

**AGREEMENT
BETWEEN**



**AMERICAN FEDERATION OF STATE COUNTY AND MUNICIPAL
EMPLOYEES LOCAL 101
AFL-CIO**

And



SANTA CLARA VALLEY TRANSPORTATION AUTHORITY

July 1, 2019

THROUGH

June 30, 2022

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PREAMBLE

This is a Memorandum of Agreement (Agreement) between the Santa Clara Valley Transportation Authority (VTA) and the VTA Chapter of the American Federation of State, County and Municipal Employees, Local 101, AFL-CIO, (AFSCME). VTA and AFSCME acknowledge that this Agreement complies with the California Court of Appeals decision in VTA v. Rea (American Federation of State, County and Municipal Employees) 140 Cal.App.4th 1303 (2006).

This Agreement is the result of both parties meeting and discussing in good faith.

ARTICLE 1 - RECOGNITION

Pursuant to a representation election held on March 30, 2004, by the California State Conciliation and Mediation Services, VTA recognizes American Federation of State, County, and Municipal Employees (AFSCME) as the exclusive bargaining representative for all classified and unclassified employees in classifications within the Supervisory-Administrative bargaining unit.

For the purposes of this Agreement, an “employee” shall be defined as a person employed in a classification in the bargaining unit covered by this Agreement. The classifications covered by this Agreement are listed in Appendix A.

Those employees designated as FLSA exempt are considered management employees and are expected to perform the duties and responsibilities required to accomplish their jobs. Those employees designated as non FLSA exempt shall receive compensation for overtime in accordance with State and Federal Law except as may be provided for elsewhere in this agreement.

ARTICLE 2 - NON-DISCRIMINATION

VTA and AFSCME agree that the provisions of this Agreement shall be applied equally to all employees without discrimination due to age, ancestry, sex, marital status, religion, race, color, creed, national origin, sexual orientation, mental or physical disability, disabled veteran/Vietnam era veteran status, genetic information, gender identity, political beliefs, organizational affiliation or union affiliation.

ARTICLE 3 - MEMBERSHIP RIGHTS

Section 3.1 – Joint Union and Management Cooperation Clause

The Union recognizes its obligation to cooperate with VTA to assure service of the highest quality and efficiency to the citizens and community of Santa Clara County, constant with its obligations to the workers it represents. VTA and the Union affirm the principle that harmonious labor-management relations are to be practiced, adhered to and promoted at all times to maintain this harmony.

Section 3.2 - Payroll Deductions

VTA agrees to make payroll deductions according to the terms and conditions of the authorization to deduct membership dues and assessments as may be levied by AFSCME. AFSCME will hold VTA harmless from any claims on account of any such deductions.

Section 3.3 - Public Employees Organized to Promote Legislative Equality (P.E.O.P.L.E)

VTA agrees to allow voluntary payroll deductions according to the terms and conditions of the authorization to deduct P.E.O.P.L.E contributions.

Section 3.4 - Transaction of Union Business

The AFSCME President or authorized representative shall be permitted by VTA to transact any AFSCME business on the premises of VTA, but the transaction of AFSCME business shall not delay the scheduled work assignments of any employee.

ARTICLE 4 - MANAGEMENT RIGHTS

All matters pertaining to the management of operations, such as the type and kind of service rendered to the public, the equipment used, workload, the administration of discipline and efficiency, the standards for hire, promotion and transfer of employees, and their discharge or discipline for cause, are within the discretion of VTA, subject to such limitations that are set forth elsewhere in this Agreement.

VTA rules and procedures, as may be amended from time to time, are necessary for efficient operations, and infraction of these rules shall constitute cause for progressive discipline up to and including discharge. Depending on the facts and circumstances involved in each situation, VTA may choose to begin disciplinary action at any step up to and including termination. No rules or procedures promulgated or enforced by VTA shall be valid if they violate any provisions set forth in this Agreement.

ARTICLE 5 - UNION RIGHTS

Section 5.1 - Official Representatives

a) Notification of Official Representatives

AFSCME agrees to notify VTA of their Official Representatives and changes in such Representatives. They may also designate alternates to such Official Representatives for purposes of specific meetings by advance notice to the appropriate level of management. Notice to VTA shall be issued within five (5) work days from selection.

b) Meetings with Management

VTA agrees to provide release time for Official Representatives or their designated alternates for attendance at mutually agreed upon meetings. Each Division shall notify AFSCME of the person(s) to be contacted for approval of release time. AFSCME agrees to notify VTA at least 24 hours in advance of the request for release time and the names of the Official Representative(s) to be released. VTA agrees to arrange for release time with the appropriate supervisor(s). Release time arrangements shall include a reasonable amount of travel time.

For purposes of VTA-wide meetings with Management, requests for release time shall be made through Employee Relations (ER).

c) Number for Release

The parties agree that no more than three AFSCME Official Representatives shall be recognized for the purpose of release time at any single meeting.

Section 5.2 – Executive Board and Stewards

a) Notification of Executive Board Officers and Stewards

AFSCME agrees to notify VTA with the names of their Executive Board Officers and Stewards. The Executive Board (including the AFSCME President, Vice President, and Secretary, etc.) shall not exceed ten (10) in number. Stewards shall not exceed a total of 8. AFSCME shall provide periodic (bi-annual) listings of employees identified as Executive Board Officers and Stewards. VTA will notify AFSCME of the appropriate department management representatives the Executive Board Officer or Steward may contact in carrying out their duties as a Steward. For the purposes of this section Executive Board Officers and Stewards will be referred to as Stewards.

b) Grievance/Discipline Related Release Time

VTA agrees to provide release time for:

- 1) A meeting with an employee at the worksite of either the Steward or the employee concerning a grievance or appeal;
- 2) A meeting with VTA.

c) Grievance/Discipline Related Employee Release

If an employee has a grievance and wishes to discuss it on VTA time with a designated Steward, he/she shall be allowed the opportunity within a reasonable amount of time to verify if his/her designated Steward is present and available to be seen. If the Steward is present and available, the employee shall obtain approval from his/her immediate supervisor prior to leaving his/her work station.

d) Grievance/Discipline Investigation

A reasonable amount of time will be granted the employee and Steward to handle the initial investigation of the grievance. The parties agree that in handling grievances, the employee and Steward will use only the amount of time necessary to handle the grievance. Upon request, the employee shall be provided one copy of his/her personnel file to assist in preparing for a disciplinary hearing.

e) Steward Council Meetings

AFSCME agrees that VTA will be notified of Steward council meetings at least one week in advance. VTA shall not unreasonably deny time off requests by Stewards to attend monthly Steward council meetings.

f) Meetings with Management

AFSCME agrees that meetings with VTA will be arranged in advance, with notification to the appropriate level of Management, of the Stewards, and employees planning to attend. VTA agrees to arrange for release time with the appropriate level of supervision.

Section 5.3 - President and Vice-President

- a) AFSCME may designate one President and one Vice-President.
- b) The President, Vice-President, or their designee, shall be entitled to release time to replace a Steward when the Steward is not available or to accompany a new Steward for training purposes.
- c) VTA agrees to provide release time for attendance at Board of Directors meetings and/or Board committees only to the President, Vice-President, or in their absence, their designee.
- d) The President, Vice-President, or in their absence, their designee, shall be entitled to attend arbitration and disciplinary hearings, upon request.

Section 5.4 - Negotiating Committee

There shall be no more than six (6) official Representatives on the AFSCME negotiating committee and VTA agrees to release them upon request. The six (6) official Representatives does not include the AFSCME Business Agent, who may also attend the negotiations.

- a) Those negotiators who are on their own time during the meetings will not be paid.
- b) Resource people for the negotiations shall be allowed to use leave without pay or vacation to attend scheduled negotiation meetings to provide information to the Negotiation Committee on specific items on an as needed basis by the Negotiation Committee. VTA shall facilitate arranging time off for resource people attending negotiations.

ARTICLE 6 - UNION NOTICES AND ACTIVITIES

Section 6.1 - Advance Notice

Whenever VTA changes personnel policies and procedures, AFSCME, absent an emergency, will be given written notice at least fifteen (15) calendar days before the effective date of the change. This notice is provided in order that AFSCME may discuss the changes with VTA before they become effective. If AFSCME does not respond within the fifteen (15) calendar day period, the opportunity to discuss these changes will be waived by AFSCME. If AFSCME responds within the fifteen (15) calendar day period that they wish to meet and discuss the change, the meeting shall be held within ten (10) calendar days of the request, unless the parties mutually agree, in writing, to extend the deadline.

Policies or procedures that affect terms and conditions of employment are subject to meet and negotiate.

Section 6.2 - Bulletin Boards

AFSCME shall be provided use of adequate and accessible space on bulletin boards for communications.

Section 6.3 - Distribution

AFSCME may distribute material to employees through normal channels.

Section 6.4 - Visits by Union Representatives

Any Representative of AFSCME shall give advance notice to a department head or their designated representative when entering departmental facilities. The Representative shall be allowed reasonable contact with employees on VTA facilities provided such contact does not interfere with the employee's work. Solicitation for membership or other internal employee organization business shall not be conducted during work time. Pre-arrangement for routine contact may be made on an annual basis, through the Employee Relations Department.

Section 6.5 - Use of Facilities

VTA's buildings and facilities shall be made available for use by AFSCME or their Representatives in accordance with administrative procedures governing such use.

Effective July 1, 2019 and moving forward the District will provide AFSCME an office or a cubicle (one or the other based upon availability at VTA's discretion) for use by AFSCME.

Section 6.6 - Employee Lists

VTA shall provide at no charge to AFSCME a monthly electronic list of all bargaining unit employee names and their employee status, date of hire, rate of pay, address on record, personal e-mail address if on file with the employer, worksite location, and job classification. New hires and promotional employees' information shall be forwarded to AFSCME within 30 calendar days of hire/promotion or by the first pay period of the month following hire/promotion. AFSCME agrees that such information will be treated in a confidential manner.

Section 6.7 - Personnel Records

Employees shall have the right to review their personnel file directly and/or to or authorize review by their Union Representative. All requests to examine personnel records must be made to VTA Human Resources Department to schedule an appointment to review their personnel file.

No adverse material will be inserted into the employees personnel file without prior written notice to the employee. Employees may have documents placed in their personnel files in response to adverse material inserted therein and correspondence related to their job performance.

Materials relating to disciplinary actions recommended but not taken, or disciplinary actions overturned, shall not be retained in an employee's personnel file.

All adverse material shall be removed from the employee's personnel file at the end of two (2) years upon written request by the employee, except adverse material involving charges relating to fighting, serious misconduct, retaliation, discrimination, harassment, or criminal acts and provided no additional material has been issued during the intervening period.

Materials relating to suspension which become final will be removed after five (5) years, upon request by the employee, if no other suspensions have occurred during the five (5) year period except those involving charges relating to fighting, serious misconduct, retaliation, discrimination or harassment, or criminal acts.

Section 6.8 - Classification Specifications

- A. VTA will provide AFSCME with copies of all newly created AFSCME and Non-Represented job classifications or substantially revised job classifications prior to posting to fill a vacant position in the classification. If the classification is not designated by VTA as an AFSCME represented classification and AFSCME believes that the classification should be AFSCME represented, it shall notify VTA in writing within fifteen (15) calendar days after the Union's receipt of the classification description.

- B. If VTA creates a new AFSCME represented job classification or substantially revises an existing AFSCME job classification, VTA shall forward such new classification and wage scale to the Union. AFSCME shall have fifteen (15) calendar days to request bargaining on the wage scale. The meeting shall be held within ten (10) calendar days of the request, unless the parties mutually agree, in writing, to extend the deadline. In any event, VTA shall not be precluded from implementing the new classification or change.

Section 6.9 - Turnover List

Each month, VTA shall forward to the AFSCME Union Office the names of all persons in positions covered by this Agreement who enter or leave VTA employment (termination, retirement, separation, etc.) or change classification. Such lists shall include the designated organizational unit to which persons are assigned, and the effective date of the change.

Section 6.10 - Seniority Lists

VTA shall provide at no charge to AFSCME or their designated representative, a seniority list of classifications. The list will be provided no more than twice annually (January and July).

Section 6.11 - New Employees

VTA shall inform new employees at the time of their employment in a classification covered by this Agreement of the existence of this Agreement. VTA shall refer newly hired or promoted AFSCME employees to AFSCME. The Union shall be provided with a copy of the offer letter within ten (10) calendar days after an employee has signed said letter. The offer letter shall include the salary, the step level, and the employee's start date.

Section 6.12 – AFSCME Orientation of New Members

A Union Officer and/or designee may meet with new AFSCME employees to introduce them to the Union and the AFSCME/VTA collective bargaining agreement. This meeting shall take place during the new employees' benefits orientation that is typically held on the employees' first day of work. There shall be one meeting for all new AFSCME employees per orientation. The meeting shall not last more than one hour in duration (which currently begins at 9:00 am) and shall be considered paid time for both new employees and the Union Officer and/or designee. For current employees who become new AFSCME members and are not required to attend the benefits orientation, a Union Officer and/or designee at the employees' respective work location may meet with the employees for no more than one hour. Such time shall be considered paid time for both the current employees and the Union Officer and/or designee. If a Union Representative is not

available at the employees' same work location, AFSCME will designate a time to meet and inform Operations Administration of the meeting time and the AFSCME Officer who will be attending the meeting.

ARTICLE 7 – CONFLICT OF INTEREST

Employees are to abide by all applicable Federal, State, and Local Statutes or Agreement requirements regarding conflict of interest in outside employment. Employees intending to engage in outside employment shall file an advance statement of such intent for the approval of the appointing authority.

ARTICLE 8 - PROBATIONARY PERIOD

Section 8.1 - New Employees

Original probationary periods for employees shall be nine calendar months, moved to the beginning date of the next pay period; A probationary period may be extended an equivalent number of days to allow the employee to complete the full probationary period if an employee is absent from work during the original probation. If the probation is going to be extended due to absences the employer shall notice the employee in writing of the new/adjusted probation end date.

The supervisor shall use the Probationary Performance Discussion Form to document performance discussions with newly hired employees. Formal discussions shall take place on at least two (2) occasions spread throughout the probationary period. The first shall be completed prior to the completion of the fourth month of the probationary period and the second shall be completed after the fourth month and prior to the completion of the eighth month. Nothing shall preclude the completion of more than two evaluations. Two evaluations are not required if the employee is terminated prior to the end of probation. Both the supervisor and employee will sign and date the Probationary Performance Discussion Form upon completion and discussion.

The original signed Probationary Performance Discussion Form shall be forwarded to Employee Services and placed in the employee's personnel file. A copy shall be given to the employee.

Employees who are terminated during an original probation shall receive five working days' notice of termination or five days' pay in lieu of notice. VTA shall provide the Union a copy of the notice, at the same time as the AFSCME represented employee.

Section 8.2 – Subsequent Probationary Periods

Subsequent probationary periods for employees shall be six calendar months, moved to the beginning date of the next pay period. A subsequent probationary period may be extended an equivalent number of days to allow the employee to complete the full probationary period if an employee is absent from work during the subsequent probation.

If the probation is going to be extended due to absences the employer shall notice the employee in writing of the new/adjusted probation end date.

The supervisor shall use the Probationary Performance Discussion form to document performance discussions with promoted/transferred employees. Formal discussions shall take place on at least

two (2) occasions prior to the completion of the fourth and sixth month of the probationary period. Both the supervisor and employee will sign and date the Probationary Performance Discussion Form upon completion and discussion.

The original signed Probationary Performance Discussion Form shall be forwarded to Employee Services and placed in the employee's personnel file. A copy shall be given to the employee.

At the time of the last discussion, the supervisor shall inform the employee in writing whether probation is to be completed or if the employee is to be returned to former classification.

ARTICLE 9 - PAY PRACTICES

Section 9.1 - Salaries

Effective the pay period beginning July 1, 2019, and upon ratification by the Union and the Board of Directors, AFSCME represented employees shall receive a 3.0% general wage increase.

Effective the pay period beginning July 13, 2020, AFSCME represented employees shall receive a 2.5% general wage increase.

Effective the pay period beginning July 12, 2021, AFSCME represented employees shall receive a 2.5% general wage increase.

Section 9.2 - Basic Pay Plan

The Basic Pay Plan shall consist of the step progressions and the assignment of classes to such progressions as provided in the appendices B and C. Each employee shall be paid within the progression for his/her class according to the following provisions. An employee's salary shall not exceed the top of the step progression.

Salary adjustments shall be made on the first day of the pay period in which the required accumulation of months of competent service occurs.

a) **Step One**

The first step in each progression is the minimum rate and shall normally be the hiring rate for the class. In cases where it is difficult to secure qualified personnel or a person with unusual qualifications is engaged, the Human Resources Director may approve appointment at the second or third step, and with the approval of the Chief Administrative Officer, appointment at the fourth or fifth step.

b) **Step Two**

The second step shall be paid after the accumulation of 6 months of competent service at the first step.

c) **Step Three**

The third step shall be paid after the accumulation of 12 months of competent service at the second step.

d) Step Four

The fourth step shall be paid after the accumulation of 12 months of competent service at the third step.

e) Step Five

The fifth step shall be paid after the accumulation of 12 months of competent service at the fourth step.

f) Promotional Increases

Upon promotion, a worker's salary shall be adjusted as follows:

- 1) For a promotion of less than 10%, the salary shall be adjusted to the step in the new range which provides for a corresponding percentage increase in salary.
- 2) For a promotion of 10% or more, the salary shall be adjusted to the step in the new range which provides for 10% increase in salary, or to the first step in the new range, whichever is greater.
- 3) Upon promotion/reclassification the employee's salary anniversary date shall be adjusted to the date of such action. Future salary increases shall be computed from the date of promotion/reclassification to a different class.

g) Salary Upon Demotion/ Downward Reclassification

- 1) Should an employee fail to pass probation for a higher classification, and be returned to his/her former classification, the employee's salary shall revert to what it was prior to the promotion.
- 2) If an employee is demoted/downward reclassified after completing the probation period for the class from which he/she is being demoted, the employee's salary shall be adjusted to the highest step in the new class that does not exceed the salary in the former class.
- 3) Future salary increases shall be computed from the date of demotion/downward reclassification.

Section 9.3 - Salary Review

VTA shall conduct a salary review of thirteen (13) AFSCME benchmark classes. AFSCME and VTA shall meet to determine the benchmark classifications to be studied and to identify the transit and public agencies to be surveyed. VTA shall then conduct a salary review of the agreed to benchmark classes with the written reports posted to AFSCME no later than ninety (90) calendar days prior to the expiration of the Agreement.

ARTICLE 10 – HOURS OF WORK, OVERTIME, PREMIUM PAY

Section 10.1 – Overtime Work

For FLSA non-exempt classifications, overtime shall be paid at the rate of one and one-half (1-1/2) times the employee's regular hourly rate. The overtime rate shall be paid for work in excess of eight hours in any regular work day or in excess of 40 hours in any work week.

For the purposes of computing overtime only actual on-duty time spent in the performance of assigned duties will be included. Time off for which pay is received but the time is not worked (such as sick leave or industrial injury time) or time off for which no pay is received (such as approved or unapproved leaves of absence) shall not be counted as time worked for purposes of computing overtime.

FLSA non-exempt employees who are assigned to work an observed holiday will be paid at the rate of one and one-half (1 ½) times the employee's straight time rate plus any holiday pay to which the employee may be entitled.

Section 10.2 - Bilingual Pay

On the recommendation of the Department Head, VTA shall approve payments of \$200 per month to a bilingual employee whose position has been determined by the Human Resources Manager, in consultation with the employee's Director or Chief, as requiring bilingual speaking and/or writing ability. Employees shall be tested within thirty (30) days of the date they are deemed eligible by the Human Resources Manager. If VTA fails to test the employee within thirty (30) days from the date they were determined eligible for testing, the employee shall be paid retroactively from the last date they should have been tested, provided the employee passes the test.

Bilingual skill payments will be made when:

- a) Public contact requires continual eliciting and explaining information in a language other than English; or in sign language (ASL or SEE); or
- b) Where translation of written material in another language is a continuous assignment; or
- c) The position is the only one in the work location where there is a demonstrated need for language translation in providing services to the public.

VTA shall provide a list of eligible positions covered by this Agreement and shall review, not less than annually, to determine the number and location of positions to be designated as requiring bilingual abilities.

The differential may be removed when the criteria ceases to be met for two pay periods.

Section 10.3 – On-Call Pay

Department Heads have full discretion in assigning on-call work. On-call work will be assigned as needed. On-call pay will be \$50 per week (defined as 7 consecutive calendar days), or \$10 per day if not assigned to a full week (but no more than \$50 within a 7 day period), for the following job classifications:

- Assistant Superintendent of Service Management

- Assistant Superintendent of Transit Communications
- Transit Systems Safety Officer
- Customer Services Supervisor
- Technology Supervisor or Designee (at the discretion of the Chief Information Officer)
- Facilities Supervisor
- Passenger Facility Way-Side Maintenance Supervisor

Only the primary employee on-call will be eligible for on-call pay. This does not preclude other employees in the same job title from taking and receiving calls.

The assigned employee on-call will be required to respond to all calls and report to work as needed. On-call pay will be rotated equitably between all employees in the job classification.

If an alternate receives a call and/or responds to an issue, they shall not be eligible for on-call pay. Those assigned on-call work and who fail to respond to calls or report to work as needed may be subject to discipline up to and including termination.

ARTICLE 11 – LEAVES

Section 11.1 - STO

a) STO Bank Accrual

Each employee shall be entitled to annual STO. STO shall be earned on an hourly basis. For purposes of this Section, a day is defined as eight work hours. Upon the effective date of this contract the accrual schedule shall be as follows:

SERVICE YEARS & WORK DAY EQUIVALENT	YEARLY ACCRUAL IN WORK DAYS	MAXIMUM CARRYOVER
1st year 1st through 261 days	17	17
2nd through 4th year 262 through 1044 days	19	63
5th through 9th year 1045 through 2349 days	23	75
10th through 14th year 2350 through 3654 days	25	81
15th through 19th year 3655 through 4959 days	27	87
20th and thereafter 4960 days	29	93

b) Pre-Scheduled Usage

STO may be used for any lawful purpose by the employee, however; the time requested shall require the advance approval of management with due consideration of both employee convenience and administrative requirements.

c) STO Bank Carry Over

Employees shall be allowed to carry over the maximum number of days as indicated in the preceding chart. Any accruals exceeding the maximum will be paid off in the first complete pay period of January of the following year.

d) STO Bank Pay-Off

Upon termination of employment, an employee shall be paid the monetary value of the earned and unused STO balance as of the actual date of termination of employment.

e) STO Cash Out

Employees may cash out available STO balance. Cash outs may be requested at any time during the year. Cash outs must be for a minimum of 40 hours.

Section 11.2 - Sick Leave

a) Sick Leave Bank Accrual

Each employee shall be entitled to an annual sick leave bank accrual. Upon the effective date of this contract employees shall earn sick leave on an hourly basis at the rate of 80 hours per year. Sick leave may be accrued without limitation.

b) Personal Sick Leave Usage

Absences due to verified personal illness may be charged to the Sick Leave Bank, provided a sufficient balance is available.

c) Family Care Usage

Employees may use sick leave to attend to a sick family member as provided by California law. Employees may use Kin Care of up to 50% of their annual sick leave accrual for taking care of a family member per California Law.

d) Sick Leave Approval and Verification

Management must approve sick leave bank usage. Requests for sick leave with pay in excess of three working days (for either self or family) must be supported by a statement from an accredited physician. Management may require such a supporting statement for absences less than three days.

e) Sick Leave Bank Pay Off

Upon death, retirement or resignation in good standing, an employee shall be paid for any balance in the sick leave bank at the following rate.

<u>Days of Service</u>	<u>% Paid at</u>
0 through 2610	0%
2611 " 2871	20%
2872 " 3132	22%
3133 " 3393	24%
3394 " 3654	26%
3655 " 3915	28%
3916 " 4176	30%
4177 " 4437	32%
4438 " 4698	34%

4699	"	4959	36%
4960	"	5220	38%
5221	"	5481	40%
5482	"	5742	42%
5743	"	6003	44%
6004	"	6264	46%
6265	"	6525	48%
6526	"	accumulation	50%

f) Reinstatement Pay Back

Employees receiving a sick leave bank pay off in accordance with Section e) may, if reinstated within one year, repay the full amount of sick leave bank payoff received and have the former sick leave bank balance restored. Repayment in full must be made prior to reinstatement.

g) Sick Leave Bank Cash Out

Employees may cash out sick leave balances in excess of 320 hours in accordance with the existing Section e) schedule. Cash outs must be for a minimum of 40 hours.

Section 11.3 – Administrative Time Off

AFSCME represented employees in classifications that are designated as “exempt” are ineligible for overtime under the Fair Labor Standards Act (FLSA) are salaried employees and are expected to work the number of hours necessary to fulfill the duties of the position. Depending on the circumstances, AFSCME represented employees in exempt classifications may work more or less than 40 hours in any particular week.

In recognition of the flexible demands of AFSCME “exempt” classifications, employees may be granted administrative time off without charge to any leave bank under “administrative leave” if the manager determines that service delivery and performance of job functions will not be impaired because of the absence. Such time off should not be calculated on an hour-for-hour basis in relation to excess hours worked.

Administrative time off must be:

- scheduled in advance, and
- approved as administrative time off by their Non-Represented Manager, or designee.

Employees need not state reasons for requesting the time off. Either it is or is not appropriate to grant the time under the circumstances outlined above. An employee can use the time for any lawful purpose to include personal business.

For a full day’s absence under “administrative leave” an executive manager’s approval is required.

Section 11.4 – Legal Holidays

The following shall be observed as legal holidays:

- 1) January 1st (New Year’s Day)
- 2) Third Monday in January (Martin Luther King, Jr. Birthday)
- 3) Third Monday in February (President’s Day)
- 4) Last Monday in May (Memorial Day)
- 5) July 4th (Independence Day)

- 6) First Monday in September (Labor Day)
- 7) Second Monday in October (Columbus Day)
- 8) Veteran's Day to be observed on the date State of California employees observe the holiday
- 9) Fourth Thursday in November (Thanksgiving Day)
- 10) The Friday following Thanksgiving Day (Day after Thanksgiving)
- 11) December 25th (Christmas Day)
- 12) Other such holidays as may be designated by the Board of Directors

a) Observance

Holidays which fall on Sunday shall be observed on the following Monday. Holidays which fall on Saturdays shall be observed on the preceding Friday.

When the holidays fall on an employee's scheduled day off, other than Saturday or Sunday, eight (8) hours (or ten (10) hours for employees who work a 4/10 shift) of STO shall be added to the employee's STO balance.

b) Holiday Work

An employee may be assigned to work a Holiday. Employees in FLSA Exempt classifications who work a Holiday shall be paid at straight time and shall have time added to their STO balance on an hour for hour basis of time worked up to 8 hours (or ten (10) hours for employees who work a 4/10 shift).

c) Floating Holidays

Each employee shall have one (1) floating holiday per year for the contract term, not charged to any accumulated balance, which shall be scheduled at the employee's discretion and Supervisor's approval.

- A Floating Holiday not used by the end of the year will be paid off at a rate of eight hours, in the first pay period in August.
- Employees who retire or leave employment with VTA prior to the end of the year and who have not used their Floating Holiday will be paid off at a rate of eight hours for the unused portion that they are entitled to receive.
- Each employee shall have a floating holiday except for their first year of employment with the agency.

Section 11.5 - Approved Leave

Leave of Absence without pay may be granted and, if granted, seniority shall accumulate during leave for:

a) Union Business

Upon 30 days advance notice a long term leave without pay to accept employment with AFSCME shall be granted by the appointing authority for a period of up to 12 months. A leave may only be denied if the notice requirement is not met.

b) Physical and Mental Conditions

Physical and mental conditions rendering the employee unable to perform their duties, whether work related or not (for example, FMLA, CFRA, Workers Compensation, Pregnancy Disability).

Such leave shall be limited to a 24-month period. If an employee returns to work and performs the functions of their classifications for less than 30 consecutive calendar days, this shall not break the 24-month period. If an employee is unable to return to the employee's current classification or secure another job at VTA within this 24-month period, the employee will be released from employment.

c) Personal Reasons

The department manager may, at his or her discretion, grant an employee a Personal Leave of Absence to handle pressing personal obligations. A Personal Leave of Absence may not exceed 12 months. To be eligible, the employee must have maintained a satisfactory record of employment with VTA for a minimum of 12 months.

d) Military Duty

The provisions of the Military and Veterans Code of the State of California shall govern the military leave of employees of VTA.

e) Jury Duty

An employee shall be allowed to take leave from his/her VTA duties without loss of wages, STO or benefits for the purpose of responding to summons to jury service, provided that he/she executes a written waiver of all compensation other than the mileage allowance. The employee shall supply a copy of the Summons and verification of time served. No employee shall be paid more than his/her regular shift pay or regular work week pay as a result of jury duty service. The employee shall notify his/her supervisor when he/she has received a jury duty summons and when his/her jury duty service is completed.

Nothing shall prevent any VTA employee from serving voluntarily on a jury more than once per calendar year, provided, however, that such additional periods of absence from regular VTA duties as a result thereof shall be charged, at the option of such employee, to either accrued STO or leave without pay.

An employee who responds to a summons to jury duty and who is not selected as a juror, shall return to work as soon as possible.

Employees who are on telephone standby shall report to work if permitted by the court.

At times there may be extraordinary cases in which it will be necessary for a Supervisor to request that an employee delay their jury service. If an employee feels that a delay in jury service is necessary, he/she should immediately consult with their Supervisor. When appropriate, VTA will make a formal request to the Jury Commissioner to delay the employee's jury duty.

f) Court Appearances

No employee shall suffer loss of wages or benefits in responding to a subpoena by VTA to testify in court or while providing a deposition at the request of VTA.

g) Voting

If an employee does not have sufficient time outside of working hours to vote at a statewide election, the employee may take off enough working time which, when added to the voting time available outside of working hours, will enable the employee to vote. No more than two hours of the time taken off for voting shall be without loss of pay. The time off for voting shall be only at the beginning or end of the regular working shift, whichever allows the most free time for voting and the least time off from the regular working shift, unless otherwise mutually agreed.

The employee shall give at least two working days' notice that time off for voting is desired in accordance with the provisions of this Section.

VTA may elect, at its discretion, where allowable by law, to administer these leaves concurrently.

Section 11.6 - Bereavement Leave

Leaves of absence with pay shall be granted to employees in order that they may discharge the customary obligations arising from the death of a member of their immediate family. "Immediate family" shall mean the mother, father, grandmother, grandfather, son, or daughter of the employee or of the spouse of the employee and the spouse, stepparent, son-in-law, daughter-in-law, brother, sister, brother-in-law, sister-in-law, or grandchild of the employee or any person living in the immediate household of the employee. Up to 40 hours of pay shall be granted which shall consist of 24 hours not charged to any accumulated balance followed by 16 hours chargeable to sick leave, if necessary. If 250 miles of travel is required, up to 72 hours pay shall be granted which will consist of 32 hours not charged to any accumulated balance and 40 hours chargeable to sick leave. Any travel exceeding 250 miles from the VTA River Oaks campus must be supported with written verifiable documentation including mileage and location of services, upon return to work, within the pay-period.

ARTICLE 12 – BENEFITS PROGRAMS

Section 12.1 - Health Benefits

a) Medical Coverage

VTA offers CalPERS medical plans to employees. Only those medical plans offered under the CalPERS medical programs will be offered to employees and retirees. It is understood that CalPERS determines, from year to year, which medical plans will be offered, including premiums, plan design, co-payments, co-insurance, and deductibles for each plan, if any.

VTA will contribute up to the Kaiser Region 1 Family rate for employees. Employees will pay the excess above the Kaiser Region 1 Family rate.

b) Dual Coverage

VTA employees and their spouses or registered domestic partners who are also employed by VTA shall not be eligible for dual medical coverage though they may choose separate medical plans. Non-employee eligible dependents may be covered on either employee's medical plan (at the employee's choice), but cannot be covered on both. All non-employee eligible dependents must be covered on the same plan. VTA reserves the right to select the least costly method of implementing the medical plan chosen by each employee.

c) Medical Opt Out

Employees with other medical coverage may opt out of VTA offered coverage. VTA shall pay employees who opt out of medical coverage 50% of VTA's cost for the least expensive single medical premium. Verification of other coverage is required to initially qualify for payment and may be required on an annual basis. Employees married to or the registered domestic partner of another VTA employee are not eligible for a medical opt out payment.

In the event that CalPERS offers a high deductible plan that becomes the least expensive single medical premium, the parties shall re-open negotiations on section c) Medical Opt Out.

I. Defined Benefit Retiree Medical Program:

- a) VTA shall provide a premium allowance toward the cost of the medical plan for employees who become eligible by having 1) completed 5 years of service (1,305 days of accrued service) or more with PERS and who 2) retire directly from VTA (date of retirement must be within 120 days of separation of employment).
- b) All retirees eligible for the defined benefit retiree medical program shall pay according to the following:
 - For retirees and survivors in California: VTA will contribute up to the Kaiser Region 1 Single Party Rate for CalPERS medical plans for retirees and eligible survivors residing in California. Retirees and eligible survivors will pay the excess above the Kaiser Region 1 Single Party Rate.
 - For retirees and survivors living outside of California: VTA will contribute up to the Kaiser Out of State Single Party Rate for CalPERS medical plans for retirees and eligible survivors residing outside of California. Retirees and eligible survivors will pay the excess above the Kaiser Out of State Single Party Rate.
- c) Retirees eligible for the defined benefit retiree medical program may purchase coverage for their eligible dependents at their own cost. Dependents must be enrolled in the plan that covers the retiree.
- d) Upon becoming eligible, due to age or disability, retirees eligible for the defined benefit retiree medical program and their Medicare eligible dependents shall be required to enroll in Medicare in order to maintain medical coverage. Retirees or dependents who fail to enroll in Medicare and the Medicare supplement plan shall be dropped from coverage. Retirees shall be reimbursed for the cost of their own Medicare Part B premium, excluding penalties/late enrollment fees. VTA shall not reimburse Medicare Part D premiums, and shall continue to cover Part D Premiums for prescription drug coverage through the Medicare Supplement Plans.
- d) Employees who do not complete the required years of service and retire directly from VTA shall not receive any retiree medical benefit.

Section 12.2 - Vision, Dental, and Life Insurance Coverage

a) Vision Coverage

VTA agrees to provide a vision plan for all employees and eligible dependents. The Plan will be the Vision Plan – Option 2 (frame/contact allowance of \$150). VTA will pay the full monthly premium for the employee and eligible dependents.

b) Dental Coverage

VTA shall provide an indemnity and an HMO dental plan. VTA shall pay the full premium for the employee and eligible dependents on either plan.

The existing Delta Dental Plan coverage will be continued in accordance with the following schedule:

Basic and Prosthodontics:	75-25 - no deductible. \$3000 maximum per patient per calendar year.
Orthodontics:	60-40 - no deductible. \$3000 lifetime maximum per patient (no age limit).

c) Life Insurance Coverage

VTA shall provide a basic group Life Insurance Plan of \$50,000 per employee.

d) Flex Spending Accounts (FSA)

Effective January 1, 2017, VTA will contribute \$300 per employee into a FSA each year for the term of the agreement. VTA will pay the full cost of the administrative fee for each employee for the FSA. If an employee elects to contribute additional funds into the account (up to the IRS maximum) the employee must complete an FSA enrollment form during open enrollment per calendar year. VTA will offer a Benefits card with the FSA.

Section 12.3 - Benefits Coverage

a) Benefits Coverage While on Unpaid Leave

VTA paid portions of premiums for employee only benefits coverage will be maintained for up to 13 pay periods during an unpaid disability leave. For employees on pregnancy disability, benefits will continue as if the employee was on a paid status.

As long as the employee is in paid status during a leave, the employee’s portion of the premiums for benefits coverage will be deducted from the employee's paycheck. Once the employee is no longer in a paid status, the employee must make arrangements with Human Resources to pre-pay his/her portion of the premiums for benefits coverage.

A return to work for at least 30 consecutive calendar days shall be required to “break” a leave of absence for purposes of determining an employee’s entitlement to benefits continuation or restoration.

b) Changes in Medical Plans

The parties understand that the medical plan providers may amend their plans from time to time.

Should a provider cease to offer a health plan, the parties shall meet and discuss a replacement plan. VTA, however, will not be required to provide a customized plan.

Should VTA change the medical plans for other VTA employees not represented by AFSCME, nothing herein shall preclude the parties from discussing the plans, and, with mutual agreement, extending them to AFSCME represented VTA employees.

c) Benefits Committee

Not later than July 31, 2013, a Joint Labor – Management Committee with representation of not more than four Management and not more than four AFSCME representatives will begin meeting to discuss and explore current and alternative medical, dental, and vision plans. The agenda for each meeting and the ultimate goals of the Committee will be determined by mutual agreement of the Committee members.

Section 12.4 – Workers’ Compensation

a) All employees shall continue to be covered by Social Security, Workers’ Compensation, State Disability and Unemployment Compensation.

b) Industrial Injury or Illness:

Workers’ Compensation shall be administered and paid as provided for by statutes of the State of California. If an employee has an industrial injury or illness, the injury or illness must be reported to VTA immediately.

If the injury is certified to be an industrial injury or illness by the Workers’ Compensation Division or the Workers’ Compensation Appeals Board, the employee shall be compensated for work days lost due to the injury pursuant to law, VTA shall apply Section 12.5, Wage Replacement Benefits and the Integration of Pay, for any statutory benefits owed to the employee.

Instances where employees are injured but are able to continue work, or who see a doctor and within three (3) hours return to work on the same day as the injury, shall not be considered industrial injuries for purposes of this Section and the employee shall not suffer a loss of pay on the day of the injury.

Section 12.5 - Wage Replacement Benefits and the Integration of Pay

a) VTA will continue registration of employees with the Director of Employment Development Department for the purposes of State Disability Insurance (SDI) coverage.

b) The Payroll Office shall withhold wage earner contributions each pay period at the rate set pursuant to the Unemployment Insurance Code and forward the funds to the State Disability Fund.

c) Within one week of being disabled from work, the employee or his/her representative must contact the office designated by VTA to provide information on the following:

1. Date the disability/illness commenced;
2. Estimated duration of the disability;
3. Telephone number where the employee can be reached;

4. Election of sick leave/scheduled time off usage during the first week of disability;
 5. Whether or not the employee is planning to file for SDI.
- d) Once an employee is determined to be eligible to receive SDI or any statutory (example – SDI, Workers Compensation, paid family leave) benefit, VTA will automatically integrate those benefits with accrued sick leave/scheduled time off benefits, unless the employee requests in writing, that integration does not take place. The employee shall be paid a biweekly amount (sick leave/scheduled time off) which, when added to those benefits, shall approximately equal his/her normal biweekly net pay after taxes. Such checks will be issued on normal VTA paydays.
- e) Overpayment:
 If an overpayment of wages occurs as a result of the employee’s collection of those benefits, the employee shall establish a repayment schedule with a maximum repayment duration of 12 months, beginning the date the employee was notified in writing. Employees have the option to make direct payments to VTA or sign an authorization for automatic withdrawal from their paychecks.

The employee has the responsibility of notifying their immediate supervisor of any change in status (either health or length of disability) that may affect his/her return to VTA employment.

Section 12.6 - Safety Shoes

AFSCME represented employees shall be eligible for VTA approved safety shoes, in accordance with the Occupational Injury and Illness Prevention Program (IIPP). Classification eligibility and determination of eligibility for either annual or biennial voucher distribution shall be established by review/approval of the Division Head, Risk Management and the Employee Relations Department on an annual basis.

Employees in eligible classifications shall purchase safety shoes through the voucher system at the established voucher rate, or a minimum of \$250, whichever is greater, from an approved safety shoe vendor, not to exceed either one voucher in any rolling 24 months for specified classifications, or not to exceed one voucher in any rolling 12 month period as listed in Appendix D. Eligible employees with specialized fitting needs may be referred to additional approved vendors by Risk Management. In addition to the purchase of Safety Shoes, the employee may purchase socks and inserts with the remaining amount, not to exceed the voucher amount.

Annual (12 month rolling period) shoe vouchers will be issued automatically. Employees eligible for shoe vouchers on a 24 month rolling period will be issued vouchers upon request.

Section 12.7 - Uniform Allowance

VTA agrees to provide a complete set of basic uniform articles (as listed below) for newly hired employees in the Transportation Supervisor, Technical Trainer and Assistant Transportation Superintendent classifications.

<u>Basic Uniform Articles</u>	<u>Number of Items</u>
Sweater (button, zipper, pull over or vest)	2
Pants or Skirts	5
Shirts or Blouses	5

Tie, Bow or Loop Ascot

2

Rain gear (Pants, Jacket and hood)

1 set*

A yearly \$400 uniform voucher, provided on the last payday in September, shall be issued to all uniformed AFSCME Employees with one or more years of service in the classification.

Non-uniformed AFSCME employees shall dress professionally and maintain proper grooming standards during the course of their work. During the duration of this Agreement, Management will review the Transit Division Supervisor class and its adherence to professional dress and grooming standards. Management is responsible for determining what constitutes proper attire.

*Any uniformed AFSCME employee participating in this voucher program shall, with Executive level authorization or their designee, receive a special issue voucher for the purchase of approved rain gear. Following receipt of the initial rain gear allotment, upon approval, subsequent rain gear allowances shall be limited to \$225.00, no more frequently than once every two years for eligible employees as listed in exhibit E.

Section 12.8 - Driver's License Fee Reimbursement

Employees in service for one year or more shall be reimbursed for the renewal fees of the Class A or Class B California Driver's License required for the proper performance of the employee's job for VTA.

Employees required to maintain a current VTT Card shall be reimbursed for the renewal fees of such card. Physical examinations required for such licenses shall be taken on the employee's own time and paid for by VTA when given by a physician selected by VTA. If the employee elects to select his own physician, the employee shall pay the cost of the examination.

Section 12.9 - Tuition Reimbursement and Professional Development Program

- a) VTA shall maintain the Tuition Reimbursement and the Professional Development Programs for the term of this Agreement in accordance with VTA's Educational and Development Program.
- b) VTA shall provide tuition reimbursement in an amount not to exceed \$3,000 per employee, per fiscal year. Employees are eligible to receive immediate payment of 50% of tuition and other required costs (including textbooks) of an approved program upon presentation of a course schedule/class requirements and materials. The employee must present the original proof of payment within 10 business days of receiving an advancement of tuition reimbursement funds. If the employee does not provide the required paperwork and receipts for an advance, the employee will immediately have to pay the money back in full or the total advancement will be deducted from their next payroll check.
- c) VTA shall fund an amount not to exceed \$3,500 on a matching basis (dollar for dollar) on contributions made by employees for individual professional development and education. The amount is over and above the Tuition Reimbursement Program and tuition reimbursement cannot be used as matching funds. At the discretion of VTA, eligible expenditures may include professional registration fees; travel related expenses, such as lodging and transportation, for college level courses, certificated programs and/or continuing educational credits. All courses, education programs, seminars, conferences, etc. must receive prior approval by the Chief of the Division, the Manager for Employee Development and Training, and when required, by

the General Manager. Paid time off may be provided during normal work hours with prior approval by the Division Chief. If paid time off is granted, it will serve as VTA's matching funds.

Section 12.10 - Free Transportation

VTA will grant free transportation on VTA operated lines to all employees, spouses/registered domestic partners and dependent children of all employees, retirees, retirees' spouses/registered domestic partners and dependent children, widows or widowers/registered domestic partners of retirees and widows or widowers/registered domestic partners of employees.

Section 12.11 – Wellness Program

VTA and AFSCME are interested in enhancing the wellness program to assist employees in improving their personal health and fitness choices. The Wellness Program Committee's objective is to move beyond the conceptual program discussion and to provide program design. The Committee's recommendation shall be submitted to the Director of Business Services or designee for review and comment prior to final approval.

ARTICLE 13 - RETIREMENT PROGRAMS

Section 13.1 - California Public Employees' Retirement System (PERS)

For each of the categories below, annual maximum compensation/contribution limits may apply.

To the extent permitted by the Public Employees' Retirement Law and applicable State and Federal tax laws, employee contributions shall be made on a pre-tax basis.

Classic Members under the California Public Employees' Pension Reform Act (PEPRA):

Employees hired prior to January 1, 2012 – Classic Members under PEPRA:

Employees shall pay a total of 6% of salary toward the required employee contribution to PERS. VTA shall pay the entire employer contribution to PERS.

Employees hired in or after the first full pay period in January 2012 - Classic Members under PEPRA:

Employees shall pay a total of 7% of salary toward the required employee contribution to PERS. VTA shall pay the entire employer contribution to PERS.

Employees hired on or after January 1, 2013 but before December 30, 2014 – Gap Employees under PEPRA:

For employees hired on or after January 1, 2013 but before December 30, 2014, VTA shall pay the entire employer contribution to PERS. Employees shall pay 7% of salary toward the required employee contribution. VTA shall pay the balance of the required employee contribution to PERS. Starting July 1, 2019, employees shall pay toward the required employee contribution:

- 7.25% of salary or 50% of the total normal cost up to the PEPRA compensation/contribution limit (e.g., \$124,180 in 2019), whichever is higher.

PEPRA- New Members Employees hired on or after December 30, 2014:

For employees considered New Members under PEPRA, VTA shall make the required employer contribution. New Members shall contribute at least 50% of the total normal cost as determined by PERS in their annual valuation.

Section 13.2 - 401 (a) Money Purchase Plan

VTA will offer an IRS Section 401 (a) money purchase plan to AFSCME represented employees.

Section 13.3 – Retirement Program Meetings

The parties agree to meet and discuss annually VTA retirement programs, including the PERS pension program and the tax deferred savings programs.

ARTICLE 14 - PROFESSIONAL DEVELOPMENT COMMITTEE

VTA and AFSCME shall maintain a joint Professional Development committee. The purpose of the committee shall be to work collaboratively with the Employee Development Department to:

- Review current management, supervisory, and internal practices training,
- Recommend new management, supervisory, and internal practices training programs, as needs arise,
- Assess the training needs of the AFSCME bargaining unit, and
- Recommend training and organizational improvements that support the strategic goals of employee ownership and enhanced customer focus.

The committee shall meet at least quarterly and shall be composed of three members appointed by AFSCME, two members from the executive management team, or designee and the Employee Relations Manager, or designee.

ARTICLE 15 - LABOR MANAGEMENT COMMITTEE

Section 15.1 – Labor Management Committee

VTA and AFSCME agree to create a Labor Management Committee (LMC) that will be an ongoing problem solving forum designed to institutionalize a problem solving model to administer this Agreement. The parties understand that in order to make the problem solving model work, they must have a sincere desire to resolve an issue without resorting to the grievance/arbitration process. This committee should demonstrate an example of team work, and the ability to foster goodwill between VTA management and AFSCME.

LMC Meeting:

1. The LMC shall meet once a month, unless the parties mutually agree to have more frequent meetings or to postpone a monthly meeting as business requires.
2. A mutually agreed upon agenda will be distributed to the parties in sufficient time prior to the scheduled meeting, to allow for adequate preparation to discuss the issues.

3. At the monthly meetings, the participants will review and discuss the agenda item(s).
4. The LMC shall consist of three (3) core representatives from AFSCME and three (3) core representatives from VTA in order to provide consistency. They will be representatives who have the authority to act on behalf of the parties or to effectively recommend action to the appropriate decision maker.
5. Meeting and Ground rules will be mutually agreed upon at the first meeting of the LMC committee.

Section 15.2 – Entry Level Position Discussion

Within 90 days of the ratification by both parties of the new contract, AFSCME and VTA shall schedule a Labor Management Committee (LMC) meeting solely to discuss the potential need for classification(s) that can serve as entry level position(s) with promotional opportunities within VTA.

ARTICLE 16 - WORK OUT OF CLASS (WOOC) AND ALTERNATE WORK WEEK

Section 16.1 - Work Out Of Class (WOOC)

An authorized Non-Represented Manager within the Department/Division shall approve all WOOC assignment requests in advance. The Human Resources Department shall review the application to confirm the employee meets the minimum qualifications for the assignment. Human Resources will consider input by the Department Head to determine if the employee meets the minimum qualifications, and whether the requirement for minimum qualifications should be modified based on the needs of the department. Time is of the essence, and Human Resources will act in an expeditious manner to make a determination of whether to approve WOOC. Workers in a WOOC assignment shall count the time as experience for promotional opportunities into the classification when the WOOC is assigned for at least one full pay-period. Employees within the bargaining unit approved to WOOC will receive compensation for additional higher-level duties assigned and performed during the temporary absence of an incumbent or to cover a vacant position in a higher class. Such payment will be made consistent with the promotional pay procedures under VTA's Policies and Procedures and will only apply where the assignment is made for a period of five (5) consecutive working days or more (including holidays). The requirement of the minimum five (5) consecutive working days may be modified based on the needs and recommendations of the department, which Human Resources will consider in making the determination whether this requirement shall be waived. Employees assigned WOOC shall receive the WOOC rate of pay for a holiday or absence when the employee works out of class the day prior to and the day following the holiday or absence. No WOOC assignment may be made to a position for longer than 12 pay periods.

Section 16.2 - Alternate Work Week

VTA has established alternate work schedules for certain classifications. VTA, at its sole discretion shall determine the implementation of any alternative work schedule. VTA shall meet and discuss with AFSCME regarding any proposed changes to existing alternate schedules or to create new alternate schedules. Neither the failure of VTA to enter into an alternative schedule agreement, nor the termination by VTA of such an agreement shall be subject to the Grievance Procedure provided in Article 18.

ARTICLE 17 - TRANSFERS, PROMOTIONS, and DEMOTIONS

In order to move to a different class, employees shall be required to demonstrate that they meet the minimum qualifications of such class. In addition to meeting the minimum qualifications, an employee moving to a different class may be required to compete in a selection process.

Movement to a different position includes:

1. **Promotion:** The advancement from a position in one class to a position in another class with a higher salary range (including upward reclassifications).
2. **Lateral Transfer:** The movement to a position within the same class or to a position in a different class with the same salary range.
3. **Demotion:** The movement from a position in one class to a position in another class with a lower salary range (including downward reclassifications).

ARTICLE 18 – FIELD/OCC SUPERVISOR SHIFT BIDDING (SIGN-UP)

Transportation Supervisor shift bidding will occur three (3) times per year for an effective period of four (4) months. The shifts shall become effective the first Monday in April, August and December. The bidding shall be completed no less than thirty (30) days prior to the effective date of the sign-up.

Special assignments shall be in compliance with established bid instructions.

While it is understood that Field/OCC Supervisor Shift Bidding shall occur as described above, Management reserves the right to modify schedules and assignments based on business needs, with the exception of the bid days off which shall not be changed. Employees shall have consecutive scheduled days off. No employee's regular days off shall be cancelled or changed without the consent of the employee, except in case of an emergency.

ARTICLE 19 - LAYOFF

Section 19.1 - Vacancy and Staffing Committee

VTA and AFSCME will form a Joint Vacancy and Staffing Committee and, when requested, will meet and discuss vacancies and staffing during each fiscal year budget cycle. VTA will provide a written vacancy list to the AFSCME Union Office upon request no more than one time per month.

VTA shall meet and discuss with AFSCME prior to contracting out work whenever such contracting out will result in material reduction of work performed by bargaining unit members that will result in the layoff of bargaining unit members.

Section 19.2 - Seniority Defined

Seniority shall be based on total elapsed time within any coded classification within VTA.

Section 19.3 - Order of Layoff

When one or more employees in the same class are to be laid off, the order of layoff will be as follows:

- a) Provisional employees in reverse order of seniority;
- b) Probationary employees in reverse order of seniority;
- c) Regular employees in reverse order of seniority.

Section 19.4 - Specific Skills

Each department will annually determine the number of positions in each classification that require a specific skill. The Chief Administrative Officer must approve the plan. Every July, a list will be mailed to the AFSCME Union Office for employees who are certified in a specific skill. AFSCME shall have twenty (20) calendar days to request to meet and discuss the list. In all cases, the employees in the department certified in that skill shall be retained in order of seniority until the requisite number of positions are filled.

Section 19.5 - Changes to Classes

To the extent possible, employees should not lose their rights under this Article because classes have been revised, established, abolished or re-titled.

Section 19.6 - Notice of Layoff

Employees will be given at least thirty 30 calendar days written notice prior to the effective date of layoff.

Section 19.7 - Reassignment in Lieu of Layoff

a) Vacant Positions

Any employee who receives a notice of layoff will be allowed to transfer to a vacant position that VTA has determined to be filled in the same classification.

b) Former Classification

If there are no vacancies as listed in a) above, an employee will be offered a vacant position in any classification at the same level, in which regular status had formerly been held.

c) Displacement

If there are no vacancies as listed in a) or b) above, the employee shall, upon request, be returned to a position in any classification at the same level, in which regular status had formerly been held. The regular layoff procedure in that same level shall apply.

d) Lower Level Classifications

If an employee does not have enough seniority to claim a position under b) or c) above, those procedures set forth in those Sections shall be applied to each subsequent lower level classification in which regular status had formerly been held.

Any reassignment must be implemented prior to the effective date of layoff.

Section 19.8 - Layoff

If an employee is not reassigned in lieu of layoff as described in Section 19.7 above, the employee

shall be laid off. If an employee elects not to exercise the rights described in Section 19.7 he/she may be deemed to have been offered and to have declined such work.

Section 19.9 - Reemployment List

The names of employees reassigned or laid off shall be placed on a reemployment list in order of seniority. When a position is authorized to be filled, the person with the most seniority on the reemployment list when a vacancy exists in that classification in any department shall be offered the position. (VTA has the right to first fill the position from a transfer list and then use the reemployment list to fill all remaining vacancies.) Employees on reemployment lists shall retain the right to apply for positions that are open only to VTA employees.

When required by the needs of the department and approved by the Chief Administrative Officer, VTA may utilize selective certification to reemploy employees with particular skills.

Section 19.10 - Temporary Work for Laid-off Workers

Interested employees who are placed on the reemployment list due to layoff and who elect to be available for temporary work shall be given preference for such work in their former department in the classification held when they were laid off. The election to be available for temporary work must be made at the time of the layoff. Employees may decline to be available for temporary work, or may decline such work itself without affecting any rights.

Section 19.11 - Names Dropped from Reemployment List

Names shall be carried on a reemployment list for three (3) years.

The names of persons reemployed in a regular position within the same classification from which they were laid off shall, upon reemployment, be dropped from the list. Refusal to accept one offer of reemployment within the same or a comparable classification shall cause the name of the person to be dropped from the reemployment list.

Section 19.12 - Rights Restored

Upon reemployment of an employee from a reemployment list, all rights acquired by the employee prior to his/her placement on such list shall be restored, including being placed back to the same salary step he/she held prior to being placed on the re-employment list.

ARTICLE 20 – DISCIPLINE AND DISCHARGE

VTA may take disciplinary action for cause against any employee. When the need for disciplinary action arises, disciplinary action will be taken commensurate with the seriousness of the offense. Discipline shall be issued within 60 calendar days from VTA's date of knowledge. The levels of discipline and disciplinary action process are described in the Employee Discipline policy contained in the VTA's Personnel Policies and Procedures Manual.

VTA utilizes a policy of progressive employee discipline. Major elements of this policy include, but are not limited to, the following:

- Constructive efforts by supervisors to help employees achieve satisfactory standards of conduct and job performance;
- An attempt to correct employee performance problems or problem behavior to the extent possible;
- Documentation of disciplinary warnings given and corrective measures taken;
- Administration of increased disciplinary action, up to and including discharge, depending upon the seriousness of the issue; and
- Provision of sufficient notice to an employee that discharge will result from continued or serious violation of employee standards of conduct or unsatisfactory job performance;
- Depending upon the facts and circumstances involved in each situation management may choose to begin disciplinary action at any step up to and including termination.

ARTICLE 21 - GRIEVANCE PROCEDURE

Section 21.1 - Grievance Defined

A grievance is a complaint alleging a violation, misinterpretation or misapplication of the provisions of either this Agreement or VTA Personnel Policies and Procedures applicable to represented employees.

Section 21.2- Just Cause

Except for employees who are on probation, employees shall only be disciplined, demoted, or discharged for just cause.

Section 21.3 - Matters Excluded From Consideration Under the Grievance Procedure

1. Performance Evaluations/Management Planning and Appraisal Report
2. Probationary release of employees
3. Position Classification
4. Workload/Caseload
5. Examinations
6. Items requiring capital expenditures
1. Items that are subject to the meet and discuss process

Section 21.4 - Grievance Presentation

All grievances, including grievances involving termination, shall be presented in writing (via hard copy, email or fax) to VTA Employee Relations within thirty (30) calendar days after receipt of the grievant's notice of discipline, discharge, or incident of an alleged contract violation. AFSCME shall state the date of the event giving rise to the grievance, the nature of the grievance, the contract provision or the policy alleged to have been violated, and the remedy or solution sought. AFSCME shall appear and respond in all individual or group grievances at any step except Arbitration. The time limits in this Section may be extended by mutual written agreement.

Step 1 - Grievance Presentation Meeting

The Employee Relations Department shall schedule a grievance presentation meeting with the appropriate Department Manager or designee. This meeting shall be held within thirty (30) calendar days after receipt of the grievance. The parties shall discuss their respective positions, exchange information and supporting documentation and utilize their best efforts to resolve the dispute. Within fifteen (15) calendar days after this meeting, the employee and designated Union Representative shall be issued a written decision.

Step 2 - Formal Grievances

Within ten (10) calendar days after receipt of the Step One written response, AFSCME may appeal the decision to the Employee Relations Department.

The Employee Relations Department or its designee shall, within thirty (30) calendar days of receiving the request convene a meeting to hear the grievance. The Employee Relations Department shall select a hearing officer to preside over the hearing.

The hearing officer shall render a written decision on the grievance within fifteen (15) calendar days of the hearing. A copy of the decision shall be mailed to the grievant and the AFSCME Union Office.

Step 3 - Appeal to Arbitrator

If AFSCME is not satisfied with the Step Two decision, it may, within thirty (30) calendar days after receipt of the decision, file a written appeal to the Employee Relations Department requesting arbitration before an outside arbitrator. Failure to timely file a written appeal shall result in waiver and the Step Two grievance decision shall resolve the matter with no further rights under the grievance process.

The parties agree to utilize the Labor Management Committee (LMC) to consider the resolution of grievances at any and all stages of the grievance process.

If AFSCME elects not to take a matter to Arbitration, the individual grievant may, within thirty (30) calendar days after the Step Two decision, file a written appeal to the Employee Relations Department requesting an outside Arbitrator. The individual grievant shall assume costs associated with the Arbitration per section 21.7.

Section 21.5 - Selection of Arbitrator

- 1) Within twenty (20) calendar days after the receipt of the notice requesting arbitration, VTA and AFSCME shall meet and exchange a list of three (3) names each for the purpose of selecting the arbitrator.
- 2) If the parties cannot agree to an arbitrator, they shall request a list of seven (7) names from the California State Conciliation and Mediation Services and strike names until an arbitrator is selected. The parties shall meet to select the arbitrator within fifteen (15) calendar days following receipt of the above referenced list. The parties shall flip a coin to determine who strikes first. The parties shall alternate the flipping of the coin.

VTA shall contact the selected Arbitrator and coordinate with AFSCME to arrange for the earliest possible hearing date.

- 3) Time limits may be extended only by written mutual agreement of the parties.

Section 21.6 - Arbitrator's Decision

The arbitrator's decision shall be final and binding.

Section 21.7 - Procedure

1. The Arbitrator's compensation and expenses shall be borne equally by the employee and/or AFSCME and VTA.
2. All parties will attempt to stipulate to all facts, disclose all pertinent information and agree on the question or questions to be submitted to the arbitrator.
3. The employee and/or AFSCME and VTA shall bear the costs associated with the Arbitration equally, except that costs of any party's representative shall be borne by each respective party.

4. The Arbitration proceedings shall be stenographically reported and the costs shall be borne equally by the employee and/or AFSCME and VTA.
5. The arbitrator shall be requested to render a decision within 30 calendar days of the hearing. The decision shall be final and binding.

Section 21.8 - Continuous Dispute Resolution

After a grievance has been moved to Step Two, and prior to arbitration, AFSCME and VTA shall continue efforts at resolution.

ARTICLE 22 - STRIKES AND LOCKOUTS

It is recognized that the parties are engaged in rendering a public service and that they will comply with all applicable valid rules, regulations and orders of duly constituted public regulatory bodies or governmental authorities.

During the term of this Agreement, neither AFSCME nor its members shall call, sanction, assist, engage in any strike, slow-down or stoppage of VTA work, operations or service, or in any manner sanction, assist or engage in any restrictions or limitations of the work, operations, or service of VTA.

During the term of the Agreement, VTA shall not cause or permit any lockout of any of its employees.

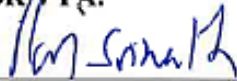
ARTICLE 23 - TERM OF AGREEMENT

This Agreement shall become effective only upon ratification by AFSCME, and upon approval by the Board of Directors and shall remain in full force and effect from July 1, 2019, and from year to year thereafter up to June 30, 2022. Either party may serve written notice on the other at least 90 days prior to June 30, 2022, or any subsequent June 30, of its desire to terminate this Agreement or to amend any provision thereof.

Section 23.1 - Printing of Agreement

The parties agree to share equally in the cost of printing bound copies of this Agreement. The printing of the Agreement will include one (1) copy for each AFSCME represented employee, thirty (30) additional copies for AFSCME to retain for new employees and an additional thirty (30) copies, for VTA Management. The parties shall jointly determine the design and format of the printed Agreement.

FOR VTA:



Raj Srinath
Deputy General Manager /CFO



Linda Durham
Sr. Human Resources Analyst



Heidi Samuels
Deputy Director, Operations

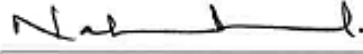


Sommer Gonzalez
Human Resources Analyst

FOR AFSCME:



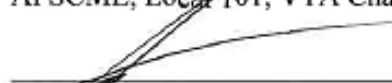
Steve Jovel
President
AFSCME, Local 101, VTA Chapter



Naunihal Singh
Vice-President
AFSCME, Local 101, VTA Chapter



Sylvia Vasquez
Secretary
Negotiating Team Member
AFSCME, Local 101, VTA Chapter



Chris Finstad
Negotiating Team Member
AFSCME, Local 101, VTA Chapter



Jon Maier
Negotiating Team Member
AFSCME, Local 101, VTA Chapter



Prabhjot Singh
Negotiating Team Member
AFSCME, Local 101, VTA Chapter



Tina Acree, Business Agent
AFSCME Council 57

Appendix A
Classifications Listing

SAP	Class Title
1008	Accountant III
5176	Accounts Payable Support Supervisor
5375	Administrator of Social Media & Electronic Communications
1022	Assistant Supt, Service Management
1023	Assistant Supt, Transit Communications
3280	Associate Financial Analyst
1151	Associate Land Surveyor
1033	Associate Management Analyst
5400	Business Diversity Program Manager
1063	Communications Systems Manager
1064	Community Outreach Supervisor
5350	Construction Contract Compliance Officer
1074	Contracts Manager
1079	Creative Services Manager
1080	Customer Experience Manager
1313	Customer Services Supervisor
1121	Environmental Health & Safety Supv
1127	Facilities Maintenance Coordinator
1578	Financial Analyst
1171	Information Systems Supervisor
1176	Investment Program Manager
1186	Light Rail Equipment Superintendent
1188	Light Rail Power Supervisor
1190	Light Rail Signal Supervisor
1192	Light Rail Technical Trainer
1193	Light Rail Technical Training Supervisor
1194	Light Rail Track Maint Supervisor
5150	Light Rail Way, Power & Signal Supervisor
1196	Light Rail Way, Power & Signal Supt
1199	Maintenance Instructor - Bus
1200	Maintenance Instructor - Light Rail
1201	Maintenance Superintendent
1203	Management Aide
1205	Management Analyst
1210	Manager, Market Development
3805	Manager, Ops Analysis, Reporting & Systems
1214	Materials Manager
1060	Office Support Supervisor
3655	Operations Systems Supervisor
1191	Passenger Facilities & Wayside Mtc Supv
5175	Payroll Support Supervisor
1242	Principal Construction Inspector
5775	Principal Environmental Planner
1244	Principal Transp Plnr-Prgmg & Grants
1245	Principal Transportation Planner
2330	Project Controls Supervisor
1255	Purchasing Manager

Appendix A
Classifications Listing

SAP	Class Title
1256	Quality Assurance & Warranty Manager
1260	Revenue Services Manager
1855	Sales & Promotions Supervisor
1269	Sr Accountant
1274	Sr Construction Contracts Administrator
1276	Sr Contracts Administrator
1279	Sr Environmental Planner
2505	Sr Financial Analyst
2105	Sr Land Surveyor
1285	Sr Management Analyst
1290	Sr Real Estate Agent
5075	Sr Real Estate Agent (U)
1296	Sr Transportation Planner
1297	Sr Transportation Planner (U)
3555	Sr Transportation Planner- Model/Analysis
1298	Sr Transportation Plnr-Prgmg & Grants
1302	Supervising Maintenance Instructor
4032	Supervising Maintenance Instructor - LRT
1306	Survey & Mapping Manager
1308	Technical Trainer
1309	Technical Training Supervisor
3630	Technology Infrastructure Supervisor
1375	Transit Division Supervisor
1317	Transit Maintenance Supervisor
1322	Transit Safety Officer
4030	Transit Service Development Supervisor
1980	Transit Systems Safety Supervisor
1780	Transportation Engineering Manager
1337	Transportation Superintendent
3830	Transportation Superintendent - Svc. Mgt.
1338	Transportation Supervisor
1341	Utilities Coordination Manager
1345	Vehicle Parts Supervisor
1329	Warranty Coordinator
6450	Webmaster

Appendix B
Salary Table for AFSCME Job Classifications Effective July 1, 2019

Salary Range	SAP Job #	Class Title	Bi-Weekly Rates				
			Step 1	Step 2	Step 3	Step 4	Step 5
A408	1008	Accountant III	3,428.10	3,598.53	3,777.34	3,966.85	4,164.73
A368	5176	Accounts Payable Support Supervisor	2,819.00	2,959.64	3,107.46	3,263.61	3,428.10
A468	5375	Administrator of Social Media & Electronic Communications	4,592.64	4,822.69	5,063.47	5,317.33	5,583.16
A448	1022	Assistant Supt, Service Management	4,164.73	4,373.33	4,592.64	4,822.69	5,063.47
A448	1023	Assistant Supt, Transit Communications	4,164.73	4,373.33	4,592.64	4,822.69	5,063.47
A378	3280	Associate Financial Analyst	2,959.64	3,107.46	3,263.61	3,428.10	3,598.53
A418	1151	Associate Land Surveyor	3,598.53	3,777.34	3,966.85	4,164.73	4,373.33
A378	1033	Associate Management Analyst	2,959.64	3,107.46	3,263.61	3,428.10	3,598.53
A458	5400	Business Diversity Program Manager	4,373.33	4,592.64	4,822.69	5,063.47	5,317.33
A468	1063	Communications Systems Manager	4,592.64	4,822.69	5,063.47	5,317.33	5,583.16
A418	1064	Community Outreach Supervisor	3,598.53	3,777.34	3,966.85	4,164.73	4,373.33
A448	5350	Construction Contract Compliance Officer	4,164.73	4,373.33	4,592.64	4,822.69	5,063.47
A468	1074	Contracts Manager	4,592.64	4,822.69	5,063.47	5,317.33	5,583.16
A458	1079	Creative Services Manager	4,373.33	4,592.64	4,822.69	5,063.47	5,317.33
A478	1080	Customer Experience Manager	4,822.69	5,063.47	5,317.33	5,583.16	5,862.07
A408	1313	Customer Services Supervisor	3,428.10	3,598.53	3,777.34	3,966.85	4,164.73
A438	1121	Environmental Health & Safety Supv	3,966.85	4,164.73	4,373.33	4,592.64	4,822.69
A448	1127	Facilities Maintenance Coordinator	4,164.73	4,373.33	4,592.64	4,822.69	5,063.47
A408	1578	Financial Analyst	3,428.10	3,598.53	3,777.34	3,966.85	4,164.73
A468	1171	Information Systems Supervisor	4,592.64	4,822.69	5,063.47	5,317.33	5,583.16
A468	1176	Investment Program Manager	4,592.64	4,822.69	5,063.47	5,317.33	5,583.16
A468	1186	Light Rail Equipment Superintendent	4,592.64	4,822.69	5,063.47	5,317.33	5,583.16
A458	1188	Light Rail Power Supervisor	4,373.33	4,592.64	4,822.69	5,063.47	5,317.33
A448	1190	Light Rail Signal Supervisor	4,164.73	4,373.33	4,592.64	4,822.69	5,063.47
A428	1192	Light Rail Technical Trainer	3,777.34	3,966.85	4,164.73	4,373.33	4,592.64
A448	1193	Light Rail Technical Training Supervisor	4,164.73	4,373.33	4,592.64	4,822.69	5,063.47
A428	1194	Light Rail Track Maint Supervisor	3,777.34	3,966.85	4,164.73	4,373.33	4,592.64
A458	5150	Light Rail Way, Power & Signal Supervisor	4,373.33	4,592.64	4,822.69	5,063.47	5,317.33
A468	1196	Light Rail Way, Power & Signal Supt	4,592.64	4,822.69	5,063.47	5,317.33	5,583.16
A438	1199	Maintenance Instructor - Bus	3,966.85	4,164.73	4,373.33	4,592.64	4,822.69
A438	1200	Maintenance Instructor - Light Rail	3,966.85	4,164.73	4,373.33	4,592.64	4,822.69
A468	1201	Maintenance Superintendent	4,592.64	4,822.69	5,063.47	5,317.33	5,583.16
A352	1203	Management Aide	2,605.63	2,736.75	2,872.63	3,016.86	3,168.24
A408	1205	Management Analyst	3,428.10	3,598.53	3,777.34	3,966.85	4,164.73
A478	1210	Manager, Market Development	4,822.69	5,063.47	5,317.33	5,583.16	5,862.07
A468	3805	Manager, Ops Analysis, Reporting & Systems	4,592.64	4,822.69	5,063.47	5,317.33	5,583.16
A468	1214	Materials Manager	4,592.64	4,822.69	5,063.47	5,317.33	5,583.16
A368	1060	Office Support Supervisor	2,819.00	2,959.64	3,107.46	3,263.61	3,428.10
A438	3655	Operations Systems Supervisor	3,966.85	4,164.73	4,373.33	4,592.64	4,822.69
A408	1191	Passenger Facilities & Wayside Mtc Supv	3,428.10	3,598.53	3,777.34	3,966.85	4,164.73
A368	5175	Payroll Support Supervisor	2,819.00	2,959.64	3,107.46	3,263.61	3,428.10
A448	1242	Principal Construction Inspector	4,164.73	4,373.33	4,592.64	4,822.69	5,063.47
A478	5775	Principal Environmental Planner	4,822.69	5,063.47	5,317.33	5,583.16	5,862.07
A478	1244	Principal Transp Plnr-Prgmg & Grants	4,822.69	5,063.47	5,317.33	5,583.16	5,862.07
A478	1245	Principal Transportation Planner	4,822.69	5,063.47	5,317.33	5,583.16	5,862.07

Appendix B
Salary Table for AFSCME Job Classifications Effective July 1, 2019

Salary Range	SAP Job #	Class Title	Bi-Weekly Rates				
			Step 1	Step 2	Step 3	Step 4	Step 5
A478	2330	Project Controls Supervisor	4,822.69	5,063.47	5,317.33	5,583.16	5,862.07
A468	1255	Purchasing Manager	4,592.64	4,822.69	5,063.47	5,317.33	5,583.16
A478	1256	Quality Assurance & Warranty Manager	4,822.69	5,063.47	5,317.33	5,583.16	5,862.07
A468	1260	Revenue Services Manager	4,592.64	4,822.69	5,063.47	5,317.33	5,583.16
A418	1855	Sales & Promotions Supervisor	3,598.53	3,777.34	3,966.85	4,164.73	4,373.33
A438	1269	Sr Accountant	3,966.85	4,164.73	4,373.33	4,592.64	4,822.69
A448	1274	Sr Construction Contracts Administrator	4,164.73	4,373.33	4,592.64	4,822.69	5,063.47
A448	1276	Sr Contracts Administrator	4,164.73	4,373.33	4,592.64	4,822.69	5,063.47
A458	1279	Sr Environmental Planner	4,373.33	4,592.64	4,822.69	5,063.47	5,317.33
A438	2505	Sr Financial Analyst	3,966.85	4,164.73	4,373.33	4,592.64	4,822.69
A448	2105	Sr Land Surveyor	4,164.73	4,373.33	4,592.64	4,822.69	5,063.47
A438	1285	Sr Management Analyst	3,966.85	4,164.73	4,373.33	4,592.64	4,822.69
A458	1290	Sr Real Estate Agent	4,373.33	4,592.64	4,822.69	5,063.47	5,317.33
A458	5075	Sr Real Estate Agent (U)	4,373.33	4,592.64	4,822.69	5,063.47	5,317.33
A458	1296	Sr Transportation Planner	4,373.33	4,592.64	4,822.69	5,063.47	5,317.33
A458	1297	Sr Transportation Planner (U)	4,373.33	4,592.64	4,822.69	5,063.47	5,317.33
A458	3555	Sr Transportation Planner- Model/Analysis	4,373.33	4,592.64	4,822.69	5,063.47	5,317.33
A458	1298	Sr Transportation Plnr-Prgmg & Grants	4,373.33	4,592.64	4,822.69	5,063.47	5,317.33
A448	1302	Supervising Maintenance Instructor	4,164.73	4,373.33	4,592.64	4,822.69	5,063.47
A448	4032	Supervising Maintenance Instructor - LRT	4,164.73	4,373.33	4,592.64	4,822.69	5,063.47
A478	1306	Survey & Mapping Manager	4,822.69	5,063.47	5,317.33	5,583.16	5,862.07
A428	1308	Technical Trainer	3,777.34	3,966.85	4,164.73	4,373.33	4,592.64
A448	1309	Technical Training Supervisor	4,164.73	4,373.33	4,592.64	4,822.69	5,063.47
A468	3630	Technology Infrastructure Supervisor	4,592.64	4,822.69	5,063.47	5,317.33	5,583.16
A428	1375	Transit Division Supervisor	3,777.34	3,966.85	4,164.73	4,373.33	4,592.64
A448	1317	Transit Maintenance Supervisor	4,164.73	4,373.33	4,592.64	4,822.69	5,063.47
A428	1322	Transit Safety Officer	3,777.34	3,966.85	4,164.73	4,373.33	4,592.64
A428	4030	Transit Service Development Supervisor	3,777.34	3,966.85	4,164.73	4,373.33	4,592.64
A438	1980	Transit Systems Safety Supervisor	3,966.85	4,164.73	4,373.33	4,592.64	4,822.69
A488	1780	Transportation Engineering Manager	5,063.47	5,317.33	5,583.16	5,862.07	6,155.28
A468	1337	Transportation Superintendent	4,592.64	4,822.69	5,063.47	5,317.33	5,583.16
A468	3830	Transportation Superintendent - Svc. Mgt.	4,592.64	4,822.69	5,063.47	5,317.33	5,583.16
A428	1338	Transportation Supervisor	3,777.34	3,966.85	4,164.73	4,373.33	4,592.64
A448	1341	Utilities Coordination Manager	4,164.73	4,373.33	4,592.64	4,822.69	5,063.47
A428	1345	Vehicle Parts Supervisor	3,777.34	3,966.85	4,164.73	4,373.33	4,592.64
A448	1329	Warranty Coordinator	4,164.73	4,373.33	4,592.64	4,822.69	5,063.47
A445	6450	Webmaster	4,102.76	4,307.76	4,524.69	4,751.14	4,988.37

Appendix C
Salary Table for AFSCME Job Classifications Effective July 1, 2019

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A150	12.16	12.77	13.41	14.07	14.77	972.62	1,021.52	1,072.76	1,125.21	1,181.22	2,107.34	2,559.31
A151	12.22	12.83	13.45	14.12	14.84	977.41	1,026.27	1,076.33	1,129.98	1,187.19	2,117.72	2,572.25
A152	12.28	12.89	13.53	14.20	14.91	982.19	1,031.05	1,082.30	1,135.94	1,193.14	2,128.08	2,585.14
A153	12.32	12.95	13.59	14.27	14.99	985.76	1,035.81	1,087.06	1,141.90	1,199.10	2,135.81	2,598.05
A154	12.40	13.01	13.66	14.35	15.06	991.70	1,040.58	1,093.05	1,147.86	1,205.07	2,148.68	2,610.99
A155	12.46	13.08	13.72	14.41	15.14	996.49	1,046.54	1,097.79	1,152.62	1,211.04	2,159.06	2,623.92
A156	12.52	13.14	13.80	14.48	15.21	1,001.24	1,051.30	1,103.76	1,158.59	1,217.00	2,169.35	2,636.83
A157	12.58	13.20	13.87	14.56	15.29	1,006.01	1,056.08	1,109.71	1,164.55	1,222.94	2,179.69	2,649.70
A158	12.63	13.28	13.93	14.63	15.36	1,010.77	1,062.04	1,114.48	1,170.54	1,228.89	2,190.00	2,662.60
A159	12.69	13.34	14.01	14.71	15.44	1,015.56	1,066.82	1,120.44	1,176.48	1,234.87	2,200.38	2,675.55
A160	12.77	13.41	14.07	14.77	15.51	1,021.52	1,072.76	1,125.21	1,181.22	1,240.82	2,213.29	2,688.44
A161	12.83	13.45	14.12	14.84	15.58	1,026.27	1,076.33	1,129.98	1,187.19	1,246.77	2,223.59	2,701.34
A162	12.89	13.53	14.20	14.91	15.66	1,031.05	1,082.30	1,135.94	1,193.14	1,252.76	2,233.94	2,714.31
A163	12.95	13.59	14.27	14.99	15.73	1,035.81	1,087.06	1,141.90	1,199.10	1,258.69	2,244.26	2,727.16
A164	13.01	13.66	14.35	15.06	15.82	1,040.58	1,093.05	1,147.86	1,205.07	1,265.88	2,254.59	2,742.74
A165	13.08	13.72	14.41	15.14	15.90	1,046.54	1,097.79	1,152.62	1,211.04	1,271.83	2,267.50	2,755.63
A166	13.14	13.80	14.48	15.21	15.97	1,051.30	1,103.76	1,158.59	1,217.00	1,277.78	2,277.82	2,768.52
A167	13.20	13.87	14.56	15.29	16.06	1,056.08	1,109.71	1,164.55	1,222.94	1,284.91	2,288.17	2,783.97
A168	13.28	13.93	14.63	15.36	16.14	1,062.04	1,114.48	1,170.54	1,228.89	1,290.87	2,301.09	2,796.89
A169	13.34	14.01	14.71	15.44	16.21	1,066.82	1,120.44	1,176.48	1,234.87	1,296.86	2,311.44	2,809.86
A170	13.41	14.07	14.77	15.51	16.30	1,072.76	1,125.21	1,181.22	1,240.82	1,304.03	2,324.31	2,825.40
A171	13.45	14.12	14.84	15.58	16.37	1,076.33	1,129.98	1,187.19	1,246.77	1,309.98	2,332.05	2,838.29
A172	13.53	14.20	14.91	15.66	16.45	1,082.30	1,135.94	1,193.14	1,252.76	1,315.93	2,344.98	2,851.18
A173	13.59	14.27	14.99	15.73	16.54	1,087.06	1,141.90	1,199.10	1,258.69	1,323.08	2,355.30	2,866.67
A174	13.66	14.35	15.06	15.82	16.61	1,093.05	1,147.86	1,205.07	1,265.88	1,329.03	2,368.28	2,879.57
A175	13.72	14.41	15.14	15.90	16.69	1,097.79	1,152.62	1,211.04	1,271.83	1,335.01	2,378.55	2,892.52
A176	13.80	14.48	15.21	15.97	16.78	1,103.76	1,158.59	1,217.00	1,277.78	1,342.15	2,391.48	2,907.99
A177	13.87	14.56	15.29	16.06	16.87	1,109.71	1,164.55	1,222.94	1,284.91	1,349.30	2,404.37	2,923.48
A178	13.93	14.63	15.36	16.14	16.94	1,114.48	1,170.54	1,228.89	1,290.87	1,355.26	2,414.71	2,936.40
A179	14.01	14.71	15.44	16.21	17.03	1,120.44	1,176.48	1,234.87	1,296.86	1,362.40	2,427.62	2,951.87
A180	14.07	14.77	15.51	16.30	17.12	1,125.21	1,181.22	1,240.82	1,304.03	1,369.57	2,437.96	2,967.40
A181	14.12	14.84	15.58	16.37	17.19	1,129.98	1,187.19	1,246.77	1,309.98	1,375.53	2,448.29	2,980.32
A182	14.20	14.91	15.66	16.45	17.28	1,135.94	1,193.14	1,252.76	1,315.93	1,382.68	2,461.20	2,995.81
A183	14.27	14.99	15.73	16.54	17.36	1,141.90	1,199.10	1,258.69	1,323.08	1,388.64	2,474.12	3,008.72
A184	14.35	15.06	15.82	16.61	17.45	1,147.86	1,205.07	1,265.88	1,329.03	1,395.78	2,487.03	3,024.19
A185	14.41	15.14	15.90	16.69	17.54	1,152.62	1,211.04	1,271.83	1,335.01	1,402.94	2,497.34	3,039.70
A186	14.48	15.21	15.97	16.78	17.63	1,158.59	1,217.00	1,277.78	1,342.15	1,410.07	2,510.28	3,055.15
A187	14.56	15.29	16.06	16.87	17.70	1,164.55	1,222.94	1,284.91	1,349.30	1,416.05	2,523.19	3,068.11

The table amounts are approximate pending final calculation within SAP. If there is a discrepancy between this listing and the data in SAP, the data in SAP will be considered correct.

Appendix C

Salary Table for AFSCME Job Classifications Effective July 1, 2019

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A188	14.63	15.36	16.14	16.94	17.79	1,170.54	1,228.89	1,290.87	1,355.26	1,423.22	2,536.17	3,083.64
A189	14.71	15.44	16.21	17.03	17.88	1,176.48	1,234.87	1,296.86	1,362.40	1,430.36	2,549.04	3,099.11
A190	14.77	15.51	16.30	17.12	17.97	1,181.22	1,240.82	1,304.03	1,369.57	1,437.49	2,559.31	3,114.56
A191	14.84	15.58	16.37	17.19	18.06	1,187.19	1,246.77	1,309.98	1,375.53	1,444.66	2,572.25	3,130.10
A192	14.91	15.66	16.45	17.28	18.13	1,193.14	1,252.76	1,315.93	1,382.68	1,450.62	2,585.14	3,143.01
A193	14.99	15.73	16.54	17.36	18.22	1,199.10	1,258.69	1,323.08	1,388.64	1,457.78	2,598.05	3,158.52
A194	15.06	15.82	16.61	17.45	18.31	1,205.07	1,265.88	1,329.03	1,395.78	1,464.94	2,610.99	3,174.04
A195	15.14	15.90	16.69	17.54	18.40	1,211.04	1,271.83	1,335.01	1,402.94	1,472.09	2,623.92	3,189.53
A196	15.21	15.97	16.78	17.63	18.51	1,217.00	1,277.78	1,342.15	1,410.07	1,480.41	2,636.83	3,207.56
A197	15.29	16.06	16.87	17.70	18.59	1,222.94	1,284.91	1,349.30	1,416.05	1,487.57	2,649.70	3,223.07
A198	15.36	16.14	16.94	17.79	18.68	1,228.89	1,290.87	1,355.26	1,423.22	1,494.73	2,662.60	3,238.58
A199	15.44	16.21	17.03	17.88	18.77	1,234.87	1,296.86	1,362.40	1,430.36	1,501.88	2,675.55	3,254.07
A200	15.51	16.30	17.12	17.97	18.86	1,240.82	1,304.03	1,369.57	1,437.49	1,509.03	2,688.44	3,269.57
A201	15.58	16.37	17.19	18.06	18.95	1,246.77	1,309.98	1,375.53	1,444.66	1,516.17	2,701.34	3,285.04
A202	15.66	16.45	17.28	18.13	19.04	1,252.76	1,315.93	1,382.68	1,450.62	1,523.33	2,714.31	3,300.55
A203	15.73	16.54	17.36	18.22	19.13	1,258.69	1,323.08	1,388.64	1,457.78	1,530.50	2,727.16	3,316.08
A204	15.82	16.61	17.45	18.31	19.22	1,265.88	1,329.03	1,395.78	1,464.94	1,537.66	2,742.74	3,331.60
A205	15.90	16.69	17.54	18.40	19.32	1,271.83	1,335.01	1,402.94	1,472.09	1,545.97	2,755.63	3,349.60
A206	15.97	16.78	17.63	18.51	19.41	1,277.78	1,342.15	1,410.07	1,480.41	1,553.13	2,768.52	3,365.12
A207	16.06	16.87	17.70	18.59	19.52	1,284.91	1,349.30	1,416.05	1,487.57	1,561.49	2,783.97	3,383.23
A208	16.14	16.94	17.79	18.68	19.61	1,290.87	1,355.26	1,423.22	1,494.73	1,568.62	2,796.89	3,398.68
A209	16.21	17.03	17.88	18.77	19.71	1,296.86	1,362.40	1,430.36	1,501.88	1,576.95	2,809.86	3,416.73
A210	16.30	17.12	17.97	18.86	19.80	1,304.03	1,369.57	1,437.49	1,509.03	1,584.14	2,825.40	3,432.30
A211	16.37	17.19	18.06	18.95	19.89	1,309.98	1,375.53	1,444.66	1,516.17	1,591.28	2,838.29	3,447.77
A212	16.45	17.28	18.13	19.04	20.00	1,315.93	1,382.68	1,450.62	1,523.33	1,599.61	2,851.18	3,465.82
A213	16.54	17.36	18.22	19.13	20.08	1,323.08	1,388.64	1,457.78	1,530.50	1,606.76	2,866.67	3,481.31
A214	16.61	17.45	18.31	19.22	20.19	1,329.03	1,395.78	1,464.94	1,537.66	1,615.10	2,879.57	3,499.38
A215	16.69	17.54	18.40	19.32	20.29	1,335.01	1,402.94	1,472.09	1,545.97	1,623.47	2,892.52	3,517.52
A216	16.78	17.63	18.51	19.41	20.40	1,342.15	1,410.07	1,480.41	1,553.13	1,631.80	2,907.99	3,535.57
A217	16.87	17.70	18.59	19.52	20.49	1,349.30	1,416.05	1,487.57	1,561.49	1,638.95	2,923.48	3,551.06
A218	16.94	17.79	18.68	19.61	20.59	1,355.26	1,423.22	1,494.73	1,568.62	1,647.29	2,936.40	3,569.13
A219	17.03	17.88	18.77	19.71	20.70	1,362.40	1,430.36	1,501.88	1,576.95	1,655.63	2,951.87	3,587.20
A220	17.12	17.97	18.86	19.80	20.80	1,369.57	1,437.49	1,509.03	1,584.14	1,663.98	2,967.40	3,605.29
A221	17.19	18.06	18.95	19.89	20.89	1,375.53	1,444.66	1,516.17	1,591.28	1,671.15	2,980.32	3,620.83
A222	17.28	18.13	19.04	20.00	20.99	1,382.68	1,450.62	1,523.33	1,599.61	1,679.48	2,995.81	3,638.87
A223	17.36	18.22	19.13	20.08	21.10	1,388.64	1,457.78	1,530.50	1,606.76	1,687.83	3,008.72	3,656.97
A224	17.45	18.31	19.22	20.19	21.19	1,395.78	1,464.94	1,537.66	1,615.10	1,694.97	3,024.19	3,672.44
A225	17.54	18.40	19.32	20.29	21.29	1,402.94	1,472.09	1,545.97	1,623.47	1,703.33	3,039.70	3,690.55

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Appendix C

Salary Table for AFSCME Job Classifications Effective July 1, 2019

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A226	17.63	18.51	19.41	20.40	21.41	1,410.07	1,480.41	1,553.13	1,631.80	1,712.88	3,055.15	3,711.24
A227	17.70	18.59	19.52	20.49	21.51	1,416.05	1,487.57	1,561.49	1,638.95	1,721.18	3,068.11	3,729.22
A228	17.79	18.68	19.61	20.59	21.62	1,423.22	1,494.73	1,568.62	1,647.29	1,729.52	3,083.64	3,747.29
A229	17.88	18.77	19.71	20.70	21.72	1,430.36	1,501.88	1,576.95	1,655.63	1,737.86	3,099.11	3,765.36
A230	17.97	18.86	19.80	20.80	21.83	1,437.49	1,509.03	1,584.14	1,663.98	1,746.22	3,114.56	3,783.48
A231	18.06	18.95	19.89	20.89	21.93	1,444.66	1,516.17	1,591.28	1,671.15	1,754.58	3,130.10	3,801.59
A232	18.13	19.04	20.00	20.99	22.04	1,450.62	1,523.33	1,599.61	1,679.48	1,762.90	3,143.01	3,819.62
A233	18.22	19.13	20.08	21.10	22.14	1,457.78	1,530.50	1,606.76	1,687.83	1,771.24	3,158.52	3,837.69
A234	18.31	19.22	20.19	21.19	22.26	1,464.94	1,537.66	1,615.10	1,694.97	1,780.81	3,174.04	3,858.42
A235	18.40	19.32	20.29	21.29	22.36	1,472.09	1,545.97	1,623.47	1,703.33	1,789.10	3,189.53	3,876.38
A236	18.51	19.41	20.40	21.41	22.48	1,480.41	1,553.13	1,631.80	1,712.88	1,798.68	3,207.56	3,897.14
A237	18.59	19.52	20.49	21.51	22.59	1,487.57	1,561.49	1,638.95	1,721.18	1,807.01	3,223.07	3,915.19
A238	18.68	19.61	20.59	21.62	22.71	1,494.73	1,568.62	1,647.29	1,729.52	1,816.56	3,238.58	3,935.88
A239	18.77	19.71	20.70	21.72	22.81	1,501.88	1,576.95	1,655.63	1,737.86	1,824.89	3,254.07	3,953.93
A240	18.86	19.80	20.80	21.83	22.93	1,509.03	1,584.14	1,663.98	1,746.22	1,834.44	3,269.57	3,974.62
A241	18.95	19.89	20.89	21.93	23.03	1,516.17	1,591.28	1,671.15	1,754.58	1,842.76	3,285.04	3,992.65
A242	19.04	20.00	20.99	22.04	23.14	1,523.33	1,599.61	1,679.48	1,762.90	1,851.12	3,300.55	4,010.76
A243	19.13	20.08	21.10	22.14	23.26	1,530.50	1,606.76	1,687.83	1,771.24	1,860.66	3,316.08	4,031.43
A244	19.22	20.19	21.19	22.26	23.38	1,537.66	1,615.10	1,694.97	1,780.81	1,870.20	3,331.60	4,052.10
A245	19.32	20.29	21.29	22.36	23.48	1,545.97	1,623.47	1,703.33	1,789.10	1,878.53	3,349.60	4,070.15
A246	19.41	20.40	21.41	22.48	23.62	1,553.13	1,631.80	1,712.88	1,798.68	1,889.25	3,365.12	4,093.38
A247	19.52	20.49	21.51	22.59	23.72	1,561.49	1,638.95	1,721.18	1,807.01	1,897.59	3,383.23	4,111.45
A248	19.61	20.59	21.62	22.71	23.84	1,568.62	1,647.29	1,729.52	1,816.56	1,907.15	3,398.68	4,132.16
A249	19.71	20.70	21.72	22.81	23.96	1,576.95	1,655.63	1,737.86	1,824.89	1,916.68	3,416.73	4,152.81
A250	19.80	20.80	21.83	22.93	24.08	1,584.14	1,663.98	1,746.22	1,834.44	1,926.21	3,432.30	4,173.46
A251	19.89	20.89	21.93	23.03	24.18	1,591.28	1,671.15	1,754.58	1,842.76	1,934.53	3,447.77	4,191.48
A252	20.00	20.99	22.04	23.14	24.30	1,599.61	1,679.48	1,762.90	1,851.12	1,944.11	3,465.82	4,212.24
A253	20.08	21.10	22.14	23.26	24.42	1,606.76	1,687.83	1,771.24	1,860.66	1,953.65	3,481.31	4,232.91
A254	20.19	21.19	22.26	23.38	24.54	1,615.10	1,694.97	1,780.81	1,870.20	1,963.15	3,499.38	4,253.49
A255	20.29	21.29	22.36	23.48	24.66	1,623.47	1,703.33	1,789.10	1,878.53	1,972.68	3,517.52	4,274.14
A256	20.40	21.41	22.48	23.62	24.79	1,631.80	1,712.88	1,798.68	1,889.25	1,983.44	3,535.57	4,297.45
A257	20.49	21.51	22.59	23.72	24.91	1,638.95	1,721.18	1,807.01	1,897.59	1,992.96	3,551.06	4,318.08
A258	20.59	21.62	22.71	23.84	25.05	1,647.29	1,729.52	1,816.56	1,907.15	2,003.69	3,569.13	4,341.33
A259	20.70	21.72	22.81	23.96	25.17	1,655.63	1,737.86	1,824.89	1,916.68	2,013.22	3,587.20	4,361.98
A260	20.80	21.83	22.93	24.08	25.28	1,663.98	1,746.22	1,834.44	1,926.21	2,022.77	3,605.29	4,382.67
A261	20.89	21.93	23.03	24.18	25.40	1,671.15	1,754.58	1,842.76	1,934.53	2,032.31	3,620.83	4,403.34
A262	20.99	22.04	23.14	24.30	25.52	1,679.48	1,762.90	1,851.12	1,944.11	2,041.84	3,638.87	4,423.99
A263	21.10	22.14	23.26	24.42	25.66	1,687.83	1,771.24	1,860.66	1,953.65	2,052.56	3,656.97	4,447.21

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Appendix C
Salary Table for AFSCME Job Classifications Effective July 1, 2019

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A264	21.19	22.26	23.38	24.54	25.78	1,694.97	1,780.81	1,870.20	1,963.15	2,062.10	3,672.44	4,467.88
A265	21.29	22.36	23.48	24.66	25.90	1,703.33	1,789.10	1,878.53	1,972.68	2,071.63	3,690.55	4,488.53
A266	21.41	22.48	23.62	24.79	26.04	1,712.88	1,798.68	1,889.25	1,983.44	2,083.55	3,711.24	4,514.36
A267	21.51	22.59	23.72	24.91	26.16	1,721.18	1,807.01	1,897.59	1,992.96	2,093.08	3,729.22	4,535.01
A268	21.62	22.71	23.84	25.05	26.30	1,729.52	1,816.56	1,907.15	2,003.69	2,103.83	3,747.29	4,558.30
A269	21.72	22.81	23.96	25.17	26.42	1,737.86	1,824.89	1,916.68	2,013.22	2,113.35	3,765.36	4,578.93
A270	21.83	22.93	24.08	25.28	26.55	1,746.22	1,834.44	1,926.21	2,022.77	2,124.08	3,783.48	4,602.17
A271	21.93	23.03	24.18	25.40	26.67	1,754.58	1,842.76	1,934.53	2,032.31	2,133.60	3,801.59	4,622.80
A272	22.04	23.14	24.30	25.52	26.80	1,762.90	1,851.12	1,944.11	2,041.84	2,144.34	3,819.62	4,646.07
A273	22.14	23.26	24.42	25.66	26.94	1,771.24	1,860.66	1,953.65	2,052.56	2,155.07	3,837.69	4,669.32
A274	22.26	23.38	24.54	25.78	27.06	1,780.81	1,870.20	1,963.15	2,062.10	2,164.58	3,858.42	4,689.92
A275	22.36	23.48	24.66	25.90	27.19	1,789.10	1,878.53	1,972.68	2,071.63	2,175.33	3,876.38	4,713.22
A276	22.48	23.62	24.79	26.04	27.33	1,798.68	1,889.25	1,983.44	2,083.55	2,186.08	3,897.14	4,736.51
A277	22.59	23.72	24.91	26.16	27.46	1,807.01	1,897.59	1,992.96	2,093.08	2,196.78	3,915.19	4,759.69
A278	22.71	23.84	25.05	26.30	27.59	1,816.56	1,907.15	2,003.69	2,103.83	2,207.51	3,935.88	4,782.94
A279	22.81	23.96	25.17	26.42	27.74	1,824.89	1,916.68	2,013.22	2,113.35	2,219.43	3,953.93	4,808.77
A280	22.93	24.08	25.28	26.55	27.88	1,834.44	1,926.21	2,022.77	2,124.08	2,230.15	3,974.62	4,831.99
A281	23.03	24.18	25.40	26.67	28.00	1,842.76	1,934.53	2,032.31	2,133.60	2,239.71	3,992.65	4,852.71
A282	23.14	24.30	25.52	26.80	28.13	1,851.12	1,944.11	2,041.84	2,144.34	2,250.43	4,010.76	4,875.93
A283	23.26	24.42	25.66	26.94	28.26	1,860.66	1,953.65	2,052.56	2,155.07	2,261.14	4,031.43	4,899.14
A284	23.38	24.54	25.78	27.06	28.41	1,870.20	1,963.15	2,062.10	2,164.58	2,273.10	4,052.10	4,925.05
A285	23.48	24.66	25.90	27.19	28.55	1,878.53	1,972.68	2,071.63	2,175.33	2,283.80	4,070.15	4,948.23
A286	23.62	24.79	26.04	27.33	28.70	1,889.25	1,983.44	2,083.55	2,186.08	2,295.71	4,093.38	4,974.04
A287	23.72	24.91	26.16	27.46	28.83	1,897.59	1,992.96	2,093.08	2,196.78	2,306.45	4,111.45	4,997.31
A288	23.84	25.05	26.30	27.59	28.98	1,907.15	2,003.69	2,103.83	2,207.51	2,318.38	4,132.16	5,023.16
A289	23.96	25.17	26.42	27.74	29.11	1,916.68	2,013.22	2,113.35	2,219.43	2,329.07	4,152.81	5,046.32
A290	24.08	25.28	26.55	27.88	29.26	1,926.21	2,022.77	2,124.08	2,230.15	2,341.01	4,173.46	5,072.19
A291	24.18	25.40	26.67	28.00	29.40	1,934.53	2,032.31	2,133.60	2,239.71	2,351.74	4,191.48	5,095.44
A292	24.30	25.52	26.80	28.13	29.55	1,944.11	2,041.84	2,144.34	2,250.43	2,363.66	4,212.24	5,121.26
A293	24.42	25.66	26.94	28.26	29.68	1,953.65	2,052.56	2,155.07	2,261.14	2,374.39	4,232.91	5,144.51
A294	24.54	25.78	27.06	28.41	29.83	1,963.15	2,062.10	2,164.58	2,273.10	2,386.31	4,253.49	5,170.34
A295	24.66	25.90	27.19	28.55	29.98	1,972.68	2,071.63	2,175.33	2,283.80	2,398.26	4,274.14	5,196.23
A296	24.79	26.04	27.33	28.70	30.13	1,983.44	2,083.55	2,186.08	2,295.71	2,410.14	4,297.45	5,221.97
A297	24.91	26.16	27.46	28.83	30.28	1,992.96	2,093.08	2,196.78	2,306.45	2,422.07	4,318.08	5,247.82
A298	25.05	26.30	27.59	28.98	30.42	2,003.69	2,103.83	2,207.51	2,318.38	2,433.99	4,341.33	5,273.65
A299	25.17	26.42	27.74	29.11	30.57	2,013.22	2,113.35	2,219.43	2,329.07	2,445.92	4,361.98	5,299.49
A300	25.28	26.55	27.88	29.26	30.72	2,022.77	2,124.08	2,230.15	2,341.01	2,457.83	4,382.67	5,325.30
A301	25.40	26.67	28.00	29.40	30.87	2,032.31	2,133.60	2,239.71	2,351.74	2,469.76	4,403.34	5,351.15

The table amounts are approximate pending final calculation within SAP. If there is a discrepancy between this listing and the data in SAP, the data in SAP will be considered correct.

Appendix C

Salary Table for AFSCME Job Classifications Effective July 1, 2019

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A302	25.52	26.80	28.13	29.55	31.02	2,041.84	2,144.34	2,250.43	2,363.66	2,481.68	4,423.99	5,376.97
A303	25.66	26.94	28.26	29.68	31.17	2,052.56	2,155.07	2,261.14	2,374.39	2,493.58	4,447.21	5,402.76
A304	25.78	27.06	28.41	29.83	31.32	2,062.10	2,164.58	2,273.10	2,386.31	2,505.50	4,467.88	5,428.58
A305	25.90	27.19	28.55	29.98	31.48	2,071.63	2,175.33	2,283.80	2,398.26	2,518.62	4,488.53	5,457.01
A306	26.04	27.33	28.70	30.13	31.65	2,083.55	2,186.08	2,295.71	2,410.14	2,531.72	4,514.36	5,485.39
A307	26.16	27.46	28.83	30.28	31.80	2,093.08	2,196.78	2,306.45	2,422.07	2,543.65	4,535.01	5,511.24
A308	26.30	27.59	28.98	30.42	31.96	2,103.83	2,207.51	2,318.38	2,433.99	2,556.76	4,558.30	5,539.65
A309	26.42	27.74	29.11	30.57	32.11	2,113.35	2,219.43	2,329.07	2,445.92	2,568.70	4,578.93	5,565.52
A310	26.55	27.88	29.26	30.72	32.27	2,124.08	2,230.15	2,341.01	2,457.83	2,581.79	4,602.17	5,593.88
A311	26.67	28.00	29.40	30.87	32.42	2,133.60	2,239.71	2,351.74	2,469.76	2,593.72	4,622.80	5,619.73
A312	26.80	28.13	29.55	31.02	32.57	2,144.34	2,250.43	2,363.66	2,481.68	2,605.63	4,646.07	5,645.53
A313	26.94	28.26	29.68	31.17	32.73	2,155.07	2,261.14	2,374.39	2,493.58	2,618.73	4,669.32	5,673.92
A314	27.06	28.41	29.83	31.32	32.90	2,164.58	2,273.10	2,386.31	2,505.50	2,631.84	4,689.92	5,702.32
A315	27.19	28.55	29.98	31.48	33.06	2,175.33	2,283.80	2,398.26	2,518.62	2,644.98	4,713.22	5,730.79
A316	27.33	28.70	30.13	31.65	33.23	2,186.08	2,295.71	2,410.14	2,531.72	2,658.09	4,736.51	5,759.20
A317	27.46	28.83	30.28	31.80	33.39	2,196.78	2,306.45	2,422.07	2,543.65	2,671.19	4,759.69	5,787.58
A318	27.59	28.98	30.42	31.96	33.55	2,207.51	2,318.38	2,433.99	2,556.76	2,684.33	4,782.94	5,816.05
A319	27.74	29.11	30.57	32.11	33.72	2,219.43	2,329.07	2,445.92	2,568.70	2,697.42	4,808.77	5,844.41
A320	27.88	29.26	30.72	32.27	33.88	2,230.15	2,341.01	2,457.83	2,581.79	2,710.54	4,831.99	5,872.84
A321	28.00	29.40	30.87	32.42	34.05	2,239.71	2,351.74	2,469.76	2,593.72	2,723.64	4,852.71	5,901.22
A322	28.13	29.55	31.02	32.57	34.21	2,250.43	2,363.66	2,481.68	2,605.63	2,736.75	4,875.93	5,929.63
A323	28.26	29.68	31.17	32.73	34.37	2,261.14	2,374.39	2,493.58	2,618.73	2,749.86	4,899.14	5,958.03
A324	28.41	29.83	31.32	32.90	34.54	2,273.10	2,386.31	2,505.50	2,631.84	2,762.96	4,925.05	5,986.41
A325	28.55	29.98	31.48	33.06	34.72	2,283.80	2,398.26	2,518.62	2,644.98	2,777.29	4,948.23	6,017.46
A326	28.70	30.13	31.65	33.23	34.89	2,295.71	2,410.14	2,531.72	2,658.09	2,791.57	4,974.04	6,048.40
A327	28.83	30.28	31.80	33.39	35.06	2,306.45	2,422.07	2,543.65	2,671.19	2,804.70	4,997.31	6,076.85
A328	28.98	30.42	31.96	33.55	35.24	2,318.38	2,433.99	2,556.76	2,684.33	2,819.00	5,023.16	6,107.83
A329	29.11	30.57	32.11	33.72	35.40	2,329.07	2,445.92	2,568.70	2,697.42	2,832.09	5,046.32	6,136.20
A330	29.26	30.72	32.27	33.88	35.58	2,341.01	2,457.83	2,581.79	2,710.54	2,846.39	5,072.19	6,167.18
A331	29.40	30.87	32.42	34.05	35.74	2,351.74	2,469.76	2,593.72	2,723.64	2,859.51	5,095.44	6,195.61
A332	29.55	31.02	32.57	34.21	35.91	2,363.66	2,481.68	2,605.63	2,736.75	2,872.63	5,121.26	6,224.03
A333	29.68	31.17	32.73	34.37	36.09	2,374.39	2,493.58	2,618.73	2,749.86	2,886.94	5,144.51	6,255.04
A334	29.83	31.32	32.90	34.54	36.27	2,386.31	2,505.50	2,631.84	2,762.96	2,901.24	5,170.34	6,286.02
A335	29.98	31.48	33.06	34.72	36.44	2,398.26	2,518.62	2,644.98	2,777.29	2,915.55	5,196.23	6,317.03
A336	30.13	31.65	33.23	34.89	36.64	2,410.14	2,531.72	2,658.09	2,791.57	2,931.04	5,221.97	6,350.59
A337	30.28	31.80	33.39	35.06	36.82	2,422.07	2,543.65	2,671.19	2,804.70	2,945.33	5,247.82	6,381.55
A338	30.42	31.96	33.55	35.24	37.00	2,433.99	2,556.76	2,684.33	2,819.00	2,959.64	5,273.65	6,412.55
A339	30.57	32.11	33.72	35.40	37.17	2,445.92	2,568.70	2,697.42	2,832.09	2,973.95	5,299.49	6,443.56

The table amounts are approximate pending final calculation within SAP. If there is a discrepancy between this listing and the data in SAP, the data in SAP will be considered correct.

Appendix C
Salary Table for AFSCME Job Classifications Effective July 1, 2019

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A340	30.72	32.27	33.88	35.58	37.35	2,457.83	2,581.79	2,710.54	2,846.39	2,988.27	5,325.30	6,474.59
A341	30.87	32.42	34.05	35.74	37.53	2,469.76	2,593.72	2,723.64	2,859.51	3,002.56	5,351.15	6,505.55
A342	31.02	32.57	34.21	35.91	37.71	2,481.68	2,605.63	2,736.75	2,872.63	3,016.86	5,376.97	6,536.53
A343	31.17	32.73	34.37	36.09	37.89	2,493.58	2,618.73	2,749.86	2,886.94	3,031.15	5,402.76	6,567.49
A344	31.32	32.90	34.54	36.27	38.08	2,505.50	2,631.84	2,762.96	2,901.24	3,046.65	5,428.58	6,601.08
A345	31.48	33.06	34.72	36.44	38.26	2,518.62	2,644.98	2,777.29	2,915.55	3,060.96	5,457.01	6,632.08
A346	31.65	33.23	34.89	36.64	38.47	2,531.72	2,658.09	2,791.57	2,931.04	3,077.66	5,485.39	6,668.26
A347	31.80	33.39	35.06	36.82	38.66	2,543.65	2,671.19	2,804.70	2,945.33	3,093.16	5,511.24	6,701.85
A348	31.96	33.55	35.24	37.00	38.84	2,556.76	2,684.33	2,819.00	2,959.64	3,107.46	5,539.65	6,732.83
A349	32.11	33.72	35.40	37.17	39.04	2,568.70	2,697.42	2,832.09	2,973.95	3,122.95	5,565.52	6,766.39
A350	32.27	33.88	35.58	37.35	39.23	2,581.79	2,710.54	2,846.39	2,988.27	3,138.43	5,593.88	6,799.93
A351	32.42	34.05	35.74	37.53	39.41	2,593.72	2,723.64	2,859.51	3,002.56	3,152.75	5,619.73	6,830.96
A352	32.57	34.21	35.91	37.71	39.60	2,605.63	2,736.75	2,872.63	3,016.86	3,168.24	5,645.53	6,864.52
A353	32.73	34.37	36.09	37.89	39.80	2,618.73	2,749.86	2,886.94	3,031.15	3,183.73	5,673.92	6,898.08
A354	32.90	34.54	36.27	38.08	39.99	2,631.84	2,762.96	2,901.24	3,046.65	3,199.22	5,702.32	6,931.64
A355	33.06	34.72	36.44	38.26	40.18	2,644.98	2,777.29	2,915.55	3,060.96	3,214.75	5,730.79	6,965.29
A356	33.23	34.89	36.64	38.47	40.41	2,658.09	2,791.57	2,931.04	3,077.66	3,232.61	5,759.20	7,003.99
A357	33.39	35.06	36.82	38.66	40.60	2,671.19	2,804.70	2,945.33	3,093.16	3,248.09	5,787.58	7,037.53
A358	33.55	35.24	37.00	38.84	40.80	2,684.33	2,819.00	2,959.64	3,107.46	3,263.61	5,816.05	7,071.16
A359	33.72	35.40	37.17	39.04	41.00	2,697.42	2,832.09	2,973.95	3,122.95	3,280.30	5,844.41	7,107.32
A360	33.88	35.58	37.35	39.23	41.20	2,710.54	2,846.39	2,988.27	3,138.43	3,295.77	5,872.84	7,140.84
A361	34.05	35.74	37.53	39.41	41.39	2,723.64	2,859.51	3,002.56	3,152.75	3,311.30	5,901.22	7,174.48
A362	34.21	35.91	37.71	39.60	41.60	2,736.75	2,872.63	3,016.86	3,168.24	3,327.97	5,929.63	7,210.60
A363	34.37	36.09	37.89	39.80	41.79	2,749.86	2,886.94	3,031.15	3,183.73	3,343.45	5,958.03	7,244.14
A364	34.54	36.27	38.08	39.99	42.00	2,762.96	2,901.24	3,046.65	3,199.22	3,360.17	5,986.41	7,280.37
A365	34.72	36.44	38.26	40.18	42.21	2,777.29	2,915.55	3,060.96	3,214.75	3,376.81	6,017.46	7,316.42
A366	34.89	36.64	38.47	40.41	42.43	2,791.57	2,931.04	3,077.66	3,232.61	3,394.68	6,048.40	7,355.14
A367	35.06	36.82	38.66	40.60	42.64	2,804.70	2,945.33	3,093.16	3,248.09	3,411.43	6,076.85	7,391.43
A368	35.24	37.00	38.84	40.80	42.85	2,819.00	2,959.64	3,107.46	3,263.61	3,428.10	6,107.83	7,427.55
A369	35.40	37.17	39.04	41.00	43.06	2,832.09	2,973.95	3,122.95	3,280.30	3,444.78	6,136.20	7,463.69
A370	35.58	37.35	39.23	41.20	43.27	2,846.39	2,988.27	3,138.43	3,295.77	3,461.46	6,167.18	7,499.83
A371	35.74	37.53	39.41	41.39	43.46	2,859.51	3,002.56	3,152.75	3,311.30	3,476.96	6,195.61	7,533.41
A372	35.91	37.71	39.60	41.60	43.67	2,872.63	3,016.86	3,168.24	3,327.97	3,493.65	6,224.03	7,569.58
A373	36.09	37.89	39.80	41.79	43.89	2,886.94	3,031.15	3,183.73	3,343.45	3,511.54	6,255.04	7,608.34
A374	36.27	38.08	39.99	42.00	44.10	2,901.24	3,046.65	3,199.22	3,360.17	3,528.20	6,286.02	7,644.43
A375	36.44	38.26	40.18	42.21	44.33	2,915.55	3,060.96	3,214.75	3,376.81	3,546.07	6,317.03	7,683.15
A376	36.64	38.47	40.41	42.43	44.55	2,931.04	3,077.66	3,232.61	3,394.68	3,563.95	6,350.59	7,721.89
A377	36.82	38.66	40.60	42.64	44.76	2,945.33	3,093.16	3,248.09	3,411.43	3,580.65	6,381.55	7,758.08

The table amounts are approximate pending final calculation within SAP. If there is a discrepancy between this listing and the data in SAP, the data in SAP will be considered correct.

Appendix C

Salary Table for AFSCME Job Classifications Effective July 1, 2019

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A378	37.00	38.84	40.80	42.85	44.98	2,959.64	3,107.46	3,263.61	3,428.10	3,598.53	6,412.55	7,796.82
A379	37.17	39.04	41.00	43.06	45.21	2,973.95	3,122.95	3,280.30	3,444.78	3,616.41	6,443.56	7,835.56
A380	37.35	39.23	41.20	43.27	45.43	2,988.27	3,138.43	3,295.77	3,461.46	3,634.31	6,474.59	7,874.34
A381	37.53	39.41	41.39	43.46	45.62	3,002.56	3,152.75	3,311.30	3,476.96	3,649.79	6,505.55	7,907.88
A382	37.71	39.60	41.60	43.67	45.85	3,016.86	3,168.24	3,327.97	3,493.65	3,667.67	6,536.53	7,946.62
A383	37.89	39.80	41.79	43.89	46.07	3,031.15	3,183.73	3,343.45	3,511.54	3,685.55	6,567.49	7,985.36
A384	38.08	39.99	42.00	44.10	46.31	3,046.65	3,199.22	3,360.17	3,528.20	3,704.61	6,601.08	8,026.66
A385	38.26	40.18	42.21	44.33	46.53	3,060.96	3,214.75	3,376.81	3,546.07	3,722.48	6,632.08	8,065.37
A386	38.47	40.41	42.43	44.55	46.77	3,077.66	3,232.61	3,394.68	3,563.95	3,741.57	6,668.26	8,106.74
A387	38.66	40.60	42.64	44.76	46.99	3,093.16	3,248.09	3,411.43	3,580.65	3,759.44	6,701.85	8,145.45
A388	38.84	40.80	42.85	44.98	47.22	3,107.46	3,263.61	3,428.10	3,598.53	3,777.34	6,732.83	8,184.24
A389	39.04	41.00	43.06	45.21	47.45	3,122.95	3,280.30	3,444.78	3,616.41	3,796.38	6,766.39	8,225.49
A390	39.23	41.20	43.27	45.43	47.68	3,138.43	3,295.77	3,461.46	3,634.31	3,814.28	6,799.93	8,264.27
A391	39.41	41.39	43.46	45.62	47.90	3,152.75	3,311.30	3,476.96	3,649.79	3,832.14	6,830.96	8,302.97
A392	39.60	41.60	43.67	45.85	48.14	3,168.24	3,327.97	3,493.65	3,667.67	3,851.22	6,864.52	8,344.31
A393	39.80	41.79	43.89	46.07	48.38	3,183.73	3,343.45	3,511.54	3,685.55	3,870.32	6,898.08	8,385.69
A394	39.99	42.00	44.10	46.31	48.62	3,199.22	3,360.17	3,528.20	3,704.61	3,889.37	6,931.64	8,426.97
A395	40.18	42.21	44.33	46.53	48.86	3,214.75	3,376.81	3,546.07	3,722.48	3,908.46	6,965.29	8,468.33
A396	40.41	42.43	44.55	46.77	49.09	3,232.61	3,394.68	3,563.95	3,741.57	3,927.51	7,003.99	8,509.61
A397	40.60	42.64	44.76	46.99	49.33	3,248.09	3,411.43	3,580.65	3,759.44	3,946.59	7,037.53	8,550.95
A398	40.80	42.85	44.98	47.22	49.59	3,263.61	3,428.10	3,598.53	3,777.34	3,966.85	7,071.16	8,594.84
A399	41.00	43.06	45.21	47.45	49.82	3,280.30	3,444.78	3,616.41	3,796.38	3,985.92	7,107.32	8,636.16
A400	41.20	43.27	45.43	47.68	50.06	3,295.77	3,461.46	3,634.31	3,814.28	4,005.00	7,140.84	8,677.50
A401	41.39	43.46	45.62	47.90	50.29	3,311.30	3,476.96	3,649.79	3,832.14	4,022.89	7,174.48	8,716.26
A402	41.60	43.67	45.85	48.14	50.54	3,327.97	3,493.65	3,667.67	3,851.22	4,043.13	7,210.60	8,760.12
A403	41.79	43.89	46.07	48.38	50.79	3,343.45	3,511.54	3,685.55	3,870.32	4,063.40	7,244.14	8,804.03
A404	42.00	44.10	46.31	48.62	51.03	3,360.17	3,528.20	3,704.61	3,889.37	4,082.49	7,280.37	8,845.40
A405	42.21	44.33	46.53	48.86	51.28	3,376.81	3,546.07	3,722.48	3,908.46	4,102.76	7,316.42	8,889.31
A406	42.43	44.55	46.77	49.09	51.55	3,394.68	3,563.95	3,741.57	3,927.51	4,124.18	7,355.14	8,935.72
A407	42.64	44.76	46.99	49.33	51.81	3,411.43	3,580.65	3,759.44	3,946.59	4,144.48	7,391.43	8,979.71
A408	42.85	44.98	47.22	49.59	52.06	3,428.10	3,598.53	3,777.34	3,966.85	4,164.73	7,427.55	9,023.58
A409	43.06	45.21	47.45	49.82	52.31	3,444.78	3,616.41	3,796.38	3,985.92	4,184.96	7,463.69	9,067.41
A410	43.27	45.43	47.68	50.06	52.57	3,461.46	3,634.31	3,814.28	4,005.00	4,205.26	7,499.83	9,111.40
A411	43.46	45.62	47.90	50.29	52.82	3,476.96	3,649.79	3,832.14	4,022.89	4,225.51	7,533.41	9,155.27
A412	43.67	45.85	48.14	50.54	53.07	3,493.65	3,667.67	3,851.22	4,043.13	4,245.76	7,569.58	9,199.15
A413	43.89	46.07	48.38	50.79	53.33	3,511.54	3,685.55	3,870.32	4,063.40	4,266.03	7,608.34	9,243.07
A414	44.10	46.31	48.62	51.03	53.58	3,528.20	3,704.61	3,889.37	4,082.49	4,286.28	7,644.43	9,286.94
A415	44.33	46.53	48.86	51.28	53.85	3,546.07	3,722.48	3,908.46	4,102.76	4,307.76	7,683.15	9,333.48

The table amounts are approximate pending final calculation within SAP. If there is a discrepancy between this listing and the data in SAP, the data in SAP will be considered correct.

Appendix C

Salary Table for AFSCME Job Classifications Effective July 1, 2019

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A416	44.55	46.77	49.09	51.55	54.13	3,563.95	3,741.57	3,927.51	4,124.18	4,330.39	7,721.89	9,382.51
A417	44.76	46.99	49.33	51.81	54.40	3,580.65	3,759.44	3,946.59	4,144.48	4,351.85	7,758.08	9,429.01
A418	44.98	47.22	49.59	52.06	54.67	3,598.53	3,777.34	3,966.85	4,164.73	4,373.33	7,796.82	9,475.55
A419	45.21	47.45	49.82	52.31	54.93	3,616.41	3,796.38	3,985.92	4,184.96	4,394.78	7,835.56	9,522.02
A420	45.43	47.68	50.06	52.57	55.20	3,634.31	3,814.28	4,005.00	4,205.26	4,416.22	7,874.34	9,568.48
A421	45.62	47.90	50.29	52.82	55.46	3,649.79	3,832.14	4,022.89	4,225.51	4,436.50	7,907.88	9,612.42
A422	45.85	48.14	50.54	53.07	55.74	3,667.67	3,851.22	4,043.13	4,245.76	4,459.12	7,946.62	9,661.43
A423	46.07	48.38	50.79	53.33	56.01	3,685.55	3,870.32	4,063.40	4,266.03	4,480.59	7,985.36	9,707.95
A424	46.31	48.62	51.03	53.58	56.28	3,704.61	3,889.37	4,082.49	4,286.28	4,502.06	8,026.66	9,754.46
A425	46.53	48.86	51.28	53.85	56.56	3,722.48	3,908.46	4,102.76	4,307.76	4,524.69	8,065.37	9,803.50
A426	46.77	49.09	51.55	54.13	56.86	3,741.57	3,927.51	4,124.18	4,330.39	4,548.51	8,106.74	9,855.11
A427	46.99	49.33	51.81	54.40	57.13	3,759.44	3,946.59	4,144.48	4,351.85	4,570.01	8,145.45	9,901.69
A428	47.22	49.59	52.06	54.67	57.41	3,777.34	3,966.85	4,164.73	4,373.33	4,592.64	8,184.24	9,950.72
A429	47.45	49.82	52.31	54.93	57.69	3,796.38	3,985.92	4,184.96	4,394.78	4,615.31	8,225.49	9,999.84
A430	47.69	50.06	52.57	55.20	57.96	3,815.48	4,005.00	4,205.26	4,416.22	4,636.74	8,266.87	10,046.27
A431	47.90	50.29	52.82	55.46	58.24	3,832.14	4,022.89	4,225.51	4,436.50	4,659.40	8,302.97	10,095.37
A432	48.14	50.54	53.07	55.74	58.53	3,851.22	4,043.13	4,245.76	4,459.12	4,682.02	8,344.31	10,144.38
A433	48.38	50.79	53.33	56.01	58.81	3,870.32	4,063.40	4,266.03	4,480.59	4,704.69	8,385.69	10,193.50
A434	48.62	51.03	53.58	56.28	59.11	3,889.37	4,082.49	4,286.28	4,502.06	4,728.51	8,426.97	10,245.11
A435	48.86	51.28	53.85	56.56	59.39	3,908.46	4,102.76	4,307.76	4,524.69	4,751.14	8,468.33	10,294.14
A436	49.09	51.55	54.13	56.86	59.70	3,927.51	4,124.18	4,330.39	4,548.51	4,776.21	8,509.61	10,348.46
A437	49.33	51.81	54.40	57.13	59.99	3,946.59	4,144.48	4,351.85	4,570.01	4,798.83	8,550.95	10,397.47
A438	49.59	52.06	54.67	57.41	60.28	3,966.85	4,164.73	4,373.33	4,592.64	4,822.69	8,594.84	10,449.16
A439	49.82	52.31	54.93	57.69	60.58	3,985.92	4,184.96	4,394.78	4,615.31	4,846.50	8,636.16	10,500.75
A440	50.06	52.57	55.20	57.96	60.88	4,005.00	4,205.26	4,416.22	4,636.74	4,870.36	8,677.50	10,552.45
A441	50.29	52.82	55.46	58.24	61.15	4,022.89	4,225.51	4,436.50	4,659.40	4,891.84	8,716.26	10,598.99
A442	50.54	53.07	55.74	58.53	61.45	4,043.13	4,245.76	4,459.12	4,682.02	4,915.69	8,760.12	10,650.66
A443	50.79	53.33	56.01	58.81	61.76	4,063.40	4,266.03	4,480.59	4,704.69	4,940.68	8,804.03	10,704.81
A444	51.03	53.58	56.28	59.11	62.06	4,082.49	4,286.28	4,502.06	4,728.51	4,964.53	8,845.40	10,756.48
A445	51.28	53.85	56.56	59.39	62.35	4,102.76	4,307.76	4,524.69	4,751.14	4,988.37	8,889.31	10,808.14
A446	51.55	54.13	56.86	59.70	62.68	4,124.18	4,330.39	4,548.51	4,776.21	5,014.61	8,935.72	10,864.99
A447	51.81	54.40	57.13	59.99	63.00	4,144.48	4,351.85	4,570.01	4,798.83	5,039.60	8,979.71	10,919.13
A448	52.06	54.67	57.41	60.28	63.29	4,164.73	4,373.33	4,592.64	4,822.69	5,063.47	9,023.58	10,970.85
A449	52.31	54.93	57.69	60.58	63.61	4,184.96	4,394.78	4,615.31	4,846.50	5,088.48	9,067.41	11,025.04
A450	52.57	55.20	57.96	60.88	63.92	4,205.26	4,416.22	4,636.74	4,870.36	5,113.54	9,111.40	11,079.34
A451	52.82	55.46	58.24	61.15	64.22	4,225.51	4,436.50	4,659.40	4,891.84	5,137.36	9,155.27	11,130.95
A452	53.07	55.74	58.53	61.45	64.53	4,245.76	4,459.12	4,682.02	4,915.69	5,162.38	9,199.15	11,185.16
A453	53.33	56.01	58.81	61.76	64.84	4,266.03	4,480.59	4,704.69	4,940.68	5,187.41	9,243.07	11,239.39

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Appendix C

Salary Table for AFSCME Job Classifications Effective July 1, 2019

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A454	53.58	56.28	59.11	62.06	65.16	4,286.28	4,502.06	4,728.51	4,964.53	5,212.46	9,286.94	11,293.66
A455	53.85	56.56	59.39	62.35	65.48	4,307.76	4,524.69	4,751.14	4,988.37	5,238.68	9,333.48	11,350.47
A456	54.13	56.86	59.70	62.68	65.83	4,330.39	4,548.51	4,776.21	5,014.61	5,266.07	9,382.51	11,409.82
A457	54.40	57.13	59.99	63.00	66.14	4,351.85	4,570.01	4,798.83	5,039.60	5,291.11	9,429.01	11,464.07
A458	54.67	57.41	60.28	63.29	66.47	4,373.33	4,592.64	4,822.69	5,063.47	5,317.33	9,475.55	11,520.88
A459	54.93	57.69	60.58	63.61	66.79	4,394.78	4,615.31	4,846.50	5,088.48	5,343.57	9,522.02	11,577.74
A460	55.20	57.96	60.88	63.92	67.12	4,416.22	4,636.74	4,870.36	5,113.54	5,369.79	9,568.48	11,634.55
A461	55.46	58.24	61.15	64.22	67.42	4,436.50	4,659.40	4,891.84	5,137.36	5,393.64	9,612.42	11,686.22
A462	55.74	58.53	61.45	64.53	67.75	4,459.12	4,682.02	4,915.69	5,162.38	5,419.86	9,661.43	11,743.03
A463	56.01	58.81	61.76	64.84	68.09	4,480.59	4,704.69	4,940.68	5,187.41	5,447.27	9,707.95	11,802.42
A464	56.28	59.11	62.06	65.16	68.42	4,502.06	4,728.51	4,964.53	5,212.46	5,473.50	9,754.46	11,859.25
A465	56.56	59.39	62.35	65.48	68.75	4,524.69	4,751.14	4,988.37	5,238.68	5,499.73	9,803.50	11,916.08
A466	56.86	59.70	62.68	65.83	69.10	4,548.51	4,776.21	5,014.61	5,266.07	5,528.32	9,855.11	11,978.03
A467	57.13	59.99	63.00	66.14	69.45	4,570.01	4,798.83	5,039.60	5,291.11	5,555.75	9,901.69	12,037.46
A468	57.41	60.28	63.29	66.47	69.79	4,592.64	4,822.69	5,063.47	5,317.33	5,583.16	9,950.72	12,096.85
A469	57.69	60.58	63.61	66.79	70.13	4,615.31	4,846.50	5,088.48	5,343.57	5,610.57	9,999.84	12,156.24
A470	57.96	60.88	63.92	67.12	70.47	4,636.74	4,870.36	5,113.54	5,369.79	5,637.99	10,046.27	12,215.65
A471	58.24	61.15	64.22	67.42	70.79	4,659.40	4,891.84	5,137.36	5,393.64	5,663.00	10,095.37	12,269.83
A472	58.53	61.45	64.53	67.75	71.15	4,682.02	4,915.69	5,162.38	5,419.86	5,691.63	10,144.38	12,331.87
A473	58.81	61.76	64.84	68.09	71.49	4,704.69	4,940.68	5,187.41	5,447.27	5,719.04	10,193.50	12,391.25
A474	59.11	62.06	65.16	68.42	71.85	4,728.51	4,964.53	5,212.46	5,473.50	5,747.65	10,245.11	12,453.24
A475	59.39	62.35	65.48	68.75	72.19	4,751.14	4,988.37	5,238.68	5,499.73	5,775.08	10,294.14	12,512.67
A476	59.70	62.68	65.83	69.10	72.56	4,776.21	5,014.61	5,266.07	5,528.32	5,804.86	10,348.46	12,577.20
A477	59.99	63.00	66.14	69.45	72.92	4,798.83	5,039.60	5,291.11	5,555.75	5,833.50	10,397.47	12,639.25
A478	60.28	63.29	66.47	69.79	73.28	4,822.69	5,063.47	5,317.33	5,583.16	5,862.07	10,449.16	12,701.15
A479	60.58	63.61	66.79	70.13	73.63	4,846.50	5,088.48	5,343.57	5,610.57	5,890.70	10,500.75	12,763.18
A480	60.88	63.92	67.12	70.47	73.99	4,870.36	5,113.54	5,369.79	5,637.99	5,919.31	10,552.45	12,825.17
A481	61.15	64.22	67.42	70.79	74.33	4,891.84	5,137.36	5,393.64	5,663.00	5,946.71	10,598.99	12,884.54
A482	61.45	64.53	67.75	71.15	74.71	4,915.69	5,162.38	5,419.86	5,691.63	5,976.50	10,650.66	12,949.08
A483	61.76	64.84	68.09	71.49	75.06	4,940.68	5,187.41	5,447.27	5,719.04	6,005.10	10,704.81	13,011.05
A484	62.06	65.16	68.42	71.85	75.44	4,964.53	5,212.46	5,473.50	5,747.65	6,034.91	10,756.48	13,075.64
A485	62.35	65.48	68.75	72.19	75.79	4,988.37	5,238.68	5,499.73	5,775.08	6,063.51	10,808.14	13,137.61
A486	62.68	65.83	69.10	72.56	76.20	5,014.61	5,266.07	5,528.32	5,804.86	6,095.72	10,864.99	13,207.39
A487	63.00	66.14	69.45	72.92	76.57	5,039.60	5,291.11	5,555.75	5,833.50	6,125.52	10,919.13	13,271.96
A488	63.29	66.47	69.79	73.28	76.94	5,063.47	5,317.33	5,583.16	5,862.07	6,155.28	10,970.85	13,336.44
A489	63.61	66.79	70.13	73.63	77.31	5,088.48	5,343.57	5,610.57	5,890.70	6,185.09	11,025.04	13,401.03
A490	63.92	67.12	70.47	73.99	77.70	5,113.54	5,369.79	5,637.99	5,919.31	6,216.08	11,079.34	13,468.17
A491	64.22	67.42	70.79	74.33	78.06	5,137.36	5,393.64	5,663.00	5,946.71	6,244.71	11,130.95	13,530.21

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Appendix C

Salary Table for AFSCME Job Classifications Effective July 1, 2019

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A492	64.53	67.75	71.15	74.71	78.43	5,162.38	5,419.86	5,691.63	5,976.50	6,274.50	11,185.16	13,594.75
A493	64.84	68.09	71.49	75.06	78.82	5,187.41	5,447.27	5,719.04	6,005.10	6,305.50	11,239.39	13,661.92
A494	65.16	68.42	71.85	75.44	79.21	5,212.46	5,473.50	5,747.65	6,034.91	6,336.47	11,293.66	13,729.02
A495	65.48	68.75	72.19	75.79	79.59	5,238.68	5,499.73	5,775.08	6,063.51	6,367.47	11,350.47	13,796.19
A496	65.83	69.10	72.56	76.20	80.01	5,266.07	5,528.32	5,804.86	6,095.72	6,400.84	11,409.82	13,868.49
A497	66.14	69.45	72.92	76.57	80.40	5,291.11	5,555.75	5,833.50	6,125.52	6,431.84	11,464.07	13,935.65
A498	66.47	69.79	73.28	76.94	80.79	5,317.33	5,583.16	5,862.07	6,155.28	6,462.84	11,520.88	14,002.82
A499	66.79	70.13	73.63	77.31	81.19	5,343.57	5,610.57	5,890.70	6,185.09	6,495.02	11,577.74	14,072.54
A500	67.12	70.47	73.99	77.70	81.59	5,369.79	5,637.99	5,919.31	6,216.08	6,527.19	11,634.55	14,142.25
A501	67.42	70.79	74.33	78.06	81.96	5,393.64	5,663.00	5,946.71	6,244.71	6,557.00	11,686.22	14,206.83
A502	67.75	71.15	74.71	78.43	82.36	5,419.86	5,691.63	5,976.50	6,274.50	6,589.17	11,743.03	14,276.54
A503	68.09	71.49	75.06	78.82	82.75	5,447.27	5,719.04	6,005.10	6,305.50	6,620.16	11,802.42	14,343.68
A504	68.42	71.85	75.44	79.21	83.17	5,473.50	5,747.65	6,034.91	6,336.47	6,653.54	11,859.25	14,416.00
A505	68.75	72.19	75.79	79.59	83.57	5,499.73	5,775.08	6,063.51	6,367.47	6,685.72	11,916.08	14,485.73
A506	69.10	72.56	76.20	80.01	84.00	5,528.32	5,804.86	6,095.72	6,400.84	6,720.30	11,978.03	14,560.65
A507	69.45	72.92	76.57	80.40	84.42	5,555.75	5,833.50	6,125.52	6,431.84	6,753.67	12,037.46	14,632.95
A508	69.79	73.28	76.94	80.79	84.82	5,583.16	5,862.07	6,155.28	6,462.84	6,785.85	12,096.85	14,702.68
A509	70.13	73.63	77.31	81.19	85.24	5,610.57	5,890.70	6,185.09	6,495.02	6,819.20	12,156.24	14,774.93
A510	70.47	73.99	77.70	81.59	85.66	5,637.99	5,919.31	6,216.08	6,527.19	6,852.62	12,215.65	14,847.34
A511	70.79	74.33	78.06	81.96	86.06	5,663.00	5,946.71	6,244.71	6,557.00	6,884.78	12,269.83	14,917.02
A512	71.15	74.71	78.43	82.36	86.48	5,691.63	5,976.50	6,274.50	6,589.17	6,918.17	12,331.87	14,989.37
A513	71.49	75.06	78.82	82.75	86.91	5,719.04	6,005.10	6,305.50	6,620.16	6,952.73	12,391.25	15,064.25
A514	71.85	75.44	79.21	83.17	87.34	5,747.65	6,034.91	6,336.47	6,653.54	6,987.25	12,453.24	15,139.04
A515	72.19	75.79	79.59	83.57	87.77	5,775.08	6,063.51	6,367.47	6,685.72	7,021.87	12,512.67	15,214.05
A516	72.56	76.20	80.01	84.00	88.22	5,804.86	6,095.72	6,400.84	6,720.30	7,057.61	12,577.20	15,291.49
A517	72.92	76.57	80.40	84.42	88.65	5,833.50	6,125.52	6,431.84	6,753.67	7,092.19	12,639.25	15,366.41
A518	73.28	76.94	80.79	84.82	89.10	5,862.07	6,155.28	6,462.84	6,785.85	7,127.95	12,701.15	15,443.89
A519	73.63	77.31	81.19	85.24	89.55	5,890.70	6,185.09	6,495.02	6,819.20	7,163.69	12,763.18	15,521.33
A520	73.99	77.70	81.59	85.66	89.99	5,919.31	6,216.08	6,527.19	6,852.62	7,199.47	12,825.17	15,598.85
A521	74.33	78.06	81.96	86.06	90.44	5,946.71	6,244.71	6,557.00	6,884.78	7,235.21	12,884.54	15,676.29
A522	74.71	78.43	82.36	86.48	90.89	5,976.50	6,274.50	6,589.17	6,918.17	7,270.97	12,949.08	15,753.77
A523	75.06	78.82	82.75	86.91	91.35	6,005.10	6,305.50	6,620.16	6,952.73	7,307.91	13,011.05	15,833.81
A524	75.44	79.21	83.17	87.34	91.80	6,034.91	6,336.47	6,653.54	6,987.25	7,343.68	13,075.64	15,911.31
A525	75.79	79.59	83.57	87.77	92.26	6,063.51	6,367.47	6,685.72	7,021.87	7,380.64	13,137.61	15,991.39
A526	76.20	80.01	84.00	88.22	92.72	6,095.72	6,400.84	6,720.30	7,057.61	7,417.58	13,207.39	16,071.42
A527	76.57	80.40	84.42	88.65	93.18	6,125.52	6,431.84	6,753.67	7,092.19	7,454.56	13,271.96	16,151.55
A528	76.94	80.79	84.82	89.10	93.64	6,155.28	6,462.84	6,785.85	7,127.95	7,491.50	13,336.44	16,231.58
A529	77.31	81.19	85.24	89.55	94.12	6,185.09	6,495.02	6,819.20	7,163.69	7,529.64	13,401.03	16,314.22

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Appendix C

Salary Table for AFSCME Job Classifications Effective July 1, 2019

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A530	77.70	81.59	85.66	89.99	94.58	6,216.08	6,527.19	6,852.62	7,199.47	7,566.59	13,468.17	16,394.28
A531	78.06	81.96	86.06	90.44	95.06	6,244.71	6,557.00	6,884.78	7,235.21	7,604.72	13,530.21	16,476.89
A532	78.43	82.36	86.48	90.89	95.54	6,274.50	6,589.17	6,918.17	7,270.97	7,642.87	13,594.75	16,559.55
A533	78.82	82.75	86.91	91.35	96.01	6,305.50	6,620.16	6,952.73	7,307.91	7,681.00	13,661.92	16,642.17
A534	79.21	83.17	87.34	91.80	96.49	6,336.47	6,653.54	6,987.25	7,343.68	7,719.16	13,729.02	16,724.85
A535	79.59	83.57	87.77	92.26	96.97	6,367.47	6,685.72	7,021.87	7,380.64	7,757.30	13,796.19	16,807.48
A536	80.01	84.00	88.22	92.72	97.46	6,400.84	6,720.30	7,057.61	7,417.58	7,796.62	13,868.49	16,892.68
A537	80.40	84.42	88.65	93.18	97.93	6,431.84	6,753.67	7,092.19	7,454.56	7,834.77	13,935.65	16,975.34
A538	80.79	84.82	89.10	93.64	98.43	6,462.84	6,785.85	7,127.95	7,491.50	7,874.10	14,002.82	17,060.55
A539	81.19	85.24	89.55	94.12	98.92	6,495.02	6,819.20	7,163.69	7,529.64	7,913.46	14,072.54	17,145.83
A540	81.59	85.66	89.99	94.58	99.41	6,527.19	6,852.62	7,199.47	7,566.59	7,952.78	14,142.25	17,231.02
A541	81.96	86.06	90.44	95.06	99.92	6,557.00	6,884.78	7,235.21	7,604.72	7,993.29	14,206.83	17,318.80
A542	82.36	86.48	90.89	95.54	100.41	6,589.17	6,918.17	7,270.97	7,642.87	8,032.64	14,276.54	17,404.05
A543	82.75	86.91	91.35	96.01	100.91	6,620.16	6,952.73	7,307.91	7,681.00	8,073.16	14,343.68	17,491.85
A544	83.17	87.34	91.80	96.49	101.41	6,653.54	6,987.25	7,343.68	7,719.16	8,112.49	14,416.00	17,577.06
A545	83.57	87.77	92.26	96.97	101.91	6,685.72	7,021.87	7,380.64	7,757.30	8,153.02	14,485.73	17,664.88
A546	84.00	88.22	92.72	97.46	102.43	6,720.30	7,057.61	7,417.58	7,796.62	8,194.73	14,560.65	17,755.25
A547	84.42	88.65	93.18	97.93	102.94	6,753.67	7,092.19	7,454.56	7,834.77	8,235.29	14,632.95	17,843.13
A548	84.82	89.10	93.64	98.43	103.45	6,785.85	7,127.95	7,491.50	7,874.10	8,275.79	14,702.68	17,930.88
A549	85.24	89.55	94.12	98.92	103.97	6,819.20	7,163.69	7,529.64	7,913.46	8,317.52	14,774.93	18,021.29
A550	85.66	89.99	94.58	99.41	104.49	6,852.62	7,199.47	7,566.59	7,952.78	8,359.22	14,847.34	18,111.64
A551	86.06	90.44	95.06	99.89	105.01	6,884.78	7,235.21	7,604.72	7,990.93	8,400.96	14,917.02	18,202.08
A552	86.48	90.89	95.54	100.41	105.53	6,918.17	7,270.97	7,642.87	8,032.64	8,442.66	14,989.37	18,292.43
A553	86.91	91.35	96.01	100.91	106.06	6,952.73	7,307.91	7,681.00	8,073.16	8,484.41	15,064.25	18,382.89
A554	87.34	91.80	96.49	101.41	106.59	6,987.25	7,343.68	7,719.16	8,112.49	8,527.32	15,139.04	18,475.86
A555	87.77	92.26	96.97	101.91	107.13	7,021.87	7,380.64	7,757.30	8,153.02	8,570.22	15,214.05	18,568.81
A556	88.22	92.72	97.46	102.43	107.65	7,057.61	7,417.58	7,796.62	8,194.73	8,611.93	15,291.49	18,659.18
A557	88.65	93.18	97.93	102.94	108.20	7,092.19	7,454.56	7,834.77	8,235.29	8,656.04	15,366.41	18,754.75

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Appendix C
Salary Table for AFSCME Job Classifications Effective July 13, 2020

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A150	12.46	13.09	13.74	14.42	15.13	996.94	1,047.06	1,099.58	1,153.34	1,210.75	2,160.04	2,623.29
A151	12.52	13.15	13.79	14.48	15.21	1,001.85	1,051.93	1,103.24	1,158.23	1,216.87	2,170.68	2,636.55
A152	12.58	13.21	13.87	14.55	15.29	1,006.74	1,056.83	1,109.36	1,164.34	1,222.97	2,181.27	2,649.77
A153	12.63	13.27	13.93	14.63	15.36	1,010.40	1,061.71	1,114.24	1,170.45	1,229.08	2,189.20	2,663.01
A154	12.71	13.33	14.00	14.71	15.44	1,016.49	1,066.59	1,120.38	1,176.56	1,235.20	2,202.40	2,676.27
A155	12.77	13.41	14.07	14.77	15.52	1,021.40	1,072.70	1,125.23	1,181.44	1,241.32	2,213.03	2,689.53
A156	12.83	13.47	14.14	14.84	15.59	1,026.27	1,077.58	1,131.35	1,187.55	1,247.43	2,223.59	2,702.77
A157	12.89	13.53	14.22	14.92	15.67	1,031.16	1,082.48	1,137.45	1,193.66	1,253.51	2,234.18	2,715.94
A158	12.95	13.61	14.28	15.00	15.75	1,036.04	1,088.59	1,142.34	1,199.80	1,259.61	2,244.75	2,729.16
A159	13.01	13.67	14.36	15.07	15.82	1,040.95	1,093.49	1,148.45	1,205.89	1,265.74	2,255.39	2,742.44
A160	13.09	13.74	14.42	15.13	15.90	1,047.06	1,099.58	1,153.34	1,210.75	1,271.84	2,268.63	2,755.65
A161	13.15	13.79	14.48	15.21	15.97	1,051.93	1,103.24	1,158.23	1,216.87	1,277.94	2,279.18	2,768.87
A162	13.21	13.87	14.55	15.29	16.05	1,056.83	1,109.36	1,164.34	1,222.97	1,284.08	2,289.80	2,782.17
A163	13.27	13.93	14.63	15.36	16.13	1,061.71	1,114.24	1,170.45	1,229.08	1,290.16	2,300.37	2,795.35
A164	13.33	14.00	14.71	15.44	16.22	1,066.59	1,120.38	1,176.56	1,235.20	1,297.53	2,310.95	2,811.32
A165	13.41	14.07	14.77	15.52	16.30	1,072.70	1,125.23	1,181.44	1,241.32	1,303.63	2,324.18	2,824.53
A166	13.47	14.14	14.84	15.59	16.37	1,077.58	1,131.35	1,187.55	1,247.43	1,309.72	2,334.76	2,837.73
A167	13.53	14.22	14.92	15.67	16.46	1,082.48	1,137.45	1,193.66	1,253.51	1,317.03	2,345.37	2,853.57
A168	13.61	14.28	15.00	15.75	16.54	1,088.59	1,142.34	1,199.80	1,259.61	1,323.14	2,358.61	2,866.80
A169	13.67	14.36	15.07	15.82	16.62	1,093.49	1,148.45	1,205.89	1,265.74	1,329.28	2,369.23	2,880.11
A170	13.74	14.42	15.13	15.90	16.71	1,099.58	1,153.34	1,210.75	1,271.84	1,336.63	2,382.42	2,896.03
A171	13.79	14.48	15.21	15.97	16.78	1,103.24	1,158.23	1,216.87	1,277.94	1,342.73	2,390.35	2,909.25
A172	13.87	14.55	15.29	16.05	16.86	1,109.36	1,164.34	1,222.97	1,284.08	1,348.83	2,403.61	2,922.47
A173	13.93	14.63	15.36	16.13	16.95	1,114.24	1,170.45	1,229.08	1,290.16	1,356.16	2,414.19	2,938.35
A174	14.00	14.71	15.44	16.22	17.03	1,120.38	1,176.56	1,235.20	1,297.53	1,362.26	2,427.49	2,951.56
A175	14.07	14.77	15.52	16.30	17.10	1,125.23	1,181.44	1,241.32	1,303.63	1,368.39	2,438.00	2,964.85
A176	14.14	14.84	15.59	16.37	17.20	1,131.35	1,187.55	1,247.43	1,309.72	1,375.70	2,451.26	2,980.68
A177	14.22	14.92	15.67	16.46	17.29	1,137.45	1,193.66	1,253.51	1,317.03	1,383.03	2,464.48	2,996.57
A178	14.28	15.00	15.75	16.54	17.36	1,142.34	1,199.80	1,259.61	1,323.14	1,389.14	2,475.07	3,009.80
A179	14.36	15.07	15.82	16.62	17.46	1,148.45	1,205.89	1,265.74	1,329.28	1,396.46	2,488.31	3,025.66
A180	14.42	15.13	15.90	16.71	17.55	1,153.34	1,210.75	1,271.84	1,336.63	1,403.81	2,498.90	3,041.59
A181	14.48	15.21	15.97	16.78	17.62	1,158.23	1,216.87	1,277.94	1,342.73	1,409.92	2,509.50	3,054.83
A182	14.55	15.29	16.05	16.86	17.72	1,164.34	1,222.97	1,284.08	1,348.83	1,417.25	2,522.74	3,070.71
A183	14.63	15.36	16.13	16.95	17.79	1,170.45	1,229.08	1,290.16	1,356.16	1,423.36	2,535.98	3,083.95
A184	14.71	15.44	16.22	17.03	17.88	1,176.56	1,235.20	1,297.53	1,362.26	1,430.67	2,549.21	3,099.79
A185	14.77	15.52	16.30	17.10	17.98	1,181.44	1,241.32	1,303.63	1,368.39	1,438.01	2,559.79	3,115.69
A186	14.84	15.59	16.37	17.20	18.07	1,187.55	1,247.43	1,309.72	1,375.70	1,445.32	2,573.03	3,131.53
A187	14.92	15.67	16.46	17.29	18.14	1,193.66	1,253.51	1,317.03	1,383.03	1,451.45	2,586.26	3,144.81

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Appendix C
Salary Table for AFSCME Job Classifications Effective July 13, 2020

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A188	15.00	15.75	16.54	17.36	18.24	1,199.80	1,259.61	1,323.14	1,389.14	1,458.80	2,599.57	3,160.73
A189	15.07	15.82	16.62	17.46	18.33	1,205.89	1,265.74	1,329.28	1,396.46	1,466.12	2,612.76	3,176.59
A190	15.13	15.90	16.71	17.55	18.42	1,210.75	1,271.84	1,336.63	1,403.81	1,473.43	2,623.29	3,192.43
A191	15.21	15.97	16.78	17.62	18.51	1,216.87	1,277.94	1,342.73	1,409.92	1,480.78	2,636.55	3,208.36
A192	15.29	16.05	16.86	17.72	18.59	1,222.97	1,284.08	1,348.83	1,417.25	1,486.89	2,649.77	3,221.60
A193	15.36	16.13	16.95	17.79	18.68	1,229.08	1,290.16	1,356.16	1,423.36	1,494.22	2,663.01	3,237.48
A194	15.44	16.22	17.03	17.88	18.77	1,235.20	1,297.53	1,362.26	1,430.67	1,501.56	2,676.27	3,253.38
A195	15.52	16.30	17.10	17.98	18.86	1,241.32	1,303.63	1,368.39	1,438.01	1,508.89	2,689.53	3,269.26
A196	15.59	16.37	17.20	18.07	18.97	1,247.43	1,309.72	1,375.70	1,445.32	1,517.42	2,702.77	3,287.74
A197	15.67	16.46	17.29	18.14	19.06	1,253.51	1,317.03	1,383.03	1,451.45	1,524.76	2,715.94	3,303.65
A198	15.75	16.54	17.36	18.24	19.15	1,259.61	1,323.14	1,389.14	1,458.80	1,532.10	2,729.16	3,319.55
A199	15.82	16.62	17.46	18.33	19.24	1,265.74	1,329.28	1,396.46	1,466.12	1,539.43	2,742.44	3,335.43
A200	15.90	16.71	17.55	18.42	19.33	1,271.84	1,336.63	1,403.81	1,473.43	1,546.76	2,755.65	3,351.31
A201	15.97	16.78	17.62	18.51	19.43	1,277.94	1,342.73	1,409.92	1,480.78	1,554.07	2,768.87	3,367.15
A202	16.05	16.86	17.72	18.59	19.52	1,284.08	1,348.83	1,417.25	1,486.89	1,561.41	2,782.17	3,383.06
A203	16.13	16.95	17.79	18.68	19.61	1,290.16	1,356.16	1,423.36	1,494.22	1,568.76	2,795.35	3,398.98
A204	16.22	17.03	17.88	18.77	19.70	1,297.53	1,362.26	1,430.67	1,501.56	1,576.10	2,811.32	3,414.88
A205	16.30	17.10	17.98	18.86	19.81	1,303.63	1,368.39	1,438.01	1,508.89	1,584.62	2,824.53	3,433.34
A206	16.37	17.20	18.07	18.97	19.90	1,309.72	1,375.70	1,445.32	1,517.42	1,591.96	2,837.73	3,449.25
A207	16.46	17.29	18.14	19.06	20.01	1,317.03	1,383.03	1,451.45	1,524.76	1,600.53	2,853.57	3,467.82
A208	16.54	17.36	18.24	19.15	20.10	1,323.14	1,389.14	1,458.80	1,532.10	1,607.84	2,866.80	3,483.65
A209	16.62	17.46	18.33	19.24	20.20	1,329.28	1,396.46	1,466.12	1,539.43	1,616.37	2,880.11	3,502.14
A210	16.71	17.55	18.42	19.33	20.30	1,336.63	1,403.81	1,473.43	1,546.76	1,623.74	2,896.03	3,518.10
A211	16.78	17.62	18.51	19.43	20.39	1,342.73	1,409.92	1,480.78	1,554.07	1,631.06	2,909.25	3,533.96
A212	16.86	17.72	18.59	19.52	20.50	1,348.83	1,417.25	1,486.89	1,561.41	1,639.60	2,922.47	3,552.47
A213	16.95	17.79	18.68	19.61	20.59	1,356.16	1,423.36	1,494.22	1,568.76	1,646.93	2,938.35	3,568.35
A214	17.03	17.88	18.77	19.70	20.69	1,362.26	1,430.67	1,501.56	1,576.10	1,655.48	2,951.56	3,586.87
A215	17.10	17.98	18.86	19.81	20.80	1,368.39	1,438.01	1,508.89	1,584.62	1,664.06	2,964.85	3,605.46
A216	17.20	18.07	18.97	19.90	20.91	1,375.70	1,445.32	1,517.42	1,591.96	1,672.60	2,980.68	3,623.97
A217	17.29	18.14	19.06	20.01	21.00	1,383.03	1,451.45	1,524.76	1,600.53	1,679.92	2,996.57	3,639.83
A218	17.36	18.24	19.15	20.10	21.11	1,389.14	1,458.80	1,532.10	1,607.84	1,688.47	3,009.80	3,658.35
A219	17.46	18.33	19.24	20.20	21.21	1,396.46	1,466.12	1,539.43	1,616.37	1,697.02	3,025.66	3,676.88
A220	17.55	18.42	19.33	20.30	21.32	1,403.81	1,473.43	1,546.76	1,623.74	1,705.58	3,041.59	3,695.42
A221	17.62	18.51	19.43	20.39	21.41	1,409.92	1,480.78	1,554.07	1,631.06	1,712.93	3,054.83	3,711.35
A222	17.72	18.59	19.52	20.50	21.52	1,417.25	1,486.89	1,561.41	1,639.60	1,721.47	3,070.71	3,729.85
A223	17.79	18.68	19.61	20.59	21.63	1,423.36	1,494.22	1,568.76	1,646.93	1,730.03	3,083.95	3,748.40
A224	17.88	18.77	19.70	20.69	21.72	1,430.67	1,501.56	1,576.10	1,655.48	1,737.34	3,099.79	3,764.24
A225	17.98	18.86	19.81	20.80	21.82	1,438.01	1,508.89	1,584.62	1,664.06	1,745.91	3,115.69	3,782.81

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Appendix C
Salary Table for AFSCME Job Classifications Effective July 13, 2020

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A226	18.07	18.97	19.90	20.91	21.95	1,445.32	1,517.42	1,591.96	1,672.60	1,755.70	3,131.53	3,804.02
A227	18.14	19.06	20.01	21.00	22.05	1,451.45	1,524.76	1,600.53	1,679.92	1,764.21	3,144.81	3,822.46
A228	18.24	19.15	20.10	21.11	22.16	1,458.80	1,532.10	1,607.84	1,688.47	1,772.76	3,160.73	3,840.98
A229	18.33	19.24	20.20	21.21	22.27	1,466.12	1,539.43	1,616.37	1,697.02	1,781.31	3,176.59	3,859.51
A230	18.42	19.33	20.30	21.32	22.37	1,473.43	1,546.76	1,623.74	1,705.58	1,789.88	3,192.43	3,878.07
A231	18.51	19.43	20.39	21.41	22.48	1,480.78	1,554.07	1,631.06	1,712.93	1,798.44	3,208.36	3,896.62
A232	18.59	19.52	20.50	21.52	22.59	1,486.89	1,561.41	1,639.60	1,721.47	1,806.97	3,221.60	3,915.10
A233	18.68	19.61	20.59	21.63	22.69	1,494.22	1,568.76	1,646.93	1,730.03	1,815.52	3,237.48	3,933.63
A234	18.77	19.70	20.69	21.72	22.82	1,501.56	1,576.10	1,655.48	1,737.34	1,825.33	3,253.38	3,954.88
A235	18.86	19.81	20.80	21.82	22.92	1,508.89	1,584.62	1,664.06	1,745.91	1,833.83	3,269.26	3,973.30
A236	18.97	19.90	20.91	21.95	23.05	1,517.42	1,591.96	1,672.60	1,755.70	1,843.65	3,287.74	3,994.58
A237	19.06	20.01	21.00	22.05	23.15	1,524.76	1,600.53	1,679.92	1,764.21	1,852.19	3,303.65	4,013.08
A238	19.15	20.10	21.11	22.16	23.27	1,532.10	1,607.84	1,688.47	1,772.76	1,861.97	3,319.55	4,034.27
A239	19.24	20.20	21.21	22.27	23.38	1,539.43	1,616.37	1,697.02	1,781.31	1,870.51	3,335.43	4,052.77
A240	19.33	20.30	21.32	22.37	23.50	1,546.76	1,623.74	1,705.58	1,789.88	1,880.30	3,351.31	4,073.98
A241	19.43	20.39	21.41	22.48	23.61	1,554.07	1,631.06	1,712.93	1,798.44	1,888.83	3,367.15	4,092.47
A242	19.52	20.50	21.52	22.59	23.72	1,561.41	1,639.60	1,721.47	1,806.97	1,897.40	3,383.06	4,111.03
A243	19.61	20.59	21.63	22.69	23.84	1,568.76	1,646.93	1,730.03	1,815.52	1,907.18	3,398.98	4,132.22
A244	19.70	20.69	21.72	22.82	23.96	1,576.10	1,655.48	1,737.34	1,825.33	1,916.96	3,414.88	4,153.41
A245	19.81	20.80	21.82	22.92	24.07	1,584.62	1,664.06	1,745.91	1,833.83	1,925.49	3,433.34	4,171.90
A246	19.90	20.91	21.95	23.05	24.21	1,591.96	1,672.60	1,755.70	1,843.65	1,936.48	3,449.25	4,195.71
A247	20.01	21.00	22.05	23.15	24.31	1,600.53	1,679.92	1,764.21	1,852.19	1,945.03	3,467.82	4,214.23
A248	20.10	21.11	22.16	23.27	24.44	1,607.84	1,688.47	1,772.76	1,861.97	1,954.83	3,483.65	4,235.47
A249	20.20	21.21	22.27	23.38	24.56	1,616.37	1,697.02	1,781.31	1,870.51	1,964.60	3,502.14	4,256.63
A250	20.30	21.32	22.37	23.50	24.68	1,623.74	1,705.58	1,789.88	1,880.30	1,974.37	3,518.10	4,277.80
A251	20.39	21.41	22.48	23.61	24.79	1,631.06	1,712.93	1,798.44	1,888.83	1,982.89	3,533.96	4,296.26
A252	20.50	21.52	22.59	23.72	24.91	1,639.60	1,721.47	1,806.97	1,897.40	1,992.71	3,552.47	4,317.54
A253	20.59	21.63	22.69	23.84	25.03	1,646.93	1,730.03	1,815.52	1,907.18	2,002.49	3,568.35	4,338.73
A254	20.69	21.72	22.82	23.96	25.15	1,655.48	1,737.34	1,825.33	1,916.96	2,012.23	3,586.87	4,359.83
A255	20.80	21.82	22.92	24.07	25.28	1,664.06	1,745.91	1,833.83	1,925.49	2,022.00	3,605.46	4,381.00
A256	20.91	21.95	23.05	24.21	25.41	1,672.60	1,755.70	1,843.65	1,936.48	2,033.03	3,623.97	4,404.90
A257	21.00	22.05	23.15	24.31	25.53	1,679.92	1,764.21	1,852.19	1,945.03	2,042.78	3,639.83	4,426.02
A258	21.11	22.16	23.27	24.44	25.67	1,688.47	1,772.76	1,861.97	1,954.83	2,053.78	3,658.35	4,449.86
A259	21.21	22.27	23.38	24.56	25.79	1,697.02	1,781.31	1,870.51	1,964.60	2,063.55	3,676.88	4,471.03
A260	21.32	22.37	23.50	24.68	25.92	1,705.58	1,789.88	1,880.30	1,974.37	2,073.34	3,695.42	4,492.24
A261	21.41	22.48	23.61	24.79	26.04	1,712.93	1,798.44	1,888.83	1,982.89	2,083.12	3,711.35	4,513.43
A262	21.52	22.59	23.72	24.91	26.16	1,721.47	1,806.97	1,897.40	1,992.71	2,092.89	3,729.85	4,534.60
A263	21.63	22.69	23.84	25.03	26.30	1,730.03	1,815.52	1,907.18	2,002.49	2,103.87	3,748.40	4,558.39

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Appendix C
Salary Table for AFSCME Job Classifications Effective July 13, 2020

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A264	21.72	22.82	23.96	25.15	26.42	1,737.34	1,825.33	1,916.96	2,012.23	2,113.65	3,764.24	4,579.58
A265	21.82	22.92	24.07	25.28	26.54	1,745.91	1,833.83	1,925.49	2,022.00	2,123.42	3,782.81	4,600.74
A266	21.95	23.05	24.21	25.41	26.70	1,755.70	1,843.65	1,936.48	2,033.03	2,135.64	3,804.02	4,627.22
A267	22.05	23.15	24.31	25.53	26.82	1,764.21	1,852.19	1,945.03	2,042.78	2,145.41	3,822.46	4,648.39
A268	22.16	23.27	24.44	25.67	26.96	1,772.76	1,861.97	1,954.83	2,053.78	2,156.43	3,840.98	4,672.27
A269	22.27	23.38	24.56	25.79	27.08	1,781.31	1,870.51	1,964.60	2,063.55	2,166.18	3,859.51	4,693.39
A270	22.37	23.50	24.68	25.92	27.21	1,789.88	1,880.30	1,974.37	2,073.34	2,177.18	3,878.07	4,717.22
A271	22.48	23.61	24.79	26.04	27.34	1,798.44	1,888.83	1,982.89	2,083.12	2,186.94	3,896.62	4,738.37
A272	22.59	23.72	24.91	26.16	27.47	1,806.97	1,897.40	1,992.71	2,092.89	2,197.95	3,915.10	4,762.23
A273	22.69	23.84	25.03	26.30	27.61	1,815.52	1,907.18	2,002.49	2,103.87	2,208.95	3,933.63	4,786.06
A274	22.82	23.96	25.15	26.42	27.73	1,825.33	1,916.96	2,012.23	2,113.65	2,218.69	3,954.88	4,807.16
A275	22.92	24.07	25.28	26.54	27.87	1,833.83	1,925.49	2,022.00	2,123.42	2,229.71	3,973.30	4,831.04
A276	23.05	24.21	25.41	26.70	28.01	1,843.65	1,936.48	2,033.03	2,135.64	2,240.73	3,994.58	4,854.92
A277	23.15	24.31	25.53	26.82	28.15	1,852.19	1,945.03	2,042.78	2,145.41	2,251.70	4,013.08	4,878.68
A278	23.27	24.44	25.67	26.96	28.28	1,861.97	1,954.83	2,053.78	2,156.43	2,262.70	4,034.27	4,902.52
A279	23.38	24.56	25.79	27.08	28.44	1,870.51	1,964.60	2,063.55	2,166.18	2,274.92	4,052.77	4,928.99
A280	23.50	24.68	25.92	27.21	28.57	1,880.30	1,974.37	2,073.34	2,177.18	2,285.90	4,073.98	4,952.78
A281	23.61	24.79	26.04	27.34	28.70	1,888.83	1,982.89	2,083.12	2,186.94	2,295.70	4,092.47	4,974.02
A282	23.72	24.91	26.16	27.47	28.83	1,897.40	1,992.71	2,092.89	2,197.95	2,306.69	4,111.03	4,997.83
A283	23.84	25.03	26.30	27.61	28.97	1,907.18	2,002.49	2,103.87	2,208.95	2,317.67	4,132.22	5,021.62
A284	23.96	25.15	26.42	27.73	29.12	1,916.96	2,012.23	2,113.65	2,218.69	2,329.93	4,153.41	5,048.18
A285	24.07	25.28	26.54	27.87	29.26	1,925.49	2,022.00	2,123.42	2,229.71	2,340.90	4,171.90	5,071.95
A286	24.21	25.41	26.70	28.01	29.41	1,936.48	2,033.03	2,135.64	2,240.73	2,353.10	4,195.71	5,098.38
A287	24.31	25.53	26.82	28.15	29.55	1,945.03	2,042.78	2,145.41	2,251.70	2,364.11	4,214.23	5,122.24
A288	24.44	25.67	26.96	28.28	29.70	1,954.83	2,053.78	2,156.43	2,262.70	2,376.34	4,235.47	5,148.74
A289	24.56	25.79	27.08	28.44	29.84	1,964.60	2,063.55	2,166.18	2,274.92	2,387.30	4,256.63	5,172.48
A290	24.68	25.92	27.21	28.57	29.99	1,974.37	2,073.34	2,177.18	2,285.90	2,399.54	4,277.80	5,199.00
A291	24.79	26.04	27.34	28.70	30.13	1,982.89	2,083.12	2,186.94	2,295.70	2,410.53	4,296.26	5,222.82
A292	24.91	26.16	27.47	28.83	30.28	1,992.71	2,092.89	2,197.95	2,306.69	2,422.75	4,317.54	5,249.29
A293	25.03	26.30	27.61	28.97	30.42	2,002.49	2,103.87	2,208.95	2,317.67	2,433.75	4,338.73	5,273.13
A294	25.15	26.42	27.73	29.12	30.57	2,012.23	2,113.65	2,218.69	2,329.93	2,445.97	4,359.83	5,299.60
A295	25.28	26.54	27.87	29.26	30.73	2,022.00	2,123.42	2,229.71	2,340.90	2,458.22	4,381.00	5,326.14
A296	25.41	26.70	28.01	29.41	30.88	2,033.03	2,135.64	2,240.73	2,353.10	2,470.39	4,404.90	5,352.51
A297	25.53	26.82	28.15	29.55	31.03	2,042.78	2,145.41	2,251.70	2,364.11	2,482.62	4,426.02	5,379.01
A298	25.67	26.96	28.28	29.70	31.19	2,053.78	2,156.43	2,262.70	2,376.34	2,494.84	4,449.86	5,405.49
A299	25.79	27.08	28.44	29.84	31.34	2,063.55	2,166.18	2,274.92	2,387.30	2,507.07	4,471.03	5,431.99
A300	25.92	27.21	28.57	29.99	31.49	2,073.34	2,177.18	2,285.90	2,399.54	2,519.28	4,492.24	5,458.44
A301	26.04	27.34	28.70	30.13	31.64	2,083.12	2,186.94	2,295.70	2,410.53	2,531.50	4,513.43	5,484.92

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Salary Table for AFSCME Job Classifications Effective July 13, 2020

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A302	26.16	27.47	28.83	30.28	31.80	2,092.89	2,197.95	2,306.69	2,422.75	2,543.72	4,534.60	5,511.39
A303	26.30	27.61	28.97	30.42	31.95	2,103.87	2,208.95	2,317.67	2,433.75	2,555.92	4,558.39	5,537.83
A304	26.42	27.73	29.12	30.57	32.10	2,113.65	2,218.69	2,329.93	2,445.97	2,568.14	4,579.58	5,564.30
A305	26.54	27.87	29.26	30.73	32.27	2,123.42	2,229.71	2,340.90	2,458.22	2,581.59	4,600.74	5,593.45
A306	26.70	28.01	29.41	30.88	32.44	2,135.64	2,240.73	2,353.10	2,470.39	2,595.01	4,627.22	5,622.52
A307	26.82	28.15	29.55	31.03	32.59	2,145.41	2,251.70	2,364.11	2,482.62	2,607.24	4,648.39	5,649.02
A308	26.96	28.28	29.70	31.19	32.76	2,156.43	2,262.70	2,376.34	2,494.84	2,620.68	4,672.27	5,678.14
A309	27.08	28.44	29.84	31.34	32.91	2,166.18	2,274.92	2,387.30	2,507.07	2,632.92	4,693.39	5,704.66
A310	27.21	28.57	29.99	31.49	33.08	2,177.18	2,285.90	2,399.54	2,519.28	2,646.33	4,717.22	5,733.72
A311	27.34	28.70	30.13	31.64	33.23	2,186.94	2,295.70	2,410.53	2,531.50	2,658.56	4,738.37	5,760.21
A312	27.47	28.83	30.28	31.80	33.38	2,197.95	2,306.69	2,422.75	2,543.72	2,670.77	4,762.23	5,786.67
A313	27.61	28.97	30.42	31.95	33.55	2,208.95	2,317.67	2,433.75	2,555.92	2,684.20	4,786.06	5,815.77
A314	27.73	29.12	30.57	32.10	33.72	2,218.69	2,329.93	2,445.97	2,568.14	2,697.64	4,807.16	5,844.89
A315	27.87	29.26	30.73	32.27	33.89	2,229.71	2,340.90	2,458.22	2,581.59	2,711.10	4,831.04	5,874.05
A316	28.01	29.41	30.88	32.44	34.06	2,240.73	2,353.10	2,470.39	2,595.01	2,724.54	4,854.92	5,903.17
A317	28.15	29.55	31.03	32.59	34.22	2,251.70	2,364.11	2,482.62	2,607.24	2,737.97	4,878.68	5,932.27
A318	28.28	29.70	31.19	32.76	34.39	2,262.70	2,376.34	2,494.84	2,620.68	2,751.44	4,902.52	5,961.45
A319	28.44	29.84	31.34	32.91	34.56	2,274.92	2,387.30	2,507.07	2,632.92	2,764.86	4,928.99	5,990.53
A320	28.57	29.99	31.49	33.08	34.73	2,285.90	2,399.54	2,519.28	2,646.33	2,778.30	4,952.78	6,019.65
A321	28.70	30.13	31.64	33.23	34.90	2,295.70	2,410.53	2,531.50	2,658.56	2,791.73	4,974.02	6,048.75
A322	28.83	30.28	31.80	33.38	35.06	2,306.69	2,422.75	2,543.72	2,670.77	2,805.17	4,997.83	6,077.87
A323	28.97	30.42	31.95	33.55	35.23	2,317.67	2,433.75	2,555.92	2,684.20	2,818.61	5,021.62	6,106.99
A324	29.12	30.57	32.10	33.72	35.40	2,329.93	2,445.97	2,568.14	2,697.64	2,832.03	5,048.18	6,136.07
A325	29.26	30.73	32.27	33.89	35.58	2,340.90	2,458.22	2,581.59	2,711.10	2,846.72	5,071.95	6,167.89
A326	29.41	30.88	32.44	34.06	35.77	2,353.10	2,470.39	2,595.01	2,724.54	2,861.36	5,098.38	6,199.61
A327	29.55	31.03	32.59	34.22	35.94	2,364.11	2,482.62	2,607.24	2,737.97	2,874.82	5,122.24	6,228.78
A328	29.70	31.19	32.76	34.39	36.12	2,376.34	2,494.84	2,620.68	2,751.44	2,889.48	5,148.74	6,260.54
A329	29.84	31.34	32.91	34.56	36.29	2,387.30	2,507.07	2,632.92	2,764.86	2,902.89	5,172.48	6,289.60
A330	29.99	31.49	33.08	34.73	36.47	2,399.54	2,519.28	2,646.33	2,778.30	2,917.55	5,199.00	6,321.36
A331	30.13	31.64	33.23	34.90	36.64	2,410.53	2,531.50	2,658.56	2,791.73	2,931.00	5,222.82	6,350.50
A332	30.28	31.80	33.38	35.06	36.81	2,422.75	2,543.72	2,670.77	2,805.17	2,944.45	5,249.29	6,379.64
A333	30.42	31.95	33.55	35.23	36.99	2,433.75	2,555.92	2,684.20	2,818.61	2,959.11	5,273.13	6,411.41
A334	30.57	32.10	33.72	35.40	37.17	2,445.97	2,568.14	2,697.64	2,832.03	2,973.77	5,299.60	6,443.17
A335	30.73	32.27	33.89	35.58	37.36	2,458.22	2,581.59	2,711.10	2,846.72	2,988.44	5,326.14	6,474.95
A336	30.88	32.44	34.06	35.77	37.55	2,470.39	2,595.01	2,724.54	2,861.36	3,004.32	5,352.51	6,509.36
A337	31.03	32.59	34.22	35.94	37.74	2,482.62	2,607.24	2,737.97	2,874.82	3,018.96	5,379.01	6,541.08
A338	31.19	32.76	34.39	36.12	37.92	2,494.84	2,620.68	2,751.44	2,889.48	3,033.63	5,405.49	6,572.87
A339	31.34	32.91	34.56	36.29	38.10	2,507.07	2,632.92	2,764.86	2,902.89	3,048.30	5,431.99	6,604.65

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Appendix C
Salary Table for AFSCME Job Classifications Effective July 13, 2020

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A340	31.49	33.08	34.73	36.47	38.29	2,519.28	2,646.33	2,778.30	2,917.55	3,062.98	5,458.44	6,636.46
A341	31.64	33.23	34.90	36.64	38.47	2,531.50	2,658.56	2,791.73	2,931.00	3,077.62	5,484.92	6,668.18
A342	31.80	33.38	35.06	36.81	38.65	2,543.72	2,670.77	2,805.17	2,944.45	3,092.28	5,511.39	6,699.94
A343	31.95	33.55	35.23	36.99	38.84	2,555.92	2,684.20	2,818.61	2,959.11	3,106.93	5,537.83	6,731.68
A344	32.10	33.72	35.40	37.17	39.04	2,568.14	2,697.64	2,832.03	2,973.77	3,122.82	5,564.30	6,766.11
A345	32.27	33.89	35.58	37.36	39.22	2,581.59	2,711.10	2,846.72	2,988.44	3,137.48	5,593.45	6,797.87
A346	32.44	34.06	35.77	37.55	39.43	2,595.01	2,724.54	2,861.36	3,004.32	3,154.60	5,622.52	6,834.97
A347	32.59	34.22	35.94	37.74	39.63	2,607.24	2,737.97	2,874.82	3,018.96	3,170.49	5,649.02	6,869.40
A348	32.76	34.39	36.12	37.92	39.81	2,620.68	2,751.44	2,889.48	3,033.63	3,185.15	5,678.14	6,901.16
A349	32.91	34.56	36.29	38.10	40.01	2,632.92	2,764.86	2,902.89	3,048.30	3,201.02	5,704.66	6,935.54
A350	33.08	34.73	36.47	38.29	40.21	2,646.33	2,778.30	2,917.55	3,062.98	3,216.89	5,733.72	6,969.93
A351	33.23	34.90	36.64	38.47	40.39	2,658.56	2,791.73	2,931.00	3,077.62	3,231.57	5,760.21	7,001.74
A352	33.38	35.06	36.81	38.65	40.59	2,670.77	2,805.17	2,944.45	3,092.28	3,247.45	5,786.67	7,036.14
A353	33.55	35.23	36.99	38.84	40.79	2,684.20	2,818.61	2,959.11	3,106.93	3,263.32	5,815.77	7,070.53
A354	33.72	35.40	37.17	39.04	40.99	2,697.64	2,832.03	2,973.77	3,122.82	3,279.20	5,844.89	7,104.93
A355	33.89	35.58	37.36	39.22	41.19	2,711.10	2,846.72	2,988.44	3,137.48	3,295.12	5,874.05	7,139.43
A356	34.06	35.77	37.55	39.43	41.42	2,724.54	2,861.36	3,004.32	3,154.60	3,313.43	5,903.17	7,179.10
A357	34.22	35.94	37.74	39.63	41.62	2,737.97	2,874.82	3,018.96	3,170.49	3,329.29	5,932.27	7,213.46
A358	34.39	36.12	37.92	39.81	41.82	2,751.44	2,889.48	3,033.63	3,185.15	3,345.20	5,961.45	7,247.93
A359	34.56	36.29	38.10	40.01	42.03	2,764.86	2,902.89	3,048.30	3,201.02	3,362.31	5,990.53	7,285.01
A360	34.73	36.47	38.29	40.21	42.23	2,778.30	2,917.55	3,062.98	3,216.89	3,378.16	6,019.65	7,319.35
A361	34.90	36.64	38.47	40.39	42.43	2,791.73	2,931.00	3,077.62	3,231.57	3,394.08	6,048.75	7,353.84
A362	35.06	36.81	38.65	40.59	42.64	2,805.17	2,944.45	3,092.28	3,247.45	3,411.17	6,077.87	7,390.87
A363	35.23	36.99	38.84	40.79	42.84	2,818.61	2,959.11	3,106.93	3,263.32	3,427.04	6,106.99	7,425.25
A364	35.40	37.17	39.04	40.99	43.05	2,832.03	2,973.77	3,122.82	3,279.20	3,444.17	6,136.07	7,462.37
A365	35.58	37.36	39.22	41.19	43.27	2,846.72	2,988.44	3,137.48	3,295.12	3,461.23	6,167.89	7,499.33
A366	35.77	37.55	39.43	41.42	43.49	2,861.36	3,004.32	3,154.60	3,313.43	3,479.55	6,199.61	7,539.03
A367	35.94	37.74	39.63	41.62	43.71	2,874.82	3,018.96	3,170.49	3,329.29	3,496.72	6,228.78	7,576.23
A368	36.12	37.92	39.81	41.82	43.92	2,889.48	3,033.63	3,185.15	3,345.20	3,513.80	6,260.54	7,613.23
A369	36.29	38.10	40.01	42.03	44.14	2,902.89	3,048.30	3,201.02	3,362.31	3,530.90	6,289.60	7,650.28
A370	36.47	38.29	40.21	42.23	44.35	2,917.55	3,062.98	3,216.89	3,378.16	3,548.00	6,321.36	7,687.33
A371	36.64	38.47	40.39	42.43	44.55	2,931.00	3,077.62	3,231.57	3,394.08	3,563.88	6,350.50	7,721.74
A372	36.81	38.65	40.59	42.64	44.76	2,944.45	3,092.28	3,247.45	3,411.17	3,580.99	6,379.64	7,758.81
A373	36.99	38.84	40.79	42.84	44.99	2,959.11	3,106.93	3,263.32	3,427.04	3,599.33	6,411.41	7,798.55
A374	37.17	39.04	40.99	43.05	45.21	2,973.77	3,122.82	3,279.20	3,444.17	3,616.41	6,443.17	7,835.56
A375	37.36	39.22	41.19	43.27	45.43	2,988.44	3,137.48	3,295.12	3,461.23	3,634.72	6,474.95	7,875.23
A376	37.55	39.43	41.42	43.49	45.66	3,004.32	3,154.60	3,313.43	3,479.55	3,653.05	6,509.36	7,914.94
A377	37.74	39.63	41.62	43.71	45.88	3,018.96	3,170.49	3,329.29	3,496.72	3,670.17	6,541.08	7,952.04

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Appendix C
Salary Table for AFSCME Job Classifications Effective July 13, 2020

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A378	37.92	39.81	41.82	43.92	46.11	3,033.63	3,185.15	3,345.20	3,513.80	3,688.49	6,572.87	7,991.73
A379	38.10	40.01	42.03	44.14	46.34	3,048.30	3,201.02	3,362.31	3,530.90	3,706.82	6,604.65	8,031.44
A380	38.29	40.21	42.23	44.35	46.56	3,062.98	3,216.89	3,378.16	3,548.00	3,725.17	6,636.46	8,071.20
A381	38.47	40.39	42.43	44.55	46.76	3,077.62	3,231.57	3,394.08	3,563.88	3,741.03	6,668.18	8,105.57
A382	38.65	40.59	42.64	44.76	46.99	3,092.28	3,247.45	3,411.17	3,580.99	3,759.36	6,699.94	8,145.28
A383	38.84	40.79	42.84	44.99	47.22	3,106.93	3,263.32	3,427.04	3,599.33	3,777.69	6,731.68	8,185.00
A384	39.04	40.99	43.05	45.21	47.47	3,122.82	3,279.20	3,444.17	3,616.41	3,797.23	6,766.11	8,227.33
A385	39.22	41.19	43.27	45.43	47.69	3,137.48	3,295.12	3,461.23	3,634.72	3,815.54	6,797.87	8,267.00
A386	39.43	41.42	43.49	45.66	47.94	3,154.60	3,313.43	3,479.55	3,653.05	3,835.11	6,834.97	8,309.41
A387	39.63	41.62	43.71	45.88	48.17	3,170.49	3,329.29	3,496.72	3,670.17	3,853.43	6,869.40	8,349.10
A388	39.81	41.82	43.92	46.11	48.40	3,185.15	3,345.20	3,513.80	3,688.49	3,871.77	6,901.16	8,388.84
A389	40.01	42.03	44.14	46.34	48.64	3,201.02	3,362.31	3,530.90	3,706.82	3,891.29	6,935.54	8,431.13
A390	40.21	42.23	44.35	46.56	48.87	3,216.89	3,378.16	3,548.00	3,725.17	3,909.64	6,969.93	8,470.89
A391	40.39	42.43	44.55	46.76	49.10	3,231.57	3,394.08	3,563.88	3,741.03	3,927.94	7,001.74	8,510.54
A392	40.59	42.64	44.76	46.99	49.34	3,247.45	3,411.17	3,580.99	3,759.36	3,947.50	7,036.14	8,552.92
A393	40.79	42.84	44.99	47.22	49.59	3,263.32	3,427.04	3,599.33	3,777.69	3,967.08	7,070.53	8,595.34
A394	40.99	43.05	45.21	47.47	49.83	3,279.20	3,444.17	3,616.41	3,797.23	3,986.60	7,104.93	8,637.63
A395	41.19	43.27	45.43	47.69	50.08	3,295.12	3,461.23	3,634.72	3,815.54	4,006.17	7,139.43	8,680.04
A396	41.42	43.49	45.66	47.94	50.32	3,313.43	3,479.55	3,653.05	3,835.11	4,025.70	7,179.10	8,722.35
A397	41.62	43.71	45.88	48.17	50.57	3,329.29	3,496.72	3,670.17	3,853.43	4,045.25	7,213.46	8,764.71
A398	41.82	43.92	46.11	48.40	50.83	3,345.20	3,513.80	3,688.49	3,871.77	4,066.02	7,247.93	8,809.71
A399	42.03	44.14	46.34	48.64	51.07	3,362.31	3,530.90	3,706.82	3,891.29	4,085.57	7,285.01	8,852.07
A400	42.23	44.35	46.56	48.87	51.31	3,378.16	3,548.00	3,725.17	3,909.64	4,105.13	7,319.35	8,894.45
A401	42.43	44.55	46.76	49.10	51.54	3,394.08	3,563.88	3,741.03	3,927.94	4,123.46	7,353.84	8,934.16
A402	42.64	44.76	46.99	49.34	51.80	3,411.17	3,580.99	3,759.36	3,947.50	4,144.21	7,390.87	8,979.12
A403	42.84	44.99	47.22	49.59	52.06	3,427.04	3,599.33	3,777.69	3,967.08	4,164.99	7,425.25	9,024.15
A404	43.05	45.21	47.47	49.83	52.31	3,444.17	3,616.41	3,797.23	3,986.60	4,184.55	7,462.37	9,066.53
A405	43.27	45.43	47.69	50.08	52.57	3,461.23	3,634.72	3,815.54	4,006.17	4,205.33	7,499.33	9,111.55
A406	43.49	45.66	47.94	50.32	52.84	3,479.55	3,653.05	3,835.11	4,025.70	4,227.28	7,539.03	9,159.11
A407	43.71	45.88	48.17	50.57	53.10	3,496.72	3,670.17	3,853.43	4,045.25	4,248.09	7,576.23	9,204.20
A408	43.92	46.11	48.40	50.83	53.36	3,513.80	3,688.49	3,871.77	4,066.02	4,268.85	7,613.23	9,249.18
A409	44.14	46.34	48.64	51.07	53.62	3,530.90	3,706.82	3,891.29	4,085.57	4,289.58	7,650.28	9,294.09
A410	44.35	46.56	48.87	51.31	53.88	3,548.00	3,725.17	3,909.64	4,105.13	4,310.39	7,687.33	9,339.18
A411	44.55	46.76	49.10	51.54	54.14	3,563.88	3,741.03	3,927.94	4,123.46	4,331.15	7,721.74	9,384.16
A412	44.76	46.99	49.34	51.80	54.40	3,580.99	3,759.36	3,947.50	4,144.21	4,351.90	7,758.81	9,429.12
A413	44.99	47.22	49.59	52.06	54.66	3,599.33	3,777.69	3,967.08	4,164.99	4,372.68	7,798.55	9,474.14
A414	45.21	47.47	49.83	52.31	54.92	3,616.41	3,797.23	3,986.60	4,184.55	4,393.44	7,835.56	9,519.12
A415	45.43	47.69	50.08	52.57	55.19	3,634.72	3,815.54	4,006.17	4,205.33	4,415.45	7,875.23	9,566.81

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Appendix C
Salary Table for AFSCME Job Classifications Effective July 13, 2020

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A416	45.66	47.94	50.32	52.84	55.48	3,653.05	3,835.11	4,025.70	4,227.28	4,438.65	7,914.94	9,617.08
A417	45.88	48.17	50.57	53.10	55.76	3,670.17	3,853.43	4,045.25	4,248.09	4,460.65	7,952.04	9,664.74
A418	46.11	48.40	50.83	53.36	56.03	3,688.49	3,871.77	4,066.02	4,268.85	4,482.66	7,991.73	9,712.43
A419	46.34	48.64	51.07	53.62	56.31	3,706.82	3,891.29	4,085.57	4,289.58	4,504.65	8,031.44	9,760.08
A420	46.56	48.87	51.31	53.88	56.58	3,725.17	3,909.64	4,105.13	4,310.39	4,526.63	8,071.20	9,807.70
A421	46.76	49.10	51.54	54.14	56.84	3,741.03	3,927.94	4,123.46	4,331.15	4,547.41	8,105.57	9,852.72
A422	46.99	49.34	51.80	54.40	57.13	3,759.36	3,947.50	4,144.21	4,351.90	4,570.60	8,145.28	9,902.97
A423	47.22	49.59	52.06	54.66	57.41	3,777.69	3,967.08	4,164.99	4,372.68	4,592.60	8,185.00	9,950.63
A424	47.47	49.83	52.31	54.92	57.68	3,797.23	3,986.60	4,184.55	4,393.44	4,614.61	8,227.33	9,998.32
A425	47.69	50.08	52.57	55.19	57.97	3,815.54	4,006.17	4,205.33	4,415.45	4,637.81	8,267.00	10,048.59
A426	47.94	50.32	52.84	55.48	58.28	3,835.11	4,025.70	4,227.28	4,438.65	4,662.22	8,309.41	10,101.48
A427	48.17	50.57	53.10	55.76	58.55	3,853.43	4,045.25	4,248.09	4,460.65	4,684.26	8,349.10	10,149.23
A428	48.40	50.83	53.36	56.03	58.84	3,871.77	4,066.02	4,268.85	4,482.66	4,707.46	8,388.84	10,199.50
A429	48.64	51.07	53.62	56.31	59.13	3,891.29	4,085.57	4,289.58	4,504.65	4,730.69	8,431.13	10,249.83
A430	48.89	51.31	53.88	56.58	59.41	3,910.87	4,105.13	4,310.39	4,526.63	4,752.66	8,473.55	10,297.43
A431	49.10	51.54	54.14	56.84	59.70	3,927.94	4,123.46	4,331.15	4,547.41	4,775.89	8,510.54	10,347.76
A432	49.34	51.80	54.40	57.13	59.99	3,947.50	4,144.21	4,351.90	4,570.60	4,799.07	8,552.92	10,397.99
A433	49.59	52.06	54.66	57.41	60.28	3,967.08	4,164.99	4,372.68	4,592.60	4,822.31	8,595.34	10,448.34
A434	49.83	52.31	54.92	57.68	60.58	3,986.60	4,184.55	4,393.44	4,614.61	4,846.72	8,637.63	10,501.23
A435	50.08	52.57	55.19	57.97	60.87	4,006.17	4,205.33	4,415.45	4,637.81	4,869.92	8,680.04	10,551.49
A436	50.32	52.84	55.48	58.28	61.20	4,025.70	4,227.28	4,438.65	4,662.22	4,895.62	8,722.35	10,607.18
A437	50.57	53.10	55.76	58.55	61.49	4,045.25	4,248.09	4,460.65	4,684.26	4,918.80	8,764.71	10,657.40
A438	50.83	53.36	56.03	58.84	61.79	4,066.02	4,268.85	4,482.66	4,707.46	4,943.26	8,809.71	10,710.40
A439	51.07	53.62	56.31	59.13	62.10	4,085.57	4,289.58	4,504.65	4,730.69	4,967.66	8,852.07	10,763.26
A440	51.31	53.88	56.58	59.41	62.40	4,105.13	4,310.39	4,526.63	4,752.66	4,992.12	8,894.45	10,816.26
A441	51.54	54.14	56.84	59.70	62.68	4,123.46	4,331.15	4,547.41	4,775.89	5,014.14	8,934.16	10,863.97
A442	51.80	54.40	57.13	59.99	62.98	4,144.21	4,351.90	4,570.60	4,799.07	5,038.58	8,979.12	10,916.92
A443	52.06	54.66	57.41	60.28	63.30	4,164.99	4,372.68	4,592.60	4,822.31	5,064.20	9,024.15	10,972.43
A444	52.31	54.92	57.68	60.58	63.61	4,184.55	4,393.44	4,614.61	4,846.72	5,088.64	9,066.53	11,025.39
A445	52.57	55.19	57.97	60.87	63.91	4,205.33	4,415.45	4,637.81	4,869.92	5,113.08	9,111.55	11,078.34
A446	52.84	55.48	58.28	61.20	64.25	4,227.28	4,438.65	4,662.22	4,895.62	5,139.98	9,159.11	11,136.62
A447	53.10	55.76	58.55	61.49	64.57	4,248.09	4,460.65	4,684.26	4,918.80	5,165.59	9,204.20	11,192.11
A448	53.36	56.03	58.84	61.79	64.88	4,268.85	4,482.66	4,707.46	4,943.26	5,190.06	9,249.18	11,245.13
A449	53.62	56.31	59.13	62.10	65.20	4,289.58	4,504.65	4,730.69	4,967.66	5,215.69	9,294.09	11,300.66
A450	53.88	56.58	59.41	62.40	65.52	4,310.39	4,526.63	4,752.66	4,992.12	5,241.38	9,339.18	11,356.32
A451	54.14	56.84	59.70	62.68	65.82	4,331.15	4,547.41	4,775.89	5,014.14	5,265.79	9,384.16	11,409.21
A452	54.40	57.13	59.99	62.98	66.14	4,351.90	4,570.60	4,799.07	5,038.58	5,291.44	9,429.12	11,464.79
A453	54.66	57.41	60.28	63.30	66.46	4,372.68	4,592.60	4,822.31	5,064.20	5,317.10	9,474.14	11,520.38

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Appendix C
Salary Table for AFSCME Job Classifications Effective July 13, 2020

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A454	54.92	57.68	60.58	63.61	66.78	4,393.44	4,614.61	4,846.72	5,088.64	5,342.77	9,519.12	11,576.00
A455	55.19	57.97	60.87	63.91	67.12	4,415.45	4,637.81	4,869.92	5,113.08	5,369.65	9,566.81	11,634.24
A456	55.48	58.28	61.20	64.25	67.47	4,438.65	4,662.22	4,895.62	5,139.98	5,397.72	9,617.08	11,695.06
A457	55.76	58.55	61.49	64.57	67.79	4,460.65	4,684.26	4,918.80	5,165.59	5,423.39	9,664.74	11,750.68
A458	56.03	58.84	61.79	64.88	68.13	4,482.66	4,707.46	4,943.26	5,190.06	5,450.26	9,712.43	11,808.90
A459	56.31	59.13	62.10	65.20	68.46	4,504.65	4,730.69	4,967.66	5,215.69	5,477.16	9,760.08	11,867.18
A460	56.58	59.41	62.40	65.52	68.80	4,526.63	4,752.66	4,992.12	5,241.38	5,504.03	9,807.70	11,925.40
A461	56.84	59.70	62.68	65.82	69.11	4,547.41	4,775.89	5,014.14	5,265.79	5,528.48	9,852.72	11,978.37
A462	57.13	59.99	62.98	66.14	69.44	4,570.60	4,799.07	5,038.58	5,291.44	5,555.36	9,902.97	12,036.61
A463	57.41	60.28	63.30	66.46	69.79	4,592.60	4,822.31	5,064.20	5,317.10	5,583.45	9,950.63	12,097.48
A464	57.68	60.58	63.61	66.78	70.13	4,614.61	4,846.72	5,088.64	5,342.77	5,610.34	9,998.32	12,155.74
A465	57.97	60.87	63.91	67.12	70.47	4,637.81	4,869.92	5,113.08	5,369.65	5,637.22	10,048.59	12,213.98
A466	58.28	61.20	64.25	67.47	70.83	4,662.22	4,895.62	5,139.98	5,397.72	5,666.53	10,101.48	12,277.48
A467	58.55	61.49	64.57	67.79	71.18	4,684.26	4,918.80	5,165.59	5,423.39	5,694.64	10,149.23	12,338.39
A468	58.84	61.79	64.88	68.13	71.53	4,707.46	4,943.26	5,190.06	5,450.26	5,722.74	10,199.50	12,399.27
A469	59.13	62.10	65.20	68.46	71.89	4,730.69	4,967.66	5,215.69	5,477.16	5,750.83	10,249.83	12,460.13
A470	59.41	62.40	65.52	68.80	72.24	4,752.66	4,992.12	5,241.38	5,504.03	5,778.94	10,297.43	12,521.04
A471	59.70	62.68	65.82	69.11	72.56	4,775.89	5,014.14	5,265.79	5,528.48	5,804.58	10,347.76	12,576.59
A472	59.99	62.98	66.14	69.44	72.92	4,799.07	5,038.58	5,291.44	5,555.36	5,833.92	10,397.99	12,640.16
A473	60.28	63.30	66.46	69.79	73.28	4,822.31	5,064.20	5,317.10	5,583.45	5,862.02	10,448.34	12,701.04
A474	60.58	63.61	66.78	70.13	73.64	4,846.72	5,088.64	5,342.77	5,610.34	5,891.34	10,501.23	12,764.57
A475	60.87	63.91	67.12	70.47	73.99	4,869.92	5,113.08	5,369.65	5,637.22	5,919.46	10,551.49	12,825.50
A476	61.20	64.25	67.47	70.83	74.37	4,895.62	5,139.98	5,397.72	5,666.53	5,949.98	10,607.18	12,891.62
A477	61.49	64.57	67.79	71.18	74.74	4,918.80	5,165.59	5,423.39	5,694.64	5,979.34	10,657.40	12,955.24
A478	61.79	64.88	68.13	71.53	75.11	4,943.26	5,190.06	5,450.26	5,722.74	6,008.62	10,710.40	13,018.68
A479	62.10	65.20	68.46	71.89	75.47	4,967.66	5,215.69	5,477.16	5,750.83	6,037.97	10,763.26	13,082.27
A480	62.40	65.52	68.80	72.24	75.84	4,992.12	5,241.38	5,504.03	5,778.94	6,067.29	10,816.26	13,145.80
A481	62.68	65.82	69.11	72.56	76.19	5,014.14	5,265.79	5,528.48	5,804.58	6,095.38	10,863.97	13,206.66
A482	62.98	66.14	69.44	72.92	76.57	5,038.58	5,291.44	5,555.36	5,833.92	6,125.91	10,916.92	13,272.81
A483	63.30	66.46	69.79	73.28	76.94	5,064.20	5,317.10	5,583.45	5,862.02	6,155.23	10,972.43	13,336.33
A484	63.61	66.78	70.13	73.64	77.32	5,088.64	5,342.77	5,610.34	5,891.34	6,185.78	11,025.39	13,402.52
A485	63.91	67.12	70.47	73.99	77.69	5,113.08	5,369.65	5,637.22	5,919.46	6,215.10	11,078.34	13,466.05
A486	64.25	67.47	70.83	74.37	78.10	5,139.98	5,397.72	5,666.53	5,949.98	6,248.11	11,136.62	13,537.57
A487	64.57	67.79	71.18	74.74	78.48	5,165.59	5,423.39	5,694.64	5,979.34	6,278.66	11,192.11	13,603.76
A488	64.88	68.13	71.53	75.11	78.86	5,190.06	5,450.26	5,722.74	6,008.62	6,309.16	11,245.13	13,669.85
A489	65.20	68.46	71.89	75.47	79.25	5,215.69	5,477.16	5,750.83	6,037.97	6,339.72	11,300.66	13,736.06
A490	65.52	68.80	72.24	75.84	79.64	5,241.38	5,504.03	5,778.94	6,067.29	6,371.48	11,356.32	13,804.87
A491	65.82	69.11	72.56	76.19	80.01	5,265.79	5,528.48	5,804.58	6,095.38	6,400.83	11,409.21	13,868.47

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Appendix C
Salary Table for AFSCME Job Classifications Effective July 13, 2020

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A492	66.14	69.44	72.92	76.57	80.39	5,291.44	5,555.36	5,833.92	6,125.91	6,431.36	11,464.79	13,934.61
A493	66.46	69.79	73.28	76.94	80.79	5,317.10	5,583.45	5,862.02	6,155.23	6,463.14	11,520.38	14,003.47
A494	66.78	70.13	73.64	77.32	81.19	5,342.77	5,610.34	5,891.34	6,185.78	6,494.88	11,576.00	14,072.24
A495	67.12	70.47	73.99	77.69	81.58	5,369.65	5,637.22	5,919.46	6,215.10	6,526.66	11,634.24	14,141.10
A496	67.47	70.83	74.37	78.10	82.01	5,397.72	5,666.53	5,949.98	6,248.11	6,560.86	11,695.06	14,215.20
A497	67.79	71.18	74.74	78.48	82.41	5,423.39	5,694.64	5,979.34	6,278.66	6,592.64	11,750.68	14,284.05
A498	68.13	71.53	75.11	78.86	82.81	5,450.26	5,722.74	6,008.62	6,309.16	6,624.41	11,808.90	14,352.89
A499	68.46	71.89	75.47	79.25	83.22	5,477.16	5,750.83	6,037.97	6,339.72	6,657.40	11,867.18	14,424.37
A500	68.80	72.24	75.84	79.64	83.63	5,504.03	5,778.94	6,067.29	6,371.48	6,690.37	11,925.40	14,495.80
A501	69.11	72.56	76.19	80.01	84.01	5,528.48	5,804.58	6,095.38	6,400.83	6,720.93	11,978.37	14,562.02
A502	69.44	72.92	76.57	80.39	84.42	5,555.36	5,833.92	6,125.91	6,431.36	6,753.90	12,036.61	14,633.45
A503	69.79	73.28	76.94	80.79	84.82	5,583.45	5,862.02	6,155.23	6,463.14	6,785.66	12,097.48	14,702.26
A504	70.13	73.64	77.32	81.19	85.25	5,610.34	5,891.34	6,185.78	6,494.88	6,819.88	12,155.74	14,776.41
A505	70.47	73.99	77.69	81.58	85.66	5,637.22	5,919.46	6,215.10	6,526.66	6,852.86	12,213.98	14,847.86
A506	70.83	74.37	78.10	82.01	86.10	5,666.53	5,949.98	6,248.11	6,560.86	6,888.31	12,277.48	14,924.67
A507	71.18	74.74	78.48	82.41	86.53	5,694.64	5,979.34	6,278.66	6,592.64	6,922.51	12,338.39	14,998.77
A508	71.53	75.11	78.86	82.81	86.94	5,722.74	6,008.62	6,309.16	6,624.41	6,955.50	12,399.27	15,070.25
A509	71.89	75.47	79.25	83.22	87.37	5,750.83	6,037.97	6,339.72	6,657.40	6,989.68	12,460.13	15,144.31
A510	72.24	75.84	79.64	83.63	87.80	5,778.94	6,067.29	6,371.48	6,690.37	7,023.94	12,521.04	15,218.54
A511	72.56	76.19	80.01	84.01	88.21	5,804.58	6,095.38	6,400.83	6,720.93	7,056.90	12,576.59	15,289.95
A512	72.92	76.57	80.39	84.42	88.64	5,833.92	6,125.91	6,431.36	6,753.90	7,091.12	12,640.16	15,364.09
A513	73.28	76.94	80.79	84.82	89.08	5,862.02	6,155.23	6,463.14	6,785.66	7,126.55	12,701.04	15,440.86
A514	73.64	77.32	81.19	85.25	89.52	5,891.34	6,185.78	6,494.88	6,819.88	7,161.93	12,764.57	15,517.52
A515	73.99	77.69	81.58	85.66	89.97	5,919.46	6,215.10	6,526.66	6,852.86	7,197.42	12,825.50	15,594.41
A516	74.37	78.10	82.01	86.10	90.43	5,949.98	6,248.11	6,560.86	6,888.31	7,234.05	12,891.62	15,673.78
A517	74.74	78.48	82.41	86.53	90.87	5,979.34	6,278.66	6,592.64	6,922.51	7,269.49	12,955.24	15,750.56
A518	75.11	78.86	82.81	86.94	91.33	6,008.62	6,309.16	6,624.41	6,955.50	7,306.15	13,018.68	15,829.99
A519	75.47	79.25	83.22	87.37	91.78	6,037.97	6,339.72	6,657.40	6,989.68	7,342.78	13,082.27	15,909.36
A520	75.84	79.64	83.63	87.80	92.24	6,067.29	6,371.48	6,690.37	7,023.94	7,379.46	13,145.80	15,988.83
A521	76.19	80.01	84.01	88.21	92.70	6,095.38	6,400.83	6,720.93	7,056.90	7,416.09	13,206.66	16,068.20
A522	76.57	80.39	84.42	88.64	93.16	6,125.91	6,431.36	6,753.90	7,091.12	7,452.74	13,272.81	16,147.60
A523	76.94	80.79	84.82	89.08	93.63	6,155.23	6,463.14	6,785.66	7,126.55	7,490.61	13,336.33	16,229.66
A524	77.32	81.19	85.25	89.52	94.09	6,185.78	6,494.88	6,819.88	7,161.93	7,527.27	13,402.52	16,309.09
A525	77.69	81.58	85.66	89.97	94.56	6,215.10	6,526.66	6,852.86	7,197.42	7,565.16	13,466.05	16,391.18
A526	78.10	82.01	86.10	90.43	95.04	6,248.11	6,560.86	6,888.31	7,234.05	7,603.02	13,537.57	16,473.21
A527	78.48	82.41	86.53	90.87	95.51	6,278.66	6,592.64	6,922.51	7,269.49	7,640.92	13,603.76	16,555.33
A528	78.86	82.81	86.94	91.33	95.98	6,309.16	6,624.41	6,955.50	7,306.15	7,678.79	13,669.85	16,637.38
A529	79.25	83.22	87.37	91.78	96.47	6,339.72	6,657.40	6,989.68	7,342.78	7,717.88	13,736.06	16,722.07

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Salary Table for AFSCME Job Classifications Effective July 13, 2020

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A530	79.64	83.63	87.80	92.24	96.95	6,371.48	6,690.37	7,023.94	7,379.46	7,755.75	13,804.87	16,804.13
A531	80.01	84.01	88.21	92.70	97.44	6,400.83	6,720.93	7,056.90	7,416.09	7,794.84	13,868.47	16,888.82
A532	80.39	84.42	88.64	93.16	97.92	6,431.36	6,753.90	7,091.12	7,452.74	7,833.94	13,934.61	16,973.54
A533	80.79	84.82	89.08	93.63	98.41	6,463.14	6,785.66	7,126.55	7,490.61	7,873.03	14,003.47	17,058.23
A534	81.19	85.25	89.52	94.09	98.90	6,494.88	6,819.88	7,161.93	7,527.27	7,912.14	14,072.24	17,142.97
A535	81.58	85.66	89.97	94.56	99.39	6,526.66	6,852.86	7,197.42	7,565.16	7,951.23	14,141.10	17,227.67
A536	82.01	86.10	90.43	95.04	99.89	6,560.86	6,888.31	7,234.05	7,603.02	7,991.54	14,215.20	17,315.00
A537	82.41	86.53	90.87	95.51	100.38	6,592.64	6,922.51	7,269.49	7,640.92	8,030.64	14,284.05	17,399.72
A538	82.81	86.94	91.33	95.98	100.89	6,624.41	6,955.50	7,306.15	7,678.79	8,070.95	14,352.89	17,487.06
A539	83.22	87.37	91.78	96.47	101.39	6,657.40	6,989.68	7,342.78	7,717.88	8,111.30	14,424.37	17,574.48
A540	83.63	87.80	92.24	96.95	101.90	6,690.37	7,023.94	7,379.46	7,755.75	8,151.60	14,495.80	17,661.80
A541	84.01	88.21	92.70	97.44	102.41	6,720.93	7,056.90	7,416.09	7,794.84	8,193.12	14,562.02	17,751.76
A542	84.42	88.64	93.16	97.92	102.92	6,753.90	7,091.12	7,452.74	7,833.94	8,233.46	14,633.45	17,839.16
A543	84.82	89.08	93.63	98.41	103.44	6,785.66	7,126.55	7,490.61	7,873.03	8,274.99	14,702.26	17,929.15
A544	85.25	89.52	94.09	98.90	103.94	6,819.88	7,161.93	7,527.27	7,912.14	8,315.30	14,776.41	18,016.48
A545	85.66	89.97	94.56	99.39	104.46	6,852.86	7,197.42	7,565.16	7,951.23	8,356.85	14,847.86	18,106.51
A546	86.10	90.43	95.04	99.89	105.00	6,888.31	7,234.05	7,603.02	7,991.54	8,399.60	14,924.67	18,199.13
A547	86.53	90.87	95.51	100.38	105.51	6,922.51	7,269.49	7,640.92	8,030.64	8,441.17	14,998.77	18,289.20
A548	86.94	91.33	95.98	100.89	106.03	6,955.50	7,306.15	7,678.79	8,070.95	8,482.68	15,070.25	18,379.14
A549	87.37	91.78	96.47	101.39	106.57	6,989.68	7,342.78	7,717.88	8,111.30	8,525.46	15,144.31	18,471.83
A550	87.80	92.24	96.95	101.90	107.10	7,023.94	7,379.46	7,755.75	8,151.60	8,568.20	15,218.54	18,564.43
A551	88.21	92.70	97.44	102.38	107.64	7,056.90	7,416.09	7,794.84	8,190.70	8,610.98	15,289.95	18,657.12
A552	88.64	93.16	97.92	102.92	108.17	7,091.12	7,452.74	7,833.94	8,233.46	8,653.73	15,364.09	18,749.75
A553	89.08	93.63	98.41	103.44	108.71	7,126.55	7,490.61	7,873.03	8,274.99	8,696.52	15,440.86	18,842.46
A554	89.52	94.09	98.90	103.94	109.26	7,161.93	7,527.27	7,912.14	8,315.30	8,740.50	15,517.52	18,937.75
A555	89.97	94.56	99.39	104.46	109.81	7,197.42	7,565.16	7,951.23	8,356.85	8,784.48	15,594.41	19,033.04
A556	90.43	95.04	99.89	105.00	110.34	7,234.05	7,603.02	7,991.54	8,399.60	8,827.23	15,673.78	19,125.67
A557	90.87	95.51	100.38	105.51	110.91	7,269.49	7,640.92	8,030.64	8,441.17	8,872.44	15,750.56	19,223.62

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Appendix C
Salary Table for AFSCME Job Classifications Effective July 12, 2021

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A150	12.77	13.42	14.09	14.78	15.51	1,021.86	1,073.24	1,127.07	1,182.17	1,241.02	2,214.03	2,688.88
A151	12.84	13.48	14.14	14.84	15.59	1,026.90	1,078.23	1,130.82	1,187.19	1,247.29	2,224.95	2,702.46
A152	12.90	13.54	14.21	14.92	15.67	1,031.91	1,083.25	1,137.09	1,193.45	1,253.54	2,235.81	2,716.00
A153	12.95	13.60	14.28	15.00	15.75	1,035.66	1,088.25	1,142.10	1,199.71	1,259.81	2,243.93	2,729.59
A154	13.02	13.67	14.35	15.07	15.83	1,041.90	1,093.25	1,148.39	1,205.97	1,266.08	2,257.45	2,743.17
A155	13.09	13.74	14.42	15.14	15.90	1,046.94	1,099.52	1,153.36	1,210.98	1,272.35	2,268.37	2,756.76
A156	13.15	13.81	14.50	15.22	15.98	1,051.93	1,104.52	1,159.63	1,217.24	1,278.62	2,279.18	2,770.34
A157	13.21	13.87	14.57	15.29	16.06	1,056.94	1,109.54	1,165.89	1,223.50	1,284.85	2,290.04	2,783.84
A158	13.27	13.95	14.64	15.37	16.14	1,061.94	1,115.80	1,170.90	1,229.80	1,291.10	2,300.87	2,797.38
A159	13.34	14.01	14.71	15.45	16.22	1,066.97	1,120.83	1,177.16	1,236.04	1,297.38	2,311.77	2,810.99
A160	13.42	14.09	14.78	15.51	16.30	1,073.24	1,127.07	1,182.17	1,241.02	1,303.64	2,325.35	2,824.55
A161	13.48	14.14	14.84	15.59	16.37	1,078.23	1,130.82	1,187.19	1,247.29	1,309.89	2,336.17	2,838.10
A162	13.54	14.21	14.92	15.67	16.45	1,083.25	1,137.09	1,193.45	1,253.54	1,316.18	2,347.04	2,851.72
A163	13.60	14.28	15.00	15.75	16.53	1,088.25	1,142.10	1,199.71	1,259.81	1,322.41	2,357.88	2,865.22
A164	13.67	14.35	15.07	15.83	16.62	1,093.25	1,148.39	1,205.97	1,266.08	1,329.97	2,368.71	2,881.60
A165	13.74	14.42	15.14	15.90	16.70	1,099.52	1,153.36	1,210.98	1,272.35	1,336.22	2,382.29	2,895.14
A166	13.81	14.50	15.22	15.98	16.78	1,104.52	1,159.63	1,217.24	1,278.62	1,342.46	2,393.13	2,908.66
A167	13.87	14.57	15.29	16.06	16.87	1,109.54	1,165.89	1,223.50	1,284.85	1,349.96	2,404.00	2,924.91
A168	13.95	14.64	15.37	16.14	16.95	1,115.80	1,170.90	1,229.80	1,291.10	1,356.22	2,417.57	2,938.48
A169	14.01	14.71	15.45	16.22	17.03	1,120.83	1,177.16	1,236.04	1,297.38	1,362.51	2,428.47	2,952.11
A170	14.09	14.78	15.51	16.30	17.13	1,127.07	1,182.17	1,241.02	1,303.64	1,370.05	2,441.99	2,968.44
A171	14.14	14.84	15.59	16.37	17.20	1,130.82	1,187.19	1,247.29	1,309.89	1,376.30	2,450.11	2,981.98
A172	14.21	14.92	15.67	16.45	17.28	1,137.09	1,193.45	1,253.54	1,316.18	1,382.55	2,463.70	2,995.53
A173	14.28	15.00	15.75	16.53	17.38	1,142.10	1,199.71	1,259.81	1,322.41	1,390.06	2,474.55	3,011.80
A174	14.35	15.07	15.83	16.62	17.45	1,148.39	1,205.97	1,266.08	1,329.97	1,396.32	2,488.18	3,025.36
A175	14.42	15.14	15.90	16.70	17.53	1,153.36	1,210.98	1,272.35	1,336.22	1,402.60	2,498.95	3,038.97
A176	14.50	15.22	15.98	16.78	17.63	1,159.63	1,217.24	1,278.62	1,342.46	1,410.09	2,512.53	3,055.20
A177	14.57	15.29	16.06	16.87	17.72	1,165.89	1,223.50	1,284.85	1,349.96	1,417.61	2,526.10	3,071.49
A178	14.64	15.37	16.14	16.95	17.80	1,170.90	1,229.80	1,291.10	1,356.22	1,423.87	2,536.95	3,085.05
A179	14.71	15.45	16.22	17.03	17.89	1,177.16	1,236.04	1,297.38	1,362.51	1,431.37	2,550.51	3,101.30
A180	14.78	15.51	16.30	17.13	17.99	1,182.17	1,241.02	1,303.64	1,370.05	1,438.91	2,561.37	3,117.64
A181	14.84	15.59	16.37	17.20	18.06	1,187.19	1,247.29	1,309.89	1,376.30	1,445.17	2,572.25	3,131.20
A182	14.92	15.67	16.45	17.28	18.16	1,193.45	1,253.54	1,316.18	1,382.55	1,452.68	2,585.81	3,147.47
A183	15.00	15.75	16.53	17.38	18.24	1,199.71	1,259.81	1,322.41	1,390.06	1,458.94	2,599.37	3,161.04
A184	15.07	15.83	16.62	17.45	18.33	1,205.97	1,266.08	1,329.97	1,396.32	1,466.44	2,612.94	3,177.29
A185	15.14	15.90	16.70	17.53	18.42	1,210.98	1,272.35	1,336.22	1,402.60	1,473.96	2,623.79	3,193.58
A186	15.22	15.98	16.78	17.63	18.52	1,217.24	1,278.62	1,342.46	1,410.09	1,481.45	2,637.35	3,209.81
A187	15.29	16.06	16.87	17.72	18.60	1,223.50	1,284.85	1,349.96	1,417.61	1,487.74	2,650.92	3,223.44

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Appendix C
Salary Table for AFSCME Job Classifications Effective July 12, 2021

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A188	15.37	16.14	16.95	17.80	18.69	1,229.80	1,291.10	1,356.22	1,423.87	1,495.27	2,664.57	3,239.75
A189	15.45	16.22	17.03	17.89	18.78	1,236.04	1,297.38	1,362.51	1,431.37	1,502.77	2,678.09	3,256.00
A190	15.51	16.30	17.13	17.99	18.88	1,241.02	1,303.64	1,370.05	1,438.91	1,510.27	2,688.88	3,272.25
A191	15.59	16.37	17.20	18.06	18.97	1,247.29	1,309.89	1,376.30	1,445.17	1,517.80	2,702.46	3,288.57
A192	15.67	16.45	17.28	18.16	19.05	1,253.54	1,316.18	1,382.55	1,452.68	1,524.06	2,716.00	3,302.13
A193	15.75	16.53	17.38	18.24	19.14	1,259.81	1,322.41	1,390.06	1,458.94	1,531.58	2,729.59	3,318.42
A194	15.83	16.62	17.45	18.33	19.24	1,266.08	1,329.97	1,396.32	1,466.44	1,539.10	2,743.17	3,334.72
A195	15.90	16.70	17.53	18.42	19.33	1,272.35	1,336.22	1,402.60	1,473.96	1,546.61	2,756.76	3,350.99
A196	15.98	16.78	17.63	18.52	19.44	1,278.62	1,342.46	1,410.09	1,481.45	1,555.36	2,770.34	3,369.95
A197	16.06	16.87	17.72	18.60	19.54	1,284.85	1,349.96	1,417.61	1,487.74	1,562.88	2,783.84	3,386.24
A198	16.14	16.95	17.80	18.69	19.63	1,291.10	1,356.22	1,423.87	1,495.27	1,570.40	2,797.38	3,402.53
A199	16.22	17.03	17.89	18.78	19.72	1,297.38	1,362.51	1,431.37	1,502.77	1,577.92	2,810.99	3,418.83
A200	16.30	17.13	17.99	18.88	19.82	1,303.64	1,370.05	1,438.91	1,510.27	1,585.43	2,824.55	3,435.10
A201	16.37	17.20	18.06	18.97	19.91	1,309.89	1,376.30	1,445.17	1,517.80	1,592.92	2,838.10	3,451.33
A202	16.45	17.28	18.16	19.05	20.01	1,316.18	1,382.55	1,452.68	1,524.06	1,600.45	2,851.72	3,467.64
A203	16.53	17.38	18.24	19.14	20.10	1,322.41	1,390.06	1,458.94	1,531.58	1,607.98	2,865.22	3,483.96
A204	16.62	17.45	18.33	19.24	20.19	1,329.97	1,396.32	1,466.44	1,539.10	1,615.50	2,881.60	3,500.25
A205	16.70	17.53	18.42	19.33	20.30	1,336.22	1,402.60	1,473.96	1,546.61	1,624.24	2,895.14	3,519.19
A206	16.78	17.63	18.52	19.44	20.40	1,342.46	1,410.09	1,481.45	1,555.36	1,631.76	2,908.66	3,535.48
A207	16.87	17.72	18.60	19.54	20.51	1,349.96	1,417.61	1,487.74	1,562.88	1,640.54	2,924.91	3,554.50
A208	16.95	17.80	18.69	19.63	20.60	1,356.22	1,423.87	1,495.27	1,570.40	1,648.04	2,938.48	3,570.75
A209	17.03	17.89	18.78	19.72	20.71	1,362.51	1,431.37	1,502.77	1,577.92	1,656.78	2,952.11	3,589.69
A210	17.13	17.99	18.88	19.82	20.80	1,370.05	1,438.91	1,510.27	1,585.43	1,664.33	2,968.44	3,606.05
A211	17.20	18.06	18.97	19.91	20.90	1,376.30	1,445.17	1,517.80	1,592.92	1,671.84	2,981.98	3,622.32
A212	17.28	18.16	19.05	20.01	21.01	1,382.55	1,452.68	1,524.06	1,600.45	1,680.59	2,995.53	3,641.28
A213	17.38	18.24	19.14	20.10	21.10	1,390.06	1,458.94	1,531.58	1,607.98	1,688.10	3,011.80	3,657.55
A214	17.45	18.33	19.24	20.19	21.21	1,396.32	1,466.44	1,539.10	1,615.50	1,696.87	3,025.36	3,676.55
A215	17.53	18.42	19.33	20.30	21.32	1,402.60	1,473.96	1,546.61	1,624.24	1,705.66	3,038.97	3,695.60
A216	17.63	18.52	19.44	20.40	21.43	1,410.09	1,481.45	1,555.36	1,631.76	1,714.42	3,055.20	3,714.58
A217	17.72	18.60	19.54	20.51	21.52	1,417.61	1,487.74	1,562.88	1,640.54	1,721.92	3,071.49	3,730.83
A218	17.80	18.69	19.63	20.60	21.63	1,423.87	1,495.27	1,570.40	1,648.04	1,730.68	3,085.05	3,749.81
A219	17.89	18.78	19.72	20.71	21.74	1,431.37	1,502.77	1,577.92	1,656.78	1,739.45	3,101.30	3,768.81
A220	17.99	18.88	19.82	20.80	21.85	1,438.91	1,510.27	1,585.43	1,664.33	1,748.22	3,117.64	3,787.81
A221	18.06	18.97	19.91	20.90	21.95	1,445.17	1,517.80	1,592.92	1,671.84	1,755.75	3,131.20	3,804.13
A222	18.16	19.05	20.01	21.01	22.06	1,452.68	1,524.06	1,600.45	1,680.59	1,764.51	3,147.47	3,823.11
A223	18.24	19.14	20.10	21.10	22.17	1,458.94	1,531.58	1,607.98	1,688.10	1,773.28	3,161.04	3,842.11
A224	18.33	19.24	20.19	21.21	22.26	1,466.44	1,539.10	1,615.50	1,696.87	1,780.77	3,177.29	3,858.34
A225	18.42	19.33	20.30	21.32	22.37	1,473.96	1,546.61	1,624.24	1,705.66	1,789.56	3,193.58	3,877.38

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Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A226	18.52	19.44	20.40	21.43	22.49	1,481.45	1,555.36	1,631.76	1,714.42	1,799.59	3,209.81	3,899.11
A227	18.60	19.54	20.51	21.52	22.60	1,487.74	1,562.88	1,640.54	1,721.92	1,808.32	3,223.44	3,918.03
A228	18.69	19.63	20.60	21.63	22.71	1,495.27	1,570.40	1,648.04	1,730.68	1,817.08	3,239.75	3,937.01
A229	18.78	19.72	20.71	21.74	22.82	1,502.77	1,577.92	1,656.78	1,739.45	1,825.84	3,256.00	3,955.99
A230	18.88	19.82	20.80	21.85	22.93	1,510.27	1,585.43	1,664.33	1,748.22	1,834.63	3,272.25	3,975.03
A231	18.97	19.91	20.90	21.95	23.04	1,517.80	1,592.92	1,671.84	1,755.75	1,843.40	3,288.57	3,994.03
A232	19.05	20.01	21.01	22.06	23.15	1,524.06	1,600.45	1,680.59	1,764.51	1,852.14	3,302.13	4,012.97
A233	19.14	20.10	21.10	22.17	23.26	1,531.58	1,607.98	1,688.10	1,773.28	1,860.91	3,318.42	4,031.97
A234	19.24	20.19	21.21	22.26	23.39	1,539.10	1,615.50	1,696.87	1,780.77	1,870.96	3,334.72	4,053.75
A235	19.33	20.30	21.32	22.37	23.50	1,546.61	1,624.24	1,705.66	1,789.56	1,879.68	3,350.99	4,072.64
A236	19.44	20.40	21.43	22.49	23.62	1,555.36	1,631.76	1,714.42	1,799.59	1,889.74	3,369.95	4,094.44
A237	19.54	20.51	21.52	22.60	23.73	1,562.88	1,640.54	1,721.92	1,808.32	1,898.49	3,386.24	4,113.40
A238	19.63	20.60	21.63	22.71	23.86	1,570.40	1,648.04	1,730.68	1,817.08	1,908.52	3,402.53	4,135.13
A239	19.72	20.71	21.74	22.82	23.97	1,577.92	1,656.78	1,739.45	1,825.84	1,917.27	3,418.83	4,154.09
A240	19.82	20.80	21.85	22.93	24.09	1,585.43	1,664.33	1,748.22	1,834.63	1,927.31	3,435.10	4,175.84
A241	19.91	20.90	21.95	23.04	24.20	1,592.92	1,671.84	1,755.75	1,843.40	1,936.05	3,451.33	4,194.78
A242	20.01	21.01	22.06	23.15	24.31	1,600.45	1,680.59	1,764.51	1,852.14	1,944.84	3,467.64	4,213.82
A243	20.10	21.10	22.17	23.26	24.44	1,607.98	1,688.10	1,773.28	1,860.91	1,954.86	3,483.96	4,235.53
A244	20.19	21.21	22.26	23.39	24.56	1,615.50	1,696.87	1,780.77	1,870.96	1,964.88	3,500.25	4,257.24
A245	20.30	21.32	22.37	23.50	24.67	1,624.24	1,705.66	1,789.56	1,879.68	1,973.63	3,519.19	4,276.20
A246	20.40	21.43	22.49	23.62	24.81	1,631.76	1,714.42	1,799.59	1,889.74	1,984.89	3,535.48	4,300.60
A247	20.51	21.52	22.60	23.73	24.92	1,640.54	1,721.92	1,808.32	1,898.49	1,993.66	3,554.50	4,319.60
A248	20.60	21.63	22.71	23.86	25.05	1,648.04	1,730.68	1,817.08	1,908.52	2,003.70	3,570.75	4,341.35
A249	20.71	21.74	22.82	23.97	25.17	1,656.78	1,739.45	1,825.84	1,917.27	2,013.72	3,589.69	4,363.06
A250	20.80	21.85	22.93	24.09	25.30	1,664.33	1,748.22	1,834.63	1,927.31	2,023.73	3,606.05	4,384.75
A251	20.90	21.95	23.04	24.20	25.41	1,671.84	1,755.75	1,843.40	1,936.05	2,032.46	3,622.32	4,403.66
A252	21.01	22.06	23.15	24.31	25.53	1,680.59	1,764.51	1,852.14	1,944.84	2,042.53	3,641.28	4,425.48
A253	21.10	22.17	23.26	24.44	25.66	1,688.10	1,773.28	1,860.91	1,954.86	2,052.55	3,657.55	4,447.19
A254	21.21	22.26	23.39	24.56	25.78	1,696.87	1,780.77	1,870.96	1,964.88	2,062.54	3,676.55	4,468.84
A255	21.32	22.37	23.50	24.67	25.91	1,705.66	1,789.56	1,879.68	1,973.63	2,072.55	3,695.60	4,490.53
A256	21.43	22.49	23.62	24.81	26.05	1,714.42	1,799.59	1,889.74	1,984.89	2,083.86	3,714.58	4,515.03
A257	21.52	22.60	23.73	24.92	26.17	1,721.92	1,808.32	1,898.49	1,993.66	2,093.85	3,730.83	4,536.68
A258	21.63	22.71	23.86	25.05	26.31	1,730.68	1,817.08	1,908.52	2,003.70	2,105.12	3,749.81	4,561.09
A259	21.74	22.82	23.97	25.17	26.44	1,739.45	1,825.84	1,917.27	2,013.72	2,115.14	3,768.81	4,582.80
A260	21.85	22.93	24.09	25.30	26.56	1,748.22	1,834.63	1,927.31	2,023.73	2,125.17	3,787.81	4,604.54
A261	21.95	23.04	24.20	25.41	26.69	1,755.75	1,843.40	1,936.05	2,032.46	2,135.20	3,804.13	4,626.27
A262	22.06	23.15	24.31	25.53	26.82	1,764.51	1,852.14	1,944.84	2,042.53	2,145.21	3,823.11	4,647.96
A263	22.17	23.26	24.44	25.66	26.96	1,773.28	1,860.91	1,954.86	2,052.55	2,156.47	3,842.11	4,672.35

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Appendix C
Salary Table for AFSCME Job Classifications Effective July 12, 2021

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A264	22.26	23.39	24.56	25.78	27.08	1,780.77	1,870.96	1,964.88	2,062.54	2,166.49	3,858.34	4,694.06
A265	22.37	23.50	24.67	25.91	27.21	1,789.56	1,879.68	1,973.63	2,072.55	2,176.51	3,877.38	4,715.77
A266	22.49	23.62	24.81	26.05	27.36	1,799.59	1,889.74	1,984.89	2,083.86	2,189.03	3,899.11	4,742.90
A267	22.60	23.73	24.92	26.17	27.49	1,808.32	1,898.49	1,993.66	2,093.85	2,199.05	3,918.03	4,764.61
A268	22.71	23.86	25.05	26.31	27.63	1,817.08	1,908.52	2,003.70	2,105.12	2,210.34	3,937.01	4,789.07
A269	22.82	23.97	25.17	26.44	27.75	1,825.84	1,917.27	2,013.72	2,115.14	2,220.33	3,955.99	4,810.72
A270	22.93	24.09	25.30	26.56	27.90	1,834.63	1,927.31	2,023.73	2,125.17	2,231.61	3,975.03	4,835.16
A271	23.04	24.20	25.41	26.69	28.02	1,843.40	1,936.05	2,032.46	2,135.20	2,241.61	3,994.03	4,856.82
A272	23.15	24.31	25.53	26.82	28.16	1,852.14	1,944.84	2,042.53	2,145.21	2,252.90	4,012.97	4,881.28
A273	23.26	24.44	25.66	26.96	28.30	1,860.91	1,954.86	2,052.55	2,156.47	2,264.17	4,031.97	4,905.70
A274	23.39	24.56	25.78	27.08	28.43	1,870.96	1,964.88	2,062.54	2,166.49	2,274.16	4,053.75	4,927.35
A275	23.50	24.67	25.91	27.21	28.57	1,879.68	1,973.63	2,072.55	2,176.51	2,285.45	4,072.64	4,951.81
A276	23.62	24.81	26.05	27.36	28.71	1,889.74	1,984.89	2,083.86	2,189.03	2,296.75	4,094.44	4,976.29
A277	23.73	24.92	26.17	27.49	28.85	1,898.49	1,993.66	2,093.85	2,199.05	2,307.99	4,113.40	5,000.65
A278	23.86	25.05	26.31	27.63	28.99	1,908.52	2,003.70	2,105.12	2,210.34	2,319.27	4,135.13	5,025.09
A279	23.97	25.17	26.44	27.75	29.15	1,917.27	2,013.72	2,115.14	2,220.33	2,331.79	4,154.09	5,052.21
A280	24.09	25.30	26.56	27.90	29.29	1,927.31	2,023.73	2,125.17	2,231.61	2,343.05	4,175.84	5,076.61
A281	24.20	25.41	26.69	28.02	29.41	1,936.05	2,032.46	2,135.20	2,241.61	2,353.09	4,194.78	5,098.36
A282	24.31	25.53	26.82	28.16	29.55	1,944.84	2,042.53	2,145.21	2,252.90	2,364.36	4,213.82	5,122.78
A283	24.44	25.66	26.96	28.30	29.70	1,954.86	2,052.55	2,156.47	2,264.17	2,375.61	4,235.53	5,147.16
A284	24.56	25.78	27.08	28.43	29.85	1,964.88	2,062.54	2,166.49	2,274.16	2,388.18	4,257.24	5,174.39
A285	24.67	25.91	27.21	28.57	29.99	1,973.63	2,072.55	2,176.51	2,285.45	2,399.42	4,276.20	5,198.74
A286	24.81	26.05	27.36	28.71	30.15	1,984.89	2,083.86	2,189.03	2,296.75	2,411.93	4,300.60	5,225.85
A287	24.92	26.17	27.49	28.85	30.29	1,993.66	2,093.85	2,199.05	2,307.99	2,423.21	4,319.60	5,250.29
A288	25.05	26.31	27.63	28.99	30.45	2,003.70	2,105.12	2,210.34	2,319.27	2,435.75	4,341.35	5,277.46
A289	25.17	26.44	27.75	29.15	30.59	2,013.72	2,115.14	2,220.33	2,331.79	2,446.98	4,363.06	5,301.79
A290	25.30	26.56	27.90	29.29	30.74	2,023.73	2,125.17	2,231.61	2,343.05	2,459.53	4,384.75	5,328.98
A291	25.41	26.69	28.02	29.41	30.88	2,032.46	2,135.20	2,241.61	2,353.09	2,470.79	4,403.66	5,353.38
A292	25.53	26.82	28.16	29.55	31.04	2,042.53	2,145.21	2,252.90	2,364.36	2,483.32	4,425.48	5,380.53
A293	25.66	26.96	28.30	29.70	31.18	2,052.55	2,156.47	2,264.17	2,375.61	2,494.59	4,447.19	5,404.95
A294	25.78	27.08	28.43	29.85	31.34	2,062.54	2,166.49	2,274.16	2,388.18	2,507.12	4,468.84	5,432.09
A295	25.91	27.21	28.57	29.99	31.50	2,072.55	2,176.51	2,285.45	2,399.42	2,519.68	4,490.53	5,459.31
A296	26.05	27.36	28.71	30.15	31.65	2,083.86	2,189.03	2,296.75	2,411.93	2,532.15	4,515.03	5,486.33
A297	26.17	27.49	28.85	30.29	31.81	2,093.85	2,199.05	2,307.99	2,423.21	2,544.69	4,536.68	5,513.50
A298	26.31	27.63	28.99	30.45	31.97	2,105.12	2,210.34	2,319.27	2,435.75	2,557.21	4,561.09	5,540.62
A299	26.44	27.75	29.15	30.59	32.12	2,115.14	2,220.33	2,331.79	2,446.98	2,569.75	4,582.80	5,567.79
A300	26.56	27.90	29.29	30.74	32.28	2,125.17	2,231.61	2,343.05	2,459.53	2,582.26	4,604.54	5,594.90
A301	26.69	28.02	29.41	30.88	32.43	2,135.20	2,241.61	2,353.09	2,470.79	2,594.79	4,626.27	5,622.05

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Appendix C
Salary Table for AFSCME Job Classifications Effective July 12, 2021

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A302	26.82	28.16	29.55	31.04	32.59	2,145.21	2,252.90	2,364.36	2,483.32	2,607.31	4,647.96	5,649.17
A303	26.96	28.30	29.70	31.18	32.75	2,156.47	2,264.17	2,375.61	2,494.59	2,619.82	4,672.35	5,676.28
A304	27.08	28.43	29.85	31.34	32.90	2,166.49	2,274.16	2,388.18	2,507.12	2,632.34	4,694.06	5,703.40
A305	27.21	28.57	29.99	31.50	33.08	2,176.51	2,285.45	2,399.42	2,519.68	2,646.13	4,715.77	5,733.28
A306	27.36	28.71	30.15	31.65	33.25	2,189.03	2,296.75	2,411.93	2,532.15	2,659.89	4,742.90	5,763.10
A307	27.49	28.85	30.29	31.81	33.41	2,199.05	2,307.99	2,423.21	2,544.69	2,672.42	4,764.61	5,790.24
A308	27.63	28.99	30.45	31.97	33.58	2,210.34	2,319.27	2,435.75	2,557.21	2,686.20	4,789.07	5,820.10
A309	27.75	29.15	30.59	32.12	33.73	2,220.33	2,331.79	2,446.98	2,569.75	2,698.74	4,810.72	5,847.27
A310	27.90	29.29	30.74	32.28	33.91	2,231.61	2,343.05	2,459.53	2,582.26	2,712.49	4,835.16	5,877.06
A311	28.02	29.41	30.88	32.43	34.06	2,241.61	2,353.09	2,470.79	2,594.79	2,725.02	4,856.82	5,904.21
A312	28.16	29.55	31.04	32.59	34.22	2,252.90	2,364.36	2,483.32	2,607.31	2,737.54	4,881.28	5,931.34
A313	28.30	29.70	31.18	32.75	34.39	2,264.17	2,375.61	2,494.59	2,619.82	2,751.31	4,905.70	5,961.17
A314	28.43	29.85	31.34	32.90	34.56	2,274.16	2,388.18	2,507.12	2,632.34	2,765.08	4,927.35	5,991.01
A315	28.57	29.99	31.50	33.08	34.74	2,285.45	2,399.42	2,519.68	2,646.13	2,778.88	4,951.81	6,020.91
A316	28.71	30.15	31.65	33.25	34.91	2,296.75	2,411.93	2,532.15	2,659.89	2,792.65	4,976.29	6,050.74
A317	28.85	30.29	31.81	33.41	35.08	2,307.99	2,423.21	2,544.69	2,672.42	2,806.42	5,000.65	6,080.58
A318	28.99	30.45	31.97	33.58	35.25	2,319.27	2,435.75	2,557.21	2,686.20	2,820.23	5,025.09	6,110.50
A319	29.15	30.59	32.12	33.73	35.42	2,331.79	2,446.98	2,569.75	2,698.74	2,833.98	5,052.21	6,140.29
A320	29.29	30.74	32.28	33.91	35.60	2,343.05	2,459.53	2,582.26	2,712.49	2,847.76	5,076.61	6,170.15
A321	29.41	30.88	32.43	34.06	35.77	2,353.09	2,470.79	2,594.79	2,725.02	2,861.52	5,098.36	6,199.96
A322	29.55	31.04	32.59	34.22	35.94	2,364.36	2,483.32	2,607.31	2,737.54	2,875.30	5,122.78	6,229.82
A323	29.70	31.18	32.75	34.39	36.11	2,375.61	2,494.59	2,619.82	2,751.31	2,889.08	5,147.16	6,259.67
A324	29.85	31.34	32.90	34.56	36.29	2,388.18	2,507.12	2,632.34	2,765.08	2,902.83	5,174.39	6,289.47
A325	29.99	31.50	33.08	34.74	36.47	2,399.42	2,519.68	2,646.13	2,778.88	2,917.89	5,198.74	6,322.10
A326	30.15	31.65	33.25	34.91	36.66	2,411.93	2,532.15	2,659.89	2,792.65	2,932.89	5,225.85	6,354.60
A327	30.29	31.81	33.41	35.08	36.83	2,423.21	2,544.69	2,672.42	2,806.42	2,946.69	5,250.29	6,384.50
A328	30.45	31.97	33.58	35.25	37.02	2,435.75	2,557.21	2,686.20	2,820.23	2,961.72	5,277.46	6,417.06
A329	30.59	32.12	33.73	35.42	37.19	2,446.98	2,569.75	2,698.74	2,833.98	2,975.46	5,301.79	6,446.83
A330	30.74	32.28	33.91	35.60	37.38	2,459.53	2,582.26	2,712.49	2,847.76	2,990.49	5,328.98	6,479.40
A331	30.88	32.43	34.06	35.77	37.55	2,470.79	2,594.79	2,725.02	2,861.52	3,004.28	5,353.38	6,509.27
A332	31.04	32.59	34.22	35.94	37.73	2,483.32	2,607.31	2,737.54	2,875.30	3,018.06	5,380.53	6,539.13
A333	31.18	32.75	34.39	36.11	37.91	2,494.59	2,619.82	2,751.31	2,889.08	3,033.09	5,404.95	6,571.70
A334	31.34	32.90	34.56	36.29	38.10	2,507.12	2,632.34	2,765.08	2,902.83	3,048.11	5,432.09	6,604.24
A335	31.50	33.08	34.74	36.47	38.29	2,519.68	2,646.13	2,778.88	2,917.89	3,063.15	5,459.31	6,636.83
A336	31.65	33.25	34.91	36.66	38.49	2,532.15	2,659.89	2,792.65	2,932.89	3,079.43	5,486.33	6,672.10
A337	31.81	33.41	35.08	36.83	38.68	2,544.69	2,672.42	2,806.42	2,946.69	3,094.43	5,513.50	6,704.60
A338	31.97	33.58	35.25	37.02	38.87	2,557.21	2,686.20	2,820.23	2,961.72	3,109.47	5,540.62	6,737.19
A339	32.12	33.73	35.42	37.19	39.06	2,569.75	2,698.74	2,833.98	2,975.46	3,124.51	5,567.79	6,769.77

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Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A340	32.28	33.91	35.60	37.38	39.24	2,582.26	2,712.49	2,847.76	2,990.49	3,139.55	5,594.90	6,802.36
A341	32.43	34.06	35.77	37.55	39.43	2,594.79	2,725.02	2,861.52	3,004.28	3,154.56	5,622.05	6,834.88
A342	32.59	34.22	35.94	37.73	39.62	2,607.31	2,737.54	2,875.30	3,018.06	3,169.59	5,649.17	6,867.45
A343	32.75	34.39	36.11	37.91	39.81	2,619.82	2,751.31	2,889.08	3,033.09	3,184.60	5,676.28	6,899.97
A344	32.90	34.56	36.29	38.10	40.01	2,632.34	2,765.08	2,902.83	3,048.11	3,200.89	5,703.40	6,935.26
A345	33.08	34.74	36.47	38.29	40.20	2,646.13	2,778.88	2,917.89	3,063.15	3,215.92	5,733.28	6,967.83
A346	33.25	34.91	36.66	38.49	40.42	2,659.89	2,792.65	2,932.89	3,079.43	3,233.47	5,763.10	7,005.85
A347	33.41	35.08	36.83	38.68	40.62	2,672.42	2,806.42	2,946.69	3,094.43	3,249.75	5,790.24	7,041.13
A348	33.58	35.25	37.02	38.87	40.81	2,686.20	2,820.23	2,961.72	3,109.47	3,264.78	5,820.10	7,073.69
A349	33.73	35.42	37.19	39.06	41.01	2,698.74	2,833.98	2,975.46	3,124.51	3,281.05	5,847.27	7,108.94
A350	33.91	35.60	37.38	39.24	41.22	2,712.49	2,847.76	2,990.49	3,139.55	3,297.31	5,877.06	7,144.17
A351	34.06	35.77	37.55	39.43	41.40	2,725.02	2,861.52	3,004.28	3,154.56	3,312.36	5,904.21	7,176.78
A352	34.22	35.94	37.73	39.62	41.61	2,737.54	2,875.30	3,018.06	3,169.59	3,328.64	5,931.34	7,212.05
A353	34.39	36.11	37.91	39.81	41.81	2,751.31	2,889.08	3,033.09	3,184.60	3,344.90	5,961.17	7,247.28
A354	34.56	36.29	38.10	40.01	42.01	2,765.08	2,902.83	3,048.11	3,200.89	3,361.18	5,991.01	7,282.56
A355	34.74	36.47	38.29	40.20	42.22	2,778.88	2,917.89	3,063.15	3,215.92	3,377.50	6,020.91	7,317.92
A356	34.91	36.66	38.49	40.42	42.45	2,792.65	2,932.89	3,079.43	3,233.47	3,396.27	6,050.74	7,358.59
A357	35.08	36.83	38.68	40.62	42.66	2,806.42	2,946.69	3,094.43	3,249.75	3,412.52	6,080.58	7,393.79
A358	35.25	37.02	38.87	40.81	42.86	2,820.23	2,961.72	3,109.47	3,264.78	3,428.83	6,110.50	7,429.13
A359	35.42	37.19	39.06	41.01	43.08	2,833.98	2,975.46	3,124.51	3,281.05	3,446.37	6,140.29	7,467.14
A360	35.60	37.38	39.24	41.22	43.28	2,847.76	2,990.49	3,139.55	3,297.31	3,462.61	6,170.15	7,502.32
A361	35.77	37.55	39.43	41.40	43.49	2,861.52	3,004.28	3,154.56	3,312.36	3,478.93	6,199.96	7,537.68
A362	35.94	37.73	39.62	41.61	43.71	2,875.30	3,018.06	3,169.59	3,328.64	3,496.45	6,229.82	7,575.64
A363	36.11	37.91	39.81	41.81	43.91	2,889.08	3,033.09	3,184.60	3,344.90	3,512.72	6,259.67	7,610.89
A364	36.29	38.10	40.01	42.01	44.13	2,902.83	3,048.11	3,200.89	3,361.18	3,530.27	6,289.47	7,648.92
A365	36.47	38.29	40.20	42.22	44.35	2,917.89	3,063.15	3,215.92	3,377.50	3,547.76	6,322.10	7,686.81
A366	36.66	38.49	40.42	42.45	44.58	2,932.89	3,079.43	3,233.47	3,396.27	3,566.54	6,354.60	7,727.50
A367	36.83	38.68	40.62	42.66	44.80	2,946.69	3,094.43	3,249.75	3,412.52	3,584.14	6,384.50	7,765.64
A368	37.02	38.87	40.81	42.86	45.02	2,961.72	3,109.47	3,264.78	3,428.83	3,601.65	6,417.06	7,803.58
A369	37.19	39.06	41.01	43.08	45.24	2,975.46	3,124.51	3,281.05	3,446.37	3,619.17	6,446.83	7,841.54
A370	37.38	39.24	41.22	43.28	45.46	2,990.49	3,139.55	3,297.31	3,462.61	3,636.70	6,479.40	7,879.52
A371	37.55	39.43	41.40	43.49	45.66	3,004.28	3,154.56	3,312.36	3,478.93	3,652.98	6,509.27	7,914.79
A372	37.73	39.62	41.61	43.71	45.88	3,018.06	3,169.59	3,328.64	3,496.45	3,670.51	6,539.13	7,952.77
A373	37.91	39.81	41.81	43.91	46.12	3,033.09	3,184.60	3,344.90	3,512.72	3,689.31	6,571.70	7,993.51
A374	38.10	40.01	42.01	44.13	46.34	3,048.11	3,200.89	3,361.18	3,530.27	3,706.82	6,604.24	8,031.44
A375	38.29	40.20	42.22	44.35	46.57	3,063.15	3,215.92	3,377.50	3,547.76	3,725.59	6,636.83	8,072.11
A376	38.49	40.42	42.45	44.58	46.80	3,079.43	3,233.47	3,396.27	3,566.54	3,744.38	6,672.10	8,112.82
A377	38.68	40.62	42.66	44.80	47.02	3,094.43	3,249.75	3,412.52	3,584.14	3,761.92	6,704.60	8,150.83

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Salary Table for AFSCME Job Classifications Effective July 12, 2021

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A378	38.87	40.81	42.86	45.02	47.26	3,109.47	3,264.78	3,428.83	3,601.65	3,780.70	6,737.19	8,191.52
A379	39.06	41.01	43.08	45.24	47.49	3,124.51	3,281.05	3,446.37	3,619.17	3,799.49	6,769.77	8,232.23
A380	39.24	41.22	43.28	45.46	47.73	3,139.55	3,297.31	3,462.61	3,636.70	3,818.30	6,802.36	8,272.98
A381	39.43	41.40	43.49	45.66	47.93	3,154.56	3,312.36	3,478.93	3,652.98	3,834.56	6,834.88	8,308.21
A382	39.62	41.61	43.71	45.88	48.17	3,169.59	3,328.64	3,496.45	3,670.51	3,853.34	6,867.45	8,348.90
A383	39.81	41.81	43.91	46.12	48.40	3,184.60	3,344.90	3,512.72	3,689.31	3,872.13	6,899.97	8,389.62
A384	40.01	42.01	44.13	46.34	48.65	3,200.89	3,361.18	3,530.27	3,706.82	3,892.16	6,935.26	8,433.01
A385	40.20	42.22	44.35	46.57	48.89	3,215.92	3,377.50	3,547.76	3,725.59	3,910.93	6,967.83	8,473.68
A386	40.42	42.45	44.58	46.80	49.14	3,233.47	3,396.27	3,566.54	3,744.38	3,930.99	7,005.85	8,517.15
A387	40.62	42.66	44.80	47.02	49.37	3,249.75	3,412.52	3,584.14	3,761.92	3,949.77	7,041.13	8,557.84
A388	40.81	42.86	45.02	47.26	49.61	3,264.78	3,428.83	3,601.65	3,780.70	3,968.56	7,073.69	8,598.55
A389	41.01	43.08	45.24	47.49	49.86	3,281.05	3,446.37	3,619.17	3,799.49	3,988.57	7,108.94	8,641.90
A390	41.22	43.28	45.46	47.73	50.09	3,297.31	3,462.61	3,636.70	3,818.30	4,007.38	7,144.17	8,682.66
A391	41.40	43.49	45.66	47.93	50.33	3,312.36	3,478.93	3,652.98	3,834.56	4,026.14	7,176.78	8,723.30
A392	41.61	43.71	45.88	48.17	50.58	3,328.64	3,496.45	3,670.51	3,853.34	4,046.19	7,212.05	8,766.75
A393	41.81	43.91	46.12	48.40	50.83	3,344.90	3,512.72	3,689.31	3,872.13	4,066.26	7,247.28	8,810.23
A394	42.01	44.13	46.34	48.65	51.08	3,361.18	3,530.27	3,706.82	3,892.16	4,086.27	7,282.56	8,853.59
A395	42.22	44.35	46.57	48.89	51.33	3,377.50	3,547.76	3,725.59	3,910.93	4,106.32	7,317.92	8,897.03
A396	42.45	44.58	46.80	49.14	51.58	3,396.27	3,566.54	3,744.38	3,930.99	4,126.34	7,358.59	8,940.40
A397	42.66	44.80	47.02	49.37	51.83	3,412.52	3,584.14	3,761.92	3,949.77	4,146.38	7,393.79	8,983.82
A398	42.86	45.02	47.26	49.61	52.10	3,428.83	3,601.65	3,780.70	3,968.56	4,167.67	7,429.13	9,029.95
A399	43.08	45.24	47.49	49.86	52.35	3,446.37	3,619.17	3,799.49	3,988.57	4,187.71	7,467.14	9,073.37
A400	43.28	45.46	47.73	50.09	52.60	3,462.61	3,636.70	3,818.30	4,007.38	4,207.76	7,502.32	9,116.81
A401	43.49	45.66	47.93	50.33	52.83	3,478.93	3,652.98	3,834.56	4,026.14	4,226.55	7,537.68	9,157.53
A402	43.71	45.88	48.17	50.58	53.10	3,496.45	3,670.51	3,853.34	4,046.19	4,247.82	7,575.64	9,203.61
A403	43.91	46.12	48.40	50.83	53.36	3,512.72	3,689.31	3,872.13	4,066.26	4,269.11	7,610.89	9,249.74
A404	44.13	46.34	48.65	51.08	53.61	3,530.27	3,706.82	3,892.16	4,086.27	4,289.16	7,648.92	9,293.18
A405	44.35	46.57	48.89	51.33	53.88	3,547.76	3,725.59	3,910.93	4,106.32	4,310.46	7,686.81	9,339.33
A406	44.58	46.80	49.14	51.58	54.16	3,566.54	3,744.38	3,930.99	4,126.34	4,332.96	7,727.50	9,388.08
A407	44.80	47.02	49.37	51.83	54.43	3,584.14	3,761.92	3,949.77	4,146.38	4,354.29	7,765.64	9,434.30
A408	45.02	47.26	49.61	52.10	54.69	3,601.65	3,780.70	3,968.56	4,167.67	4,375.57	7,803.58	9,480.40
A409	45.24	47.49	49.86	52.35	54.96	3,619.17	3,799.49	3,988.57	4,187.71	4,396.82	7,841.54	9,526.44
A410	45.46	47.73	50.09	52.60	55.23	3,636.70	3,818.30	4,007.38	4,207.76	4,418.15	7,879.52	9,572.66
A411	45.66	47.93	50.33	52.83	55.49	3,652.98	3,834.56	4,026.14	4,226.55	4,439.43	7,914.79	9,618.77
A412	45.88	48.17	50.58	53.10	55.76	3,670.51	3,853.34	4,046.19	4,247.82	4,460.70	7,952.77	9,664.85
A413	46.12	48.40	50.83	53.36	56.03	3,689.31	3,872.13	4,066.26	4,269.11	4,482.00	7,993.51	9,711.00
A414	46.34	48.65	51.08	53.61	56.29	3,706.82	3,892.16	4,086.27	4,289.16	4,503.28	8,031.44	9,757.11
A415	46.57	48.89	51.33	53.88	56.57	3,725.59	3,910.93	4,106.32	4,310.46	4,525.84	8,072.11	9,805.99

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Appendix C
Salary Table for AFSCME Job Classifications Effective July 12, 2021

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A416	46.80	49.14	51.58	54.16	56.87	3,744.38	3,930.99	4,126.34	4,332.96	4,549.62	8,112.82	9,857.51
A417	47.02	49.37	51.83	54.43	57.15	3,761.92	3,949.77	4,146.38	4,354.29	4,572.17	8,150.83	9,906.37
A418	47.26	49.61	52.10	54.69	57.43	3,780.70	3,968.56	4,167.67	4,375.57	4,594.73	8,191.52	9,955.25
A419	47.49	49.86	52.35	54.96	57.72	3,799.49	3,988.57	4,187.71	4,396.82	4,617.27	8,232.23	10,004.09
A420	47.73	50.09	52.60	55.23	58.00	3,818.30	4,007.38	4,207.76	4,418.15	4,639.80	8,272.98	10,052.90
A421	47.93	50.33	52.83	55.49	58.26	3,834.56	4,026.14	4,226.55	4,439.43	4,661.10	8,308.21	10,099.05
A422	48.17	50.58	53.10	55.76	58.56	3,853.34	4,046.19	4,247.82	4,460.70	4,684.87	8,348.90	10,150.55
A423	48.40	50.83	53.36	56.03	58.84	3,872.13	4,066.26	4,269.11	4,482.00	4,707.42	8,389.62	10,199.41
A424	48.65	51.08	53.61	56.29	59.12	3,892.16	4,086.27	4,289.16	4,503.28	4,729.98	8,433.01	10,248.29
A425	48.89	51.33	53.88	56.57	59.42	3,910.93	4,106.32	4,310.46	4,525.84	4,753.76	8,473.68	10,299.81
A426	49.14	51.58	54.16	56.87	59.73	3,930.99	4,126.34	4,332.96	4,549.62	4,778.78	8,517.15	10,354.02
A427	49.37	51.83	54.43	57.15	60.02	3,949.77	4,146.38	4,354.29	4,572.17	4,801.37	8,557.84	10,402.97
A428	49.61	52.10	54.69	57.43	60.31	3,968.56	4,167.67	4,375.57	4,594.73	4,825.15	8,598.55	10,454.49
A429	49.86	52.35	54.96	57.72	60.61	3,988.57	4,187.71	4,396.82	4,617.27	4,848.96	8,641.90	10,506.08
A430	50.11	52.60	55.23	58.00	60.89	4,008.64	4,207.76	4,418.15	4,639.80	4,871.48	8,685.39	10,554.87
A431	50.33	52.83	55.49	58.26	61.19	4,026.14	4,226.55	4,439.43	4,661.10	4,895.29	8,723.30	10,606.46
A432	50.58	53.10	55.76	58.56	61.49	4,046.19	4,247.82	4,460.70	4,684.87	4,919.05	8,766.75	10,657.94
A433	50.83	53.36	56.03	58.84	61.79	4,066.26	4,269.11	4,482.00	4,707.42	4,942.87	8,810.23	10,709.55
A434	51.08	53.61	56.29	59.12	62.10	4,086.27	4,289.16	4,503.28	4,729.98	4,967.89	8,853.59	10,763.76
A435	51.33	53.88	56.57	59.42	62.40	4,106.32	4,310.46	4,525.84	4,753.76	4,991.67	8,897.03	10,815.29
A436	51.58	54.16	56.87	59.73	62.73	4,126.34	4,332.96	4,549.62	4,778.78	5,018.01	8,940.40	10,872.36
A437	51.83	54.43	57.15	60.02	63.02	4,146.38	4,354.29	4,572.17	4,801.37	5,041.77	8,983.82	10,923.84
A438	52.10	54.69	57.43	60.31	63.34	4,167.67	4,375.57	4,594.73	4,825.15	5,066.84	9,029.95	10,978.15
A439	52.35	54.96	57.72	60.61	63.65	4,187.71	4,396.82	4,617.27	4,848.96	5,091.85	9,073.37	11,032.34
A440	52.60	55.23	58.00	60.89	63.96	4,207.76	4,418.15	4,639.80	4,871.48	5,116.92	9,116.81	11,086.66
A441	52.83	55.49	58.26	61.19	64.24	4,226.55	4,439.43	4,661.10	4,895.29	5,139.49	9,157.53	11,135.56
A442	53.10	55.76	58.56	61.49	64.56	4,247.82	4,460.70	4,684.87	4,919.05	5,164.54	9,203.61	11,189.84
A443	53.36	56.03	58.84	61.79	64.89	4,269.11	4,482.00	4,707.42	4,942.87	5,190.81	9,249.74	11,246.76
A444	53.61	56.29	59.12	62.10	65.20	4,289.16	4,503.28	4,729.98	4,967.89	5,215.86	9,293.18	11,301.03
A445	53.88	56.57	59.42	62.40	65.51	4,310.46	4,525.84	4,753.76	4,991.67	5,240.91	9,339.33	11,355.31
A446	54.16	56.87	59.73	62.73	65.86	4,332.96	4,549.62	4,778.78	5,018.01	5,268.48	9,388.08	11,415.04
A447	54.43	57.15	60.02	63.02	66.18	4,354.29	4,572.17	4,801.37	5,041.77	5,294.73	9,434.30	11,471.92
A448	54.69	57.43	60.31	63.34	66.50	4,375.57	4,594.73	4,825.15	5,066.84	5,319.81	9,480.40	11,526.26
A449	54.96	57.72	60.61	63.65	66.83	4,396.82	4,617.27	4,848.96	5,091.85	5,346.08	9,526.44	11,583.17
A450	55.23	58.00	60.89	63.96	67.16	4,418.15	4,639.80	4,871.48	5,116.92	5,372.41	9,572.66	11,640.22
A451	55.49	58.26	61.19	64.24	67.47	4,439.43	4,661.10	4,895.29	5,139.49	5,397.43	9,618.77	11,694.43
A452	55.76	58.56	61.49	64.56	67.80	4,460.70	4,684.87	4,919.05	5,164.54	5,423.73	9,664.85	11,751.42
A453	56.03	58.84	61.79	64.89	68.13	4,482.00	4,707.42	4,942.87	5,190.81	5,450.03	9,711.00	11,808.40

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Appendix C
Salary Table for AFSCME Job Classifications Effective July 12, 2021

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A454	56.29	59.12	62.10	65.20	68.45	4,503.28	4,729.98	4,967.89	5,215.86	5,476.34	9,757.11	11,865.40
A455	56.57	59.42	62.40	65.51	68.80	4,525.84	4,753.76	4,991.67	5,240.91	5,503.89	9,805.99	11,925.10
A456	56.87	59.73	62.73	65.86	69.16	4,549.62	4,778.78	5,018.01	5,268.48	5,532.66	9,857.51	11,987.43
A457	57.15	60.02	63.02	66.18	69.49	4,572.17	4,801.37	5,041.77	5,294.73	5,558.97	9,906.37	12,044.44
A458	57.43	60.31	63.34	66.50	69.83	4,594.73	4,825.15	5,066.84	5,319.81	5,586.52	9,955.25	12,104.13
A459	57.72	60.61	63.65	66.83	70.18	4,617.27	4,848.96	5,091.85	5,346.08	5,614.09	10,004.09	12,163.86
A460	58.00	60.89	63.96	67.16	70.52	4,639.80	4,871.48	5,116.92	5,372.41	5,641.63	10,052.90	12,223.53
A461	58.26	61.19	64.24	67.47	70.83	4,661.10	4,895.29	5,139.49	5,397.43	5,666.69	10,099.05	12,277.83
A462	58.56	61.49	64.56	67.80	71.18	4,684.87	4,919.05	5,164.54	5,423.73	5,694.24	10,150.55	12,337.52
A463	58.84	61.79	64.89	68.13	71.54	4,707.42	4,942.87	5,190.81	5,450.03	5,723.04	10,199.41	12,399.92
A464	59.12	62.10	65.20	68.45	71.88	4,729.98	4,967.89	5,215.86	5,476.34	5,750.60	10,248.29	12,459.63
A465	59.42	62.40	65.51	68.80	72.23	4,753.76	4,991.67	5,240.91	5,503.89	5,778.15	10,299.81	12,519.33
A466	59.73	62.73	65.86	69.16	72.60	4,778.78	5,018.01	5,268.48	5,532.66	5,808.19	10,354.02	12,584.41
A467	60.02	63.02	66.18	69.49	72.96	4,801.37	5,041.77	5,294.73	5,558.97	5,837.01	10,402.97	12,646.86
A468	60.31	63.34	66.50	69.83	73.32	4,825.15	5,066.84	5,319.81	5,586.52	5,865.81	10,454.49	12,709.26
A469	60.61	63.65	66.83	70.18	73.68	4,848.96	5,091.85	5,346.08	5,614.09	5,894.60	10,506.08	12,771.63
A470	60.89	63.96	67.16	70.52	74.04	4,871.48	5,116.92	5,372.41	5,641.63	5,923.41	10,554.87	12,834.06
A471	61.19	64.24	67.47	70.83	74.37	4,895.29	5,139.49	5,397.43	5,666.69	5,949.69	10,606.46	12,891.00
A472	61.49	64.56	67.80	71.18	74.75	4,919.05	5,164.54	5,423.73	5,694.24	5,979.77	10,657.94	12,956.17
A473	61.79	64.89	68.13	71.54	75.11	4,942.87	5,190.81	5,450.03	5,723.04	6,008.57	10,709.55	13,018.57
A474	62.10	65.20	68.45	71.88	75.48	4,967.89	5,215.86	5,476.34	5,750.60	6,038.62	10,763.76	13,083.68
A475	62.40	65.51	68.80	72.23	75.84	4,991.67	5,240.91	5,503.89	5,778.15	6,067.45	10,815.29	13,146.14
A476	62.73	65.86	69.16	72.60	76.23	5,018.01	5,268.48	5,532.66	5,808.19	6,098.73	10,872.36	13,213.92
A477	63.02	66.18	69.49	72.96	76.61	5,041.77	5,294.73	5,558.97	5,837.01	6,128.82	10,923.84	13,279.11
A478	63.34	66.50	69.83	73.32	76.99	5,066.84	5,319.81	5,586.52	5,865.81	6,158.84	10,978.15	13,344.15
A479	63.65	66.83	70.18	73.68	77.36	5,091.85	5,346.08	5,614.09	5,894.60	6,188.92	11,032.34	13,409.33
A480	63.96	67.16	70.52	74.04	77.74	5,116.92	5,372.41	5,641.63	5,923.41	6,218.97	11,086.66	13,474.44
A481	64.24	67.47	70.83	74.37	78.10	5,139.49	5,397.43	5,666.69	5,949.69	6,247.76	11,135.56	13,536.81
A482	64.56	67.80	71.18	74.75	78.49	5,164.54	5,423.73	5,694.24	5,979.77	6,279.06	11,189.84	13,604.63
A483	64.89	68.13	71.54	75.11	78.86	5,190.81	5,450.03	5,723.04	6,008.57	6,309.11	11,246.76	13,669.74
A484	65.20	68.45	71.88	75.48	79.26	5,215.86	5,476.34	5,750.60	6,038.62	6,340.42	11,301.03	13,737.58
A485	65.51	68.80	72.23	75.84	79.63	5,240.91	5,503.89	5,778.15	6,067.45	6,370.48	11,355.31	13,802.71
A486	65.86	69.16	72.60	76.23	80.05	5,268.48	5,532.66	5,808.19	6,098.73	6,404.31	11,415.04	13,876.01
A487	66.18	69.49	72.96	76.61	80.45	5,294.73	5,558.97	5,837.01	6,128.82	6,435.63	11,471.92	13,943.87
A488	66.50	69.83	73.32	76.99	80.84	5,319.81	5,586.52	5,865.81	6,158.84	6,466.89	11,526.26	14,011.60
A489	66.83	70.18	73.68	77.36	81.23	5,346.08	5,614.09	5,894.60	6,188.92	6,498.21	11,583.17	14,079.46
A490	67.16	70.52	74.04	77.74	81.63	5,372.41	5,641.63	5,923.41	6,218.97	6,530.77	11,640.22	14,150.00
A491	67.47	70.83	74.37	78.10	82.01	5,397.43	5,666.69	5,949.69	6,247.76	6,560.85	11,694.43	14,215.18

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Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A492	67.80	71.18	74.75	78.49	82.40	5,423.73	5,694.24	5,979.77	6,279.06	6,592.14	11,751.42	14,282.97
A493	68.13	71.54	75.11	78.86	82.81	5,450.03	5,723.04	6,008.57	6,309.11	6,624.72	11,808.40	14,353.56
A494	68.45	71.88	75.48	79.26	83.22	5,476.34	5,750.60	6,038.62	6,340.42	6,657.25	11,865.40	14,424.04
A495	68.80	72.23	75.84	79.63	83.62	5,503.89	5,778.15	6,067.45	6,370.48	6,689.83	11,925.10	14,494.63
A496	69.16	72.60	76.23	80.05	84.06	5,532.66	5,808.19	6,098.73	6,404.31	6,724.88	11,987.43	14,570.57
A497	69.49	72.96	76.61	80.45	84.47	5,558.97	5,837.01	6,128.82	6,435.63	6,757.46	12,044.44	14,641.16
A498	69.83	73.32	76.99	80.84	84.88	5,586.52	5,865.81	6,158.84	6,466.89	6,790.02	12,104.13	14,711.71
A499	70.18	73.68	77.36	81.23	85.30	5,614.09	5,894.60	6,188.92	6,498.21	6,823.84	12,163.86	14,784.99
A500	70.52	74.04	77.74	81.63	85.72	5,641.63	5,923.41	6,218.97	6,530.77	6,857.63	12,223.53	14,858.20
A501	70.83	74.37	78.10	82.01	86.11	5,666.69	5,949.69	6,247.76	6,560.85	6,888.95	12,277.83	14,926.06
A502	71.18	74.75	78.49	82.40	86.53	5,694.24	5,979.77	6,279.06	6,592.14	6,922.75	12,337.52	14,999.29
A503	71.54	75.11	78.86	82.81	86.94	5,723.04	6,008.57	6,309.11	6,624.72	6,955.30	12,399.92	15,069.82
A504	71.88	75.48	79.26	83.22	87.38	5,750.60	6,038.62	6,340.42	6,657.25	6,990.38	12,459.63	15,145.82
A505	72.23	75.84	79.63	83.62	87.80	5,778.15	6,067.45	6,370.48	6,689.83	7,024.18	12,519.33	15,219.06
A506	72.60	76.23	80.05	84.06	88.26	5,808.19	6,098.73	6,404.31	6,724.88	7,060.52	12,584.41	15,297.79
A507	72.96	76.61	80.45	84.47	88.69	5,837.01	6,128.82	6,435.63	6,757.46	7,095.57	12,646.86	15,373.74
A508	73.32	76.99	80.84	84.88	89.12	5,865.81	6,158.84	6,466.89	6,790.02	7,129.39	12,709.26	15,447.01
A509	73.68	77.36	81.23	85.30	89.56	5,894.60	6,188.92	6,498.21	6,823.84	7,164.42	12,771.63	15,522.91
A510	74.04	77.74	81.63	85.72	89.99	5,923.41	6,218.97	6,530.77	6,857.63	7,199.54	12,834.06	15,599.00
A511	74.37	78.10	82.01	86.11	90.42	5,949.69	6,247.76	6,560.85	6,888.95	7,233.32	12,891.00	15,672.19
A512	74.75	78.49	82.40	86.53	90.86	5,979.77	6,279.06	6,592.14	6,922.75	7,268.40	12,956.17	15,748.20
A513	75.11	78.86	82.81	86.94	91.31	6,008.57	6,309.11	6,624.72	6,955.30	7,304.71	13,018.57	15,826.87
A514	75.48	79.26	83.22	87.38	91.76	6,038.62	6,340.42	6,657.25	6,990.38	7,340.98	13,083.68	15,905.46
A515	75.84	79.63	83.62	87.80	92.22	6,067.45	6,370.48	6,689.83	7,024.18	7,377.36	13,146.14	15,984.28
A516	76.23	80.05	84.06	88.26	92.69	6,098.73	6,404.31	6,724.88	7,060.52	7,414.90	13,213.92	16,065.62
A517	76.61	80.45	84.47	88.69	93.14	6,128.82	6,435.63	6,757.46	7,095.57	7,451.23	13,279.11	16,144.33
A518	76.99	80.84	84.88	89.12	93.61	6,158.84	6,466.89	6,790.02	7,129.39	7,488.80	13,344.15	16,225.73
A519	77.36	81.23	85.30	89.56	94.08	6,188.92	6,498.21	6,823.84	7,164.42	7,526.35	13,409.33	16,307.09
A520	77.74	81.63	85.72	89.99	94.55	6,218.97	6,530.77	6,857.63	7,199.54	7,563.95	13,474.44	16,388.56
A521	78.10	82.01	86.11	90.42	95.02	6,247.76	6,560.85	6,888.95	7,233.32	7,601.49	13,536.81	16,469.90
A522	78.49	82.40	86.53	90.86	95.49	6,279.06	6,592.14	6,922.75	7,268.40	7,639.06	13,604.63	16,551.30
A523	78.86	82.81	86.94	91.31	95.97	6,309.11	6,624.72	6,955.30	7,304.71	7,677.88	13,669.74	16,635.41
A524	79.26	83.22	87.38	91.76	96.44	6,340.42	6,657.25	6,990.38	7,340.98	7,715.45	13,737.58	16,716.81
A525	79.63	83.62	87.80	92.22	96.93	6,370.48	6,689.83	7,024.18	7,377.36	7,754.29	13,802.71	16,800.96
A526	80.05	84.06	88.26	92.69	97.41	6,404.31	6,724.88	7,060.52	7,414.90	7,793.10	13,876.01	16,885.05
A527	80.45	84.47	88.69	93.14	97.90	6,435.63	6,757.46	7,095.57	7,451.23	7,831.94	13,943.87	16,969.20
A528	80.84	84.88	89.12	93.61	98.38	6,466.89	6,790.02	7,129.39	7,488.80	7,870.76	14,011.60	17,053.31
A529	81.23	85.30	89.56	94.08	98.89	6,498.21	6,823.84	7,164.42	7,526.35	7,910.83	14,079.46	17,140.13

The table amounts are approximate pending final calculation within SAP. If there is a discrepancy between this listing and the data in SAP, the data in SAP will be considered correct.

Appendix C
Salary Table for AFSCME Job Classifications Effective July 12, 2021

Grade	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 5
A530	81.63	85.72	89.99	94.55	99.37	6,530.77	6,857.63	7,199.54	7,563.95	7,949.64	14,150.00	17,224.22
A531	82.01	86.11	90.42	95.02	99.87	6,560.85	6,888.95	7,233.32	7,601.49	7,989.71	14,215.18	17,311.04
A532	82.40	86.53	90.86	95.49	100.37	6,592.14	6,922.75	7,268.40	7,639.06	8,029.79	14,282.97	17,397.88
A533	82.81	86.94	91.31	95.97	100.87	6,624.72	6,955.30	7,304.71	7,677.88	8,069.86	14,353.56	17,484.70
A534	83.22	87.38	91.76	96.44	101.37	6,657.25	6,990.38	7,340.98	7,715.45	8,109.94	14,424.04	17,571.54
A535	83.62	87.80	92.22	96.93	101.88	6,689.83	7,024.18	7,377.36	7,754.29	8,150.01	14,494.63	17,658.36
A536	84.06	88.26	92.69	97.41	102.39	6,724.88	7,060.52	7,414.90	7,793.10	8,191.33	14,570.57	17,747.88
A537	84.47	88.69	93.14	97.90	102.89	6,757.46	7,095.57	7,451.23	7,831.94	8,231.41	14,641.16	17,834.72
A538	84.88	89.12	93.61	98.38	103.41	6,790.02	7,129.39	7,488.80	7,870.76	8,272.72	14,711.71	17,924.23
A539	85.30	89.56	94.08	98.89	103.93	6,823.84	7,164.42	7,526.35	7,910.83	8,314.08	14,784.99	18,013.84
A540	85.72	89.99	94.55	99.37	104.44	6,857.63	7,199.54	7,563.95	7,949.64	8,355.39	14,858.20	18,103.35
A541	86.11	90.42	95.02	99.87	104.97	6,888.95	7,233.32	7,601.49	7,989.71	8,397.95	14,926.06	18,195.56
A542	86.53	90.86	95.49	100.37	105.49	6,922.75	7,268.40	7,639.06	8,029.79	8,439.30	14,999.29	18,285.15
A543	86.94	91.31	95.97	100.87	106.02	6,955.30	7,304.71	7,677.88	8,069.86	8,481.86	15,069.82	18,377.36
A544	87.38	91.76	96.44	101.37	106.54	6,990.38	7,340.98	7,715.45	8,109.94	8,523.18	15,145.82	18,466.89
A545	87.80	92.22	96.93	101.88	107.07	7,024.18	7,377.36	7,754.29	8,150.01	8,565.77	15,219.06	18,559.17
A546	88.26	92.69	97.41	102.39	107.62	7,060.52	7,414.90	7,793.10	8,191.33	8,609.59	15,297.79	18,654.11
A547	88.69	93.14	97.90	102.89	108.15	7,095.57	7,451.23	7,831.94	8,231.41	8,652.20	15,373.74	18,746.43
A548	89.12	93.61	98.38	103.41	108.68	7,129.39	7,488.80	7,870.76	8,272.72	8,694.75	15,447.01	18,838.63
A549	89.56	94.08	98.89	103.93	109.23	7,164.42	7,526.35	7,910.83	8,314.08	8,738.60	15,522.91	18,933.63
A550	89.99	94.55	99.37	104.44	109.78	7,199.54	7,563.95	7,949.64	8,355.39	8,782.41	15,599.00	19,028.56
A551	90.42	95.02	99.87	104.94	110.33	7,233.32	7,601.49	7,989.71	8,395.47	8,826.25	15,672.19	19,123.54
A552	90.86	95.49	100.37	105.49	110.88	7,268.40	7,639.06	8,029.79	8,439.30	8,870.07	15,748.20	19,218.49
A553	91.31	95.97	100.87	106.02	111.42	7,304.71	7,677.88	8,069.86	8,481.86	8,913.93	15,826.87	19,313.52
A554	91.76	96.44	101.37	106.54	111.99	7,340.98	7,715.45	8,109.94	8,523.18	8,959.01	15,905.46	19,411.19
A555	92.22	96.93	101.88	107.07	112.55	7,377.36	7,754.29	8,150.01	8,565.77	9,004.09	15,984.28	19,508.86
A556	92.69	97.41	102.39	107.62	113.10	7,414.90	7,793.10	8,191.33	8,609.59	9,047.91	16,065.62	19,603.81
A557	93.14	97.90	102.89	108.15	113.68	7,451.23	7,831.94	8,231.41	8,652.20	9,094.25	16,144.33	19,704.21

The table amounts are approximate pending final calculation within SAP. If there is a discrepancy between this listing and the data in SAP, the data in SAP will be considered correct.

Appendix D Classifications

Safety Shoes

ELIGIBLE FOR NEW SHOE VOUCHER EVERY YEAR*	ELIGIBLE FOR NEW SHOE VOUCHER UPON REQUEST NO MORE FREQUENTLY THAN EVERY TWO (2) YEARS
Assistant Superintendent of Service Management	Communications System Manager
Facilities Maintenance Coordinator-Maintenance Divisions and Bus Stop Maintenance	Environmental Health and Safety Supervisor
Light Rail Equipment Superintendent	Facilities Maintenance Coordinator-River Oaks
Light Rail Power Supervisor	Light Rail Technical Trainer
Light Rail Signal Supervisor	Light Rail Technical Trainer Supervisor
Light Rail Track Maintenance Supervisor	Maintenance Instructor-Light Rail
Light Rail Way, Power and Signal Superintendent	Material and Warranty Manager
Maintenance Instructor- Bus	Supervising Maintenance Instructor- Bus
Maintenance Superintendent	Supervising Maintenance Instructor- Rail
Passenger Facilities and Wayside Maintenance Supervisor	Survey and Mapping Manager
Transit Maintenance Supervisor Bus and Light Rail	Transit Division Supervisor-Light Rail Division
Transportation Supervisor	Transit Safety Officer
Vault Room Worker, Supervising/OSS	Transit System Safety Supervisor
Vehicle Parts Supervisor	Transportation Superintendent-Light Rail Division
	Warranty Coordinator

Appendix E

AFSCME Eligible Classifications

Rain Gear

Assistant Superintendent of Service Management
Communications Systems Manager
Environmental Health and Safety Supervisor
Infrastructure Systems Supervisor
Light Rail Technical Trainer
Light Rail Technical Trainer Supervisor
Technology Infrastructure Supervisor
Transit Safety Officer
Transit Systems Safety Supervisor
Transportation Superintendent-Service Management
Transportation Supervisor

RETIREMENT HEALTH SAVINGS ACCOUNT
SIDE LETTER

The parties agree to consider the creation of a Retirement Health Savings Plan. The parties will meet and discuss the details of creating the new plan. If AFSCME fails to implement the required steps and/or fails to bring a valid proposal in writing to VTA prior to January 1, 2014, this Side-Letter will sunset on January 1, 2014.

SALARY REALIGNMENTS

SIDE LETTER

1. Assistant Superintendent Service Management - 5% increase
2. Assistant Superintendent Transit Communications - 5% increase
3. Dispatcher Supervisor – Reclass to Assistant Superintendent Service Management
4. Environmental Health and Safety Supervisor – Reclass process
5. Transit Safety Officer – Revising the class specification and increasing wage

The above realignments were negotiated during the 2013 VTA/AFSCME negotiations.

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Alternate Work Week	16	16.2	24
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Arbitrator's Decision	21	21.6	30
Benefits Coverage	12	12.3	18
Benefits Programs	12	--	16
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Grievance/Discipline Related Release Time	5	5.2.b	3
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2019 Calendar

January 2019						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

01: New Year's Day
21: Martin Luther King Jr. Day

February 2019						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

18: Presidents' Day

March 2019						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

April 2019						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

01: Caesar Chavez Day (SEIU)

May 2019						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

27: Memorial Day

June 2019						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

July 2019						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

04: Independence Day

August 2019						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2019						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

02: Labor Day

October 2019						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

14: Columbus Day

November 2019						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

11: Veterans' Day
28: Thanksgiving
29: Day after Thanksgiving

December 2019						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

25: Christmas Day

2020 Calendar

January 2020						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

01: New Year's Day
20: Martin Luther King Jr.
 Day

February 2020						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

17: Presidents' Day

March 2020						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

31: Cesar Chavez Day (SEIU)

April 2020						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2020						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

25: Memorial Day

June 2020						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

July 2020						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

03: Independence Day
 (observed)

August 2020						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2020						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

07: Labor Day

October 2020						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

12: Columbus Day

November 2020						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

11: Veterans' Day
26: Thanksgiving
27: Day after Thanksgiving

December 2020						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

25: Christmas Day

2021 Calendar

January 2021						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

01: New Year's Day
18: Martin Luther King Jr.
 Day

February 2021						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

15: Presidents' Day

March 2021						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

31: Cesar Chavez Day (SEIU)

April 2021						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2021						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

31: Memorial Day

June 2021						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

July 2021						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

05: Independence Day
 (observed)

August 2021						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

September 2021						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

06: Labor Day

October 2021						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

11: Columbus Day

November 2021						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

11: Veterans' Day
25: Thanksgiving
26: Day after Thanksgiving

December 2021						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

24: Christmas Day
 (observed)
31: New Year's Day
 (observed)

2022 Calendar

January 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

17: Martin Luther King Jr. Day

February 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

21: Presidents' Day

March 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

31: Cesar Chavez Day (SEIU)

April 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

May 2022						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

30: Memorial Day

June 2022						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

July 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

04: Independence Day

August 2022						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

05: Labor Day

October 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

10: Columbus Day

November 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

11: Veterans' Day
24: Thanksgiving
25: Day after Thanksgiving

December 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

26: Christmas Day (observed)

HOW TO CONTACT YOUR UNION

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