915.96 | \$ 101,793.48 | \$ 105,826.55 | \$ 110,020.62 | \$ 114,382.94 | \$ 122,505.00 | \$ 127,366.31 | \$ 128,632.37 | \$ 129,911.10 |
| RL1 | 22 | | | | | | | | | | | |
| | hourly | \$ 48,473.212 | \$ 50,393.324 | \$ 52,390.476 | \$ 54,466.901 | \$ 56,627.529 | \$ 58,873.708 | \$ 61,209.905 | \$ 63,663.258 | \$ 66,191.096 | \$ 66,849.354 | \$ 67,514.191 |
| | weekly | \$ 1,938.93 | \$ 2,015.73 | \$ 2,095.62 | \$ 2,178.68 | \$ 2,265.10 | \$ 2,354.95 | \$ 2,448.40 | \$ 2,546.53 | \$ 2,647.64 | \$ 2,673.97 | \$ 2,700.57 |
| | annual | \$ 100,824.28 | \$ 104,818.11 | \$ 108,972.19 | \$ 113,291.15 | \$ 117,785.26 | \$ 122,457.31 | \$ 127,316.60 | \$ 132,419.58 | \$ 137,677.48 | \$ 139,046.66 | \$ 140,429.52 |

Schedule A
Effective 1/3/2026
2% + \$.432692 (\$900.00) Wage Increase

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| RL1 | 05L | | | | | | | | | | | |
| | hourly | | \$ 17.891796 | \$ 18.570670 | \$ 19.276960 | \$ 20.012035 | \$ 20.775887 | \$ 21.570800 | \$ 22.405852 | \$ 23.265718 | \$ 23.490321 | \$ 23.717170 |
| | weekly | | \$ 715.67 | \$ 742.83 | \$ 771.08 | \$ 800.48 | \$ 831.04 | \$ 862.83 | \$ 896.23 | \$ 930.63 | \$ 939.61 | \$ 948.69 |
| | annual | | \$ 37,214.94 | \$ 38,626.99 | \$ 40,096.08 | \$ 41,625.03 | \$ 43,213.85 | \$ 44,867.26 | \$ 46,604.17 | \$ 48,392.69 | \$ 48,859.87 | \$ 49,331.71 |
| RL1 | 5 | | | | | | | | | | | |
| | hourly | \$ 17.238045 | \$ 17.891796 | \$ 18.570670 | \$ 19.276960 | \$ 20.012035 | \$ 20.775887 | \$ 21.570800 | \$ 22.405852 | \$ 23.265718 | \$ 23.490321 | \$ 23.717170 |
| | weekly | \$ 689.52 | \$ 715.67 | \$ 742.83 | \$ 771.08 | \$ 800.48 | \$ 831.04 | \$ 862.83 | \$ 896.23 | \$ 930.63 | \$ 939.61 | \$ 948.69 |
| | annual | \$ 35,855.13 | \$ 37,214.94 | \$ 38,626.99 | \$ 40,096.08 | \$ 41,625.03 | \$ 43,213.85 | \$ 44,867.26 | \$ 46,604.17 | \$ 48,392.69 | \$ 48,859.87 | \$ 49,331.71 |
| RL1 | 06L | | | | | | | | | | | |
| | hourly | | \$ 18.570670 | \$ 19.276960 | \$ 20.012035 | \$ 20.775887 | \$ 21.570800 | \$ 22.397244 | \$ 23.265430 | \$ 24.159680 | \$ 24.393221 | \$ 24.629097 |
| | weekly | | \$ 742.83 | \$ 771.08 | \$ 800.48 | \$ 831.04 | \$ 862.83 | \$ 895.89 | \$ 930.62 | \$ 966.39 | \$ 975.73 | \$ 985.16 |
| | annual | | \$ 38,626.99 | \$ 40,096.08 | \$ 41,625.03 | \$ 43,213.85 | \$ 44,867.26 | \$ 46,586.27 | \$ 48,392.09 | \$ 50,252.13 | \$ 50,737.90 | \$ 51,228.52 |
| RL1 | 6 | | | | | | | | | | | |
| | hourly | \$ 17.891796 | \$ 18.570670 | \$ 19.276960 | \$ 20.012035 | \$ 20.775887 | \$ 21.570800 | \$ 22.397244 | \$ 23.265430 | \$ 24.159680 | \$ 24.393221 | \$ 24.629097 |
| | weekly | \$ 715.67 | \$ 742.83 | \$ 771.08 | \$ 800.48 | \$ 831.04 | \$ 862.83 | \$ 895.89 | \$ 930.62 | \$ 966.39 | \$ 975.73 | \$ 985.16 |
| | annual | \$ 37,214.94 | \$ 38,626.99 | \$ 40,096.08 | \$ 41,625.03 | \$ 43,213.85 | \$ 44,867.26 | \$ 46,586.27 | \$ 48,392.09 | \$ 50,252.13 | \$ 50,737.90 | \$ 51,228.52 |
| RL1 | 07L | | | | | | | | | | | |
| | hourly | | \$ 19.276960 | \$ 20.012035 | \$ 20.775887 | \$ 21.570800 | \$ 22.397244 | \$ 23.256580 | \$ 24.159287 | \$ 25.089292 | \$ 25.332131 | \$ 25.577399 |
| | weekly | | \$ 771.08 | \$ 800.48 | \$ 831.04 | \$ 862.83 | \$ 895.89 | \$ 930.26 | \$ 966.37 | \$ 1,003.57 | \$ 1,013.29 | \$ 1,023.10 |
| | annual | | \$ 40,096.08 | \$ 41,625.03 | \$ 43,213.85 | \$ 44,867.26 | \$ 46,586.27 | \$ 48,373.69 | \$ 50,251.32 | \$ 52,185.73 | \$ 52,690.83 | \$ 53,200.99 |
| RL1 | 7 | | | | | | | | | | | |
| | hourly | \$ 18.570670 | \$ 19.276960 | \$ 20.012035 | \$ 20.775887 | \$ 21.570800 | \$ 22.397244 | \$ 23.256580 | \$ 24.159287 | \$ 25.089292 | \$ 25.332131 | \$ 25.577399 |
| | weekly | \$ 742.83 | \$ 771.08 | \$ 800.48 | \$ 831.04 | \$ 862.83 | \$ 895.89 | \$ 930.26 | \$ 966.37 | \$ 1,003.57 | \$ 1,013.29 | \$ 1,023.10 |
| | annual | \$ 38,626.99 | \$ 40,096.08 | \$ 41,625.03 | \$ 43,213.85 | \$ 44,867.26 | \$ 46,586.27 | \$ 48,373.69 | \$ 50,251.32 | \$ 52,185.73 | \$ 52,690.83 | \$ 53,200.99 |
| RL1 | 08L | | | | | | | | | | | |
| | hourly | | \$ 20.012035 | \$ 20.775887 | \$ 21.570800 | \$ 22.397244 | \$ 23.256580 | \$ 24.151089 | \$ 25.089940 | \$ 26.057167 | \$ 26.309687 | \$ 26.564729 |
| | weekly | | \$ 800.48 | \$ 831.04 | \$ 862.83 | \$ 895.89 | \$ 930.26 | \$ 966.04 | \$ 1,003.60 | \$ 1,042.29 | \$ 1,052.39 | \$ 1,062.59 |
| | annual | | \$ 41,625.03 | \$ 43,213.85 | \$ 44,867.26 | \$ 46,586.27 | \$ 48,373.69 | \$ 50,234.27 | \$ 52,187.08 | \$ 54,198.91 | \$ 54,724.15 | \$ 55,254.64 |
| RL1 | 8 | | | | | | | | | | | |
| | hourly | \$ 19.276960 | \$ 20.012035 | \$ 20.775887 | \$ 21.570800 | \$ 22.397244 | \$ 23.256580 | \$ 24.151089 | \$ 25.089940 | \$ 26.057167 | \$ 26.309687 | \$ 26.564729 |
| | weekly | \$ 771.08 | \$ 800.48 | \$ 831.04 | \$ 862.83 | \$ 895.89 | \$ 930.26 | \$ 966.04 | \$ 1,003.60 | \$ 1,042.29 | \$ 1,052.39 | \$ 1,062.59 |
| | annual | \$ 40,096.08 | \$ 41,625.03 | \$ 43,213.85 | \$ 44,867.26 | \$ 46,586.27 | \$ 48,373.69 | \$ 50,234.27 | \$ 52,187.08 | \$ 54,198.91 | \$ 54,724.15 | \$ 55,254.64 |
| RL1 | 09L | | | | | | | | | | | |
| | hourly | | \$ 20.775887 | \$ 21.570800 | \$ 22.397244 | \$ 23.256580 | \$ 24.151089 | \$ 25.080318 | \$ 26.056965 | \$ 27.062873 | \$ 27.325445 | \$ 27.590647 |
| | weekly | | \$ 831.04 | \$ 862.83 | \$ 895.89 | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,042.28 | \$ 1,082.51 | \$ 1,093.02 | \$ 1,103.63 |
| | annual | | \$ 43,213.85 | \$ 44,867.26 | \$ 46,586.27 | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.06 | \$ 54,198.49 | \$ 56,290.78 | \$ 56,836.93 | \$ 57,388.55 |
| RL1 | 9 | | | | | | | | | | | |
| | hourly | \$ 20.012035 | \$ 20.775887 | \$ 21.570800 | \$ 22.397244 | \$ 23.256580 | \$ 24.151089 | \$ 25.080318 | \$ 26.056965 | \$ 27.062873 | \$ 27.325445 | \$ 27.590647 |
| | weekly | \$ 800.48 | \$ 831.04 | \$ 862.83 | \$ 895.89 | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,042.28 | \$ 1,082.51 | \$ 1,093.02 | \$ 1,103.63 |
| | annual | \$ 41,625.03 | \$ 43,213.85 | \$ 44,867.26 | \$ 46,586.27 | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.06 | \$ 54,198.49 | \$ 56,290.78 | \$ 56,836.93 | \$ 57,388.55 |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| RL1 | 10L | | | | | | | | | | | |
| | hourly | | \$ 21.570800 | \$ 22.397244 | \$ 23.256580 | \$ 24.151089 | \$ 25.080318 | \$ 26.047016 | \$ 27.062450 | \$ 28.108581 | \$ 28.381612 | \$ 28.657376 |
| | weekly | | \$ 862.83 | \$ 895.89 | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,041.88 | \$ 1,082.50 | \$ 1,124.34 | \$ 1,135.26 | \$ 1,146.30 |
| | annual | | \$ 44,867.26 | \$ 46,586.27 | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.06 | \$ 54,177.79 | \$ 56,289.90 | \$ 58,465.85 | \$ 59,033.75 | \$ 59,607.34 |
| RL1 | 10 | | | | | | | | | | | |
| | hourly | \$ 20.775887 | \$ 21.570800 | \$ 22.397244 | \$ 23.256580 | \$ 24.151089 | \$ 25.080318 | \$ 26.047016 | \$ 27.062873 | \$ 28.091187 | \$ 28.364044 | \$ 28.639629 |
| | weekly | \$ 831.04 | \$ 862.83 | \$ 895.89 | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,041.88 | \$ 1,082.51 | \$ 1,123.65 | \$ 1,134.56 | \$ 1,145.59 |
| | annual | \$ 43,213.85 | \$ 44,867.26 | \$ 46,586.27 | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.06 | \$ 54,177.79 | \$ 56,290.78 | \$ 58,429.67 | \$ 58,997.21 | \$ 59,570.43 |
| RL1 | 11L | | | | | | | | | | | |
| | hourly | | \$ 22.397244 | \$ 23.256580 | \$ 24.151089 | \$ 25.080318 | \$ 26.047016 | \$ 27.052538 | \$ 28.108908 | \$ 29.196897 | \$ 29.480810 | \$ 29.767564 |
| | weekly | | \$ 895.89 | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,041.88 | \$ 1,082.10 | \$ 1,124.36 | \$ 1,167.88 | \$ 1,179.23 | \$ 1,190.70 |
| | annual | | \$ 46,586.27 | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.06 | \$ 54,177.79 | \$ 56,269.28 | \$ 58,466.53 | \$ 60,729.55 | \$ 61,320.09 | \$ 61,916.53 |
| RL1 | 11 | | | | | | | | | | | |
| | hourly | \$ 21.570800 | \$ 22.397244 | \$ 23.256580 | \$ 24.151089 | \$ 25.080318 | \$ 26.047016 | \$ 27.052538 | \$ 28.108908 | \$ 29.196897 | \$ 29.480810 | \$ 29.767564 |
| | weekly | \$ 862.83 | \$ 895.89 | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,041.88 | \$ 1,082.10 | \$ 1,124.36 | \$ 1,167.88 | \$ 1,179.23 | \$ 1,190.70 |
| | annual | \$ 44,867.26 | \$ 46,586.27 | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.06 | \$ 54,177.79 | \$ 56,269.28 | \$ 58,466.53 | \$ 60,729.55 | \$ 61,320.09 | \$ 61,916.53 |
| RL1 | 12 | | | | | | | | | | | |
| | hourly | \$ 22.397244 | \$ 23.256580 | \$ 24.151089 | \$ 25.080318 | \$ 26.047016 | \$ 27.052538 | \$ 28.098268 | \$ 29.196759 | \$ 30.328265 | \$ 30.623493 | \$ 30.921673 |
| | weekly | \$ 895.89 | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,041.88 | \$ 1,082.10 | \$ 1,123.93 | \$ 1,167.87 | \$ 1,213.13 | \$ 1,224.94 | \$ 1,236.87 |
| | annual | \$ 46,586.27 | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.06 | \$ 54,177.79 | \$ 56,269.28 | \$ 58,444.40 | \$ 60,729.26 | \$ 63,082.79 | \$ 63,696.87 | \$ 64,317.08 |
| RL1 | 12L | | | | | | | | | | | |
| | hourly | | \$ 23.256580 | \$ 24.151089 | \$ 25.080318 | \$ 26.047016 | \$ 27.052538 | \$ 28.098268 | \$ 29.196759 | \$ 30.328265 | \$ 30.623493 | \$ 30.921673 |
| | weekly | | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,041.88 | \$ 1,082.10 | \$ 1,123.93 | \$ 1,167.87 | \$ 1,213.13 | \$ 1,224.94 | \$ 1,236.87 |
| | annual | | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.06 | \$ 54,177.79 | \$ 56,269.28 | \$ 58,444.40 | \$ 60,729.26 | \$ 63,082.79 | \$ 63,696.87 | \$ 64,317.08 |
| RL1 | 13 | | | | | | | | | | | |
| | hourly | \$ 23.256580 | \$ 24.151089 | \$ 25.080318 | \$ 26.047016 | \$ 27.052538 | \$ 28.098268 | \$ 29.185570 | \$ 30.328088 | \$ 31.504839 | \$ 31.811834 | \$ 32.121897 |
| | weekly | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,041.88 | \$ 1,082.10 | \$ 1,123.93 | \$ 1,167.42 | \$ 1,213.12 | \$ 1,260.19 | \$ 1,272.47 | \$ 1,284.88 |
| | annual | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.06 | \$ 54,177.79 | \$ 56,269.28 | \$ 58,444.40 | \$ 60,705.99 | \$ 63,082.42 | \$ 65,530.07 | \$ 66,168.62 | \$ 66,813.55 |
| RL1 | 14 | | | | | | | | | | | |
| | hourly | \$ 25.080318 | \$ 26.047016 | \$ 27.052538 | \$ 28.098268 | \$ 29.185570 | \$ 30.316732 | \$ 31.492661 | \$ 32.728297 | \$ 34.001058 | \$ 34.333015 | \$ 34.668291 |
| | weekly | \$ 1,003.21 | \$ 1,041.88 | \$ 1,082.10 | \$ 1,123.93 | \$ 1,167.42 | \$ 1,212.67 | \$ 1,259.71 | \$ 1,309.13 | \$ 1,360.04 | \$ 1,373.32 | \$ 1,386.73 |
| | annual | \$ 52,167.06 | \$ 54,177.79 | \$ 56,269.28 | \$ 58,444.40 | \$ 60,705.99 | \$ 63,058.80 | \$ 65,504.74 | \$ 68,074.86 | \$ 70,722.20 | \$ 71,412.67 | \$ 72,110.05 |
| RL1 | 15 | | | | | | | | | | | |
| | hourly | \$ 28.098268 | \$ 29.185570 | \$ 30.316732 | \$ 31.492661 | \$ 32.716105 | \$ 33.988886 | \$ 35.311924 | \$ 36.701750 | \$ 38.133451 | \$ 38.506731 | \$ 38.883745 |
| | weekly | \$ 1,123.93 | \$ 1,167.42 | \$ 1,212.67 | \$ 1,259.71 | \$ 1,308.64 | \$ 1,359.56 | \$ 1,412.48 | \$ 1,468.07 | \$ 1,525.34 | \$ 1,540.27 | \$ 1,555.35 |
| | annual | \$ 58,444.40 | \$ 60,705.99 | \$ 63,058.80 | \$ 65,504.74 | \$ 68,049.50 | \$ 70,696.88 | \$ 73,448.80 | \$ 76,339.64 | \$ 79,317.58 | \$ 80,094.00 | \$ 80,878.19 |
| RL1 | 16 | | | | | | | | | | | |
| | hourly | \$ 30.316732 | \$ 31.492661 | \$ 32.716105 | \$ 33.988886 | \$ 35.311924 | \$ 36.688406 | \$ 38.118807 | \$ 39.622052 | \$ 41.170565 | \$ 41.574218 | \$ 41.981905 |
| | weekly | \$ 1,212.67 | \$ 1,259.71 | \$ 1,308.64 | \$ 1,359.56 | \$ 1,412.48 | \$ 1,467.54 | \$ 1,524.75 | \$ 1,584.88 | \$ 1,646.82 | \$ 1,662.97 | \$ 1,679.28 |
| | annual | \$ 63,058.80 | \$ 65,504.74 | \$ 68,049.50 | \$ 70,696.88 | \$ 73,448.80 | \$ 76,311.88 | \$ 79,287.12 | \$ 82,413.87 | \$ 85,634.78 | \$ 86,474.37 | \$ 87,322.36 |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| RL1 | 17 | | | | | | | | | | | |
| | hourly | \$ 32,716.105 | \$ 33,988.886 | \$ 35,311.924 | \$ 36,688.406 | \$ 38,118.807 | \$ 39,608.135 | \$ 41,155.941 | \$ 42,781.915 | \$ 44,456.820 | \$ 44,893.333 | \$ 45,334.214 |
| | weekly | \$ 1,308.64 | \$ 1,359.56 | \$ 1,412.48 | \$ 1,467.54 | \$ 1,524.75 | \$ 1,584.33 | \$ 1,646.24 | \$ 1,711.28 | \$ 1,778.27 | \$ 1,795.73 | \$ 1,813.37 |
| | annual | \$ 68,049.50 | \$ 70,696.88 | \$ 73,448.80 | \$ 76,311.88 | \$ 79,287.12 | \$ 82,384.92 | \$ 85,604.36 | \$ 88,986.38 | \$ 92,470.19 | \$ 93,378.13 | \$ 94,295.17 |
| RL1 | 18 | | | | | | | | | | | |
| | hourly | \$ 36,688.406 | \$ 38,118.807 | \$ 39,608.135 | \$ 41,155.941 | \$ 42,765.417 | \$ 44,439.319 | \$ 46,180.825 | \$ 48,009.946 | \$ 49,893.979 | \$ 50,384.865 | \$ 50,880.660 |
| | weekly | \$ 1,467.54 | \$ 1,524.75 | \$ 1,584.33 | \$ 1,646.24 | \$ 1,710.62 | \$ 1,777.57 | \$ 1,847.23 | \$ 1,920.40 | \$ 1,995.76 | \$ 2,015.39 | \$ 2,035.23 |
| | annual | \$ 76,311.88 | \$ 79,287.12 | \$ 82,384.92 | \$ 85,604.36 | \$ 88,952.07 | \$ 92,433.78 | \$ 96,056.12 | \$ 99,860.69 | \$ 103,779.48 | \$ 104,800.52 | \$ 105,831.77 |
| RL1 | 19 | | | | | | | | | | | |
| | hourly | \$ 39,608.135 | \$ 41,155.941 | \$ 42,765.417 | \$ 44,439.319 | \$ 46,180.825 | \$ 47,991.779 | \$ 49,875.368 | \$ 51,853.792 | \$ 53,891.576 | \$ 54,422.437 | \$ 54,958.607 |
| | weekly | \$ 1,584.33 | \$ 1,646.24 | \$ 1,710.62 | \$ 1,777.57 | \$ 1,847.23 | \$ 1,919.67 | \$ 1,995.01 | \$ 2,074.15 | \$ 2,155.66 | \$ 2,176.90 | \$ 2,198.34 |
| | annual | \$ 82,384.92 | \$ 85,604.36 | \$ 88,952.07 | \$ 92,433.78 | \$ 96,056.12 | \$ 99,822.90 | \$ 103,740.77 | \$ 107,855.89 | \$ 112,094.48 | \$ 113,198.67 | \$ 114,313.90 |
| RL1 | 20 | | | | | | | | | | | |
| | hourly | \$ 42,765.417 | \$ 44,439.319 | \$ 46,180.825 | \$ 47,991.779 | \$ 49,875.368 | \$ 51,833.882 | \$ 53,870.977 | \$ 56,010.865 | \$ 58,214.927 | \$ 58,789.021 | \$ 59,368.859 |
| | weekly | \$ 1,710.62 | \$ 1,777.57 | \$ 1,847.23 | \$ 1,919.67 | \$ 1,995.01 | \$ 2,073.36 | \$ 2,154.84 | \$ 2,240.43 | \$ 2,328.60 | \$ 2,351.56 | \$ 2,374.75 |
| | annual | \$ 88,952.07 | \$ 92,433.78 | \$ 96,056.12 | \$ 99,822.90 | \$ 103,740.77 | \$ 107,814.48 | \$ 112,051.63 | \$ 116,502.60 | \$ 121,087.05 | \$ 122,281.16 | \$ 123,487.23 |
| RL1 | 21 | | | | | | | | | | | |
| | hourly | \$ 44,862.240 | \$ 46,620.442 | \$ 48,449.173 | \$ 50,350.646 | \$ 52,328.402 | \$ 54,385.111 | \$ 56,524.323 | \$ 60,507.256 | \$ 62,891.172 | \$ 63,512.028 | \$ 64,139.096 |
| | weekly | \$ 1,794.49 | \$ 1,864.82 | \$ 1,937.97 | \$ 2,014.03 | \$ 2,093.14 | \$ 2,175.40 | \$ 2,260.97 | \$ 2,420.29 | \$ 2,515.65 | \$ 2,540.48 | \$ 2,565.56 |
| | annual | \$ 93,313.46 | \$ 96,970.52 | \$ 100,774.28 | \$ 104,729.34 | \$ 108,843.08 | \$ 113,121.03 | \$ 117,570.59 | \$ 125,855.09 | \$ 130,813.64 | \$ 132,105.02 | \$ 133,409.32 |
| RL1 | 22 | | | | | | | | | | | |
| | hourly | \$ 49,875.368 | \$ 51,833.882 | \$ 53,870.977 | \$ 55,988.931 | \$ 58,192.771 | \$ 60,483.874 | \$ 62,866.795 | \$ 65,369.215 | \$ 67,947.609 | \$ 68,619.033 | \$ 69,297.166 |
| | weekly | \$ 1,995.01 | \$ 2,073.36 | \$ 2,154.84 | \$ 2,239.56 | \$ 2,327.71 | \$ 2,419.35 | \$ 2,514.67 | \$ 2,614.77 | \$ 2,717.90 | \$ 2,744.76 | \$ 2,771.89 |
| | annual | \$ 103,740.77 | \$ 107,814.48 | \$ 112,051.63 | \$ 116,456.98 | \$ 121,040.96 | \$ 125,806.46 | \$ 130,762.93 | \$ 135,967.97 | \$ 141,331.03 | \$ 142,727.59 | \$ 144,138.11 |

Schedule A
Effective 1/2/2027
2% + \$.360576 (\$750.00) Wage Increase

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| RL1 | 05L | | | | | | | | | | | |
| | hourly | | \$ 18,610.207 | \$ 19,302.659 | \$ 20,023.075 | \$ 20,772.851 | \$ 21,551.980 | \$ 22,362.792 | \$ 23,214.545 | \$ 24,091.608 | \$ 24,320.703 | \$ 24,552.089 |
| | weekly | | \$ 744.41 | \$ 772.11 | \$ 800.92 | \$ 830.91 | \$ 862.08 | \$ 894.51 | \$ 928.58 | \$ 963.66 | \$ 972.83 | \$ 982.08 |
| | annual | | \$ 38,709.23 | \$ 40,149.53 | \$ 41,648.00 | \$ 43,207.53 | \$ 44,828.12 | \$ 46,514.61 | \$ 48,286.25 | \$ 50,110.55 | \$ 50,587.06 | \$ 51,068.35 |
| RL1 | 5 | | | | | | | | | | | |
| | hourly | \$ 17,943.381 | \$ 18,610.207 | \$ 19,302.659 | \$ 20,023.075 | \$ 20,772.851 | \$ 21,551.980 | \$ 22,362.792 | \$ 23,214.545 | \$ 24,091.608 | \$ 24,320.703 | \$ 24,552.089 |
| | weekly | \$ 717.74 | \$ 744.41 | \$ 772.11 | \$ 800.92 | \$ 830.91 | \$ 862.08 | \$ 894.51 | \$ 928.58 | \$ 963.66 | \$ 972.83 | \$ 982.08 |
| | annual | \$ 37,322.23 | \$ 38,709.23 | \$ 40,149.53 | \$ 41,648.00 | \$ 43,207.53 | \$ 44,828.12 | \$ 46,514.61 | \$ 48,286.25 | \$ 50,110.55 | \$ 50,587.06 | \$ 51,068.35 |
| RL1 | 06L | | | | | | | | | | | |
| | hourly | | \$ 19,302.659 | \$ 20,023.075 | \$ 20,772.851 | \$ 21,551.980 | \$ 22,362.792 | \$ 23,205.764 | \$ 24,091.314 | \$ 25,003.449 | \$ 25,241.661 | \$ 25,482.254 |
| | weekly | | \$ 772.11 | \$ 800.92 | \$ 830.91 | \$ 862.08 | \$ 894.51 | \$ 928.23 | \$ 963.65 | \$ 1,000.14 | \$ 1,009.67 | \$ 1,019.29 |
| | annual | | \$ 40,149.53 | \$ 41,648.00 | \$ 43,207.53 | \$ 44,828.12 | \$ 46,514.61 | \$ 48,267.99 | \$ 50,109.93 | \$ 52,007.17 | \$ 52,502.66 | \$ 53,003.09 |
| RL1 | 6 | | | | | | | | | | | |
| | hourly | \$ 18,610.207 | \$ 19,302.659 | \$ 20,023.075 | \$ 20,772.851 | \$ 21,551.980 | \$ 22,362.792 | \$ 23,205.764 | \$ 24,091.314 | \$ 25,003.449 | \$ 25,241.661 | \$ 25,482.254 |
| | weekly | \$ 744.41 | \$ 772.11 | \$ 800.92 | \$ 830.91 | \$ 862.08 | \$ 894.51 | \$ 928.23 | \$ 963.65 | \$ 1,000.14 | \$ 1,009.67 | \$ 1,019.29 |
| | annual | \$ 38,709.23 | \$ 40,149.53 | \$ 41,648.00 | \$ 43,207.53 | \$ 44,828.12 | \$ 46,514.61 | \$ 48,267.99 | \$ 50,109.93 | \$ 52,007.17 | \$ 52,502.66 | \$ 53,003.09 |
| RL1 | 07L | | | | | | | | | | | |
| | hourly | | \$ 20,023.075 | \$ 20,772.851 | \$ 21,551.980 | \$ 22,362.792 | \$ 23,205.764 | \$ 24,082.287 | \$ 25,003.048 | \$ 25,951.653 | \$ 26,199.349 | \$ 26,449.522 |
| | weekly | | \$ 800.92 | \$ 830.91 | \$ 862.08 | \$ 894.51 | \$ 928.23 | \$ 963.29 | \$ 1,000.12 | \$ 1,038.07 | \$ 1,047.97 | \$ 1,057.98 |
| | annual | | \$ 41,648.00 | \$ 43,207.53 | \$ 44,828.12 | \$ 46,514.61 | \$ 48,267.99 | \$ 50,091.16 | \$ 52,006.34 | \$ 53,979.44 | \$ 54,494.65 | \$ 55,015.01 |
| RL1 | 7 | | | | | | | | | | | |
| | hourly | \$ 19,302.659 | \$ 20,023.075 | \$ 20,772.851 | \$ 21,551.980 | \$ 22,362.792 | \$ 23,205.764 | \$ 24,082.287 | \$ 25,003.048 | \$ 25,951.653 | \$ 26,199.349 | \$ 26,449.522 |
| | weekly | \$ 772.11 | \$ 800.92 | \$ 830.91 | \$ 862.08 | \$ 894.51 | \$ 928.23 | \$ 963.29 | \$ 1,000.12 | \$ 1,038.07 | \$ 1,047.97 | \$ 1,057.98 |
| | annual | \$ 40,149.53 | \$ 41,648.00 | \$ 43,207.53 | \$ 44,828.12 | \$ 46,514.61 | \$ 48,267.99 | \$ 50,091.16 | \$ 52,006.34 | \$ 53,979.44 | \$ 54,494.65 | \$ 55,015.01 |
| RL1 | 08L | | | | | | | | | | | |
| | hourly | | \$ 20,772.851 | \$ 21,551.980 | \$ 22,362.792 | \$ 23,205.764 | \$ 24,082.287 | \$ 24,994.686 | \$ 25,952.314 | \$ 26,938.886 | \$ 27,196.456 | \$ 27,456.599 |
| | weekly | | \$ 830.91 | \$ 862.08 | \$ 894.51 | \$ 928.23 | \$ 963.29 | \$ 999.79 | \$ 1,038.09 | \$ 1,077.56 | \$ 1,087.86 | \$ 1,098.26 |
| | annual | | \$ 43,207.53 | \$ 44,828.12 | \$ 46,514.61 | \$ 48,267.99 | \$ 50,091.16 | \$ 51,988.95 | \$ 53,980.81 | \$ 56,032.88 | \$ 56,568.63 | \$ 57,109.73 |
| RL1 | 8 | | | | | | | | | | | |
| | hourly | \$ 20,023.075 | \$ 20,772.851 | \$ 21,551.980 | \$ 22,362.792 | \$ 23,205.764 | \$ 24,082.287 | \$ 24,994.686 | \$ 25,952.314 | \$ 26,938.886 | \$ 27,196.456 | \$ 27,456.599 |
| | weekly | \$ 800.92 | \$ 830.91 | \$ 862.08 | \$ 894.51 | \$ 928.23 | \$ 963.29 | \$ 999.79 | \$ 1,038.09 | \$ 1,077.56 | \$ 1,087.86 | \$ 1,098.26 |
| | annual | \$ 41,648.00 | \$ 43,207.53 | \$ 44,828.12 | \$ 46,514.61 | \$ 48,267.99 | \$ 50,091.16 | \$ 51,988.95 | \$ 53,980.81 | \$ 56,032.88 | \$ 56,568.63 | \$ 57,109.73 |
| RL1 | 09L | | | | | | | | | | | |
| | hourly | | \$ 21,551.980 | \$ 22,362.792 | \$ 23,205.764 | \$ 24,082.287 | \$ 24,994.686 | \$ 25,942.500 | \$ 26,938.680 | \$ 27,964.706 | \$ 28,232.529 | \$ 28,503.035 |
| | weekly | | \$ 862.08 | \$ 894.51 | \$ 928.23 | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.55 | \$ 1,118.59 | \$ 1,129.30 | \$ 1,140.12 |
| | annual | | \$ 44,828.12 | \$ 46,514.61 | \$ 48,267.99 | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.40 | \$ 56,032.45 | \$ 58,166.59 | \$ 58,723.66 | \$ 59,286.31 |
| RL1 | 9 | | | | | | | | | | | |
| | hourly | \$ 20,772.851 | \$ 21,551.980 | \$ 22,362.792 | \$ 23,205.764 | \$ 24,082.287 | \$ 24,994.686 | \$ 25,942.500 | \$ 26,938.680 | \$ 27,964.706 | \$ 28,232.529 | \$ 28,503.035 |
| | weekly | \$ 830.91 | \$ 862.08 | \$ 894.51 | \$ 928.23 | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.55 | \$ 1,118.59 | \$ 1,129.30 | \$ 1,140.12 |
| | annual | \$ 43,207.53 | \$ 44,828.12 | \$ 46,514.61 | \$ 48,267.99 | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.40 | \$ 56,032.45 | \$ 58,166.59 | \$ 58,723.66 | \$ 59,286.31 |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| RL1 | 10L | | | | | | | | | | | |
| | hourly | | \$ 22.362792 | \$ 23.205764 | \$ 24.082287 | \$ 24.994686 | \$ 25.942500 | \$ 26.928532 | \$ 27.964275 | \$ 29.031328 | \$ 29.309820 | \$ 29.591099 |
| | weekly | | \$ 894.51 | \$ 928.23 | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.14 | \$ 1,118.57 | \$ 1,161.25 | \$ 1,172.39 | \$ 1,183.64 |
| | annual | | \$ 46,514.61 | \$ 48,267.99 | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.40 | \$ 56,011.35 | \$ 58,166.59 | \$ 60,385.16 | \$ 60,964.43 | \$ 61,549.49 |
| RL1 | 10 | | | | | | | | | | | |
| | hourly | \$ 21.551980 | \$ 22.362792 | \$ 23.205764 | \$ 24.082287 | \$ 24.994686 | \$ 25.942500 | \$ 26.928532 | \$ 27.964706 | \$ 29.013586 | \$ 29.291900 | \$ 29.572997 |
| | weekly | \$ 862.08 | \$ 894.51 | \$ 928.23 | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.14 | \$ 1,118.59 | \$ 1,160.54 | \$ 1,171.68 | \$ 1,182.92 |
| | annual | \$ 44,828.12 | \$ 46,514.61 | \$ 48,267.99 | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.40 | \$ 56,011.35 | \$ 58,166.59 | \$ 60,348.26 | \$ 60,927.15 | \$ 61,511.83 |
| RL1 | 11L | | | | | | | | | | | |
| | hourly | | \$ 23.205764 | \$ 24.082287 | \$ 24.994686 | \$ 25.942500 | \$ 26.928532 | \$ 27.954164 | \$ 29.031662 | \$ 30.141410 | \$ 30.431002 | \$ 30.723491 |
| | weekly | | \$ 928.23 | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.14 | \$ 1,118.17 | \$ 1,161.27 | \$ 1,205.66 | \$ 1,217.24 | \$ 1,228.94 |
| | annual | | \$ 48,267.99 | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.40 | \$ 56,011.35 | \$ 58,144.66 | \$ 60,385.86 | \$ 62,694.13 | \$ 63,296.48 | \$ 63,904.86 |
| RL1 | 11 | | | | | | | | | | | |
| | hourly | \$ 22.362792 | \$ 23.205764 | \$ 24.082287 | \$ 24.994686 | \$ 25.942500 | \$ 26.928532 | \$ 27.954164 | \$ 29.031662 | \$ 30.141410 | \$ 30.431002 | \$ 30.723491 |
| | weekly | \$ 894.51 | \$ 928.23 | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.14 | \$ 1,118.17 | \$ 1,161.27 | \$ 1,205.66 | \$ 1,217.24 | \$ 1,228.94 |
| | annual | \$ 46,514.61 | \$ 48,267.99 | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.40 | \$ 56,011.35 | \$ 58,144.66 | \$ 60,385.86 | \$ 62,694.13 | \$ 63,296.48 | \$ 63,904.86 |
| RL1 | 12 | | | | | | | | | | | |
| | hourly | \$ 23.205764 | \$ 24.082287 | \$ 24.994686 | \$ 25.942500 | \$ 26.928532 | \$ 27.954164 | \$ 29.020809 | \$ 30.141270 | \$ 31.295406 | \$ 31.596538 | \$ 31.900682 |
| | weekly | \$ 928.23 | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.14 | \$ 1,118.17 | \$ 1,160.83 | \$ 1,205.65 | \$ 1,251.82 | \$ 1,263.86 | \$ 1,276.03 |
| | annual | \$ 48,267.99 | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.40 | \$ 56,011.35 | \$ 58,144.66 | \$ 60,363.28 | \$ 62,693.84 | \$ 65,094.44 | \$ 65,720.80 | \$ 66,353.42 |
| RL1 | 12L | | | | | | | | | | | |
| | hourly | | \$ 24.082287 | \$ 24.994686 | \$ 25.942500 | \$ 26.928532 | \$ 27.954164 | \$ 29.020809 | \$ 30.141270 | \$ 31.295406 | \$ 31.596538 | \$ 31.900682 |
| | weekly | | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.14 | \$ 1,118.17 | \$ 1,160.83 | \$ 1,205.65 | \$ 1,251.82 | \$ 1,263.86 | \$ 1,276.03 |
| | annual | | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.40 | \$ 56,011.35 | \$ 58,144.66 | \$ 60,363.28 | \$ 62,693.84 | \$ 65,094.44 | \$ 65,720.80 | \$ 66,353.42 |
| RL1 | 13 | | | | | | | | | | | |
| | hourly | \$ 24.082287 | \$ 24.994686 | \$ 25.942500 | \$ 26.928532 | \$ 27.954164 | \$ 29.020809 | \$ 30.129857 | \$ 31.295225 | \$ 32.495511 | \$ 32.808646 | \$ 33.124910 |
| | weekly | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.14 | \$ 1,118.17 | \$ 1,160.83 | \$ 1,205.19 | \$ 1,251.81 | \$ 1,299.82 | \$ 1,312.35 | \$ 1,325.00 |
| | annual | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.40 | \$ 56,011.35 | \$ 58,144.66 | \$ 60,363.28 | \$ 62,670.10 | \$ 65,094.07 | \$ 67,590.66 | \$ 68,241.98 | \$ 68,899.81 |
| RL1 | 14 | | | | | | | | | | | |
| | hourly | \$ 25.942500 | \$ 26.928532 | \$ 27.954164 | \$ 29.020809 | \$ 30.129857 | \$ 31.283642 | \$ 32.483090 | \$ 33.743438 | \$ 35.041655 | \$ 35.380251 | \$ 35.722232 |
| | weekly | \$ 1,037.70 | \$ 1,077.14 | \$ 1,118.17 | \$ 1,160.83 | \$ 1,205.19 | \$ 1,251.35 | \$ 1,299.32 | \$ 1,349.74 | \$ 1,401.67 | \$ 1,415.21 | \$ 1,428.89 |
| | annual | \$ 53,960.40 | \$ 56,011.35 | \$ 58,144.66 | \$ 60,363.28 | \$ 62,670.10 | \$ 65,069.98 | \$ 67,564.83 | \$ 70,186.35 | \$ 72,886.64 | \$ 73,590.92 | \$ 74,302.24 |
| RL1 | 15 | | | | | | | | | | | |
| | hourly | \$ 29.020809 | \$ 30.129857 | \$ 31.283642 | \$ 32.483090 | \$ 33.731003 | \$ 35.029239 | \$ 36.378738 | \$ 37.796361 | \$ 39.256696 | \$ 39.637441 | \$ 40.021995 |
| | weekly | \$ 1,160.83 | \$ 1,205.19 | \$ 1,251.35 | \$ 1,299.32 | \$ 1,349.24 | \$ 1,401.17 | \$ 1,455.15 | \$ 1,511.85 | \$ 1,570.27 | \$ 1,585.50 | \$ 1,600.88 |
| | annual | \$ 60,363.28 | \$ 62,670.10 | \$ 65,069.98 | \$ 67,564.83 | \$ 70,160.49 | \$ 72,860.82 | \$ 75,667.78 | \$ 78,616.43 | \$ 81,653.93 | \$ 82,445.88 | \$ 83,245.75 |
| RL1 | 16 | | | | | | | | | | | |
| | hourly | \$ 31.283642 | \$ 32.483090 | \$ 33.731003 | \$ 35.029239 | \$ 36.378738 | \$ 37.782750 | \$ 39.241759 | \$ 40.775069 | \$ 42.354552 | \$ 42.766278 | \$ 43.182119 |
| | weekly | \$ 1,251.35 | \$ 1,299.32 | \$ 1,349.24 | \$ 1,401.17 | \$ 1,455.15 | \$ 1,511.31 | \$ 1,569.67 | \$ 1,631.00 | \$ 1,694.18 | \$ 1,710.65 | \$ 1,727.28 |
| | annual | \$ 65,069.98 | \$ 67,564.83 | \$ 70,160.49 | \$ 72,860.82 | \$ 75,667.78 | \$ 78,588.12 | \$ 81,622.86 | \$ 84,812.14 | \$ 88,097.47 | \$ 88,953.86 | \$ 89,818.81 |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| RL1 | 17 | | | | | | | | | | | |
| | hourly | \$ 33,731.003 | \$ 35,029.239 | \$ 36,378.738 | \$ 37,782.750 | \$ 39,241.759 | \$ 40,760.873 | \$ 42,339.635 | \$ 43,998.129 | \$ 45,706.532 | \$ 46,151.775 | \$ 46,601.474 |
| | weekly | \$ 1,349.24 | \$ 1,401.17 | \$ 1,455.15 | \$ 1,511.31 | \$ 1,569.67 | \$ 1,630.43 | \$ 1,693.59 | \$ 1,759.93 | \$ 1,828.26 | \$ 1,846.07 | \$ 1,864.06 |
| | annual | \$ 70,160.49 | \$ 72,860.82 | \$ 75,667.78 | \$ 78,588.12 | \$ 81,622.86 | \$ 84,782.62 | \$ 88,066.44 | \$ 91,516.11 | \$ 95,069.59 | \$ 95,995.69 | \$ 96,931.07 |
| RL1 | 18 | | | | | | | | | | | |
| | hourly | \$ 37,782.750 | \$ 39,241.759 | \$ 40,760.873 | \$ 42,339.635 | \$ 43,981.301 | \$ 45,688.681 | \$ 47,465.017 | \$ 49,330.720 | \$ 51,252.434 | \$ 51,753.138 | \$ 52,258.849 |
| | weekly | \$ 1,511.31 | \$ 1,569.67 | \$ 1,630.43 | \$ 1,693.59 | \$ 1,759.25 | \$ 1,827.55 | \$ 1,898.60 | \$ 1,973.23 | \$ 2,050.10 | \$ 2,070.13 | \$ 2,090.35 |
| | annual | \$ 78,588.12 | \$ 81,622.86 | \$ 84,782.62 | \$ 88,066.44 | \$ 91,481.11 | \$ 95,032.46 | \$ 98,727.24 | \$ 102,607.90 | \$ 106,605.06 | \$ 107,646.53 | \$ 108,698.41 |
| RL1 | 19 | | | | | | | | | | | |
| | hourly | \$ 40,760.873 | \$ 42,339.635 | \$ 43,981.301 | \$ 45,688.681 | \$ 47,465.017 | \$ 49,312.190 | \$ 51,233.451 | \$ 53,251.443 | \$ 55,329.983 | \$ 55,871.461 | \$ 56,418.355 |
| | weekly | \$ 1,630.43 | \$ 1,693.59 | \$ 1,759.25 | \$ 1,827.55 | \$ 1,898.60 | \$ 1,972.49 | \$ 2,049.34 | \$ 2,130.06 | \$ 2,213.20 | \$ 2,234.86 | \$ 2,256.73 |
| | annual | \$ 84,782.62 | \$ 88,066.44 | \$ 91,481.11 | \$ 95,032.46 | \$ 98,727.24 | \$ 102,569.36 | \$ 106,565.58 | \$ 110,763.00 | \$ 115,086.37 | \$ 116,212.64 | \$ 117,350.18 |
| RL1 | 20 | | | | | | | | | | | |
| | hourly | \$ 43,981.301 | \$ 45,688.681 | \$ 47,465.017 | \$ 49,312.190 | \$ 51,233.451 | \$ 53,231.135 | \$ 55,308.972 | \$ 57,491.658 | \$ 59,739.801 | \$ 60,325.377 | \$ 60,916.812 |
| | weekly | \$ 1,759.25 | \$ 1,827.55 | \$ 1,898.60 | \$ 1,972.49 | \$ 2,049.34 | \$ 2,129.25 | \$ 2,212.36 | \$ 2,299.67 | \$ 2,389.59 | \$ 2,413.02 | \$ 2,436.67 |
| | annual | \$ 91,481.11 | \$ 95,032.46 | \$ 98,727.24 | \$ 102,569.36 | \$ 106,565.58 | \$ 110,720.76 | \$ 115,042.66 | \$ 119,582.65 | \$ 124,258.79 | \$ 125,476.78 | \$ 126,706.97 |
| RL1 | 21 | | | | | | | | | | | |
| | hourly | \$ 46,120.060 | \$ 47,913.426 | \$ 49,778.732 | \$ 51,718.234 | \$ 53,735.546 | \$ 55,833.389 | \$ 58,015.385 | \$ 62,077.977 | \$ 64,509.571 | \$ 65,142.844 | \$ 65,782.453 |
| | weekly | \$ 1,844.80 | \$ 1,916.54 | \$ 1,991.15 | \$ 2,068.73 | \$ 2,149.42 | \$ 2,233.34 | \$ 2,320.62 | \$ 2,483.12 | \$ 2,580.38 | \$ 2,605.71 | \$ 2,631.30 |
| | annual | \$ 95,929.73 | \$ 99,659.93 | \$ 103,539.76 | \$ 107,573.93 | \$ 111,769.94 | \$ 116,133.45 | \$ 120,672.00 | \$ 129,122.19 | \$ 134,179.91 | \$ 135,497.12 | \$ 136,827.50 |
| RL1 | 22 | | | | | | | | | | | |
| | hourly | \$ 51,233.451 | \$ 53,231.135 | \$ 55,308.972 | \$ 57,469.285 | \$ 59,717.202 | \$ 62,054.127 | \$ 64,484.706 | \$ 67,037.175 | \$ 69,667.137 | \$ 70,351.989 | \$ 71,043.685 |
| | weekly | \$ 2,049.34 | \$ 2,129.25 | \$ 2,212.36 | \$ 2,298.77 | \$ 2,388.69 | \$ 2,482.17 | \$ 2,579.39 | \$ 2,681.49 | \$ 2,786.69 | \$ 2,814.08 | \$ 2,841.75 |
| | annual | \$ 106,565.58 | \$ 110,720.76 | \$ 115,042.66 | \$ 119,536.11 | \$ 124,211.78 | \$ 129,072.58 | \$ 134,128.19 | \$ 139,437.32 | \$ 144,907.65 | \$ 146,332.14 | \$ 147,770.87 |

Salary Schedule A
Effective 1/8/2024
2% Increase + \$.274725 (\$500.00 Flat Annual)

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 |
|-------------|----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| NP 16 | hourly | \$ 22,610,390 | \$ 23,681,785 | \$24,826,482 | \$ 25,993,254 | \$ 27,211,219 | \$ 28,428,181 | \$ 29,612,524 | \$ 30,943,905 | \$ 32,383,676 | \$ 33,676,110 | \$ 35,007,604 | \$ 35,354,933 | \$ 35,705,734 |
| | weekly | \$ 791.36 | \$ 828.86 | \$ 866.93 | \$ 909.76 | \$ 952.39 | \$ 994.99 | \$ 1,036.44 | \$ 1,083.04 | \$ 1,133.43 | \$ 1,178.66 | \$ 1,225.27 | \$ 1,237.42 | \$ 1,249.70 |
| | annually | \$ 41,150.86 | \$ 43,100.85 | \$ 45,184.20 | \$ 47,307.72 | \$ 49,524.42 | \$ 51,739.29 | \$ 53,894.79 | \$ 56,317.91 | \$ 58,936.29 | \$ 61,290.52 | \$ 63,713.84 | \$ 64,345.98 | \$ 64,964.44 |
| NP 18 | hourly | \$ 27,211,219 | \$ 28,428,181 | \$29,612,524 | \$ 30,943,905 | \$ 32,383,676 | \$ 33,827,489 | \$ 35,293,845 | \$ 36,762,729 | \$ 38,224,086 | \$ 39,752,500 | \$ 41,327,050 | \$ 41,737,572 | \$ 42,152,199 |
| | weekly | \$ 952.39 | \$ 999.99 | \$ 1,036.44 | \$ 1,083.04 | \$ 1,133.43 | \$ 1,183.96 | \$ 1,235.28 | \$ 1,286.70 | \$ 1,337.84 | \$ 1,391.34 | \$ 1,446.45 | \$ 1,460.82 | \$ 1,475.33 |
| | annually | \$ 49,524.42 | \$ 51,739.29 | \$ 53,894.79 | \$ 56,317.91 | \$ 58,938.29 | \$ 61,565.99 | \$ 64,234.80 | \$ 66,908.17 | \$ 69,587.84 | \$ 72,349.55 | \$ 75,215.23 | \$ 75,982.38 | \$ 76,717.00 |
| NP 19 | hourly | \$ 29,612,524 | \$ 30,943,905 | \$ 32,383,676 | \$ 33,827,489 | \$ 35,293,845 | \$ 36,762,729 | \$ 38,224,086 | \$ 39,737,634 | \$ 41,311,903 | \$ 42,965,443 | \$ 44,668,503 | \$ 45,112,440 | \$ 45,560,816 |
| | weekly | \$ 1,036.44 | \$ 1,083.04 | \$ 1,133.43 | \$ 1,183.96 | \$ 1,235.28 | \$ 1,286.70 | \$ 1,337.84 | \$ 1,390.82 | \$ 1,445.92 | \$ 1,503.79 | \$ 1,563.40 | \$ 1,578.94 | \$ 1,594.63 |
| | annually | \$ 53,894.79 | \$ 56,317.91 | \$ 58,938.29 | \$ 61,565.99 | \$ 64,234.80 | \$ 66,908.17 | \$ 69,567.84 | \$ 72,322.49 | \$ 75,187.66 | \$ 78,197.11 | \$ 81,296.68 | \$ 82,104.64 | \$ 82,920.68 |
| NP 20 | hourly | \$ 32,383,676 | \$ 33,827,489 | \$35,293,845 | \$ 36,762,729 | \$ 38,224,086 | \$ 39,737,634 | \$ 41,311,903 | \$ 42,948,401 | \$ 44,651,145 | \$ 46,439,242 | \$ 48,281,258 | \$ 48,761,324 | \$ 49,246,189 |
| | weekly | \$ 1,133.43 | \$ 1,183.96 | \$ 1,235.28 | \$ 1,286.70 | \$ 1,337.84 | \$ 1,390.82 | \$ 1,445.92 | \$ 1,503.19 | \$ 1,562.79 | \$ 1,625.37 | \$ 1,689.84 | \$ 1,708.65 | \$ 1,723.62 |
| | annually | \$ 58,938.29 | \$ 61,565.99 | \$ 64,234.80 | \$ 66,908.17 | \$ 69,567.84 | \$ 72,322.49 | \$ 75,187.66 | \$ 78,166.09 | \$ 81,285.08 | \$ 84,519.42 | \$ 87,871.89 | \$ 88,745.61 | \$ 89,628.06 |
| NP 22 | hourly | \$ 38,224,086 | \$ 39,737,634 | \$41,311,903 | \$ 42,948,401 | \$ 44,651,145 | \$ 46,421,131 | \$ 48,263,380 | \$ 50,177,900 | \$ 52,169,197 | \$ 54,261,255 | \$ 56,416,154 | \$ 56,977,568 | \$ 57,544,595 |
| | weekly | \$ 1,337.84 | \$ 1,390.82 | \$ 1,445.92 | \$ 1,503.19 | \$ 1,562.79 | \$ 1,624.74 | \$ 1,689.22 | \$ 1,756.23 | \$ 1,825.92 | \$ 1,899.14 | \$ 1,974.57 | \$ 1,994.21 | \$ 2,014.06 |
| | annually | \$ 69,567.84 | \$ 72,322.49 | \$ 75,187.66 | \$ 78,166.09 | \$ 81,265.08 | \$ 84,486.46 | \$ 87,839.35 | \$ 91,323.78 | \$ 94,947.94 | \$ 98,755.48 | \$ 102,677.40 | \$ 103,699.17 | \$ 104,731.16 |
| NP 23 | hourly | \$ 41,311,903 | \$ 42,948,401 | \$44,651,145 | \$ 46,421,131 | \$ 48,263,380 | \$ 50,177,900 | \$ 52,169,197 | \$ 54,239,285 | \$ 56,393,683 | \$ 58,656,320 | \$ 60,967,020 | \$ 61,594,142 | \$ 62,207,335 |
| | weekly | \$ 1,445.92 | \$ 1,503.19 | \$ 1,562.79 | \$ 1,624.74 | \$ 1,689.22 | \$ 1,756.23 | \$ 1,825.92 | \$ 1,898.37 | \$ 1,973.78 | \$ 2,052.97 | \$ 2,134.55 | \$ 2,155.79 | \$ 2,177.26 |
| | annually | \$ 75,187.66 | \$ 78,166.09 | \$ 81,265.08 | \$ 84,486.46 | \$ 87,839.35 | \$ 91,323.78 | \$ 94,947.94 | \$ 98,715.50 | \$ 102,636.50 | \$ 106,754.50 | \$ 110,996.38 | \$ 112,101.34 | \$ 113,217.35 |
| NP 24 | hourly | \$ 44,651,145 | \$ 46,421,131 | \$48,263,380 | \$ 50,177,900 | \$ 52,169,197 | \$ 54,239,285 | \$ 56,393,683 | \$ 58,633,683 | \$ 60,963,432 | \$ 63,410,518 | \$ 65,931,384 | \$ 66,587,951 | \$ 67,251,082 |
| | weekly | \$ 1,562.79 | \$ 1,624.74 | \$ 1,689.22 | \$ 1,756.23 | \$ 1,825.92 | \$ 1,898.37 | \$ 1,973.78 | \$ 2,052.19 | \$ 2,133.72 | \$ 2,219.37 | \$ 2,307.60 | \$ 2,330.58 | \$ 2,353.79 |
| | annually | \$ 81,265.08 | \$ 84,486.46 | \$ 87,839.35 | \$ 91,323.78 | \$ 94,947.94 | \$ 98,715.50 | \$ 102,636.50 | \$ 106,713.69 | \$ 110,953.45 | \$ 115,407.14 | \$ 119,995.12 | \$ 121,190.07 | \$ 122,399.97 |

Salary Schedule A
Effective 1/4/2025
2% Increase + \$.137362 (\$250.00 Flat Annual)

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 |
|-------------|----------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| NP | 16 | | | | | | | | | | | | | |
| | hourly | \$ 23,199.29 | \$ 24,292.78 | \$ 25,460.37 | \$ 26,650.48 | \$ 27,892.80 | \$ 29,134.10 | \$ 30,342.13 | \$ 31,700.14 | \$ 33,168.71 | \$ 34,488.94 | \$ 35,845.11 | \$ 36,199.39 | \$ 36,557.21 |
| | weekly | \$ 812.00 | \$ 850.25 | \$ 891.11 | \$ 932.77 | \$ 976.25 | \$ 1,019.69 | \$ 1,061.97 | \$ 1,109.51 | \$ 1,160.90 | \$ 1,207.04 | \$ 1,254.58 | \$ 1,266.98 | \$ 1,279.50 |
| NP | 18 | | | | | | | | | | | | | |
| | hourly | \$ 27,892.80 | \$ 29,134.10 | \$ 30,342.13 | \$ 31,700.14 | \$ 33,168.71 | \$ 34,641.38 | \$ 36,137.08 | \$ 37,635.34 | \$ 39,125.02 | \$ 40,684.91 | \$ 42,290.93 | \$ 42,709.68 | \$ 43,132.60 |
| | weekly | \$ 976.25 | \$ 1,019.69 | \$ 1,061.97 | \$ 1,109.51 | \$ 1,160.90 | \$ 1,212.45 | \$ 1,264.80 | \$ 1,317.24 | \$ 1,369.41 | \$ 1,423.97 | \$ 1,480.18 | \$ 1,494.84 | \$ 1,509.64 |
| NP | 19 | | | | | | | | | | | | | |
| | hourly | \$ 30,342.13 | \$ 31,700.14 | \$ 33,168.71 | \$ 34,641.38 | \$ 36,137.08 | \$ 37,635.34 | \$ 39,125.02 | \$ 40,669.74 | \$ 42,275.03 | \$ 43,962.13 | \$ 45,699.23 | \$ 46,152.05 | \$ 46,609.39 |
| | weekly | \$ 1,061.97 | \$ 1,109.51 | \$ 1,160.90 | \$ 1,212.45 | \$ 1,264.80 | \$ 1,317.24 | \$ 1,369.41 | \$ 1,423.44 | \$ 1,479.64 | \$ 1,538.67 | \$ 1,599.47 | \$ 1,615.32 | \$ 1,631.33 |
| NP | 20 | | | | | | | | | | | | | |
| | hourly | \$ 33,168.71 | \$ 34,641.38 | \$ 36,137.08 | \$ 37,635.34 | \$ 39,125.02 | \$ 40,669.74 | \$ 42,275.03 | \$ 43,944.73 | \$ 45,681.52 | \$ 47,505.38 | \$ 49,384.24 | \$ 49,873.91 | \$ 50,368.47 |
| | weekly | \$ 1,160.90 | \$ 1,212.45 | \$ 1,264.80 | \$ 1,317.24 | \$ 1,369.41 | \$ 1,423.44 | \$ 1,479.64 | \$ 1,538.07 | \$ 1,598.85 | \$ 1,662.69 | \$ 1,728.45 | \$ 1,745.59 | \$ 1,762.90 |
| NP | 22 | | | | | | | | | | | | | |
| | hourly | \$ 39,125.02 | \$ 40,669.74 | \$ 42,275.03 | \$ 43,944.73 | \$ 45,681.52 | \$ 47,486.91 | \$ 49,366.09 | \$ 51,318.20 | \$ 53,349.94 | \$ 55,483.84 | \$ 57,681.83 | \$ 58,254.48 | \$ 58,832.84 |
| | weekly | \$ 1,369.41 | \$ 1,423.44 | \$ 1,479.64 | \$ 1,538.07 | \$ 1,598.85 | \$ 1,662.04 | \$ 1,727.81 | \$ 1,796.16 | \$ 1,867.25 | \$ 1,941.93 | \$ 2,018.86 | \$ 2,038.91 | \$ 2,059.15 |
| NP | 23 | | | | | | | | | | | | | |
| | hourly | \$ 42,275.03 | \$ 43,944.73 | \$ 45,681.52 | \$ 47,486.91 | \$ 49,366.09 | \$ 51,318.20 | \$ 53,349.94 | \$ 55,461.43 | \$ 57,658.91 | \$ 59,966.90 | \$ 62,344.12 | \$ 62,963.38 | \$ 63,588.43 |
| | weekly | \$ 1,479.64 | \$ 1,538.07 | \$ 1,598.85 | \$ 1,662.04 | \$ 1,727.81 | \$ 1,796.16 | \$ 1,867.25 | \$ 1,941.15 | \$ 2,018.06 | \$ 2,098.84 | \$ 2,182.04 | \$ 2,203.72 | \$ 2,225.61 |
| NP | 24 | | | | | | | | | | | | | |
| | hourly | \$ 45,681.52 | \$ 47,486.91 | \$ 49,366.09 | \$ 51,318.20 | \$ 53,349.94 | \$ 55,461.43 | \$ 57,658.91 | \$ 59,943.93 | \$ 62,320.62 | \$ 64,816.09 | \$ 67,387.37 | \$ 68,057.02 | \$ 68,733.46 |
| | weekly | \$ 1,598.85 | \$ 1,662.04 | \$ 1,727.81 | \$ 1,796.16 | \$ 1,867.25 | \$ 1,941.15 | \$ 2,018.06 | \$ 2,098.04 | \$ 2,181.20 | \$ 2,268.56 | \$ 2,358.56 | \$ 2,382.00 | \$ 2,405.67 |
| | annually | \$ 83,140.38 | \$ 86,426.19 | \$ 89,846.14 | \$ 93,400.25 | \$ 97,086.89 | \$ 100,939.81 | \$ 104,939.23 | \$ 109,097.96 | \$ 113,422.51 | \$ 117,965.28 | \$ 122,645.02 | \$ 123,863.87 | \$ 125,094.91 |

Salary Schedule A
Effective 1/3/2026
2% Increase + \$.494505 (\$900.00 Flat Annual)

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 |
|-------------|----------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|---------------|--------------|---------------|---------------|
| NP 16 | hourly | \$ 24,156.43 | \$ 25,273.14 | \$26,464.08 | \$27,677.99 | \$28,945.16 | \$ 30,211.29 | \$ 31,443.48 | \$ 32,626.52 | \$ 34,326.59 | \$ 35,671.23 | \$37,056.52 | \$ 37,417.85 | \$ 37,782.59 |
| | weekly | \$ 845.55 | \$ 884.56 | \$ 926.24 | \$ 968.73 | \$ 1,013.08 | \$ 1,057.40 | \$ 1,100.52 | \$ 1,149.00 | \$ 1,201.43 | \$ 1,248.49 | \$ 1,296.98 | \$ 1,309.63 | \$ 1,322.40 |
| | annually | \$ 43,968.35 | \$ 45,997.12 | \$48,164.64 | \$ 50,373.95 | \$ 52,660.20 | \$ 54,984.55 | \$ 57,227.14 | \$ 59,748.15 | \$ 62,474.39 | \$ 64,921.65 | \$ 67,442.88 | \$ 68,100.55 | \$ 68,764.80 |
| NP 18 | hourly | \$ 28,945.16 | \$ 30,211.29 | \$31,443.48 | \$32,826.52 | \$ 34,326.59 | \$ 35,826.71 | \$ 37,354.32 | \$ 38,882.55 | \$ 40,402.95 | \$ 41,993.11 | \$43,631.27 | \$ 44,058.38 | \$ 44,489.76 |
| | weekly | \$ 1,013.08 | \$ 1,057.40 | \$ 1,100.52 | \$ 1,149.00 | \$ 1,201.43 | \$ 1,254.00 | \$ 1,307.40 | \$ 1,360.89 | \$ 1,414.10 | \$ 1,469.76 | \$ 1,527.09 | \$ 1,542.04 | \$ 1,557.14 |
| | annually | \$ 52,680.20 | \$ 54,984.55 | \$57,227.14 | \$ 59,748.15 | \$ 62,474.39 | \$ 65,208.26 | \$ 67,984.88 | \$ 70,766.25 | \$ 73,533.37 | \$ 76,427.47 | \$ 79,408.92 | \$ 80,186.26 | \$ 80,971.37 |
| NP 19 | hourly | \$ 31,443.48 | \$ 32,826.52 | \$34,326.59 | \$35,826.71 | \$ 37,354.32 | \$ 38,882.55 | \$ 40,402.95 | \$ 41,977.64 | \$ 43,615.51 | \$ 45,335.86 | \$47,107.72 | \$ 47,569.59 | \$ 48,036.08 |
| | weekly | \$ 1,100.52 | \$ 1,149.00 | \$ 1,201.43 | \$ 1,254.00 | \$ 1,307.40 | \$ 1,360.89 | \$ 1,414.10 | \$ 1,469.22 | \$ 1,526.54 | \$ 1,586.76 | \$ 1,648.77 | \$ 1,664.94 | \$ 1,681.26 |
| | annually | \$ 57,227.14 | \$ 59,748.15 | \$62,474.39 | \$ 65,208.26 | \$ 67,984.88 | \$ 70,766.25 | \$ 73,533.37 | \$ 76,399.32 | \$ 79,380.24 | \$ 82,511.27 | \$ 85,736.06 | \$ 86,576.67 | \$ 87,425.68 |
| NP 20 | hourly | \$ 34,326.59 | \$ 35,826.71 | \$37,354.32 | \$38,882.55 | \$ 40,402.95 | \$ 41,977.64 | \$ 43,615.51 | \$ 45,318.13 | \$ 47,089.64 | \$ 48,950.00 | \$50,866.43 | \$ 51,365.89 | \$ 51,870.34 |
| | weekly | \$ 1,201.43 | \$ 1,254.00 | \$ 1,307.40 | \$ 1,360.89 | \$ 1,414.10 | \$ 1,469.22 | \$ 1,526.54 | \$ 1,586.13 | \$ 1,648.14 | \$ 1,713.25 | \$ 1,780.33 | \$ 1,797.81 | \$ 1,815.46 |
| | annually | \$ 62,474.39 | \$ 65,208.26 | \$67,984.88 | \$ 70,766.25 | \$ 73,533.37 | \$ 76,399.32 | \$ 79,380.24 | \$ 82,479.00 | \$ 85,703.19 | \$ 89,089.00 | \$ 92,576.91 | \$ 93,485.93 | \$ 94,404.03 |
| NP 22 | hourly | \$ 40,402.95 | \$ 41,977.64 | \$43,615.51 | \$45,318.13 | \$ 47,089.64 | \$ 48,931.15 | \$ 50,847.83 | \$ 52,839.70 | \$ 54,911.44 | \$ 57,088.02 | \$59,329.90 | \$ 59,914.07 | \$ 60,504.09 |
| | weekly | \$ 1,414.10 | \$ 1,469.22 | \$ 1,526.54 | \$ 1,586.13 | \$ 1,648.14 | \$ 1,712.59 | \$ 1,779.67 | \$ 1,849.39 | \$ 1,921.90 | \$ 1,998.08 | \$ 2,076.55 | \$ 2,096.99 | \$ 2,117.64 |
| | annually | \$ 73,533.37 | \$ 76,399.32 | \$79,380.24 | \$ 82,479.00 | \$ 85,703.19 | \$ 89,054.71 | \$ 92,543.06 | \$ 96,168.26 | \$ 99,938.83 | \$ 103,900.20 | ##### | \$ 109,043.62 | \$ 110,117.30 |
| NP 23 | hourly | \$ 43,615.51 | \$ 45,318.13 | \$47,089.64 | \$48,931.15 | \$ 50,847.83 | \$ 52,839.70 | \$ 54,911.44 | \$ 57,065.16 | \$ 59,306.60 | \$ 61,660.64 | \$64,085.09 | \$ 64,717.15 | \$ 65,355.12 |
| | weekly | \$ 1,526.54 | \$ 1,586.13 | \$ 1,648.14 | \$ 1,712.59 | \$ 1,779.67 | \$ 1,849.39 | \$ 1,921.90 | \$ 1,997.28 | \$ 2,075.73 | \$ 2,158.12 | \$ 2,242.99 | \$ 2,265.10 | \$ 2,287.43 |
| | annually | \$ 79,380.24 | \$ 82,479.00 | \$85,703.19 | \$ 89,054.71 | \$ 92,543.06 | \$ 96,168.26 | \$ 99,938.83 | \$ 103,858.60 | \$ 107,938.01 | \$ 112,222.38 | ##### | \$ 117,785.23 | \$ 118,946.33 |
| NP 24 | hourly | \$ 47,089.64 | \$ 48,931.15 | \$50,847.83 | \$52,839.70 | \$ 54,911.44 | \$ 57,065.16 | \$ 59,306.60 | \$ 61,637.31 | \$ 64,060.96 | \$ 66,606.91 | \$69,229.62 | \$ 69,912.71 | \$ 70,602.63 |
| | weekly | \$ 1,648.14 | \$ 1,712.59 | \$ 1,779.67 | \$ 1,849.39 | \$ 1,921.90 | \$ 1,997.28 | \$ 2,075.73 | \$ 2,157.31 | \$ 2,242.13 | \$ 2,331.24 | \$ 2,423.04 | \$ 2,446.95 | \$ 2,471.09 |
| | annually | \$ 85,703.19 | \$ 89,054.71 | \$ 92,543.06 | \$ 96,168.26 | \$ 99,938.83 | \$ 103,858.60 | \$ 107,938.01 | \$ 112,179.91 | \$ 116,590.96 | \$ 121,224.59 | ##### | \$ 127,241.15 | \$ 128,496.80 |

Salary Schedule A
Effective 1/2/2027
2% Increase + \$.412087 (\$750.00 Flat Annual)

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 |
|-------------|----------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|--------------|---------------|---------------|
| NP | 16 | | | | | | | | | | | | | |
| | hourly | \$ 25.053687 | \$ 26.190691 | \$27.405453 | \$28.643641 | \$ 29.936156 | \$ 31.227605 | \$ 32.484439 | \$ 33.897312 | \$ 35.425208 | \$ 36.796749 | \$ 38.209742 | \$ 38.578329 | \$ 38.950603 |
| | weekly | \$ 876.88 | \$ 916.67 | \$ 959.19 | \$ 1,002.53 | \$ 1,047.77 | \$ 1,092.97 | \$ 1,136.96 | \$ 1,186.41 | \$ 1,239.88 | \$ 1,287.89 | \$ 1,337.34 | \$ 1,350.24 | \$ 1,363.27 |
| NP | 18 | | | | | | | | | | | | | |
| | hourly | \$ 45.597.71 | \$ 47.667.06 | \$ 49.877.92 | \$ 52.131.43 | \$ 54.483.80 | \$ 56.834.24 | \$ 59.121.68 | \$ 61.693.11 | \$ 64.473.88 | \$ 66.970.08 | \$ 69.541.73 | \$ 70.212.56 | \$ 70.890.10 |
| | annually | | | | | | | | | | | | | |
| NP | 19 | | | | | | | | | | | | | |
| | hourly | \$ 29.936156 | \$ 31.227605 | \$32.484439 | \$33.897312 | \$ 35.425208 | \$ 36.957373 | \$ 38.513502 | \$ 40.072294 | \$ 41.623098 | \$ 43.245064 | \$ 44.915989 | \$ 45.351637 | \$ 45.791643 |
| | weekly | \$ 1,047.77 | \$ 1,092.97 | \$ 1,136.96 | \$ 1,186.41 | \$ 1,239.88 | \$ 1,293.51 | \$ 1,347.97 | \$ 1,402.53 | \$ 1,456.81 | \$ 1,513.58 | \$ 1,572.06 | \$ 1,587.31 | \$ 1,602.71 |
| NP | 20 | | | | | | | | | | | | | |
| | hourly | \$ 54.483.80 | \$ 56.834.24 | \$ 59.121.68 | \$ 61.693.11 | \$ 64.473.88 | \$ 67.262.42 | \$ 70.094.57 | \$ 72.931.58 | \$ 75,754.04 | \$ 78,706.02 | \$ 81,747.10 | \$ 82,539.98 | \$ 83,340.79 |
| | annually | | | | | | | | | | | | | |
| NP | 21 | | | | | | | | | | | | | |
| | hourly | \$ 32.484439 | \$ 33.897312 | \$35.425208 | \$36.957373 | \$ 38.513502 | \$ 40.072294 | \$ 41.623098 | \$ 43.229286 | \$ 44.899915 | \$ 46.654664 | \$ 48.461965 | \$ 48.933074 | \$ 49.408894 |
| | weekly | \$ 1,136.96 | \$ 1,186.41 | \$ 1,239.88 | \$ 1,293.51 | \$ 1,347.97 | \$ 1,402.53 | \$ 1,456.81 | \$ 1,513.03 | \$ 1,571.50 | \$ 1,632.91 | \$ 1,696.17 | \$ 1,712.66 | \$ 1,729.31 |
| NP | 22 | | | | | | | | | | | | | |
| | hourly | \$ 59,121.68 | \$ 61,693.11 | \$ 64,473.88 | \$ 67,262.42 | \$ 70,094.57 | \$ 72,931.58 | \$ 75,754.04 | \$ 78,677.30 | \$ 81,717.85 | \$ 84,911.49 | \$ 88,200.78 | \$ 89,058.20 | \$ 89,924.19 |
| | annually | | | | | | | | | | | | | |
| NP | 23 | | | | | | | | | | | | | |
| | hourly | \$ 35.425208 | \$ 36.957373 | \$38.513502 | \$40.072294 | \$ 41.623098 | \$ 43.229286 | \$ 44.899915 | \$ 46.636579 | \$ 48.443544 | \$ 50.341087 | \$ 52.295849 | \$ 52.805299 | \$ 53.319841 |
| | weekly | \$ 1,239.88 | \$ 1,293.51 | \$ 1,347.97 | \$ 1,402.53 | \$ 1,456.81 | \$ 1,513.03 | \$ 1,571.50 | \$ 1,632.28 | \$ 1,695.52 | \$ 1,761.94 | \$ 1,830.35 | \$ 1,848.19 | \$ 1,866.19 |
| NP | 24 | | | | | | | | | | | | | |
| | hourly | \$ 64,473.88 | \$ 67,262.42 | \$ 70,094.57 | \$ 72,931.58 | \$ 75,754.04 | \$ 78,677.30 | \$ 81,717.85 | \$ 84,878.57 | \$ 88,167.25 | \$ 91,620.78 | \$ 95,178.45 | \$ 96,105.64 | \$ 97,042.11 |
| | annually | | | | | | | | | | | | | |
| NP | 25 | | | | | | | | | | | | | |
| | hourly | \$ 41.623098 | \$ 43.229286 | \$44.899915 | \$46.636579 | \$ 48.443544 | \$ 50.321868 | \$ 52.276877 | \$ 54.308582 | \$ 56.421760 | \$ 58.641870 | \$ 60.928666 | \$ 61.524443 | \$ 62.126176 |
| | weekly | \$ 1,456.81 | \$ 1,513.03 | \$ 1,571.50 | \$ 1,632.28 | \$ 1,695.52 | \$ 1,761.27 | \$ 1,829.69 | \$ 1,900.80 | \$ 1,974.76 | \$ 2,052.47 | \$ 2,132.50 | \$ 2,153.36 | \$ 2,174.42 |
| NP | 26 | | | | | | | | | | | | | |
| | hourly | \$ 75,754.04 | \$ 78,677.30 | \$ 81,717.85 | \$ 84,878.57 | \$ 88,167.25 | \$ 91,585.80 | \$ 95,143.92 | \$ 98,841.62 | \$ 102,687.60 | \$ 106,728.20 | ##### | \$ 111,974.49 | \$ 113,069.64 |
| | annually | | | | | | | | | | | | | |
| NP | 27 | | | | | | | | | | | | | |
| | hourly | \$ 44.899915 | \$ 46.636579 | \$48.443544 | \$50.321868 | \$ 52.276877 | \$ 54.308582 | \$ 56.421760 | \$ 58.618555 | \$ 60.904820 | \$ 63.305948 | \$ 65.779306 | \$ 66.423588 | \$ 67.074313 |
| | weekly | \$ 1,571.50 | \$ 1,632.28 | \$ 1,695.52 | \$ 1,761.27 | \$ 1,829.69 | \$ 1,900.80 | \$ 1,974.76 | \$ 2,051.65 | \$ 2,131.67 | \$ 2,215.71 | \$ 2,302.28 | \$ 2,324.83 | \$ 2,347.60 |
| NP | 28 | | | | | | | | | | | | | |
| | hourly | \$ 81,717.85 | \$ 84,878.57 | \$ 88,167.25 | \$ 91,585.80 | \$ 95,143.92 | \$ 98,841.62 | \$ 102,687.60 | \$ 106,685.77 | \$ 110,846.77 | \$ 115,216.83 | ##### | \$ 120,890.93 | \$ 122,075.25 |
| | annually | | | | | | | | | | | | | |
| NP | 29 | | | | | | | | | | | | | |
| | hourly | \$ 48.443544 | \$ 50.321868 | \$52.276877 | \$54.308582 | \$ 56.421760 | \$ 58.618555 | \$ 60.904820 | \$ 63.282148 | \$ 65.754274 | \$ 68.351141 | \$ 71.026304 | \$ 71.723059 | \$ 72.426778 |
| | weekly | \$ 1,695.52 | \$ 1,761.27 | \$ 1,829.69 | \$ 1,900.80 | \$ 1,974.76 | \$ 2,051.65 | \$ 2,131.67 | \$ 2,214.88 | \$ 2,301.40 | \$ 2,392.29 | \$ 2,485.92 | \$ 2,510.31 | \$ 2,534.94 |
| NP | 30 | | | | | | | | | | | | | |
| | hourly | \$ 88,167.25 | \$ 91,585.80 | \$ 95,143.92 | \$ 98,841.62 | \$102,687.60 | \$106,685.77 | \$ 110,846.77 | \$ 115,173.51 | \$ 119,672.78 | \$ 124,399.08 | ##### | \$ 130,535.97 | \$ 131,816.74 |
| | annually | | | | | | | | | | | | | |

Salary Schedule A
Effective 1/6/2024
2% Increase + \$.240384 (\$500.00 Flat Annual)

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 |
|-------------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|
| NP1 | 16 | | | | | | | | | | | | | |
| | hourly | \$ 19.78 | \$ 20.72 | \$ 21.72 | \$ 22.74 | \$ 23.81 | \$ 24.87 | \$ 25.91 | \$ 27.08 | \$ 28.34 | \$ 29.47 | \$ 30.63 | \$ 30.94 | \$ 31.24 |
| | weekly | \$ 791.36 | \$ 828.86 | \$ 868.93 | \$ 906.76 | \$ 952.39 | \$ 994.99 | \$ 1,036.44 | \$ 1,083.04 | \$ 1,133.43 | \$ 1,176.66 | \$ 1,225.27 | \$ 1,237.42 | \$ 1,249.70 |
| | annually | \$ 41,150.85 | \$ 43,100.84 | \$ 45,184.19 | \$ 47,307.73 | \$ 49,524.41 | \$ 51,739.28 | \$ 53,894.79 | \$ 56,317.90 | \$ 58,938.29 | \$ 61,290.52 | \$ 63,713.83 | \$ 64,345.97 | \$ 64,994.43 |
| NP1 | 20 | | | | | | | | | | | | | |
| | hourly | \$ 28.34 | \$ 29.00 | \$ 30.44 | \$ 32.17 | \$ 33.45 | \$ 34.77 | \$ 36.15 | \$ 37.58 | \$ 39.07 | \$ 40.63 | \$ 42.25 | \$ 42.67 | \$ 43.09 |
| | weekly | \$ 1,133.43 | \$ 1,183.96 | \$ 1,217.72 | \$ 1,286.70 | \$ 1,337.84 | \$ 1,390.82 | \$ 1,445.92 | \$ 1,503.19 | \$ 1,562.79 | \$ 1,625.37 | \$ 1,690.84 | \$ 1,706.65 | \$ 1,723.62 |
| | annually | \$ 58,938.29 | \$ 61,565.98 | \$ 63,321.45 | \$ 66,908.15 | \$ 69,567.83 | \$ 72,322.48 | \$ 75,187.66 | \$ 78,166.09 | \$ 81,265.08 | \$ 84,519.42 | \$ 87,871.89 | \$ 88,745.60 | \$ 89,628.06 |
| NP1 | 22 | | | | | | | | | | | | | |
| | hourly | \$ 33.45 | \$ 34.77 | \$ 36.15 | \$ 37.58 | \$ 39.07 | \$ 40.62 | \$ 42.23 | \$ 43.91 | \$ 45.65 | \$ 47.48 | \$ 49.36 | \$ 49.86 | \$ 50.35 |
| | weekly | \$ 1,337.84 | \$ 1,390.82 | \$ 1,445.92 | \$ 1,503.19 | \$ 1,562.79 | \$ 1,624.74 | \$ 1,689.23 | \$ 1,756.23 | \$ 1,825.92 | \$ 1,899.14 | \$ 1,974.57 | \$ 1,994.21 | \$ 2,014.06 |
| | annually | \$ 68,567.83 | \$ 72,322.48 | \$ 75,187.66 | \$ 78,166.09 | \$ 81,265.08 | \$ 84,486.45 | \$ 87,839.34 | \$ 91,323.76 | \$ 94,947.94 | \$ 98,755.48 | \$ 102,677.39 | \$ 103,696.16 | \$ 104,731.15 |

Salary Schedule A
Effective 1/4/2025
2% Increase + \$.120192 (\$250.00 Flat Annual)

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 |
|-------------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|
| NP1 | 16 | | | | | | | | | | | | | |
| | hourly | \$ 20.30 | \$ 21.26 | \$ 22.28 | \$ 23.32 | \$ 24.41 | \$ 25.49 | \$ 26.55 | \$ 27.74 | \$ 29.02 | \$ 30.18 | \$ 31.38 | \$ 31.67 | \$ 31.99 |
| | weekly | \$ 812.00 | \$ 850.25 | \$ 891.11 | \$ 932.77 | \$ 976.25 | \$ 1,019.69 | \$ 1,061.97 | \$ 1,109.50 | \$ 1,160.90 | \$ 1,207.04 | \$ 1,254.58 | \$ 1,266.98 | \$ 1,279.50 |
| | annually | \$ 42,223.87 | \$ 44,212.85 | \$ 46,337.87 | \$ 48,503.88 | \$ 50,764.90 | \$ 53,024.07 | \$ 55,222.68 | \$ 57,694.25 | \$ 60,367.05 | \$ 62,766.33 | \$ 65,238.11 | \$ 65,882.89 | \$ 66,534.12 |
| NP1 | 20 | | | | | | | | | | | | | |
| | hourly | \$ 29.02 | \$ 30.31 | \$ 31.17 | \$ 32.93 | \$ 34.24 | \$ 35.59 | \$ 36.99 | \$ 38.45 | \$ 39.97 | \$ 41.57 | \$ 43.21 | \$ 43.64 | \$ 44.07 |
| | weekly | \$ 1,160.90 | \$ 1,212.45 | \$ 1,246.88 | \$ 1,317.24 | \$ 1,369.41 | \$ 1,423.44 | \$ 1,479.64 | \$ 1,538.07 | \$ 1,598.85 | \$ 1,662.69 | \$ 1,728.45 | \$ 1,745.59 | \$ 1,762.90 |
| | annually | \$ 60,367.05 | \$ 63,047.30 | \$ 64,837.88 | \$ 68,496.31 | \$ 71,209.18 | \$ 74,018.93 | \$ 76,941.41 | \$ 79,979.41 | \$ 83,140.38 | \$ 86,459.80 | \$ 89,879.32 | \$ 90,770.52 | \$ 91,670.62 |
| NP1 | 22 | | | | | | | | | | | | | |
| | hourly | \$ 34.24 | \$ 35.59 | \$ 36.99 | \$ 38.45 | \$ 39.97 | \$ 41.55 | \$ 43.20 | \$ 44.90 | \$ 46.68 | \$ 48.55 | \$ 50.47 | \$ 50.97 | \$ 51.48 |
| | weekly | \$ 1,369.41 | \$ 1,423.44 | \$ 1,479.64 | \$ 1,538.07 | \$ 1,598.85 | \$ 1,662.04 | \$ 1,727.81 | \$ 1,796.16 | \$ 1,867.25 | \$ 1,941.93 | \$ 2,018.86 | \$ 2,038.91 | \$ 2,059.15 |
| | annually | \$ 71,209.18 | \$ 74,018.93 | \$ 76,941.41 | \$ 79,979.41 | \$ 83,140.38 | \$ 86,426.18 | \$ 89,846.13 | \$ 93,400.24 | \$ 97,096.90 | \$ 100,980.59 | \$ 104,980.94 | \$ 106,023.15 | \$ 107,075.78 |

Salary Schedule A
Effective 1/3/2026
2% Increase + \$432692 (\$900.00 Flat Annual)

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 |
|-------------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|
| NP1 | 16 | | | | | | | | | | | | | |
| | hourly | \$ 21.14 | \$ 22.11 | \$ 23.16 | \$ 24.22 | \$ 25.33 | \$ 26.43 | \$ 27.51 | \$ 28.73 | \$ 30.04 | \$ 31.21 | \$ 32.42 | \$ 32.74 | \$ 33.06 |
| | weekly | \$ 845.55 | \$ 884.56 | \$ 926.24 | \$ 968.73 | \$ 1,013.08 | \$ 1,057.40 | \$ 1,100.52 | \$ 1,149.00 | \$ 1,201.43 | \$ 1,248.49 | \$ 1,296.98 | \$ 1,306.63 | \$ 1,322.40 |
| | annually | \$ 43,968.34 | \$ 45,997.11 | \$ 48,164.63 | \$ 50,373.95 | \$ 52,680.20 | \$ 54,964.55 | \$ 57,227.13 | \$ 59,748.14 | \$ 62,474.39 | \$ 64,921.85 | \$ 67,442.67 | \$ 68,100.54 | \$ 68,764.80 |
| NP1 | 20 | | | | | | | | | | | | | |
| | hourly | \$ 30.04 | \$ 31.35 | \$ 32.23 | \$ 34.02 | \$ 35.35 | \$ 36.73 | \$ 38.16 | \$ 39.65 | \$ 41.20 | \$ 42.83 | \$ 44.51 | \$ 44.95 | \$ 45.39 |
| | weekly | \$ 1,201.43 | \$ 1,254.00 | \$ 1,289.13 | \$ 1,360.89 | \$ 1,414.10 | \$ 1,469.22 | \$ 1,526.54 | \$ 1,586.13 | \$ 1,648.14 | \$ 1,713.25 | \$ 1,780.33 | \$ 1,797.81 | \$ 1,815.46 |
| | annually | \$ 62,474.39 | \$ 65,208.25 | \$ 67,034.64 | \$ 70,766.24 | \$ 73,533.36 | \$ 76,399.31 | \$ 79,360.24 | \$ 82,479.00 | \$ 85,703.19 | \$ 89,069.00 | \$ 92,576.91 | \$ 93,495.92 | \$ 94,404.03 |
| NP1 | 22 | | | | | | | | | | | | | |
| | hourly | \$ 35.35 | \$ 36.73 | \$ 38.16 | \$ 39.65 | \$ 41.20 | \$ 42.81 | \$ 44.49 | \$ 46.23 | \$ 48.05 | \$ 49.95 | \$ 51.91 | \$ 52.42 | \$ 52.94 |
| | weekly | \$ 1,414.10 | \$ 1,469.22 | \$ 1,526.54 | \$ 1,586.13 | \$ 1,648.14 | \$ 1,712.59 | \$ 1,779.67 | \$ 1,849.39 | \$ 1,921.90 | \$ 1,996.08 | \$ 2,076.55 | \$ 2,096.99 | \$ 2,117.64 |
| | annually | \$ 73,533.36 | \$ 76,399.31 | \$ 79,360.24 | \$ 82,479.00 | \$ 85,703.19 | \$ 89,054.70 | \$ 92,543.05 | \$ 96,168.24 | \$ 99,936.83 | \$ 103,900.20 | \$ 107,980.56 | \$ 109,043.61 | \$ 110,117.29 |

Salary Schedule A
Effective 1/2/2027
2% Increase + \$.360576 (\$750.00 Flat Annual)

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 |
|-------------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|---------------|
| NP1 | 16 | | | | | | | | | | | | | |
| | hourly | \$ 21.92 | \$ 22.92 | \$ 23.98 | \$ 25.06 | \$ 26.19 | \$ 27.32 | \$ 28.42 | \$ 29.66 | \$ 31.00 | \$ 32.20 | \$ 33.43 | \$ 33.76 | \$ 34.08 |
| | weekly | \$ 876.88 | \$ 916.67 | \$ 959.19 | \$ 1,002.53 | \$ 1,047.77 | \$ 1,092.97 | \$ 1,136.96 | \$ 1,186.41 | \$ 1,239.88 | \$ 1,287.99 | \$ 1,337.34 | \$ 1,350.24 | \$ 1,363.27 |
| | annually | \$ 45,597.71 | \$ 47,667.05 | \$ 49,877.92 | \$ 52,131.43 | \$ 54,483.80 | \$ 56,834.23 | \$ 59,121.67 | \$ 61,693.10 | \$ 64,473.88 | \$ 66,970.08 | \$ 69,541.72 | \$ 70,212.55 | \$ 70,890.09 |
| NP1 | 20 | | | | | | | | | | | | | |
| | hourly | \$ 31.00 | \$ 32.34 | \$ 33.23 | \$ 35.06 | \$ 36.42 | \$ 37.83 | \$ 39.29 | \$ 40.81 | \$ 42.39 | \$ 44.05 | \$ 45.70 | \$ 46.20 | \$ 46.65 |
| | weekly | \$ 1,239.68 | \$ 1,293.51 | \$ 1,329.33 | \$ 1,402.53 | \$ 1,456.81 | \$ 1,513.02 | \$ 1,571.50 | \$ 1,632.28 | \$ 1,695.52 | \$ 1,761.94 | \$ 1,830.35 | \$ 1,848.19 | \$ 1,866.19 |
| | annually | \$ 64,473.88 | \$ 67,262.41 | \$ 69,125.33 | \$ 72,931.56 | \$ 75,754.03 | \$ 78,677.29 | \$ 81,717.84 | \$ 84,878.57 | \$ 88,167.25 | \$ 91,620.77 | \$ 95,178.44 | \$ 96,105.64 | \$ 97,042.11 |
| NP1 | 22 | | | | | | | | | | | | | |
| | hourly | \$ 36.42 | \$ 37.83 | \$ 39.29 | \$ 40.81 | \$ 42.39 | \$ 44.03 | \$ 45.74 | \$ 47.52 | \$ 49.37 | \$ 51.31 | \$ 53.31 | \$ 53.83 | \$ 54.36 |
| | weekly | \$ 1,456.81 | \$ 1,513.02 | \$ 1,571.50 | \$ 1,632.28 | \$ 1,695.52 | \$ 1,761.27 | \$ 1,829.69 | \$ 1,900.80 | \$ 1,974.76 | \$ 2,052.47 | \$ 2,132.50 | \$ 2,153.36 | \$ 2,174.42 |
| | annually | \$ 75,754.03 | \$ 78,677.29 | \$ 81,717.84 | \$ 84,878.57 | \$ 88,167.25 | \$ 91,585.79 | \$ 95,143.91 | \$ 98,841.60 | \$ 102,687.61 | \$ 106,728.20 | \$ 110,890.16 | \$ 111,974.48 | \$ 113,069.63 |

Salary Schedule A
Effective 1/6/2024
2% Increase + \$.274725 (\$500.00 Flat Annual)

| Salary Plan CCM | Grade 6 | | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 |
|-----------------|----------|----|-----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | hourly | \$ | 23.797139 | \$ 24.733628 | \$ 25.707623 | \$ 26.720126 | \$ 27.773682 | \$ 28.869171 | \$ 29.155116 | \$ 29.443918 | \$ 29.589764 | \$ 30.176064 |
| | weekly | \$ | 832.90 | \$ 865.68 | \$ 899.77 | \$ 935.20 | \$ 972.08 | \$ 1,010.42 | \$ 1,020.43 | \$ 1,030.54 | \$ 1,035.64 | \$ 1,056.16 |
| | annually | \$ | 43,310.79 | \$ 45,015.20 | \$ 46,787.87 | \$ 48,630.63 | \$ 50,548.10 | \$ 52,541.89 | \$ 53,062.31 | \$ 53,587.93 | \$ 53,853.37 | \$ 54,920.44 |

Salary Schedule A
Effective 1/4/2025
2% Increase + \$.137362 (\$250.00 Flat Annual)

| Salary Plan CCM | Grade 6 | | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 |
|-----------------|----------|----|-----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | hourly | \$ | 24.410443 | \$ 25.365662 | \$ 26.359137 | \$ 27.391890 | \$ 28.466517 | \$ 29.583916 | \$ 29.875580 | \$ 30.170158 | \$ 30.318921 | \$ 30.916947 |
| | weekly | \$ | 854.37 | \$ 887.80 | \$ 922.57 | \$ 958.72 | \$ 996.33 | \$ 1,035.44 | \$ 1,045.65 | \$ 1,055.96 | \$ 1,061.16 | \$ 1,082.09 |
| | annually | \$ | 44,427.01 | \$ 46,165.51 | \$ 47,973.63 | \$ 49,853.24 | \$ 51,809.06 | \$ 53,842.73 | \$ 54,373.56 | \$ 54,909.69 | \$ 55,180.44 | \$ 56,268.84 |

Salary Schedule A
Effective 1/3/2026
2% Increase + \$.494505 (\$900.00 Flat Annual)

| Salary Plan CCM | Grade 6 | | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 |
|-----------------|----------|----|-----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | hourly | \$ | 25.393156 | \$ 26.367480 | \$ 27.380824 | \$ 28.434232 | \$ 29.530352 | \$ 30.670099 | \$ 30.967596 | \$ 31.268066 | \$ 31.419804 | \$ 32.029790 |
| | weekly | \$ | 888.76 | \$ 922.86 | \$ 958.33 | \$ 995.20 | \$ 1,033.56 | \$ 1,073.45 | \$ 1,083.87 | \$ 1,094.38 | \$ 1,099.69 | \$ 1,121.04 |
| | annually | \$ | 46,215.54 | \$ 47,988.81 | \$ 49,833.10 | \$ 51,750.30 | \$ 53,745.24 | \$ 55,819.58 | \$ 56,361.03 | \$ 56,907.88 | \$ 57,184.04 | \$ 58,294.22 |

Salary Schedule A
Effective 1/2/2027
2% Increase + \$.412087 (\$750.00 Flat Annual)

| Salary Plan CCM | Grade 6 | | Step 4 | | Step 5 | | Step 6 | | Step 7 | | Step 8 | | Step 9 | | Step 10 | | Step 11 | | Step 12 | | Step 13 |
|------------------------|----------------|----|---------------|----|---------------|----|---------------|----|---------------|----|---------------|----|---------------|----|----------------|----|----------------|----|----------------|----|----------------|
| | hourly | \$ | 26.313106 | \$ | 27.306916 | \$ | 28.340527 | \$ | 29.415003 | \$ | 30.533046 | \$ | 31.695587 | \$ | 31.999034 | \$ | 32.305514 | \$ | 32.460287 | \$ | 33.082472 |
| | weekly | \$ | 920.96 | \$ | 955.74 | \$ | 991.92 | \$ | 1,029.53 | \$ | 1,068.66 | \$ | 1,109.35 | \$ | 1,119.97 | \$ | 1,130.69 | \$ | 1,136.11 | \$ | 1,157.89 |
| | annually | \$ | 47,889.85 | \$ | 49,698.59 | \$ | 51,579.76 | \$ | 53,535.31 | \$ | 55,570.14 | \$ | 57,685.97 | \$ | 58,238.24 | \$ | 58,796.04 | \$ | 59,077.72 | \$ | 60,210.10 |

Schedule A
Effective 1/2/2027
2% + \$.412087 (\$750.00) Wage Increase

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| CC | 1 | | | | | | | | | | | |
| | hourly | \$ 20.349157 | \$ 21.104196 | \$ 21.889889 | \$ 22.706769 | \$ 23.555922 | \$ 24.439490 | \$ 25.358014 | \$ 26.313382 | \$ 26.563007 | \$ 26.815126 | \$ 26.942447 |
| | weekly | \$ 712.22 | \$ 738.65 | \$ 766.15 | \$ 794.74 | \$ 824.46 | \$ 855.38 | \$ 887.53 | \$ 920.97 | \$ 929.71 | \$ 938.53 | \$ 942.99 |
| CC | 2 | | | | | | | | | | | |
| | hourly | \$ 21.105271 | \$ 21.890965 | \$ 22.706769 | \$ 23.557000 | \$ 24.440568 | \$ 25.359088 | \$ 26.314180 | \$ 27.307853 | \$ 27.567422 | \$ 27.829587 | \$ 27.961978 |
| | weekly | \$ 738.68 | \$ 766.18 | \$ 794.74 | \$ 824.50 | \$ 855.42 | \$ 887.57 | \$ 921.00 | \$ 955.77 | \$ 964.86 | \$ 974.04 | \$ 978.67 |
| CC | 3 | | | | | | | | | | | |
| | hourly | \$ 21.889889 | \$ 22.706769 | \$ 23.555922 | \$ 24.439490 | \$ 25.358014 | \$ 26.313106 | \$ 27.306916 | \$ 28.340106 | \$ 28.609998 | \$ 28.882587 | \$ 29.020246 |
| | weekly | \$ 766.15 | \$ 794.74 | \$ 824.46 | \$ 855.38 | \$ 887.53 | \$ 920.96 | \$ 955.74 | \$ 991.90 | \$ 1,001.35 | \$ 1,010.89 | \$ 1,015.71 |
| CC | 4 | | | | | | | | | | | |
| | hourly | \$ 22.706769 | \$ 23.555922 | \$ 24.439490 | \$ 25.358014 | \$ 26.313106 | \$ 27.306916 | \$ 28.339987 | \$ 29.414529 | \$ 29.695163 | \$ 29.978606 | \$ 30.121745 |
| | weekly | \$ 794.74 | \$ 824.46 | \$ 855.38 | \$ 887.53 | \$ 920.96 | \$ 955.74 | \$ 991.90 | \$ 1,029.51 | \$ 1,039.33 | \$ 1,049.25 | \$ 1,054.26 |
| CC | 5 | | | | | | | | | | | |
| | hourly | \$ 23.555922 | \$ 24.439490 | \$ 25.358014 | \$ 26.313106 | \$ 27.306916 | \$ 28.340527 | \$ 29.415003 | \$ 30.532876 | \$ 30.824694 | \$ 31.119429 | \$ 31.268273 |
| | weekly | \$ 824.46 | \$ 855.38 | \$ 887.53 | \$ 920.96 | \$ 955.74 | \$ 991.92 | \$ 1,029.53 | \$ 1,068.65 | \$ 1,078.86 | \$ 1,089.18 | \$ 1,094.39 |
| CC | 6 | | | | | | | | | | | |
| | hourly | \$ 24.439490 | \$ 25.358014 | \$ 26.313106 | \$ 27.306916 | \$ 28.340527 | \$ 29.415003 | \$ 30.533046 | \$ 31.695587 | \$ 31.999034 | \$ 32.305514 | \$ 32.460287 |
| | weekly | \$ 855.38 | \$ 887.53 | \$ 920.96 | \$ 955.74 | \$ 991.92 | \$ 1,029.53 | \$ 1,068.66 | \$ 1,109.35 | \$ 1,119.97 | \$ 1,130.69 | \$ 1,136.11 |
| CC | 7 | | | | | | | | | | | |
| | hourly | \$ 25.358014 | \$ 26.313106 | \$ 27.306916 | \$ 28.340527 | \$ 29.415003 | \$ 30.533046 | \$ 31.695181 | \$ 32.903980 | \$ 33.219511 | \$ 33.538198 | \$ 33.699134 |
| | weekly | \$ 887.53 | \$ 920.96 | \$ 955.74 | \$ 991.92 | \$ 1,029.53 | \$ 1,068.66 | \$ 1,109.33 | \$ 1,151.64 | \$ 1,162.68 | \$ 1,173.84 | \$ 1,179.47 |
| CC | 8 | | | | | | | | | | | |
| | hourly | \$ 26.313106 | \$ 27.306916 | \$ 28.340527 | \$ 29.415003 | \$ 30.533046 | \$ 31.695181 | \$ 32.904105 | \$ 34.161571 | \$ 34.489678 | \$ 34.821064 | \$ 34.988415 |
| | weekly | \$ 920.96 | \$ 955.74 | \$ 991.92 | \$ 1,029.53 | \$ 1,068.66 | \$ 1,109.33 | \$ 1,151.64 | \$ 1,195.65 | \$ 1,207.14 | \$ 1,218.74 | \$ 1,224.59 |
| CC | 9 | | | | | | | | | | | |
| | hourly | \$ 27.306916 | \$ 28.340527 | \$ 29.415003 | \$ 30.533046 | \$ 31.695181 | \$ 32.904105 | \$ 34.161425 | \$ 35.468799 | \$ 35.809977 | \$ 36.154566 | \$ 36.328584 |
| | weekly | \$ 955.74 | \$ 991.92 | \$ 1,029.53 | \$ 1,068.66 | \$ 1,109.33 | \$ 1,151.64 | \$ 1,195.65 | \$ 1,241.41 | \$ 1,253.35 | \$ 1,265.41 | \$ 1,271.50 |
| CC | 10 | | | | | | | | | | | |
| | hourly | \$ 28.340527 | \$ 29.415003 | \$ 30.533046 | \$ 31.695181 | \$ 32.904105 | \$ 34.161425 | \$ 35.468799 | \$ 36.821064 | \$ 37.174121 | \$ 37.527178 | \$ 37.680235 |
| | weekly | \$ 991.92 | \$ 1,029.53 | \$ 1,068.66 | \$ 1,109.33 | \$ 1,151.64 | \$ 1,195.65 | \$ 1,241.41 | \$ 1,287.17 | \$ 1,298.61 | \$ 1,310.05 | \$ 1,316.14 |
| CC | 11 | | | | | | | | | | | |
| | hourly | \$ 29.415003 | \$ 30.533046 | \$ 31.695181 | \$ 32.904105 | \$ 34.161425 | \$ 35.468799 | \$ 36.821064 | \$ 38.174121 | \$ 38.527178 | \$ 38.880235 | \$ 39.033292 |
| | weekly | \$ 1,029.53 | \$ 1,068.66 | \$ 1,109.33 | \$ 1,151.64 | \$ 1,195.65 | \$ 1,241.41 | \$ 1,287.17 | \$ 1,332.93 | \$ 1,344.37 | \$ 1,355.81 | \$ 1,361.90 |
| CC | 12 | | | | | | | | | | | |
| | hourly | \$ 30.533046 | \$ 31.695181 | \$ 32.904105 | \$ 34.161425 | \$ 35.468799 | \$ 36.821064 | \$ 38.174121 | \$ 39.527178 | \$ 39.880235 | \$ 40.233292 | \$ 40.386349 |
| | weekly | \$ 1,068.66 | \$ 1,109.33 | \$ 1,151.64 | \$ 1,195.65 | \$ 1,241.41 | \$ 1,287.17 | \$ 1,332.93 | \$ 1,378.69 | \$ 1,390.13 | \$ 1,401.57 | \$ 1,407.66 |
| CC | 13 | | | | | | | | | | | |
| | hourly | \$ 31.695181 | \$ 32.904105 | \$ 34.161425 | \$ 35.468799 | \$ 36.821064 | \$ 38.174121 | \$ 39.527178 | \$ 40.880235 | \$ 41.233292 | \$ 41.586349 | \$ 41.739406 |
| | weekly | \$ 1,109.33 | \$ 1,151.64 | \$ 1,195.65 | \$ 1,241.41 | \$ 1,287.17 | \$ 1,332.93 | \$ 1,378.69 | \$ 1,424.45 | \$ 1,435.89 | \$ 1,447.33 | \$ 1,453.42 |
| CC | 14 | | | | | | | | | | | |
| | hourly | \$ 32.904105 | \$ 34.161425 | \$ 35.468799 | \$ 36.821064 | \$ 38.174121 | \$ 39.527178 | \$ 40.880235 | \$ 42.233292 | \$ 42.586349 | \$ 42.939406 | \$ 43.092463 |
| | weekly | \$ 1,151.64 | \$ 1,195.65 | \$ 1,241.41 | \$ 1,287.17 | \$ 1,332.93 | \$ 1,378.69 | \$ 1,424.45 | \$ 1,470.21 | \$ 1,481.65 | \$ 1,493.09 | \$ 1,499.18 |
| CC | 15 | | | | | | | | | | | |
| | hourly | \$ 34.161425 | \$ 35.468799 | \$ 36.821064 | \$ 38.174121 | \$ 39.527178 | \$ 40.880235 | \$ 42.233292 | \$ 43.586349 | \$ 43.939406 | \$ 44.292463 | \$ 44.445520 |
| | weekly | \$ 1,195.65 | \$ 1,241.41 | \$ 1,287.17 | \$ 1,332.93 | \$ 1,378.69 | \$ 1,424.45 | \$ 1,470.21 | \$ 1,515.97 | \$ 1,527.41 | \$ 1,538.85 | \$ 1,544.94 |
| CC | 16 | | | | | | | | | | | |
| | hourly | \$ 35.468799 | \$ 36.821064 | \$ 38.174121 | \$ 39.527178 | \$ 40.880235 | \$ 42.233292 | \$ 43.586349 | \$ 44.939406 | \$ 45.292463 | \$ 45.645520 | \$ 45.798577 |
| | weekly | \$ 1,241.41 | \$ 1,287.17 | \$ 1,332.93 | \$ 1,378.69 | \$ 1,424.45 | \$ 1,470.21 | \$ 1,515.97 | \$ 1,561.73 | \$ 1,573.17 | \$ 1,584.61 | \$ 1,590.70 |
| CC | 17 | | | | | | | | | | | |
| | hourly | \$ 36.821064 | \$ 38.174121 | \$ 39.527178 | \$ 40.880235 | \$ 42.233292 | \$ 43.586349 | \$ 44.939406 | \$ 46.292463 | \$ 46.645520 | \$ 46.998577 | \$ 47.151634 |
| | weekly | \$ 1,287.17 | \$ 1,332.93 | \$ 1,378.69 | \$ 1,424.45 | \$ 1,470.21 | \$ 1,515.97 | \$ 1,561.73 | \$ 1,607.49 | \$ 1,618.93 | \$ 1,630.37 | \$ 1,636.46 |
| CC | 18 | | | | | | | | | | | |
| | hourly | \$ 38.174121 | \$ 39.527178 | \$ 40.880235 | \$ 42.233292 | \$ 43.586349 | \$ 44.939406 | \$ 46.292463 | \$ 47.645520 | \$ 47.998577 | \$ 48.351634 | \$ 48.504691 |
| | weekly | \$ 1,332.93 | \$ 1,378.69 | \$ 1,424.45 | \$ 1,470.21 | \$ 1,515.97 | \$ 1,561.73 | \$ 1,607.49 | \$ 1,653.25 | \$ 1,664.69 | \$ 1,676.13 | \$ 1,682.22 |
| CC | 19 | | | | | | | | | | | |
| | hourly | \$ 39.527178 | \$ 40.880235 | \$ 42.233292 | \$ 43.586349 | \$ 44.939406 | \$ 46.292463 | \$ 47.645520 | \$ 48.998577 | \$ 49.351634 | \$ 49.704691 | \$ 49.857748 |
| | weekly | \$ 1,378.69 | \$ 1,424.45 | \$ 1,470.21 | \$ 1,515.97 | \$ 1,561.73 | \$ 1,607.49 | \$ 1,653.25 | \$ 1,699.01 | \$ 1,710.45 | \$ 1,721.89 | \$ 1,727.98 |
| CC | 20 | | | | | | | | | | | |
| | hourly | \$ 40.880235 | \$ 42.233292 | \$ 43.586349 | \$ 44.939406 | \$ 46.292463 | \$ 47.645520 | \$ 48.998577 | \$ 50.351634 | \$ 50.704691 | \$ 51.057748 | \$ 51.210805 |
| | weekly | \$ 1,424.45 | \$ 1,470.21 | \$ 1,515.97 | \$ 1,561.73 | \$ 1,607.49 | \$ 1,653.25 | \$ 1,699.01 | \$ 1,744.77 | \$ 1,756.21 | \$ 1,767.65 | \$ 1,773.74 |
| CC | 21 | | | | | | | | | | | |
| | hourly | \$ 42.233292 | \$ 43.586349 | \$ 44.939406 | \$ 46.292463 | \$ 47.645520 | \$ 48.998577 | \$ 50.351634 | \$ 51.704691 | \$ 52.057748 | \$ 52.410805 | \$ 52.563862 |
| | weekly | \$ 1,470.21 | \$ 1,515.97 | \$ 1,561.73 | \$ 1,607.49 | \$ 1,653.25 | \$ 1,699.01 | \$ 1,744.77 | \$ 1,790.53 | \$ 1,801.97 | \$ 1,813.41 | \$ 1,819.50 |
| CC | 22 | | | | | | | | | | | |
| | hourly | \$ 43.586349 | \$ 44.939406 | \$ 46.292463 | \$ 47.645520 | \$ 48.998577 | \$ 50.351634 | \$ 51.704691 | \$ 53.057748 | \$ 53.410805 | \$ 53.763862 | \$ 53.916919 |
| | weekly | \$ 1,515.97 | \$ 1,561.73 | \$ 1,607.49 | \$ 1,653.25 | \$ 1,699.01 | \$ 1,744.77 | \$ 1,790.53 | \$ 1,836.29 | \$ 1,847.73 | \$ 1,859.17 | \$ 1,865.26 |
| CC | 23 | | | | | | | | | | | |
| | hourly | \$ 44.939406 | \$ 46.292463 | \$ 47.645520 | \$ 48.998577 | \$ 50.351634 | \$ 51.704691 | \$ 53.057748 | \$ 54.410805 | \$ 54.763862 | \$ 55.116919 | \$ 55.270000 |
| | weekly | \$ 1,561.73 | \$ 1,607.49 | \$ 1,653.25 | \$ 1,699.01 | \$ 1,744.77 | \$ 1,790.53 | \$ 1,836.29 | \$ 1,882.05 | \$ 1,893.49 | \$ 1,904.93 | \$ 1,911.02 |
| CC | 24 | | | | | | | | | | | |
| | hourly | \$ 46.292463 | \$ 47.645520 | \$ 48.998577 | \$ 50.351634 | \$ 51.704691 | \$ 53.057748 | \$ 54.410805 | \$ 55.763862 | \$ 56.116919 | \$ 56.470000 | \$ 56.623061 |
| | weekly | \$ 1,607.49 | \$ 1,653.25 | \$ 1,699.01 | \$ 1,744.77 | \$ 1,790.53 | \$ 1,836.29 | \$ 1,882.05 | \$ 1,927.81 | \$ 1,939.25 | \$ 1,950.69 | \$ 1,956.78 |
| CC | 25 | | | | | | | | | | | |
| | hourly | \$ 47.645520 | \$ 48.998577 | \$ 50.351634 | \$ 51.704691 | \$ 53.057748 | \$ 54.410805 | \$ 55.763862 | \$ 57.116919 | \$ 57.470000 | \$ 57.823061 | \$ 57.976122 |
| | weekly | \$ 1,653.25 | \$ 1,699.01 | \$ 1,744.77 | \$ 1,790.53 | \$ 1,836.29 | \$ 1,882.05 | \$ 1,927.81 | \$ 1,973.57 | \$ 1,985.01 | \$ 1,996.45 | \$ 2,002.54 |
| CC | 26 | | | | | | | | | | | |
| | hourly | \$ 48.998577 | \$ 50.351634 | \$ 51.704691 | \$ 53.057748 | \$ 54.410805 | \$ 55.763862 | \$ 57.116919 | \$ 58.470000 | \$ 58.823061 | \$ 59.176122 | \$ 59.329183 |
| | weekly | \$ 1,699.01 | \$ 1,744.77 | \$ 1,790.53 | \$ 1,836.29 | \$ 1,882.05 | \$ 1,927.81 | \$ 1,973.57 | \$ 2,019.33 | \$ 2,030.77 | \$ 2,042.21 | \$ 2,048.30 |
| CC | 27 | | | | | | | | | | | |
| | hourly | \$ 50.351634 | \$ 51.704691 | \$ 53.057748 | \$ 54.410805 | \$ 55.763862 | \$ 57.116919 | \$ 58.470000 | \$ 59.823061 | \$ 60.176122 | \$ 60.529183 | \$ 60.682244 |
| | weekly | \$ 1,744.77 | \$ 1,790.53 | \$ 1,836.29 | \$ 1,882.05 | \$ 1,927.81 | \$ 1,973.57 | \$ 2,019.33 | \$ 2,065.09 | \$ 2,076.53 | \$ 2,087.97 | \$ 2,094.06 |
| CC | 28 | | | | | | | | | | | |
| | hourly | \$ 51.704691 | \$ 53.057748 | \$ 54.410805 | \$ 55.763862 | \$ 57.116919 | \$ 58.470000 | \$ 59.823061 | \$ 61.176122 | \$ 61.529183 | \$ 61.882244 | \$ 62.035305 |
| | weekly | \$ 1,790.53 | \$ 1,836.29 | \$ 1,882.05 | \$ 1,927.81 | \$ 1,973.57 | \$ 2,019.33 | \$ 2,065.09 | \$ 2,110.85 | \$ 2,122.29 | \$ 2,133.73 | \$ 2,139.82 |
| CC | 29 | | | | | | | | | | | |
| | hourly | \$ 53.057748 | \$ 54.410805 | \$ 55.763862 | \$ 57.116919 | \$ 58.470000 | \$ 59.823061 | \$ 61.176122 | \$ 62.529183 | \$ 62.882244 | \$ 63.235305 | \$ 63.388366 |
| | weekly | \$ 1,836.29 | \$ 1,882.05 | \$ 1,927.81 | \$ 1,973.57 | \$ 2,019.33 | \$ 2,065.09 | \$ 2,110.85 | \$ 2,156.61 | \$ 2,168.05 | \$ 2,179.49 | \$ 2,185.58 |
| CC | 30 | | | | | | | | | | | |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| CC | 10 | | | | | | | | | | | |
| | hourly | \$ 28,339.98 | \$ 29,414.66 | \$ 30,532.50 | \$ 31,695.18 | \$ 32,903.56 | \$ 34,160.88 | \$ 35,468.76 | \$ 36,828.73 | \$ 37,183.51 | \$ 37,541.84 | \$ 37,722.79 |
| | weekly | \$ 991.90 | \$ 1,029.51 | \$ 1,068.64 | \$ 1,109.33 | \$ 1,151.62 | \$ 1,195.63 | \$ 1,241.41 | \$ 1,289.01 | \$ 1,301.42 | \$ 1,313.96 | \$ 1,320.30 |
| CC | 11 | | | | | | | | | | | |
| | hourly | \$ 51,578.78 | \$ 53,534.33 | \$ 55,569.16 | \$ 57,685.23 | \$ 59,884.49 | \$ 62,172.81 | \$ 64,553.15 | \$ 67,028.30 | \$ 67,673.99 | \$ 68,326.15 | \$ 68,655.48 |
| | weekly | \$ 1,029.51 | \$ 1,068.64 | \$ 1,109.31 | \$ 1,151.62 | \$ 1,195.63 | \$ 1,241.39 | \$ 1,288.99 | \$ 1,338.49 | \$ 1,351.41 | \$ 1,364.45 | \$ 1,371.03 |
| CC | 12 | | | | | | | | | | | |
| | hourly | \$ 53,534.33 | \$ 55,569.16 | \$ 57,684.25 | \$ 59,884.49 | \$ 62,172.81 | \$ 64,552.17 | \$ 67,027.43 | \$ 69,601.72 | \$ 70,273.15 | \$ 70,951.29 | \$ 71,293.76 |
| | weekly | \$ 1,068.64 | \$ 1,109.31 | \$ 1,151.62 | \$ 1,195.63 | \$ 1,241.39 | \$ 1,288.99 | \$ 1,338.51 | \$ 1,390.00 | \$ 1,403.42 | \$ 1,416.99 | \$ 1,423.83 |
| CC | 13 | | | | | | | | | | | |
| | hourly | \$ 55,569.16 | \$ 57,684.25 | \$ 59,884.49 | \$ 62,172.81 | \$ 64,552.17 | \$ 67,027.43 | \$ 69,602.54 | \$ 72,279.87 | \$ 72,978.08 | \$ 73,683.27 | \$ 74,039.40 |
| | weekly | \$ 1,109.31 | \$ 1,151.62 | \$ 1,195.63 | \$ 1,241.39 | \$ 1,288.99 | \$ 1,338.51 | \$ 1,389.97 | \$ 1,443.51 | \$ 1,457.48 | \$ 1,471.58 | \$ 1,478.70 |
| CC | 14 | | | | | | | | | | | |
| | hourly | \$ 57,684.25 | \$ 59,884.49 | \$ 62,172.81 | \$ 64,552.17 | \$ 67,027.43 | \$ 69,602.54 | \$ 72,278.45 | \$ 75,062.74 | \$ 75,788.77 | \$ 76,522.07 | \$ 76,892.39 |
| | weekly | \$ 1,151.62 | \$ 1,195.63 | \$ 1,241.39 | \$ 1,288.99 | \$ 1,338.51 | \$ 1,389.97 | \$ 1,443.50 | \$ 1,499.18 | \$ 1,513.70 | \$ 1,528.37 | \$ 1,535.77 |
| CC | 15 | | | | | | | | | | | |
| | hourly | \$ 59,884.49 | \$ 62,172.81 | \$ 64,552.17 | \$ 67,027.43 | \$ 69,602.54 | \$ 72,278.45 | \$ 75,062.03 | \$ 77,957.53 | \$ 78,712.52 | \$ 79,475.06 | \$ 79,860.14 |
| | weekly | \$ 1,195.63 | \$ 1,241.39 | \$ 1,288.99 | \$ 1,338.51 | \$ 1,389.97 | \$ 1,443.50 | \$ 1,499.18 | \$ 1,557.08 | \$ 1,572.18 | \$ 1,587.43 | \$ 1,595.13 |
| | annually | \$ 62,172.81 | \$ 64,552.17 | \$ 67,027.43 | \$ 69,602.54 | \$ 72,278.45 | \$ 75,062.03 | \$ 77,957.18 | \$ 80,968.25 | \$ 81,753.34 | \$ 82,546.29 | \$ 82,946.72 |

Schedule A
Effective 1/6/2024
2% + \$.274725 (\$500.00) Wage Increase

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| CC | 1 | | | | | | | | | | | |
| | hourly | \$ 18.177177 | \$ 18.888666 | \$ 19.629043 | \$ 20.398807 | \$ 21.198983 | \$ 22.031589 | \$ 22.897135 | \$ 23.797399 | \$ 24.032626 | \$ 24.270203 | \$ 24.390181 |
| | weekly | \$ 636.20 | \$ 661.10 | \$ 687.02 | \$ 713.96 | \$ 741.96 | \$ 771.11 | \$ 801.40 | \$ 832.91 | \$ 841.14 | \$ 849.46 | \$ 853.66 |
| CC | 2 | | | | | | | | | | | |
| | hourly | \$ 18.889680 | \$ 19.630056 | \$ 20.398807 | \$ 21.199999 | \$ 22.032604 | \$ 22.898147 | \$ 23.798150 | \$ 24.734511 | \$ 24.979108 | \$ 25.226152 | \$ 25.350908 |
| | weekly | \$ 661.14 | \$ 687.05 | \$ 713.96 | \$ 742.00 | \$ 771.14 | \$ 801.44 | \$ 832.94 | \$ 865.71 | \$ 874.27 | \$ 882.92 | \$ 887.28 |
| CC | 3 | | | | | | | | | | | |
| | hourly | \$ 19.629043 | \$ 20.398807 | \$ 21.198983 | \$ 22.031589 | \$ 22.897135 | \$ 23.797139 | \$ 24.733628 | \$ 25.707226 | \$ 25.961551 | \$ 26.218418 | \$ 26.348137 |
| | weekly | \$ 687.02 | \$ 713.96 | \$ 741.96 | \$ 771.11 | \$ 801.40 | \$ 832.90 | \$ 865.68 | \$ 899.75 | \$ 908.65 | \$ 917.64 | \$ 922.18 |
| CC | 4 | | | | | | | | | | | |
| | hourly | \$ 20.398807 | \$ 21.198983 | \$ 22.031589 | \$ 22.897135 | \$ 23.797139 | \$ 24.733628 | \$ 25.707114 | \$ 26.719679 | \$ 26.984127 | \$ 27.251221 | \$ 27.386104 |
| | weekly | \$ 713.96 | \$ 741.96 | \$ 771.11 | \$ 801.40 | \$ 832.90 | \$ 865.68 | \$ 899.75 | \$ 935.19 | \$ 944.44 | \$ 953.79 | \$ 958.51 |
| CC | 5 | | | | | | | | | | | |
| | hourly | \$ 21.198983 | \$ 22.031589 | \$ 22.897135 | \$ 23.797139 | \$ 24.733628 | \$ 25.707623 | \$ 26.720126 | \$ 27.773522 | \$ 28.048509 | \$ 28.326245 | \$ 28.466503 |
| | weekly | \$ 741.96 | \$ 771.11 | \$ 801.40 | \$ 832.90 | \$ 865.68 | \$ 899.77 | \$ 935.20 | \$ 972.07 | \$ 981.70 | \$ 991.42 | \$ 996.33 |
| CC | 6 | | | | | | | | | | | |
| | hourly | \$ 22.031589 | \$ 22.897135 | \$ 23.797139 | \$ 24.733628 | \$ 25.707623 | \$ 26.720126 | \$ 27.773682 | \$ 28.869171 | \$ 29.155116 | \$ 29.443918 | \$ 29.589764 |
| | weekly | \$ 771.11 | \$ 801.40 | \$ 832.90 | \$ 865.68 | \$ 899.77 | \$ 935.20 | \$ 972.08 | \$ 1,010.42 | \$ 1,020.43 | \$ 1,030.54 | \$ 1,035.64 |
| CC | 7 | | | | | | | | | | | |
| | hourly | \$ 22.897135 | \$ 23.797139 | \$ 24.733628 | \$ 25.707623 | \$ 26.720126 | \$ 27.773682 | \$ 28.868788 | \$ 30.007867 | \$ 30.305199 | \$ 30.605504 | \$ 30.757157 |
| | weekly | \$ 801.40 | \$ 832.90 | \$ 865.68 | \$ 899.77 | \$ 935.20 | \$ 972.08 | \$ 1,010.41 | \$ 1,050.28 | \$ 1,060.68 | \$ 1,071.19 | \$ 1,076.50 |
| CC | 8 | | | | | | | | | | | |
| | hourly | \$ 23.797139 | \$ 24.733628 | \$ 25.707623 | \$ 26.720126 | \$ 27.773682 | \$ 28.868788 | \$ 30.007984 | \$ 31.192923 | \$ 31.502104 | \$ 31.814378 | \$ 31.972076 |
| | weekly | \$ 832.90 | \$ 865.68 | \$ 899.77 | \$ 935.20 | \$ 972.08 | \$ 1,010.41 | \$ 1,050.28 | \$ 1,091.75 | \$ 1,102.57 | \$ 1,113.50 | \$ 1,119.02 |
| CC | 9 | | | | | | | | | | | |
| | hourly | \$ 24.733628 | \$ 25.707623 | \$ 26.720126 | \$ 27.773682 | \$ 28.868788 | \$ 30.007984 | \$ 31.192785 | \$ 32.424752 | \$ 32.746252 | \$ 33.070967 | \$ 33.234947 |
| | weekly | \$ 865.68 | \$ 899.77 | \$ 935.20 | \$ 972.08 | \$ 1,010.41 | \$ 1,050.28 | \$ 1,091.75 | \$ 1,134.87 | \$ 1,146.12 | \$ 1,157.48 | \$ 1,163.22 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 25.707623 | \$ 26.720126 | \$ 27.773682 | \$ 28.868788 | \$ 30.007984 | \$ 31.192785 | \$ 32.424752 | \$ 33.710104 | \$ 34.046252 | \$ 34.382400 | \$ 34.546548 |
| | weekly | \$ 899.77 | \$ 935.20 | \$ 972.08 | \$ 1,010.41 | \$ 1,050.28 | \$ 1,091.75 | \$ 1,134.87 | \$ 1,178.00 | \$ 1,190.12 | \$ 1,202.24 | \$ 1,208.48 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 26.720126 | \$ 27.773682 | \$ 28.868788 | \$ 30.007984 | \$ 31.192785 | \$ 32.424752 | \$ 33.710104 | \$ 35.045456 | \$ 35.381604 | \$ 35.717752 | \$ 35.881900 |
| | weekly | \$ 935.20 | \$ 972.08 | \$ 1,010.41 | \$ 1,050.28 | \$ 1,091.75 | \$ 1,134.87 | \$ 1,178.00 | \$ 1,221.13 | \$ 1,233.25 | \$ 1,245.37 | \$ 1,251.61 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 27.773682 | \$ 28.868788 | \$ 30.007984 | \$ 31.192785 | \$ 32.424752 | \$ 33.710104 | \$ 35.045456 | \$ 36.430808 | \$ 36.766956 | \$ 37.103104 | \$ 37.267252 |
| | weekly | \$ 972.08 | \$ 1,010.41 | \$ 1,050.28 | \$ 1,091.75 | \$ 1,134.87 | \$ 1,178.00 | \$ 1,221.13 | \$ 1,264.26 | \$ 1,276.38 | \$ 1,288.50 | \$ 1,294.74 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 28.868788 | \$ 30.007984 | \$ 31.192785 | \$ 32.424752 | \$ 33.710104 | \$ 35.045456 | \$ 36.430808 | \$ 37.866160 | \$ 38.202308 | \$ 38.538456 | \$ 38.702604 |
| | weekly | \$ 1,010.41 | \$ 1,050.28 | \$ 1,091.75 | \$ 1,134.87 | \$ 1,178.00 | \$ 1,221.13 | \$ 1,264.26 | \$ 1,307.39 | \$ 1,319.51 | \$ 1,331.63 | \$ 1,337.87 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 30.007984 | \$ 31.192785 | \$ 32.424752 | \$ 33.710104 | \$ 35.045456 | \$ 36.430808 | \$ 37.866160 | \$ 39.341512 | \$ 39.677660 | \$ 40.013808 | \$ 40.177956 |
| | weekly | \$ 1,050.28 | \$ 1,091.75 | \$ 1,134.87 | \$ 1,178.00 | \$ 1,221.13 | \$ 1,264.26 | \$ 1,307.39 | \$ 1,350.52 | \$ 1,362.64 | \$ 1,374.76 | \$ 1,380.90 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 31.192785 | \$ 32.424752 | \$ 33.710104 | \$ 35.045456 | \$ 36.430808 | \$ 37.866160 | \$ 39.341512 | \$ 40.866864 | \$ 41.203012 | \$ 41.539160 | \$ 41.703308 |
| | weekly | \$ 1,091.75 | \$ 1,134.87 | \$ 1,178.00 | \$ 1,221.13 | \$ 1,264.26 | \$ 1,307.39 | \$ 1,350.52 | \$ 1,393.65 | \$ 1,405.77 | \$ 1,417.89 | \$ 1,424.03 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 32.424752 | \$ 33.710104 | \$ 35.045456 | \$ 36.430808 | \$ 37.866160 | \$ 39.341512 | \$ 40.866864 | \$ 42.432216 | \$ 42.768364 | \$ 43.104512 | \$ 43.268660 |
| | weekly | \$ 1,134.87 | \$ 1,178.00 | \$ 1,221.13 | \$ 1,264.26 | \$ 1,307.39 | \$ 1,350.52 | \$ 1,393.65 | \$ 1,436.78 | \$ 1,448.90 | \$ 1,461.02 | \$ 1,467.26 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 33.710104 | \$ 35.045456 | \$ 36.430808 | \$ 37.866160 | \$ 39.341512 | \$ 40.866864 | \$ 42.432216 | \$ 44.037568 | \$ 44.373716 | \$ 44.709864 | \$ 44.874012 |
| | weekly | \$ 1,178.00 | \$ 1,221.13 | \$ 1,264.26 | \$ 1,307.39 | \$ 1,350.52 | \$ 1,393.65 | \$ 1,436.78 | \$ 1,479.91 | \$ 1,492.03 | \$ 1,504.15 | \$ 1,510.39 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 35.045456 | \$ 36.430808 | \$ 37.866160 | \$ 39.341512 | \$ 40.866864 | \$ 42.432216 | \$ 44.037568 | \$ 45.692920 | \$ 46.029068 | \$ 46.365216 | \$ 46.529364 |
| | weekly | \$ 1,221.13 | \$ 1,264.26 | \$ 1,307.39 | \$ 1,350.52 | \$ 1,393.65 | \$ 1,436.78 | \$ 1,479.91 | \$ 1,523.04 | \$ 1,535.16 | \$ 1,547.28 | \$ 1,553.52 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 36.430808 | \$ 37.866160 | \$ 39.341512 | \$ 40.866864 | \$ 42.432216 | \$ 44.037568 | \$ 45.692920 | \$ 47.398272 | \$ 47.734420 | \$ 48.070568 | \$ 48.234716 |
| | weekly | \$ 1,264.26 | \$ 1,307.39 | \$ 1,350.52 | \$ 1,393.65 | \$ 1,436.78 | \$ 1,479.91 | \$ 1,523.04 | \$ 1,566.17 | \$ 1,578.29 | \$ 1,590.41 | \$ 1,596.65 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 37.866160 | \$ 39.341512 | \$ 40.866864 | \$ 42.432216 | \$ 44.037568 | \$ 45.692920 | \$ 47.398272 | \$ 49.153624 | \$ 49.489772 | \$ 49.825920 | \$ 50.000068 |
| | weekly | \$ 1,307.39 | \$ 1,350.52 | \$ 1,393.65 | \$ 1,436.78 | \$ 1,479.91 | \$ 1,523.04 | \$ 1,566.17 | \$ 1,609.30 | \$ 1,621.42 | \$ 1,633.54 | \$ 1,639.78 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 39.341512 | \$ 40.866864 | \$ 42.432216 | \$ 44.037568 | \$ 45.692920 | \$ 47.398272 | \$ 49.153624 | \$ 50.908976 | \$ 51.245124 | \$ 51.581272 | \$ 51.745420 |
| | weekly | \$ 1,350.52 | \$ 1,393.65 | \$ 1,436.78 | \$ 1,479.91 | \$ 1,523.04 | \$ 1,566.17 | \$ 1,609.30 | \$ 1,652.43 | \$ 1,664.55 | \$ 1,676.67 | \$ 1,682.91 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 40.866864 | \$ 42.432216 | \$ 44.037568 | \$ 45.692920 | \$ 47.398272 | \$ 49.153624 | \$ 50.908976 | \$ 52.714328 | \$ 53.050476 | \$ 53.386624 | \$ 53.550772 |
| | weekly | \$ 1,393.65 | \$ 1,436.78 | \$ 1,479.91 | \$ 1,523.04 | \$ 1,566.17 | \$ 1,609.30 | \$ 1,652.43 | \$ 1,695.56 | \$ 1,707.68 | \$ 1,719.80 | \$ 1,726.04 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 42.432216 | \$ 44.037568 | \$ 45.692920 | \$ 47.398272 | \$ 49.153624 | \$ 50.908976 | \$ 52.714328 | \$ 54.569680 | \$ 54.905828 | \$ 55.241976 | \$ 55.406124 |
| | weekly | \$ 1,436.78 | \$ 1,479.91 | \$ 1,523.04 | \$ 1,566.17 | \$ 1,609.30 | \$ 1,652.43 | \$ 1,695.56 | \$ 1,738.69 | \$ 1,750.81 | \$ 1,762.93 | \$ 1,769.17 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 44.037568 | \$ 45.692920 | \$ 47.398272 | \$ 49.153624 | \$ 50.908976 | \$ 52.714328 | \$ 54.569680 | \$ 56.425032 | \$ 56.761180 | \$ 57.097328 | \$ 57.261476 |
| | weekly | \$ 1,479.91 | \$ 1,523.04 | \$ 1,566.17 | \$ 1,609.30 | \$ 1,652.43 | \$ 1,695.56 | \$ 1,738.69 | \$ 1,781.82 | \$ 1,793.94 | \$ 1,806.06 | \$ 1,812.30 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 45.692920 | \$ 47.398272 | \$ 49.153624 | \$ 50.908976 | \$ 52.714328 | \$ 54.569680 | \$ 56.425032 | \$ 58.330384 | \$ 58.666532 | \$ 59.002680 | \$ 59.166828 |
| | weekly | \$ 1,523.04 | \$ 1,566.17 | \$ 1,609.30 | \$ 1,652.43 | \$ 1,695.56 | \$ 1,738.69 | \$ 1,781.82 | \$ 1,824.95 | \$ 1,837.07 | \$ 1,849.19 | \$ 1,855.43 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 47.398272 | \$ 49.153624 | \$ 50.908976 | \$ 52.714328 | \$ 54.569680 | \$ 56.425032 | \$ 58.330384 | \$ 60.285736 | \$ 60.621884 | \$ 60.958032 | \$ 61.122180 |
| | weekly | \$ 1,566.17 | \$ 1,609.30 | \$ 1,652.43 | \$ 1,695.56 | \$ 1,738.69 | \$ 1,781.82 | \$ 1,824.95 | \$ 1,868.08 | \$ 1,880.20 | \$ 1,892.32 | \$ 1,898.56 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 49.153624 | \$ 50.908976 | \$ 52.714328 | \$ 54.569680 | \$ 56.425032 | \$ 58.330384 | \$ 60.285736 | \$ 62.291088 | \$ 62.627236 | \$ 62.963384 | \$ 63.127532 |
| | weekly | \$ 1,609.30 | \$ 1,652.43 | \$ 1,695.56 | \$ 1,738.69 | \$ 1,781.82 | \$ 1,824.95 | \$ 1,868.08 | \$ 1,911.21 | \$ 1,923.33 | \$ 1,935.45 | \$ 1,941.69 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 50.908976 | \$ 52.714328 | \$ 54.569680 | \$ 56.425032 | \$ 58.330384 | \$ 60.285736 | \$ 62.291088 | \$ 64.346440 | \$ 64.682588 | \$ 65.018736 | \$ 65.182884 |
| | weekly | \$ 1,652.43 | \$ 1,695.56 | \$ 1,738.69 | \$ 1,781.82 | \$ 1,824.95 | \$ 1,868.08 | \$ 1,911.21 | \$ 1,954.34 | \$ 1,966.46 | \$ 1,978.58 | \$ 1,984.82 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 52.714328 | \$ 54.569680 | \$ 56.425032 | \$ 58.330384 | \$ 60.285736 | \$ 62.291088 | \$ 64.346440 | \$ 66.401792 | \$ 66.737940 | \$ 67.074088 | \$ 67.238236 |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| CC | 10 | | | | | | | | | | | |
| | hourly | \$ 25,707.14 | \$ 26,719.61 | \$ 27,773.17 | \$ 28,868.78 | \$ 30,007.47 | \$ 31,192.27 | \$ 32,424.71 | \$ 33,706.25 | \$ 34,040.56 | \$ 34,378.22 | \$ 34,548.74 |
| | weekly | \$ 899.75 | \$ 935.19 | \$ 972.06 | \$ 1,010.41 | \$ 1,050.26 | \$ 1,091.73 | \$ 1,134.87 | \$ 1,179.72 | \$ 1,191.42 | \$ 1,203.24 | \$ 1,209.21 |
| CC | 11 | | | | | | | | | | | |
| | hourly | \$ 46,786.95 | \$ 48,629.71 | \$ 50,547.18 | \$ 52,541.19 | \$ 54,613.60 | \$ 56,769.95 | \$ 59,012.99 | \$ 61,345.38 | \$ 61,953.83 | \$ 62,568.37 | \$ 62,878.71 |
| | weekly | \$ 1,352.50 | \$ 1,395.29 | \$ 1,438.62 | \$ 1,485.32 | \$ 1,537.52 | \$ 1,595.00 | \$ 1,658.44 | \$ 1,727.58 | \$ 1,763.58 | \$ 1,799.04 | \$ 1,834.96 |
| CC | 12 | | | | | | | | | | | |
| | hourly | \$ 26,719.61 | \$ 27,773.17 | \$ 28,868.27 | \$ 30,007.47 | \$ 31,192.27 | \$ 32,424.20 | \$ 33,705.80 | \$ 35,038.66 | \$ 35,386.30 | \$ 35,737.41 | \$ 35,914.73 |
| | weekly | \$ 935.19 | \$ 972.06 | \$ 1,010.39 | \$ 1,050.26 | \$ 1,091.73 | \$ 1,134.85 | \$ 1,179.70 | \$ 1,226.35 | \$ 1,238.52 | \$ 1,250.81 | \$ 1,257.02 |
| CC | 13 | | | | | | | | | | | |
| | hourly | \$ 48,629.71 | \$ 50,547.18 | \$ 52,540.27 | \$ 54,613.60 | \$ 56,769.95 | \$ 59,012.06 | \$ 61,344.56 | \$ 63,770.37 | \$ 64,403.08 | \$ 65,042.10 | \$ 65,364.82 |
| | weekly | \$ 1,395.29 | \$ 1,438.62 | \$ 1,485.01 | \$ 1,537.52 | \$ 1,595.00 | \$ 1,657.83 | \$ 1,725.71 | \$ 1,794.75 | \$ 1,825.08 | \$ 1,855.06 | \$ 1,884.82 |
| CC | 14 | | | | | | | | | | | |
| | hourly | \$ 27,773.17 | \$ 28,868.27 | \$ 30,007.47 | \$ 31,192.27 | \$ 32,424.20 | \$ 33,705.80 | \$ 35,039.08 | \$ 36,425.30 | \$ 36,786.80 | \$ 37,151.92 | \$ 37,336.31 |
| | weekly | \$ 972.06 | \$ 1,010.39 | \$ 1,050.26 | \$ 1,091.73 | \$ 1,134.85 | \$ 1,179.70 | \$ 1,226.37 | \$ 1,274.89 | \$ 1,287.54 | \$ 1,300.32 | \$ 1,306.77 |
| CC | 15 | | | | | | | | | | | |
| | hourly | \$ 50,547.18 | \$ 52,540.27 | \$ 54,613.60 | \$ 56,769.95 | \$ 59,012.06 | \$ 61,344.56 | \$ 63,771.14 | \$ 66,292.71 | \$ 66,951.99 | \$ 67,616.51 | \$ 67,952.09 |
| | weekly | \$ 1,454.33 | \$ 1,501.32 | \$ 1,550.39 | \$ 1,601.73 | \$ 1,655.34 | \$ 1,711.26 | \$ 1,769.47 | \$ 1,829.79 | \$ 1,851.50 | \$ 1,872.89 | \$ 1,893.89 |
| CC | 16 | | | | | | | | | | | |
| | hourly | \$ 28,868.27 | \$ 30,007.47 | \$ 31,192.27 | \$ 32,424.20 | \$ 33,705.80 | \$ 35,039.08 | \$ 36,424.56 | \$ 37,866.15 | \$ 38,242.07 | \$ 38,621.74 | \$ 38,813.47 |
| | weekly | \$ 1,010.39 | \$ 1,050.26 | \$ 1,091.73 | \$ 1,134.85 | \$ 1,179.70 | \$ 1,226.37 | \$ 1,274.86 | \$ 1,325.32 | \$ 1,338.47 | \$ 1,351.76 | \$ 1,358.47 |
| CC | 17 | | | | | | | | | | | |
| | hourly | \$ 52,540.27 | \$ 54,613.60 | \$ 56,769.95 | \$ 59,012.06 | \$ 61,344.56 | \$ 63,771.14 | \$ 66,292.71 | \$ 68,915.74 | \$ 69,600.57 | \$ 70,291.57 | \$ 70,640.53 |
| | weekly | \$ 1,517.13 | \$ 1,561.32 | \$ 1,607.97 | \$ 1,656.86 | \$ 1,707.92 | \$ 1,761.14 | \$ 1,816.56 | \$ 1,874.14 | \$ 1,893.02 | \$ 1,911.76 | \$ 1,930.43 |
| CC | 18 | | | | | | | | | | | |
| | hourly | \$ 30,007.47 | \$ 31,192.27 | \$ 32,424.20 | \$ 33,705.80 | \$ 35,039.08 | \$ 36,424.56 | \$ 37,865.79 | \$ 39,364.95 | \$ 39,755.86 | \$ 40,150.67 | \$ 40,350.05 |
| | weekly | \$ 1,050.26 | \$ 1,091.73 | \$ 1,134.85 | \$ 1,179.70 | \$ 1,226.37 | \$ 1,274.86 | \$ 1,325.30 | \$ 1,377.77 | \$ 1,391.46 | \$ 1,405.27 | \$ 1,412.25 |
| CC | 19 | | | | | | | | | | | |
| | hourly | \$ 54,613.60 | \$ 56,769.95 | \$ 59,012.06 | \$ 61,344.56 | \$ 63,771.14 | \$ 66,292.71 | \$ 68,915.74 | \$ 71,644.24 | \$ 72,355.68 | \$ 73,074.23 | \$ 73,437.10 |
| | weekly | \$ 1,581.55 | \$ 1,636.56 | \$ 1,691.00 | \$ 1,746.94 | \$ 1,804.44 | \$ 1,863.56 | \$ 1,924.33 | \$ 1,986.76 | \$ 2,000.48 | \$ 2,014.25 | \$ 2,028.01 |
| CC | 20 | | | | | | | | | | | |
| | hourly | \$ 31,192.27 | \$ 32,424.20 | \$ 33,705.80 | \$ 35,039.08 | \$ 36,424.56 | \$ 37,865.79 | \$ 39,364.78 | \$ 40,923.79 | \$ 41,330.28 | \$ 41,740.83 | \$ 41,948.16 |
| | weekly | \$ 1,091.73 | \$ 1,134.85 | \$ 1,179.70 | \$ 1,226.37 | \$ 1,274.86 | \$ 1,325.30 | \$ 1,377.77 | \$ 1,432.33 | \$ 1,446.56 | \$ 1,460.93 | \$ 1,468.19 |
| CC | 21 | | | | | | | | | | | |
| | hourly | \$ 56,769.95 | \$ 59,012.06 | \$ 61,344.56 | \$ 63,771.14 | \$ 66,292.71 | \$ 68,915.74 | \$ 71,643.91 | \$ 74,481.30 | \$ 75,221.12 | \$ 75,968.32 | \$ 76,345.66 |
| | weekly | \$ 1,643.09 | \$ 1,700.38 | \$ 1,759.52 | \$ 1,819.73 | \$ 1,881.14 | \$ 1,943.71 | \$ 2,007.44 | \$ 2,072.32 | \$ 2,087.12 | \$ 2,101.99 | \$ 2,116.86 |

Schedule A
Effective 1/4/2025
2% + \$.137362 (\$250.00) Wage Increase

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| CC | 1 | | | | | | | | | | | |
| | hourly | \$ 18,678.082 | \$ 19,403.801 | \$ 20,158.985 | \$ 20,944.145 | \$ 21,760.324 | \$ 22,609.582 | \$ 23,492.439 | \$ 24,410.708 | \$ 24,650.640 | \$ 24,892.969 | \$ 25,015.346 |
| | weekly | \$ 653.73 | \$ 679.13 | \$ 705.56 | \$ 733.05 | \$ 761.61 | \$ 791.34 | \$ 822.24 | \$ 854.37 | \$ 862.77 | \$ 871.25 | \$ 875.54 |
| CC | 2 | | | | | | | | | | | |
| | hourly | \$ 19,404.835 | \$ 20,160.019 | \$ 20,944.145 | \$ 21,761.360 | \$ 22,610.618 | \$ 23,493.471 | \$ 24,411.475 | \$ 25,366.563 | \$ 25,616.052 | \$ 25,868.037 | \$ 25,995.288 |
| | weekly | \$ 679.17 | \$ 705.60 | \$ 733.05 | \$ 761.65 | \$ 791.37 | \$ 822.27 | \$ 854.40 | \$ 887.83 | \$ 896.56 | \$ 905.38 | \$ 909.84 |
| CC | 3 | | | | | | | | | | | |
| | hourly | \$ 20,158.985 | \$ 20,944.145 | \$ 21,760.324 | \$ 22,609.582 | \$ 23,492.439 | \$ 24,410.443 | \$ 25,365.662 | \$ 26,358.732 | \$ 26,618.144 | \$ 26,880.148 | \$ 27,012.461 |
| | weekly | \$ 705.56 | \$ 733.05 | \$ 761.61 | \$ 791.34 | \$ 822.24 | \$ 854.37 | \$ 887.80 | \$ 922.56 | \$ 931.64 | \$ 940.81 | \$ 945.44 |
| CC | 4 | | | | | | | | | | | |
| | hourly | \$ 20,944.145 | \$ 21,760.324 | \$ 22,609.582 | \$ 23,492.439 | \$ 24,410.443 | \$ 25,365.662 | \$ 26,358.618 | \$ 27,391.434 | \$ 27,661.171 | \$ 27,933.607 | \$ 28,071.188 |
| | weekly | \$ 733.05 | \$ 761.61 | \$ 791.34 | \$ 822.24 | \$ 854.37 | \$ 887.80 | \$ 922.55 | \$ 958.70 | \$ 968.14 | \$ 977.68 | \$ 982.49 |
| CC | 5 | | | | | | | | | | | |
| | hourly | \$ 21,760.324 | \$ 22,609.582 | \$ 23,492.439 | \$ 24,410.443 | \$ 25,365.662 | \$ 26,359.137 | \$ 27,391.890 | \$ 28,466.354 | \$ 28,746.841 | \$ 29,030.131 | \$ 29,173.195 |
| | weekly | \$ 761.61 | \$ 791.34 | \$ 822.24 | \$ 854.37 | \$ 887.80 | \$ 922.57 | \$ 958.72 | \$ 996.32 | \$ 1,006.14 | \$ 1,016.05 | \$ 1,021.06 |
| CC | 6 | | | | | | | | | | | |
| | hourly | \$ 22,609.582 | \$ 23,492.439 | \$ 24,410.443 | \$ 25,365.662 | \$ 26,359.137 | \$ 27,391.890 | \$ 28,466.517 | \$ 29,583.916 | \$ 29,875.580 | \$ 30,170.158 | \$ 30,318.921 |
| | weekly | \$ 791.34 | \$ 822.24 | \$ 854.37 | \$ 887.80 | \$ 922.57 | \$ 958.72 | \$ 996.33 | \$ 1,035.44 | \$ 1,045.65 | \$ 1,055.96 | \$ 1,061.16 |
| CC | 7 | | | | | | | | | | | |
| | hourly | \$ 23,492.439 | \$ 24,410.443 | \$ 25,365.662 | \$ 26,359.137 | \$ 27,391.890 | \$ 28,466.517 | \$ 29,583.525 | \$ 30,745.386 | \$ 31,048.664 | \$ 31,354.976 | \$ 31,509.662 |
| | weekly | \$ 822.24 | \$ 854.37 | \$ 887.80 | \$ 922.57 | \$ 958.72 | \$ 996.33 | \$ 1,035.42 | \$ 1,076.09 | \$ 1,086.70 | \$ 1,097.42 | \$ 1,102.84 |
| CC | 8 | | | | | | | | | | | |
| | hourly | \$ 24,410.443 | \$ 25,365.662 | \$ 26,359.137 | \$ 27,391.890 | \$ 28,466.517 | \$ 29,583.525 | \$ 30,745.505 | \$ 31,954.143 | \$ 32,269.508 | \$ 32,588.027 | \$ 32,748.879 |
| | weekly | \$ 854.37 | \$ 887.80 | \$ 922.57 | \$ 958.72 | \$ 996.33 | \$ 1,035.42 | \$ 1,076.09 | \$ 1,118.40 | \$ 1,129.43 | \$ 1,140.58 | \$ 1,146.21 |
| CC | 9 | | | | | | | | | | | |
| | hourly | \$ 25,365.662 | \$ 26,359.137 | \$ 27,391.890 | \$ 28,466.517 | \$ 29,583.525 | \$ 30,745.505 | \$ 31,954.002 | \$ 33,210.609 | \$ 33,538.539 | \$ 33,869.748 | \$ 34,037.007 |
| | weekly | \$ 887.80 | \$ 922.57 | \$ 958.72 | \$ 996.33 | \$ 1,035.42 | \$ 1,076.09 | \$ 1,118.39 | \$ 1,162.37 | \$ 1,173.85 | \$ 1,185.44 | \$ 1,191.30 |
| CC | | | | | | | | | | | | |
| | hourly | \$ 26,359.137 | \$ 27,391.890 | \$ 28,466.517 | \$ 29,583.525 | \$ 30,745.505 | \$ 31,954.002 | \$ 33,210.609 | \$ 34,523.331 | \$ 34,851.144 | \$ 35,181.957 | \$ 35,351.335 |
| | weekly | \$ 922.57 | \$ 958.72 | \$ 996.33 | \$ 1,035.42 | \$ 1,076.09 | \$ 1,118.39 | \$ 1,162.37 | \$ 1,206.35 | \$ 1,217.83 | \$ 1,229.42 | \$ 1,235.29 |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| CC | 10 | | | | | | | | | | | |
| | hourly | \$ 26,358.618 | \$ 27,391.373 | \$ 28,465.998 | \$ 29,583.525 | \$ 30,744.985 | \$ 31,953.485 | \$ 33,210.573 | \$ 34,517.738 | \$ 34,858.739 | \$ 35,203.151 | \$ 35,377.078 |
| | weekly | \$ 922.55 | \$ 958.70 | \$ 996.31 | \$ 1,035.42 | \$ 1,076.07 | \$ 1,118.37 | \$ 1,162.37 | \$ 1,208.12 | \$ 1,220.06 | \$ 1,232.11 | \$ 1,238.20 |
| CC | 11 | | | | | | | | | | | |
| | hourly | \$ 27,391.373 | \$ 28,465.998 | \$ 29,583.006 | \$ 30,744.985 | \$ 31,953.485 | \$ 33,210.055 | \$ 34,517.281 | \$ 35,876.801 | \$ 36,231.394 | \$ 36,589.529 | \$ 36,770.390 |
| | weekly | \$ 958.70 | \$ 996.31 | \$ 1,035.41 | \$ 1,076.07 | \$ 1,118.37 | \$ 1,162.35 | \$ 1,208.10 | \$ 1,255.69 | \$ 1,268.10 | \$ 1,280.63 | \$ 1,286.96 |
| CC | 12 | | | | | | | | | | | |
| | hourly | \$ 28,465.998 | \$ 29,583.006 | \$ 30,744.985 | \$ 31,953.485 | \$ 33,210.055 | \$ 34,517.281 | \$ 35,877.232 | \$ 37,291.169 | \$ 37,659.904 | \$ 38,032.327 | \$ 38,220.400 |
| | weekly | \$ 996.31 | \$ 1,035.41 | \$ 1,076.07 | \$ 1,118.37 | \$ 1,162.35 | \$ 1,208.10 | \$ 1,255.70 | \$ 1,305.19 | \$ 1,318.10 | \$ 1,331.13 | \$ 1,337.71 |
| CC | 13 | | | | | | | | | | | |
| | hourly | \$ 29,583.006 | \$ 30,744.985 | \$ 31,953.485 | \$ 33,210.055 | \$ 34,517.281 | \$ 35,877.232 | \$ 37,290.420 | \$ 38,760.844 | \$ 39,144.273 | \$ 39,531.540 | \$ 39,727.109 |
| | weekly | \$ 1,035.41 | \$ 1,076.07 | \$ 1,118.37 | \$ 1,162.35 | \$ 1,208.10 | \$ 1,255.70 | \$ 1,305.16 | \$ 1,356.63 | \$ 1,370.05 | \$ 1,383.60 | \$ 1,390.45 |
| CC | 14 | | | | | | | | | | | |
| | hourly | \$ 30,744.985 | \$ 31,953.485 | \$ 33,210.055 | \$ 34,517.281 | \$ 35,877.232 | \$ 37,290.420 | \$ 38,760.467 | \$ 40,289.626 | \$ 40,688.347 | \$ 41,091.053 | \$ 41,294.420 |
| | weekly | \$ 1,076.07 | \$ 1,118.37 | \$ 1,162.35 | \$ 1,208.10 | \$ 1,255.70 | \$ 1,305.16 | \$ 1,356.62 | \$ 1,410.14 | \$ 1,424.09 | \$ 1,438.19 | \$ 1,445.30 |
| CC | 15 | | | | | | | | | | | |
| | hourly | \$ 31,953.485 | \$ 33,210.055 | \$ 34,517.281 | \$ 35,877.232 | \$ 37,290.420 | \$ 38,760.467 | \$ 40,289.440 | \$ 41,879.629 | \$ 42,294.250 | \$ 42,713.015 | \$ 42,924.492 |
| | weekly | \$ 1,118.37 | \$ 1,162.35 | \$ 1,208.10 | \$ 1,255.70 | \$ 1,305.16 | \$ 1,356.62 | \$ 1,410.13 | \$ 1,465.79 | \$ 1,480.30 | \$ 1,494.96 | \$ 1,502.36 |
| | annually | \$ 58,155.34 | \$ 60,442.30 | \$ 62,821.45 | \$ 65,296.56 | \$ 67,868.56 | \$ 70,544.05 | \$ 73,326.78 | \$ 76,220.93 | \$ 76,975.54 | \$ 77,737.69 | \$ 78,122.58 |

Schedule A
Effective 1/3/2026
2% + \$.494505 (\$900.00) Wage Increase

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| CC | 1 | | | | | | | | | | | |
| | hourly | \$ 19,546.148 | \$ 20,286.382 | \$ 21,056.669 | \$ 21,857.532 | \$ 22,690.035 | \$ 23,556.278 | \$ 24,456.792 | \$ 25,393.427 | \$ 25,638.157 | \$ 25,885.333 | \$ 26,010.157 |
| | weekly | \$ 884.12 | \$ 710.02 | \$ 736.98 | \$ 765.01 | \$ 794.15 | \$ 824.47 | \$ 855.99 | \$ 888.77 | \$ 897.34 | \$ 905.99 | \$ 910.36 |
| | annually | \$ 35,573.99 | \$ 36,921.22 | \$ 38,323.14 | \$ 39,780.71 | \$ 41,295.86 | \$ 42,872.43 | \$ 44,511.36 | \$ 46,216.04 | \$ 46,661.45 | \$ 47,111.31 | \$ 47,338.49 |
| CC | 2 | | | | | | | | | | | |
| | hourly | \$ 20,287.436 | \$ 21,057.724 | \$ 21,857.532 | \$ 22,691.092 | \$ 23,557.335 | \$ 24,457.845 | \$ 25,394.209 | \$ 26,368.399 | \$ 26,622.878 | \$ 26,879.902 | \$ 27,009.698 |
| | weekly | \$ 710.06 | \$ 737.02 | \$ 765.01 | \$ 794.19 | \$ 824.51 | \$ 856.02 | \$ 888.80 | \$ 922.89 | \$ 931.80 | \$ 940.80 | \$ 945.34 |
| | annually | \$ 36,923.13 | \$ 38,325.06 | \$ 39,780.71 | \$ 41,297.79 | \$ 42,874.35 | \$ 44,513.28 | \$ 46,217.46 | \$ 47,990.49 | \$ 48,453.64 | \$ 48,921.42 | \$ 49,157.65 |
| CC | 3 | | | | | | | | | | | |
| | hourly | \$ 21,056.669 | \$ 21,857.532 | \$ 22,690.035 | \$ 23,556.278 | \$ 24,456.792 | \$ 25,393.156 | \$ 26,367.480 | \$ 27,380.411 | \$ 27,645.011 | \$ 27,912.255 | \$ 28,047.215 |
| | weekly | \$ 736.98 | \$ 765.01 | \$ 794.15 | \$ 824.47 | \$ 855.99 | \$ 888.76 | \$ 922.86 | \$ 958.31 | \$ 967.58 | \$ 976.93 | \$ 981.65 |
| | annually | \$ 38,323.14 | \$ 39,780.71 | \$ 41,295.86 | \$ 42,872.43 | \$ 44,511.36 | \$ 46,215.54 | \$ 47,988.81 | \$ 49,832.35 | \$ 50,313.92 | \$ 50,800.30 | \$ 51,045.93 |
| CC | 4 | | | | | | | | | | | |
| | hourly | \$ 21,857.532 | \$ 22,690.035 | \$ 23,556.278 | \$ 24,456.792 | \$ 25,393.156 | \$ 26,367.480 | \$ 27,380.295 | \$ 28,433.767 | \$ 28,708.899 | \$ 28,986.784 | \$ 29,127.116 |
| | weekly | \$ 765.01 | \$ 794.15 | \$ 824.47 | \$ 855.99 | \$ 888.76 | \$ 922.86 | \$ 958.31 | \$ 995.18 | \$ 1,004.81 | \$ 1,014.54 | \$ 1,019.45 |
| | annually | \$ 39,780.71 | \$ 41,295.86 | \$ 42,872.43 | \$ 44,511.36 | \$ 46,215.54 | \$ 47,988.81 | \$ 49,832.14 | \$ 51,749.46 | \$ 52,250.20 | \$ 52,755.95 | \$ 53,011.35 |
| CC | 5 | | | | | | | | | | | |
| | hourly | \$ 22,690.035 | \$ 23,556.278 | \$ 24,456.792 | \$ 25,393.156 | \$ 26,367.480 | \$ 27,380.824 | \$ 28,434.232 | \$ 29,530.186 | \$ 29,816.282 | \$ 30,105.238 | \$ 30,251.163 |
| | weekly | \$ 794.15 | \$ 824.47 | \$ 855.99 | \$ 888.76 | \$ 922.86 | \$ 958.33 | \$ 995.20 | \$ 1,033.56 | \$ 1,043.57 | \$ 1,053.68 | \$ 1,058.79 |
| | annually | \$ 41,295.86 | \$ 42,872.43 | \$ 44,511.36 | \$ 46,215.54 | \$ 47,988.81 | \$ 49,833.10 | \$ 51,750.30 | \$ 53,744.94 | \$ 54,265.63 | \$ 54,791.53 | \$ 55,057.12 |
| CC | 6 | | | | | | | | | | | |
| | hourly | \$ 23,556.278 | \$ 24,456.792 | \$ 25,393.156 | \$ 26,367.480 | \$ 27,380.824 | \$ 28,434.232 | \$ 29,530.352 | \$ 30,670.099 | \$ 30,967.596 | \$ 31,268.066 | \$ 31,419.804 |
| | weekly | \$ 824.47 | \$ 855.99 | \$ 888.76 | \$ 922.86 | \$ 958.33 | \$ 995.20 | \$ 1,033.56 | \$ 1,073.45 | \$ 1,083.87 | \$ 1,094.38 | \$ 1,099.69 |
| | annually | \$ 42,872.43 | \$ 44,511.36 | \$ 46,215.54 | \$ 47,988.81 | \$ 49,833.10 | \$ 51,750.30 | \$ 53,745.24 | \$ 55,819.58 | \$ 56,361.03 | \$ 56,907.88 | \$ 57,184.04 |
| CC | 7 | | | | | | | | | | | |
| | hourly | \$ 24,456.792 | \$ 25,393.156 | \$ 26,367.480 | \$ 27,380.824 | \$ 28,434.232 | \$ 29,530.352 | \$ 30,669.700 | \$ 31,854.798 | \$ 32,164.142 | \$ 32,476.580 | \$ 32,634.360 |
| | weekly | \$ 855.99 | \$ 888.76 | \$ 922.86 | \$ 958.33 | \$ 995.20 | \$ 1,033.56 | \$ 1,073.44 | \$ 1,114.92 | \$ 1,125.74 | \$ 1,136.68 | \$ 1,142.20 |
| | annually | \$ 44,511.36 | \$ 46,215.54 | \$ 47,988.81 | \$ 49,833.10 | \$ 51,750.30 | \$ 53,745.24 | \$ 55,818.85 | \$ 57,975.73 | \$ 58,538.74 | \$ 59,107.38 | \$ 59,394.54 |
| CC | 8 | | | | | | | | | | | |
| | hourly | \$ 25,393.156 | \$ 26,367.480 | \$ 27,380.824 | \$ 28,434.232 | \$ 29,530.352 | \$ 30,669.700 | \$ 31,854.920 | \$ 33,087.730 | \$ 33,409.403 | \$ 33,734.292 | \$ 33,898.361 |
| | weekly | \$ 888.76 | \$ 922.86 | \$ 958.33 | \$ 995.20 | \$ 1,033.56 | \$ 1,073.44 | \$ 1,114.92 | \$ 1,158.07 | \$ 1,169.33 | \$ 1,180.70 | \$ 1,186.44 |
| | annually | \$ 46,215.54 | \$ 47,988.81 | \$ 49,833.10 | \$ 51,750.30 | \$ 53,745.24 | \$ 55,818.85 | \$ 57,975.95 | \$ 60,219.67 | \$ 60,805.11 | \$ 61,396.41 | \$ 61,695.02 |
| CC | 9 | | | | | | | | | | | |
| | hourly | \$ 26,367.480 | \$ 27,380.824 | \$ 28,434.232 | \$ 29,530.352 | \$ 30,669.700 | \$ 31,854.920 | \$ 33,087.587 | \$ 34,369.326 | \$ 34,703.814 | \$ 35,041.647 | \$ 35,212.252 |
| | weekly | \$ 922.86 | \$ 958.33 | \$ 995.20 | \$ 1,033.56 | \$ 1,073.44 | \$ 1,114.92 | \$ 1,158.07 | \$ 1,202.93 | \$ 1,214.63 | \$ 1,226.46 | \$ 1,232.43 |
| | annually | \$ 47,988.81 | \$ 49,833.10 | \$ 51,750.30 | \$ 53,745.24 | \$ 55,818.85 | \$ 57,975.95 | \$ 60,219.41 | \$ 62,552.17 | \$ 63,160.94 | \$ 63,775.80 | \$ 64,086.30 |

| Salary Plan | Grade | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| CC | 10 | | | | | | | | | | | |
| | hourly | \$ 27,380.295 | \$ 28,433.705 | \$ 29,529.822 | \$ 30,669.700 | \$ 31,854.389 | \$ 33,087.059 | \$ 34,369.289 | \$ 35,702.597 | \$ 36,050.418 | \$ 36,401.719 | \$ 36,579.124 |
| | weekly | \$ 958.31 | \$ 995.18 | \$ 1,033.54 | \$ 1,073.44 | \$ 1,114.90 | \$ 1,158.05 | \$ 1,202.93 | \$ 1,249.59 | \$ 1,261.76 | \$ 1,274.06 | \$ 1,280.27 |
| CC | 11 | | | | | | | | | | | |
| | hourly | \$ 49,832.14 | \$ 51,749.34 | \$ 53,744.28 | \$ 55,818.85 | \$ 57,974.99 | \$ 60,218.45 | \$ 62,552.11 | \$ 64,978.73 | \$ 65,611.76 | \$ 66,251.13 | \$ 66,574.01 |
| | weekly | \$ 1,432.29 | \$ 1,475.45 | \$ 1,522.32 | \$ 1,571.18 | \$ 1,621.41 | \$ 1,672.76 | \$ 1,725.15 | \$ 1,778.59 | \$ 1,791.55 | \$ 1,804.74 | \$ 1,817.21 |
| CC | 12 | | | | | | | | | | | |
| | hourly | \$ 28,433.705 | \$ 29,529.822 | \$ 30,669.711 | \$ 31,854.389 | \$ 33,087.059 | \$ 34,368.761 | \$ 35,702.131 | \$ 37,088.842 | \$ 37,450.526 | \$ 37,815.824 | \$ 38,000.302 |
| | weekly | \$ 995.18 | \$ 1,033.54 | \$ 1,073.42 | \$ 1,114.90 | \$ 1,158.05 | \$ 1,202.91 | \$ 1,249.57 | \$ 1,298.11 | \$ 1,310.77 | \$ 1,323.55 | \$ 1,330.01 |
| CC | 13 | | | | | | | | | | | |
| | hourly | \$ 51,749.34 | \$ 53,744.28 | \$ 55,817.89 | \$ 57,974.99 | \$ 60,218.45 | \$ 62,551.15 | \$ 64,977.88 | \$ 67,501.69 | \$ 68,159.96 | \$ 68,824.80 | \$ 69,160.55 |
| | weekly | \$ 1,495.38 | \$ 1,554.51 | \$ 1,614.32 | \$ 1,675.15 | \$ 1,737.18 | \$ 1,799.61 | \$ 1,862.44 | \$ 1,925.63 | \$ 1,938.61 | \$ 1,951.81 | \$ 1,964.46 |
| CC | 14 | | | | | | | | | | | |
| | hourly | \$ 29,529.822 | \$ 30,669.171 | \$ 31,854.389 | \$ 33,087.059 | \$ 34,368.761 | \$ 35,702.131 | \$ 37,089.281 | \$ 38,531.497 | \$ 38,907.607 | \$ 39,287.478 | \$ 39,479.313 |
| | weekly | \$ 1,033.54 | \$ 1,073.42 | \$ 1,114.90 | \$ 1,158.05 | \$ 1,202.91 | \$ 1,249.57 | \$ 1,298.12 | \$ 1,348.60 | \$ 1,361.77 | \$ 1,375.06 | \$ 1,381.78 |
| CC | 15 | | | | | | | | | | | |
| | hourly | \$ 53,744.28 | \$ 55,817.89 | \$ 57,974.99 | \$ 60,218.45 | \$ 62,551.15 | \$ 64,977.88 | \$ 67,502.49 | \$ 70,127.33 | \$ 70,811.85 | \$ 71,503.21 | \$ 71,852.35 |
| | weekly | \$ 1,588.54 | \$ 1,654.31 | \$ 1,721.44 | \$ 1,789.96 | \$ 1,859.74 | \$ 1,930.84 | \$ 1,999.49 | \$ 2,068.63 | \$ 2,081.81 | \$ 2,095.21 | \$ 2,108.86 |
| CC | 16 | | | | | | | | | | | |
| | hourly | \$ 30,669.171 | \$ 31,854.389 | \$ 33,087.059 | \$ 34,368.761 | \$ 35,702.131 | \$ 37,089.281 | \$ 38,530.733 | \$ 40,030.565 | \$ 40,421.663 | \$ 40,816.675 | \$ 41,016.156 |
| | weekly | \$ 1,073.42 | \$ 1,114.90 | \$ 1,158.05 | \$ 1,202.91 | \$ 1,249.57 | \$ 1,298.12 | \$ 1,348.58 | \$ 1,401.07 | \$ 1,414.76 | \$ 1,428.58 | \$ 1,435.57 |
| CC | 17 | | | | | | | | | | | |
| | hourly | \$ 55,817.89 | \$ 57,974.99 | \$ 60,218.45 | \$ 62,551.15 | \$ 64,977.88 | \$ 67,502.49 | \$ 70,125.93 | \$ 72,855.63 | \$ 73,567.43 | \$ 74,286.35 | \$ 74,649.40 |
| | weekly | \$ 1,784.74 | \$ 1,842.72 | \$ 1,902.88 | \$ 1,964.37 | \$ 2,027.14 | \$ 2,091.27 | \$ 2,155.81 | \$ 2,220.83 | \$ 2,235.86 | \$ 2,250.91 | \$ 2,265.97 |
| CC | 18 | | | | | | | | | | | |
| | hourly | \$ 31,854.389 | \$ 33,087.059 | \$ 34,368.761 | \$ 35,702.131 | \$ 37,089.281 | \$ 38,530.733 | \$ 40,030.181 | \$ 41,589.923 | \$ 41,996.618 | \$ 42,407.379 | \$ 42,614.813 |
| | weekly | \$ 1,114.90 | \$ 1,158.05 | \$ 1,202.91 | \$ 1,249.57 | \$ 1,298.12 | \$ 1,348.58 | \$ 1,401.06 | \$ 1,455.65 | \$ 1,469.88 | \$ 1,484.26 | \$ 1,491.52 |
| CC | 19 | | | | | | | | | | | |
| | hourly | \$ 57,974.99 | \$ 60,218.45 | \$ 62,551.15 | \$ 64,977.88 | \$ 67,502.49 | \$ 70,125.93 | \$ 72,854.93 | \$ 75,693.66 | \$ 76,433.85 | \$ 77,181.43 | \$ 77,558.96 |
| | weekly | \$ 1,842.72 | \$ 1,902.88 | \$ 1,964.37 | \$ 2,027.14 | \$ 2,091.27 | \$ 2,155.81 | \$ 2,220.83 | \$ 2,286.35 | \$ 2,301.61 | \$ 2,316.99 | \$ 2,332.37 |
| CC | 20 | | | | | | | | | | | |
| | hourly | \$ 33,087.059 | \$ 34,368.761 | \$ 35,702.131 | \$ 37,089.281 | \$ 38,530.733 | \$ 40,030.181 | \$ 41,589.733 | \$ 43,211.726 | \$ 43,634.640 | \$ 44,061.780 | \$ 44,277.486 |
| | weekly | \$ 1,158.05 | \$ 1,202.91 | \$ 1,249.57 | \$ 1,298.12 | \$ 1,348.58 | \$ 1,401.06 | \$ 1,455.64 | \$ 1,512.41 | \$ 1,527.21 | \$ 1,542.16 | \$ 1,549.71 |
| CC | 21 | | | | | | | | | | | |
| | hourly | \$ 60,218.45 | \$ 62,551.15 | \$ 64,977.88 | \$ 67,502.49 | \$ 70,125.93 | \$ 72,854.93 | \$ 75,693.31 | \$ 78,645.34 | \$ 79,415.05 | \$ 80,192.44 | \$ 80,585.03 |
| | weekly | \$ 1,912.26 | \$ 1,984.72 | \$ 2,058.96 | \$ 2,134.76 | \$ 2,212.14 | \$ 2,291.13 | \$ 2,370.74 | \$ 2,450.99 | \$ 2,466.71 | \$ 2,482.46 | \$ 2,498.13 |

Schedule A
Junior Building Custodians
Effective 1/6/2024
2% + \$.240384 (\$500.00) Wage Increase

| Salary Plan | Grade | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 |
|-------------|----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| JBC1 | 6 | | | | | | | | | |
| | hourly | \$ 20,993.807 | \$ 21,819.774 | \$ 22,679.549 | \$ 23,572.695 | \$ 24,511.417 | \$ 25,478.264 | \$ 25,730.641 | \$ 25,985.545 | \$ 26,500.449 |
| | weekly | \$ 839.75 | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.46 | \$ 1,019.13 | \$ 1,029.23 | \$ 1,039.42 | \$ 1,060.02 |
| | annually | \$ 43,667.12 | \$ 45,385.13 | \$ 47,173.46 | \$ 49,031.21 | \$ 50,983.75 | \$ 52,994.79 | \$ 53,519.73 | \$ 54,049.93 | \$ 55,120.93 |

Schedule A
Effective 1/4/2025
2% + \$.120192 (\$250.00) Wage Increase

| Salary Plan | Grade | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 |
|-------------|----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| JBC1 | 6 | | | | | | | | | |
| | hourly | \$ 21,533.875 | \$ 22,376.361 | \$ 23,253.331 | \$ 24,164.340 | \$ 25,121.837 | \$ 26,108.021 | \$ 26,365.445 | \$ 26,625.447 | \$ 27,150.649 |
| | weekly | \$ 861.36 | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.87 | \$ 1,044.32 | \$ 1,054.62 | \$ 1,065.02 | \$ 1,086.03 |
| | annually | \$ 44,790.46 | \$ 46,542.83 | \$ 48,366.93 | \$ 50,261.83 | \$ 52,253.42 | \$ 54,304.68 | \$ 54,840.13 | \$ 55,380.93 | \$ 56,473.35 |

Schedule A
Effective 1/3/2026
2% + \$.432692 (\$900.00) Wage Increase

| Salary Plan | Grade | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 |
|-------------|----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| JBC1 | 6 | | | | | | | | | |
| | hourly | \$ 22,397.244 | \$ 23,256.580 | \$ 24,151.089 | \$ 25,080.318 | \$ 26,056.965 | \$ 27,062.873 | \$ 27,325.445 | \$ 27,590.647 | \$ 28,126.353 |
| | weekly | \$ 895.89 | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,042.28 | \$ 1,082.51 | \$ 1,093.02 | \$ 1,103.63 | \$ 1,125.05 |
| | annually | \$ 46,586.27 | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.06 | \$ 54,198.49 | \$ 56,290.78 | \$ 56,836.93 | \$ 57,388.55 | \$ 58,502.81 |

Schedule A
Effective 1/2/2027
2% + \$.360576 (\$750.00) Wage Increase

| Salary Plan | Grade | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 |
|-------------|----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| JBC1 | 6 | | | | | | | | | |
| | hourly | \$ 23,205.764 | \$ 24,082.287 | \$ 24,994.686 | \$ 25,942.500 | \$ 26,938.680 | \$ 27,964.706 | \$ 28,232.529 | \$ 28,503.035 | \$ 29,049.456 |
| | weekly | \$ 928.23 | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.55 | \$ 1,118.59 | \$ 1,129.30 | \$ 1,140.12 | \$ 1,161.98 |
| | annually | \$ 48,267.99 | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.40 | \$ 56,032.45 | \$ 58,166.59 | \$ 58,723.66 | \$ 59,286.31 | \$ 60,422.87 |

Schedule A
Junior Building Custodians
Effective 1/6/2024
2% + \$.240384 (\$500.00) Wage Increase

| Salary Plan | Grade | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 |
|-------------|----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| SBC1 | 6 | | | | | | | | | |
| | hourly | \$ 21,819.774 | \$ 22,679.549 | \$ 23,572.695 | \$ 24,501.854 | \$ 25,477.857 | \$ 26,483.366 | \$ 26,745.795 | \$ 27,010.850 | \$ 27,546.259 |
| | weekly | \$ 872.79 | \$ 907.18 | \$ 942.91 | \$ 980.07 | \$ 1,019.11 | \$ 1,059.33 | \$ 1,069.83 | \$ 1,080.43 | \$ 1,101.85 |
| | annually | \$ 45,385.13 | \$ 47,173.46 | \$ 49,031.21 | \$ 50,963.86 | \$ 52,993.94 | \$ 55,085.40 | \$ 55,631.25 | \$ 56,182.57 | \$ 57,296.22 |

Schedule A
Effective 1/4/2025
2% + \$.120192 (\$250.00) Wage Increase

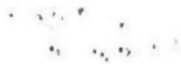
| Salary Plan | Grade | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 |
|-------------|----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| SBC1 | 6 | | | | | | | | | |
| | hourly | \$ 22,376.361 | \$ 23,253.331 | \$ 24,164.340 | \$ 25,112.083 | \$ 26,107.606 | \$ 27,133.225 | \$ 27,400.902 | \$ 27,671.259 | \$ 28,217.376 |
| | weekly | \$ 895.05 | \$ 930.13 | \$ 966.57 | \$ 1,004.48 | \$ 1,044.30 | \$ 1,085.33 | \$ 1,096.04 | \$ 1,106.85 | \$ 1,128.70 |
| | annually | \$ 46,542.83 | \$ 48,366.93 | \$ 50,261.83 | \$ 52,233.13 | \$ 54,303.82 | \$ 56,437.11 | \$ 56,993.88 | \$ 57,556.22 | \$ 58,692.14 |

Schedule A
Effective 1/3/2026
2% + \$.432692 (\$900.00) Wage Increase

| Salary Plan | Grade | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 |
|-------------|----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| SBC1 | 6 | | | | | | | | | |
| | hourly | \$ 23,256.580 | \$ 24,151.089 | \$ 25,080.318 | \$ 26,047.016 | \$ 27,062.450 | \$ 28,108.581 | \$ 28,381.612 | \$ 28,657.376 | \$ 29,214.415 |
| | weekly | \$ 930.26 | \$ 966.04 | \$ 1,003.21 | \$ 1,041.88 | \$ 1,082.50 | \$ 1,124.34 | \$ 1,135.26 | \$ 1,146.30 | \$ 1,168.58 |
| | annually | \$ 48,373.69 | \$ 50,234.27 | \$ 52,167.06 | \$ 54,177.79 | \$ 56,289.90 | \$ 58,465.85 | \$ 59,033.75 | \$ 59,607.34 | \$ 60,765.98 |

Schedule A
Effective 1/2/2027
2% + \$.360576 (\$750.00) Wage Increase

| Salary Plan | Grade | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 |
|-------------|----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| JBC1 | 6 | | | | | | | | | |
| | hourly | \$ 24,082.287 | \$ 24,994.686 | \$ 25,942.500 | \$ 26,928.532 | \$ 27,964.275 | \$ 29,031.328 | \$ 29,309.820 | \$ 29,591.099 | \$ 30,159.279 |
| | weekly | \$ 963.29 | \$ 999.79 | \$ 1,037.70 | \$ 1,077.14 | \$ 1,118.57 | \$ 1,161.25 | \$ 1,172.39 | \$ 1,183.64 | \$ 1,206.37 |
| | annually | \$ 50,091.16 | \$ 51,988.95 | \$ 53,960.40 | \$ 56,011.35 | \$ 58,165.69 | \$ 60,385.16 | \$ 60,964.43 | \$ 61,549.49 | \$ 62,731.30 |



APPENDIX B

| | | Current | | | Proposed | |
|--------------------------|------------------|----------|-------|------|----------|------|
| Name | Job Title | Sal Plan | Grade | Step | Grade | Step |
| Deleo, Julie | Office Assistant | CC | 6 | 12 | 10 | 6 |
| Curtis, Jean | Office Assistant | CC | 6 | 12 | 10 | 6 |
| Weaver, Latoya | Office Assistant | CC | 6 | 12 | 10 | 6 |
| Kindell, Queneshia S. | Office Assistant | CC | 6 | 12 | 10 | 6 |
| Miller, Kaitlin Michelle | Office Assistant | CC | 6 | 9 | 10 | 6 |
| Cardona, Edilberto | Office Assistant | CC | 6 | 7 | 10 | 5 |
| Carrasquillo, Elsa | Receptionist | CC | 4 | 8 | 10 | 3 |

JOB SERIES

| Descr | Job Code | Std Hrs/Wk | Eff Date | Sal Plan | Grade | Short Desc |
|----------------------------------|----------|------------|-----------|----------|-------|-------------|
| Jr Building Custodian | 233100 | 40.00 | 12/1/2022 | JBC1 | 09L | Jr Bld Cust |
| Data Specialist | 080071 | 35.00 | 12/1/2007 | NP | 16 | Data Spec |
| Operations Manager | 080046 | 35.00 | 12/1/2007 | NP | 24 | Oper Mgr |
| Auto Maint Mech | 080075 | 35.00 | 12/1/2007 | NP | 18 | Aut Mnt Mc |
| Communication Specialist | 081021 | 35.00 | 12/1/2007 | NP | 22 | Comm Spec |
| Manager Security Systems | 083280 | 35.00 | 12/1/2007 | NP | 23 | Mgr Sec Sys |
| Alarm Specialist | 083238 | 35.00 | 6/10/2015 | NP | 20 | Alar Spec |
| Alarm Technician | 083239 | 35.00 | 6/10/2015 | NP | 19 | Alarm Tech |
| Exec Sec (Pfd) | 089293 | 35.00 | 12/1/2007 | NP | 18 | Ex Sec Pfd |
| Sr Admin Asst (Oper Manger) | 132213 | 35.00 | 12/1/2007 | NP | 24 | SrAdmAsst |
| Sr Admin Asst (MangrSecrtySystm) | 132219 | 35.00 | 12/1/2007 | NP | 23 | SrAdmAsst |
| Admin Asst (Exec Sec) PropMgmt | 132220 | 35.00 | 12/1/2007 | NP | 19 | A A E S PM |
| Admin Asst (Data Specialist) | 132216 | 35.00 | 12/1/2007 | NP | 16 | AdminAsst |
| Admin Asst (Exec Secretary) | 132217 | 35.00 | 12/1/2007 | NP | 18 | Adm Asst |
| Motor Equip Repair Foreperson | 132218 | 35.00 | 12/1/2007 | NP | 18 | MERF |
| Computer Operator | 080105 | 40.00 | 12/1/2007 | NP1 | 16 | Comp Oper |
| Shift Supervisor | 080108 | 40.00 | 12/1/2007 | NP1 | 20 | Shift Spvr |
| Sr Shift Supervisor | 080109 | 40.00 | 12/1/2007 | NP1 | 22 | Sr ShSup |
| Sr Computer Operator | 132211 | 40.00 | 12/1/2007 | NP1 | 16 | Sr CompOper |
| Sr Computer Oper (Shift Supv) | 132212 | 40.00 | 12/1/2007 | NP1 | 20 | Sr ComOper |
| Sr Admin Asst (Shift Supv) | 132214 | 40.00 | 12/1/2007 | NP1 | 20 | SrAdmAsst |
| Security Operations Dispatcher | 905370 | 40.00 | 7/22/2023 | NP1 | 16 | SecOpsDis |
| Sr Bldg Custodian (New Ch) | 233200 | 40.00 | 1/4/2020 | SBC1 | 10L | Sr Bld Cus |

| Descr | Job Code | Std Hrs/Wk | Eff Date | Sal Plan | Grade | Short Desc |
|-------------------|----------|------------|-----------|----------|-------|------------|
| Secretary | 080229 | 35.00 | 5/27/2015 | N | 17 | Secy |
| Admin Services M | 081015 | 35.00 | 12/1/2007 | N | 21 | Adm Sv Mgr |
| Program Analyst | 080552 | 35.00 | 12/1/2007 | N | 22 | Prog Anl |
| Bid Counter Cler | 082302 | 35.00 | 12/1/2007 | N | 18 | BidCounCle |
| Compliance Offc | 080367 | 35.00 | 5/27/2015 | N | 21 | Cmplnc Off |
| Program Mngr | 080508 | 35.00 | 5/27/2015 | N | 21 | Prog Mgr |
| Sr Account Spec | 082187 | 35.00 | 12/1/2007 | N | 20 | Sr Acct Sp |
| Contract Admini | 083016 | 35.00 | 12/1/2007 | N | 18 | Cont Admin |
| Sr Compliance M | 082325 | 35.00 | 5/27/2015 | N | 24 | SrComplMgr |
| Construction Sup | 082460 | 35.00 | 9/22/2018 | N | 21 | ConstSupv |
| Construction Ma | 083077 | 35.00 | 5/27/2015 | N | 23 | Const Mgr |
| Sr Account Spec | 082310 | 35.00 | 3/31/2012 | N | 21 | SrAccSpc |
| Sr Compliance O | 082276 | 35.00 | 12/1/2007 | N | 22 | Srcomoffc |
| Records Mngr | 082293 | 35.00 | 12/1/2007 | N | 21 | Rec Mngr |
| Sr Budget Anl | 082181 | 35.00 | 12/1/2007 | N | 21 | Sr Bud An |
| Procurement Off | 082278 | 35.00 | 12/1/2007 | N | 20 | Proc Offcr |
| Records Analyst | 083392 | 35.00 | 12/1/2007 | N | 18 | Rec Analst |
| Sr Fininace Anly | 083243 | 35.00 | 12/1/2007 | N | 22 | Sr Fin Anl |
| Sr Mapping Spec | 083360 | 35.00 | 12/1/2007 | N | 22 | Sr Map Sp |
| Computer Specia | 083386 | 35.00 | 12/1/2007 | N | 20 | Comp Spec |
| Neigh Business M | 083342 | 35.00 | 12/1/2007 | N | 23 | Neigh B Mg |
| Mapping System | 083343 | 35.00 | 12/1/2007 | N | 21 | Map Sys Sp |
| Project Mngr H & | 083362 | 35.00 | 12/1/2007 | N | 21 | P Mgr H&Nd |
| Payroll Officer | 083147 | 35.00 | 12/1/2007 | N | 19 | Pay Offcr |
| Sr Accts Payable | 083404 | 35.00 | 12/1/2007 | N | 19 | S Ac Py Sp |
| Budget Analyst | 083230 | 35.00 | 12/1/2007 | N | 20 | Bud Anly |
| Field Officer | 083273 | 35.00 | 12/1/2007 | N | 20 | Field Offc |
| Manager Compli | 083348 | 35.00 | 12/1/2007 | N | 23 | Mgr Compl |
| Sr Programmer | 083415 | 35.00 | 12/1/2007 | N | 23 | Srprogrmer |
| Asst Admin Serv | 083393 | 35.00 | 12/1/2007 | N | 19 | Ast A S Mg |
| Sr Landscape Arc | 083355 | 35.00 | 12/1/2007 | N | 22 | S Land Arc |
| Manager of Rese | 083394 | 35.00 | 12/1/2007 | N | 23 | Mgr Res&De |
| Sr Business Man | 083396 | 35.00 | 12/1/2007 | N | 23 | Sr Bus Mgr |
| Copy Center Mar | 083215 | 35.00 | 12/1/2007 | N | 17 | C Ctr Mgr |
| MIS Operations S | 083180 | 35.00 | 12/1/2007 | N | 19 | MIS Op Sp |
| Manager of Map | 083356 | 35.00 | 12/1/2007 | N | 23 | S Map Sy S |
| Business Analyst | 083775 | 35.00 | 2/1/2016 | N | 22 | BuAnlPrOwn |
| Housing Crisis Ca | 083575 | 35.00 | 8/1/2014 | N | 21 | HouCriCaCo |
| TenancyPreserv | 083580 | 35.00 | 8/1/2014 | N | 21 | TePreRehou |
| Program Speciali | 083640 | 35.00 | 5/23/2012 | N | 21 | ProgSpcNSP |
| Accounting Man | 083402 | 35.00 | 5/27/2015 | N | 22 | Acct Mngr |

| | | | | | | |
|-------------------|--------|-------|------------|---|----|------------|
| Sr Budget Manag | 083490 | 35.00 | 5/27/2015 | N | 24 | SrBdMgr |
| Sr Asset Manage | 083560 | 35.00 | 10/18/2010 | N | 24 | SrAssetMgr |
| Architect | 083274 | 35.00 | 5/27/2015 | N | 21 | Architect |
| Contract & Comp | 084036 | 35.00 | 12/1/2007 | N | 20 | Con&Com Sp |
| Records/Adm. Se | 083469 | 35.00 | 5/27/2015 | N | 19 | RASA |
| Operations Speci | 083437 | 35.00 | 12/1/2007 | N | 26 | Oper Spec |
| Development Sp | 083635 | 35.00 | 5/27/2015 | N | 22 | DevSpcNSP2 |
| Innovation & Sys | 083675 | 35.00 | 10/18/2010 | N | 24 | InnvSysMgr |
| Construcction&C | 083753 | 35.00 | 12/1/2007 | N | 23 | CDSM |
| Construction Spec | 083334 | 35.00 | 5/27/2015 | N | 20 | Con Spec I |
| Compliance Mon | 083457 | 35.00 | 5/27/2015 | N | 20 | Compl Mon |
| Housing Informa | 083565 | 35.00 | 5/27/2015 | N | 20 | HouInfPrCo |
| Construction Spe | 083489 | 35.00 | 12/1/2007 | N | 21 | con sp II |
| Housing Develop | 083533 | 35.00 | 5/27/2015 | N | 22 | HsgDevOffc |
| Sr Housing Devel | 083534 | 35.00 | 5/27/2015 | N | 24 | Srhsgdeofc |
| HMIS Coordinatc | 083750 | 35.00 | 5/28/2015 | N | 21 | HMIS Coord |
| HMIS Administra | 083760 | 35.00 | 5/28/2015 | N | 23 | HMIS Admin |
| Construction&De | 083755 | 35.00 | 5/19/2012 | N | 24 | CoDeSeMag |
| Sr Program Manag | 083387 | 35.00 | 5/27/2015 | N | 23 | Sr Prg Mgr |
| Loan Monitor | 083398 | 35.00 | 5/27/2015 | N | 19 | Loan Mon |
| Budget Manager | 083401 | 35.00 | 5/27/2015 | N | 22 | Budget Mgr |
| Asset Manager | 083540 | 35.00 | 10/18/2010 | N | 21 | AssetMangr |
| ProjMgr(RealEst | 084153 | 35.00 | 7/13/2018 | N | 21 | PrEsReEsCD |
| BostonHomeCen | 085010 | 35.00 | 5/18/2009 | N | 23 | BHCM |
| Admin Services C | 084196 | 35.00 | 12/1/2007 | N | 17 | Admsrclk |
| Digital Cartograp | 086200 | 35.00 | 12/1/2007 | N | 22 | DgtCtgr |
| Budget Analyst | 085035 | 35.00 | 12/1/2007 | N | 20 | Bdget Anal |
| Building Supn | 085037 | 35.00 | 12/1/2007 | N | 20 | Bldg Spdt |
| Sr Admin Service | 113165 | 35.00 | 12/1/2007 | N | 18 | SrAdmServC |
| Admin Asst | 084084 | 35.00 | 12/1/2007 | N | 18 | Admin Asst |
| Chief Architect | 084088 | 35.00 | 12/1/2007 | N | 24 | Ch Arch |
| Design Services | 084159 | 35.00 | 11/9/2009 | N | 24 | Des Sr Mgr |
| Sr Research & Sy | 084341 | 35.00 | 12/1/2007 | N | 23 | SR&SDS |
| Project Mngr | 084141 | 35.00 | 12/1/2007 | N | 22 | Proj Mngr |
| Sr Marketing Ma | 084160 | 35.00 | 12/1/2007 | N | 23 | Sr Mktg Mg |
| Neigh Business N | 084093 | 35.00 | 12/1/2007 | N | 22 | NeighBusMg |
| Research&Devel | 084237 | 35.00 | 12/1/2007 | N | 20 | Res&DevAnl |
| Clearinghouse&I | 084287 | 35.00 | 12/1/2007 | N | 22 | CIM |
| HMIS User Speci | 084540 | 35.00 | 10/17/2020 | N | 19 | HMIS U Spe |
| Program Asst | 084083 | 35.00 | 5/28/2015 | N | 19 | Prog Asst |
| Sr Project Manag | 084087 | 35.00 | 5/28/2015 | N | 23 | Sr Pr Mgr |
| Sr Research & De | 084238 | 35.00 | 5/28/2015 | N | 22 | Srresdevan |

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|--------------------|--------|-------|------------|---|----|------------|
| Finance Manager | 089313 | 35.00 | 5/28/2015 | N | 22 | Fin Mgr |
| Financial Analyst | 089314 | 35.00 | 12/1/2007 | N | 19 | Fin Anal |
| Compliance Spec | 084645 | 35.00 | 5/28/2015 | N | 21 | CoSpNSP2 |
| Project Mngr | 084089 | 35.00 | 5/28/2015 | N | 21 | Proj Mgr |
| Accountant | 084092 | 35.00 | 5/28/2015 | N | 21 | Accountant |
| Asst Real Proper | 084123 | 35.00 | 12/1/2007 | N | 20 | Ast Rpa Pf |
| Dep Real Proper | 084124 | 35.00 | 12/1/2007 | N | 22 | Dep Rpagt |
| Network Admini | 084156 | 35.00 | 5/28/2015 | N | 22 | Network Ad |
| Homelessness Pr | 084270 | 35.00 | 5/28/2015 | N | 22 | HomPreCoor |
| Sr Project Manag | 089337 | 35.00 | 5/28/2015 | N | 24 | SrProjMngr |
| Program Asst (M | 084195 | 35.00 | 5/28/2015 | N | 20 | ProgAsstML |
| Technical Special | 084225 | 35.00 | 5/28/2015 | N | 20 | TechSpHPRP |
| Sr Developer | 084500 | 35.00 | 5/28/2015 | N | 24 | SrDevelopr |
| Portfolio Busines | 188110 | 35.00 | 10/31/2015 | N | 24 | PortBuLoMg |
| Graphic Designer | 160153 | 35.00 | 12/1/2007 | N | 21 | GrapDesgr |
| Reasearch & Dev | 188000 | 35.00 | 5/28/2015 | N | 21 | ResDevAnl |
| Property Manage | 315500 | 35.00 | 5/28/2015 | N | 22 | PropMgr |
| Technology Supp | 905592 | 35.00 | 10/25/2024 | N | 19 | Technology |
| Accounts Payable | 905530 | 35.00 | 3/23/2024 | N | 23 | AcctPyMgr |
| Finance Manager | 905529 | 35.00 | 3/23/2024 | N | 23 | Fin Mgr |
| Financial Analyst | 905531 | 35.00 | 3/23/2024 | N | 20 | FinAnalyst |
| Program Lead | 905303 | 35.00 | 9/23/2023 | N | 24 | Program Le |
| Manager (DND) | 905497 | 35.00 | 11/25/2023 | N | 24 | MGR |
| AFFH Zoning Assi | 905553 | 35.00 | 6/8/2024 | N | 20 | AFFHZA |
| Manager | 905407 | 35.00 | 10/14/2023 | N | 24 | HPM |
| Analyst | 905258 | 35.00 | 11/26/2022 | N | 22 | Analyst |
| Senior Architect | 905313 | 35.00 | 3/25/2023 | N | 24 | Sr. Arch |
| Sr. Housing Crisis | 905340 | 35.00 | 5/13/2023 | N | 23 | SrHouseCC |
| Tech Support Ma | 905509 | 35.00 | 1/20/2024 | N | 23 | Tech Suppo |
| Principal Housing | 905511 | 35.00 | 1/27/2024 | N | 24 | PrinPolAnl |
| Compliance Mon | 905198 | 35.00 | 7/14/2022 | N | 21 | CompliMgr |
| Senior Procurem | 905223 | 35.00 | 9/9/2022 | N | 22 | SrProcOffi |
| Sr Neigh Busines | 731490 | 35.00 | 7/1/2016 | N | 24 | SrNeigBuM |
| Senior Accounta | 905116 | 35.00 | 5/10/2021 | N | 22 | Senior Acc |
| Technology Supp | 905122 | 35.00 | 7/9/2021 | N | 21 | TechSupSpc |

| Descr | Job Code | Std Hrs/Wk | Eff Date | Sal Plan | Grade | Short Desc |
|--------------------------------|----------|------------|-----------|----------|-------|------------|
| Asst Compliance Off (My/Rta) | 080158 | 35.00 | 12/1/2007 | RL | 12 | As Cmp Off |
| HdStatMachOper(BAISP) | 083461 | 35.00 | 12/1/2007 | RL | 10 | HdStMcOp |
| Prin Clerk & Typist | 112152 | 35.00 | 12/1/2007 | RL | 10 | PrinClkTyp |
| Technology Support Specialist | 084291 | 35.00 | 7/13/2019 | RL | 15 | TchSpptSpc |
| Sr Clerk & Typist | 112100 | 35.00 | 12/1/2007 | RL | 6 | Sr Clk Typ |
| Prin Clerk | 110155 | 35.00 | 12/1/2007 | RL | 10 | Princ.Cler |
| Prin Clerk (Vitals/Registry) | 110165 | 35.00 | 12/1/2007 | RL | 10 | PrinClerk |
| Admin Secretary | 113155 | 35.00 | 12/1/2007 | RL | 14 | Adm Sec |
| Admin Secretary (BPD) | 113156 | 35.00 | 12/2/2007 | RL | 17 | Administra |
| Head Clerk | 110300 | 35.00 | 12/1/2007 | RL | 12 | Hd Clk |
| Tape Librarian(Oper/Bpd) | 113555 | 35.00 | 12/1/2007 | RL | 15 | Tapelibrbp |
| Tape Librarian I (BPD) | 113575 | 35.00 | 11/3/2007 | RL | 16 | Tapelibrn |
| Head Admin Clerk | 110355 | 35.00 | 12/1/2007 | RL | 14 | HdAdmClk |
| HdAdmClerk/VeteransBenefitsSpc | 110360 | 35.00 | 7/1/2018 | RL | 15 | HdAdClVeBS |
| Admin Secretary | 113350 | 35.00 | 12/1/2007 | RL | 17 | Adm Sec |
| Head Clerk & Secretary | 113050 | 35.00 | 12/1/2007 | RL | 13 | Hd Clk Sec |
| Client Services Specialist | 085291 | 35.00 | 12/1/2007 | RL | 10 | ClinSvSpec |
| Sr Clerk | 111250 | 35.00 | 1/26/2013 | RL | 8 | Sr Clk |
| Telephone Operator | 114100 | 35.00 | 12/1/2007 | RL | 9 | Tele Oper |
| Telephone Operator (Prop Mgnt) | 114110 | 35.00 | 12/1/2007 | RL | 10 | Tel Oper |
| Office Manager | 113700 | 35.00 | 12/1/2007 | RL | 14 | Off Mgr |
| Office Manager(Asn) | 113705 | 35.00 | 5/22/2015 | RL | 16 | Ofmgr Asn |
| Supv-Stat Mach Operations | 131250 | 35.00 | 12/1/2007 | RL | 14 | Spv St M O |
| Supv-Stat Mach Op&Vtl Stat(Dpu | 131400 | 35.00 | 12/1/2007 | RL | 15 | S S M O Vs |
| Chief Telephone Operator (Ch) | 114450 | 35.00 | 12/1/2007 | RL | 11 | Chf Tel Op |
| Deposition Clerk | 116300 | 35.00 | 12/9/2015 | RL | 14 | Depos Clrk |
| Interpreter | 116400 | 35.00 | 12/1/2007 | RL | 9 | Interprete |
| Head Trainer | 110307 | 35.00 | 12/1/2007 | RL | 18 | Hd Trail |
| Computer Operator | 132100 | 35.00 | 12/1/2007 | RL | 10 | Comp Oper |
| Computer Console Operator | 132150 | 35.00 | 12/1/2007 | RL | 10 | Comp C Opr |
| Sr Computer Operator | 132200 | 35.00 | 12/1/2007 | RL | 13 | Sr Comp Op |
| Centrex Telephone Sys Operator | 114200 | 35.00 | 12/1/2007 | RL | 9 | Ctx Ts Opr |
| Reprod Equip Operator | 126050 | 35.00 | 12/1/2007 | RL | 9 | Rep Eq Opr |
| Auditorium Receptionist | 116500 | 35.00 | 12/1/2007 | RL | 13 | Audit Rcpt |
| Computer Programmer Trainee | 133050 | 35.00 | 12/1/2007 | RL | 10 | Cmp Pg Trn |
| Computer Programmer | 133100 | 35.00 | 12/1/2007 | RL | 13 | Comp Prog |
| Office Manager | 113750 | 35.00 | 1/4/2008 | RL | 16 | Of Mgr |
| Police Clerk And Typist | 116200 | 35.00 | 6/10/2015 | RL | 10 | Pol Cl Typ |
| Sr Hearing Offcr (Rent Eq) | 117351 | 35.00 | 12/1/2007 | RL | 16 | SrHrnOffcr |
| Sr Programmer | 133150 | 35.00 | 6/10/2015 | RL | 15 | Sr Progrmr |
| Prin Stat Mach Oper | 131100 | 35.00 | 12/1/2007 | RL | 9 | Pr S Ma Op |
| Data Proc Equip Tech (Ele) | 135155 | 35.00 | 12/1/2007 | RL | 17 | DPET(E) |
| Prin Storekeeper | 140201 | 35.00 | 6/10/2015 | RL | 11 | PrincStork |
| Support Desk Specialist | 134195 | 35.00 | 5/12/2012 | RL | 15 | SuppDesSpc |
| IAPRO Systems Coordinator | 162205 | 35.00 | 9/22/2010 | RL | 17 | IAPROSyCoo |
| Data Proc Equip Tech | 134300 | 35.00 | 12/1/2007 | RL | 15 | Dp Equip T |
| Data Proc Equip Tech (BPD) | 134560 | 35.00 | 12/1/2007 | RL | 17 | DPrEqThn |
| Head Storekeeper | 140251 | 35.00 | 12/1/2007 | RL | 14 | HDSTRKPR |
| Asst Buyer | 141050 | 35.00 | 12/1/2007 | RL | 12 | Asst Buyer |

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|--------------------------------|--------|-------|------------|----|----|------------|
| Buyer | 141100 | 35.00 | 12/1/2007 | RL | 15 | Buyer |
| Mobile Tech Spec (BPD) | 135005 | 35.00 | 6/10/2015 | RL | 17 | Mobile Tec |
| Graphic Arts Technician(Bpd) | 160100 | 35.00 | 12/1/2007 | RL | 14 | Gr Arts Te |
| Sr Buyer | 141105 | 35.00 | 12/1/2007 | RL | 17 | SrBuyer |
| Buyer/Purchasing | 141110 | 35.00 | 12/1/2007 | RL | 16 | Buyer |
| Prin Storekeeper (Prop Mangt) | 140260 | 35.00 | 12/1/2007 | RL | 18 | PrinStorkp |
| Sr Buyer | 141150 | 35.00 | 12/1/2007 | RL | 16 | Sr Buyer |
| Retiree Benefits Rep (HBI) | 143160 | 35.00 | 8/14/2021 | RL | 17 | RetBenRep |
| Radio Repairprs | 274050 | 40.00 | 12/1/2007 | RL | 14 | Rad Rprpr |
| Veterans Grave Officer | 255110 | 35.00 | 12/1/2007 | RL | 15 | Vet Gr Off |
| Collection Agent I | 313043 | 35.00 | 12/1/2007 | RL | 17 | Col-Agt I |
| Fusion Center Coordinator | 311325 | 35.00 | 1/2/2016 | RL | 18 | FuCenCoord |
| Executive Coordinator | 311330 | 35.00 | 9/7/2019 | RL | 18 | Exc Coord |
| Property Officer | 315000 | 35.00 | 4/6/2013 | RL | 12 | Prop Off |
| Radio Communications Tech | 313200 | 35.00 | 12/1/2007 | RL | 15 | Rad Com Tc |
| Digital Video Technician | 311565 | 35.00 | 4/27/2019 | RL | 14 | DiVidTech |
| Recreation Supv I | 286400 | 35.00 | 12/1/2007 | RL | 15 | Rec Supv I |
| Head Accountant | 311420 | 35.00 | 1/1/2017 | RL | 17 | Hd Account |
| Admin Asst/EvidencTechncn(BPD) | 311425 | 35.00 | 4/5/2017 | RL | 14 | AdmAsstEvT |
| Property Officer (Asn) | 314990 | 35.00 | 12/1/2007 | RL | 10 | Prop Offcr |
| Sr Radio Communications Tech | 313256 | 35.00 | 6/10/2015 | RL | 18 | SRADCOMTEC |
| Election Operations Asst | 401105 | 35.00 | 11/24/2007 | RL | 11 | ElcOperAst |
| Community Outreach Asst | 401110 | 35.00 | 11/24/2007 | RL | 11 | CommOtrAst |
| Accountant | 412050 | 35.00 | 12/1/2007 | RL | 11 | Accountant |
| Fund Accountant | 412055 | 35.00 | 2/4/2017 | RL | 15 | FundAccoun |
| Prin Accountant | 412200 | 35.00 | 12/1/2007 | RL | 16 | Prin Actnt |
| Mailroom Equipment Operator | 373144 | 35.00 | 12/1/2007 | RL | 15 | MrEquiOper |
| Sr Budget Anl (BPD)(H&H) | 411230 | 35.00 | 12/1/2007 | RL | 15 | SBABPD/H&H |
| Dep Collector | 416000 | 35.00 | 12/1/2007 | RL | 13 | Deputy Col |
| Burial Agent | 381400 | 35.00 | 12/1/2007 | RL | 17 | Burial Agt |
| Collection Agent(Bpd) | 413025 | 35.00 | 12/1/2007 | RL | 15 | Col-Agtbpd |
| Collection Agent I | 413043 | 35.00 | 12/1/2007 | RL | 17 | Coll Ag I |
| Personnel Asst | 454000 | 35.00 | 12/1/2007 | RL | 11 | Prsnl Asst |
| Personnel Officer | 454100 | 35.00 | 12/1/2007 | RL | 12 | Psnl Offcr |
| Prin Account Clerk | 423051 | 35.00 | 12/1/2007 | RL | 10 | PrinAcctCl |
| Veterans Svcs Supv | 381100 | 35.00 | 5/28/2015 | RL | 13 | Vet Sv Sp |
| Sr Accountant | 412100 | 35.00 | 5/22/2015 | RL | 13 | Sr Acctnt |
| Claims Investigator | 465000 | 35.00 | 12/1/2007 | RL | 10 | Claims Inv |
| Sr Claims Investigator (Opm) | 465550 | 35.00 | 12/1/2007 | RL | 14 | S Cl Invtg |
| Prin Acct Clerk | 423100 | 35.00 | 12/1/2007 | RL | 10 | Pr Acct Cl |
| Legal Asst (BPD) | 441209 | 35.00 | 12/1/2007 | RL | 15 | Legal Asst |
| Tax Title Supv (Trs/Col) | 433200 | 35.00 | 12/1/2007 | RL | 15 | Tx Tit Spv |
| Sr Legal Asst & Researcher | 441250 | 35.00 | 12/1/2007 | RL | 16 | S Lg A&Res |
| Title Examiner | 447000 | 35.00 | 12/1/2007 | RL | 13 | Title Exam |
| Legal Secretary | 440050 | 35.00 | 12/1/2007 | RL | 12 | Legal Sec |
| Employee Servs Representative | 453005 | 35.00 | 12/1/2007 | RL | 14 | EmpServRpt |
| Sr Personnel Officer II | 454113 | 35.00 | 12/1/2007 | RL | 16 | SrPrsOffII |
| Sr Personnel Officer(Pol Adm) | 454155 | 35.00 | 12/1/2007 | RL | 14 | Sr Prs Ofc |
| Claims Investigator(Unemplmnt) | 465050 | 35.00 | 12/1/2007 | RL | 14 | Claims Inv |
| Claims/Affirmative RecoveryAnl | 465055 | 35.00 | 6/30/2015 | RL | 17 | ClaAffReAn |

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|--------------------------------|--------|-------|------------|----|----|------------|
| Admin Asst | 471100 | 35.00 | 12/1/2007 | RL | 15 | Adm Asst |
| Head Cashier | 423152 | 35.00 | 12/1/2007 | RL | 15 | Hd Cashier |
| Head Account Clerk | 423155 | 35.00 | 12/1/2007 | RL | 13 | Hdactclerk |
| Prin Acct Examiner | 424000 | 35.00 | 12/1/2007 | RL | 10 | Pr Act Exm |
| Asst Prin Accountant | 412150 | 35.00 | 5/26/2015 | RL | 14 | Ast Pn Act |
| Prin Cashier | 420154 | 42.00 | 12/1/2007 | RL | 12 | PrinCash |
| Employee Development Asst(Ems) | 453100 | 35.00 | 6/22/2013 | RL | 16 | Emp Dv Ast |
| Personnel Officer | 454110 | 35.00 | 5/22/2015 | RL | 14 | PrsnlOffcr |
| Head Account Examiner | 424104 | 35.00 | 12/1/2007 | RL | 12 | HdAcctExam |
| Head Cashier(Vitals/Registry) | 420255 | 35.00 | 12/1/2007 | RL | 14 | Hdcashvr |
| Teller | 421006 | 35.00 | 12/1/2007 | RL | 13 | Teller |
| Refund Teller | 421050 | 35.00 | 12/1/2007 | RL | 14 | Refund Tel |
| Admin Asst | 471110 | 35.00 | 12/1/2007 | RL | 17 | Adm Asst |
| Contract Manager (PFD) | 471112 | 35.00 | 7/1/2016 | RL | 18 | ContrMnger |
| Supvising Claims Agent (Wc) | 465250 | 35.00 | 12/1/2007 | RL | 15 | Spvg Cl Ag |
| Head Account Examiner (Bpd) | 424120 | 35.00 | 12/1/2007 | RL | 15 | Hdactexm |
| Sr Legal Asst | 441200 | 35.00 | 12/1/2007 | RL | 14 | Sr Lg As |
| Admin Anl (Election) | 471161 | 35.00 | 12/1/2007 | RL | 17 | Adm An |
| Admin Asst | 471400 | 35.00 | 6/9/2011 | RL | 16 | Adm Asst |
| Admin Anl | 474405 | 35.00 | 12/1/2007 | RL | 14 | Adm An |
| Admin Asst | 471930 | 35.00 | 12/1/2007 | RL | 16 | A A |
| Contracts Administrator | 471180 | 35.00 | 8/19/2017 | RL | 17 | ContAdm |
| Exec Sec | 475130 | 35.00 | 12/1/2007 | RL | 11 | Exec Sec |
| Admin Asst (PFD) | 471935 | 35.00 | 7/1/2016 | RL | 16 | AdmAsst |
| Admin Asst (Retirement) | 471940 | 35.00 | 1/16/2021 | RL | 15 | Adm Asst |
| Admin Asst I (Prop Mgmt) | 471945 | 35.00 | 12/1/2007 | RL | 17 | Adm Asst I |
| Head Account Clerk | 473152 | 35.00 | 12/1/2007 | RL | 12 | HDACTCLK |
| Admin Asst (Prop Mgmt) | 471955 | 35.00 | 12/1/2007 | RL | 18 | Adm Asst |
| Admin Asst (Finance) | 471983 | 35.00 | 12/1/2007 | RL | 18 | Adm Asst |
| Exec Sec (B.P.D.) | 475660 | 35.00 | 12/1/2007 | RL | 15 | Exec Sec |
| Statistical Analyst(Bpd) | 474255 | 35.00 | 12/1/2007 | RL | 14 | S Ana Bpd |
| Sr Admin Anl | 474475 | 35.00 | 12/1/2007 | RL | 14 | SrAdAna |
| Admin Asst (M/Wbe) | 471740 | 35.00 | 12/1/2007 | RL | 16 | A A(M/Wbe) |
| Admin Anl (Workers Comp) | 474545 | 35.00 | 12/1/2007 | RL | 15 | Adm An |
| Sr Admin Anl (Assessing) | 474645 | 35.00 | 12/1/2007 | RL | 16 | Sradanassg |
| Management Analyst | 474650 | 35.00 | 12/1/2007 | RL | 15 | Mgmt Anlys |
| Exec Sec (Veterans) | 475055 | 35.00 | 5/28/2015 | RL | 15 | Exsec Vet |
| Asst Reg Voters & Bal Bx Rprpr | 491050 | 35.00 | 12/1/2007 | RL | 15 | Ast Rv&Bbr |
| Sr Asst Registrar Of Voters | 491100 | 35.00 | 12/1/2007 | RL | 13 | Sr A Rg Vt |
| Voting Machine Custodian | 492000 | 35.00 | 12/1/2007 | RL | 12 | Vt Mc Cust |
| Asst Chief Voting Mach Cust | 492100 | 35.00 | 12/1/2007 | RL | 15 | As C Vm Cs |
| Exec Asst (Law) | 475930 | 35.00 | 12/1/2007 | RL | 16 | Ex Asst(L) |
| Asst Reg Voters | 491000 | 35.00 | 5/28/2015 | RL | 11 | Ast Rg Vtr |
| Asst Registrar of Voters I | 491101 | 35.00 | 12/1/2007 | RL | 12 | AsstsRegVo |
| Sr Asst Registrar Voter(Vt Mc) | 491105 | 35.00 | 12/1/2007 | RL | 13 | Srasrgvtrm |
| SrAsstChiefVotingMachineCus(E) | 491110 | 35.00 | 12/1/2007 | RL | 17 | SACVMC(E) |
| Prin Asst Registrar Of Voters | 491150 | 35.00 | 12/1/2007 | RL | 15 | P A Rg Vot |
| Fleet Operations Mgr | 500105 | 35.00 | 10/19/2019 | RL | 19 | FleetOprMg |
| Social Worker (BPD) | 621005 | 35.00 | 6/10/2015 | RL | 16 | Soc WkrBPD |
| Supv-Management Svcs | 477000 | 35.00 | 6/4/2015 | RL | 17 | Spv Mgmt S |

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|--------------------------------|--------|-------|------------|----|----|------------|
| Exec Asst (Law/Adm.) | 475945 | 35.00 | 12/1/2007 | RL | 17 | Ex As L/Ad |
| Exec Asst(Law/Dir) | 475955 | 35.00 | 12/1/2007 | RL | 18 | Exastlawdr |
| Social Service Technician## | 621450 | 35.00 | 12/1/2007 | RL | 12 | Soc Ser Tc |
| Supv I - Mgmt Srvc(WC) | 477010 | 35.00 | 12/1/2007 | RL | 19 | SupvIMSWC |
| Human Resources Representative | 230005 | 35.00 | 5/27/2023 | RL | 15 | HR Rep |
| Head Clerk & Secretary | 905623 | 35.00 | 7/27/2024 | RL | 14 | Head Clerk |
| Election Operation Assistant | 905519 | 35.00 | 6/29/2023 | RL | 12 | Elec Ops |
| Tax Title Supervisor | 905567 | 35.00 | 5/11/2024 | RL | 17 | Tax Title |
| Training Dev Specialist | 905482 | 35.00 | 11/18/2023 | RL | 17 | TDS |
| Pub Records Spec. (Paralegal) | 905528 | 35.00 | 3/16/2024 | RL | 18 | Pub Rec Sp |
| Sr. Accounts Payable Analyst | 905549 | 35.00 | 5/11/2024 | RL | 15 | SRANALYST |
| Administrative Secretary | 905624 | 35.00 | 7/27/2024 | RL | 15 | Administra |
| Advocacy Representative | 905372 | 35.00 | 8/1/2022 | RL | 14 | Advocacy R |
| Receptionist | 905383 | 35.00 | 8/1/2022 | RL | 10 | Reception |
| Executive Assistant | 905678 | 35.00 | 3/15/2025 | RL | 16 | EA |
| Procurement Mgr (RL) | 905676 | 35.00 | 2/22/2025 | RL | 20 | Procuremen |
| Administrative Assistant | 905378 | 35.00 | 8/1/2022 | RL | 13 | Admin A |
| Manager | 905380 | 35.00 | 8/1/2022 | RL | 16 | MGR |
| Lead Coder/Analyst | 905523 | 35.00 | 7/1/2023 | RL | 15 | Lead C/A |
| Office Manager | 905532 | 35.00 | 1/20/2024 | RL | 19 | OFFMGR |
| Coordinator | 905368 | 35.00 | 8/1/2022 | RL | 16 | Coor |
| Housing Specialist | 905369 | 35.00 | 8/1/2022 | RL | 14 | HousSpec |
| Outreach & Engagement Spec | 905404 | 35.00 | 8/1/2022 | RL | 15 | O&ESpec |
| Collections Specialist | 905564 | 35.00 | 5/11/2024 | RL | 14 | CS |
| Admin Assistant-Deputy Collect | 905588 | 35.00 | 5/17/2024 | RL | 16 | Admin Assi |
| Buyer | 905486 | 35.00 | 11/18/2023 | RL | 17 | Buyer |
| Coder/ Analyst | 905520 | 35.00 | 7/1/2023 | RL | 13 | Cdr/Analy |
| Mailroom Clerk | 905572 | 35.00 | 8/17/2024 | RL | 15 | MRC |
| Constituent Asst. Specialist | 905537 | 35.00 | 5/11/2024 | RL | 14 | Constituen |
| Principal Asst RegistrarVoters | 905522 | 35.00 | 6/29/2023 | RL | 16 | PrinAsst |
| Const. Operation Clerk | RC1003 | 35.00 | 3/1/2025 | RL | 15 | Const. Ope |
| Manager | 905374 | 35.00 | 8/1/2022 | RL | 15 | MGR |
| Training & Dev Specialist | 905545 | 35.00 | 5/25/2024 | RL | 19 | TDS |
| Payment Processing Specialist | 905561 | 35.00 | 5/11/2024 | RL | 15 | PPS |
| Data Center Operator | 905538 | 35.00 | 5/11/2024 | RL | 15 | DCO |
| Sr. Human Resources Rep | 454050 | 35.00 | 5/27/2023 | RL | 17 | SR HR Rep |
| Sr. Asst Reg of Voters | 905518 | 35.00 | 6/29/2023 | RL | 14 | Sr Asst |
| Clms/AffirmativeRecovery Sr An | 905149 | 35.00 | 12/23/2021 | RL | 18 | CARSA |
| Video Forensic Analyst | 731010 | 35.00 | 1/5/2008 | RL | 18 | Video Fore |
| Assistant Buyer | 905240 | 35.00 | 10/8/2022 | RL | 14 | AssBuyer |
| Deposition Lead | 905327 | 35.00 | 4/8/2023 | RL | 17 | DEP LEAD |
| Sr. Principal Accountant | 905345 | 35.00 | 5/27/2023 | RL | 17 | Sr. Princi |
| Locksmith | 905361 | 35.00 | 7/8/2023 | RL | 16 | Locksmith |
| Coordinator | 905364 | 35.00 | 8/1/2022 | RL | 15 | Coord |
| Partnership Coordinator | 905388 | 35.00 | 8/1/2022 | RL | 17 | PtnerCoord |
| Liaison Agent (BPD) | 624010 | 35.00 | 6/10/2015 | RL | 11 | Lias A BPD |
| Deposition Clerk | 905329 | 35.00 | 4/12/2023 | RL | 16 | DepClerk |
| Liaison Agent II | 624015 | 35.00 | 6/10/2015 | RL | 12 | LiaiAgntII |
| Alcoholism Coordinator | 624150 | 35.00 | 6/4/2015 | RL | 16 | Alcl Coord |
| Public Relations Rep(Bpd) | 710010 | 35.00 | 12/1/2007 | RL | 10 | Pubrelrep |

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|--------------------------------|--------|-------|------------|----|----|-------------|
| Public Relations Rep | 710050 | 35.00 | 12/1/2007 | RL | 10 | Pb Rel Rep |
| Tech Coordinator (Red Circled) | 905381 | 35.00 | 8/1/2022 | RL | 16 | RedCir |
| Events Coor (Red Circled) | 905382 | 35.00 | 8/1/2022 | RL | 15 | RedCircled |
| Marketing Coordinator | 905387 | 35.00 | 8/1/2022 | RL | 17 | MKTCoord |
| Senior Payroll Specialist | 905267 | 35.00 | 10/1/2022 | RL | 16 | Sr Pay Spe |
| Worker's Compensation Case Mgr | 740100 | 35.00 | 10/29/2016 | RL | 18 | WkrComCMgr |
| Sr. Buyer | 905489 | 35.00 | 11/18/2023 | RL | 19 | Sr. Buyer |
| Bid, Contract Coord (admin) | 905488 | 35.00 | 11/28/2023 | RL | 16 | Bid, Contr |
| Alcoholism Liaison Agent | 624050 | 35.00 | 12/1/2007 | RL | 12 | Alc Liason |
| Alcoholism Coord I | 624155 | 35.00 | 12/1/2007 | RL | 18 | Al Coord I |
| Emg Coms Spc- Dig Librarian | 905338 | 35.00 | 8/26/2022 | RL | 19 | ECSDLib |
| Community Relations Specialist | 711050 | 35.00 | 5/28/2015 | RL | 17 | Com Rel Sp |
| Talent Acquisition Coord | 800105 | 35.00 | 7/2/2021 | RL | 17 | TalnAcqCoo |
| Emerg CommSpec-TrngCoordinator | 905215 | 35.00 | 8/25/2022 | RL | 21 | TrngCoord |
| Sr Research Analyst (BRJP) | 720110 | 35.00 | 6/4/2015 | RL | 18 | SrResAnal |
| Mobile Device Technician | 905106 | 35.00 | 3/24/2021 | RL | 18 | MobDevTec |
| Research Analyst (Asn) | 720300 | 35.00 | 5/22/2015 | RL | 16 | Res An(Asn) |
| Sr Research Analyst (Asn) | 720350 | 35.00 | 5/22/2015 | RL | 18 | S Re Anasn |
| Head Admin Clerk | 905114 | 35.00 | 4/22/2021 | RL | 15 | HeadAdminC |
| Health Benefits Insurance Rep | 905126 | 35.00 | 8/14/2021 | RL | 16 | HBI Rep |
| Legal Assistant | 905255 | 35.00 | 11/12/2022 | RL | 15 | LegalAssis |
| Billing Specialist (HBI) | 905137 | 35.00 | 8/14/2021 | RL | 17 | BISpc(HBI) |
| Customer Service Representativ | 905142 | 35.00 | 8/14/2021 | RL | 15 | CustSerRep |
| Research Analyst | 720050 | 35.00 | 12/1/2007 | RL | 11 | Resch Anal |
| Accounts Payable Analyst | 905257 | 35.00 | 11/12/2022 | RL | | AccPayAnly |
| Business Operations Mgr | 905328 | 35.00 | 4/8/2023 | RL | 16 | BusOPSMgr |
| Transition IntegrationAdvocate | 905200 | 35.00 | 8/20/2022 | RL | 17 | Transition |
| Sr. Disability Representative | 905147 | 35.00 | 10/14/2021 | RL | 18 | SrDisRep |
| Evidence Technician Supervisor | 905148 | 35.00 | 11/18/2021 | RL | 17 | ETS |
| Research Assist (Bpd) | 720930 | 35.00 | 12/1/2007 | RL | 14 | Res As(Bpd) |
| Research Assist (Bpd) | 720930 | 35.00 | 12/1/2007 | RL | 14 | Res As(Bpd) |

| Descr | Job Code | Std Hrs/Wk | Eff Date | Sal Plan | Grade | Short Desc |
|--------------------|----------|------------|------------|----------|-------|------------|
| ChCommEquipOp | 114708 | 40.00 | 6/10/2015 | RL1 | 14 | CCEOI(SCTT |
| Communications | 114701 | 40.00 | 6/4/2015 | RL1 | 11 | CEOI-9II |
| Communic. Equip | 114703 | 40.00 | 6/4/2015 | RL1 | 12 | CEOII (SS) |
| Com Equip Op II | 114700 | 40.00 | 12/1/2007 | RL1 | 11 | CoEqOp911 |
| CommunEquipOp | 114705 | 40.00 | 6/10/2015 | RL1 | 13 | CEOIII(CT) |
| ChComEquipOpe | 114651 | 40.00 | 12/1/2007 | RL1 | 15 | CCOEII(HT) |
| Motor Equip Ope | 211200 | 40.00 | 12/1/2007 | RL1 | 08L | Meo Lb Prt |
| Sr Bldg Custodiar | 233250 | 40.00 | 12/1/2007 | RL1 | 09L | Sr Bld Cus |
| Custodial Worker | 232150 | 40.00 | 12/1/2007 | RL1 | 07L | Custod Wkr |
| Supv-Building Cu | 233300 | 40.00 | 12/1/2007 | RL1 | 12L | Spv Bld Cs |
| Laborer | 231050 | 40.00 | 12/1/2007 | RL1 | 07L | Laborer |
| Garage Attendan | 210050 | 40.00 | 12/1/2007 | RL1 | 10L | Grge Attnd |
| Asst Supn-Custoc | 234400 | 40.00 | 1/17/2012 | RL1 | 16 | Astsupncus |
| Prin Custodial W | 232400 | 40.00 | 12/1/2007 | RL1 | 09L | P Cust Wkr |
| Supn-Faneuil Hal | 222200 | 40.00 | 12/1/2007 | RL1 | 19 | Supn Fan H |
| Sr Bldg Custodiar | 233150 | 40.00 | 12/1/2007 | RL1 | 09L | Sr Bld Cus |
| Supn-Custodians | 233450 | 40.00 | 1/17/2012 | RL1 | 18 | Sup-Cu(Bld |
| Signalperson-Ele | 268250 | 40.00 | 12/1/2007 | RL1 | 18 | Sgnlpr Elc |
| Maint Mech (Plu | 260630 | 40.00 | 1/9/2015 | RL1 | 13 | Mn Mc (PI) |
| Maint Mech Frpr | 260670 | 40.00 | 12/1/2007 | RL1 | 14 | Mm Fpr Mch |
| MaintMechPaint | 260595 | 40.00 | 6/12/2015 | RL1 | 13 | MMPGGrffRe |
| Maint Mech Mac | 260170 | 40.00 | 12/1/2007 | RL1 | 11L | M M Mcnst |
| Maint Mech (Ma | 260110 | 40.00 | 12/1/2007 | RL1 | 12L | M M Mch Rp |
| Asst Drawtender | 212100 | 40.00 | 6/12/2015 | RL1 | 10L | AsstDrwtnd |
| Hostler (Police) | 279100 | 40.00 | 6/10/2015 | RL1 | 10L | Hostler |
| Wkg Frprs Hostle | 279050 | 40.00 | 12/1/2007 | RL1 | 11L | Wkgfp Host |
| Signalperson-Ele | 268222 | 40.00 | 2/28/2012 | RL1 | 19 | SigperElec |
| Diesel&Gasoline | 263320 | 40.00 | 12/1/2007 | RL1 | 18 | Die/Gs Bpd |
| MaintMechFrpr | 260035 | 40.00 | 2/28/2012 | RL1 | 15 | MMFrGrafRe |
| Electrician## | 260140 | 40.00 | 3/8/2012 | RL1 | 12L | Electric |
| Hostler Forepers | 279150 | 40.00 | 12/1/2007 | RL1 | 12L | Host Forpr |
| Recreation Instru | 286150 | 40.00 | 12/1/2007 | RL1 | 9 | Recr Instr |
| Police Dispatcher | 313001 | 40.00 | 6/10/2015 | RL1 | 17 | PolDisp |
| Lab Tech## | 541100 | 40.00 | 6/10/2015 | RL1 | 14 | Lab Tech |
| Audio Visual Tech | 731100 | 40.00 | 12/1/2007 | RL1 | 11 | Audvis Tec |
| EmergCommSpe | 905217 | 40.00 | 8/25/2022 | RL1 | 17 | 911Trainer |
| Audio Visual Tech | 731250 | 40.00 | 12/1/2007 | RL1 | 14 | Audvis Tec |
| Maintenance Me | 905253 | 40.00 | 11/5/2022 | RL1 | 16 | Maintenanc |
| MaintMecrPntGr | 905346 | 40.00 | 5/27/2023 | RL1 | 13 | MMPGR(SEA) |
| EmrgncyCommSj | 905242 | 40.00 | 8/25/2022 | RL1 | 14 | EmCSprtAnl |
| Jr Electrical Repa | 700105 | 40.00 | 11/14/2020 | RL1 | 12L | JrElecRepp |

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|------------------|--------|-------|-----------|-----|----|------------|
| Maintenance Me | 905398 | 40.00 | 8/26/2023 | RL1 | 18 | MMP |
| EmergCommSpe | 905225 | 40.00 | 8/25/2022 | RL1 | 20 | DsptchTrnr |
| Emrgncy Comm | 905214 | 40.00 | 8/25/2022 | RL1 | 19 | Police Dis |
| Data Anlys & Sys | 905105 | 40.00 | 3/17/2021 | RL1 | 18 | DataA&SAT |
| EmrgncyCommSi | 905213 | 40.00 | 8/25/2022 | RL1 | 16 | 911CallTak |

| Descr | Job Code | Std Hrs/Wk | Eff Date | Sal Plan | Grade | Short Desc |
|--------------------------------|----------|------------|-----------|----------|-------|------------|
| Coord Field Services | 080110 | 35.00 | 12/1/2007 | ED | 15 | Coordfld S |
| Housing Coordinator (Elderly) | 080405 | 35.00 | 7/25/2019 | ED | 14 | Hsng Coord |
| Dir of Fundraising | 081201 | 35.00 | 9/20/2008 | ED | 15 | Dir Fundr |
| Volunteer Prog Coord | 081240 | 35.00 | 2/16/2017 | ED | 13 | VolPrgCoor |
| Administrative Assistant | 080515 | 35.00 | 2/25/2017 | ED | 7 | Adm Asst |
| Outreach & Engagement Spec | 081245 | 35.00 | 2/16/2017 | ED | 10 | Outr EngSp |
| Dir of Caregiver Support Serv | 081041 | 35.00 | 12/2/2007 | ED | 15 | DirCaSuSer |
| Constituent Relations Coord | 082374 | 35.00 | 12/1/2007 | ED | 13 | ConRelCoo |
| Housing Advocate | 080404 | 35.00 | 5/29/2015 | ED | 9 | Hsgadv |
| Outreach&EngagemntSp(Elderly) | 081250 | 35.00 | 5/20/2017 | ED | 15 | Outr EngSp |
| Dir ofGrantsProcurementMangm | 081588 | 35.00 | 5/29/2015 | ED | 15 | DGPM |
| Office Manager | 080421 | 35.00 | 5/29/2015 | ED | 15 | Off Mgr |
| Job Development Coordinator | 083061 | 35.00 | 12/1/2007 | ED | 13 | JoDevCoo |
| Director of Development | 081045 | 35.00 | 5/29/2015 | ED | 15 | DirDevelom |
| Benefit Specialist/Advocate | 082146 | 35.00 | 12/1/2007 | ED | 9 | Be Sp/Ad |
| Community Services/Advocate | 082147 | 35.00 | 12/1/2007 | ED | 9 | Co Sv/Ad |
| Program Monitor | 081089 | 35.00 | 5/29/2015 | ED | 10 | Prog Monit |
| Fiscal Admin Asst | 081099 | 35.00 | 5/29/2015 | ED | 7 | Fis Admast |
| Editor/Sr Citizen Newspaper | 080488 | 35.00 | 5/29/2015 | ED | 13 | Editor/SCN |
| Inform & Referrl and SHINE Dir | 083055 | 35.00 | 5/29/2015 | ED | 15 | InfRefShDi |
| Scheduling Manager | 082279 | 35.00 | 12/1/2007 | ED | 15 | Sche Mgr |
| Sr Companion Director | 083145 | 35.00 | 12/1/2007 | ED | 15 | Srcomdir |
| Shine Assistant | 083406 | 35.00 | 12/1/2007 | ED | 4 | Shine Asst |
| Fleet Main Manager | 083302 | 35.00 | 12/1/2007 | ED | 12 | Fl Mn Mgr |
| Public Relations Manager | 083418 | 35.00 | 12/1/2007 | ED | 13 | Pub Rel Mg |
| Sr Admin Dir | 084046 | 42.00 | 12/1/2007 | ED | 15 | SrAdmDir |
| Area Agency On Aging (AAA) Dir | 084017 | 35.00 | 9/12/2015 | ED | 15 | ArAgeAgDir |
| NutritionAdvocacy&PlanningDir | 083698 | 35.00 | 12/1/2007 | ED | 15 | NuAdPlaDir |
| Information & Referral Coord | 083710 | 35.00 | 7/25/2019 | ED | 14 | InfRefC00 |
| Health Service Advocate | 083427 | 35.00 | 12/1/2007 | ED | 9 | Hlth S Adv |
| Special Events Director | 083493 | 35.00 | 12/1/2007 | ED | 15 | SpcEvtDir |
| Special Events Coordinator | 083479 | 35.00 | 12/1/2007 | ED | 13 | SPEVCOOR |
| Special Asst(Health&Housing) | 084170 | 35.00 | 12/1/2007 | ED | 15 | Spasth&Hsg |
| Grants Manager | 084246 | 35.00 | 12/1/2007 | ED | 10 | Grts Mgr |
| Health & Fitness Advocate | 084178 | 35.00 | 12/1/2007 | ED | 9 | Hlth&Fitad |
| Office Clerk | 084249 | 35.00 | 12/1/2007 | ED | 4 | Offc Clerk |
| Taxi Coupon Monitor | 084220 | 35.00 | 12/1/2007 | ED | 7 | Tx Cpn Mon |
| Taxi Coupon Coordinator | 084221 | 35.00 | 12/1/2007 | ED | 13 | TACOUPCOO |
| Program Monitor Supervisor | 084250 | 35.00 | 12/1/2007 | ED | 12 | Prgmtrspv |
| Grants and Payroll Coordinator | 084253 | 35.00 | 12/1/2007 | ED | 13 | GrtPayrCoo |
| Housing Specialist | 089340 | 35.00 | 4/9/2016 | ED | 11 | Housing Sp |
| Cmow Coordinator | 084236 | 35.00 | 12/1/2007 | ED | 13 | Cmow Coord |
| Contract Specialist | 084191 | 35.00 | 12/1/2007 | ED | 10 | Cont Spec |
| Receptionist | 085106 | 35.00 | 5/29/2015 | ED | 6 | Reception |
| Admin Asst I | 084248 | 35.00 | 5/29/2015 | ED | 7 | Adm Asst I |
| Rsvp Director | 084251 | 35.00 | 5/29/2015 | ED | 15 | Rsvp Dir |
| Finance Assistant | 084260 | 35.00 | 5/29/2015 | ED | 10 | FinancAsst |

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|--------------------------------|--------|-------|------------|----|----|------------|
| Advocacy Director | 387005 | 35.00 | 8/22/2015 | ED | 15 | Adv Dir |
| Housing Director | 387010 | 35.00 | 6/1/2015 | ED | 15 | HousingDir |
| Advocacy Representative | 387110 | 35.00 | 6/1/2016 | ED | 10 | Adv Rep |
| Advocacy &Benefits Coordinator | 387115 | 35.00 | 7/25/2019 | ED | 14 | AdvBenCoor |
| Tech Coordinator | 905118 | 35.00 | 6/9/2021 | ED | 15 | Tech Coord |
| Community Health Worker | 711155 | 35.00 | 10/11/2014 | ED | 9 | ComHealWkr |

| Descr | Job Code | Std Hrs/Wk | Eff Date | Sal Plan | Grade | Short Desc |
|--------------------------------|----------|------------|------------|----------|-------|-------------|
| Accountant | 085001 | 35.00 | 12/1/2007 | CC | 13 | Accountant |
| Admin Teacher | 082050 | 35.00 | 12/1/2007 | CC | 13 | Admin Teac |
| Art Specialist | 083446 | 35.00 | 12/1/2007 | CC | 9 | Art Spec |
| Asst Teacher | 081165 | 35.00 | 12/1/2007 | CC | 4 | Ast Teach |
| Athletic Director | 081053 | 35.00 | 5/26/2015 | CC | 7 | Ath Dir |
| Athletic Assistant | 084037 | 35.00 | 5/26/2015 | CC | 4 | Athl Asst |
| Building Manager | 081064 | 35.00 | 5/26/2015 | CC | 7 | Bld Mgr |
| Building Asst | 081650 | 35.00 | 5/4/2012 | CC | 4 | Bldg Asst |
| Building Asst | 081195 | 35.00 | 5/26/2015 | CC | 3 | Bldg Asst |
| Bookkeeper | 080536 | 35.00 | 12/1/2007 | CC | 10 | Bookkeeper |
| Certified Seasonal Lifeguard | 089045 | 35.00 | 5/26/2015 | CC | 4 | CertSeLifg |
| Child Care Worker | 083289 | 35.00 | 12/1/2007 | CC | 8 | Child C Wk |
| Computer Instructor | 083505 | 35.00 | 5/26/2015 | CC | 14 | Comp Instr |
| Court Diversion Worker | 083168 | 35.00 | 12/1/2007 | CC | 7 | Crt Div Wk |
| Director | 083297 | 35.00 | 12/1/2007 | CC | 13 | Dir |
| Elderly Service Coordinator | 082144 | 35.00 | 12/1/2007 | CC | 15 | El Sv Coord |
| Elderly Service Worker | 082282 | 35.00 | 12/1/2007 | CC | 7 | Eld S Wkr |
| GED Tester | 083246 | 35.00 | 12/1/2007 | CC | 13 | GED Tester |
| Gym Asst | 083022 | 35.00 | 12/1/2007 | CC | 3 | Gym Asst |
| Gym Asst | 083670 | 35.00 | 5/4/2012 | CC | 4 | Gym Asst |
| Head Teacher | 081171 | 35.00 | 12/1/2007 | CC | 11 | Hd Teach |
| Head Lifeguard | 083500 | 35.00 | 5/26/2015 | CC | 7 | HdLfgd |
| Head Lifeguard | 905185 | 35.00 | 6/4/2022 | CC | 9 | HdLifeguard |
| Human Service Advocate | 083265 | 35.00 | 12/1/2007 | CC | 7 | Hum S Adv |
| Job Developer | 085110 | 35.00 | 12/1/2007 | CC | 12 | Job Develop |
| Lead Teacher | 084188 | 35.00 | 12/1/2007 | CC | 10 | Lead Tech |
| Lead Tennis Instructor | 083523 | 35.00 | 12/1/2007 | CC | 10 | Lead Tn In |
| Lifeguard I (Seasonal) | 905283 | 35.00 | 6/4/2022 | CC | 7 | LfgdISeao |
| LifeGuard II (Part-Time) | 905273 | 35.00 | 6/4/2022 | CC | 8 | LifeGrdII |
| Lifeguard I | 080908 | 35.00 | 5/26/2015 | CC | 4 | Lifeguard |
| Lifeguard I | 905183 | 35.00 | 6/4/2022 | CC | 7 | LifeguardI |
| Lifeguard II | 905184 | 35.00 | 6/4/2022 | CC | 8 | LifeguardII |
| Lifeguard II | 080779 | 35.00 | 12/1/2007 | CC | 5 | Lifeguard |
| Maint Wkr/Custodian | 083241 | 35.00 | 12/1/2007 | CC | 6 | MnWrkrCust |
| Outreach & Engmnt Coord (BCYF) | 081370 | 35.00 | 11/24/2018 | CC | 10 | OEC(BCYF) |
| Office Assistant | 083002 | 35.00 | 12/1/2007 | CC | 6 | Off Asst |
| Office Manager | 083455 | 35.00 | 12/1/2007 | CC | 10 | Office Mgr |
| Payroll Clerk | 080069 | 35.00 | 12/1/2007 | CC | 13 | Payrl Clrk |
| Program Assistant II | 083442 | 35.00 | 12/1/2007 | CC | 5 | PrgAsst II |
| Program Assistant I | 080427 | 35.00 | 5/4/2012 | CC | 4 | Prog Ast I |
| Program Assistant I | 080550 | 35.00 | 5/4/2012 | CC | 4 | Prog Ast I |
| Program Coordinator | 080507 | 35.00 | 12/1/2007 | CC | 4 | Prog Coord |
| Program Developer | 081055 | 35.00 | 12/1/2007 | CC | 15 | Prog Dev |
| Program Specialist | 080559 | 35.00 | 12/1/2007 | CC | 8 | Prog Spec |
| Receptionist | 085660 | 35.00 | 5/4/2012 | CC | 4 | Recepinst |
| Receptionist | 085176 | 35.00 | 12/1/2007 | CC | 3 | Recepinst |
| Resource Coordinator (BCYF) | 082670 | 35.00 | 11/24/2018 | CC | 13 | ReCor BCYF |
| Resource Specialist | 083299 | 35.00 | 12/1/2007 | CC | 10 | Res Spec |
| Social Services Coordinator | 083300 | 35.00 | 12/1/2007 | CC | 13 | S S Coord |
| Sr Youth Worker | 083365 | 40.00 | 12/1/2007 | CC | 10 | S Youth Wk |
| Senior Personnel Officer | 905171 | 35.00 | 1/31/2022 | CC | 15 | Senior Per |

| Descr | Job Code | Std Hrs/Wk | Eff Date | Sal Plan | Grade | Short Desc |
|--------------------------------|----------|------------|------------|----------|-------|------------|
| Sr Streetworker | 089291 | 35.00 | 5/26/2015 | CC | 11 | Sr Str Wkr |
| Sr Outrch & Engmnt Coord (BCYF | 081375 | 35.00 | 11/24/2018 | CC | 12 | SrOEC BCYF |
| Staff Asst | 083443 | 35.00 | 5/26/2015 | CC | 10 | Stf Ast |
| Streetworkers | 089290 | 35.00 | 5/26/2015 | CC | 9 | Strwrk |
| Teacher/Counselor | 084066 | 35.00 | 12/1/2007 | CC | 11 | Teach/Coun |
| Teacher I | 081183 | 35.00 | 5/26/2015 | CC | 8 | Teacher I |
| Teacher II | 083438 | 35.00 | 12/2/2007 | CC | 11 | Teacher II |
| Technology Specialist | 084190 | 35.00 | 12/1/2007 | CC | 13 | Tech Spec |
| Tennis Instructor | 083522 | 35.00 | 12/1/2007 | CC | 8 | Tennis Ins |
| Van Driver | 082066 | 35.00 | 12/1/2007 | CC | 3 | Van Driver |
| Van Driver | 082655 | 35.00 | 5/4/2012 | CC | 4 | Van Driver |
| Van Monitor | 083445 | 35.00 | 12/1/2007 | CC | 2 | Van Montr |
| Youth Advocate | 080713 | 35.00 | 5/26/2015 | CC | 8 | Yth Advoc |
| Youth Worker | 089287 | 35.00 | 5/26/2015 | CC | 8 | Yth Worker |
| Maint Worker/Custodian | 082080 | 35.00 | 12/1/2022 | CCM | 6 | MnWrkrCust |