



Collective Bargaining Agreement
Between
AFSCME Council 65, Local 0748-0002, AFL-CIO
And
Stearns County
1/1/2022 - 12/31/2024

Labor Representative: Luke Langner (llangner@afscme65.org or 320-640-0140)

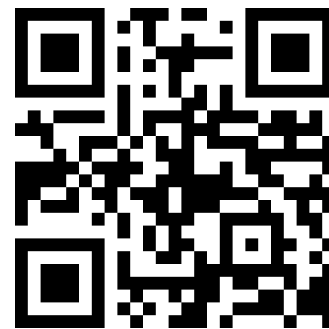
AFSCME Council 65 Office: info@afscme65.org or 888-474-3242

WEINGARTEN RIGHTS

If called to a meeting with management, you have rights to representation. State the following and call your labor representative: If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at the meeting. Until my representative arrives, I choose not to participate in this discussion.

BECOME AN AFSCME 65 MEMBER

Are you a new employee or not a member yet? Scan the QR code to sign up today and take advantage of the many benefits of AFSCME membership!



MEMBER BENEFITS

Are you taking advantage of your union member benefits? Check out the many benefits available from AFSCME Advantage and Union Plus at:

www.afscme.org/member-resources

www.unionplus.org

Make sure to have your member number handy when accessing these benefits.

ORGANIZING

Know someone who wants to form a union at their workplace? Contact our Organizing Department at 888-474-3242 or email info@afscme65.org and inquire about forming a union. Make sure they tell us you referred them. Your Local benefits from referring new union members.



LABOR AGREEMENT

BETWEEN

COUNTY OF STEARNS

AND

THE AMERICAN FEDERATION OF STATE, COUNTY AND

MUNICIPAL EMPLOYEES, AFL-CIO, LOCAL UNION #748

MAINTENANCE UNIT

COVERING PERIOD OF

JANUARY 1, 2022 THROUGH DECEMBER 31, 2024

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**LABOR AGREEMENT
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COUNTY OF STEARNS
AND
THE AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFL-CIO, LOCAL UNION #748
MAINTENANCE UNIT**

ARTICLE 1 - Intent and Purpose

This agreement is entered into as of January 1, 2022 between the County of Stearns (hereinafter called the "Employer"), and the American Federation of State, County and Municipal Employees, AFL-CIO, Local Union #748 (hereinafter called the "Union").

1.1 The purpose of this Agreement is to:

- A) Promote and insure harmonious relations, cooperation and understanding between the Employer and its employees.
- B) To establish standard hours of work, rates of pay and working conditions; and to these ends the Employer pledges its employees considerate and courteous treatment and the employees, directly and through the Union, pledge the Employer loyal and efficient service.

ARTICLE 2 - Recognition

- 2.1 The Employer recognizes the Union as the exclusive representative for collective bargaining purposes for a unit composed of all employees of Stearns County assigned to the Highway Maintenance Division of the Public Works Department, the Parks Maintenance Department, or the Building Maintenance Department, provided such employees are not excluded from the definition of "public employee" contained in Minnesota Statutes, Section 179A.03, subd. 14, as amended through 1987, excluding supervisory and confidential employees.
- 2.2 Any personnel assigned to a classification not in existence at the time this Agreement is executed shall be excluded or included, by mutual agreement or through Bureau of Mediation hearings if agreement is not reached by the parties.
- 2.3 The Employer shall not enter into any agreement with employees included in the bargaining unit covered by this Agreement, either individually or collectively, which in any way conflicts with the terms and conditions of this Agreement.
- 2.4 Neither the Union nor the Employer shall discriminate against or harass any employee because of race, color, creed, religion, national origin, sex, age, marital status, public assistance status, veteran status, disability, sexual orientation, union membership or non-membership.

The Employer and the Union agree to adhere to the employer's Respectful Workplace Policy.

ARTICLE 3 - Employer Rights

- 3.1 The Employer retains the full and unrestricted right to operate and manage all manpower facilities and equipment; to establish functions, policies and programs; to set and amend budgets; to determine the utilization of manpower and technology; to establish and modify the organizational structure; to select, assign, direct and determine the number of personnel; to establish work schedules, and to perform any managerial function not specifically limited by this Agreement. All right and authority which the Employer has not specifically abridged, delegated or modified by express provisions in this Agreement are retained by the Employer.

ARTICLE 4 - Union Rights

- 4.1 The Employer shall deduct from the wages of employees who authorize such a deduction in writing an amount necessary to cover monthly Union dues. Deductions shall be based upon the amounts certified as correct from time to time by AFSCME Maintenance Unit 748 and shall be made, continued, and terminated in accordance with the terms of said authorization card. Fair Share union fees will be withheld by applicable law. The Union agrees to indemnify and hold the Employer harmless against any claim, suit, order or judgment brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of this Article.

- 4.2 Political Action Committee: Upon receipt of a properly executed voluntary authorization card from an employee, the County will deduct from the employee's salary such amounts as the employee authorized to pay to AFSCME PEOPLE.

ARTICLE 5 - Hours of Work and Premium Pay

- 5.1 The standard guaranteed work week shall be five (5) consecutive eight (8) hour days, Monday through Saturday. All work performed in excess of forty (40) hours in any work week shall be paid at time and one-half (1-1/2) rates. All overtime work must be authorized in advance by the Employer, through its supervisors. No employee shall be required to take time off in lieu of overtime pay. For purposes of computing overtime, holidays, paid time off, extended sick leave and funeral leave shall be considered as time worked. Compensatory time taken shall not be considered as time worked for computing overtime.
- 5.1.1 Normal work hours shall be: Highway and Parks--7:30 a.m. to 4:00 p.m.; Building Maintenance--6:00 a.m. to 4:30 p.m. (8 hours within that time frame); Custodians--11:00 a.m. to 9:00 a.m. (8 hours within that time frame); and Caretakers--7:30 a.m. to 10:00 p.m. (8 hours within that time frame).
- 5.1.2 Nothing in this section shall be construed to limit the Employer's authority to implement the lay off of any employee in increments of forty (40) hours or more, provided such lay off is effective on the first work day of a calendar week and, further, provided that at least forty eight (48) hour notice has been given to the affected employees.
- 5.2 Employees shall receive one (1) fifteen (15) minute rest period for each four (4) hour shift at a time which is designated by their immediate supervisor, and such rest periods shall be considered part of the scheduled time worked. The noon lunch period for Highway and Parks shall be thirty (30) minutes and shall not be considered part of scheduled time worked. The noon lunch period for Building Maintenance shall be thirty (30) minutes and shall not be considered part of scheduled time worked. The meal period for Custodians in Building Maintenance shall be thirty (30) minutes. They shall also have 2 fifteen minute breaks.
- 5.3 Employees in the Highway Department will have summer hours beginning the Monday preceding Memorial Day through the Thursday preceding Labor Day. Those summer hours will consist of four ten (10) hour days.

Overtime will be compensated for hours worked in excess of the normal work week (40 hours).

Paid time off or any other leave taken for a day will be deducted for the entire ten (10) hours. Partial leaves of absences will be deducted as actual hours.

Holidays are considered as ten (10) hours of paid leave.

In case of emergency, one or all of the AFSCME Highway maintenance employees may be

called in on the remaining three days of the week (Friday-Sunday).

Break periods will remain as two (2) paid fifteen (15) minute breaks during the day and an unpaid lunch period of thirty (30) minutes.

5.3.1 Park Department employees may have a different work schedule during the time period referenced in 5.3 by mutual agreement of management and the Union.

5.3.2 Building Maintenance Department employees (both custodians and maintenance) may have a ten (10) hour day schedule by mutual agreement of management and the Union.

After such a schedule is implemented a thirty (30) day written notice must precede a termination of this type of schedule. This thirty (30) day written notice may be waived by mutual agreement of management and the Union.

Paid time off or any other leave taken for a day will be deducted for the entire ten (10) hours. Partial leaves of absence will be deducted as actual hours.

Holidays are considered as ten (10) hours of paid leave.

In case of emergency, one or all of the AFSCME Building Facilities employees may be called in on the remaining days of the week.

There will be two (2) paid breaks during the shift, 20 minutes for the first break and 15 minutes for the second break; and an unpaid lunch period of thirty (30) minutes.

5.4 All work performed on a regular designated holiday or Sunday shall be paid for at double time rate. If not scheduled to work on Sunday and called in, work shall be paid at double time. Work on a holiday will be paid at double time. For Custodians and Caretakers, Sunday is a regularly scheduled workday.

5.5 An employee may request twice a year (April and November) to cash out up to a maximum of forty (40) hours of accumulated compensatory time. This will be paid in May and December.

Comp time in place of overtime pay will be earned at the Employee's discretion and used under the same rules that govern paid time off. (Employees may earn comp time to a maximum of 80 (eighty) hours at any time. Hours must be reduced to sixty (60) by November 30th of each year of the contract. Employees may carry sixty (60) hours over into the next calendar year.)

5.6 An employee called back to work after completion of their regularly scheduled shift or on a day on which the employee is not scheduled to work shall receive a minimum of two (2)

hours of pay at the time and a half rate. When an employee reports for work in accordance with their schedule, without having been previously notified not to report, they shall receive a minimum of two (2) hours of work or two (2) hours pay in lieu of such work.

- 5.7 An employee who performs work in a higher classification for a period of three (3) consecutive working days shall be paid within the range of the higher classification which ensures an increase to a step that is at least 5% of their actual salary or placement at the higher salary range minimum, whichever is greater, for all hours worked in that classification back to the first day working out of class once the three (3) consecutive days have been worked. No employee shall be removed from the higher class work solely to avoid payment of the higher rate.

The exception to this section will be that the Mechanic position at Highway will be eligible to be paid for all hours worked out of class.

- 5.8 When employees are called into work before their normal work hours and are sent home after eight (8) hours (before the end of their regular shift), the County will pay one bonus hour (paid at straight time).

Should employees be called in before their normal work hours and work more than eight (8) hours, the employee will be paid eight (8) hours straight time, one hour bonus and any overtime as appropriate.

If employees are called in early but due to pre-approved PTO, then leaves before eight hours, then employees are paid for hours worked at straight time, the number of PTO hours needed to reach the number for a regular shift and one bonus hour.

After those employees have gone home and it becomes necessary to send out additional personnel those individuals may be drivers other than the regular route drivers. This does not preclude sending additional employee(s) to assist with the assigned route.

Bonus hours shall not apply to pre-scheduled trainings employees are scheduled to attend. If the training lasts more than eight (8) hours, overtime provisions shall apply.

- 5.9 If Highway maintenance employees are assigned to a temporary shift assignment, which will last no longer than 45 working days, they will be paid one bonus hour in addition to their regular rate of pay for working each shift of that assignment. Assignment to this shift will require a 48 hour notice. A list will be posted for ten (10) working days once each year to get volunteers for this assignment. Sign-up for this list shall be restricted to Maintenance Workers unless the work is normally done by another classification in which case such individuals are eligible for sign-up. The basis of selection of those individuals will be: at least one qualified individual will be selected if a work party of more than one is necessary, but not more than one qualified individual is necessary. If more than one individual is

qualified, the most senior will be selected.

Further selection will then be based on seniority. Seniority selection may work one of two ways. If everyone wants the job, the most senior gets it, and it works back to the least senior. If no one wants it, then the least senior will be assigned. The assignments will move up the seniority list from there.

This provision (5.9) does not apply to the winter maintenance schedule provided for in 5.11.

5.10 Should Highway Maintenance employees be assigned to a Tuesday through Saturday shift:

- A) Such assignment will be posted in advance.
- B) Prior notice of at least ten (10) days will be given before the assignment begins.
- C) Seniority will prevail in the assignment, provided that if qualifications are necessary, that the individual is qualified.

5.11 The employer may establish a winter maintenance schedule in the St. Cloud shop to be used in severe or extreme road conditions for snow and ice control operations. The schedule shall be posted at least fourteen (14) calendar days in advance of the effective date each fall. The posted schedule shall also cite the date each spring when winter maintenance schedules shall no longer be in effect.

The employer may split the available St. Cloud shop employees into more than one (1) shift.

Winter maintenance schedules may be declared to be in effect only when severe or extreme road conditions exist or are forecast. When severe or extreme road or weather conditions do not exist or are not forecast, and an employee is called outside of the established work schedule for operations such as spot sanding or plowing isolated patches of snow and ice, such assignment must be made on an overtime basis, unless such work is provided for elsewhere in the contract.

When such maintenance schedule is in effect, overtime rates shall be paid only for those hours worked in excess of the number of hours in the employee's established schedule before the winter maintenance schedule was activated. Employees assigned to this shift will be paid for their hours worked, overtime as appropriate and one bonus hour for each shift worked.

When the County splits the shifts, the County will fill all routes on A-shift with Highway Maintenance Workers. B-shift will be filled with remaining available Highway Maintenance Workers. If B-shift is still short, the County will follow Article 14 by requesting Highway Maintenance Workers to fill available routes followed by the classifications in order of Sign Technician, Welder, Mechanic.

5.12 Dawn Patrol

In the event that the County establishes a separate Dawn Patrol assignment:

- 5.12.1 The Dawn Patrol assignment will start on the second Monday in November through the second Friday in April each year.
- 5.12.2 The employee assigned to Dawn Patrol will receive one bonus hour in addition to their regular rate of pay for working each shift. The employee assigned to Dawn Patrol will also receive pay in accordance with Article 17.4.2
- 5.12.3 The regularly scheduled shift for Dawn Patrol will be five 8-hour shifts: 12:00 a.m. – 8:30 a.m. on Monday and 11:00 p.m. – 7:30 a.m. Monday through Friday.
- 5.12.4 A sign up list will be posted for ten (10) working days once each year to allow volunteers to bid for the assignment. Sign-up shall be restricted to Highway Maintenance Worker classification out of the St. Cloud Shop. If more than one employee is qualified, the most senior shall be selected for the assignment. In the event that there are no volunteers, the County will use inverse seniority for the assignment.
- 5.12.5 In the event the County determines that the employee working the Dawn Patrol assignment will not have a designated route as part of winter operations, the Dawn Patrol will not count as part of minimum staffing for PTO requests.
- 5.12.6 Dawn Patrol employees will not be called in to plow roads as part of snow and ice control operations if drivers are called in to plow roads prior to the normal start of the day shift (7:30 a.m.) during the regular work week (Monday – Friday). Dawn Patrol will be called in to operate a plow during snow events that occur on weekends (Saturday, Sunday, and Holidays) in accordance with Article 14.1.

ARTICLE 6 - Holidays

6.1 The following holidays shall be recognized as paid holidays for all employees covered by this Agreement:

January 1	New Year's Day
Third Monday in January	Martin Luther King Day
Third Monday in February	President's Day
Last Monday in May	Memorial Day
July 4th	Independence Day
First Monday in September	Labor Day
November 11th	Veterans' Day
Fourth Thursday in November	Thanksgiving Day
Fourth Friday in November	Day after Thanksgiving
Christmas Eve in those years when it is a regularly scheduled work day.	Christmas Eve Day
December 25	Christmas Day
Personal Days	0-3 Years of Service = 1 4-14 Years of Service = 2 15+ Years of Service = 3
Floating Day	Employees shall receive two .5 day float blocks

6.2 For employees working Monday through Friday when New Year’s Day, the Fourth of July, Veteran’s Day or Christmas Day fall on a Sunday, the holiday shall be Monday. When New Year’s Day, the Fourth of July, Veteran’s Day or Christmas Day fall on a Saturday the holiday shall be Friday.

- A) For employees working Monday through Friday, Christmas Eve Day shall be a holiday when it is Monday through Thursday.
- B) For employees working Monday through Friday, all other holidays will be observed on the actual holiday.
- C) For employees whose regular work schedule is not Monday through Friday, New Year’s Day, the Fourth of July, Veteran’s Day or Christmas Day shall be a holiday on that day if it is a regularly scheduled workday. If those days are not regularly scheduled workdays, the day shall float within the same pay period.

Employees working outside a regularly scheduled Monday through Friday schedule (i.e. Building Facilities, Parks, etc.) will receive a floating holiday within a 40-hour work week during that pay period if Christmas Eve Day is not a

scheduled workday for them, but is a holiday for those working Monday through Friday. Floating holiday will be scheduled for mutual agreement between management and the employee.

The maximum number of hours received for Christmas Eve Day holiday will be based on employees regularly scheduled to work Monday through Friday.

D) For employees whose regular work schedule is not Monday through Friday all other holidays will be observed on the actual day if a scheduled workday. For holidays that are not regularly scheduled workdays the holiday shall float within the same pay period. Floating holidays will be scheduled by mutual agreement between management and the employee.

6.3 To be eligible to receive compensation for an observed holiday, employees shall not have been absent without leave on the work day before or the work day after the holiday (authorized PTO or extended sick leave does not constitute absence without leave).

6.4 A Personal Day or Floating Day must be used within the calendar year to which it applies and may not be carried forward to the following year. This day will be governed as the same rules as those for PTO. A Personal Day or Floating Day may not be segmented but must be used as a complete unit of time. The Floating Day will be one-half of the employee's regularly scheduled shift.

A Personal Day or Floating Day must be requested in advance. Part-time employees shall receive prorated personal/floating days.

ARTICLE 7 – Paid Time Off

- 7.1 Paid time off may be utilized for any purpose subject to the needs of the employer to retain appropriate staffing and service levels. Therefore it must be requested in advance, and its use is subject to pre-approval by the employee's supervisor. In those circumstances in which pre-approval could not be requested, the supervisor's approval must be sought as soon as reasonably possible. Requests would not be unreasonably denied. Unauthorized use of paid time off will be subject to disciplinary action.
- 7.2 All requests for use of paid time off of three (3) days or more shall be submitted to the department director as soon as practical, and at a minimum of twice the duration of the requested leave prior to the commencement of that leave. All paid time off requested before March 15 of each year will be honored on a seniority basis within work groups. All paid time off requested after that date will be honored on a first come, first serve basis. Responses to paid time off requests will be given within a reasonable time. If there arises a conflict as to desired paid time off time, the most senior employee shall have his/her choice.
- 7.3 The minimum time frame for which paid time off may be requested is one-half hour.
- 7.4 Paid time off is credited each pay period and may not be used until it is posted to the employee's electronic pay summary.
- 7.5 Employees receiving Workers' Compensation may use accrued paid time off or extended sick leave to make up the difference between what they are receiving and their regular salary.
- 7.6 An employee may retain up to forty hours of paid time off and up to forty hours of extended sick leave for use after returning from the unpaid leave of absence for medical reasons or pursuant to the FMLA or state parenting leave law. An employee will be eligible to receive donated leave only after the employee's accrued paid time off has been reduced to no more than three (3) days.
- 7.7 An employee taking an unpaid leave of absence granted by the County for other than medical reasons or the FMLA or state parenting leave law must use all accrued PTO hours before beginning the unpaid leave.

In the event an employee chooses to use paid time off for their own medical condition requiring medical treatments or a medical/surgical procedure that would impair one's performance, the employee will be required to provide a return to work authorization form from their medical provider upon their return to work. The medical authorization of workability is required in the Human Resources Office prior to the start of the

employee's workday.

- 7.8 Employees will have paid time off credited to their account based on the following schedule:

Regular part-time employees shall have paid time off credited to their account on a prorated rate.

Years	Day Earned/Per Month	Hours Earned/Pay Period
During the first and second years of employment	1.75	6.46
During the third and the fourth years of employment	2.00	7.38
During the fifth, sixth and seventh years of employment	2.25	8.31
During the eighth and ninth years of employment	2.42	8.94
During the tenth, eleventh, twelfth, thirteenth and fourteenth years of employment	2.58	9.53
During the fifteenth, sixteenth, seventeenth, eighteenth, and nineteenth years of employment	2.67	9.86
During the twentieth and all succeeding years of employment	2.75	10.15

Employees hired on or after January 1, 2014 can accumulate PTO up to a maximum of 1040 hours.

For employees hired prior to January 1, 2014, the amount of PTO that can be accumulated by employees as of December 31 of each year will be limited to 1300 hours. Any employee that has over 1300 hours on December 31, 2010 will be grandfathered. Employees that accumulate over 1300 hours in any particular year and do not have their PTO balance below 1300 hours by December 31 will have their balances adjusted to 1300 hours and any hours above 1300 will be deposited into the employees Deferred Compensation account.

- 7.9 An employee selected to be a pallbearer for a deceased employee of the County or retired co-worker of the County shall be allowed one day, with pay, not to be deducted from paid time off.

7.10 An employee shall be authorized up to a maximum of three days as funeral leave days on the occasion of death in the employee's immediate family. "Immediate family" for the purpose of this section shall be defined as the employee's spouse/fiancé/significant other, children, parents, mother-in-law, father-in-law, brother, sister, brother in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, grandchildren, or a ward of the employee's household.

This leave may be used as PTO or extended sick leave upon the employee's request.

A maximum of one day of PTO or compensatory time will be granted on the occasion of the death of employee's aunt or uncle; grandparents or grandchildren of the employee's spouse.

7.11 An employee may cash out or designate to their deferred compensation account paid time off by completing the appropriate form requesting such cash out. Cash out of paid time off must be made in whole hours. Following a cash out the employee must have a balance of at least eighty (80) hours and have used a block of at least forty (40) hours in the same calendar year. In no case can a cash out exceed the amount of PTO actually used hours in this period of time. The maximum cash out will also be limited to a set number of hours based upon the number of years of service the employee has with the County. The limits on cash out hours will be as follows:

Years of Service Completed with Stearns County	Maximum Hours Available to Cash Out Annually
1 completed year	10
2 completed years	20
3 completed years	30
4 and any additional completed years	40

The below chart is effective in 2022 for 2023/2024 cash outs:

Years of Service Completed with Stearns County	Maximum Hours Available to Cash Out
3 and 4 completed years	40
5 and any additional completed years	80

An employee who has a PTO balance over 900 hours as of December 31 in the preceding year may cash out an additional forty (40) hours in 2022, 2023 and 2024.

7.12 Severance Plan A

An employee may select either Plan A or B but the choice once made is irrevocable with the exception that an employee may change their choice one time provided that it is done at least two (2) years prior to leaving County service. A change made less than two (2) years prior to leaving County service shall not be effective and the severance would be paid out based on the previous choice.

After an employee has successfully completed probation, an employee who leaves the employment of the County in good standing shall be compensated for previously credited and unused hours of paid time off at the current rate of pay subject to the following rules:

- 100% of the first 525 hours at 100% of regular pay rate at time of resignation/retirement.

The above amounts will be further limited by the following restrictions:

- An employee with less than one year of service will be limited to no more than forty (40) hours regardless of the employee's current unused hours of paid time off.
- An employee with one (1) complete year of service but less than two (2) complete years will be limited to no more than one hundred (100) hours regardless of the employee's current unused hours of paid time off.
- An employee with two (2) complete years of service but less than three (3) complete years will be limited to no more than two hundred (200) hours regardless of the employee's current unused hours of paid time off.
- An employee with three (3) complete years of service but less than four (4) complete years will be limited to no more than three hundred (300) hours regardless of the employee's current unused hours of paid time off.
- An employee with four (4) complete years of service but less than five (5) complete years will be limited to no more than four hundred (400) hours regardless of the employee's current unused hours of paid time off.
- An employee with five (5) complete years of service but less than six (6) complete years will be limited to no more than five hundred (500) hours regardless of the employee's current unused hours of paid time off.
- An employee with six (6) or more complete years of service or more will be

limited to no more than five hundred twenty-five (525) hours regardless of the employee's current unused hours of paid time off.

7.13 Severance Plan B

An employee may select either Plan A or B but the choice once made is irrevocable with the exception that an employee may change their choice one time provided that it is done at least two (2) years prior to leaving County service. A change made less than two (2) years prior to leaving County service shall not be effective and the severance would be paid out based on the previous choice.

- 1) Any regular employee, who has at least ten years of service and whose effective date of employment was before June 1, 1983, shall be eligible for severance payment equal to 100% of previously credited and unused paid time off and 75% of the employee's previously credited and unused extended sick leave with the combination of the two not to exceed 840 hours for separations occurring as a result of resignation in good standing or retirement based on disability as defined by the employee qualifying for PERA disability benefits.
- 2) Any regular employee who has at least ten years of service and whose effective date of employment was before June 1, 1983, shall be eligible for severance payment equal to 100% of previously credited and unused paid time off and 100% of previously credited and unused extended sick leave with the combination of the two not to exceed 1184 hours for separations occurring as a result of death while a covered employee or retirement pursuant to retirement provisions applicable to PERA members.
- 3) Any regular full-time employee or part-time employee whose effective date of employment was on or after June 1, 1983, shall be eligible for severance payment equal to 100% of previously credited and unused paid time off and 75% of previously credited and unused extended sick leave with the combination of the two not to exceed the total dollar amount of the regular rate of pay times 290 hours plus \$2,650, after at least ten (10) years of service, for separation due to death, retirement pursuant to PERA eligibility requirements, or resignation.

7.14 When an employee is eligible for a severance payment upon leaving County employment, the dollar amount will be calculated based on the severance plan selected by the employee and the method determined by that selection (7.12 or 7.13 above). After the dollar amount has been calculated, how it is paid will be determined by the following rules:

- If the employee has not completed three (3) years of continuous County service, the payment will be made directly to the employee

- If the employee has completed three (3) years of continuous County service, the following chart will be used to determine what percentage of the payment will be made into the Voluntary Employee Beneficiary Association (VEBA) established by the County:

If your PTO accrued balance is less than 150 hours: 0 %

If your PTO accrued balance is 150-200 hours: 25%

If your PTO accrued balance is 201-250 hours: 50%

If your PTO accrued balance is 251- 350 hours: 75%

If your PTO accrued balance is more than 350 hours: 100%

- The percentage of the balance (if any) which did not go into the VEBA will be paid directly to the employee

7.15 In the event an employee has been separated and paid severance pay, pursuant to this article, and is subsequently re-employed, the employee will be placed into the Paid Time Off Plan and eligible severance plan as though a new employee.

7.16 The employee's paid time off balance at time of layoff will be reinstated, if they are recalled from layoff without having been paid the severance amounts noted above. This reinstatement will not occur if severance has been paid to the employee.

7.17 Following a layoff an employee may request severance payment no sooner than thirty (30) days after the layoff. The employee may, however, choose to leave the severance payment with the County until the layoff period expires. A layoff period expires after the employee has been on layoff for two (2) years except as a different time period may apply pursuant to union contract.

7.18 Access to use of the Extended Sick Leave Bank will be restricted to those times in which an employee's absence is a minimum of two (2) full consecutive work days at which time the employee's absence will be charged to the Extended Sick Leave Bank to the extent that hours are in this account retroactive to the first day and the PTO charged to those days will be reinstated to the employee's PTO account. The employer may request medical documentation supported by an actual doctor's visit in these instances.

Having met the above requirements, such leave may be used for illness, injury, disability, outpatient or inpatient treatment for physical/mental illness, alcoholism, or drug addiction.

- Such leave may be used for absences due to an illness of the employee's child (who is under 18 years of age or under age 20 and still attending secondary school) for such reasonable periods as the employee's attendance with the child

may be necessary (the same policies which apply to PTO and Extended Sick Leave Bank use for the employee's own illness apply to situations involving the employee's child).

- Each employee may use up to a maximum of three (3) days extended sick leave per year in lieu of deductions from pay for absence from work due to a bona fide illness in the immediate family or of employee's parents or adult children.
- However, if an immediate family member is hospitalized, the employee may use such extended sick leave each year up to half the leave balance already accrued.
- An employee may use such Extended Sick Leave Bank to the full extent of the accrual during approved leave under the FMLA for a serious health condition even if the employee is not the one who has the condition for which the leave was granted.

ARTICLE 8 - Seniority

- 8.1 Seniority shall apply separately in the Maintenance Division of the Highway Department, the Building Maintenance Department, and Park Maintenance Department. New full time and/or part time employees hired shall be considered as probationary employees for the first 1040 hours in paid status, excluding donated leave.
- 8.2 The Employer shall establish seniority lists, current as of the effective date of this Agreement and updated annually in March.

Seniority shall be the length of continuous employment with the Employer within the bargaining unit based on hours worked. Separate seniority lists shall be established for overall unit seniority and each classification series which includes employees covered by this Agreement. Each such list shall rank employees in order of highest to lowest seniority within the classification series and overall unit seniority.

The Employer shall post the seniority lists on the Stearns County intranet and deliver them by email to the Union Stewards. Any employee or the Union shall be obligated to notify the Employer of any error in the lists within thirty (30) calendar days of such posting. If no error is reported within this thirty (30) calendar day period, the list will stand correct as posted until the next seniority posting.

Classification Series:

- I) Maintenance Worker (Hwy)
Maintenance Worker (Parks)
Park Maintenance Coordinator
Sign Technician
- II) Mechanic
Welder
- III) Custodian
- IV) Building Facilities Maintenance Technician
Building Facilities Carpenter
- V) Electrician – Journeyman
Master Electrician
- VI) Master Plumber

- 8.3 An employee shall lose seniority for the following reasons only:

- A) The employee resigns.
- B) The employee is discharged and the discharge is not reversed through the grievance procedure.
- C) The employee is absent for two (2) consecutive working days without notifying the Employer; in proper cases, exceptions will be made. In the event of a discharge pursuant to this subsection, the Employer will send written notification to the employee at their last known address, that they have lost their seniority and their employment has terminated. If the disposition made of any such case is not satisfactory to the Union, the matter may be referred to the grievance procedure.

8.4 Seniority for bumping purposes will not be limited to classification series if no positions are available within your series but include bargaining unit wide positions. When bumping is exercised outside the current classification series held by the employee at the time of layoff notification, the seniority will be based on County seniority in the bargaining unit not classification seniority.

8.5 Prior to the notification of layoff, Human Resources will meet and confer with the union to discuss possible alternatives to the layoff.

8.6 Upon notification of the need to reduce the work force, a list of the remaining available positions shall be given to those employees being laid off and those employees whose positions may be affected by bumping/bidding.

8.7 Prior to a reduction in the work force, all temporary, emergency and probationary employees would be laid off before any regular, non-probationary employees.

When a reduction in the work force occurs, the layoff will occur on the basis of reverse seniority within a classification. Prior to the actual layoff, those affected employees shall be pre-qualified for bidding on the remaining positions. This pre-qualification occurs through meeting the minimum qualifications used in the job posting or having previously held the position. Minimum qualifications for education may be met by substituting two (2) years of experience for one (1) year of related education unless a college degree is required. All affected employees will meet at a designated place and time to bid in order of seniority on the remaining positions. This bidding process will be coordinated by the Human Resources Department. When a position is taken by an employee with higher seniority, remaining employees shall continue to choose positions by seniority, until all positions are filled.

8.8 The County shall notify affected employees of a pending lay-off and the reasons for

the lay-off thirty (30) calendar days prior to said lay-off whenever possible.

- 8.9 Recall from lay-off shall be in order of seniority within each classification, provided that a recalled employee must indicate his/her intention to return to work within fourteen (14) calendar days of notification; failure to respond to recall as herein provided shall result in automatic termination of seniority and employment. Notice of recall shall be by certified mail with a return receipt requested. An employee shall remain on the recall roster for two (2) years, unless they fail to respond to a call notification. At the end of said two years, all employment and seniority rights shall terminate.

If any vacancy exists in any department for which a person on a lay-off is qualified, the person on lay-off shall be offered the vacant position. Any employee on lay-off status who is offered employment in a substantially equal position in another department is required to accept such employment in order to retain status on the lay-off list.

- 8.10 All newly hired or rehired employees shall be required to serve a period of job probation. Additionally, any employee moving to a different position likewise shall be subject to a new probationary period. Probationary periods shall be for 1040 hours worked.
- 8.11 Upon completion of the probationary period, new or rehired employees shall become regular employees within the meaning of this Agreement and shall be credited with seniority dating from the first date of continuous employment to a permanent position with the Employer.
- 8.12 Benefits shall accrue based on the latter of the anniversary date of hire or rehire.

ARTICLE 9 - Filling of Vacancies and Transfers

9.1 For purposes of this article, a regular vacancy is created when the employer determines to increase the work force and to fill a new position. A regular vacancy also occurs when any of the following personnel transactions take place in the bargaining unit and the employer determines to replace the previous incumbent:

- A) Termination (including retirement)
- B) Promotion, or
- C) Demotion

If the employer determines not to replace the previous incumbent, the union shall be given written notice within ninety (90) days.

9.2 Notice of all vacancies or new created positions in Highway, Parks, and Maintenance shall be posted in a conspicuous place in each shop where employees work. Such notice shall be posted for a minimum of five (5) working days (not to include Saturday, Sunday or holidays) prior to the filling of such vacancy or newly created position. Job vacancies shall be posted on the electronic recruiting system for at least seven (7) calendar days. Such notice shall state the position, classification, the work location and rate of pay for the job.

9.3 Whenever possible, a vacancy shall be filled with present employees, giving first consideration to qualifications for the job and seniority.

If it becomes necessary in making a promotion to bypass an employee's seniority, reasons for denial shall be given, in writing, to such employee, with a copy to the union.

The employee who is promoted shall be granted a forty-five (45) day trial period to determine 1) ability to perform the job, and 2) desire to remain on the job. If the employee does not wish to remain in the new position, the employee shall have the right during the forty-five (45) working day trial period to revert to their older or former position. The employee shall submit in writing the reasons to the Union, with a copy to the employer. At anytime during the first 1040 hours of time in paid status, excluding donated leave, if the employee is unsatisfactory in the position, notice and reasons shall be submitted to the Union, in writing, with a copy to the employee and the employee will be returned to their former position. The matter may then become a proper subject for the grievance procedure. During the trial period, the employee shall receive the rate of pay of the job they are performing. Management will make every effort to return employees to their original location when returning to former positions.

9.4 In the event the employer determines that a position work location is to be changed, the

matter shall be posted for a minimum of five (5) working days (not to include Saturday, Sunday or holidays) and employees in the affected classifications or any employee desiring a demotion may post for the new position location.

The criteria for selection to a position and a person to fill the new work location shall be the same as for filling a new position or vacancy. An employee who bids for and is granted a transfer shall not be afforded an opportunity to revert from the transferred assignment to his/her former position except by mutual agreement of the employee and employer. In the event the posted position is not filled through the employee bidding process, the employer has the authority to transfer the least senior employee within the classification, from whichever shop the employer chooses. The employer will not be restricted to the least senior employee in a classification if there is specialized equipment or training that is required. Involuntary transfer of personnel shall not affect seniority in the unit.

9.5 For a demotion to occur there needs to be a vacancy as determined by employer.

Employees in that classification series may bid to have the vacant slot. Routes and equipment will be offered to existing employees in that classification first based on seniority. Any transfer will need to be approved by management.

Employees seeking demotion in a different classification series need to apply for the final vacancy as part of the regular Human Resources recruitment process.

If an employee takes a demotion they shall be placed at the closest, lowest step they are eligible for based on years of service.

ARTICLE 10 - Layoff and Recall

- 10.1 The employer in its discretion shall determine whether layoffs are necessary. If it is determined that layoffs are necessary, employee(s) will be laid off in the following order:
- A) Temporary employees
 - B) Seasonal employees
 - C) Probationary part time employees
 - D) Part-time employees who work up to an average of 32 hours per week and more than 14 hours per week, no hours are guaranteed
 - E) Probationary full-time employees, and
 - F) In the event of further reductions in force, employees will be laid off from the affected classification giving first consideration to seniority and qualifications to perform the remaining work available. When two or more employees have relatively equal qualifications to do the work remaining available, the employee with the least seniority will be laid off first. An employee faced with layoff shall be allowed to bump an employee with less seniority in a lower classification providing that the employee exercising bumping rights is presently qualified to perform the work of the lower classification.

Employees may be permitted to take Enhanced Time Off (ETO), without pay, under the conditions outlined in the Stearns County Enhanced Time Off Program. Approval/denial would be required by the supervisor, Division Director and Department Director.

- 10.2 Employees will be given a notice of 10 working days before being laid off.
- 10.3 An employee will retain seniority but will not earn additional seniority while on layoff status.
- 10.4 The employee's extended sick leave balance at time of layoff will be reinstated, if they are recalled from layoff. This reinstatement will not occur if severance has been paid to the employee.
- 10.5 Severance paid out to laid off employees may be repaid by the employees with interest (at the same rate as charged to repay PERA contributions) if the employee desires to do so when recalled from layoff.

Severance pay shall only be paid once unless it is reinstated through employee repayment.

- 10.6 Employees who are laid off shall be placed on a recall list for a period of two (2) years. If there is a recall, employees who are still on the recall list shall be recalled, in the inverse order of their layoff, provided they are presently qualified to perform the work in the job classification to which they are recalled.
- 10.7 If an employee is recalled to a position in a lower rated job classification or to a part-time or a seasonal position, they shall have the right to return to the job classification ~~he/she~~ held prior to being laid off in the event it subsequently becomes available. If an employee is recalled to a lower rated job classification or to a part-time position which is less than 75% full time, the employee shall have the right to refuse the recall and remain on the recall list. The Employer shall not hire new employees in bargaining unit positions as long as there are still employees on the recall list who are presently qualified to perform the work in the affected job classification and who are willing to be recalled to said classification.
- 10.8 Employees who are eligible for recall shall be given seven (7) calendar days' notice of recall and notice of recall shall be sent to the employee by certified or registered mail with a copy to the Union. The employee must notify the Employer of his/her intention to return within five (5) working days after receiving notice of recall. The employee must be willing to report and to return to work within ten (10) working days following receipt of the notice of recall. The Employer shall be deemed to have fulfilled its obligations by mailing the recall notice by registered mail, return receipt requested, to the mailing address provided by the employee. It is the obligation and responsibility of the employee to provide the employer with their latest mailing address.

ARTICLE 11 - Grievance Procedure

11.1 A grievance is defined as a dispute or disagreement as to the interpretation or application of the specific terms and conditions of this Agreement. Grievances shall be settled in the following manner:

Step 1. The Union Steward, with the employee, shall take up the grievance within ten (10) working days of his/her knowledge of its occurrence with the Employer-designated representative. The Employer-designated representative shall attempt to adjust the matter and shall respond to the Steward within ten (10) working days.

Step 2. If the grievance is still unsettled, the Union may, within ten (10) working days after the reply of the employer designated representative is due, present the grievance, in writing, to the appropriate department director or employer designated representative who shall respond to the Union within ten (10) working days.

Step 3. If the grievance is still unsettled, the Union may, within ten (10) working days after the reply of the department director is due, present the grievance in writing to the County Human Resources Director.

Step 4. If the grievance is still unsettled, the Union may, within ten (10) working days after the reply of the County Human Resources Director is due, by written notice to the County Human Resources Director, request mediation by the State Mediation Service.

Step 5. If no settlement is reached through mediation, the Union may, within ten (10) working days, submit the matter to arbitration in accordance with the procedures set forth in Minnesota Statutes Chapter 179A.

11.2 The fees and approved expenses of the arbitrator shall be borne equally by both parties. The decision of the Arbitration Panel shall be final and binding upon both parties.

11.3 The arbitrator shall render a decision in accordance with the requirements of Minnesota Statutes Chapter 179A. The arbitrator shall have no power to add to, subtract from or modify any terms of this Agreement, nor shall the employee substitute their discretion for that of either party.

11.4 If either party desires a verbatim record of the arbitration proceedings, it may cause such a record to be made, providing it pays for the record. If both parties desire a verbatim of the proceedings, the cost shall be shared equally. Each party shall be responsible for compensating its own witnesses or experts involved in an arbitration procedure.

11.5 If a grievance is not presented within the time limit set forth above, it shall be considered "waived". If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the employer's last answer. If the employer does not answer a grievance or an appeal thereof within the specified time limits, the Union may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time limit in each step may be extended by the mutual agreement of the employer and the Union in each step.

If a grievance is based on a directive which originates higher than the individuals referred to in either Step 1 or Step 2, the grievance may be commenced at the level at which the action which resulted in the filing of the grievance occurred. In no case shall the process begin above Step 3.

11.6 Nothing in this Agreement shall provide a non-regular (probationary, temporary and seasonal) employee with a right to binding arbitration with regard to disciplinary action.

11.7 If a grievance involves the suspension or discharge of an employee who has attained regular status, the Union may elect to commence the grievance procedure by filing the written grievance with the County Human Resources Director at Step 3.

ARTICLE 12 - Discipline

12.1 Employees may be disciplined or discharged for just cause. Disciplinary action should be progressive and follow the steps listed below. The Employer may deviate from progressive discipline steps when the offense justifies the action.

- 1) Oral Reprimand
- 2) Written Reprimand
- 3) Suspension
- 4) Demotion
- 5) Discharge

Oral reprimands, if grieved, may not proceed to mediation and/or arbitration. All oral reprimands will be removed from the file after one (1) year, and written reprimands will be removed after three (3) years. Both of these time frames are contingent upon the fact that the disciplinary action is not related to an ongoing problem. The employee must request such removal in writing to Human Resources.

12.2 All discipline will be in written form. Documentation of oral reprimands and written reprimands, to become part of an employee's personnel file, shall be read and acknowledged by signature of the employee. The affected employee and Union will receive a copy of such written reprimands and documentation of oral reprimands and notices of suspension, demotion and discharge.

12.3 Employees may examine their own individual personnel files at reasonable times under the direct supervision of the Employer.

12.4 The employee shall have the right to have the Union present at any questioning for disciplinary action against an employee.

12.5 Nothing in this Agreement shall limit the Employer's right to terminate or discipline an employee during the initial probation period.

ARTICLE 13 - Leaves of Absence

- 13.1 Leaves of absence without pay for physical or mental illness may be granted for reasonable periods not to exceed one (1) year, without loss of classification seniority for longevity purposes. Such leaves may be extended upon request. At any time during the leave, Human Resources may request a physician's statement updating the employee's condition and projected date of return to work.
- 13.2 Leaves of absence shall be granted, with pay, for service on any jury, with any per diem received for such service turned in to the County (excluding travel allowance). Employees who are members of a reserve force of the USA or of this State, and who are ordered by the appropriate authorities to attend a training program or perform other duties under the supervision of the USA or this State, shall be granted leave time, with pay, up to a maximum of fifteen (15) days per year. Any employee who enters into active service in the Armed Forces of the USA while in the service of the Employer, shall be granted a leave of absence for the period of military service.
- 13.3 Employees will have the right to present requests for leaves of absence to the Human Resources Director if they have been denied by the department director.
- 13.4 Seniority shall not accrue during an unpaid leave of absence of over 160 hours.
- 13.5 Reference Article 7.6 and 7.7, Paid Time Off.

ARTICLE 14 - Overtime

- 14.1 When there is an opportunity for overtime, Highway employees will be called in based on classification series seniority and by shop location from most to least senior.

Response time and proximity will be considered in the overtime assignment recognizing public safety comes first.

In the event an employee has been pre-approved for PTO (not Comp time or ETO), and they notify the supervisor prior to the time of their leave, in writing, that they are available to be called in, and there is a break in service from the time the rest of the crew went home; then they will be called and offered the opportunity for overtime based upon the above language.

A decision will be grievable, but shall not be subject to Arbitration.

ARTICLE 15 - Insurance Benefits

- 15.1 The Employer agrees to make available major medical coverage for all full-time and part-time employees.

All full-time and part-time employees will be required to enroll in a major medical coverage plan.

- 15.2 Employees who are budgeted to work 30 (thirty) or more hours per week will receive PTO, holidays, cafeteria benefits, a VEBA or HSA contribution (if eligible as described in Article 15.4B), and longevity at 100%.

Part-time employees who are budgeted to work 20-29 (twenty to twenty-nine) hours per week will receive prorated PTO, holidays, cafeteria benefits, a VEBA or HSA contribution (if eligible as described in Article 15.4B), and longevity at 75%.

- 15.3 The Employer sponsors a "cafeteria plan" through which a full-time/part-time employee may select benefits available through the cafeteria plan on a tax favored basis in accordance with applicable law, including but not limited to the Internal Revenue Code of 1986 (as amended) and associated regulatory guidance. Benefits available through the cafeteria plan shall include, but not be limited to, major medical coverage, a health flexible spending account ("Health FSA"), dependent care flexible spending account ("Dependent Care FSA"), and a health savings account ("HSA").

- 15.4 Employer Contribution based on Major Medical Coverage:

- A) The amount of the monthly County contribution is based upon whether the full-time/part-time employee selects single coverage or family coverage.

Effective January 1, 2022:

- Single Coverage: Total County Contribution is \$965 per month*
- Family Coverage: Total County Contribution is \$1,170 per month*

Effective January 1, 2023:

- Single Coverage: Total County Contribution is \$1,000 per month*
- Family Coverage: Total County Contribution is \$1,245 per month*

Effective January 1, 2024:

- Single Coverage: Total County Contribution is \$1,035 per month*
- Family Coverage: Total County Contribution is \$1,320 per month*

*The Total County Contribution is reduced to reflect the employee's status as a full-time or part-time employee.

B) The monthly County contribution is based upon the major medical coverage option selected by the full-time/part-time employee. The monthly County contribution is used first to pay the cost of the major medical coverage option selected by the full-time/part-time employee. The monthly County contribution is then used to fund the (1) VEBA for a full-time/part-time employee who has selected the major medical coverage option that operates side by side with the VEBA, or (2) HSA for a full-time/part-time employee who has selected the major medical coverage option that operates side by side with the HSA. The VEBA and HSA shall be operated in accordance with the applicable law, including the Internal Revenue Code of 1986 (as amended) and associated regulatory guidance.

- 15.5 All full-time and part-time employees shall receive \$350 into a VEBA account in January each year of the contract. The VEBA shall be operated in accordance with the applicable law, including the Internal Revenue Code of 1986 (as amended) and associated regulatory guidance.
- 15.6 The County agrees to continue group life insurance benefits with term life insurance coverage of \$50,000 for each full-time/part-time employee. Employees may choose dependent life coverage as provided in the cafeteria benefit package at his/her own expense.
- 15.7 Any employee who retires shall be eligible to continue group insurance coverage for themselves and for their dependents if such dependents were covered during the last year of employment, if the employee agrees to pay all premiums required to continue such coverage. This coverage shall be maintained for the life of the retired employee, unless they fail to make the necessary payments on a monthly basis.
- 15.8 The County shall provide malpractice insurance coverage for employees sued for alleged acts or omissions arising out of, or occurring within, the scope of each employee's employment or official duties, in accordance with the terms of the policy presently in existence in the County, or the equivalent self-insurance coverage up to the maximum limits established by Chapter 466 of the Minnesota Statutes.
- 15.9 All full-time and part-time employees shall be covered under County sponsored long-term disability coverage, to provide a monthly income replacement benefit based on 50% of current annual salary to a maximum of \$1,000 a month under the provisions of the contract set forth by the provider. This basic disability coverage will be paid for by the County, with the option of the employee to buy additional like policies at his/her own

expense.

- 15.10 All full-time and part-time employees shall be covered under County sponsored short-term disability coverage to provide a monthly income replacement benefit (up to six months), to pay \$100 per month in case of sickness or injury off the job. This basic disability coverage will be paid for by the County. These monthly benefits shall be reduced by any amounts paid or payable under Worker's Compensation, the primary disability provisions of the Federal Social Security Act and the Public Employee Retirement Act. The employee has the option to buy additional like policies at his/her own expense.
- 15.11 The County will provide a \$1,000 lump sum payment to VEBA after eight (8) years of service following an eligible employee's retirement. In order to be eligible for this benefit, an employee must have at least eight (8) years of continuous and benefit earning experience with the County prior to retirement and must be receiving PERA pension benefits.
- 15.12 With respect to the employer shared responsibility requirements found in Section 4980H of the Internal Revenue Code, the County reserves the right to provide group medical coverage in addition to the coverage described herein in order to manage the potential penalties to which the County may be subject. Such coverage, in addition to the coverage described herein, will be considered bargained but specifically will not be considered part of the aggregate value of the benefits and specifically will not be subject to any applicable aggregate reduction in value limitations.

ARTICLE 16 - Safety

- 16.1 This employer agrees to maintain necessary permits and to activate such permits for all movement of oversize and overweight vehicles on trunk highways.
- 16.2 The Employer and all employees shall cooperate in the enforcement of all applicable regulations for the enforcement of job safety. If an employee feels that his/her work duties or responsibilities require such employee to be in a situation that violates Federal and State safety standards, the matter shall be immediately considered by the Employer. If such matter is not satisfactorily adjusted, it may become the subject of a grievance and will be processed in accordance with the grievance procedure set forth in this Agreement.
- 16.3 All County employees shall develop safe work habits and contribute in every manner possible to the safety of themselves, their co-workers, and the general public. To that end, they shall:
- A) Promptly report to their supervisor all accidents and injuries occurring within the course of their employment, regardless of how slight the injury, on forms provided by the employer.
 - B) Cooperate with and assist in investigation of accidents to identify correctable causes and to prevent recurrence.
 - C) Promptly report to their supervisor all unsafe practices or conditions they observe.
 - D) Actively support and participate in safety promotional and educational measures utilized in department safety programs.
 - E) Become familiar with and observe approved safe work procedures for their work activities.
- 16.4 First aid kits shall be stocked and placed in designated areas.
- 16.5 Employees who fail to follow established safety procedures will be subject to disciplinary action.
- 16.6 Any changes which pertain to testing in the Alcohol and Drug policy, set forth in the Stearns County Personnel Policy adopted in March, 1992, shall be negotiated between the union and the employer.

ARTICLE 17 - Pay Plan

- 17.1 Employees shall be compensated in accordance with the compensation range tables attached hereto and hereby made a part of this Agreement.
- A) January 1, 2022 – 2% general adjustment
July 1, 2022 – 2% general adjustment
\$500 Retention Incentive (paid on the first eligible pay period after contract ratification)
 - B) January 1, 2023 – 2% general adjustment
July 1, 2023 – 2% general adjustment
 - C) January 1, 2024 – 2% general adjustment
July 1, 2024 – 2% general adjustment
- 17.2 Employees' anniversary dates shall be used for step increases.
- 17.3 Starting salaries for new hires will be based on the ability to recruit and retain qualified applicants as determined by management during the hiring process.
- 17.4 The placement of employees on steps is governed by the following:
- 1) Under promotion, an employee shall move to the beginning step of the new range or a rate within the new range which is at least 8% above the present salary. The anniversary date for subsequent step movement on the range shall be based on the date of promotion.
 - 2) When the Operations Supervisor/Equipment Shop Supervisor and Lead Worker is absent in each district, the most senior employee will receive an additional \$1.05 per hour. This rate will be effective for each hour of absence. The Operations/Equipment Shop Supervisor shall be considered absent when on leave or unavailable. For the Operations Supervisor in the St. Cloud Shop, the acting supervisor shall be chosen from the Maintenance Workers only, and from shop personnel for the Equipment Shop Supervisor.
 - 3) In addition to the base rates provided by the above Compensation Plan, the following longevity program shall be provided:

Governing Conditions:

Longevity payments shall be paid on the first payroll in December of each year, and

shall be based on longevity computed on length of service as of November 30 of that same year. To determine eligibility, the employee's last date of hire shall be the governing factor.

Longevity will be paid based on the following schedule:

Years of Service	
After 5 years	\$300
After 6 years	\$310
After 7 years	\$320
After 8 years	\$330
After 9 years	\$340
After 10 years	\$350
After 11 years	\$360
After 12 years	\$370
After 13 years	\$380
After 14 years	\$390
After 15 years	\$400
After 16 years	\$410
After 17 years	\$420
After 18 years	\$430
After 19 years	\$440
After 20 years	\$450
After 21 years	\$470
After 22 years	\$490
After 23 years	\$510
After 24 years	\$530
After 25 years	\$550
After 26 years	\$570
After 27 years	\$590
After 28 years	\$610
After 29 years	\$630
After 30 years	\$650

- 4a) Full-time regular benefit earning employees shall have a one time choice by November 1, in each year of this contract to select a deferred compensation match at the rates shown below (employees who do not notify Human Resources of their selection will continue to receive longevity). There will be no requirement for "new" dollars to be designated in addition to what the employee is already designating. Employee may receive a partial match if they contributed less than the full amount for which they could have been eligible. In order to receive the

matching dollars, the employee would need to contribute a like amount based on years of service. While an employee could receive less than s/he was eligible for, in no case could s/he receive more, regardless of how many dollars the employee had contributed to deferred compensation. Any employee who is contributing the IRS maximum to deferred compensation, will receive their match as a "cash" payment based on the Deferred Compensation Match Schedule for their years of service. All employees hired on or after January 1, 2002 will be eligible only for the deferred compensation match.

- 4b) Each regular full-time employee shall receive deferred compensation as outlined in the chart below.

Deferred Compensation Match Schedule:

Years of Service	Amount
After 1-4 years	\$250
After 5-9 years	\$1,000
After 10-14 years	\$1,250
After 15-19 years	\$1,500
After 20+ years	\$1,750

- 17.5 An additional \$1.05/hour during the months of April through November will be paid to the next most senior Park Maintenance Worker when the Park Maintenance Coordinator is absent for a full work day. This clause only applies to Park Maintenance employees.
- 17.6 Seasonal Park Workers will be paid at an hourly rate at least \$1.00 over their current rate on the Seasonal Rate Schedule for time worked following sixty-six (66) days of employment. The hourly rate will represent the total compensation. There is no eligibility for benefits. Such workers shall not be used in lieu of full time employees.
- 17.7 Driver's license endorsements required by the Employer will be paid for by the Employer. Employees will be allowed time off with pay to take the required written and road tests (1 of each per renewal).
- 17.8 Attaining a chief or first class boiler license will result in a payment of \$500 lump sum. This provision is available only to Building Maintenance employees as directed by management. This section does not apply to Custodians.
- 17.9 Employees shall be eligible each year for reimbursement of work apparel not to exceed \$350 in 2022, 2023 and 2024. The leasing cost of eligible work apparel items as identified in the Letter of Agreement dated March 29, 2016 may be submitted for reimbursement. This reimbursement must be used in the calendar year to which it applies and may not be

carried forward to the following year. Requests for reimbursement must be submitted prior to December 1 of each year.

If an employee leaves employment with the County within a calendar year, the clothing allowance will be pro-rated by weeks worked in the year that the employee left County employment.

- 17.10 Employees shall be paid at their regular rate of pay for time spent at the request of the County in preparing for and testifying in court, if required, because of an accident involving County equipment to which they were witnesses.
- 17.11 Those employees covered by this contract who are also volunteer firefighters would be allowed to respond to fire calls on paid time, only if: the employee is available and it is a fire call for which a 2nd call has gone out or if it is a structure fire. These types of responses would be limited to a total of twenty (20) hours per year. The County may require written verification from the Fire Chief. With prior approval of the employee's supervisor, a County pick-up truck may be used if it is closer to go to the site of the fire than returning to the shop. For purposes of this article, paid time will be limited to normal work hours and for actual firefighting activities.
- 17.12 The cost to employees for parking in the County parking facilities (UBC lot, Zapp lot and the ramp) will not increase unless the total cost to the County in 2022 through 2024 increases by more than Fifteen Dollars (\$15.00) per month. Any increase over that limit will be deducted from the pay of employees.
- 17.13 The Employer and Union have discovered that from time to time, payroll disbursements have been in error and that correcting payroll errors is important. The Employer and Union have established a uniform payroll correction procedure to promptly correct any inaccurate payroll distributions.

Each employee will repay the County for any excess payroll disbursement issued to them. The Employee and Employer will mutually agree to a payment plan within sixty (60) calendar days of discovery of such error. If there is not mutual agreement to a payment plan within sixty (60) calendar days, the amount will be payroll deducted on the next payroll. This timeframe may be extended by mutual agreement.

The County will pay each employee any deficient payroll disbursements withheld or due to that employee as part of the payroll disbursements on the next scheduled payroll based on the posted payroll schedule.

ARTICLE 18 - Savings Clause

- 18.1 In the event that any provision, phrase or clause of this agreement shall, at any time, be declared invalid by any court of competent jurisdiction, the decision shall not invalidate the entire Agreement, it being the express intention of the parties that all other provisions remain in full force and effect.

ARTICLE 19 - Complete Agreement and Waiver of Bargaining

- 19.1 This Agreement shall represent the complete Agreement between the Union and the Employer. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make requests and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the complete understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.
- 19.2 It is hereby agreed that any past practice, either oral or written, relating to terms and conditions of employment may be continued, amended, or discontinued at the discretion of the Employer, provided such action results in terms and conditions of employment that are in conformance with this Agreement.

ARTICLE 20 - Other


20.1 The Labor Management Committee which is currently composed of Highway, Parks and Maintenance shall be split into three committees representing each department.

ARTICLE 21 - Term of Agreement


21.1 This Agreement shall be in full force and effect from January 1, 2022 to December 31, 2024, and shall automatically be renewed from year to year thereafter unless either party shall notify the other in writing by July 1, 2024 or July 1 prior to any subsequent anniversary date, that it desires to modify or terminate this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed this 4th day
____ May _____, 2022.


FOR:
STEARNS COUNTY



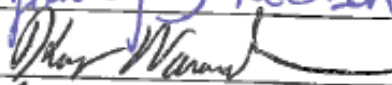
Steve Notch




FOR:
THE AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL
EMPLOYEES, AFL-CIO, LOCAL UNION
#748



Nancy G. Notch





LETTER OF AGREEMENT

BETWEEN COUNTY OF STEARNS AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, LOCAL UNION #748 MAINTENANCE UNIT

The purpose of this Letter of Agreement between the parties (AFSCME, AFL-CIO, Local Union #748 Maintenance Unit, and the County of Stearns) is to identify the work apparel items eligible for pre-tax reimbursement under Article 17.9 and in accord with IRS guidelines.

Therefore, in the meeting on March 10, 2016, Labor & Management agreed to the following pre-tax eligible work apparel items:

1. Steel Toe Boots
2. Composite Boots
3. Rubber Boots
4. Safety Glasses
5. Safety Sunglasses
6. Safety Gloves
7. Hard Hats
8. Hearing Protection
9. High Visibility Work Apparel
 - a. Shirts
 - b. Jackets
 - c. Vests
 - d. Coveralls
 - e. Rain Gear
 - f. UV (Sun Protection) Shirts
 - g. UV (Sun Protection) Hats

The parties further agreed that eligible work apparel items, that meet the criteria listed above, may be leased. The leasing cost of the eligible work apparel items may be submitted for reimbursement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed this ___4th___ day of _____ May _____, 2022.


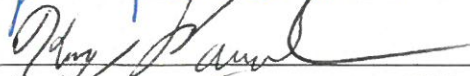
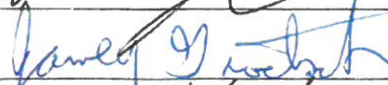
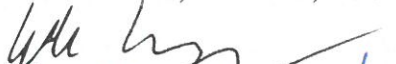
FOR:
STEARNS COUNTY



Steve Notch



FOR:
THE AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL
EMPLOYEES, AFL-CIO, LOCAL UNION #748



MEMORANDUM OF AGREEMENT

**To The 2022 - 2024 Labor Contract Between
County of Stearns
And**

**Minnesota Teamsters Public And
Law Enforcement Employee's Union, Local #320**

2022 ADVANCED PAID TIME OFF (PTO) CONSIDERATION

This Memorandum of Agreement is entered into between the County of Stearns (hereafter "County") and AFSCME, AFL-CIO, Local Union #748 Maintenance Unit (hereafter "Union").

WHEREAS, the County and the Union are parties to a Labor Agreement in effect January 1, 2022 to December 31, 2024; and

WHEREAS, in response to the continued community spread of coronavirus, COVID-19, Stearns County has declared a local emergency. The parties believe in the importance of a healthy workplace and wellness and wants to work together with employees to ensure essential functions are operational, services can be provided, and employees are supported.

NOW, THEREFORE, the parties hereby agree to the following:

1. In the event qualifying federal leave programs are not available to an employee, the County may provide PTO advancement for qualifying employees due to COVID-19 circumstances upon request. To be eligible, an employee:
 - must have exhausted all accumulated leave banks; *and*
 - has not already received the maximum PTO accrual advance allowed under this program; *and*
 - has requested the advancement of PTO hours through the PTO Accrual Advance Request Form.
2. The calculated number of hours the employee is scheduled to accrue through December of 2022, will be advanced to the employee who meets the COVID-19 guidelines as identified under the provisions of the 2020 Family First Coronavirus Response Act. The actual number of PTO hours advanced will be based on the time the request is made and the level of accruals as detailed in union contract. Advancement of PTO accruals will result in no further PTO accruals for the remainder of 2022.
3. In the event the employee exhausts all of the PTO advancement and separates from Stearns County prior to the last payroll of December 2022, the County will deduct the value of the remaining hours (number of hours owed times the employee's hourly rate of pay at separation) from the employee's last paycheck.
4. This Memorandum of Agreement will sunset on December 31, 2022.

This Memorandum of Agreement shall not operate as a waiver of any County or Union rights. This Memorandum of Agreement may not be introduced in evidence or otherwise used to support or set precedent in any future grievance, contractual or other bargaining dispute except to enforce the specific provisions of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Agreement to be executed this 4th day of May , 2022 .

FOR:
STEARNS COUNTY

FOR:
THE AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL EMPLOYEES,
AFL-CIO, LOCAL UNION #748




Steve Notch

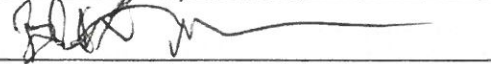


Jennifer Howler









LETTER OF AGREEMENT

**BETWEEN COUNTY OF STEARNS AND
THE AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFL-CIO, LOCAL UNION #748
MAINTENANCE UNIT**

This Letter of Agreement is entered into between the County of Stearns (hereafter "County") and AFSCME, AFL-CIO, Local Union #748 Maintenance Unit (hereafter "Union").

WHEREAS, the County and the Union are parties to a Labor Agreement in effect January 1, 2022 to December 31, 2024;

WHEREAS, the parties agreed due to the impacts of COVID-19, to allow a one-time provision of eligible employees to participate in job related training in order to earn additional PTO hours;

WHEREAS, the parties recognize that this is an optional provision of which participation is not required;

Be it resolved that the parties hereto agree as follows:

1. Employees who have used PTO for COVID-19 related absences since April 1, 2020 will have the ability to participate in job related training completed outside of their regularly scheduled work shift. Employees have the ability to complete up to 40 hours of training at double time to be added to their PTO bank.
2. Employees are to notify Human Resources by March 31, 2022 of interest in the program.
3. Training must be job related or part of a professional growth plan and have prior approval by the employee's supervisor and Human Resources.
4. Employees must show proof of completed training and the number of eligible hours.
5. The training must be completed by December 30, 2022 in order to be eligible.
6. PTO hours will be added to the employee's PTO bank after completing up to the eligible 40 hours. PTO hours will not be deposited incrementally.

This Letter of Agreement will expire on December 31, 2022. Upon expiration this Letter of Agreement shall not operate as a waiver of any County or Union rights; shall not set precedent in any future grievance, contractual or other bargaining dispute; and shall not be used as evidence of a binding past practice.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed this ___4th___ day of ___May___, 2022.

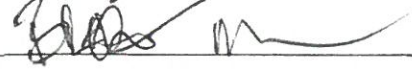
FOR:
STEARNS COUNTY



Steve Notch



FOR:
THE AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL
EMPLOYEES, AFL-CIO, LOCAL UNION #748



LETTER OF AGREEMENT

BETWEEN COUNTY OF STEARNS AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, LOCAL UNION #748 MAINTENANCE UNIT

(Lead Highway Maintenance Worker Assignment)

The purpose of this Letter of Agreement (hereinafter referred to as the Agreement) between the County of Stearns (hereinafter referred to as the County or the Employer) and the American Federation of State, County and Municipal Employees, AFL-CIO, Local Union #748 (hereinafter referred to as AFSCME or the Union) is to establish terms for the County to develop, implement and monitor a trial program of assigning lead duties to a designated Highway Maintenance Worker. The County and Union will collectively be referred to as the parties.

In order to implement the County's planned Lead assignment, the parties agree as follows:

1. The County will recognize the Highway Maintenance Worker assigned lead duties as a member of the bargaining unit through the period of time covered by this Letter of Agreement. The individual(s) so assigned will continue to accrue seniority in Article 8 as though they were a Highway Maintenance Worker for the duration of the assignment.
2. The compensation of the assignment will be rated at a Grade of 17.
3. The individual assigned to perform lead duties in this trial program will be determined through an application process.
 - a. The assignment will be open only to individuals currently in the Highway Maintenance Worker classification who do not have in their personnel file any discipline that stems from an incident dated within the last 30 months prior to selection for the assignment.
 - b. Eligible Highway Maintenance Workers will be permitted to express their interest in the assignment.
 - c. The County Engineer will have authority and discretion to appoint provided that first consideration is given to qualifications for the job and seniority.
 - d. The County Engineer will have authority and discretion to remove any individual from the assignment.
 - e. The assigned individual will have the ability to discontinue the assignment by notifying the County Engineer if they are no longer interested.
 - f. The Union may file a grievance related to the whether first consideration was given to qualifications for the job and seniority in the assignment but said grievance may not proceed beyond the Article 11.1 Step 3 decision by the Human Resources Director. In no instance may a grievance related to the assignment be submitted to arbitration.
4. Individuals in this assignment are not eligible for out of class pay (Article 5.7). Duties part of this assignment may generate overtime opportunities outside of the parameters in the overtime Article 14.1.

MEMORANDUM OF UNDERSTANDING - A

**To The 2022 - 2024 Labor Contract Between
COUNTY OF STEARNS
AND
THE AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFL-CIO, LOCAL UNION #748
MAINTENANCE UNIT**

JUNETEENTH

The Memorandum of Agreement is entered into between the County of Stearns (hereafter "County") and Teamsters Local No. 320 (hereafter "Union") representing the General Unit.

WHEREAS, the County and the Union are parties to a Labor Agreement in effect January 1, 2022 to December 31, 2024; and

WHEREAS, during contract negotiations, the County of Stearns tentatively agreed to observe Juneteenth (June 19) as a designated holiday upon approval by the State of Minnesota; and

NOW, THEREFORE, once designated, the rules for observation of this holiday would be administered in accord with Article 6.2.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be executed this 4th day of May , 2022.

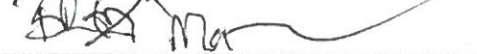
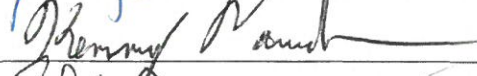
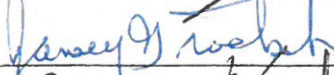
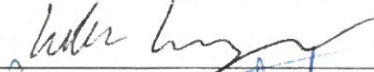
FOR:
STEARNS COUNTY



Steve Notch



FOR:
THE AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL
EMPLOYEES, AFL-CIO, LOCAL UNION #748



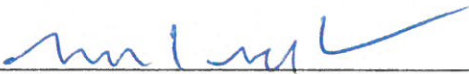
5. In the event that the Highway Maintenance Worker, Lead is the most senior employee, Article 17.4 (2) will not apply. In the event that the Operations Supervisor is absent and the Highway Maintenance Worker, Lead is not the most senior employee, Article 17.4 (2) will apply. If the Operations Supervisor and Highway Maintenance Worker, Lead are both absent, Article 17.4 (2) will apply to the most senior employee.

6. This trial program is intended to allow the County the opportunity to determine whether such an assignment operates in the best interests of the County's efficient operation. The parties agree that this trial program and any assignments made pursuant to this Agreement may be discontinued unilaterally by the County providing at least thirty (30) calendar days notice to the Union. In addition, this Agreement will automatically expire on December 31, 2024 unless specifically extended in writing signed by both parties.


7. This Agreement will not operate as a waiver of any County or Union rights, operate as a binding past practice or operate as contract interpretation for any existing provision of the collective bargaining agreement. Upon expiration of the Agreement the County and Union will revert to their full rights that existed prior to entering into this Agreement. This Agreement may be entered into evidence only in support of a claim of breach of this agreement. This Agreement may not be entered into evidence in any arbitration or hearing in support of a waiver of rights claim, to support a past practice claim or as an aid for purposes of contract interpretation for any existing provision of the collective bargaining agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed this 4th day of May , 2022.

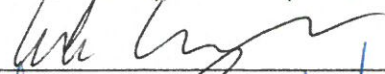
FOR:
STEARNS COUNTY




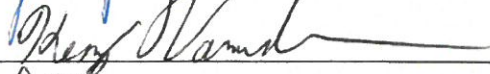
Steve Notch

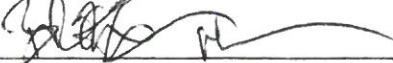


FOR:
THE AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL
EMPLOYEES, AFL-CIO, LOCAL UNION #7.









2.0% General Adjustment

5% between Grades

Contract Year 2022

Grades	Steps													
	A	B	C	D	E	F	G	H	I	J	K	L	M	
		1 1.03	2 1.03	3 1.03	4 1.03	5 1.03	6 1.03	7 1.03	8 1.03	9 1.03	10 1.04	11 1.04	12 1.04	
1	Hourly	\$11.5879	\$11.9356	\$12.2936	\$12.6624	\$13.0423	\$13.4336	\$13.8366	\$14.2517	\$14.6792	\$15.1196	\$15.7244	\$16.3534	\$17.0075
	Annual	24,103	24,826	25,571	26,338	27,128	27,942	28,780	29,644	30,533	31,449	32,707	34,015	35,376
2	Hourly	\$12.1673	\$12.5323	\$12.9083	\$13.2956	\$13.6944	\$14.1053	\$14.5284	\$14.9643	\$15.4132	\$15.8756	\$16.5106	\$17.1711	\$17.8579
	Annual	25,308	26,067	26,849	27,655	28,484	29,339	30,219	31,126	32,059	33,021	34,342	35,716	37,144
3	Hourly	\$12.7757	\$13.1590	\$13.5537	\$13.9603	\$14.3792	\$14.8105	\$15.2548	\$15.7125	\$16.1839	\$16.6694	\$17.3362	\$18.0296	\$18.7508
	Annual	26,573	27,371	28,192	29,038	29,909	30,806	31,730	32,682	33,662	34,672	36,059	37,502	39,002
4	Hourly	\$13.4145	\$13.8169	\$14.2314	\$14.6584	\$15.0981	\$15.5511	\$16.0176	\$16.4981	\$16.9931	\$17.5029	\$18.2030	\$18.9311	\$19.6883
	Annual	27,902	28,739	29,601	30,489	31,404	32,346	33,317	34,316	35,346	36,406	37,862	39,377	40,952
5	Hourly	\$14.0852	\$14.5078	\$14.9430	\$15.3913	\$15.8530	\$16.3286	\$16.8185	\$17.3230	\$17.8427	\$18.3780	\$19.1131	\$19.8776	\$20.6727
	Annual	29,297	30,176	31,081	32,014	32,974	33,964	34,982	36,032	37,113	38,226	39,755	41,345	42,999
6	Hourly	\$14.7895	\$15.2331	\$15.6901	\$16.1608	\$16.6457	\$17.1450	\$17.6594	\$18.1892	\$18.7348	\$19.2969	\$20.0688	\$20.8715	\$21.7064
	Annual	30,762	31,685	32,635	33,615	34,623	35,662	36,732	37,833	38,968	40,138	41,743	43,413	45,149
7	Hourly	\$15.5289	\$15.9948	\$16.4746	\$16.9689	\$17.4780	\$18.0023	\$18.5424	\$19.0986	\$19.6716	\$20.2617	\$21.0722	\$21.9151	\$22.7917
	Annual	32,300	33,269	34,267	35,295	36,354	37,445	38,568	39,725	40,917	42,144	43,830	45,583	47,407
8	Hourly	\$16.3054	\$16.7945	\$17.2984	\$17.8173	\$18.3519	\$18.9024	\$19.4695	\$20.0536	\$20.6552	\$21.2748	\$22.1258	\$23.0108	\$23.9313
	Annual	33,915	34,933	35,981	37,060	38,172	39,317	40,497	41,711	42,963	44,252	46,022	47,863	49,777
9	Hourly	\$17.1207	\$17.6343	\$18.1633	\$18.7082	\$19.2694	\$19.8475	\$20.4430	\$21.0562	\$21.6879	\$22.3386	\$23.2321	\$24.1614	\$25.1278
	Annual	35,611	36,679	37,780	38,913	40,080	41,283	42,521	43,797	45,111	46,464	48,323	50,256	52,266
10	Hourly	\$17.9767	\$18.5160	\$19.0715	\$19.6436	\$20.2329	\$20.8399	\$21.4651	\$22.1091	\$22.7723	\$23.4555	\$24.3937	\$25.3695	\$26.3842
	Annual	37,392	38,513	39,669	40,859	42,084	43,347	44,647	45,987	47,366	48,787	50,739	52,768	54,879
11	Hourly	\$18.8755	\$19.4418	\$20.0250	\$20.6258	\$21.2446	\$21.8819	\$22.5384	\$23.2145	\$23.9109	\$24.6283	\$25.6134	\$26.6379	\$27.7035
	Annual	39,261	40,439	41,652	42,902	44,189	45,514	46,880	48,286	49,735	51,227	53,276	55,407	57,623
12	Hourly	\$19.8193	\$20.4139	\$21.0263	\$21.6571	\$22.3068	\$22.9760	\$23.6653	\$24.3752	\$25.1065	\$25.8597	\$26.8941	\$27.9698	\$29.0886
	Annual	41,224	42,461	43,735	45,047	46,398	47,790	49,224	50,700	52,221	53,788	55,940	58,177	60,504
13	Hourly	\$20.8103	\$21.4346	\$22.0776	\$22.7399	\$23.4221	\$24.1248	\$24.8485	\$25.5940	\$26.3618	\$27.1527	\$28.2388	\$29.3683	\$30.5431
	Annual	43,285	44,584	45,921	47,299	48,718	50,180	51,685	53,236	54,833	56,478	58,737	61,086	63,530
14	Hourly	\$21.8508	\$22.5063	\$23.1815	\$23.8769	\$24.5932	\$25.3310	\$26.0910	\$26.8737	\$27.6799	\$28.5103	\$29.6507	\$30.8367	\$32.0702
	Annual	45,450	46,813	48,217	49,664	51,154	52,689	54,269	55,897	57,574	59,301	61,673	64,140	66,706
15	Hourly	\$22.9433	\$23.6316	\$24.3406	\$25.0708	\$25.8229	\$26.5976	\$27.3955	\$28.2174	\$29.0639	\$29.9358	\$31.1332	\$32.3786	\$33.6737
	Annual	47,722	49,154	50,628	52,147	53,712	55,323	56,983	58,692	60,453	62,266	64,757	67,347	70,041
16	Hourly	\$24.0905	\$24.8132	\$25.5576	\$26.3243	\$27.1140	\$27.9275	\$28.7653	\$29.6282	\$30.5171	\$31.4326	\$32.6899	\$33.9975	\$35.3574
	Annual	50,108	51,611	53,160	54,755	56,397	58,089	59,832	61,627	63,476	65,380	67,995	70,715	73,543
17	Hourly	\$25.2950	\$26.0538	\$26.8355	\$27.6405	\$28.4697	\$29.3238	\$30.2036	\$31.1097	\$32.0429	\$33.0042	\$34.3244	\$35.6974	\$37.1253
	Annual	52,614	54,192	55,818	57,492	59,217	60,994	62,823	64,708	66,649	68,649	71,395	74,251	77,221
18	Hourly	\$26.5597	\$27.3565	\$28.1772	\$29.0226	\$29.8932	\$30.7900	\$31.7137	\$32.6651	\$33.6451	\$34.6544	\$36.0406	\$37.4822	\$38.9815
	Annual	55,244	56,902	58,609	60,367	62,178	64,043	65,965	67,943	69,982	72,081	74,964	77,963	81,082
19	Hourly	\$27.8877	\$28.7244	\$29.5861	\$30.4737	\$31.3879	\$32.3295	\$33.2994	\$34.2984	\$35.3273	\$36.3872	\$37.8427	\$39.3564	\$40.9306
	Annual	58,006	59,747	61,539	63,385	65,287	67,245	69,263	71,341	73,481	75,685	78,713	81,861	85,136
20	Hourly	\$29.2821	\$30.1606	\$31.0654	\$31.9974	\$32.9573	\$33.9460	\$34.9644	\$36.0133	\$37.0937	\$38.2065	\$39.7348	\$41.3242	\$42.9771
	Annual	60,907	62,734	64,616	66,555	68,551	70,608	72,726	74,908	77,155	79,470	82,648	85,954	89,392

2.0% General Adjustment

5% between Grades

Contract Year 2022

Grades	Steps	Contract Year 2022												
		A	B	C	D	E	F	G	H	I	J	K	L	M
			1 1.03	2 1.03	3 1.03	4 1.03	5 1.03	6 1.03	7 1.03	8 1.03	9 1.03	10 1.04	11 1.04	12 1.04
21	Hourly	\$30.7462	\$31.6686	\$32.6187	\$33.5972	\$34.6052	\$35.6433	\$36.7126	\$37.8140	\$38.9484	\$40.1169	\$41.7215	\$43.3904	\$45.1260
	Annual	63,952	65,871	67,847	69,882	71,979	74,138	76,362	78,653	81,013	83,443	86,781	90,252	93,862
22	Hourly	\$32.2835	\$33.2520	\$34.2496	\$35.2771	\$36.3354	\$37.4255	\$38.5482	\$39.7047	\$40.8958	\$42.1227	\$43.8076	\$45.5599	\$47.3823
	Annual	67,150	69,164	71,239	73,376	75,578	77,845	80,180	82,586	85,063	87,615	91,120	94,765	98,555
23	Hourly	\$33.8977	\$34.9146	\$35.9621	\$37.0410	\$38.1522	\$39.2967	\$40.4756	\$41.6899	\$42.9406	\$44.2288	\$45.9980	\$47.8379	\$49.7514
	Annual	70,507	72,622	74,801	77,045	79,357	81,737	84,189	86,715	89,316	91,996	95,676	99,503	103,483
24	Hourly	\$35.5926	\$36.6604	\$37.7602	\$38.8930	\$40.0598	\$41.2616	\$42.4994	\$43.7744	\$45.0876	\$46.4403	\$48.2979	\$50.2298	\$52.2390
	Annual	74,033	76,254	78,541	80,897	83,324	85,824	88,399	91,051	93,782	96,596	100,460	104,478	108,657
25	Hourly	\$37.3722	\$38.4934	\$39.6482	\$40.8376	\$42.0628	\$43.3247	\$44.6244	\$45.9631	\$47.3420	\$48.7623	\$50.7128	\$52.7413	\$54.8509
	Annual	77,734	80,066	82,468	84,942	87,491	90,115	92,819	95,603	98,471	101,426	105,483	109,702	114,090
26	Hourly	\$39.2408	\$40.4181	\$41.6306	\$42.8795	\$44.1659	\$45.4909	\$46.8556	\$48.2613	\$49.7091	\$51.2004	\$53.2484	\$55.3784	\$57.5935
	Annual	81,621	84,070	86,592	89,189	91,865	94,621	97,460	100,383	103,395	106,497	110,757	115,187	119,794
27	Hourly	\$41.2029	\$42.4390	\$43.7121	\$45.0235	\$46.3742	\$47.7654	\$49.1984	\$50.6744	\$52.1946	\$53.7604	\$55.9108	\$58.1473	\$60.4732
	Annual	85,702	88,273	90,921	93,649	96,458	99,352	102,333	105,403	108,565	111,822	116,295	120,946	125,784
28	Hourly	\$43.2630	\$44.5609	\$45.8977	\$47.2747	\$48.6929	\$50.1537	\$51.6583	\$53.2081	\$54.8043	\$56.4484	\$58.7064	\$61.0546	\$63.4968
	Annual	89,987	92,687	95,467	98,331	101,281	104,320	107,449	110,673	113,993	117,413	122,109	126,994	132,073
29	Hourly	\$45.4262	\$46.7890	\$48.1926	\$49.6384	\$51.1276	\$52.6614	\$54.2412	\$55.8685	\$57.5445	\$59.2709	\$61.6417	\$64.1074	\$66.6717
	Annual	94,486	97,321	100,241	103,248	106,345	109,536	112,822	116,206	119,693	123,283	128,215	133,343	138,677
30	Hourly	\$47.6975	\$49.1284	\$50.6023	\$52.1203	\$53.6839	\$55.2945	\$56.9533	\$58.6619	\$60.4218	\$62.2344	\$64.7238	\$67.3127	\$70.0052
	Annual	99,211	102,187	105,253	108,410	111,663	115,012	118,463	122,017	125,677	129,448	134,625	140,010	145,611
31	Hourly	\$50.0824	\$51.5848	\$53.1324	\$54.7264	\$56.3681	\$58.0592	\$59.8010	\$61.5950	\$63.4428	\$65.3461	\$67.9600	\$70.6784	\$73.5055
	Annual	104,171	107,296	110,515	113,831	117,246	120,763	124,386	128,118	131,961	135,920	141,357	147,011	152,891
32	Hourly	\$52.5865	\$54.1641	\$55.7890	\$57.4627	\$59.1866	\$60.9621	\$62.7910	\$64.6747	\$66.6150	\$68.6134	\$71.3580	\$74.2123	\$77.1808
	Annual	109,380	112,661	116,041	119,522	123,108	126,801	130,605	134,523	138,559	142,716	148,425	154,362	160,536
33	Hourly	\$55.2158	\$56.8723	\$58.5785	\$60.3358	\$62.1459	\$64.0103	\$65.9306	\$67.9085	\$69.9457	\$72.0441	\$74.9259	\$77.9229	\$81.0398
	Annual	114,849	118,294	121,843	125,498	129,263	133,141	137,136	141,250	145,487	149,852	155,846	162,080	168,563
34	Hourly	\$57.9766	\$59.7159	\$61.5074	\$63.3526	\$65.2532	\$67.2108	\$69.2271	\$71.3039	\$73.4430	\$75.6463	\$78.6722	\$81.8191	\$85.0918
	Annual	120,591	124,209	127,935	131,773	135,727	139,798	143,992	148,312	152,761	157,344	163,638	170,184	176,991
35	Hourly	\$60.8754	\$62.7017	\$64.5827	\$66.5202	\$68.5158	\$70.5713	\$72.6884	\$74.8691	\$77.1152	\$79.4286	\$82.6058	\$85.9100	\$89.3464
	Annual	126,621	130,420	134,332	138,362	142,513	146,788	151,192	155,728	160,400	165,212	171,820	178,693	185,841
36	Hourly	\$63.9192	\$65.8368	\$67.8119	\$69.8462	\$71.9416	\$74.0999	\$76.3229	\$78.6126	\$80.9709	\$83.4001	\$86.7361	\$90.2055	\$93.8137
	Annual	132,952	136,940	141,049	145,280	149,639	154,128	158,752	163,514	168,420	173,472	180,411	187,627	195,133
37	Hourly	\$67.1152	\$69.1286	\$71.2025	\$73.3385	\$75.5387	\$77.8049	\$80.1390	\$82.5432	\$85.0195	\$87.5701	\$91.0729	\$94.7158	\$98.5044
	Annual	139,600	143,788	148,101	152,544	157,121	161,834	166,689	171,690	176,841	182,146	189,432	197,009	204,889
38	Hourly	\$70.4709	\$72.5850	\$74.7626	\$77.0055	\$79.3156	\$81.6951	\$84.1460	\$86.6703	\$89.2705	\$91.9486	\$95.6265	\$99.4516	\$103.4296
	Annual	146,580	150,977	155,506	160,171	164,977	169,926	175,024	180,274	185,683	191,253	198,903	206,859	215,134
39	Hourly	\$73.9945	\$76.2143	\$78.5007	\$80.8557	\$83.2814	\$85.7799	\$88.3533	\$91.0039	\$93.7340	\$96.5460	\$100.4078	\$104.4241	\$108.6011
	Annual	153,908	158,526	163,282	168,180	173,225	178,422	183,775	189,288	194,967	200,816	208,848	217,202	225,890
40	Hourly	\$77.6942	\$80.0250	\$82.4258	\$84.8985	\$87.4455	\$90.0689	\$92.7709	\$95.5541	\$98.4207	\$101.3733	\$105.4282	\$109.6454	\$114.0312
	Annual	161,604	166,452	171,446	176,589	181,887	187,343	192,964	198,752	204,715	210,856	219,291	228,062	237,185

2% General Adjustment

5% between Grades

Contract Year 2022 Effective July 1

Grades	Steps	Contract Year 2022 Effective July 1												
		A	B	C	D	E	F	G	H	I	J	K	L	M
			1	2	3	4	5	6	7	8	9	10	11	12
	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04	
1	Hourly	\$11.8197	\$12.1743	\$12.5395	\$12.9157	\$13.3032	\$13.7023	\$14.1133	\$14.5367	\$14.9728	\$15.4220	\$16.0389	\$16.6804	\$17.3477
	Annual	24,585	25,323	26,082	26,865	27,671	28,501	29,356	30,236	31,143	32,078	33,361	34,695	36,083
2	Hourly	\$12.4107	\$12.7830	\$13.1665	\$13.5615	\$13.9683	\$14.3874	\$14.8190	\$15.2636	\$15.7215	\$16.1931	\$16.8408	\$17.5145	\$18.2151
	Annual	25,814	26,589	27,386	28,208	29,054	29,926	30,824	31,748	32,701	33,682	35,029	36,430	37,887
3	Hourly	\$13.0312	\$13.4221	\$13.8248	\$14.2396	\$14.6667	\$15.1067	\$15.5599	\$16.0267	\$16.5075	\$17.0028	\$17.6829	\$18.3902	\$19.1258
	Annual	27,105	27,918	28,756	29,618	30,507	31,422	32,365	33,336	34,336	35,366	36,780	38,252	39,782
4	Hourly	\$13.6828	\$14.0933	\$14.5160	\$14.9515	\$15.4001	\$15.8621	\$16.3379	\$16.8281	\$17.3329	\$17.8529	\$18.5670	\$19.3097	\$20.0821
	Annual	28,460	29,314	30,193	31,099	32,032	32,993	33,983	35,002	36,052	37,134	38,619	40,164	41,771
5	Hourly	\$14.3669	\$14.7979	\$15.2418	\$15.6991	\$16.1701	\$16.6552	\$17.1548	\$17.6695	\$18.1996	\$18.7456	\$19.4954	\$20.2752	\$21.0862
	Annual	29,883	30,780	31,703	32,654	33,634	34,643	35,682	36,753	37,855	38,991	40,550	42,172	43,859
6	Hourly	\$15.0853	\$15.5378	\$16.0039	\$16.4841	\$16.9786	\$17.4879	\$18.0126	\$18.5530	\$19.1095	\$19.6828	\$20.4701	\$21.2889	\$22.1405
	Annual	31,377	32,319	33,288	34,287	35,315	36,375	37,466	38,590	39,748	40,940	42,578	44,281	46,052
7	Hourly	\$15.8395	\$16.3147	\$16.8041	\$17.3083	\$17.8275	\$18.3623	\$18.9132	\$19.4806	\$20.0650	\$20.6670	\$21.4937	\$22.3534	\$23.2475
	Annual	32,946	33,935	34,953	36,001	37,081	38,194	39,339	40,520	41,735	42,987	44,707	46,495	48,355
8	Hourly	\$16.6315	\$17.1304	\$17.6443	\$18.1737	\$18.7189	\$19.2805	\$19.8589	\$20.4546	\$21.0683	\$21.7003	\$22.5683	\$23.4711	\$24.4099
	Annual	34,593	35,631	36,700	37,801	38,935	40,103	41,306	42,546	43,822	45,137	46,942	48,820	50,773
9	Hourly	\$17.4631	\$17.9870	\$18.5266	\$19.0824	\$19.6548	\$20.2445	\$20.8518	\$21.4774	\$22.1217	\$22.7853	\$23.6968	\$24.6446	\$25.6304
	Annual	36,323	37,413	38,535	39,691	40,882	42,109	43,372	44,673	46,013	47,394	49,289	51,261	53,311
10	Hourly	\$18.3362	\$18.8863	\$19.4529	\$20.0365	\$20.6376	\$21.2567	\$21.8944	\$22.5512	\$23.2278	\$23.9246	\$24.8816	\$25.8769	\$26.9119
	Annual	38,139	39,284	40,462	41,676	42,926	44,214	45,540	46,907	48,314	49,763	51,754	53,824	55,977
11	Hourly	\$19.2530	\$19.8306	\$20.4255	\$21.0383	\$21.6695	\$22.3195	\$22.9891	\$23.6788	\$24.3892	\$25.1208	\$26.1257	\$27.1707	\$28.2575
	Annual	40,046	41,248	42,485	43,760	45,072	46,425	47,817	49,252	50,729	52,251	54,341	56,515	58,776
12	Hourly	\$20.2157	\$20.8221	\$21.4468	\$22.0902	\$22.7529	\$23.4355	\$24.1386	\$24.8627	\$25.6086	\$26.3769	\$27.4320	\$28.5292	\$29.6704
	Annual	42,049	43,310	44,609	45,948	47,326	48,746	50,208	51,714	53,266	54,864	57,058	59,341	61,714
13	Hourly	\$21.2265	\$21.8633	\$22.5192	\$23.1947	\$23.8906	\$24.6073	\$25.3455	\$26.1059	\$26.8890	\$27.6957	\$28.8035	\$29.9557	\$31.1539
	Annual	44,151	45,476	46,840	48,245	49,692	51,183	52,719	54,300	55,929	57,607	59,911	62,308	64,800
14	Hourly	\$22.2878	\$22.9564	\$23.6451	\$24.3545	\$25.0851	\$25.8377	\$26.6128	\$27.4112	\$28.2335	\$29.0805	\$30.2437	\$31.4535	\$32.7116
	Annual	46,359	47,749	49,182	50,657	52,177	53,742	55,355	57,015	58,726	60,487	62,907	65,423	68,040
15	Hourly	\$23.4022	\$24.1042	\$24.8274	\$25.5722	\$26.3394	\$27.1295	\$27.9434	\$28.7817	\$29.6452	\$30.5345	\$31.7559	\$33.0261	\$34.3472
	Annual	48,677	50,137	51,641	53,190	54,786	56,429	58,122	59,866	61,662	63,512	66,052	68,694	71,442
16	Hourly	\$24.5723	\$25.3095	\$26.0687	\$26.8508	\$27.6563	\$28.4860	\$29.3406	\$30.2208	\$31.1274	\$32.0613	\$33.3437	\$34.6775	\$36.0646
	Annual	51,110	52,644	54,223	55,850	57,525	59,251	61,028	62,859	64,745	66,687	69,355	72,129	75,014
17	Hourly	\$25.8009	\$26.5749	\$27.3722	\$28.1933	\$29.0391	\$29.9103	\$30.8076	\$31.7319	\$32.6838	\$33.6643	\$35.0109	\$36.4113	\$37.8678
	Annual	53,666	55,276	56,934	58,642	60,401	62,213	64,080	66,002	67,982	70,022	72,823	75,736	78,765
18	Hourly	\$27.0909	\$27.9037	\$28.7408	\$29.6030	\$30.4911	\$31.4058	\$32.3480	\$33.3184	\$34.3180	\$35.3475	\$36.7614	\$38.2319	\$39.7612
	Annual	56,349	58,040	59,781	61,574	63,421	65,324	67,284	69,302	71,381	73,523	76,464	79,522	82,703
19	Hourly	\$28.4455	\$29.2989	\$30.1778	\$31.0832	\$32.0156	\$32.9761	\$33.9654	\$34.9844	\$36.0339	\$37.1149	\$38.5995	\$40.1435	\$41.7492
	Annual	59,167	60,942	62,770	64,653	66,593	68,590	70,648	72,767	74,951	77,199	80,287	83,498	86,838
20	Hourly	\$29.8678	\$30.7638	\$31.6867	\$32.6373	\$33.6164	\$34.6249	\$35.6637	\$36.7336	\$37.8356	\$38.9707	\$40.5295	\$42.1507	\$43.8367
	Annual	62,125	63,989	65,908	67,886	69,922	72,020	74,180	76,406	78,698	81,059	84,301	87,673	91,180

2% General Adjustment

5% between Grades

Contract Year 2022 Effective July 1

Grades	Steps												
	A	B	C	D	E	F	G	H	I	J	K	L	M
		1 1.03	2 1.03	3 1.03	4 1.03	5 1.03	6 1.03	7 1.03	8 1.03	9 1.03	10 1.04	11 1.04	12 1.04
21	Hourly	\$31.3612	\$32.3020	\$33.2710	\$34.2692	\$35.2973	\$36.3562	\$37.4469	\$38.5703	\$39.7274	\$40.9192	\$42.2582	\$46.0285
	Annual	65,231	67,188	69,204	71,280	73,418	75,621	77,889	80,226	82,633	85,112	88,516	92,057
22	Hourly	\$32.9292	\$33.9171	\$34.9346	\$35.9826	\$37.0621	\$38.1740	\$39.3192	\$40.4988	\$41.7137	\$42.9652	\$44.6838	\$48.3300
	Annual	68,493	70,548	72,664	74,844	77,089	79,402	81,784	84,237	86,765	89,368	92,942	96,660
23	Hourly	\$34.5757	\$35.6129	\$36.6813	\$37.7818	\$38.9152	\$40.0827	\$41.2852	\$42.5237	\$43.7994	\$45.1134	\$46.9179	\$50.7464
	Annual	71,917	74,075	76,297	78,586	80,944	83,372	85,873	88,449	91,103	93,836	97,589	101,493
24	Hourly	\$36.3045	\$37.3936	\$38.5154	\$39.6709	\$40.8610	\$42.0868	\$43.3494	\$44.6499	\$45.9894	\$47.3691	\$49.2638	\$53.2838
	Annual	75,513	77,779	80,112	82,515	84,991	87,541	90,167	92,872	95,658	98,528	102,469	106,568
25	Hourly	\$38.1197	\$39.2633	\$40.4412	\$41.6544	\$42.9040	\$44.1912	\$45.5169	\$46.8824	\$48.2889	\$49.7375	\$51.7270	\$55.9480
	Annual	79,289	81,668	84,118	86,641	89,240	91,918	94,675	97,515	100,441	103,454	107,592	111,896
26	Hourly	\$40.0257	\$41.2264	\$42.4632	\$43.7371	\$45.0492	\$46.4007	\$47.7927	\$49.2265	\$50.7033	\$52.2244	\$54.3134	\$58.7454
	Annual	83,253	85,751	88,324	90,973	93,702	96,513	99,409	102,391	105,463	108,627	112,972	117,491
27	Hourly	\$42.0269	\$43.2878	\$44.5864	\$45.9240	\$47.3017	\$48.7207	\$50.1824	\$51.6878	\$53.2385	\$54.8356	\$57.0291	\$61.6826
	Annual	87,416	90,039	92,740	95,522	98,388	101,339	104,379	107,511	110,736	114,058	118,620	123,365
28	Hourly	\$44.1283	\$45.4521	\$46.8157	\$48.2202	\$49.6668	\$51.1568	\$52.6915	\$54.2722	\$55.9004	\$57.5774	\$59.8805	\$64.7668
	Annual	91,787	94,540	97,377	100,298	103,307	106,406	109,598	112,886	116,273	119,761	124,551	129,534
29	Hourly	\$46.3347	\$47.7247	\$49.1565	\$50.6312	\$52.1501	\$53.7146	\$55.3261	\$56.9858	\$58.6954	\$60.4563	\$62.8745	\$68.0051
	Annual	96,376	99,267	102,245	105,313	108,472	111,726	115,078	118,531	122,086	125,749	130,779	136,010
30	Hourly	\$48.6514	\$50.1110	\$51.6143	\$53.1627	\$54.7576	\$56.4004	\$58.0924	\$59.8351	\$61.6302	\$63.4791	\$66.0183	\$71.4053
	Annual	101,195	104,231	107,358	110,579	113,896	117,313	120,832	124,457	128,191	132,037	137,318	142,811
31	Hourly	\$51.0840	\$52.6165	\$54.1950	\$55.8209	\$57.4955	\$59.2204	\$60.9970	\$62.8269	\$64.7117	\$66.6531	\$69.3192	\$74.9756
	Annual	106,255	109,442	112,726	116,107	119,591	123,178	126,874	130,680	134,600	138,638	144,184	149,951
32	Hourly	\$53.6382	\$55.2474	\$56.9048	\$58.6119	\$60.3703	\$62.1814	\$64.0468	\$65.9682	\$67.9473	\$69.9857	\$72.7851	\$78.7244
	Annual	111,567	114,915	118,362	121,913	125,570	129,337	133,217	137,214	141,330	145,570	151,393	157,449
33	Hourly	\$56.3201	\$58.0097	\$59.7500	\$61.5425	\$63.3888	\$65.2905	\$67.2492	\$69.2666	\$71.3446	\$73.4850	\$76.4244	\$82.6606
	Annual	117,146	120,660	124,280	128,008	131,849	135,804	139,878	144,075	148,397	152,849	158,963	165,321
34	Hourly	\$59.1361	\$60.9102	\$62.7375	\$64.6196	\$66.5582	\$68.5550	\$70.6116	\$72.7300	\$74.9119	\$77.1592	\$80.2456	\$86.7936
	Annual	123,003	126,693	130,494	134,409	138,441	142,594	146,872	151,278	155,817	160,491	166,911	173,587
35	Hourly	\$62.0929	\$63.9557	\$65.8744	\$67.8506	\$69.8861	\$71.9827	\$74.1422	\$76.3665	\$78.6575	\$81.0172	\$84.2579	\$91.1333
	Annual	129,153	133,028	137,019	141,129	145,363	149,724	154,216	158,842	163,608	168,516	175,256	182,267
36	Hourly	\$65.1976	\$67.1535	\$69.1681	\$71.2432	\$73.3805	\$75.5819	\$77.8493	\$80.1848	\$82.5903	\$85.0681	\$88.4708	\$95.6900
	Annual	135,611	139,679	143,870	148,186	152,631	157,210	161,927	166,784	171,788	176,942	184,019	191,380
37	Hourly	\$68.4575	\$70.5112	\$72.6265	\$74.8053	\$77.0495	\$79.3610	\$81.7418	\$84.1940	\$86.7199	\$89.3215	\$92.8943	\$100.4745
	Annual	142,392	146,663	151,063	155,595	160,263	165,071	170,023	175,124	180,377	185,789	193,220	200,949
38	Hourly	\$71.8803	\$74.0367	\$76.2578	\$78.5456	\$80.9020	\$83.3290	\$85.8289	\$88.4037	\$91.0559	\$93.7875	\$97.5390	\$105.4982
	Annual	149,511	153,996	158,616	163,375	168,276	173,324	178,524	183,880	189,396	195,078	202,881	210,996
39	Hourly	\$75.4744	\$77.7386	\$80.0707	\$82.4729	\$84.9470	\$87.4955	\$90.1203	\$92.8239	\$95.6087	\$98.4769	\$102.4160	\$110.7731
	Annual	156,987	161,696	166,547	171,544	176,690	181,991	187,450	193,074	198,866	204,832	213,025	221,546
40	Hourly	\$79.2481	\$81.6255	\$84.0743	\$86.5965	\$89.1944	\$91.8702	\$94.6263	\$97.4651	\$100.3891	\$103.4008	\$107.5368	\$116.3118
	Annual	164,836	169,781	174,874	180,121	185,524	191,090	196,823	202,727	208,809	215,074	223,677	232,624

2% General Adjustment

5% between Grades

Contract Year 2023

Grades	Steps													
	A	B	C	D	E	F	G	H	I	J	K	L	M	
		1 1.03	2 1.03	3 1.03	4 1.03	5 1.03	6 1.03	7 1.03	8 1.03	9 1.03	10 1.04	11 1.04	12 1.04	
1	Hourly	\$12.0561	\$12.4178	\$12.7903	\$13.1740	\$13.5692	\$13.9763	\$14.3956	\$14.8275	\$15.2723	\$15.7305	\$16.3597	\$17.0141	\$17.6946
	Annual	25,077	25,829	26,604	27,402	28,224	29,071	29,943	30,841	31,766	32,719	34,028	35,389	36,805
2	Hourly	\$12.6589	\$13.0387	\$13.4298	\$13.8327	\$14.2477	\$14.6751	\$15.1154	\$15.5688	\$16.0359	\$16.5170	\$17.1777	\$17.8648	\$18.5794
	Annual	26,330	27,120	27,934	28,772	29,635	30,524	31,440	32,383	33,355	34,355	35,730	37,159	38,645
3	Hourly	\$13.2918	\$13.6906	\$14.1013	\$14.5243	\$14.9601	\$15.4089	\$15.8711	\$16.3473	\$16.8377	\$17.3428	\$18.0365	\$18.7580	\$19.5083
	Annual	27,647	28,476	29,331	30,211	31,117	32,050	33,012	34,002	35,022	36,073	37,516	39,017	40,577
4	Hourly	\$13.9564	\$14.3751	\$14.8064	\$15.2506	\$15.7081	\$16.1793	\$16.6647	\$17.1646	\$17.6796	\$18.2100	\$18.9384	\$19.6959	\$20.4837
	Annual	29,029	29,900	30,797	31,721	32,673	33,653	34,663	35,702	36,774	37,877	39,392	40,967	42,606
5	Hourly	\$14.6542	\$15.0939	\$15.5467	\$16.0131	\$16.4935	\$16.9883	\$17.4979	\$18.0229	\$18.5636	\$19.1205	\$19.8853	\$20.6807	\$21.5079
	Annual	30,481	31,395	32,337	33,307	34,306	35,336	36,396	37,488	38,612	39,771	41,361	43,016	44,736
6	Hourly	\$15.3870	\$15.8486	\$16.3240	\$16.8137	\$17.3182	\$17.8377	\$18.3728	\$18.9240	\$19.4917	\$20.0765	\$20.8795	\$21.7147	\$22.5833
	Annual	32,005	32,965	33,954	34,973	36,022	37,102	38,215	39,362	40,543	41,759	43,429	45,167	46,973
7	Hourly	\$16.1563	\$16.6410	\$17.1402	\$17.6544	\$18.1841	\$18.7296	\$19.2915	\$19.8702	\$20.4663	\$21.0803	\$21.9235	\$22.8005	\$23.7125
	Annual	33,605	34,613	35,652	36,721	37,823	38,958	40,126	41,330	42,570	43,847	45,601	47,425	49,322
8	Hourly	\$16.9641	\$17.4730	\$17.9972	\$18.5372	\$19.0933	\$19.6661	\$20.2560	\$20.8637	\$21.4896	\$22.1343	\$23.0197	\$23.9405	\$24.8981
	Annual	35,285	36,344	37,434	38,557	39,714	40,905	42,133	43,397	44,698	46,039	47,881	49,796	51,788
9	Hourly	\$17.8123	\$18.3467	\$18.8971	\$19.4640	\$20.0479	\$20.6494	\$21.2688	\$21.9069	\$22.5641	\$23.2410	\$24.1707	\$25.1375	\$26.1430
	Annual	37,050	38,161	39,306	40,485	41,700	42,951	44,239	45,566	46,933	48,341	50,275	52,286	54,377
10	Hourly	\$18.7029	\$19.2640	\$19.8419	\$20.4372	\$21.0503	\$21.6818	\$22.3323	\$23.0023	\$23.6923	\$24.4031	\$25.3792	\$26.3944	\$27.4502
	Annual	38,902	40,069	41,271	42,509	43,785	45,098	46,451	47,845	49,280	50,758	52,789	54,900	57,096
11	Hourly	\$19.6381	\$20.2272	\$20.8340	\$21.4591	\$22.1028	\$22.7659	\$23.4489	\$24.1524	\$24.8769	\$25.6233	\$26.4482	\$27.7141	\$28.8227
	Annual	40,847	42,073	43,335	44,635	45,974	47,353	48,774	50,237	51,744	53,296	55,428	57,645	59,951
12	Hourly	\$20.6200	\$21.2386	\$21.8757	\$22.5320	\$23.2080	\$23.9042	\$24.6213	\$25.3600	\$26.1208	\$26.9044	\$27.9806	\$29.0998	\$30.2638
	Annual	42,890	44,176	45,502	46,867	48,273	49,721	51,212	52,749	54,331	55,961	58,200	60,528	62,949
13	Hourly	\$21.6510	\$22.3005	\$22.9695	\$23.6586	\$24.3684	\$25.0994	\$25.8524	\$26.6280	\$27.4268	\$28.2496	\$29.3796	\$30.5548	\$31.7770
	Annual	45,034	46,385	47,777	49,210	50,686	52,207	53,773	55,386	57,048	58,759	61,110	63,554	66,096
14	Hourly	\$22.7335	\$23.4155	\$24.1180	\$24.8416	\$25.5868	\$26.3544	\$27.1450	\$27.9594	\$28.7982	\$29.6621	\$30.8486	\$32.0825	\$33.3658
	Annual	47,286	48,704	50,165	51,670	53,221	54,817	56,462	58,156	59,900	61,697	64,165	66,732	69,401
15	Hourly	\$23.8702	\$24.5863	\$25.3239	\$26.0836	\$26.8661	\$27.6721	\$28.5023	\$29.3574	\$30.2381	\$31.1452	\$32.3910	\$33.6867	\$35.0341
	Annual	49,650	51,140	52,674	54,254	55,882	57,558	59,285	61,063	62,895	64,782	67,373	70,068	72,871
16	Hourly	\$25.0637	\$25.8156	\$26.5901	\$27.3878	\$28.2094	\$29.0557	\$29.9274	\$30.8252	\$31.7500	\$32.7025	\$34.0106	\$35.3710	\$36.7858
	Annual	52,133	53,697	55,307	56,967	58,676	60,436	62,249	64,116	66,040	68,021	70,742	73,572	76,515
17	Hourly	\$26.3169	\$27.1064	\$27.9196	\$28.7572	\$29.6199	\$30.5085	\$31.4238	\$32.3665	\$33.3375	\$34.3376	\$35.7111	\$37.1396	\$38.6251
	Annual	54,739	56,381	58,073	59,815	61,609	63,458	65,361	67,322	69,342	71,422	74,279	77,250	80,340
18	Hourly	\$27.6328	\$28.4617	\$29.3156	\$30.1951	\$31.1009	\$32.0339	\$32.9950	\$33.9848	\$35.0044	\$36.0545	\$37.4967	\$38.9965	\$40.5564
	Annual	57,476	59,200	60,976	62,806	64,690	66,631	68,630	70,688	72,809	74,993	77,993	81,113	84,357
19	Hourly	\$29.0144	\$29.8848	\$30.7814	\$31.7048	\$32.6560	\$33.6356	\$34.6447	\$35.6841	\$36.7546	\$37.8572	\$39.3715	\$40.9464	\$42.5842
	Annual	60,350	62,160	64,025	65,946	67,924	69,962	72,061	74,223	76,450	78,743	81,893	85,168	88,575
20	Hourly	\$30.4651	\$31.3791	\$32.3204	\$33.2901	\$34.2888	\$35.3174	\$36.3769	\$37.4683	\$38.5923	\$39.7501	\$41.3401	\$42.9937	\$44.7134
	Annual	63,367	65,268	67,227	69,243	71,321	73,460	75,664	77,934	80,272	82,680	85,987	89,427	93,004

2% General Adjustment

5% between Grades

Contract Year 2023

Grades	Steps													
	A	B	C	D	E	F	G	H	I	J	K	L	M	
		1 1.03	2 1.03	3 1.03	4 1.03	5 1.03	6 1.03	7 1.03	8 1.03	9 1.03	10 1.04	11 1.04	12 1.04	
21	Hourly	\$31.9884	\$32.9480	\$33.9365	\$34.9546	\$36.0032	\$37.0833	\$38.1958	\$39.3417	\$40.5219	\$41.7376	\$43.4071	\$45.1434	\$46.9491
	Annual	66,536	68,532	70,588	72,705	74,887	77,133	79,447	81,831	84,286	86,814	90,287	93,898	97,654
22	Hourly	\$33.5878	\$34.5954	\$35.6333	\$36.7023	\$37.8034	\$38.9375	\$40.1056	\$41.3088	\$42.5480	\$43.8245	\$45.5774	\$47.4005	\$49.2966
	Annual	69,863	71,958	74,117	76,341	78,631	80,990	83,420	85,922	88,500	91,155	94,801	98,593	102,537
23	Hourly	\$35.2672	\$36.3252	\$37.4150	\$38.5374	\$39.6935	\$40.8843	\$42.1109	\$43.3742	\$44.6754	\$46.0157	\$47.8563	\$49.7706	\$51.7614
	Annual	73,356	75,556	77,823	80,158	82,563	85,039	87,591	90,218	92,925	95,713	99,541	103,523	107,664
24	Hourly	\$37.0305	\$38.1415	\$39.2857	\$40.4643	\$41.6782	\$42.9285	\$44.2164	\$45.5429	\$46.9092	\$48.3165	\$50.2491	\$52.2591	\$54.3494
	Annual	77,024	79,334	81,714	84,166	86,691	89,291	91,970	94,729	97,571	100,498	104,518	108,699	113,047
25	Hourly	\$38.8821	\$40.0485	\$41.2500	\$42.4875	\$43.7621	\$45.0750	\$46.4272	\$47.8200	\$49.2546	\$50.7323	\$52.7616	\$54.8720	\$57.0669
	Annual	80,875	83,301	85,800	88,374	91,025	93,756	96,569	99,466	102,450	105,523	109,744	114,134	118,699
26	Hourly	\$40.8262	\$42.0510	\$43.3125	\$44.6119	\$45.9502	\$47.3287	\$48.7486	\$50.2110	\$51.7174	\$53.2689	\$55.3997	\$57.6156	\$59.9203
	Annual	84,918	87,466	90,090	92,793	95,576	98,444	101,397	104,439	107,572	110,799	115,231	119,841	124,634
27	Hourly	\$42.8675	\$44.1535	\$45.4781	\$46.8425	\$48.2477	\$49.6952	\$51.1860	\$52.7216	\$54.3032	\$55.9323	\$58.1696	\$60.4964	\$62.9163
	Annual	89,164	91,839	94,594	97,432	100,355	103,366	106,467	109,661	112,951	116,339	120,993	125,833	130,866
28	Hourly	\$45.0109	\$46.3612	\$47.7520	\$49.1846	\$50.6601	\$52.1799	\$53.7453	\$55.3577	\$57.0184	\$58.7290	\$61.0781	\$63.5212	\$66.0621
	Annual	93,623	96,431	99,324	102,304	105,373	108,534	111,790	115,144	118,598	122,156	127,042	132,124	137,409
29	Hourly	\$47.2614	\$48.6792	\$50.1396	\$51.6438	\$53.1931	\$54.7889	\$56.4326	\$58.1256	\$59.8693	\$61.6654	\$64.1320	\$66.6973	\$69.3652
	Annual	98,304	101,253	104,290	107,419	110,642	113,961	117,380	120,901	124,528	128,264	133,395	138,730	144,280
30	Hourly	\$49.6245	\$51.1132	\$52.6466	\$54.2260	\$55.8528	\$57.5284	\$59.2542	\$61.0318	\$62.8628	\$64.7487	\$67.3386	\$70.0322	\$72.8335
	Annual	103,219	106,315	109,505	112,790	116,174	119,659	123,249	126,946	130,755	134,677	140,064	145,667	151,494
31	Hourly	\$52.1057	\$53.6689	\$55.2789	\$56.9373	\$58.6454	\$60.4048	\$62.2169	\$64.0834	\$66.0059	\$67.9861	\$70.7056	\$73.5338	\$76.4751
	Annual	108,380	111,631	114,980	118,430	121,982	125,642	129,411	133,294	137,292	141,411	147,068	152,950	159,068
32	Hourly	\$54.7110	\$56.3523	\$58.0429	\$59.7842	\$61.5777	\$63.4250	\$65.3278	\$67.2876	\$69.3062	\$71.3854	\$74.2408	\$77.2105	\$80.2989
	Annual	113,799	117,213	120,729	124,351	128,082	131,924	135,882	139,958	144,157	148,482	154,421	160,598	167,022
33	Hourly	\$57.4465	\$59.1699	\$60.9450	\$62.7734	\$64.6566	\$66.5963	\$68.5942	\$70.6520	\$72.7715	\$74.9547	\$77.9529	\$81.0710	\$84.3138
	Annual	119,489	123,073	126,766	130,569	134,486	138,520	142,676	146,956	151,365	155,906	162,142	168,628	175,373
34	Hourly	\$60.3189	\$62.1284	\$63.9923	\$65.9120	\$67.8894	\$69.9261	\$72.0239	\$74.1846	\$76.4101	\$78.7024	\$81.8505	\$85.1245	\$88.5295
	Annual	125,463	129,227	133,104	137,097	141,210	145,446	149,810	154,304	158,933	163,701	170,249	177,059	184,141
35	Hourly	\$63.3348	\$65.2348	\$67.1919	\$69.2076	\$71.2839	\$73.4224	\$75.6251	\$77.8938	\$80.2306	\$82.6375	\$85.9430	\$89.3808	\$92.9560
	Annual	131,736	135,688	139,759	143,952	148,270	152,719	157,300	162,019	166,880	171,886	178,762	185,912	193,348
36	Hourly	\$66.5015	\$68.4966	\$70.5515	\$72.6680	\$74.8481	\$77.0935	\$79.4063	\$81.7885	\$84.2422	\$86.7694	\$90.2402	\$93.8498	\$97.6038
	Annual	138,323	142,473	146,747	151,149	155,684	160,354	165,165	170,120	175,224	180,480	187,700	195,208	203,016
37	Hourly	\$69.8266	\$71.9214	\$74.0791	\$76.3014	\$78.5905	\$80.9482	\$83.3766	\$85.8779	\$88.4543	\$91.1079	\$94.7522	\$98.5423	\$102.4840
	Annual	145,239	149,597	154,084	158,707	163,468	168,372	173,423	178,626	183,985	189,504	197,085	204,968	213,167
38	Hourly	\$73.3179	\$75.5175	\$77.7830	\$80.1165	\$82.5200	\$84.9956	\$87.5455	\$90.1718	\$92.8770	\$95.6633	\$99.4898	\$103.4694	\$107.6082
	Annual	152,501	157,076	161,789	166,642	171,642	176,791	182,095	187,557	193,184	198,980	206,939	215,216	223,825
39	Hourly	\$76.9838	\$79.2934	\$81.6722	\$84.1223	\$86.6460	\$89.2454	\$91.9227	\$94.6804	\$97.5208	\$100.4465	\$104.4643	\$108.6429	\$112.9886
	Annual	160,126	164,930	169,878	174,974	180,224	185,630	191,199	196,935	202,843	208,929	217,286	225,977	235,016
40	Hourly	\$80.8330	\$83.2580	\$85.7558	\$88.3284	\$90.9783	\$93.7076	\$96.5189	\$99.4144	\$102.3969	\$105.4688	\$109.6875	\$114.0750	\$118.6380
	Annual	168,133	173,177	178,372	183,723	189,235	194,912	200,759	206,782	212,985	219,375	228,150	237,276	246,767

2% General Adjustment

5% between Grades

Contract Year 2023 Effective July 1

Grades	Steps													
	A	B	C	D	E	F	G	H	I	J	K	L	M	
		1 1.03	2 1.03	3 1.03	4 1.03	5 1.03	6 1.03	7 1.03	8 1.03	9 1.03	10 1.04	11 1.04	12 1.04	
1	Hourly	\$12.2972	\$12.6661	\$13.0461	\$13.4375	\$13.8406	\$14.2558	\$14.6835	\$15.1240	\$15.5777	\$16.0451	\$16.6869	\$17.3543	\$18.0485
	Annual	25,578	26,346	27,136	27,950	28,788	29,652	30,542	31,458	32,402	33,374	34,709	36,097	37,541
2	Hourly	\$12.9121	\$13.2994	\$13.6984	\$14.1094	\$14.5326	\$14.9686	\$15.4177	\$15.8802	\$16.3566	\$16.8473	\$17.5212	\$18.2221	\$18.9509
	Annual	26,857	27,663	28,493	29,347	30,228	31,135	32,069	33,031	34,022	35,042	36,444	37,902	39,418
3	Hourly	\$13.5577	\$13.9644	\$14.3833	\$14.8148	\$15.2593	\$15.7171	\$16.1886	\$16.6742	\$17.1744	\$17.6897	\$18.3973	\$19.1332	\$19.8985
	Annual	28,200	29,046	29,917	30,815	31,739	32,691	33,672	34,682	35,723	36,795	38,266	39,797	41,389
4	Hourly	\$14.2356	\$14.6626	\$15.1025	\$15.5556	\$16.0222	\$16.5029	\$16.9980	\$17.5079	\$18.0332	\$18.5742	\$19.3171	\$20.0898	\$20.8934
	Annual	29,610	30,498	31,413	32,356	33,326	34,326	35,356	36,416	37,509	38,634	40,180	41,787	43,458
5	Hourly	\$14.9473	\$15.3957	\$15.8576	\$16.3333	\$16.8233	\$17.3281	\$17.8479	\$18.3833	\$18.9348	\$19.5029	\$20.2830	\$21.0943	\$21.9381
	Annual	31,090	32,023	32,984	33,973	34,993	36,042	37,124	38,237	39,384	40,566	42,189	43,876	45,631
6	Hourly	\$15.6947	\$16.1655	\$16.6505	\$17.1500	\$17.6645	\$18.1945	\$18.7403	\$19.3025	\$19.8816	\$20.4780	\$21.2971	\$22.1490	\$23.0350
	Annual	32,645	33,624	34,633	35,672	36,742	37,844	38,980	40,149	41,354	42,594	44,298	46,070	47,913
7	Hourly	\$16.4794	\$16.9738	\$17.4830	\$18.0075	\$18.5477	\$19.1042	\$19.6773	\$20.2676	\$20.8756	\$21.5019	\$22.3620	\$23.2565	\$24.1867
	Annual	34,277	35,306	36,365	37,456	38,579	39,737	40,929	42,157	43,421	44,724	46,513	48,373	50,308
8	Hourly	\$17.3034	\$17.8225	\$18.3572	\$18.9079	\$19.4751	\$20.0594	\$20.6612	\$21.2810	\$21.9194	\$22.5770	\$23.4801	\$24.4193	\$25.3961
	Annual	35,991	37,071	38,183	39,328	40,508	41,724	42,975	44,264	45,592	46,960	48,839	50,792	52,824
9	Hourly	\$18.1686	\$18.7136	\$19.2750	\$19.8533	\$20.4489	\$21.0624	\$21.6942	\$22.3451	\$23.0154	\$23.7059	\$24.6541	\$25.6403	\$26.6659
	Annual	37,791	38,924	40,092	41,295	42,534	43,810	45,124	46,478	47,872	49,308	51,281	53,332	55,465
10	Hourly	\$19.0770	\$19.6493	\$20.2388	\$20.8460	\$21.4713	\$22.1155	\$22.7789	\$23.4623	\$24.1662	\$24.8912	\$25.8868	\$26.9223	\$27.9992
	Annual	39,680	40,871	42,097	43,360	44,660	46,000	47,380	48,802	50,266	51,774	53,845	55,998	58,238
11	Hourly	\$20.0308	\$20.6318	\$21.2507	\$21.8883	\$22.5449	\$23.2212	\$23.9179	\$24.6354	\$25.3745	\$26.1357	\$27.1811	\$28.2684	\$29.3991
	Annual	41,664	42,914	44,202	45,528	46,893	48,300	49,749	51,242	52,779	54,362	56,537	58,798	61,150
12	Hourly	\$21.0324	\$21.6634	\$22.3133	\$22.9827	\$23.6721	\$24.3823	\$25.1138	\$25.8672	\$26.6432	\$27.4425	\$28.5402	\$29.6818	\$30.8691
	Annual	43,747	45,060	46,412	47,804	49,238	50,715	52,237	53,804	55,418	57,080	59,364	61,738	64,208
13	Hourly	\$22.0840	\$22.7465	\$23.4289	\$24.1318	\$24.8557	\$25.6014	\$26.3695	\$27.1605	\$27.9754	\$28.8146	\$29.9672	\$31.1659	\$32.4125
	Annual	45,935	47,313	48,732	50,194	51,700	53,251	54,848	56,494	58,189	59,934	62,332	64,825	67,418
14	Hourly	\$23.1882	\$23.8839	\$24.6004	\$25.3384	\$26.0985	\$26.8815	\$27.6879	\$28.5186	\$29.3741	\$30.2554	\$31.4656	\$32.7242	\$34.0332
	Annual	48,231	49,678	51,169	52,704	54,285	55,914	57,591	59,319	61,098	62,931	65,448	68,066	70,789
15	Hourly	\$24.3476	\$25.0781	\$25.8304	\$26.6053	\$27.4035	\$28.2256	\$29.0723	\$29.9445	\$30.8428	\$31.7681	\$33.0389	\$34.3604	\$35.7348
	Annual	50,643	52,162	53,727	55,339	56,999	58,709	60,470	62,285	64,153	66,078	68,721	71,470	74,328
16	Hourly	\$25.5650	\$26.3320	\$27.1219	\$27.9356	\$28.7736	\$29.6368	\$30.5260	\$31.4417	\$32.3850	\$33.3565	\$34.6908	\$36.0784	\$37.5216
	Annual	53,175	54,770	56,414	58,106	59,849	61,645	63,494	65,399	67,361	69,382	72,157	75,043	78,045
17	Hourly	\$26.8433	\$27.6486	\$28.4780	\$29.3323	\$30.2123	\$31.1187	\$32.0522	\$33.0138	\$34.0042	\$35.0244	\$36.4253	\$37.8823	\$39.3976
	Annual	55,834	57,509	59,234	61,011	62,842	64,727	66,669	68,669	70,729	72,851	75,765	78,795	81,947
18	Hourly	\$28.1854	\$29.0310	\$29.9019	\$30.7990	\$31.7229	\$32.6746	\$33.6549	\$34.6645	\$35.7044	\$36.7756	\$38.2466	\$39.7765	\$41.3675
	Annual	58,626	60,384	62,196	64,062	65,984	67,963	70,002	72,102	74,265	76,493	79,553	82,735	86,044
19	Hourly	\$29.5947	\$30.4825	\$31.3970	\$32.3389	\$33.3091	\$34.3084	\$35.3376	\$36.3977	\$37.4897	\$38.6144	\$40.1589	\$41.7653	\$43.4359
	Annual	61,557	63,404	65,306	67,265	69,283	71,361	73,502	75,707	77,979	80,318	83,531	86,872	90,347
20	Hourly	\$31.0744	\$32.0067	\$32.9669	\$33.9559	\$34.9745	\$36.0238	\$37.1045	\$38.2176	\$39.3641	\$40.5451	\$42.1669	\$43.8536	\$45.6077
	Annual	64,635	66,574	68,571	70,628	72,747	74,929	77,177	79,493	81,877	84,334	87,707	91,215	94,864

2% General Adjustment

5% between Grades

Contract Year 2023 Effective July 1

Grades	Steps	Contract Year 2023 Effective July 1												
		A	B	C	D	E	F	G	H	I	J	K	L	M
		1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04
21	Hourly	\$32.6281	\$33.6070	\$34.6152	\$35.6537	\$36.7233	\$37.8250	\$38.9597	\$40.1285	\$41.3324	\$42.5723	\$44.0462	\$47.8881	
	Annual	67,867	69,903	72,000	74,160	76,384	78,676	81,036	83,467	85,971	88,550	92,092	95,776	99,607
22	Hourly	\$34.2596	\$35.2873	\$36.3460	\$37.4363	\$38.5594	\$39.7162	\$40.9077	\$42.1349	\$43.3990	\$44.7009	\$46.4890	\$50.2825	
	Annual	71,260	73,398	75,600	77,868	80,204	82,610	85,088	87,641	90,270	92,978	96,697	100,565	104,588
23	Hourly	\$35.9725	\$37.0517	\$38.1633	\$39.3082	\$40.4874	\$41.7020	\$42.9531	\$44.2417	\$45.5689	\$46.9360	\$48.8134	\$52.7966	
	Annual	74,823	77,068	79,380	81,761	84,214	86,740	89,342	92,023	94,783	97,627	101,532	105,593	109,817
24	Hourly	\$37.7712	\$38.9043	\$40.0714	\$41.2736	\$42.5118	\$43.7871	\$45.1007	\$46.4538	\$47.8474	\$49.2828	\$51.2541	\$55.4364	
	Annual	78,564	80,921	83,349	85,849	88,424	91,077	93,810	96,624	99,523	102,508	106,609	110,873	115,308
25	Hourly	\$39.6597	\$40.8495	\$42.0750	\$43.3372	\$44.6374	\$45.9765	\$47.3558	\$48.7764	\$50.2397	\$51.7469	\$53.8168	\$58.2083	
	Annual	82,492	84,967	87,516	90,141	92,846	95,631	98,500	101,455	104,499	107,634	111,939	116,417	121,073
26	Hourly	\$41.6427	\$42.8920	\$44.1787	\$45.5041	\$46.8692	\$48.2753	\$49.7236	\$51.2153	\$52.7517	\$54.3343	\$56.5076	\$61.1187	
	Annual	86,617	89,215	91,892	94,649	97,488	100,413	103,425	106,528	109,724	113,015	117,536	122,237	127,127
27	Hourly	\$43.7248	\$45.0366	\$46.3877	\$47.7793	\$49.2127	\$50.6891	\$52.2097	\$53.7760	\$55.3893	\$57.0510	\$59.3330	\$64.1746	
	Annual	90,948	93,676	96,486	99,381	102,362	105,433	108,596	111,854	115,210	118,666	123,413	128,349	133,483
28	Hourly	\$45.9111	\$47.2884	\$48.7071	\$50.1683	\$51.6733	\$53.2235	\$54.8202	\$56.4648	\$58.1588	\$59.9035	\$62.2997	\$67.3833	
	Annual	95,495	98,360	101,311	104,350	107,481	110,705	114,026	117,447	120,970	124,599	129,583	134,767	140,157
29	Hourly	\$48.2066	\$49.6528	\$51.1424	\$52.6767	\$54.2570	\$55.8847	\$57.5612	\$59.2881	\$61.0667	\$62.8987	\$65.4147	\$70.7525	
	Annual	100,270	103,278	106,376	109,568	112,855	116,240	119,727	123,319	127,019	130,829	136,063	141,505	147,165
30	Hourly	\$50.6170	\$52.1355	\$53.6995	\$55.3105	\$56.9698	\$58.6789	\$60.4393	\$62.2525	\$64.1200	\$66.0437	\$68.6854	\$74.2901	
	Annual	105,283	108,442	111,695	115,046	118,497	122,052	125,714	129,485	133,370	137,371	142,866	148,580	154,523
31	Hourly	\$53.1478	\$54.7422	\$56.3845	\$58.0760	\$59.8183	\$61.6129	\$63.4613	\$65.3651	\$67.3261	\$69.3458	\$72.1197	\$78.0046	
	Annual	110,547	113,864	117,280	120,798	124,422	128,155	131,999	135,959	140,038	144,239	150,009	156,009	162,250
32	Hourly	\$55.8052	\$57.4794	\$59.2037	\$60.9798	\$62.8092	\$64.6935	\$66.6343	\$68.6334	\$70.6924	\$72.8131	\$75.7257	\$81.9049	
	Annual	116,075	119,557	123,144	126,838	130,643	134,563	138,599	142,757	147,040	151,451	157,509	163,810	170,362
33	Hourly	\$58.5955	\$60.3533	\$62.1639	\$64.0288	\$65.9497	\$67.9282	\$69.9660	\$72.0650	\$74.2270	\$76.4538	\$79.5119	\$86.0001	
	Annual	121,879	125,535	129,301	133,180	137,175	141,291	145,529	149,895	154,392	159,024	165,385	172,000	178,880
34	Hourly	\$61.5252	\$63.3710	\$65.2721	\$67.2303	\$69.2472	\$71.3246	\$73.4643	\$75.6683	\$77.9383	\$80.2765	\$83.4875	\$90.3001	
	Annual	127,972	131,812	135,766	139,839	144,034	148,355	152,806	157,390	162,112	166,975	173,654	180,600	187,824
35	Hourly	\$64.6015	\$66.5395	\$68.5357	\$70.5918	\$72.7095	\$74.8908	\$77.1376	\$79.4517	\$81.8352	\$84.2903	\$87.6619	\$94.8151	
	Annual	134,371	138,402	142,554	146,831	151,236	155,773	160,446	165,260	170,217	175,324	182,337	189,630	197,215
36	Hourly	\$67.8316	\$69.8665	\$71.9625	\$74.1214	\$76.3450	\$78.6354	\$80.9944	\$83.4243	\$85.9270	\$88.5048	\$92.0450	\$99.5559	
	Annual	141,090	145,322	149,682	154,172	158,798	163,562	168,468	173,522	178,728	184,090	191,454	199,112	207,076
37	Hourly	\$71.2231	\$73.3598	\$75.5606	\$77.8275	\$80.1623	\$82.5671	\$85.0442	\$87.5955	\$90.2233	\$92.9300	\$96.6473	\$104.5337	
	Annual	148,144	152,588	157,166	161,881	166,738	171,740	176,892	182,199	187,665	193,295	201,026	209,067	217,430
38	Hourly	\$74.7843	\$77.0278	\$79.3387	\$81.7188	\$84.1704	\$86.6955	\$89.2964	\$91.9753	\$94.7345	\$97.5766	\$101.4796	\$109.7604	
	Annual	155,551	160,218	165,024	169,975	175,074	180,327	185,736	191,309	197,048	202,959	211,078	219,521	228,302
39	Hourly	\$78.5235	\$80.8792	\$83.3056	\$85.8048	\$88.3789	\$91.0303	\$93.7612	\$96.5740	\$99.4712	\$102.4554	\$106.5536	\$114.8157	
	Annual	163,329	168,229	173,276	178,474	183,828	189,343	195,023	200,874	206,900	213,107	221,631	230,497	239,717
40	Hourly	\$82.4497	\$84.9232	\$87.4709	\$90.0950	\$92.7979	\$95.5818	\$98.4492	\$101.4027	\$104.4448	\$107.5781	\$111.8813	\$120.108	
	Annual	171,495	176,640	181,939	187,398	193,020	198,810	204,774	210,918	217,245	223,763	232,713	242,022	251,702

2% General Adjustment

5% between Grades

Contract Year 2024

Grades	Steps													
	A	B	C	D	E	F	G	H	I	J	K	L	M	
1	Hourly	\$12.5431	\$12.9194	\$13.3070	\$13.7062	\$14.1174	\$14.5409	\$14.9772	\$15.4265	\$15.8893	\$16.3660	\$17.0206	\$17.7014	\$18.4095
	Annual	26,090	26,872	27,679	28,509	29,364	30,245	31,153	32,087	33,050	34,041	35,403	36,819	38,292
2	Hourly	\$13.1703	\$13.5654	\$13.9724	\$14.3915	\$14.8233	\$15.2680	\$15.7260	\$16.1978	\$16.6837	\$17.1843	\$17.8716	\$18.5865	\$19.3300
	Annual	27,394	28,216	29,063	29,934	30,832	31,757	32,710	33,691	34,702	35,743	37,173	38,660	40,206
3	Hourly	\$13.8288	\$14.2437	\$14.6710	\$15.1111	\$15.5645	\$16.0314	\$16.5123	\$17.0077	\$17.5179	\$18.0435	\$18.7652	\$19.5158	\$20.2965
	Annual	28,764	29,627	30,516	31,431	32,374	33,345	34,346	35,376	36,437	37,530	39,032	40,593	42,217
4	Hourly	\$14.5203	\$14.9559	\$15.4045	\$15.8667	\$16.3427	\$16.8330	\$17.3380	\$17.8581	\$18.3938	\$18.9456	\$19.7035	\$20.4916	\$21.3113
	Annual	30,202	31,108	32,041	33,003	33,993	35,013	36,063	37,145	38,259	39,407	40,983	42,623	44,327
5	Hourly	\$15.2463	\$15.7037	\$16.1748	\$16.6600	\$17.1598	\$17.6746	\$18.2048	\$18.7510	\$19.3135	\$19.8929	\$20.6886	\$21.5162	\$22.3768
	Annual	31,712	32,664	33,644	34,653	35,692	36,763	37,866	39,002	40,172	41,377	43,032	44,754	46,544
6	Hourly	\$16.0086	\$16.4888	\$16.9835	\$17.4930	\$18.0178	\$18.5583	\$19.1151	\$19.6885	\$20.2792	\$20.8876	\$21.7231	\$22.5920	\$23.4957
	Annual	33,298	34,297	35,326	36,385	37,477	38,601	39,759	40,952	42,181	43,446	45,184	46,991	48,871
7	Hourly	\$16.8090	\$17.3133	\$17.8327	\$18.3677	\$18.9187	\$19.4863	\$20.0708	\$20.6730	\$21.2932	\$21.9320	\$22.8092	\$23.7216	\$24.6705
	Annual	34,963	36,012	37,092	38,205	39,351	40,531	41,747	43,000	44,290	45,618	47,443	49,341	51,315
8	Hourly	\$17.6495	\$18.1790	\$18.7243	\$19.2861	\$19.8646	\$20.4606	\$21.0744	\$21.7066	\$22.3578	\$23.0286	\$23.9497	\$24.9077	\$25.9040
	Annual	36,711	37,812	38,947	40,115	41,318	42,558	43,835	45,150	46,504	47,899	49,815	51,808	53,880
9	Hourly	\$18.5319	\$19.0879	\$19.6605	\$20.2504	\$20.8579	\$21.4836	\$22.1281	\$22.7920	\$23.4757	\$24.1800	\$25.1472	\$26.1531	\$27.1992
	Annual	38,546	39,703	40,894	42,121	43,384	44,686	46,026	47,407	48,829	50,294	52,306	54,398	56,574
10	Hourly	\$19.4585	\$20.0423	\$20.6436	\$21.2629	\$21.9008	\$22.5578	\$23.2345	\$23.9315	\$24.6495	\$25.3890	\$26.4045	\$27.4607	\$28.5592
	Annual	40,474	41,688	42,939	44,227	45,554	46,920	48,328	49,778	51,271	52,809	54,921	57,118	59,403
11	Hourly	\$20.4315	\$21.0444	\$21.6757	\$22.3260	\$22.9958	\$23.6857	\$24.3962	\$25.1281	\$25.8820	\$26.6584	\$27.7248	\$28.8338	\$29.9871
	Annual	42,497	43,772	45,086	46,438	47,831	49,266	50,744	52,267	53,834	55,450	57,668	59,974	62,373
12	Hourly	\$21.4530	\$22.0966	\$22.7595	\$23.4423	\$24.1456	\$24.8700	\$25.6161	\$26.3845	\$27.1761	\$27.9914	\$29.1110	\$30.2754	\$31.4865
	Annual	44,622	45,961	47,340	48,760	50,223	51,730	53,281	54,880	56,526	58,222	60,551	62,973	65,492
13	Hourly	\$22.5257	\$23.2015	\$23.8975	\$24.6144	\$25.3529	\$26.1135	\$26.8969	\$27.7038	\$28.5349	\$29.3909	\$30.5666	\$31.7892	\$33.0608
	Annual	46,853	48,259	49,707	51,198	52,734	54,316	55,945	57,624	59,353	61,133	63,578	66,122	68,766
14	Hourly	\$23.6520	\$24.3615	\$25.0924	\$25.8452	\$26.6205	\$27.4191	\$28.2417	\$29.0889	\$29.9616	\$30.8605	\$32.0949	\$33.3787	\$34.7138
	Annual	49,196	50,672	52,192	53,758	55,371	57,032	58,743	60,505	62,320	64,190	66,757	69,428	72,205
15	Hourly	\$24.8346	\$25.5796	\$26.3470	\$27.1374	\$27.9515	\$28.7901	\$29.6538	\$30.5434	\$31.4597	\$32.4035	\$33.6996	\$35.0476	\$36.4495
	Annual	51,656	53,206	54,802	56,446	58,139	59,883	61,680	63,530	65,436	67,399	70,095	72,899	75,815
16	Hourly	\$26.0763	\$26.8586	\$27.6644	\$28.4943	\$29.3491	\$30.2296	\$31.1365	\$32.0706	\$33.0327	\$34.0237	\$35.3846	\$36.8000	\$38.2720
	Annual	54,239	55,866	57,542	59,268	61,046	62,878	64,764	66,707	68,708	70,769	73,600	76,544	79,606
17	Hourly	\$27.3801	\$28.2015	\$29.0476	\$29.9190	\$30.8166	\$31.7411	\$32.6933	\$33.6741	\$34.6843	\$35.7248	\$37.1538	\$38.6400	\$40.1856
	Annual	56,951	58,659	60,419	62,232	64,098	66,021	68,002	70,042	72,143	74,308	77,280	80,371	83,586
18	Hourly	\$28.7491	\$29.6116	\$30.4999	\$31.4149	\$32.3574	\$33.3281	\$34.3280	\$35.3578	\$36.4185	\$37.5111	\$39.0115	\$40.5720	\$42.1949
	Annual	59,798	61,592	63,440	65,343	67,303	69,322	71,402	73,544	75,751	78,023	81,144	84,390	87,765
19	Hourly	\$30.1866	\$31.0922	\$32.0249	\$32.9857	\$33.9753	\$34.9945	\$36.0444	\$37.1257	\$38.2395	\$39.3866	\$40.9621	\$42.6006	\$44.3046
	Annual	62,788	64,672	66,612	68,610	70,669	72,789	74,972	77,221	79,538	81,924	85,201	88,609	92,154
20	Hourly	\$31.6959	\$32.6468	\$33.6262	\$34.6350	\$35.6740	\$36.7442	\$37.8466	\$38.9820	\$40.1514	\$41.3560	\$43.0102	\$44.7306	\$46.5198
	Annual	65,927	67,905	69,942	72,041	74,202	76,428	78,721	81,083	83,515	86,020	89,461	93,040	96,761

2% General Adjustment

5% between Grades

Contract Year 2024

Grades	Steps	Contract Year 2024												
		A	B	C	D	E	F	G	H	I	J	K	L	M
		1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04	
21	Hourly	\$33.2807	\$34.2791	\$35.3075	\$36.3667	\$37.4577	\$38.5815	\$39.7389	\$40.9311	\$42.1590	\$43.4238	\$45.1607	\$46.9672	\$48.8458
	Annual	69,224	71,301	73,440	75,643	77,912	80,249	82,657	85,137	87,691	90,321	93,934	97,692	101,599
22	Hourly	\$34.9447	\$35.9931	\$37.0729	\$38.1851	\$39.3306	\$40.5105	\$41.7258	\$42.9776	\$44.2670	\$45.5950	\$47.4188	\$49.3155	\$51.2881
	Annual	72,685	74,866	77,112	79,425	81,808	84,262	86,790	89,393	92,075	94,838	98,631	102,576	106,679
23	Hourly	\$36.6920	\$37.7927	\$38.9265	\$40.0943	\$41.2971	\$42.5361	\$43.8121	\$45.1265	\$46.4803	\$47.8747	\$49.7897	\$51.7813	\$53.8525
	Annual	76,319	78,609	80,967	83,396	85,898	88,475	91,129	93,863	96,679	99,579	103,563	107,705	112,013
24	Hourly	\$38.5266	\$39.6824	\$40.8728	\$42.0990	\$43.3620	\$44.6629	\$46.0027	\$47.3828	\$48.8043	\$50.2684	\$52.2792	\$54.3704	\$56.5452
	Annual	80,135	82,539	85,016	87,566	90,193	92,899	95,686	98,556	101,513	104,558	108,741	113,090	117,614
25	Hourly	\$40.4529	\$41.6665	\$42.9165	\$44.2040	\$45.5301	\$46.8960	\$48.3029	\$49.7520	\$51.2445	\$52.7819	\$54.8931	\$57.0889	\$59.3724
	Annual	84,142	86,666	89,266	91,944	94,703	97,544	100,470	103,484	106,589	109,786	114,178	118,745	123,495
26	Hourly	\$42.4756	\$43.7498	\$45.0623	\$46.4142	\$47.8066	\$49.2408	\$50.7180	\$52.2396	\$53.8068	\$55.4210	\$57.6378	\$59.9433	\$62.3410
	Annual	88,349	91,000	93,730	96,541	99,438	102,421	105,494	108,658	111,918	115,276	119,887	124,682	129,669
27	Hourly	\$44.5993	\$45.9373	\$47.3154	\$48.7349	\$50.1969	\$51.7028	\$53.2539	\$54.8515	\$56.4971	\$58.1920	\$60.5197	\$62.9405	\$65.4581
	Annual	92,767	95,550	98,416	101,369	104,410	107,542	110,768	114,091	117,514	121,039	125,881	130,916	136,153
28	Hourly	\$46.8293	\$48.2342	\$49.6812	\$51.1716	\$52.7068	\$54.2880	\$55.9166	\$57.5941	\$59.3220	\$61.1016	\$63.5457	\$66.0875	\$68.7310
	Annual	97,405	100,327	103,337	106,437	109,630	112,919	116,307	119,796	123,390	127,091	132,175	137,462	142,960
29	Hourly	\$49.1708	\$50.6459	\$52.1653	\$53.7302	\$55.3421	\$57.0024	\$58.7125	\$60.4738	\$62.2880	\$64.1567	\$66.7230	\$69.3919	\$72.1676
	Annual	102,275	105,343	108,504	111,759	115,112	118,565	122,122	125,786	129,559	133,446	138,784	144,335	150,109
30	Hourly	\$51.6293	\$53.1782	\$54.7735	\$56.4167	\$58.1092	\$59.8525	\$61.6481	\$63.4975	\$65.4025	\$67.3645	\$70.0591	\$72.8615	\$75.7759
	Annual	107,389	110,611	113,929	117,347	120,867	124,493	128,228	132,075	136,037	140,118	145,723	151,552	157,614
31	Hourly	\$54.2108	\$55.8371	\$57.5122	\$59.2376	\$61.0147	\$62.8451	\$64.7305	\$66.6724	\$68.6726	\$70.7328	\$73.5621	\$76.5045	\$79.5647
	Annual	112,758	116,141	119,625	123,214	126,911	130,718	134,639	138,679	142,839	147,124	153,009	159,129	165,495
32	Hourly	\$56.9213	\$58.6289	\$60.3878	\$62.1994	\$64.0654	\$65.9874	\$67.9670	\$70.0060	\$72.1062	\$74.2694	\$77.2402	\$80.3298	\$83.5430
	Annual	118,396	121,948	125,607	129,375	133,256	137,254	141,371	145,613	149,981	154,480	160,660	167,086	173,769
33	Hourly	\$59.7674	\$61.5604	\$63.4072	\$65.3094	\$67.2687	\$69.2868	\$71.3654	\$73.5063	\$75.7115	\$77.9829	\$81.1022	\$84.3463	\$87.7201
	Annual	124,316	128,046	131,887	135,844	139,919	144,116	148,440	152,893	157,480	162,204	168,693	175,440	182,458
34	Hourly	\$62.7557	\$64.6384	\$66.5776	\$68.5749	\$70.6321	\$72.7511	\$74.9336	\$77.1816	\$79.4971	\$81.8820	\$85.1573	\$88.5636	\$92.1061
	Annual	130,532	134,448	138,481	142,636	146,915	151,322	155,862	160,538	165,354	170,315	177,127	184,212	191,581
35	Hourly	\$65.8935	\$67.8703	\$69.9064	\$72.0036	\$74.1637	\$76.3887	\$78.6803	\$81.0407	\$83.4719	\$85.9761	\$89.4151	\$92.9917	\$96.7114
	Annual	137,059	141,170	145,405	149,768	154,261	158,888	163,655	168,565	173,622	178,830	185,983	193,423	201,160
36	Hourly	\$69.1882	\$71.2638	\$73.4018	\$75.6038	\$77.8719	\$80.2081	\$82.6143	\$85.0928	\$87.6455	\$90.2749	\$93.8859	\$97.6413	\$101.5470
	Annual	143,911	148,229	152,676	157,256	161,974	166,833	171,838	176,993	182,303	187,772	195,283	203,094	211,218
37	Hourly	\$72.6476	\$74.8270	\$77.0718	\$79.3840	\$81.7655	\$84.2185	\$86.7450	\$89.3474	\$92.0278	\$94.7887	\$98.5802	\$102.5234	\$106.6243
	Annual	151,107	155,640	160,309	165,119	170,072	175,174	180,430	185,843	191,418	197,160	205,047	213,249	221,779
38	Hourly	\$76.2800	\$78.5684	\$80.9254	\$83.3532	\$85.8538	\$88.4294	\$91.0823	\$93.8148	\$96.6292	\$99.5281	\$103.5092	\$107.6496	\$111.9556
	Annual	158,662	163,422	168,325	173,375	178,576	183,933	189,451	195,135	200,989	207,018	215,299	223,911	232,868
39	Hourly	\$80.0940	\$82.4968	\$84.9717	\$87.5209	\$90.1465	\$92.8509	\$95.6364	\$98.5055	\$101.4607	\$104.5045	\$108.6847	\$113.0321	\$117.5533
	Annual	166,595	171,593	176,741	182,043	187,505	193,130	198,924	204,891	211,038	217,369	226,064	235,107	244,511
40	Hourly	\$84.0987	\$86.6216	\$89.2203	\$91.8969	\$94.6538	\$97.4934	\$100.4182	\$103.4308	\$106.5337	\$109.7297	\$114.1189	\$118.6837	\$123.4310
	Annual	174,925	180,173	185,578	191,146	196,880	202,786	208,870	215,136	221,590	228,238	237,367	246,862	256,736

2% General Adjustment

5% between Grades

Contract Year 2024 Effective July 1

Grades	Steps													
		A	B	C	D	E	F	G	H	I	J	K	L	M
		1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04	
1	Hourly	\$12.7940	\$13.1778	\$13.5732	\$13.9804	\$14.3998	\$14.8318	\$15.2767	\$15.7350	\$16.2071	\$16.6933	\$17.3610	\$18.0555	\$18.7777
	Annual	26,612	27,410	28,232	29,079	29,952	30,850	31,776	32,729	33,711	34,722	36,111	37,555	39,058
2	Hourly	\$13.4337	\$13.8367	\$14.2518	\$14.6794	\$15.1198	\$15.5734	\$16.0406	\$16.5218	\$17.0174	\$17.5279	\$18.2291	\$18.9582	\$19.7166
	Annual	27,942	28,780	29,644	30,533	31,449	32,393	33,364	34,365	35,396	36,458	37,916	39,433	41,010
3	Hourly	\$14.1054	\$14.5286	\$14.9644	\$15.4133	\$15.8757	\$16.3520	\$16.8426	\$17.3479	\$17.8683	\$18.4043	\$19.1405	\$19.9061	\$20.7024
	Annual	29,339	30,219	31,126	32,060	33,022	34,012	35,033	36,084	37,166	38,281	39,812	41,405	43,061
4	Hourly	\$14.8107	\$15.2550	\$15.7126	\$16.1840	\$16.6695	\$17.1696	\$17.6847	\$18.2153	\$18.7617	\$19.3246	\$20.0975	\$20.9014	\$21.7375
	Annual	30,806	31,730	32,682	33,663	34,673	35,713	36,784	37,888	39,024	40,195	41,803	43,475	45,214
5	Hourly	\$15.5512	\$16.0177	\$16.4983	\$16.9932	\$17.5030	\$18.0281	\$18.5689	\$19.1260	\$19.6998	\$20.2908	\$21.1024	\$21.9465	\$22.8244
	Annual	32,346	33,317	34,316	35,346	36,406	37,498	38,623	39,782	40,976	42,205	43,893	45,649	47,475
6	Hourly	\$16.3288	\$16.8186	\$17.3232	\$17.8429	\$18.3782	\$18.9295	\$19.4974	\$20.0823	\$20.6848	\$21.3053	\$22.1575	\$23.0438	\$23.9656
	Annual	33,964	34,983	36,032	37,113	38,227	39,373	40,555	41,771	43,024	44,315	46,088	47,931	49,848
7	Hourly	\$17.1452	\$17.6596	\$18.1893	\$18.7350	\$19.2971	\$19.8760	\$20.4723	\$21.0864	\$21.7190	\$22.3706	\$23.2654	\$24.1960	\$25.1639
	Annual	35,662	36,732	37,834	38,969	40,138	41,342	42,582	43,860	45,176	46,531	48,392	50,328	52,341
8	Hourly	\$18.0025	\$18.5425	\$19.0988	\$19.6718	\$20.2619	\$20.8698	\$21.4959	\$22.1408	\$22.8050	\$23.4891	\$24.4287	\$25.4058	\$26.4221
	Annual	37,445	38,568	39,726	40,917	42,145	43,409	44,711	46,053	47,434	48,857	50,812	52,844	54,958
9	Hourly	\$18.9026	\$19.4697	\$20.0537	\$20.6554	\$21.2750	\$21.9133	\$22.5707	\$23.2478	\$23.9452	\$24.6636	\$25.6501	\$26.6761	\$27.7432
	Annual	39,317	40,497	41,712	42,963	44,252	45,580	46,947	48,355	49,806	51,300	53,352	55,486	57,706
10	Hourly	\$19.8477	\$20.4431	\$21.0564	\$21.6881	\$22.3388	\$23.0089	\$23.6992	\$24.4102	\$25.1425	\$25.8968	\$26.9326	\$28.0099	\$29.1303
	Annual	41,283	42,522	43,797	45,111	46,465	47,859	49,294	50,773	52,296	53,865	56,020	58,261	60,591
11	Hourly	\$20.8401	\$21.4653	\$22.1093	\$22.7725	\$23.4557	\$24.1594	\$24.8842	\$25.6307	\$26.3996	\$27.1916	\$28.2793	\$29.4104	\$30.5868
	Annual	43,347	44,648	45,987	47,367	48,788	50,252	51,759	53,312	54,911	56,559	58,821	61,174	63,621
12	Hourly	\$21.8821	\$22.5386	\$23.2147	\$23.9112	\$24.6285	\$25.3674	\$26.1284	\$26.9122	\$27.7196	\$28.5512	\$29.6932	\$30.8810	\$32.1162
	Annual	45,515	46,880	48,287	49,735	51,227	52,764	54,347	55,977	57,657	59,386	61,762	64,232	66,802
13	Hourly	\$22.9762	\$23.6655	\$24.3755	\$25.1067	\$25.8599	\$26.6357	\$27.4348	\$28.2578	\$29.1056	\$29.9787	\$31.1779	\$32.4250	\$33.7220
	Annual	47,791	49,224	50,701	52,222	53,789	55,402	57,064	58,776	60,540	62,356	64,850	67,444	70,142
14	Hourly	\$24.1250	\$24.8488	\$25.5942	\$26.3621	\$27.1529	\$27.9675	\$28.8065	\$29.6707	\$30.5608	\$31.4777	\$32.7368	\$34.0463	\$35.4081
	Annual	50,180	51,685	53,236	54,833	56,478	58,172	59,918	61,715	63,567	65,474	68,093	70,816	73,649
15	Hourly	\$25.3313	\$26.0912	\$26.8739	\$27.6802	\$28.5106	\$29.3659	\$30.2469	\$31.1543	\$32.0889	\$33.0516	\$34.3736	\$35.7486	\$37.1785
	Annual	52,689	54,270	55,898	57,575	59,302	61,081	62,913	64,801	66,745	68,747	71,497	74,357	77,331
16	Hourly	\$26.5978	\$27.3958	\$28.2176	\$29.0642	\$29.9361	\$30.8342	\$31.7592	\$32.7120	\$33.6933	\$34.7041	\$36.0923	\$37.5360	\$39.0374
	Annual	55,323	56,983	58,693	60,453	62,267	64,135	66,059	68,041	70,082	72,185	75,072	78,075	81,198
17	Hourly	\$27.9277	\$28.7656	\$29.6285	\$30.5174	\$31.4329	\$32.3759	\$33.3472	\$34.3476	\$35.3780	\$36.4393	\$37.8969	\$39.4128	\$40.9893
	Annual	58,090	59,832	61,627	63,476	65,380	67,342	69,362	71,443	73,586	75,794	78,826	81,979	85,258
18	Hourly	\$29.3241	\$30.2038	\$31.1099	\$32.0432	\$33.0045	\$33.9947	\$35.0145	\$36.0650	\$37.1469	\$38.2613	\$39.7918	\$41.3834	\$43.0388
	Annual	60,994	62,824	64,709	66,650	68,649	70,709	72,830	75,015	77,266	79,584	82,767	86,078	89,521
19	Hourly	\$30.7903	\$31.7140	\$32.6654	\$33.6454	\$34.6548	\$35.6944	\$36.7652	\$37.8682	\$39.0042	\$40.1744	\$41.7813	\$43.4526	\$45.1907
	Annual	64,044	65,965	67,944	69,982	72,082	74,244	76,472	78,766	81,129	83,563	86,905	90,381	93,997
20	Hourly	\$32.3298	\$33.2987	\$34.2987	\$35.3277	\$36.3875	\$37.4791	\$38.6035	\$39.7616	\$40.9545	\$42.1831	\$43.8704	\$45.6252	\$47.4502
	Annual	67,246	69,263	71,341	73,482	75,686	77,957	80,295	82,704	85,185	87,741	91,250	94,900	98,697

2% General Adjustment

5% between Grades

Contract Year 2024 Effective July 1

Grades	Steps													
		A	B	C	D	E	F	G	H	I	J	K	L	M
		1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.04	1.04	1.04	
21	Hourly	\$33.9463	\$34.9647	\$36.0137	\$37.0941	\$38.2069	\$39.3531	\$40.5337	\$41.7497	\$43.0022	\$44.2922	\$46.0639	\$47.9065	\$49.8228
	Annual	70,608	72,727	74,908	77,156	79,470	81,854	84,310	86,839	89,445	92,128	95,813	99,646	103,631
22	Hourly	\$35.6436	\$36.7129	\$37.8143	\$38.9488	\$40.1172	\$41.3207	\$42.5604	\$43.8372	\$45.1523	\$46.5069	\$48.3671	\$50.3018	\$52.3139
	Annual	74,139	76,363	78,654	81,013	83,444	85,947	88,526	91,181	93,917	96,734	100,604	104,628	108,813
23	Hourly	\$37.4258	\$38.5486	\$39.7051	\$40.8962	\$42.1231	\$43.3868	\$44.6884	\$46.0290	\$47.4099	\$48.8322	\$50.7855	\$52.8169	\$54.9296
	Annual	77,846	80,181	82,587	85,064	87,616	90,245	92,952	95,740	98,613	101,571	105,634	109,859	114,254
24	Hourly	\$39.2971	\$40.4760	\$41.6903	\$42.9410	\$44.2292	\$45.5561	\$46.9228	\$48.3305	\$49.7804	\$51.2738	\$53.3248	\$55.4578	\$57.6761
	Annual	81,738	84,190	86,716	89,317	91,997	94,757	97,599	100,527	103,543	106,650	110,916	115,352	119,966
25	Hourly	\$41.2620	\$42.4998	\$43.7748	\$45.0881	\$46.4407	\$47.8339	\$49.2689	\$50.7470	\$52.2694	\$53.8375	\$55.9910	\$58.2306	\$60.5599
	Annual	85,825	88,400	91,052	93,783	96,597	99,495	102,479	105,554	108,720	111,982	116,461	121,120	125,965
26	Hourly	\$43.3251	\$44.6248	\$45.9636	\$47.3425	\$48.7627	\$50.2256	\$51.7324	\$53.2844	\$54.8829	\$56.5294	\$58.7906	\$61.1422	\$63.5879
	Annual	90,116	92,820	95,604	98,472	101,426	104,469	107,603	110,831	114,156	117,581	122,284	127,176	132,263
27	Hourly	\$45.4913	\$46.8561	\$48.2617	\$49.7096	\$51.2009	\$52.7369	\$54.3190	\$55.9486	\$57.6270	\$59.3558	\$61.7301	\$64.1993	\$66.7673
	Annual	94,622	97,461	100,384	103,396	106,498	109,693	112,984	116,373	119,864	123,460	128,399	133,535	138,876
28	Hourly	\$47.7659	\$49.1989	\$50.6748	\$52.1951	\$53.7609	\$55.3737	\$57.0350	\$58.7460	\$60.5084	\$62.3236	\$64.8166	\$67.4093	\$70.1056
	Annual	99,353	102,334	105,404	108,566	111,823	115,177	118,633	122,192	125,857	129,633	134,819	140,211	145,820
29	Hourly	\$50.1542	\$51.6588	\$53.2086	\$54.8048	\$56.4490	\$58.1424	\$59.8867	\$61.6833	\$63.5338	\$65.4398	\$68.0574	\$70.7797	\$73.6109
	Annual	104,321	107,450	110,674	113,994	117,414	120,936	124,564	128,301	132,150	136,115	141,559	147,222	153,111
30	Hourly	\$52.6619	\$54.2417	\$55.8690	\$57.5451	\$59.2714	\$61.0496	\$62.8810	\$64.7675	\$66.7105	\$68.7118	\$71.4603	\$74.3187	\$77.2914
	Annual	109,537	112,823	116,208	119,694	123,285	126,983	130,793	134,716	138,758	142,921	148,637	154,583	160,766
31	Hourly	\$55.2950	\$56.9538	\$58.6624	\$60.4223	\$62.2350	\$64.1020	\$66.0251	\$68.0058	\$70.0460	\$72.1474	\$75.0333	\$78.0346	\$81.1560
	Annual	115,014	118,464	122,018	125,678	129,449	133,332	137,332	141,452	145,696	150,067	156,069	162,312	168,805
32	Hourly	\$58.0597	\$59.8015	\$61.5956	\$63.4434	\$65.3467	\$67.3071	\$69.3264	\$71.4061	\$73.5483	\$75.7548	\$78.7850	\$81.9364	\$85.2138
	Annual	120,764	124,387	128,119	131,962	135,921	139,999	144,199	148,525	152,981	157,570	163,873	170,428	177,245
33	Hourly	\$60.9627	\$62.7916	\$64.6753	\$66.6156	\$68.6141	\$70.6725	\$72.7927	\$74.9764	\$77.2257	\$79.5425	\$82.7242	\$86.0332	\$89.4745
	Annual	126,802	130,607	134,525	138,560	142,717	146,999	151,409	155,951	160,630	165,448	172,066	178,949	186,107
34	Hourly	\$64.0108	\$65.9312	\$67.9091	\$69.9464	\$72.0448	\$74.2061	\$76.4323	\$78.7253	\$81.0870	\$83.5196	\$86.8604	\$90.3348	\$93.9482
	Annual	133,143	137,137	141,251	145,488	149,853	154,349	158,979	163,749	168,661	173,721	180,670	187,896	195,412
35	Hourly	\$67.2114	\$69.2277	\$71.3046	\$73.4437	\$75.6470	\$77.9164	\$80.2539	\$82.6615	\$85.1414	\$87.6956	\$91.2034	\$94.8516	\$98.6456
	Annual	139,800	143,994	148,313	152,763	157,346	162,066	166,928	171,936	177,094	182,407	189,703	197,291	205,183
36	Hourly	\$70.5720	\$72.6891	\$74.8698	\$77.1159	\$79.4294	\$81.8122	\$84.2666	\$86.7946	\$89.3984	\$92.0804	\$95.7636	\$99.5942	\$103.5779
	Annual	146,790	151,193	155,729	160,401	165,213	170,169	175,275	180,533	185,949	191,527	199,188	207,156	215,442
37	Hourly	\$74.1006	\$76.3236	\$78.6133	\$80.9717	\$83.4008	\$85.9029	\$88.4799	\$91.1343	\$93.8684	\$96.6844	\$100.5518	\$104.5739	\$108.7568
	Annual	154,129	158,753	163,516	168,421	173,474	178,678	184,038	189,559	195,246	201,104	209,148	217,514	226,214
38	Hourly	\$77.8056	\$80.1398	\$82.5439	\$85.0203	\$87.5709	\$90.1980	\$92.9039	\$95.6911	\$98.5618	\$101.5186	\$105.5794	\$109.8026	\$114.1947
	Annual	161,836	166,691	171,691	176,842	182,147	187,612	193,240	199,037	205,009	211,159	219,605	228,389	237,525
39	Hourly	\$81.6959	\$84.1467	\$86.6711	\$89.2713	\$91.9494	\$94.7079	\$97.5491	\$100.4756	\$103.4899	\$106.5946	\$110.8584	\$115.2927	\$119.9044
	Annual	169,927	175,025	180,276	185,684	191,255	196,992	202,902	208,989	215,259	221,717	230,585	239,809	249,401
40	Hourly	\$85.7807	\$88.3541	\$91.0047	\$93.7348	\$96.5469	\$99.4433	\$102.4266	\$105.4994	\$108.6644	\$111.9243	\$116.4013	\$121.0573	\$125.8996
	Annual	178,424	183,776	189,290	194,968	200,818	206,842	213,047	219,439	226,022	232,803	242,115	251,799	261,871