

**COLLECTIVE BARGAINING AGREEMENT**

Between

**THE CITY OF FORT DODGE, IOWA**

And

**AFSCME IA C61**

**LOCAL - 2932**

**Effective July 1<sup>st</sup>, 2020**

**Thru**

**June 30, 2023**

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## 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 here in after 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
  - 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, 2020 until June 30, 2023. 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>, 2021 under the procedures outlined in Article XXIII, 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) 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.D) Employees who hold the proper certification as described in paragraph C above who are assigned to work in the 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) 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 last 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  
President's Birthday

Two Personal days  
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**

### **VACATION**

- A) All regular employees who are 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 maybe 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 X**

### **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.

## **ARTICLE XI**

### **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 XII**

### **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 XIII**

### **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) Within five (5) days of when the City receives the notice of arbitration, the Union shall request a list of five (5) arbitrators 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 XIV**

##### **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 checkoff is declared illegal, then the City shall be under no liability or responsibility to checkoff for the financial institution.

#### **ARTICLE XV**

##### **DIRECT DEPOSIT**

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

#### **ARTICLE XVI**

##### **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 XVII**

### **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 XVIII**

### **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 XIX**  
**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 XX**  
**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 XXI**

### **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 XXII**

### **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 XXIII**

### **TERM OF AGREEMENT**

- A) The above agreement hereinabove set out shall remain in full force and effect from July 1<sup>st</sup>, 2020, through June 30<sup>th</sup>, 2023.
- B) The Parties agree that this agreement shall be reopened to negotiations for fiscal year commencing July 1, 2021 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. 20\_\_\_\_, in the City of Fort Dodge, Webster County, Iowa.

**EXHIBIT A  
WAGES**

<b>July 1, 2020</b>	<b>1.5%</b>
<b>January 1, 2021</b>	<b>1.5%</b>
<b>July 1, 2021</b>	<b>1.5%%</b>
<b>January 1, 2022</b>	<b>1.5%</b>
<b>July 1, 2022</b>	<b>1.5%</b>
<b>January 1, 2023</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 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

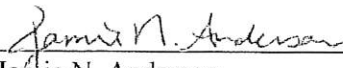


**CONTRACT SIGNING PAGE**

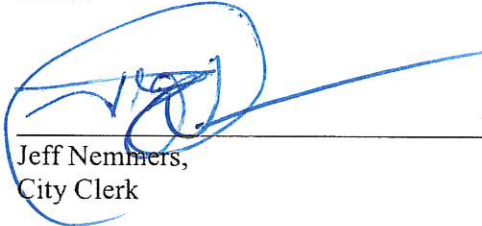
Executed at Fort Dodge, Iowa on the 2nd day of March, 2020.

**CITY OF FORT DODGE**


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

  
\_\_\_\_\_  
Jamie N. Anderson  
Human Resource Director

Attest:

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

**AFSCME IA C61 Local 2932**

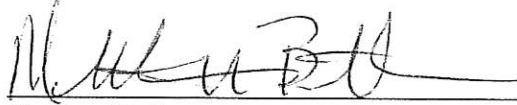
BY:   
\_\_\_\_\_  
Mark Stralt  
President, Local 2932  
AFSCME Council 61 IA

\_\_\_\_\_  
AFSCME Union Representative

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AFSCME Union Representative

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**BUSINESS REPRESENTATIVE:**

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

Approval as to form and content:

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

1.015

Bi-W calcs based on a 80 Hr. Pay Period

Annual calcs based on 2080 Hrs./Yr

## Exhibit A

## Salary Schedule

(Steps based on hourly rates)

AFSCME

7/1/2020

Grade		A	B	C	D	E	F
9	Annual	\$26,195.58	\$27,459.95	\$28,790.55	\$30,149.78	\$31,604.05	\$33,209.10
	Bi-Weekly	\$1,007.52	\$1,056.15	\$1,107.33	\$1,159.61	\$1,215.54	\$1,277.27
	Hourly	\$12.59	\$13.20	\$13.84	\$14.50	\$15.19	\$15.97
10	Annual	\$27,459.95	\$28,790.55	\$30,149.78	\$31,604.05	\$33,105.64	\$34,690.70
	Bi-Weekly	\$1,056.15	\$1,107.33	\$1,159.61	\$1,215.54	\$1,273.29	\$1,334.26
	Hourly	\$13.20	\$13.84	\$14.50	\$15.19	\$15.92	\$16.68
11	Annual	\$28,790.55	\$30,149.78	\$31,604.05	\$33,105.64	\$34,690.70	\$36,313.56
	Bi-Weekly	\$1,107.33	\$1,159.61	\$1,215.54	\$1,273.29	\$1,334.26	\$1,396.68
	Hourly	\$13.84	\$14.50	\$15.19	\$15.92	\$16.68	\$17.46
12	Annual	\$30,149.78	\$31,604.05	\$33,105.64	\$34,690.70	\$36,313.56	\$38,134.60
	Bi-Weekly	\$1,159.61	\$1,215.54	\$1,273.29	\$1,334.26	\$1,396.68	\$1,466.72
	Hourly	\$14.50	\$15.19	\$15.92	\$16.68	\$17.46	\$18.33
13	Annual	\$31,604.05	\$33,105.64	\$34,690.70	\$36,313.56	\$38,134.60	\$39,962.59
	Bi-Weekly	\$1,215.54	\$1,273.29	\$1,334.26	\$1,396.68	\$1,466.72	\$1,537.02
	Hourly	\$15.19	\$15.92	\$16.68	\$17.46	\$18.33	\$19.21
14	Annual	\$33,105.64	\$34,690.70	\$36,313.56	\$38,134.60	\$39,963.24	\$41,937.34
	Bi-Weekly	\$1,273.29	\$1,334.26	\$1,396.68	\$1,466.72	\$1,537.05	\$1,612.97
	Hourly	\$15.92	\$16.68	\$17.46	\$18.33	\$19.21	\$20.16
15	Annual	\$34,690.70	\$36,313.56	\$38,134.60	\$39,963.24	\$41,776.67	\$43,885.68
	Bi-Weekly	\$1,334.26	\$1,396.68	\$1,466.72	\$1,537.05	\$1,606.79	\$1,687.91
	Hourly	\$16.68	\$17.46	\$18.33	\$19.21	\$20.08	\$21.10
16	Annual	\$36,313.56	\$38,134.60	\$39,963.24	\$41,776.67	\$43,894.53	\$46,034.67
	Bi-Weekly	\$1,396.68	\$1,466.72	\$1,537.05	\$1,606.79	\$1,688.25	\$1,770.56
	Hourly	\$17.46	\$18.33	\$19.21	\$20.08	\$21.10	\$22.13
17	Annual	\$38,134.60	\$39,963.24	\$41,776.67	\$43,894.53	\$46,034.67	\$48,375.77
	Bi-Weekly	\$1,466.72	\$1,537.05	\$1,606.79	\$1,688.25	\$1,770.56	\$1,860.61
	Hourly	\$18.33	\$19.21	\$20.08	\$21.10	\$22.13	\$23.26
18	Annual	\$39,963.24	\$41,776.67	\$43,894.53	\$46,034.67	\$48,239.19	\$50,667.60
	Bi-Weekly	\$1,537.05	\$1,606.79	\$1,688.25	\$1,770.56	\$1,855.35	\$1,948.75
	Hourly	\$19.21	\$20.08	\$21.10	\$22.13	\$23.19	\$24.36

19	Annual	\$41,776.67	\$43,894.53	\$46,034.67	\$48,239.19	\$50,615.64	\$53,131.35
	Bi-Weekly	\$1,606.79	\$1,688.25	\$1,770.56	\$1,855.35	\$1,946.76	\$2,043.51
	Hourly	\$20.08	\$21.10	\$22.13	\$23.19	\$24.33	\$25.54
20	Annual	\$43,894.53	\$46,034.67	\$48,239.19	\$50,615.64	\$52,997.45	\$55,702.22
	Bi-Weekly	\$1,688.25	\$1,770.56	\$1,855.35	\$1,946.76	\$2,038.36	\$2,142.39
	Hourly	\$21.10	\$22.13	\$23.19	\$24.33	\$25.48	\$26.78
21	Annual	\$46,034.67	\$48,239.19	\$50,615.64	\$52,997.45	\$55,702.22	\$58,487.33
	Bi-Weekly	\$1,770.56	\$1,855.35	\$1,946.76	\$2,038.36	\$2,142.39	\$2,249.51
	Hourly	\$22.13	\$23.19	\$24.33	\$25.48	\$26.78	\$28.12
22	Annual	\$48,239.19	\$50,615.64	\$52,997.45	\$55,702.22	\$58,326.65	\$61,272.44
	Bi-Weekly	\$1,855.35	\$1,946.76	\$2,038.36	\$2,142.39	\$2,243.33	\$2,356.63
	Hourly	\$23.19	\$24.33	\$25.48	\$26.78	\$28.04	\$29.46
23	Annual	\$50,615.64	\$52,997.45	\$55,702.22	\$58,326.65	\$61,111.76	\$64,246.08
	Bi-Weekly	\$1,946.76	\$2,038.36	\$2,142.39	\$2,243.33	\$2,350.45	\$2,471.00
	Hourly	\$24.33	\$25.48	\$26.78	\$28.04	\$29.38	\$30.89
24	Annual	\$52,997.45	\$55,702.22	\$58,326.65	\$61,111.76	\$64,246.08	\$67,442.00
	Bi-Weekly	\$2,038.36	\$2,142.39	\$2,243.33	\$2,350.45	\$2,471.00	\$2,593.92
	Hourly	\$25.48	\$26.78	\$28.04	\$29.38	\$30.89	\$32.42
25	Annual	\$55,702.22	\$58,326.65	\$61,111.76	\$64,246.08	\$67,431.82	\$70,779.31
	Bi-Weekly	\$2,142.39	\$2,243.33	\$2,350.45	\$2,471.00	\$2,593.53	\$2,722.28
	Hourly	\$26.78	\$28.04	\$29.38	\$30.89	\$32.42	\$34.03

1.015

Bi-W calcs based on a 80 Hr. Pay Period

Annual calcs based on 2080 Hrs./Yr

## Exhibit A

## Salary Schedule

(Steps based on hourly rates)

AFSCME

1/1/2021

Grade		A	B	C	D	E	F
9	Annual	\$26,588.51	\$27,871.85	\$29,222.41	\$30,602.03	\$32,078.11	\$33,707.23
	Bi-Weekly	\$1,022.63	\$1,071.99	\$1,123.94	\$1,177.00	\$1,233.77	\$1,296.43
	Hourly	\$12.78	\$13.40	\$14.05	\$14.71	\$15.42	\$16.21
10	Annual	\$27,871.85	\$29,222.41	\$30,602.03	\$32,078.11	\$33,602.23	\$35,211.06
	Bi-Weekly	\$1,071.99	\$1,123.94	\$1,177.00	\$1,233.77	\$1,292.39	\$1,354.27
	Hourly	\$13.40	\$14.05	\$14.71	\$15.42	\$16.15	\$16.93
11	Annual	\$29,222.41	\$30,602.03	\$32,078.11	\$33,602.23	\$35,211.06	\$36,858.27
	Bi-Weekly	\$1,123.94	\$1,177.00	\$1,233.77	\$1,292.39	\$1,354.27	\$1,417.63
	Hourly	\$14.05	\$14.71	\$15.42	\$16.15	\$16.93	\$17.72
12	Annual	\$30,602.03	\$32,078.11	\$33,602.23	\$35,211.06	\$36,858.27	\$38,706.62
	Bi-Weekly	\$1,177.00	\$1,233.77	\$1,292.39	\$1,354.27	\$1,417.63	\$1,488.72
	Hourly	\$14.71	\$15.42	\$16.15	\$16.93	\$17.72	\$18.61
13	Annual	\$32,078.11	\$33,602.23	\$35,211.06	\$36,858.27	\$38,706.62	\$40,562.03
	Bi-Weekly	\$1,233.77	\$1,292.39	\$1,354.27	\$1,417.63	\$1,488.72	\$1,560.08
	Hourly	\$15.42	\$16.15	\$16.93	\$17.72	\$18.61	\$19.50
14	Annual	\$33,602.23	\$35,211.06	\$36,858.27	\$38,706.62	\$40,562.69	\$42,566.41
	Bi-Weekly	\$1,292.39	\$1,354.27	\$1,417.63	\$1,488.72	\$1,560.10	\$1,637.17
	Hourly	\$16.15	\$16.93	\$17.72	\$18.61	\$19.50	\$20.46
15	Annual	\$35,211.06	\$36,858.27	\$38,706.62	\$40,562.69	\$42,403.32	\$44,543.96
	Bi-Weekly	\$1,354.27	\$1,417.63	\$1,488.72	\$1,560.10	\$1,630.90	\$1,713.23
	Hourly	\$16.93	\$17.72	\$18.61	\$19.50	\$20.39	\$21.42
16	Annual	\$36,858.27	\$38,706.62	\$40,562.69	\$42,403.32	\$44,552.95	\$46,725.19
	Bi-Weekly	\$1,417.63	\$1,488.72	\$1,560.10	\$1,630.90	\$1,713.58	\$1,797.12
	Hourly	\$17.72	\$18.61	\$19.50	\$20.39	\$21.42	\$22.46
17	Annual	\$38,706.62	\$40,562.69	\$42,403.32	\$44,552.95	\$46,725.19	\$49,101.41
	Bi-Weekly	\$1,488.72	\$1,560.10	\$1,630.90	\$1,713.58	\$1,797.12	\$1,888.52
	Hourly	\$18.61	\$19.50	\$20.39	\$21.42	\$22.46	\$23.61
18	Annual	\$40,562.69	\$42,403.32	\$44,552.95	\$46,725.19	\$48,962.78	\$51,427.61
	Bi-Weekly	\$1,560.10	\$1,630.90	\$1,713.58	\$1,797.12	\$1,883.18	\$1,977.99
	Hourly	\$19.50	\$20.39	\$21.42	\$22.46	\$23.54	\$24.72

19	Annual	\$42,403.32	\$44,552.95	\$46,725.19	\$48,962.78	\$51,374.88	\$53,928.32
	Bi-Weekly	\$1,630.90	\$1,713.58	\$1,797.12	\$1,883.18	\$1,975.96	\$2,074.17
	Hourly	\$20.39	\$21.42	\$22.46	\$23.54	\$24.70	\$25.93
20	Annual	\$44,552.95	\$46,725.19	\$48,962.78	\$51,374.88	\$53,792.41	\$56,537.75
	Bi-Weekly	\$1,713.58	\$1,797.12	\$1,883.18	\$1,975.96	\$2,068.94	\$2,174.53
	Hourly	\$21.42	\$22.46	\$23.54	\$24.70	\$25.86	\$27.18
21	Annual	\$46,725.19	\$48,962.78	\$51,374.88	\$53,792.41	\$56,537.75	\$59,364.64
	Bi-Weekly	\$1,797.12	\$1,883.18	\$1,975.96	\$2,068.94	\$2,174.53	\$2,283.26
	Hourly	\$22.46	\$23.54	\$24.70	\$25.86	\$27.18	\$28.54
22	Annual	\$48,962.78	\$51,374.88	\$53,792.41	\$56,537.75	\$59,201.55	\$62,191.53
	Bi-Weekly	\$1,883.18	\$1,975.96	\$2,068.94	\$2,174.53	\$2,276.98	\$2,391.98
	Hourly	\$23.54	\$24.70	\$25.86	\$27.18	\$28.46	\$29.90
23	Annual	\$51,374.88	\$53,792.41	\$56,537.75	\$59,201.55	\$62,028.44	\$65,209.78
	Bi-Weekly	\$1,975.96	\$2,068.94	\$2,174.53	\$2,276.98	\$2,385.71	\$2,508.07
	Hourly	\$24.70	\$25.86	\$27.18	\$28.46	\$29.82	\$31.35
24	Annual	\$53,792.41	\$56,537.75	\$59,201.55	\$62,028.44	\$65,209.78	\$68,453.63
	Bi-Weekly	\$2,068.94	\$2,174.53	\$2,276.98	\$2,385.71	\$2,508.07	\$2,632.83
	Hourly	\$25.86	\$27.18	\$28.46	\$29.82	\$31.35	\$32.91
25	Annual	\$56,537.75	\$59,201.55	\$62,028.44	\$65,209.78	\$68,443.30	\$71,841.00
	Bi-Weekly	\$2,174.53	\$2,276.98	\$2,385.71	\$2,508.07	\$2,632.43	\$2,763.12
	Hourly	\$27.18	\$28.46	\$29.82	\$31.35	\$32.91	\$34.54

1.015

Bi-W calcs based on a 80 Hr. Pay Period

Annual calcs based on 2080 Hrs./Yr

## Exhibit A

## Salary Schedule

(Steps based on hourly rates)

AFSCME

7/1/2021

Grade		A	B	C	D	E	F
9	Annual	\$26,987.34	\$28,289.93	\$29,660.74	\$31,061.06	\$32,559.28	\$34,212.84
	Bi-Weekly	\$1,037.97	\$1,088.07	\$1,140.80	\$1,194.66	\$1,252.28	\$1,315.88
	Hourly	\$12.97	\$13.60	\$14.26	\$14.93	\$15.65	\$16.45
10	Annual	\$28,289.93	\$29,660.74	\$31,061.06	\$32,559.28	\$34,106.26	\$35,739.23
	Bi-Weekly	\$1,088.07	\$1,140.80	\$1,194.66	\$1,252.28	\$1,311.78	\$1,374.59
	Hourly	\$13.60	\$14.26	\$14.93	\$15.65	\$16.40	\$17.18
11	Annual	\$29,660.74	\$31,061.06	\$32,559.28	\$34,106.26	\$35,739.23	\$37,411.14
	Bi-Weekly	\$1,140.80	\$1,194.66	\$1,252.28	\$1,311.78	\$1,374.59	\$1,438.89
	Hourly	\$14.26	\$14.93	\$15.65	\$16.40	\$17.18	\$17.99
12	Annual	\$31,061.06	\$32,559.28	\$34,106.26	\$35,739.23	\$37,411.14	\$39,287.22
	Bi-Weekly	\$1,194.66	\$1,252.28	\$1,311.78	\$1,374.59	\$1,438.89	\$1,511.05
	Hourly	\$14.93	\$15.65	\$16.40	\$17.18	\$17.99	\$18.89
13	Annual	\$32,559.28	\$34,106.26	\$35,739.23	\$37,411.14	\$39,287.22	\$41,170.46
	Bi-Weekly	\$1,252.28	\$1,311.78	\$1,374.59	\$1,438.89	\$1,511.05	\$1,583.48
	Hourly	\$15.65	\$16.40	\$17.18	\$17.99	\$18.89	\$19.79
14	Annual	\$34,106.26	\$35,739.23	\$37,411.14	\$39,287.22	\$41,171.13	\$43,204.90
	Bi-Weekly	\$1,311.78	\$1,374.59	\$1,438.89	\$1,511.05	\$1,583.51	\$1,661.73
	Hourly	\$16.40	\$17.18	\$17.99	\$18.89	\$19.79	\$20.77
15	Annual	\$35,739.23	\$37,411.14	\$39,287.22	\$41,171.13	\$43,039.37	\$45,212.12
	Bi-Weekly	\$1,374.59	\$1,438.89	\$1,511.05	\$1,583.51	\$1,655.36	\$1,738.93
	Hourly	\$17.18	\$17.99	\$18.89	\$19.79	\$20.69	\$21.74
16	Annual	\$37,411.14	\$39,287.22	\$41,171.13	\$43,039.37	\$45,221.25	\$47,426.07
	Bi-Weekly	\$1,438.89	\$1,511.05	\$1,583.51	\$1,655.36	\$1,739.28	\$1,824.08
	Hourly	\$17.99	\$18.89	\$19.79	\$20.69	\$21.74	\$22.80
17	Annual	\$39,287.22	\$41,171.13	\$43,039.37	\$45,221.25	\$47,426.07	\$49,837.93
	Bi-Weekly	\$1,511.05	\$1,583.51	\$1,655.36	\$1,739.28	\$1,824.08	\$1,916.84
	Hourly	\$18.89	\$19.79	\$20.69	\$21.74	\$22.80	\$23.96
18	Annual	\$41,171.13	\$43,039.37	\$45,221.25	\$47,426.07	\$49,697.22	\$52,199.02
	Bi-Weekly	\$1,583.51	\$1,655.36	\$1,739.28	\$1,824.08	\$1,911.43	\$2,007.65
	Hourly	\$19.79	\$20.69	\$21.74	\$22.80	\$23.89	\$25.10

19	Annual	\$43,039.37	\$45,221.25	\$47,426.07	\$49,697.22	\$52,145.50	\$54,737.24
	Bi-Weekly	\$1,655.36	\$1,739.28	\$1,824.08	\$1,911.43	\$2,005.60	\$2,105.28
	Hourly	\$20.69	\$21.74	\$22.80	\$23.89	\$25.07	\$26.32
20	Annual	\$45,221.25	\$47,426.07	\$49,697.22	\$52,145.50	\$54,599.30	\$57,385.82
	Bi-Weekly	\$1,739.28	\$1,824.08	\$1,911.43	\$2,005.60	\$2,099.97	\$2,207.15
	Hourly	\$21.74	\$22.80	\$23.89	\$25.07	\$26.25	\$27.59
21	Annual	\$47,426.07	\$49,697.22	\$52,145.50	\$54,599.30	\$57,385.82	\$60,255.11
	Bi-Weekly	\$1,824.08	\$1,911.43	\$2,005.60	\$2,099.97	\$2,207.15	\$2,317.50
	Hourly	\$22.80	\$23.89	\$25.07	\$26.25	\$27.59	\$28.97
22	Annual	\$49,697.22	\$52,145.50	\$54,599.30	\$57,385.82	\$60,089.58	\$63,124.40
	Bi-Weekly	\$1,911.43	\$2,005.60	\$2,099.97	\$2,207.15	\$2,311.14	\$2,427.86
	Hourly	\$23.89	\$25.07	\$26.25	\$27.59	\$28.89	\$30.35
23	Annual	\$52,145.50	\$54,599.30	\$57,385.82	\$60,089.58	\$62,958.87	\$66,187.92
	Bi-Weekly	\$2,005.60	\$2,099.97	\$2,207.15	\$2,311.14	\$2,421.49	\$2,545.69
	Hourly	\$25.07	\$26.25	\$27.59	\$28.89	\$30.27	\$31.82
24	Annual	\$54,599.30	\$57,385.82	\$60,089.58	\$62,958.87	\$66,187.92	\$69,480.43
	Bi-Weekly	\$2,099.97	\$2,207.15	\$2,311.14	\$2,421.49	\$2,545.69	\$2,672.32
	Hourly	\$26.25	\$27.59	\$28.89	\$30.27	\$31.82	\$33.40
25	Annual	\$57,385.82	\$60,089.58	\$62,958.87	\$66,187.92	\$69,469.95	\$72,918.62
	Bi-Weekly	\$2,207.15	\$2,311.14	\$2,421.49	\$2,545.69	\$2,671.92	\$2,804.56
	Hourly	\$27.59	\$28.89	\$30.27	\$31.82	\$33.40	\$35.06

1.015

Bi-W calcs based on a 80 Hr. Pay Period

Annual calcs based on 2080 Hrs./Yr

Exhibit A

Salary Schedule

(Steps based on hourly rates)

AFSCME

1/1/2022

Grade		A	B	C	D	E	F
9	Annual	\$27,392.15	\$28,714.28	\$30,105.66	\$31,526.97	\$33,047.67	\$34,726.03
	Bi-Weekly	\$1,053.54	\$1,104.40	\$1,157.91	\$1,212.58	\$1,271.06	\$1,335.62
	Hourly	\$13.17	\$13.80	\$14.47	\$15.16	\$15.89	\$16.70
10	Annual	\$28,714.28	\$30,105.66	\$31,526.97	\$33,047.67	\$34,617.86	\$36,275.32
	Bi-Weekly	\$1,104.40	\$1,157.91	\$1,212.58	\$1,271.06	\$1,331.46	\$1,395.20
	Hourly	\$13.80	\$14.47	\$15.16	\$15.89	\$16.64	\$17.44
11	Annual	\$30,105.66	\$31,526.97	\$33,047.67	\$34,617.86	\$36,275.32	\$37,972.31
	Bi-Weekly	\$1,157.91	\$1,212.58	\$1,271.06	\$1,331.46	\$1,395.20	\$1,460.47
	Hourly	\$14.47	\$15.16	\$15.89	\$16.64	\$17.44	\$18.26
12	Annual	\$31,526.97	\$33,047.67	\$34,617.86	\$36,275.32	\$37,972.31	\$39,876.52
	Bi-Weekly	\$1,212.58	\$1,271.06	\$1,331.46	\$1,395.20	\$1,460.47	\$1,533.71
	Hourly	\$15.16	\$15.89	\$16.64	\$17.44	\$18.26	\$19.17
13	Annual	\$33,047.67	\$34,617.86	\$36,275.32	\$37,972.31	\$39,876.52	\$41,788.02
	Bi-Weekly	\$1,271.06	\$1,331.46	\$1,395.20	\$1,460.47	\$1,533.71	\$1,607.23
	Hourly	\$15.89	\$16.64	\$17.44	\$18.26	\$19.17	\$20.09
14	Annual	\$34,617.86	\$36,275.32	\$37,972.31	\$39,876.52	\$41,788.70	\$43,852.97
	Bi-Weekly	\$1,331.46	\$1,395.20	\$1,460.47	\$1,533.71	\$1,607.26	\$1,686.65
	Hourly	\$16.64	\$17.44	\$18.26	\$19.17	\$20.09	\$21.08
15	Annual	\$36,275.32	\$37,972.31	\$39,876.52	\$41,788.70	\$43,684.96	\$45,890.30
	Bi-Weekly	\$1,395.20	\$1,460.47	\$1,533.71	\$1,607.26	\$1,680.19	\$1,765.01
	Hourly	\$17.44	\$18.26	\$19.17	\$20.09	\$21.00	\$22.06
16	Annual	\$37,972.31	\$39,876.52	\$41,788.70	\$43,684.96	\$45,899.56	\$48,137.46
	Bi-Weekly	\$1,460.47	\$1,533.71	\$1,607.26	\$1,680.19	\$1,765.37	\$1,851.44
	Hourly	\$18.26	\$19.17	\$20.09	\$21.00	\$22.07	\$23.14
17	Annual	\$39,876.52	\$41,788.70	\$43,684.96	\$45,899.56	\$48,137.46	\$50,585.50
	Bi-Weekly	\$1,533.71	\$1,607.26	\$1,680.19	\$1,765.37	\$1,851.44	\$1,945.60
	Hourly	\$19.17	\$20.09	\$21.00	\$22.07	\$23.14	\$24.32
18	Annual	\$41,788.70	\$43,684.96	\$45,899.56	\$48,137.46	\$50,442.68	\$52,982.01
	Bi-Weekly	\$1,607.26	\$1,680.19	\$1,765.37	\$1,851.44	\$1,940.10	\$2,037.77
	Hourly	\$20.09	\$21.00	\$22.07	\$23.14	\$24.25	\$25.47



19	Annual	\$43,684.96	\$45,899.56	\$48,137.46	\$50,442.68	\$52,927.68	\$55,558.30
	Bi-Weekly	\$1,680.19	\$1,765.37	\$1,851.44	\$1,940.10	\$2,035.68	\$2,136.86
	Hourly	\$21.00	\$22.07	\$23.14	\$24.25	\$25.45	\$26.71
20	Annual	\$45,899.56	\$48,137.46	\$50,442.68	\$52,927.68	\$55,418.29	\$58,246.61
	Bi-Weekly	\$1,765.37	\$1,851.44	\$1,940.10	\$2,035.68	\$2,131.47	\$2,240.25
	Hourly	\$22.07	\$23.14	\$24.25	\$25.45	\$26.64	\$28.00
21	Annual	\$48,137.46	\$50,442.68	\$52,927.68	\$55,418.29	\$58,246.61	\$61,158.94
	Bi-Weekly	\$1,851.44	\$1,940.10	\$2,035.68	\$2,131.47	\$2,240.25	\$2,352.27
	Hourly	\$23.14	\$24.25	\$25.45	\$26.64	\$28.00	\$29.40
22	Annual	\$50,442.68	\$52,927.68	\$55,418.29	\$58,246.61	\$60,990.92	\$64,071.27
	Bi-Weekly	\$1,940.10	\$2,035.68	\$2,131.47	\$2,240.25	\$2,345.80	\$2,464.28
	Hourly	\$24.25	\$25.45	\$26.64	\$28.00	\$29.32	\$30.80
23	Annual	\$52,927.68	\$55,418.29	\$58,246.61	\$60,990.92	\$63,903.25	\$67,180.74
	Bi-Weekly	\$2,035.68	\$2,131.47	\$2,240.25	\$2,345.80	\$2,457.82	\$2,583.87
	Hourly	\$25.45	\$26.64	\$28.00	\$29.32	\$30.72	\$32.30
24	Annual	\$55,418.29	\$58,246.61	\$60,990.92	\$63,903.25	\$67,180.74	\$70,522.64
	Bi-Weekly	\$2,131.47	\$2,240.25	\$2,345.80	\$2,457.82	\$2,583.87	\$2,712.41
	Hourly	\$26.64	\$28.00	\$29.32	\$30.72	\$32.30	\$33.91
25	Annual	\$58,246.61	\$60,990.92	\$63,903.25	\$67,180.74	\$70,512.00	\$74,012.40
	Bi-Weekly	\$2,240.25	\$2,345.80	\$2,457.82	\$2,583.87	\$2,712.00	\$2,846.63
	Hourly	\$28.00	\$29.32	\$30.72	\$32.30	\$33.90	\$35.58

1.015

Bi-W calcs based on a 80 Hr. Pay Period

Annual calcs based on 2080 Hrs./Yr

## Exhibit A

## Salary Schedule

(Steps based on hourly rates)

AFSCME

7/1/2022

Grade		A	B	C	D	E	F
9	Annual	\$27,803.03	\$29,144.99	\$30,557.24	\$31,999.88	\$33,543.38	\$35,246.92
	Bi-Weekly	\$1,069.35	\$1,120.96	\$1,175.28	\$1,230.76	\$1,290.13	\$1,355.65
	Hourly	\$13.37	\$14.01	\$14.69	\$15.38	\$16.13	\$16.95
10	Annual	\$29,144.99	\$30,557.24	\$31,999.88	\$33,543.38	\$35,137.12	\$36,819.44
	Bi-Weekly	\$1,120.96	\$1,175.28	\$1,230.76	\$1,290.13	\$1,351.43	\$1,416.13
	Hourly	\$14.01	\$14.69	\$15.38	\$16.13	\$16.89	\$17.70
11	Annual	\$30,557.24	\$31,999.88	\$33,543.38	\$35,137.12	\$36,819.44	\$38,541.89
	Bi-Weekly	\$1,175.28	\$1,230.76	\$1,290.13	\$1,351.43	\$1,416.13	\$1,482.38
	Hourly	\$14.69	\$15.38	\$16.13	\$16.89	\$17.70	\$18.53
12	Annual	\$31,999.88	\$33,543.38	\$35,137.12	\$36,819.44	\$38,541.89	\$40,474.67
	Bi-Weekly	\$1,230.76	\$1,290.13	\$1,351.43	\$1,416.13	\$1,482.38	\$1,556.72
	Hourly	\$15.38	\$16.13	\$16.89	\$17.70	\$18.53	\$19.46
13	Annual	\$33,543.38	\$35,137.12	\$36,819.44	\$38,541.89	\$40,474.67	\$42,414.84
	Bi-Weekly	\$1,290.13	\$1,351.43	\$1,416.13	\$1,482.38	\$1,556.72	\$1,631.34
	Hourly	\$16.13	\$16.89	\$17.70	\$18.53	\$19.46	\$20.39
14	Annual	\$35,137.12	\$36,819.44	\$38,541.89	\$40,474.67	\$42,415.53	\$44,510.77
	Bi-Weekly	\$1,351.43	\$1,416.13	\$1,482.38	\$1,556.72	\$1,631.37	\$1,711.95
	Hourly	\$16.89	\$17.70	\$18.53	\$19.46	\$20.39	\$21.40
15	Annual	\$36,819.44	\$38,541.89	\$40,474.67	\$42,415.53	\$44,340.23	\$46,578.66
	Bi-Weekly	\$1,416.13	\$1,482.38	\$1,556.72	\$1,631.37	\$1,705.39	\$1,791.49
	Hourly	\$17.70	\$18.53	\$19.46	\$20.39	\$21.32	\$22.39
16	Annual	\$38,541.89	\$40,474.67	\$42,415.53	\$44,340.23	\$46,588.06	\$48,859.52
	Bi-Weekly	\$1,482.38	\$1,556.72	\$1,631.37	\$1,705.39	\$1,791.85	\$1,879.21
	Hourly	\$18.53	\$19.46	\$20.39	\$21.32	\$22.40	\$23.49
17	Annual	\$40,474.67	\$42,415.53	\$44,340.23	\$46,588.06	\$48,859.52	\$51,344.28
	Bi-Weekly	\$1,556.72	\$1,631.37	\$1,705.39	\$1,791.85	\$1,879.21	\$1,974.78
	Hourly	\$19.46	\$20.39	\$21.32	\$22.40	\$23.49	\$24.68
18	Annual	\$42,415.53	\$44,340.23	\$46,588.06	\$48,859.52	\$51,199.32	\$53,776.74
	Bi-Weekly	\$1,631.37	\$1,705.39	\$1,791.85	\$1,879.21	\$1,969.20	\$2,068.34
	Hourly	\$20.39	\$21.32	\$22.40	\$23.49	\$24.62	\$25.85

19	Annual	\$44,340.23	\$46,588.06	\$48,859.52	\$51,199.32	\$53,721.60	\$56,391.68
	Bi-Weekly	\$1,705.39	\$1,791.85	\$1,879.21	\$1,969.20	\$2,066.22	\$2,168.91
	Hourly	\$21.32	\$22.40	\$23.49	\$24.62	\$25.83	\$27.11
20	Annual	\$46,588.06	\$48,859.52	\$51,199.32	\$53,721.60	\$56,249.56	\$59,120.31
	Bi-Weekly	\$1,791.85	\$1,879.21	\$1,969.20	\$2,066.22	\$2,163.44	\$2,273.86
	Hourly	\$22.40	\$23.49	\$24.62	\$25.83	\$27.04	\$28.42
21	Annual	\$48,859.52	\$51,199.32	\$53,721.60	\$56,249.56	\$59,120.31	\$62,076.32
	Bi-Weekly	\$1,879.21	\$1,969.20	\$2,066.22	\$2,163.44	\$2,273.86	\$2,387.55
	Hourly	\$23.49	\$24.62	\$25.83	\$27.04	\$28.42	\$29.84
22	Annual	\$51,199.32	\$53,721.60	\$56,249.56	\$59,120.31	\$61,905.78	\$65,032.34
	Bi-Weekly	\$1,969.20	\$2,066.22	\$2,163.44	\$2,273.86	\$2,380.99	\$2,501.24
	Hourly	\$24.62	\$25.83	\$27.04	\$28.42	\$29.76	\$31.27
23	Annual	\$53,721.60	\$56,249.56	\$59,120.31	\$61,905.78	\$64,861.80	\$68,188.45
	Bi-Weekly	\$2,066.22	\$2,163.44	\$2,273.86	\$2,380.99	\$2,494.68	\$2,622.63
	Hourly	\$25.83	\$27.04	\$28.42	\$29.76	\$31.18	\$32.78
24	Annual	\$56,249.56	\$59,120.31	\$61,905.78	\$64,861.80	\$68,188.45	\$71,580.48
	Bi-Weekly	\$2,163.44	\$2,273.86	\$2,380.99	\$2,494.68	\$2,622.63	\$2,753.10
	Hourly	\$27.04	\$28.42	\$29.76	\$31.18	\$32.78	\$34.41
25	Annual	\$59,120.31	\$61,905.78	\$64,861.80	\$68,188.45	\$71,569.68	\$75,122.58
	Bi-Weekly	\$2,273.86	\$2,380.99	\$2,494.68	\$2,622.63	\$2,752.68	\$2,889.33
	Hourly	\$28.42	\$29.76	\$31.18	\$32.78	\$34.41	\$36.12

1.015

Bi-W calcs based on a 80 Hr. Pay Period

Annual calcs based on 2080 Hrs./Yr

Exhibit A

Salary Schedule

(Steps based on hourly rates)

AFSCME

1/1/2023

Grade		A	B	C	D	E	F
9	Annual	\$28,220.08	\$29,582.17	\$31,015.60	\$32,479.88	\$34,046.53	\$35,775.63
	Bi-Weekly	\$1,085.39	\$1,137.78	\$1,192.91	\$1,249.23	\$1,309.48	\$1,375.99
	Hourly	\$13.57	\$14.22	\$14.91	\$15.62	\$16.37	\$17.20
10	Annual	\$29,582.17	\$31,015.60	\$32,479.88	\$34,046.53	\$35,664.18	\$37,371.74
	Bi-Weekly	\$1,137.78	\$1,192.91	\$1,249.23	\$1,309.48	\$1,371.70	\$1,437.37
	Hourly	\$14.22	\$14.91	\$15.62	\$16.37	\$17.15	\$17.97
11	Annual	\$31,015.60	\$32,479.88	\$34,046.53	\$35,664.18	\$37,371.74	\$39,120.02
	Bi-Weekly	\$1,192.91	\$1,249.23	\$1,309.48	\$1,371.70	\$1,437.37	\$1,504.62
	Hourly	\$14.91	\$15.62	\$16.37	\$17.15	\$17.97	\$18.81
12	Annual	\$32,479.88	\$34,046.53	\$35,664.18	\$37,371.74	\$39,120.02	\$41,081.79
	Bi-Weekly	\$1,249.23	\$1,309.48	\$1,371.70	\$1,437.37	\$1,504.62	\$1,580.07
	Hourly	\$15.62	\$16.37	\$17.15	\$17.97	\$18.81	\$19.75
13	Annual	\$34,046.53	\$35,664.18	\$37,371.74	\$39,120.02	\$41,081.79	\$43,051.06
	Bi-Weekly	\$1,309.48	\$1,371.70	\$1,437.37	\$1,504.62	\$1,580.07	\$1,655.81
	Hourly	\$16.37	\$17.15	\$17.97	\$18.81	\$19.75	\$20.70
14	Annual	\$35,664.18	\$37,371.74	\$39,120.02	\$41,081.79	\$43,051.76	\$45,178.43
	Bi-Weekly	\$1,371.70	\$1,437.37	\$1,504.62	\$1,580.07	\$1,655.84	\$1,737.63
	Hourly	\$17.15	\$17.97	\$18.81	\$19.75	\$20.70	\$21.72
15	Annual	\$37,371.74	\$39,120.02	\$41,081.79	\$43,051.76	\$45,005.33	\$47,277.34
	Bi-Weekly	\$1,437.37	\$1,504.62	\$1,580.07	\$1,655.84	\$1,730.97	\$1,818.36
	Hourly	\$17.97	\$18.81	\$19.75	\$20.70	\$21.64	\$22.73
16	Annual	\$39,120.02	\$41,081.79	\$43,051.76	\$45,005.33	\$47,286.88	\$49,592.42
	Bi-Weekly	\$1,504.62	\$1,580.07	\$1,655.84	\$1,730.97	\$1,818.73	\$1,907.40
	Hourly	\$18.81	\$19.75	\$20.70	\$21.64	\$22.73	\$23.84
17	Annual	\$41,081.79	\$43,051.76	\$45,005.33	\$47,286.88	\$49,592.42	\$52,114.45
	Bi-Weekly	\$1,580.07	\$1,655.84	\$1,730.97	\$1,818.73	\$1,907.40	\$2,004.40
	Hourly	\$19.75	\$20.70	\$21.64	\$22.73	\$23.84	\$25.06
18	Annual	\$43,051.76	\$45,005.33	\$47,286.88	\$49,592.42	\$51,967.31	\$54,583.39
	Bi-Weekly	\$1,655.84	\$1,730.97	\$1,818.73	\$1,907.40	\$1,998.74	\$2,099.36
	Hourly	\$20.70	\$21.64	\$22.73	\$23.84	\$24.98	\$26.24

19	Annual	\$45,005.33	\$47,286.88	\$49,592.42	\$51,967.31	\$54,527.42	\$57,237.55
	Bi-Weekly	\$1,730.97	\$1,818.73	\$1,907.40	\$1,998.74	\$2,097.21	\$2,201.44
	Hourly	\$21.64	\$22.73	\$23.84	\$24.98	\$26.22	\$27.52
20	Annual	\$47,286.88	\$49,592.42	\$51,967.31	\$54,527.42	\$57,093.30	\$60,007.11
	Bi-Weekly	\$1,818.73	\$1,907.40	\$1,998.74	\$2,097.21	\$2,195.90	\$2,307.97
	Hourly	\$22.73	\$23.84	\$24.98	\$26.22	\$27.45	\$28.85
21	Annual	\$49,592.42	\$51,967.31	\$54,527.42	\$57,093.30	\$60,007.11	\$63,007.47
	Bi-Weekly	\$1,907.40	\$1,998.74	\$2,097.21	\$2,195.90	\$2,307.97	\$2,423.36
	Hourly	\$23.84	\$24.98	\$26.22	\$27.45	\$28.85	\$30.29
22	Annual	\$51,967.31	\$54,527.42	\$57,093.30	\$60,007.11	\$62,834.37	\$66,007.82
	Bi-Weekly	\$1,998.74	\$2,097.21	\$2,195.90	\$2,307.97	\$2,416.71	\$2,538.76
	Hourly	\$24.98	\$26.22	\$27.45	\$28.85	\$30.21	\$31.73
23	Annual	\$54,527.42	\$57,093.30	\$60,007.11	\$62,834.37	\$65,834.72	\$69,211.28
	Bi-Weekly	\$2,097.21	\$2,195.90	\$2,307.97	\$2,416.71	\$2,532.10	\$2,661.97
	Hourly	\$26.22	\$27.45	\$28.85	\$30.21	\$31.65	\$33.27
24	Annual	\$57,093.30	\$60,007.11	\$62,834.37	\$65,834.72	\$69,211.28	\$72,654.19
	Bi-Weekly	\$2,195.90	\$2,307.97	\$2,416.71	\$2,532.10	\$2,661.97	\$2,794.39
	Hourly	\$27.45	\$28.85	\$30.21	\$31.65	\$33.27	\$34.93
25	Annual	\$60,007.11	\$62,834.37	\$65,834.72	\$69,211.28	\$72,643.22	\$76,249.42
	Bi-Weekly	\$2,307.97	\$2,416.71	\$2,532.10	\$2,661.97	\$2,793.97	\$2,932.67
	Hourly	\$28.85	\$30.21	\$31.65	\$33.27	\$34.92	\$36.66