



**March 3, 2015**

**To: Mayor Bemrich and City Council**

**From: David Fierke, City Manager  
Jamie Anderson, Human Resource Director**

**Subject: AFSCME Union Collective Bargaining Agreement  
and MOU**

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**ACTION: For vote Monday, March 9, 2015**

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### **Brief History**

Negotiations began on December 9<sup>th</sup>, 2014 and continued until January 28, 2015 when a completed contract was tentatively agreed to by both the Union and the City.

### **Analysis of Issue**

Before you tonight is the tentative agreement reached by both parties and accepted by AFSCME at their ratification vote on February 11, 2015. Negotiations went very well this year with only a few key items which include wages, overtime and holiday pay, Sunday pay, Health and Safety (new), Labor-Management Meetings (new) and term of agreement.

In an effort to clarify the nature of duties and responsibilities of the various Maintenance Worker classifications a memorandum of understanding (MOU) was agreed upon which outlines a process in which both parties will make an effort to identify specific criteria which will define what a higher classification is for the purpose of figuring pay for work performed. The MOU was requested by the City and agreed upon by the Union. The MOU will go into effect July 1, 2015 and will expire twelve (12) months later on June 30, 2016, which should allow plenty of time to evaluate the classifications.

A three (3) year agreement has been reached which will provide for continuation of services to citizens balanced with reasonable wages, benefits and work rules for employees. A reopener in July of 2017 was agreed upon to address wages and any

new developments with insurance, relating to the Health Care Reform Act (Cadillac tax, etc). The next period for negotiations with this group will begin in the Fall of 2017.

### **Budget Impact**

Wage increases will occur. Negotiated increases are:

1.5% July 1, 2015  
1.5% Jan. 1, 2016  
2.25% July 1, 2016  
1.5% Jan. 1, 2017  
1.75% July 1, 2017  
1.5% Jan. 1, 2018

Anticipated cost increases to base wages for FY 2015-2016 are \$47,070.69. This does not include costs associated with step increases, overtime or other related supplemental pay. In reviewing the budget for FY 2015 -2016, sufficient funds have been budgeted. Negotiated wage increases will need to be incorporated into the budget for FY 2016-2017 and FY 2017-2018.

### **Strategic Plan Impact**

To implement a strategic plan requires motivated employees who have the appropriate skills to carry out the mission and achieve the goals of a strategic plan. Providing wage and benefit increases which are commensurate with other comparable communities increases managements ability to meet the mission and goals of a strategic plan.

Settlements across cities in Iowa for contracts bargained for 7/1/15-6/30/16 reflect an average of 2.34%. Therefore, our settlement with AFSCME fits nicely into this state wide trend. With this agreement, we have set internal comparables for future negotiations with Fire and Police.

### **Comprehensive Plan Impact**

NA

### **Subcommittee or Commission Review / Recommendation**

NA

### **Staff Conclusions / Recommendations**

The Human Resource Director and the City Manager recommend approval of this agreement and the accompanying MOU. Approval will maintain harmonious relationships and provide for the implementation of strategic initiatives and goals.

## **Alternatives**

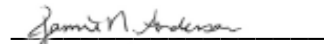
Council can vote to not accept this agreement, but this would cause discord between the City and the Union.

## **Implementation and Accountability**


The Human Resource Director will implement this collective bargaining agreement with approval by the City Council.

Signed

Approved



Jamie N. Anderson  
Human Resource Director



David R. Fierke  
City Manager

**RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION APPROVING AFSCME COUNCIL 61 IA COLLECTIVE BARGAINING AGREEMENT**

**WHEREAS**, the labor agreement negotiated with the AFSCME Council 61 IA, provides for work rules which provides for orderly operations and promotes harmonious relationships between the employer and it's employees; and

**WHEREAS**, the labor agreement negotiated with the AFSCME Council 61 IA provides for a negotiated wage increase to be effective July 1, 2015 and successive years of the agreement; and

**WHEREAS**, the labor agreement negotiated with the AFSCME Council 61 IA, provides for a collective bargaining agreement to be effective July 1, 2015 through June 30, 2018; and

**WHEREAS**, a memorandum of understanding to provide labor and management will work together to identify specific criteria for the various classifications of Maintenance Worker I, II, and III, to differentiate between the classifications, so parties may determine when an employee has worked in a higher classification;

**NOW, THEREFORE, BE IT RESOLVED** that the attached collective bargaining agreement and accompanying documents become effective as designated within each document; and

**PASSED AND APPROVED** by the City Council of the City of Fort Dodge, Iowa, this \_\_\_\_\_ day of \_\_\_\_\_ 2015.

Ayes: \_\_\_\_\_

Nays: \_\_\_\_\_

Other: \_\_\_\_\_

City of Fort Dodge, Iowa

\_\_\_\_\_  
Matt Bemrich, Mayor

Attest:

\_\_\_\_\_  
Jeff Nemmers, City Clerk

**COLLECTIVE BARGAINING AGREEMENT**

Between

**THE CITY OF FORT DODGE, IOWA**

And

**AFSCME IA C61**

**LOCAL - 2932**

**Effective July 1<sup>st</sup>, 2015**

**Thru**

**June 30, 2018**

## Table of Contents

Article I .....	1
Preamble	
Article II.....	1
Recognition	
Article III .....	3
Rates of Pay	
Article IV .....	3
Work Schedules	
Article V.....	4
Overtime and Holiday Pay	
Article VI .....	5
Standby Provisions	
Article VII.....	5
Holidays	
Article VIII.....	6
Seniority	
Article IX .....	6
Layoff	
Article X.....	7
Shift Operators	
Article XI .....	7
Bidding	
Article XII.....	9
Vacation	
Article XIII.....	10
Sick Leave	
Article XIV .....	11
Death and Serious Illness Clause	
Article XV.....	11
Leave of Absence	
Article XVI .....	12
Grievance Procedure	
Article XVII.....	13
Check-off of Union Dues	
Article XVIII.....	13
Check-off for Credit Union	
Article XIX .....	14
Direct Deposit	
Article XX.....	14
Jury Duty	
Article XXI .....	14
Insurance	

**Table of Contents (Cont'd.)**

Article XXII .....15  
    Union Business

Article XXIII.....16  
    Labor Management Meetings

Article XXIV .....16  
    Health and Safety

Article XXV .....17  
    Uniforms

Article XXVI .....17  
    Contract Printing

Article XXVII .....17  
    Probation

Article XXVIII.....18  
    Term of Agreement

Exhibit "A" .....19  
    Wage Grades

Signature Pages .....20

Salary Matrix(s) ..... 21-33

## **ARTICLE I**

### **COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF FORT DODGE, IOWA, AND THE MUNICIPAL EMPLOYEES, AFSCME IA C61 UNION, LOCAL 2932**

#### **Preamble**

- A) It is the intent and purpose of this Collective Bargaining Agreement to promote and insure a spirit of confidence and cooperation between the City of Fort Dodge, Iowa, hereinafter called the "City," and its employees represented by AFSCME IA C61 Local 2932 hereinafter called the "Union," by setting forth the general policy of the City on personnel and procedure, establish equitable rates of pay and hours of work and provide a method of redress of any grievance.
- B) It is understood by the City and the Union that the masculine pronoun "he," in any of its cases, is used in the accepted English language practice referring to an antecedent that is both masculine and feminine and its use is not intended to be sexist.

## **ARTICLE II**

### **RECOGNITION**

- A. The principles of collective bargaining have brought representatives of certain organized employees and the City together negotiating the personnel practices, conditions of work and rates of pay. In recognition of this principle, the City will deal with the duly chosen representatives of AFSCME IA C61, and the Union's successors and assigns, affiliated with the Local 2932 on behalf of its members.
- B) The City herewith recognizes AFSCME IA C61 Local Union No. 2932 as the sole bargaining agent for its members as put forth in its Certificate of Certification, specifically including the following job classifications, unless the incumbent is excluded by law:
  - Custodian
  - Laborer
  - Maintenance Worker I
  - Maintenance Worker II
  - Maintenance Worker III
  - Automotive Mechanic
  - Laboratory Technician Trainee
  - Laboratory Technician I
  - Laboratory Technician II
  - Water Analyst
  - Water Treatment Plant Operator Trainee
  - Water Treatment Plant Operator I
  - Water Treatment Plant Operator II
  - Wastewater Treatment Plant Operator Trainee
  - Wastewater Treatment plant Operator I



- Wastewater Treatment Plant Operator II
- Assistant Water Treatment Plant Supt.
- Lead Water Meter Service Person
- Water Meter Servicer I
- Water Meter Servicer II
- Assistant Water Meter Supt.
- Lead Water Meter Service Person
- Assistant Sanitation Supt.
- Assistant Street Department Supt.
- Assistant Utilities Distribution Supt.
- Traffic Safety Maintenance Worker II
- Traffic Safety Maintenance Worker III
- Parking Meter Attendant
- Parking Meter Servicer II
- Secretary II
- Clerk Typist II
- Account Clerk I
- Account Clerk II
- Financial Support Specialist
- Data Processing Specialist/Programmer
- Marketing Coordinator/Events Assistant
- Police Operations Trainee
- Police Operations Clerk II

C) Definitions

- 1) Full-time Regular Employee: One who is hired to work 35-40 hours per week on a continuing basis.
- 2) Part-time Regular Employee: One hired to work less than 35 hours per week on a continuing basis.
- 3) Full-time Seasonal/Temporary Employee: One hired to work 35-40 hours per week during certain months of the year in order to maintain City services at current levels.
- 4) Part-time Seasonal/Temporary Employee: Same as (3) above, except works less than 35 hours per week.

D) Vacation, sick leave and paid holiday benefits shall be granted to part-time regular employees on a pro-rata basis consistent with that portion of the 40 hour work week they normally work.

E) Notice of subsequent classification change for said same employees shall be given to the Union on the date of employment of the employment change.

**ARTICLE III**  
**RATES OF PAY**

- A) This contract is in effect for the dates of July 1, 2015 until June 30, 2018. The wage increase shall take effect the first full pay period following July 1 or on a date as designated in Appendix A. Wages of employees subject to this agreement shall be set out in Appendix A attached hereto and made a part hereof as though set out at length herein.
- B) The parties mutually agree to reopen negotiations for the purposes of determining the basic rates of pay for bargaining unit members for the period beginning July 1<sup>st</sup>, 2017 under the procedures outlined in Article XXVII, subparagraph B unless the parties mutually agree to different procedures. The basic rates of pay agreed to under this procedure shall become a part of this agreement for the period so noted.
- C) Water Treatment Plant Operators and Laboratory Technicians who have achieved a Grade III Certification will receive a five (5) percent pay increase over their current grade/step rate. Water Treatment Plant Operators and laboratory Technicians who have achieved a Grade IV Certification will receive an additional five (5) percent pay increase over the rate established above for a Grade III certification and this will be added to their current grade/step. The increases will become effective when copies of the certifications are presented to the City Manager's Designee.
- D) Employees who work in the warehouse/distribution and water meter departments of public works who hold a grade II or higher water distribution certificate prior to January 1, 2008 shall receive a 5% premium pay.
- E) Employees who hold the proper certification as described in paragraphs C or D above who are assigned to work in the water treatment plant, warehouse/distribution or water meter office shall be grandfathered in for pay purposes. These additional pay adjustments shall not be applicable to newly assigned or hired employees unless the certification is required by the City.

**ARTICLE IV**  
**WORK SCHEDULES**

- A) The normal work week shall consist of no more than five (5) consecutive days, with the hours to be determined by the Employer. The City of Fort Dodge shall have the right to change the normal working day with one week notice. This may be done by posting written notice to employees on the departmental bulletin board. The workdays among the various City Departments do not have to coincide.
- B) Where changes to schedules are to be adopted for new programs, the Employer agrees to meet and confer with the union to obtain union input on the change.
- C) Each employee shall be entitled to a rest break in the morning not to exceed fifteen minutes and in the afternoon not to exceed fifteen minutes.

- D) Employees who are scheduled to work twelve (12) continuous hours will be provided a meal payment of ten dollars (\$10) which will be added to their regular paycheck.
- E) For the purposes of an emergency, which is defined as a state of urgent or pressing public need where services must be performed to maintain a department's operations when disrupted or to provide relief from unusual contingencies (water or sewer breakdown or heavy snowfall) work schedules may be changed. As a result, employees have a duty to respond or adapt to schedule changes in a timely manner to restore services and maintain a safe and healthful community. Each employee shall provide a single phone number to which they will make a reasonable effort to answer 24 hours a day, every day.

**ARTICLE V**  
**OVERTIME AND HOLIDAY PAY**

- A) Employees shall be paid one and one-half 1.5 times their regular straight time hourly rate of pay for all hours worked in excess of forty (40) hours per week or in excess of their normally scheduled hours in a day or receive compensatory time for such hours as stated. Unless otherwise specified by the terms of this Agreement, employees shall be eligible for overtime only on the basis of actual hours worked for the Employer. Compensation shall not be paid twice for the same hours, nor shall there be pyramiding of overtime.
- B) Irrespective of whether or not an employee is required to work on the day observed as a contract Holiday, he shall receive eight hours pay. In addition to the Holiday pay described herein, an employee who is requested to and works the Holiday shall receive two times (2) their regular rate of pay for the hours worked.
- C) Any and all work performed on Sundays outside the employee's normally scheduled shift shall be compensated at double the employee's normal rate.
- D) A minimum of two hours work shall be granted for all call-in work at the proper overtime rate.
- E) Police Operations Clerks will be paid time and one-half for court time appearances on their own time if they reimburse the City for any fees that they may receive as a result of such appearances.
- F) An employee may choose to take earned overtime in the form of compensatory time off. The amount of compensatory time off would equal the amount of overtime earned at the rate it was earned (time and one-half, double time, ect.) The Employer and the employee shall mutually agree to the granted time off. An employee shall not accumulate more than one hundred sixty (160) hours of compensatory time without the written approval of the Department Head.

Compensatory time off will be paid to the employees throughout the fiscal year, upon request of the employee, in the amount of no less than 20 hours per request of the employee. Employees will place the request in writing and submit such request for payment with their normal bi-weekly timesheet. If compensatory time

off remains unused at the end of a fiscal year, the employee has one of two options: 1) to have all compensatory time reimbursed to the Employee in a lump sum at the rate earned, or 2) to have all but 40 hours compensatory time reimbursed to the Employee with the understanding that those 40 hours must be used by November 1<sup>st</sup> of that year or those hours will be paid out (at the rate earned) in the first November paycheck. If employees elect option 2, they will place the request in writing and submit the request to management by June 20<sup>th</sup> of that year.

- G) Overtime shall be distributed reasonably equal among employees in each department on a job the employee(s) are capable of performing. Reasonably equal shall be defined as within twelve (12) hours for employees of the same department. When an employee declines or fails to answer a phone call the hours will count as overtime worked for the purpose of overtime equalization. The City will post a list each month showing the total overtime opportunities through the most recent pay period for each employee and will, within a reasonable time, provide an updated list to the Union upon request.

**ARTICLE VI  
STANDBY PROVISIONS**

- A) The City shall have the right to have employees standby and when so stated shall compensate them for payment of two hours straight time for each day of requested standby.

**ARTICLE VII  
HOLIDAYS**

- A) The following total of ten and one-half days shall be recognized as Holidays:

New Year's Day	Labor Day
Memorial Day	Veteran's Day
Thanksgiving	Christmas
Fourth of July	Two Personal days
President's Birthday	Afternoon of Christmas Eve
- B) The personal day can be used as a floating holiday to be used during the calendar year with the approval of the supervisor. There will be no yearly accumulation of personal days.
- C) Shift operators and laboratory technicians, who have been traditionally employed on these holidays, shall be granted one day off as compensation for each contract holiday.
- D) Holidays that fall on Saturday will be observed on the preceding Friday and those that fall on Sunday will be observed on the following Monday.

**ARTICLE VIII**  
**SENIORITY**

- A) Seniority shall be classified as "Departmental Seniority" and "Combined Seniority." Departmental Seniority shall be determined by computing the length of time worked in a department of the City and Combined Seniority shall be determined by computing the total time worked in all of the City departments.
- B) In defining length of the time worked for computation of seniority, reference is made to the employees devoting their full time to the employment of the City, as defined in Paragraph C, sub-paragraph (1), in Article II. Employees shall retain rights to re-employment after layoff for a period of two (2) years commencing with the effective day of the layoff.

**ARTICLE IX**  
**LAYOFF**

- A) In case of layoff or reduction in force, the Employer shall consider seniority and ability to perform the work and if these are all equal between or among employees, seniority shall govern and the employees shall be laid off in the inverse order of their seniority. (Ability will be interpreted to include, but not be limited to jobs requiring certification or licensing by the federal, state or any other applicable governmental law, and if an employee does not possess the certification or license and if this is necessary to perform the work the employee will considered to not have the ability to perform the work.) Temporary and part-time employees will be laid off before full-time employees.
- B) In the event of a layoff, it shall be the responsibility of the laid off employee to keep the Employer informed of any change of address and telephone number. In the event of an employee being recalled after layoff, notification by telephone, confirmed by certified mail to the employee, with copy by regular mail to the Union, shall be given. An employee may request, which may be granted at the employers discretion, five (5) additional working days to return, provided the request is made at least twenty-four (24) hours before he or she would otherwise be expected to report.
- C) When a reduction in the labor force occurs it shall be affected in the following manner:
  - 1) Two occupational groups shall be recognized for this purpose and they shall be the Maintenance/Utilities group and the Clerical group.  
  
Employees in the Maintenance /Utilities group shall only displace employees within the Maintenance /Utilities group. Employees within the Clerical group shall only displace employees within the Clerical group and may not displace employees in any other contractual group.
  - 2) Operators at the Water Treatment Plant shall be reduced by inverse order of seniority at the plant.
  - 3) If the Assistant Superintendent position in a department is terminated, they reduce to a point where their seniority and qualifications allow.

- 4) All employees must be qualified for the position to which they move.
- D) An employee whose services have been terminated because of reduction of the work force or for economic reasons shall be reinstated to positions for which they are qualified in reverse order of their layoff. If bypassed because of lack of qualifications, the employee will not lose their rights to recall by order of seniority for future employment opportunities. An employee who has been offered recall and refuses will be considered to have voluntarily quit. The City shall give notice at least thirty calendar days prior to layoff because of a reduction in the work force or for economic reasons.

## **ARTICLE X**

### **WATER PLANT SHIFT OPERATORS**

- A) The schedule of work for all operators will be eight hours per day, which shall include the lunch hours and enough work days to provide 40 hours per week. When operators are called in for overtime work, they shall be paid on the basis of time and one-half for all overtime work for the first scheduled day off work and double time for the second day.
- B) If, because of illness, overtime is to be where shift operators are employed, overtime for the first three days will be distributed equally among operators in the department affected. However, where it is evident that the absence will exceed three days, then the head of the department can call in qualified outside help to work with the operator on duty on the first day of such absence.
- C) Operator Trainees, after attending the course and passing the Grade I exam administered by IDNR, shall be paid the applicable rate of pay for the classification. If the operator does not satisfactorily pass the test, the operator shall not be entitled to request another test until his/her next turn to attendance at the appropriate school.
- D) All employees subject to this Agreement shall have at least eight hours off duty between shifts. If any said shift operator should be scheduled to work two successive shifts without eight hours off between shifts, then said shift operators shall be paid at a rate of three times his regular rate for the eight hour shift so worked.

## **ARTICLE XI**

### **BIDDING**

- A) A job vacancy of a permanent nature, which the Employer desires to fill, shall be posted on all designated bulletin boards for a period of not less than five (5) working days to provide an opportunity to apply for the opening.
- B) The City reserves the right to review all vacant positions as to their necessity and their present wage grade classification.
- C) The following rules shall be used when bidding on a position.

Once a determination has been reached by the City to fill a vacancy, an irrevocable bid will be posted using the following guidelines to fill the position:

- 1) A notice for bids shall be posted pursuant to Paragraph A, Article XI, of this Contract. The position shall be posted for bid in all departments of the City covered by this Agreement for a period of three full workdays, excluding Holidays, Saturdays, and Sundays. Bidders within a department in which the bid position exists shall be ranked by seniority first. The departmental bidder with the greatest departmental seniority shall be awarded the bid. If there are no departmental bidders, then the full time regular employee with the greatest amount of combined city seniority who meets the qualifications of the position shall be awarded the bid.
- 2) If the position is still vacant after being posted for three full workdays throughout the City, the City will open the bidding to all employees listed in Article II (sub-paragraph 2, who have completed 120 days of continuous service with no break in service).
- 3) An employee who is going on an authorized and scheduled absence shall sign a form available within their department indicating their interest in bidding positions that may be posted in their absence. Employees who are on a non-scheduled absence will be notified by registered mail at their last known address of openings that occur during their absence and they shall notify the City of their intent to bid such positions within forty-eight hours of their receipt of this notification.
- 4) All employees must be qualified for the job they are bidding before being awarded the bid. The City Manager's Designee, in conjunction with the department supervisors, shall determine job qualifications.
- 5) If during the first sixty workdays in a new position, it is determined by the City that the employee is not capable of performing the job adequately, the employee's bid award shall be rescinded and the next qualified bidder shall be selected. This sixty workdays shall not include time off for sickness or vacation. This trial period shall not have any adverse effect on his prior Departmental Seniority or Combined Seniority. The employee will be notified of the reasons for their disqualification.
- 6) If, during the first fifteen (15) workdays in a new position, the employee decides to return to his former job, upon written request through his Supervisor, his request will be granted and arrangements made to return him to his former job without prejudice to his prior Departmental Seniority, and the qualified bidder shall be selected. After awarding a bid to an employee to fill a vacant position the City will wait to post the vacant position until after the 15 day time limit has expired from that employee working within their new position.
- 7) The City shall place a successful bidder in their new position within fifteen (15) calendar days after closing the bidding. In the event this is impossible, the employee shall receive the higher rate of pay of the two (2) jobs.

- 8) All of the time periods referred to above are excluding Saturdays, Sundays, and Holidays.
- D. A temporary or vacation vacancy, if filled, will be filled by using qualified employees in order of Departmental Seniority in low job classifications. The employee filling the vacancy shall draw the grade of pay of the job in which they are filling so long as they occupy this job. The step will be determined in accordance with the Fort Dodge Municipal Code Section 2.72.060 Promotions and transfers. The employee must work at least 8 hours in a day to qualify for the higher classification. The rate an employee receives will be properly noted on the time sheet. An employee assigned to perform work in a classification paying a lower rate of pay than their own will continue to receive their regular rate so long as they occupy that job.
- E. Any dispute with regards to the qualifications of an employee in the Article may be subject to the grievance procedure. The City expressly reserves its management right to unilaterally establish position qualification. The City agrees to not use its qualification establishment right to eliminate a particular employee from consideration for a unit position by changing qualifications after that position has been posted and bid by said employee.

## **ARTICLE XII**

### **VACATION**

- A) All regular employees who are a party to this Agreement will be granted vacation with pay on the following basis:
  - 1) At hire 40 regular work hours; (.0192 per hour paid accrued on a maximum of 40 hours per week;
  - 2) After two year's service, 80 regular work hours; (.0385 per hour paid accrued on a maximum of 40 hours per week;
  - 3) After six year's service, 120 regular work hours; (.0577 per hour paid accrued on a maximum of 40 hours per week;
  - 4) After ten year's service, 160 regular work hours; (.0769 per hour paid accrued on a maximum of 40 hours per week;
  - 5) After fourteen year's service, 200 regular work hours. (.0962 per hour paid accrued on a maximum of 40 hours per week.

Vacation will cease to accrue once an employee reaches the maximum amount of accrued vacation based on their appropriate years of service accrual plus an additional 80 hours.

- B) An employee's service shall be measured as of his anniversary date of regular employment.



- C) The choice of the employee's vacation shall be granted in accordance with seniority insofar as the workload of the department will permit, and a Supervisor's vacation will not preclude employees from selecting the same period of time for their vacation selection, insofar as the workload of the department will permit.
- D) No employee shall be called for duty during said vacation, except in extreme emergency declared by the City Council or head of the department.
- E) Employees who are on vacation and become ill or injured during their vacation time may not utilize sick leave or other leave in lieu of vacation. Employees may not change their vacation to sick leave once the vacation time has been approved by the supervisor should the employee become sick or injured prior to the scheduled vacation date. Under cases of major illness or injury the employee may be allowed to reschedule vacation at the discretion of the employer.
- F) All vacations shall normally be scheduled and taken between May 1<sup>st</sup> and November 15<sup>th</sup> of each year. However, other time may be scheduled for the vacation period if agreeable with the Supervisor of his department. Employees shall normally file their vacation requests prior to February 1<sup>st</sup> each year.

### **ARTICLE XIII**

#### **SICK LEAVE**

- A) All full-time employees will accrue sick leave at a rate of 12 hours per month (.0692 hours accrued per hour paid on a maximum of 40 hours per week). No more than 150 days of sick leave may be carried over from one year to the next.
- B) It shall be left to the discretion of the Supervisor and the Union Steward of the various departments and/or the department head as to whether or not the sickness is bona fide, and it is the right and responsibility of the supervisor to demand a doctor's certificate attesting to the fact that said sickness was bona fide. If it should be determined that the sick leave asked for is not bona fide, the employee involved shall not be paid for the days lost.
- C) It shall be the responsibility of each employee of the City of Fort Dodge seeking sick leave to notify the Supervisor, or if the Supervisor is not available, notice may be given to others in authority in the department one hour before the regular work schedule starts.
- D) Each employee of the City of Fort Dodge who is injured on the job shall make a report of the accident immediately to his Supervisor on forms provided for this purpose.
- E) If this absence is greater than the employee's sick leave available, the difference will be leave of absence without pay subject to the same terms and conditions as set forth in the Family and Medical Leave Act of 1993 and the regulations implementing the Act. Sick leave hours shall run concurrent with the hours assigned as Family and Medical Leave Act hours.

- F) Employees employed by the City who are age 55 or over who have a minimum of four years of service with the City and who retire from employment with the City are eligible to receive payment of 60% of the sick leave which cannot exceed 150 days.

#### **ARTICLE XIV**

##### **DEATH AND SERIOUS ILLNESS**

- A) In case of death in the employee's immediate family, said employee shall be allowed to be absent 24 hours off from work without loss of pay and use up to sixteen (16) hours of sick leave off from work for a total of forty (40) hours off either at the time of death or at the time of the funeral.
- B) The immediate family shall include spouse, children, current spouse's children, parents or any legal dependent residing in the domicile of the employee.
- C) Twenty-four sick leave hours off shall be allowed at the time of death or time of funeral in the event of the death of the following: The employee's step-parents, grandparents, siblings, father-in-law, mother-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, step-brother, step-sister, or grandchildren.
- D) Where an employee is called upon to serve in an official capacity in a funeral he shall receive up to three (3) hours sick leave for the reasonable time lost. If additional time is needed by the employee, use of vacation or personal leave may be allowed subject to proper approval.
- E) An employee who is compelled to lose work because of serious illness in their family shall be allowed up to 40 sick leave hours per year for this purpose upon proper documentation of the illness.

#### **ARTICLE XV**

##### **LEAVE OF ABSENCE**

- A) An employee shall be granted a leave of absence without pay, for good cause, with the consent of the City without prejudice to seniority or other rights, providing the leave of absence shall not be used for the purpose of accepting remunerative employment elsewhere. Leave of absence shall be limited to ninety calendar days.
- B) A leave of absence for maternity purposes may be granted to any pregnant person subject to this contract.
- C) An employee will be allowed to utilize sick leave for the purpose of taking a leave of absence due to pregnancy, upon presentation of a letter from their physician stating the last day they should work and the first day they are to return to work after the birth of the baby.
- D) If this absence is greater than the employee's sick leave available, the difference will be leave of absence without pay to the maximum allowed under the Family and Medical Leave Act.

**ARTICLE XVI**  
**GRIEVANCE PROCEDURE**

- A) The term *grievance* shall mean a dispute between the City and the Union regarding the interpretation and application of the clauses of this collective bargaining agreement. A grievance shall only contain articles within the contract.
- B) When a grievance or dispute arises in any department, an honest effort shall be made to settle the issue in the following manner:
- 1) Between the aggrieved employee, the steward and the supervisor.
  - 2) Between the steward and the City Manager's designee.
  - 3) Between the grievance committee and the City Manager's designee.
  - 4) The Union President and/or International Representative may attend at any step of this grievance procedure.
- C) An employee must make known his grievance at step (1) within five days of the alleged dispute or controversy. The supervisor will give the employee filing the grievance a written answer within five days. If it is not settled to the employee's satisfaction, the grievance must be carried to step (2) within five days of (1). If a solution has not been reached after step (2) then the grievance must be brought to step (3) within ten days after (2).
- D) If the employee or Union fails to file the grievance or appeal it within these time limits, the City is under no obligation to discuss the grievance, but may do so at its prerogative. These time limits may be changed by mutual consent of both parties.
- E) The grievance automatically proceeds to the next step should the City fail to answer at the previous step. No employee shall lose pay because of attendance at grievance meetings.
- F) The time limits specified in the grievance procedures shall exclude Saturdays, Sundays and observed holidays.
- G) Any employee suspended or discharged will be notified in writing as to the reason for the action taken by the supervisor concerned at the time of the incident, or promptly after such disciplinary action is taken, not to exceed 72 hours.
- H) A copy of the discipline will be given to the Steward and the Local Union President at the earliest time following the employee being notified or in the presence of the employee at the time of discipline not to exceed 48 hours.
- I) An employee's discipline record will be removed after:
- 12 months verbal warning
  - 15 months for written warnings
  - 18 months for suspension

**ARBITRATION CLAUSE**

- 1) Notice of arbitration must be served in writing to the City Manager's designee within 14 calendar days after his final written answer has been received. The notice of

arbitration shall clearly state the issue of dispute to be arbitrated and the articles of the agreement alleged to be violated.

- 2) A list of five (5) arbitrators shall be requested from the Iowa Public Employee Relations Board (P.E.R.B.). Either party may refuse one list before striking of names begins. The parties shall determine by lot which shall take the first strike. The City and the Union shall continue striking names until one is left. He shall be the sole arbitrator.
- 3) For disciplinary grievances in which the discipline is a ten day suspension or less, job classifications and language interpretation grievances the parties shall utilize a mediator/arbitrator form of resolution. This form of grievance resolution shall permit the mediator/arbitrator to first attempt to mediate the grievance. If unsuccessful in the mediation process, the mediator/arbitrator shall issue a final and binding ruling at that time that will be without precedence. For disciplinary grievances in which the discipline is greater than a ten (10) day suspension up to termination the Union may begin with the 3<sup>rd</sup> step of the grievance process.
- 4) The arbitrator shall not have the power to modify, add to or detract from any part of this agreement, but shall only interpret or determine compliance with the articles of this agreement. A decision by the arbitrator shall be binding upon both parties. The arbitrator shall attempt, to the best of their ability, to deliver to both the Union and the City his decision in writing within thirty (30) days after such arbitration hearing.
- 5) The fees and costs, if any, shall be shared equally by the Union and the City.

## **ARTICLE XVII**

### **CHECKOFF OF UNION DUES**

- A) Upon presentation by the employee of signed authorization cards, signed by the employee, the City Clerk shall deduct from the employee's pay, the employee's regular Union Dues, as prescribed by AFSCME IA C 61. The City Clerk will then forward to AFSCME IA C61 not later than the 15<sup>th</sup> day of the current month such union dues, together with a list giving the name of the employee full or part time from whom the deduction has been made and the amount of deduction. It is understood that said authorization is entirely voluntary and may be terminated by the employee only during a two week period one week before the employee's anniversary date of joining the Union to one week after.

## **ARTICLE XVIII**

### **CHECKOFF FOR CREDIT UNION**

- A) The City shall deduct as to each employee who shall authorize it in writing, on a form which is on file with the City and which has not been revoked or declared by law to be illegal, from each pay period except in the middle pay period in those months having three pay periods, an amount of money as authorized in writing by such employee. The City Clerk shall within ten (10) days after the deduction, as hereto set forth, transmit to the employee's appropriate financial institution the total of such amount deducted from

the employee's pay check, with an itemized list of the name of the employee participating and amount of money deducted from his pay check. At such time of such transmission, the City of Fort Dodge shall be absolved and discharged from any further liability and responsibility. In the event this procedure is declared illegal or in the event the form used for the check off is declared illegal, then the City shall be under no liability or responsibility to check off for the financial institution.

**ARTICLE XIX**  
**DIRECT DEPOSIT**

- A) All employees shall have their pay checks issued on a direct deposit basis.

**ARTICLE XX**  
**JURY DUTY**

- A) In the event an employee is called for jury duty, he shall have the right to take time away from his employment. During the time he acts as a juror, he shall receive his regular pay.
- B) All employees will file for juror's pay with the Clerk of Court. When they receive their juror's paycheck they shall surrender such draft, properly endorsed, to the City Clerk's office.
- C) If jury duty falls on a day an employee is not scheduled to work, that employee will not have to surrender "Juror Pay" for those dates. Also, employees would retain all pay in regard to mileage.

**ARTICLE XXI**  
**INSURANCE**

- A) The city shall provide two health insurance plans that employees may select from. The selection of plan A or plan B is at the option of the employee. Employees who fail to make an affirmative choice during the open enrollment period shall be determined to have chosen plan A for the purposes of selecting a health plan option. Open enrollment will generally take place between the dates of October 15th and November 15th of each plan year.

**Plan A**

Plan A is a high deductible health plan (HDHP) with a health savings account (HSA). This insurance will have a deductible of \$2500 for single coverage and \$5000 for family coverage. The City will contribute one half of the deductible amount to a health savings account for each employee who participates in a high deductible health plan. This contribution will occur monthly with one-twelfth of the contribution to be made

each month. Employees are not eligible to contribute to a flexible spending account under this plan. Employees may make a contribution to the HSA in addition to the employers contribution to a maximum of that portion of the deductible not provided for by the employer for either the single or family coverage selection.

### **Plan B**

Plan B is a traditional PPO plan. Said insurance shall include 80/20 co-insurance, \$500/\$1000 deductible, \$1000/\$2000 maximum out of pocket and Rx drug provision of \$5 generic, \$20 brand name and \$85 specialty drug co pays. Employees shall contribute 8% of the premium cost of this insurance plan on a pre-tax basis. Employees in this plan only are eligible for reimbursement of 80% of the \$500/\$1000 deductible upon presentation of proper documentation that such deductible has been paid. The hospital, medical and major medical benefits in effect on January 1<sup>st</sup>, 2014 will remain in effect throughout the term of this agreement as long as the provisions of Alliance Select or a similar such program are followed.

- B) The City shall maintain twenty thousand dollars (\$20,000) in life insurance coverage for each employee subject to this Agreement. This policy shall include an accidental death and dismemberment clause. Each employee shall be allowed to designate his own beneficiary.
- C) The City will pay the premium cost of single and dependent Dental Insurance.

## **ARTICLE XXII**

### **UNION BUSINESS**

- A) Only Union/City business may be conducted on City time.
- B) The Union may select up to two employees who must be from different departments to attend the District Convention, the National Union Convention or the State AFL-CIO Convention. It is understood that different employees may be selected to attend each function. It is also understood that the employee will not be paid by City funds for such activities or during such period of absence. The employee must notify their supervisor at least two weeks in advance of their desire to attend such a function and if the request is denied by the supervisor, an explanation must be provided for such a denial.
- C) A negotiation committee of five shall represent the employees in addition to the Local President in all matters pertaining to negotiations. A grievance committee of two shall represent the employees which may include the Union President. In no case shall the number of members on the grievance committee exceed two. Time lost because of Union/City business shall be computed as time worked for the purpose of computing overtime pay.
- D) Members of the negotiation/grievance committee shall be paid their regular rate of pay for any City/Union business that occurs during their regular duty hours. All time spent in negotiations/grievance meetings during regular duty hours shall count towards computing the employee's first forty (40) hours each week. Time spent in

negotiations/grievance meetings that occur beyond the employees scheduled working hours shall not constitute overtime hours.

- E) Grievance and negotiating committee members shall notify the department head in writing in advance setting forth the dates and times when they will be absent for the attendance at meetings.
- F) Any union member elected or appointed to serve on a committee or position with AFSCME IA C61 Union will do so without pay from the City.

### **ARTICLE XXIII LABOR MANAGEMENT MEETINGS**

- A) In an effort to maintain a healthy and harmonious working climate, this group agrees to establish Labor/Management meetings. This provides a forum to discuss issues and concerns in a non-threatening environment using data as the basis for our decision making to resolve issues and concerns in a timely manner, while enhancing and strengthening the relationship amongst all parties.
- B) The meetings shall be scheduled at least once per quarter, during regular working hours. No overtime shall be allowed.
- C) There will be no more than five (5) employee representatives from the Union allowed to attend these quarterly meetings in addition to the AFSCME Staff Representative. The current Union President and Chief Steward shall attend and represent their particular department. In the case where they both come from the same department they shall both be allowed to attend without reduction in the employees representing the other departments. No more than five (5) management representatives will attend the meetings.
- D) The group will establish ground rules for effective meetings, identify issues and/or concerns to be placed on the agenda, state desired outcomes, and work diligently to solve problems.

### **ARTICLE XXIV HEALTH AND SAFETY**

- A) All questions relating to safety including equipment and procedures shall be considered an appropriate subject for a Labor Management Committee meeting and therefore shall regularly be placed on the meeting agenda. It is agreed by the parties that the question of safety is a common concern and to this end the parties agree to use reasonable means of protecting the health and welfare of all employees, and to strive to comply with all federal, state and local health and safety regulations.

The City agrees to provide and maintain adequate personal protective equipment for the protection of the health and safety of all employees.

- B) The City agrees to fully disclose, in writing, to the Union, the full identity of all chemicals and related substances and their threshold limit values.
- C) Such identification shall include, but not be restricted to the chemical, drug, biological or pharmaceutical name or names, relevant health and safety hazards and precautions, the maximum concentration of exposures, precautions to be taken, health symptoms, medical remedies and antidotes.
- D) The City shall provide reasonable medical first aid facilities for emergencies and a report of all injuries shall be made and record maintained.
- E) Each employee of the City of Fort Dodge who is injured on the job shall make a report of the accident immediately to his supervisor on forms provided for this purpose.
- F) The City of Fort Dodge will not be responsible for injuries suffered by any of its employees while said employee is engaged in other employment or by another employer, and said employee should look to the other employer for compensation, if any, that he may have coming from said other employer.

**ARTICLE XXV**

**UNIFORMS / CLOTHING**

- A) The provision of *Winter Weather Outwear* (overalls and jackets) for employees whose work is such that winter weather outwear is needed to perform the work assignment will be provided on an “as needed basis” and at the complete and sole discretion of the City.

**ARTICLE XXVI**

**CONTRACT PRINTING COST**

- A) The Union and the City will each pay one-half (1/2) of the cost of printing the labor contract.

**ARTICLE XXVII**

**PROBATIONARY PERIOD**

- A) The probationary period for new regular full-time employees shall be six (6) months. Upon mutual agreement of both the Union and the City, the probationary period may be extended for up to an additional two (2) months. They shall have no union representation under this contract until they have passed their probationary period. Employees are eligible for sick leave and vacation benefits as prescribed in the collective bargaining agreement.
- B) The probationary period begins on the first day of hire for the employee who is employed as a regular full-time employee. This section does not apply to seasonal and temporary employees.



**ARTICLE XXVIII**  
**TERM OF AGREEMENT**

- A) The above agreement hereinabove set out shall remain in full force and effect from July 1<sup>st</sup>, 2015, through June 30<sup>th</sup>, 2018.
- B) The Parties agree that this agreement shall be reopened to negotiations for fiscal year commencing July 1, 20 17 as set out in Chapter 20 Code of Iowa, as amended, if under PPACA (Patient Protection & Affordable Care Act) the Cadillac Plan tax applies to the Employer or major changes in insurance coverage' s or premiums are experienced and shall apply if mutually agreeable impasse procedures have not been adopted.
- C) This agreement entered into this, \_\_\_\_\_ day of \_\_\_\_\_, A.D. 2015, in the City of Fort Dodge, Webster County, Iowa.

**EXHIBIT A**  
**WAGES**

<b>July 1, 2015</b>	<b>1.5%</b>
<b>January 1, 2016</b>	<b>1.5%</b>
<b>July 1, 2016</b>	<b>2.25%</b>
<b>January 1, 2017</b>	<b>1.5%</b>
<b>July 1, 2017</b>	<b>1.75%</b>
<b>January 1, 2018</b>	<b>1.5%</b>

## WAGE GRADES

Custodian .....	14
Laborer .....	14
Maintenance Worker I .....	17
Maintenance Worker II .....	19
Maintenance Worker III.....	21
Automotive Mechanic.....	22
Water Analyst .....	24
Water Treatment Plant Operator Trainee.....	18
Water Treatment Plant Operator I.....	20
Water Treatment Plant Operator II .....	22
Wastewater Treatment Plant Operator Trainee.....	18
Wastewater Treatment Plant Operator I .....	20
Wastewater Treatment Plant Operator II .....	22
Assistant Water Treatment Plant Supt. ....	24
Water Meter Servicer I.....	19
Water Meter Servicer II .....	20
Assistant Water Meter Supt. ....	21
Lead Water Meter Service Person .....	20
Assistant Sanitation Supt. ....	22
Assistant Street Department Supt. ....	23
Assistant Utilities Distribution Supt. ....	22
Traffic Safety Maintenance Worker II .....	19
Traffic Safety Maintenance Worker III .....	21
Parking Meter Attendant.....	14
Parking Meter Servicer II.....	19
Secretary II.....	15
Clerk Typist II.....	13
Account Clerk I.....	14
Account Clerk II .....	16
Financial Support Specialist .....	17
Data Processing Specialist/Programmer .....	17
Marketing Coordinator/Events Assistant.....	17
Police Operations Trainee .....	12
Police Operations Clerk II .....	16

- A Step = Start
- B Step = After 1 year
- C Step = After 3 years
- D Step = After 6 years
- E Step = After 10 years
- F Step = After 15 years

**CONTRACT SIGNING PAGE**

Executed at Fort Dodge, Iowa on the \_\_\_\_\_ day of \_\_\_\_\_, 2015.

**CITY OF FORT DODGE**

**AFSCME IA C61 Local 2932**

\_\_\_\_\_  
David Fierke,  
City Manager

BY: \_\_\_\_\_  
President, Local 2932  
AFSCME Council 61 IA

\_\_\_\_\_  
Jamie Anderson,  
Human Resource Director

Attest:

\_\_\_\_\_  
Jeff Nemmers, City Clerk

**BUSINESS REPRESENTATIVE:**

\_\_\_\_\_  
Matthew Butler  
Union Representative  
AFSCME Council 61 IA

Approval as to form and content:

\_\_\_\_\_  
City Attorney



1.5%

AFSCME  
Exhibit A  
Salary Schedule

7/1/2015

Annual calcs based on 2080 Hrs./Yr  
Bi-W calcs based on a 80 Hr. Pay Period

Grade	A	B	C	D	E	F
9	\$22,461.77	\$23,545.92	\$24,686.86	\$25,852.35	\$27,099.34	\$28,475.61
	\$863.91	\$905.61	\$949.49	\$994.32	\$1,042.28	\$1,095.22
	\$10.80	\$11.32	\$11.87	\$12.43	\$13.03	\$13.69
10	\$23,545.92	\$24,686.86	\$25,852.35	\$27,099.34	\$28,386.90	\$29,746.03
	\$905.61	\$949.49	\$994.32	\$1,042.28	\$1,091.80	\$1,144.08
	\$11.32	\$11.87	\$12.43	\$13.03	\$13.65	\$14.30
11	\$24,686.86	\$25,852.35	\$27,099.34	\$28,386.90	\$29,746.03	\$31,137.58
	\$949.49	\$994.32	\$1,042.28	\$1,091.80	\$1,144.08	\$1,197.60
	\$11.87	\$12.43	\$13.03	\$13.65	\$14.30	\$14.97
12	\$25,852.35	\$27,099.34	\$28,386.90	\$29,746.03	\$31,137.58	\$32,699.05
	\$994.32	\$1,042.28	\$1,091.80	\$1,144.08	\$1,197.60	\$1,257.66
	\$12.43	\$13.03	\$13.65	\$14.30	\$14.97	\$15.72
13	\$27,099.34	\$28,386.90	\$29,746.03	\$31,137.58	\$32,699.05	\$34,266.49
	\$1,042.28	\$1,091.80	\$1,144.08	\$1,197.60	\$1,257.66	\$1,317.94
	\$13.03	\$13.65	\$14.30	\$14.97	\$15.72	\$16.47
14	\$28,386.90	\$29,746.03	\$31,137.58	\$32,699.05	\$34,267.05	\$35,959.77
	\$1,091.80	\$1,144.08	\$1,197.60	\$1,257.66	\$1,317.96	\$1,383.07
	\$13.65	\$14.30	\$14.97	\$15.72	\$16.47	\$17.29
15	\$29,746.03	\$31,137.58	\$32,699.05	\$34,267.05	\$35,821.99	\$37,630.39
	\$1,144.08	\$1,197.60	\$1,257.66	\$1,317.96	\$1,377.77	\$1,447.32
	\$14.30	\$14.97	\$15.72	\$16.47	\$17.22	\$18.09
16	\$31,137.58	\$32,699.05	\$34,267.05	\$35,821.99	\$37,637.99	\$39,473.08
	\$1,197.60	\$1,257.66	\$1,317.96	\$1,377.77	\$1,447.61	\$1,518.20
	\$14.97	\$15.72	\$16.47	\$17.22	\$18.10	\$18.98
17	\$32,699.05	\$34,267.05	\$35,821.99	\$37,637.99	\$39,473.08	\$41,480.49
	\$1,257.66	\$1,317.96	\$1,377.77	\$1,447.61	\$1,518.20	\$1,595.40
	\$15.72	\$16.47	\$17.22	\$18.10	\$18.98	\$19.94
18	\$34,267.05	\$35,821.99	\$37,637.99	\$39,473.08	\$41,363.38	\$43,445.65
	\$1,317.96	\$1,377.77	\$1,447.61	\$1,518.20	\$1,590.90	\$1,670.99
	\$16.47	\$17.22	\$18.10	\$18.98	\$19.89	\$20.89
19	\$35,821.99	\$37,637.99	\$39,473.08	\$41,363.38	\$43,401.10	\$45,558.22
	\$1,377.77	\$1,447.61	\$1,518.20	\$1,590.90	\$1,669.27	\$1,752.24
	\$17.22	\$18.10	\$18.98	\$19.89	\$20.87	\$21.90
20	\$37,637.99	\$39,473.08	\$41,363.38	\$43,401.10	\$45,443.41	\$47,762.65
	\$1,447.61	\$1,518.20	\$1,590.90	\$1,669.27	\$1,747.82	\$1,837.03
	\$18.10	\$18.98	\$19.89	\$20.87	\$21.85	\$22.96

1.5%

AFSCME  
Exhibit A  
Salary Schedule

7/1/2015

Annual calcs based on 2080 Hrs./Yr  
Bi-W calcs based on a 80 Hr. Pay Period

21	\$39,488.20	\$41,363.38	\$43,401.10	\$45,443.41	\$47,762.65	\$50,150.79
	\$1,518.78	\$1,590.90	\$1,669.27	\$1,747.82	\$1,837.03	\$1,928.88
	\$18.98	\$19.89	\$20.87	\$21.85	\$22.96	\$24.11
22	\$41,363.38	\$43,401.10	\$45,443.41	\$47,762.65	\$50,013.01	\$52,538.92
	\$1,590.90	\$1,669.27	\$1,747.82	\$1,837.03	\$1,923.58	\$2,020.73
	\$19.89	\$20.87	\$21.85	\$22.96	\$24.04	\$25.26
23	\$43,401.10	\$45,443.41	\$47,762.65	\$50,013.01	\$52,401.14	\$55,088.71
	\$1,669.27	\$1,747.82	\$1,837.03	\$1,923.58	\$2,015.43	\$2,118.80
	\$20.87	\$21.85	\$22.96	\$24.04	\$25.19	\$26.48
24	\$45,443.41	\$47,762.65	\$50,013.01	\$52,401.14	\$55,088.71	\$57,829.09
	\$1,747.82	\$1,837.03	\$1,923.58	\$2,015.43	\$2,118.80	\$2,224.20
	\$21.85	\$22.96	\$24.04	\$25.19	\$26.48	\$27.80
25	\$47,762.65	\$50,013.01	\$52,401.14	\$55,088.71	\$57,829.09	\$60,690.72
	\$1,837.03	\$1,923.58	\$2,015.43	\$2,118.80	\$2,223.86	\$2,334.26
	\$22.96	\$24.04	\$25.19	\$26.48	\$27.80	\$29.18

1.5%

AFSCME  
Exhibit A  
Salary Schedule

1/1/2016

Annual calcs based on 2080 Hrs./Yr  
Bi-W calcs based on a 80 Hr. Pay Period

Grade	A	B	C	D	E	F
9	\$22,798.69	\$23,899.11	\$25,057.17	\$26,240.14	\$27,505.83	\$28,902.74
	\$876.87	\$919.20	\$963.74	\$1,009.24	\$1,057.92	\$1,111.64
	\$10.96	\$11.49	\$12.05	\$12.62	\$13.22	\$13.90
10	\$23,899.11	\$25,057.17	\$26,240.14	\$27,505.83	\$28,812.71	\$30,192.22
	\$919.20	\$963.74	\$1,009.24	\$1,057.92	\$1,108.18	\$1,161.24
	\$11.49	\$12.05	\$12.62	\$13.22	\$13.85	\$14.52
11	\$25,057.17	\$26,240.14	\$27,505.83	\$28,812.71	\$30,192.22	\$31,604.64
	\$963.74	\$1,009.24	\$1,057.92	\$1,108.18	\$1,161.24	\$1,215.56
	\$12.05	\$12.62	\$13.22	\$13.85	\$14.52	\$15.19
12	\$26,240.14	\$27,505.83	\$28,812.71	\$30,192.22	\$31,604.64	\$33,189.53
	\$1,009.24	\$1,057.92	\$1,108.18	\$1,161.24	\$1,215.56	\$1,276.52
	\$12.62	\$13.22	\$13.85	\$14.52	\$15.19	\$15.96
13	\$27,505.83	\$28,812.71	\$30,192.22	\$31,604.64	\$33,189.53	\$34,780.49
	\$1,057.92	\$1,108.18	\$1,161.24	\$1,215.56	\$1,276.52	\$1,337.71
	\$13.22	\$13.85	\$14.52	\$15.19	\$15.96	\$16.72
14	\$28,812.71	\$30,192.22	\$31,604.64	\$33,189.53	\$34,781.05	\$36,499.16
	\$1,108.18	\$1,161.24	\$1,215.56	\$1,276.52	\$1,337.73	\$1,403.81
	\$13.85	\$14.52	\$15.19	\$15.96	\$16.72	\$17.55
15	\$30,192.22	\$31,604.64	\$33,189.53	\$34,781.05	\$36,359.32	\$38,194.85
	\$1,161.24	\$1,215.56	\$1,276.52	\$1,337.73	\$1,398.44	\$1,469.03
	\$14.52	\$15.19	\$15.96	\$16.72	\$17.48	\$18.36
16	\$31,604.64	\$33,189.53	\$34,781.05	\$36,359.32	\$38,202.56	\$40,065.17
	\$1,215.56	\$1,276.52	\$1,337.73	\$1,398.44	\$1,469.33	\$1,540.97
	\$15.19	\$15.96	\$16.72	\$17.48	\$18.37	\$19.26
17	\$33,189.53	\$34,781.05	\$36,359.32	\$38,202.56	\$40,065.17	\$42,102.70
	\$1,276.52	\$1,337.73	\$1,398.44	\$1,469.33	\$1,540.97	\$1,619.33
	\$15.96	\$16.72	\$17.48	\$18.37	\$19.26	\$20.24
18	\$34,781.05	\$36,359.32	\$38,202.56	\$40,065.17	\$41,983.83	\$44,097.33
	\$1,337.73	\$1,398.44	\$1,469.33	\$1,540.97	\$1,614.76	\$1,696.05
	\$16.72	\$17.48	\$18.37	\$19.26	\$20.18	\$21.20
19	\$36,359.32	\$38,202.56	\$40,065.17	\$41,983.83	\$44,052.11	\$46,241.60
	\$1,398.44	\$1,469.33	\$1,540.97	\$1,614.76	\$1,694.31	\$1,778.52
	\$17.48	\$18.37	\$19.26	\$20.18	\$21.18	\$22.23
20	\$38,202.56	\$40,065.17	\$41,983.83	\$44,052.11	\$46,125.06	\$48,479.09
	\$1,469.33	\$1,540.97	\$1,614.76	\$1,694.31	\$1,774.04	\$1,864.58
	\$18.37	\$19.26	\$20.18	\$21.18	\$22.18	\$23.31

1.5%

AFSCME  
Exhibit A  
Salary Schedule

1/1/2016

Annual calcs based on 2080 Hrs./Yr  
Bi-W calcs based on a 80 Hr. Pay Period

21	\$40,080.53	\$41,983.83	\$44,052.11	\$46,125.06	\$48,479.09	\$50,903.05
	\$1,541.56	\$1,614.76	\$1,694.31	\$1,774.04	\$1,864.58	\$1,957.81
	\$19.27	\$20.18	\$21.18	\$22.18	\$23.31	\$24.47
22	\$41,983.83	\$44,052.11	\$46,125.06	\$48,479.09	\$50,763.21	\$53,327.00
	\$1,614.76	\$1,694.31	\$1,774.04	\$1,864.58	\$1,952.43	\$2,051.04
	\$20.18	\$21.18	\$22.18	\$23.31	\$24.41	\$25.64
23	\$44,052.11	\$46,125.06	\$48,479.09	\$50,763.21	\$53,187.16	\$55,915.04
	\$1,694.31	\$1,774.04	\$1,864.58	\$1,952.43	\$2,045.66	\$2,150.58
	\$21.18	\$22.18	\$23.31	\$24.41	\$25.57	\$26.88
24	\$46,125.06	\$48,479.09	\$50,763.21	\$53,187.16	\$55,915.04	\$58,696.53
	\$1,774.04	\$1,864.58	\$1,952.43	\$2,045.66	\$2,150.58	\$2,257.56
	\$22.18	\$23.31	\$24.41	\$25.57	\$26.88	\$28.22
25	\$48,479.09	\$50,763.21	\$58,687.67	\$53,187.16	\$58,687.67	\$61,601.08
	\$1,864.58	\$1,952.43	\$2,257.22	\$2,045.66	\$2,257.22	\$2,369.27
	\$23.31	\$24.41	\$28.22	\$25.57	\$28.22	\$29.62



AFSCME  
Exhibit A  
Salary Schedule

Annual calcs based on 2080 Hrs./Yr  
Bi-W calcs based on a 80 Hr. Pay Period

Grade	A	B	C	D	E	F
9	\$23,311.66	\$24,436.84	\$25,620.95	\$26,830.54	\$28,124.71	\$29,553.05
	\$896.60	\$939.88	\$985.42	\$1,031.94	\$1,081.72	\$1,136.66
	\$11.21	\$11.75	\$12.32	\$12.90	\$13.52	\$14.21
10	\$24,436.84	\$25,620.95	\$26,830.54	\$28,124.71	\$29,460.99	\$30,871.55
	\$939.88	\$985.42	\$1,031.94	\$1,081.72	\$1,133.12	\$1,187.37
	\$11.75	\$12.32	\$12.90	\$13.52	\$14.16	\$14.84
11	\$25,620.95	\$26,830.54	\$28,124.71	\$29,460.99	\$30,871.55	\$32,315.74
	\$985.42	\$1,031.94	\$1,081.72	\$1,133.12	\$1,187.37	\$1,242.91
	\$12.32	\$12.90	\$13.52	\$14.16	\$14.84	\$15.54
12	\$26,830.54	\$28,124.71	\$29,460.99	\$30,871.55	\$32,315.74	\$33,936.30
	\$1,031.94	\$1,081.72	\$1,133.12	\$1,187.37	\$1,242.91	\$1,305.24
	\$12.90	\$13.52	\$14.16	\$14.84	\$15.54	\$16.32
13	\$28,124.71	\$29,460.99	\$30,871.55	\$32,315.74	\$33,936.30	\$35,563.05
	\$1,081.72	\$1,133.12	\$1,187.37	\$1,242.91	\$1,305.24	\$1,367.81
	\$13.52	\$14.16	\$14.84	\$15.54	\$16.32	\$17.10
14	\$29,460.99	\$30,871.55	\$32,315.74	\$33,936.30	\$35,563.63	\$37,320.40
	\$1,133.12	\$1,187.37	\$1,242.91	\$1,305.24	\$1,367.83	\$1,435.40
	\$14.16	\$14.84	\$15.54	\$16.32	\$17.10	\$17.94
15	\$30,871.55	\$32,315.74	\$33,936.30	\$35,563.63	\$37,177.41	\$39,054.23
	\$1,187.37	\$1,242.91	\$1,305.24	\$1,367.83	\$1,429.90	\$1,502.09
	\$14.84	\$15.54	\$16.32	\$17.10	\$17.87	\$18.78
16	\$32,315.74	\$33,936.30	\$35,563.63	\$37,177.41	\$39,062.11	\$40,966.64
	\$1,242.91	\$1,305.24	\$1,367.83	\$1,429.90	\$1,502.39	\$1,575.64
	\$15.54	\$16.32	\$17.10	\$17.87	\$18.78	\$19.70
17	\$33,936.30	\$35,563.63	\$37,177.41	\$39,062.11	\$40,966.64	\$43,050.01
	\$1,305.24	\$1,367.83	\$1,429.90	\$1,502.39	\$1,575.64	\$1,655.77
	\$16.32	\$17.10	\$17.87	\$18.78	\$19.70	\$20.70
18	\$35,563.63	\$37,177.41	\$39,062.11	\$40,966.64	\$42,928.46	\$45,089.52
	\$1,367.83	\$1,429.90	\$1,502.39	\$1,575.64	\$1,651.09	\$1,734.21
	\$17.10	\$17.87	\$18.78	\$19.70	\$20.64	\$21.68
19	\$37,177.41	\$39,062.11	\$40,966.64	\$42,928.46	\$45,043.29	\$47,282.03
	\$1,429.90	\$1,502.39	\$1,575.64	\$1,651.09	\$1,732.43	\$1,818.54
	\$17.87	\$18.78	\$19.70	\$20.64	\$21.66	\$22.73
20	\$39,062.11	\$40,966.64	\$42,928.46	\$45,043.29	\$47,162.88	\$49,569.87
	\$1,502.39	\$1,575.64	\$1,651.09	\$1,732.43	\$1,813.96	\$1,906.53
	\$18.78	\$19.70	\$20.64	\$21.66	\$22.67	\$23.83

2.25%

AFSCME  
Exhibit A  
Salary Schedule

7/1/2016

Annual calcs based on 2080 Hrs./Yr  
Bi-W calcs based on a 80 Hr. Pay Period

21	\$40,982.34	\$42,928.46	\$45,043.29	\$47,162.88	\$49,569.87	\$52,048.37
	\$1,576.24	\$1,651.09	\$1,732.43	\$1,813.96	\$1,906.53	\$2,001.86
	\$19.70	\$20.64	\$21.66	\$22.67	\$23.83	\$25.02
22	\$42,928.46	\$45,043.29	\$47,162.88	\$49,569.87	\$51,905.38	\$54,526.86
	\$1,651.09	\$1,732.43	\$1,813.96	\$1,906.53	\$1,996.36	\$2,097.19
	\$20.64	\$21.66	\$22.67	\$23.83	\$24.95	\$26.21
23	\$45,043.29	\$47,162.88	\$49,569.87	\$51,905.38	\$54,383.87	\$57,173.13
	\$1,732.43	\$1,813.96	\$1,906.53	\$1,996.36	\$2,091.69	\$2,198.97
	\$21.66	\$22.67	\$23.83	\$24.95	\$26.15	\$27.49
24	\$47,162.88	\$49,569.87	\$51,905.38	\$54,383.87	\$57,173.13	\$60,017.20
	\$1,813.96	\$1,906.53	\$1,996.36	\$2,091.69	\$2,198.97	\$2,308.35
	\$22.67	\$23.83	\$24.95	\$26.15	\$27.49	\$28.85
25	\$49,569.87	\$51,905.38	\$60,008.15	\$54,383.87	\$60,008.15	\$62,987.10
	\$1,906.53	\$1,996.36	\$2,308.01	\$2,091.69	\$2,308.01	\$2,422.58
	\$23.83	\$24.95	\$28.85	\$26.15	\$28.85	\$30.28

1.5%

AFSCME  
Exhibit A  
Salary Schedule

1/1/2017

Annual calcs based on 2080 Hrs./Yr  
Bi-W calcs based on a 80 Hr. Pay Period

Grade	A	B	C	D	E	F
9	\$23,661.34	\$24,803.39	\$26,005.27	\$27,233.00	\$28,546.58	\$29,996.35
	\$910.05	\$953.98	\$1,000.20	\$1,047.42	\$1,097.95	\$1,153.71
	\$11.38	\$11.92	\$12.50	\$13.09	\$13.72	\$14.42
10	\$24,803.39	\$26,005.27	\$27,233.00	\$28,546.58	\$29,902.91	\$31,334.62
	\$953.98	\$1,000.20	\$1,047.42	\$1,097.95	\$1,150.11	\$1,205.18
	\$11.92	\$12.50	\$13.09	\$13.72	\$14.38	\$15.06
11	\$26,005.27	\$27,233.00	\$28,546.58	\$29,902.91	\$31,334.62	\$32,800.48
	\$1,000.20	\$1,047.42	\$1,097.95	\$1,150.11	\$1,205.18	\$1,261.56
	\$12.50	\$13.09	\$13.72	\$14.38	\$15.06	\$15.77
12	\$27,233.00	\$28,546.58	\$29,902.91	\$31,334.62	\$32,800.48	\$34,445.34
	\$1,047.42	\$1,097.95	\$1,150.11	\$1,205.18	\$1,261.56	\$1,324.82
	\$13.09	\$13.72	\$14.38	\$15.06	\$15.77	\$16.56
13	\$28,546.58	\$29,902.91	\$31,334.62	\$32,800.48	\$34,445.34	\$36,096.49
	\$1,097.95	\$1,150.11	\$1,205.18	\$1,261.56	\$1,324.82	\$1,388.33
	\$13.72	\$14.38	\$15.06	\$15.77	\$16.56	\$17.35
14	\$29,902.91	\$31,334.62	\$32,800.48	\$34,445.34	\$36,097.08	\$37,880.20
	\$1,150.11	\$1,205.18	\$1,261.56	\$1,324.82	\$1,388.35	\$1,456.93
	\$14.38	\$15.06	\$15.77	\$16.56	\$17.35	\$18.21
15	\$31,334.62	\$32,800.48	\$34,445.34	\$36,097.08	\$37,735.07	\$39,640.04
	\$1,205.18	\$1,261.56	\$1,324.82	\$1,388.35	\$1,451.35	\$1,524.62
	\$15.06	\$15.77	\$16.56	\$17.35	\$18.14	\$19.06
16	\$32,800.48	\$34,445.34	\$36,097.08	\$37,735.07	\$39,648.05	\$41,581.14
	\$1,261.56	\$1,324.82	\$1,388.35	\$1,451.35	\$1,524.92	\$1,599.27
	\$15.77	\$16.56	\$17.35	\$18.14	\$19.06	\$19.99
17	\$34,445.34	\$36,097.08	\$37,735.07	\$39,648.05	\$41,581.14	\$43,695.76
	\$1,324.82	\$1,388.35	\$1,451.35	\$1,524.92	\$1,599.27	\$1,680.61
	\$16.56	\$17.35	\$18.14	\$19.06	\$19.99	\$21.01
18	\$36,097.08	\$37,735.07	\$39,648.05	\$41,581.14	\$43,572.39	\$45,765.86
	\$1,388.35	\$1,451.35	\$1,524.92	\$1,599.27	\$1,675.86	\$1,760.23
	\$17.35	\$18.14	\$19.06	\$19.99	\$20.95	\$22.00
19	\$37,735.07	\$39,648.05	\$41,581.14	\$43,572.39	\$45,718.94	\$47,991.26
	\$1,451.35	\$1,524.92	\$1,599.27	\$1,675.86	\$1,758.42	\$1,845.82
	\$18.14	\$19.06	\$19.99	\$20.95	\$21.98	\$23.07
20	\$39,648.05	\$41,581.14	\$43,572.39	\$45,718.94	\$47,870.32	\$50,313.42
	\$1,524.92	\$1,599.27	\$1,675.86	\$1,758.42	\$1,841.17	\$1,935.13
	\$19.06	\$19.99	\$20.95	\$21.98	\$23.01	\$24.19

1.5%

AFSCME  
Exhibit A  
Salary Schedule

1/1/2017

Annual calcs based on 2080 Hrs./Yr  
Bi-W calcs based on a 80 Hr. Pay Period

21	\$41,597.07	\$43,572.39	\$45,718.94	\$47,870.32	\$50,313.42	\$52,829.09
	\$1,599.89	\$1,675.86	\$1,758.42	\$1,841.17	\$1,935.13	\$2,031.89
	\$20.00	\$20.95	\$21.98	\$23.01	\$24.19	\$25.40
22	\$43,572.39	\$45,718.94	\$47,870.32	\$50,313.42	\$52,683.96	\$55,344.76
	\$1,675.86	\$1,758.42	\$1,841.17	\$1,935.13	\$2,026.31	\$2,128.64
	\$20.95	\$21.98	\$23.01	\$24.19	\$25.33	\$26.61
23	\$45,718.94	\$47,870.32	\$50,313.42	\$52,683.96	\$55,199.63	\$58,030.73
	\$1,758.42	\$1,841.17	\$1,935.13	\$2,026.31	\$2,123.06	\$2,231.95
	\$21.98	\$23.01	\$24.19	\$25.33	\$26.54	\$27.90
24	\$47,870.32	\$50,313.42	\$52,683.96	\$55,199.63	\$58,030.73	\$60,917.46
	\$1,841.17	\$1,935.13	\$2,026.31	\$2,123.06	\$2,231.95	\$2,342.98
	\$23.01	\$24.19	\$25.33	\$26.54	\$27.90	\$29.29
25	\$50,313.42	\$52,683.96	\$60,908.27	\$55,199.63	\$60,908.27	\$63,931.91
	\$1,935.13	\$2,026.31	\$2,342.63	\$2,123.06	\$2,342.63	\$2,458.92
	\$24.19	\$25.33	\$29.28	\$26.54	\$29.28	\$30.74

1.75%

AFSCME  
Exhibit A  
Salary Schedule

7/1/2017

Annual calcs based on 2080 Hrs./Yr  
Bi-W calcs based on a 80 Hr. Pay Period

Grade	A	B	C	D	E	F
9	\$24,075.41	\$25,237.45	\$26,460.36	\$27,709.58	\$29,046.14	\$30,521.28
	\$925.98	\$970.67	\$1,017.71	\$1,065.75	\$1,117.16	\$1,173.90
	\$11.57	\$12.13	\$12.72	\$13.32	\$13.96	\$14.67
10	\$25,237.45	\$26,460.36	\$27,709.58	\$29,046.14	\$30,426.21	\$31,882.97
	\$970.67	\$1,017.71	\$1,065.75	\$1,117.16	\$1,170.24	\$1,226.27
	\$12.13	\$12.72	\$13.32	\$13.96	\$14.63	\$15.33
11	\$26,460.36	\$27,709.58	\$29,046.14	\$30,426.21	\$31,882.97	\$33,374.49
	\$1,017.71	\$1,065.75	\$1,117.16	\$1,170.24	\$1,226.27	\$1,283.63
	\$12.72	\$13.32	\$13.96	\$14.63	\$15.33	\$16.05
12	\$27,709.58	\$29,046.14	\$30,426.21	\$31,882.97	\$33,374.49	\$35,048.14
	\$1,065.75	\$1,117.16	\$1,170.24	\$1,226.27	\$1,283.63	\$1,348.01
	\$13.32	\$13.96	\$14.63	\$15.33	\$16.05	\$16.85
13	\$29,046.14	\$30,426.21	\$31,882.97	\$33,374.49	\$35,048.14	\$36,728.18
	\$1,117.16	\$1,170.24	\$1,226.27	\$1,283.63	\$1,348.01	\$1,412.62
	\$13.96	\$14.63	\$15.33	\$16.05	\$16.85	\$17.66
14	\$30,426.21	\$31,882.97	\$33,374.49	\$35,048.14	\$36,728.78	\$38,543.11
	\$1,170.24	\$1,226.27	\$1,283.63	\$1,348.01	\$1,412.65	\$1,482.43
	\$14.63	\$15.33	\$16.05	\$16.85	\$17.66	\$18.53
15	\$31,882.97	\$33,374.49	\$35,048.14	\$36,728.78	\$38,395.43	\$40,333.75
	\$1,226.27	\$1,283.63	\$1,348.01	\$1,412.65	\$1,476.75	\$1,551.30
	\$15.33	\$16.05	\$16.85	\$17.66	\$18.46	\$19.39
16	\$33,374.49	\$35,048.14	\$36,728.78	\$38,395.43	\$40,341.89	\$42,308.81
	\$1,283.63	\$1,348.01	\$1,412.65	\$1,476.75	\$1,551.61	\$1,627.26
	\$16.05	\$16.85	\$17.66	\$18.46	\$19.40	\$20.34
17	\$35,048.14	\$36,728.78	\$38,395.43	\$40,341.89	\$42,308.81	\$44,460.43
	\$1,348.01	\$1,412.65	\$1,476.75	\$1,551.61	\$1,627.26	\$1,710.02
	\$16.85	\$17.66	\$18.46	\$19.40	\$20.34	\$21.38
18	\$36,728.78	\$38,395.43	\$40,341.89	\$42,308.81	\$44,334.91	\$46,566.77
	\$1,412.65	\$1,476.75	\$1,551.61	\$1,627.26	\$1,705.19	\$1,791.03
	\$17.66	\$18.46	\$19.40	\$20.34	\$21.31	\$22.39
19	\$38,395.43	\$40,341.89	\$42,308.81	\$44,334.91	\$46,519.02	\$48,831.11
	\$1,476.75	\$1,551.61	\$1,627.26	\$1,705.19	\$1,789.19	\$1,878.12
	\$18.46	\$19.40	\$20.34	\$21.31	\$22.36	\$23.48
20	\$40,341.89	\$42,308.81	\$44,334.91	\$46,519.02	\$48,708.05	\$51,193.91
	\$1,551.61	\$1,627.26	\$1,705.19	\$1,789.19	\$1,873.39	\$1,969.00
	\$19.40	\$20.34	\$21.31	\$22.36	\$23.42	\$24.61

1.75%

AFSCME  
Exhibit A  
Salary Schedule

7/1/2017

Annual calcs based on 2080 Hrs./Yr  
Bi-W calcs based on a 80 Hr. Pay Period

21	\$42,325.02 \$1,627.89 \$20.35	\$44,334.91 \$1,705.19 \$21.31	\$46,519.02 \$1,789.19 \$22.36	\$48,708.05 \$1,873.39 \$23.42	\$51,193.91 \$1,969.00 \$24.61	\$53,753.60 \$2,067.45 \$25.84
22	\$44,334.91 \$1,705.19 \$21.31	\$46,519.02 \$1,789.19 \$22.36	\$48,708.05 \$1,873.39 \$23.42	\$51,193.91 \$1,969.00 \$24.61	\$53,605.93 \$2,061.77 \$25.77	\$56,313.30 \$2,165.90 \$27.07
23	\$46,519.02 \$1,789.19 \$22.36	\$48,708.05 \$1,873.39 \$23.42	\$51,193.91 \$1,969.00 \$24.61	\$53,605.93 \$2,061.77 \$25.77	\$56,165.62 \$2,160.22 \$27.00	\$59,046.26 \$2,271.01 \$28.39
24	\$48,708.05 \$1,873.39 \$23.42	\$51,193.91 \$1,969.00 \$24.61	\$53,605.93 \$2,061.77 \$25.77	\$56,165.62 \$2,160.22 \$27.00	\$59,046.26 \$2,271.01 \$28.39	\$61,983.52 \$2,383.98 \$29.80
25	\$51,193.91 \$1,969.00 \$24.61	\$53,605.93 \$2,061.77 \$25.77	\$61,974.16 \$2,383.62 \$29.80	\$56,165.62 \$2,160.22 \$27.00	\$61,974.16 \$2,383.62 \$29.80	\$65,050.72 \$2,501.95 \$31.27

1.5%

AFSCME  
Exhibit A  
Salary Schedule

1/1/2018

Annual calcs based on 2080 Hrs./Yr  
Bi-W calcs based on a 80 Hr. Pay Period

Grade	A	B	C	D	E	F
9	\$24,436.54	\$25,616.02	\$26,857.26	\$28,125.22	\$29,481.84	\$30,979.10
	\$939.87	\$985.23	\$1,032.97	\$1,081.74	\$1,133.92	\$1,191.50
	\$11.75	\$12.32	\$12.91	\$13.52	\$14.17	\$14.89
10	\$25,616.02	\$26,857.26	\$28,125.22	\$29,481.84	\$30,882.60	\$32,361.22
	\$985.23	\$1,032.97	\$1,081.74	\$1,133.92	\$1,187.79	\$1,244.66
	\$12.32	\$12.91	\$13.52	\$14.17	\$14.85	\$15.56
11	\$26,857.26	\$28,125.22	\$29,481.84	\$30,882.60	\$32,361.22	\$33,875.11
	\$1,032.97	\$1,081.74	\$1,133.92	\$1,187.79	\$1,244.66	\$1,302.89
	\$12.91	\$13.52	\$14.17	\$14.85	\$15.56	\$16.29
12	\$28,125.22	\$29,481.84	\$30,882.60	\$32,361.22	\$33,875.11	\$35,573.86
	\$1,081.74	\$1,133.92	\$1,187.79	\$1,244.66	\$1,302.89	\$1,368.23
	\$13.52	\$14.17	\$14.85	\$15.56	\$16.29	\$17.10
13	\$29,481.84	\$30,882.60	\$32,361.22	\$33,875.11	\$35,573.86	\$37,279.11
	\$1,133.92	\$1,187.79	\$1,244.66	\$1,302.89	\$1,368.23	\$1,433.81
	\$14.17	\$14.85	\$15.56	\$16.29	\$17.10	\$17.92
14	\$30,882.60	\$32,361.22	\$33,875.11	\$35,573.86	\$37,279.71	\$39,121.25
	\$1,187.79	\$1,244.66	\$1,302.89	\$1,368.23	\$1,433.84	\$1,504.66
	\$14.85	\$15.56	\$16.29	\$17.10	\$17.92	\$18.81
15	\$32,361.22	\$33,875.11	\$35,573.86	\$37,279.71	\$38,971.36	\$40,938.75
	\$1,244.66	\$1,302.89	\$1,368.23	\$1,433.84	\$1,498.90	\$1,574.57
	\$15.56	\$16.29	\$17.10	\$17.92	\$18.74	\$19.68
16	\$33,875.11	\$35,573.86	\$37,279.71	\$38,971.36	\$40,947.01	\$42,943.44
	\$1,302.89	\$1,368.23	\$1,433.84	\$1,498.90	\$1,574.89	\$1,651.67
	\$16.29	\$17.10	\$17.92	\$18.74	\$19.69	\$20.65
17	\$35,573.86	\$37,279.71	\$38,971.36	\$40,947.01	\$42,943.44	\$45,127.34
	\$1,368.23	\$1,433.84	\$1,498.90	\$1,574.89	\$1,651.67	\$1,735.67
	\$17.10	\$17.92	\$18.74	\$19.69	\$20.65	\$21.70
18	\$37,279.71	\$38,971.36	\$40,947.01	\$42,943.44	\$44,999.93	\$47,265.27
	\$1,433.84	\$1,498.90	\$1,574.89	\$1,651.67	\$1,730.77	\$1,817.89
	\$17.92	\$18.74	\$19.69	\$20.65	\$21.63	\$22.72
19	\$38,971.36	\$40,947.01	\$42,943.44	\$44,999.93	\$47,216.80	\$49,563.58
	\$1,498.90	\$1,574.89	\$1,651.67	\$1,730.77	\$1,816.03	\$1,906.29
	\$18.74	\$19.69	\$20.65	\$21.63	\$22.70	\$23.83
20	\$40,947.01	\$42,943.44	\$44,999.93	\$47,216.80	\$49,438.67	\$51,961.82
	\$1,574.89	\$1,651.67	\$1,730.77	\$1,816.03	\$1,901.49	\$1,998.53
	\$19.69	\$20.65	\$21.63	\$22.70	\$23.77	\$24.98

1.5%

AFSCME  
Exhibit A  
Salary Schedule

1/1/2018

Annual calcs based on 2080 Hrs./Yr  
Bi-W calcs based on a 80 Hr. Pay Period

21	\$42,959.90 \$1,652.30 \$20.65	\$44,999.93 \$1,730.77 \$21.63	\$47,216.80 \$1,816.03 \$22.70	\$49,438.67 \$1,901.49 \$23.77	\$51,961.82 \$1,998.53 \$24.98	\$54,559.91 \$2,098.46 \$26.23
22	\$44,999.93 \$1,730.77 \$21.63	\$47,216.80 \$1,816.03 \$22.70	\$49,438.67 \$1,901.49 \$23.77	\$51,961.82 \$1,998.53 \$24.98	\$54,410.02 \$2,092.69 \$26.16	\$57,158.00 \$2,198.38 \$27.48
23	\$47,216.80 \$1,816.03 \$22.70	\$49,438.67 \$1,901.49 \$23.77	\$51,961.82 \$1,998.53 \$24.98	\$54,410.02 \$2,092.69 \$26.16	\$57,008.11 \$2,192.62 \$27.41	\$59,931.96 \$2,305.08 \$28.81
24	\$49,438.67 \$1,901.49 \$23.77	\$51,961.82 \$1,998.53 \$24.98	\$54,410.02 \$2,092.69 \$26.16	\$57,008.11 \$2,192.62 \$27.41	\$59,931.96 \$2,305.08 \$28.81	\$62,913.27 \$2,419.74 \$30.25
25	\$51,961.82 \$1,998.53 \$24.98	\$54,410.02 \$2,092.69 \$26.16	\$62,903.78 \$2,419.38 \$30.24	\$57,008.11 \$2,192.62 \$27.41	\$62,903.78 \$2,419.38 \$30.24	\$66,026.48 \$2,539.48 \$31.74