

AGREEMENT BETWEEN

THE CITY OF DAYTON, OHIO



and

THE DAYTON PUBLIC SERVICE UNION

LOCAL NO. 101

A.F.S.C.M.E. OHIO COUNCIL 8



**MASTER AGREEMENT
AIRCRAFT RESCUE FIREFIGHTERS SUPPLEMENTAL AGREEMENT
PART-TIME SERVICE AND MAINTENANCE WORKERS AND PART-TIME
SECURITY OFFICERS SUPPLEMENTAL AGREEMENT**

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ARTICLE 1**PURPOSE**

This Agreement is made between the City of Dayton, Ohio, hereinafter referred to as “City” or “Management” and Ohio Council 8 Local No. 101, Dayton Public Service Union, American Federation of State, County and Municipal Employees, A.F.L.-C.I.O., hereinafter referred to as the “Union” for the purpose of providing a fair and responsible method of enabling employees covered by this Agreement to participate through Union representation in the establishment of terms and conditions of their employment, to receive a prompt and fair disposition of grievances, and to establish a peaceful procedure for the resolution of all differences between the parties.

The City shall provide with each deduction of dues and Fair-Share fee deductions, the following information:

- A. Alphabetical list of Union members from whom deductions were made, the name, address, social security number of each member and the amount deducted;
- B. Alphabetical list of Fair-Share fee employees from whom deductions were made, the name, address, social security number of each employee and the amount deducted;
- C. The name of each Union member and Fair-Share fee employee whose name has been dropped from the prior check off list and the reason for the omission.

Steward or Staff Representative will be absent or unavailable. The Chapter Chairperson or Vice-Chairpersons shall be permitted time off with pay for up to twenty-four (24) hours per calendar year to attend regular and/or special meetings of the Local or Chapter. Any authorized but unused Union leave hours may be used under the aggregate leave contained in Section 8.

Section 5. Authorization

It is understood that the privileges listed above do not authorize Union officials to be absent from their jobs without authorization granted pursuant to the terms of this article.

Section 6. Employment Information

Management shall provide to the Union, a list of new appointments of employees eligible for the bargaining unit along with their addresses, class titles, department and divisions to which the new employees are assigned on a monthly basis. When and where technology permits, and by mutual consent, this may be transmitted by computer disk or electronically.

Section 7. Areas of Activity of the Union President

The Union President, if employed by the City of Dayton, shall have available to him/her, the use of a private office, telephone, desk and file cabinet so that they can function effectively. Whenever problems arise with regard to the interpretation and administration of the Agreement between the Union and the City, and such problems are at the division level or higher, the Union President shall be contacted to participate in the resolution of such problems or difficulties.

When a problem arises at the division level or higher, it is the responsibility of the division head, or higher authority, to contact the HR Director. The HR Director shall immediately contact the Union President, and his/her work supervisor to provide for the president's participation in the resolution of said problem. The Union President shall be released from his/her regular job or employment to participate in meetings and discussions with regard to the aforementioned problem areas. Such problems shall not include those regularly handled through the grievance procedure.

In addition, the Union President or Vice-President shall have twenty-five (25) days of leave, with regular pay, each year to attend Union functions such as conventions, educational meetings, or other high-level Union business, subject to the same scheduling and notification procedures as contained in Section 8. Any authorized but unused Union leave credits may be carried over from an odd to an even numbered calendar year.

Section 8. Paid Leave for Union Activity

The President or Chapter Chairpersons shall have twenty-three (23) work days of paid leave per calendar year for the purpose of attending Union functions such as conventions, educational meetings or conferences.

In addition to the above, the City shall grant the Union an aggregate total of thirty (30) work days

of paid leave per calendar year to be divided among the Union member or members employed by the City and designated by the Union for the purpose of attending Union functions such as conventions, educational meetings or conferences.

Subject to approval by Management based upon operational requirements, the Union may utilize the aforementioned paid leave provisions by notifying the HR Director no less than seven (7) calendar days prior to commencement of said leave, and provided no more than two (2) employees from any one (1) section are designated by the Union for said leave at any given time unless otherwise agreed to in writing between the City and the Union. Any authorized but unused Union leave credits may be carried over from an odd to an even numbered calendar year.

Section 9. Bargaining Committee

The bargaining committee of the Union will consist of not more than eight (8) City employee representatives. Additional employee representatives may be released with the approval of their Department Director. The Union will furnish to the HR Director a written list of the Union's bargaining committee prior to the first bargaining meeting, and substitution changes thereto, if necessary.

Section 10. Employee Orientation

A representative of the Union may be present at orientation sessions conducted by the Department of Human Resources and may make a presentation.

be paid the plus rate while on paid leave. If a vacancy exists as the result of an employee's termination, transfer or promotion, a prompt determination by the department or division head must be made whether there is need to fill that position. The parties understand that the City Manager is the final authority on approval of requisitions. If such need for a permanent replacement exists, the position will be filled as soon as possible in accordance with Civil Service Rules and Regulations. If the determination is made not to fill the position, such decision shall not constitute a waiver of the City's ability to plus rate on a temporary basis.

Employees required to work and substantially perform the job duties in a higher job classification on a temporary basis will be paid a premium of four (4%) percent above their current hourly rate in accordance with Personnel Policy 4.02 at any time they are required to work and substantially perform the job duties in the higher classification for more than two hours in a work day, except those duties incidental to the duties set forth in the description of duties of his/her regular classification. Supervisors will not assign work requiring the performance of other job duties in a higher classification on a regular basis for periods of less than two (2) hours for the purpose of avoiding payment of plus rate. Employees not qualified for plus rating in accordance with Personnel Policy 4.02 may be assigned to a higher classification without plus rating for purpose of training. Such training shall not be for more than eighty (80) hours. Training programs in excess of eighty (80) hours shall be mutually agreed upon.

After employees complete the eighty (80) hours of training, the City must send a copy of the training certification to Civil Service, Human Resource Department and the employee.

Section 4. Standby Pay

Employees will be paid for their continuous availability in the event they are needed for emergency maintenance or repair work.

- A. Employees on standby will be compensated for each twenty-four (24) hour period in four (4) six (6) hour blocks of time. Each employee on standby will be paid one (1) hour of straight time pay for each six (6) hour block of time on standby.
- B. An employee who is called to work having been on standby shall be paid time and one-half for all hours worked. An employee who is called to work while on standby will not receive standby pay for the six (6) hour block of time that the employee was called in to work, but the employee will receive payment for all other time spent on standby in accordance with A above.
- C. Determination of the need for "standby" shall be made by supervisory personnel. Supervisory personnel in each division will establish the appropriate six (6) hour periods, and post the list of time blocks.

Section 5. Shift Differential

- A. A differential in pay will be accorded to employees who are assigned to work on an entire second or third shift on a work day.

- B. The amount of shift differential shall be thirty-five cents (\$.35) per hour for all hours worked for employees on the second shift and forty-five cents (\$.45) per hour for all hours worked for employees on the third shift.
- C. The differential will be paid for time worked at night by employees regularly assigned days if they meet the conditions outlined in Paragraph A above.
- D. For the purposes of vacation, holiday with pay, sick leave, injury leave, funeral leave, and short-term military leave, shift differential is considered as regular pay.
- E. The shift differential will not be treated as part of the basic rate for computation of overtime.

Section 6. Promotional Rate

An employee promoted to a higher paid job classification will be advanced not less than one (1) step increase as computed from the former pay grade, nor more than a two (2) step advancement computed on the new pay grade, whichever is less. The promoted employee shall progress through the steps of the new pay grade as prescribed in the addendum. Wage rates for employees shall be as set forth in the Addenda attached hereto and made apart hereof.

- B. When an employee is required by Management to receive training that was not required as a condition of employment, the cost of such training as well as expenses such as travel or lodging attendant thereto, shall be paid by the City. The employee shall continue to receive his/her normal hourly rate of pay at straight time for all hours during which training is conducted. In no event shall an employee receive overtime payment at the rate of time and one-half for time spent being trained, provided however, that training required for employees in the classification of Aircraft Rescue Firefighters and Airport Security Officers shall be considered to be a condition of employment. Such training for Airport Security Officers who are scheduled and who work for a number of hours in excess of the hours set forth in the preceding paragraph, shall be compensated at the rate of time and one-half. Such training for Aircraft Rescue Firefighters, who are scheduled and who work for a number of hours in excess of the hours set forth in Article 1 of the Aircraft Rescue Firefighter Supplemental Agreement attached hereto, shall be compensated at the overtime rate established in said Supplemental Agreement.
- C. The City shall pay overtime no later than the second pay day following the week in which overtime hours were worked.

Section 3. Call-In Pay

Call-in pay is payment for work performed by an employee who has been recalled to work by Management at a time disconnected with his/her normal work day. When an employee is held over for an overtime assignment connected to his/her regular work shift, standby pay will not commence until the conclusion of that overtime assignment. Work done in this manner shall be compensated in accordance with Personnel Policy 3.01, Hours of Work and Overtime Compensation with a minimum of three (3) hours pay (two (2) hours at a pay rate of time and one-half).

Section 4. Meal Allowance

The City will reimburse employees for a meal after ten (10) consecutive hours of work if scheduled for a minimum of twelve (12) consecutive hours. Thereafter, employees will receive a meal allowance at four (4) hour intervals. In case of call-in, meals will be reimbursed after the fourth (4th) hour and at four (4) hour intervals thereafter. Meal allowance will not be paid for an employee's regular lunch period. Whenever practicable and while on City time, employees shall be given a fifteen (15) minute period in accordance with scheduling requirements for the purpose of eating during each of the above periods. Reimbursement shall be at the rate of three dollars and twenty-five cents (\$3.25) per meal.

Section 5. Rest Period

An employee shall be granted two (2) rest periods per work day of fifteen (15) minutes each, one (1) in the first half of the employee's normal shift and another in the last half of the employee's normal shift, subject to the scheduling requirements of Management.

Section 5. Religious Observance

Employees may be granted leave with pay to attend religious observances with the recommendation of their division head and the approval of their department head. (Religious observances include those which require an employee's attendance at church, synagogue or other place of worship.) Leave shall be limited to the actual hours necessary to attend services or observances, but in no event more than two (2) hours.

Section 6. Family/Personal Leave Day

An employee shall be granted twenty-four (24) hours of family/personal leave per calendar year if continuously employed for at least six (6) months prior to taking such leave. The family/personal leave shall be taken by the employee by December 31st of the calendar year in which granted under this section at a time mutually agreed upon by the employee and his/her supervisor. The family/personal leave shall not be cumulative or converted to cash payment. All family/personal leave must be requested no less than twenty-four (24) hours prior to taking such leave. The Division Manager may waive the twenty-four (24) hour request notice. If family/personal leave is denied, it is the employee's responsibility to report for duty on time. All of the family/personal leave may be taken in not less than one (1) hour increments.

Further, these one (1) hour increments shall not be used to cover tardiness situations. Employees successfully completing their initial probationary period prior to April 1 of any calendar year shall be permitted to utilize twenty-four (24) hours of family/personal leave. Employees successfully completing their initial probationary period prior to July 1 of any calendar year shall be permitted to utilize sixteen (16) hours of family/personal leave.

less than one (1) hour.

A Department Director may elect not to require his/her departmental employee's to schedule and take a consecutive week of vacation; provided that, the Director and/or City provides written notice to the Union on or before December 15 of the preceding year of the election. The election will be effective for all department employees and will last for one (1) calendar year.

Employees who have completed their initial probationary period are not required to use forty (40) vacation hourly credits before they may choose to request the use of eight (8) or more hourly vacation credits. Employees may take their vacation during the entire vacation year as defined above. An employee shall have the right to take vacation according to his/her City-wide seniority, but an employee shall not be forced to take more than one week's vacation in any six (6) month period.

Scheduling shall be the responsibility of the Division Manager and shall be consistent with an efficient work schedule. The Division Manager shall be responsible for ensuring the employee of written notice that vacation has been approved or denied (including reason for denial) and such notice shall be given within thirty (30) calendar days from the date when the employee's request card is submitted. In the event said notice is not received by an employee pursuant to the above, such vacation shall be considered approved. Any prescheduled and approved vacation shall not be denied.

Section 6. Non-Prescheduled Vacation

An employee requesting non-prescheduled vacation must submit his/her written request to supervision at least twenty-four (24) hours prior to commencement of such leave. This 24 hour time-limit may be waived by the Division Manager. Where the 24 hour time-limit has been waived the request and response shall be verbal.

Non-prescheduled vacation may be taken in not less than one (1) hour increments. Further, these one (1) hour increments shall not be used to cover tardiness situations.

Section 7. Transfer of Credits

If an employee is transferred to another division or department, any unused hourly vacation credits which he/she may have accumulated shall continue to be available for his/her use. In the case of death, resignation, termination, or lay-off of an employee, there shall be paid to him/her, widow/widower or other beneficiary as provided by statute, in addition to back pay then due, an amount that will compensate him/her for hourly vacation leave which has accrued in accordance with this article.

ARTICLE 12 SICK LEAVE

Section 1. **Accrual**

- A. All regular full-time employees shall accrue sick leave hourly credits at the rate of ten (10) credit hours after working or being on paid leave for eighty (80) hours during each calendar month of service, and any sick leave accrued, but not used or converted as hereinafter provided in any year, shall be cumulative in succeeding years to a maximum of one thousand one hundred twenty (1120) hourly credits as provided for in Section 8. Employees who are granted their leave of absence with pay for military leave, sick leave or injury leave, shall continue to accrue sick leave hourly credits at the regularly prescribed rate during such absence. Sick leave hourly credits will not accrue during periods of suspension or other types of leave without pay, except as provided above.

Section 2. **Granting of Sick Leave**

An employee eligible for sick leave shall be granted such leave with full normal pay when absent for the following reasons:

- A. Personal illness, pregnancy, physical incapacity, or medical or dental appointments.
- B. Illness of an employee's spouse, domestic partner, parent, minor child, I.R.S. dependent adult children up to age 22 or older if physically or mentally disabled, or dependent requiring the employee's personal care and attendance, may be granted in accordance with Personnel Policies and Procedures, Section 5.01 in effect on March 5, 2012, and guidelines established therein. Management may request that the employee provide appropriate documentation establishing the family and/or dependent relationship pursuant to this section.
- C. Enforced quarantine of the employee in accordance with community health regulations.
- D. Where injury leave has expired and the employee must be absent from work for an additional period.
- E. An employee who becomes ill after reporting to work shall report to his/her supervisor after which the employee may go home, to a physician or to a medical facility. The employee will be charged for the hours lost from work in units of not less than one (1) hourly credit.

Section 3. **Reinstatement**

An employee who is separated from City service because of non-occupational illness or injury may be reinstated at the same rate of pay received immediately prior to date of such illness or injury, upon approval or his/her application to return to work, if able to perform the available work, pursuant to the Civil Service Rules. Any increments in wages or other benefits shall be recognized for returning employees under this article.

Section 4. Employee's Responsibility

At least one-half (1/2) hour before the starting time of his/her shift, an employee going on sick leave shall report off by calling a designated person or alternate on the first day of absence. The call shall be made by the employee if possible. In the case of provable inability to make a phone call, such call shall be made as soon as possible thereafter.

Section 5. Fraction of a Day

- A. Absence for a fraction of a day that is chargeable to sick leave in accordance with these provisions shall be charged proportionately in amounts of not less than one hour increments.
- B. Separate absences of a fraction of a day which total one day shall be counted as one (1) separate absence.

Section 6. Medical Certification

- A. Sick leave for any length of time may require a medical certification of illness or injury as may be requested by the Department and/or Division Manager or their designee, and/or the HR Director. Medical certification must be presented whenever sick leave is requested for more than three (3) consecutive work days.
- B. If a vacation or personal leave has been previously denied due to scheduling constraints and the employee calls in sick for that day, a medical certification is required to be presented by the employee to Management in order to be on paid sick leave.
- C. Employees returning from a service connected illness or injury, or a non-service connected injury, and who have utilized sick and/or other authorized leave, will be required to submit a medical certification of their ability to return to restricted or full duty.
- D. If any employee is removed from their work location by emergency rescue personnel, and/or leaves work to seek emergency medical attention at an urgent care facility and/or an emergency room, said employee may not return to work without a medical certification form returning the employee to restricted or full duty.
- E. Management must ask for medical certification on the first day of illness if it is going to ask for it at all, except as already required by (A) above or by prior written notification of the employee.
- F. The employee will use City form S-69-A except for members going to the V.A. Center in which case the City will accept the certificate from the V.A. Center.

Section 7. Reinstatement Credit

An employee who is laid off will, upon reinstatement to service, have any unused sick leave existing at the time of his/her layoff, placed to his/her credit.

Section 8. Conversion of Sick Leave Credits

In any one (1) year, sick leave hourly credits may be converted to not more than forty (40) vacation hourly credits or cash, except where accumulation above one thousand (1,000) sick leave hourly credits forces conversion of credits in excess of one thousand (1,000) sick leave hourly credits to avoid the loss of those excessive hourly credits. Conversion shall be administrated as follows:

- A. An employee who has more than two hundred forty (240) sick leave hourly credits may convert up to seventy-two (72) hours of those credits to vacation hourly credits on the basis of three (3) sick leave hourly credits for one (1) vacation hourly credit, provided a balance of two hundred forty (240) sick leave hourly credits remain.
- B. If an employee has five hundred twenty-eight (528) or more sick leave hourly credits, he/she may convert up to one hundred twenty (120) hourly credits to vacation hourly credits on the basis of three (3) sick leave hourly credits for one (1) vacation hourly credit, provided a balance of four hundred eight (408) sick leave hourly credits remain. Scheduling of such conversion days off shall be subject to scheduling of the Division Manager and the efficient operation of the department.
- C. If an employee has in excess of seven hundred twenty (720) sick leave hourly credits, he/she may convert up to eighty (80) sick leave hourly credits to vacation hourly credits on the basis of two (2) sick leave hourly credits for one (1) vacation hourly credit, provided a balance of seven hundred twenty (720) sick leave hourly credits remain. Scheduling of such days off shall be subject to the scheduling of the Division Manager and the efficient operation of the department.
- D. Those employees having in excess of one thousand (1000) sick leave hourly credits must convert those credits in excess of one thousand (1000) hourly credits at a rate of two (2) hours of sick leave credits to one (1) hour of vacation leave or lose such credits. In no case will more than one thousand (1000) sick leave hourly credits, after conversion, be recognized. Scheduling of such conversion days off shall be subject to the Division Managers and the efficient operation of the department. In no instance shall any employee be credited with more than one thousand one hundred twenty (1120) sick leave hourly credits.
- E. Conversions shall be made based upon the number of sick leave hourly credits earned as of January 1, of each year.

- F. Conversions shall be made during the first two (2) weeks of January of each year in order to facilitate vacation scheduling. An employee may convert at some other time during the year with the approval of the division head.
- G. Conversion privilege may be used provided that the total number of vacation days allowed by Personnel Policy 5.02, Vacation Leave, is not exceeded.
- H. Retirement means an employee is eligible by age, service, or disability requirements of the **Ohio** Public Employees Retirement System to receive a pension benefit at time of separation from City employment. At retirement, an employee who has from one (1) to one thousand one hundred twenty (1120) sick leave hourly credits may convert them to regular pay. This conversion shall be two (2) sick leave hourly credits for one (1) hour of regular pay.
- I. If an employee who would otherwise be eligible for retirement benefits dies while still employed, then the benefits under Paragraph "H" will be paid to the deceased employee's estate.
- J. Reconversion may be accomplished by memorandum placed in the employee's personnel file. Reconversion may not exceed the original sick leave to vacation conversion in any given year.
- K. Sick leave may also be converted to cash per the following incentive plan:
1. The review period for each incentive will be from January 1 through December 31 of each calendar year.
 2. During this annual period, an employee will be allowed to use up to forty (40) hours of sick leave and still participate in the sick leave incentive plan.
 3. The forty (40) hours is a hard cap and cannot be extended due to FMLA designated leave.
 4. If an employee qualifies for the sick leave incentive, the employee will be allowed to receive cash at their current hourly rate of pay, in lieu of the normal sick leave to vacation conversion on January of each year.
 5. The cash incentive shall be administrated as follows:
 - a) An employee who has more than two hundred forty (240) sick leave hourly credits may convert up to one hundred twenty (120) of those credits to cash on the basis of three (3) sick leave hourly credits for one (1) hour of regular pay.
 - b) If an employee has in excess of seven hundred twenty (720) sick leave hourly credits, he/she may convert up to eighty (80) sick leave hourly

credits to cash on the basis of two (2) sick leave hourly credits for one (1) hour of regular pay.

- c) Those employees having in excess of one thousand (1000) sick leave hourly credits must convert those credits in excess of one thousand (1000) hourly credits at a rate of two (2) hours of sick leave credits to one (1) hour of regular pay. In no case will more than one thousand (1000) sick leave hourly credits, after conversion, be recognized. In no instance shall any employee be credited with more than one thousand one hundred twenty (1120) sick leave hourly credits.
6. Conversions shall be made based upon the number of sick leave hourly credits earned as of January 1, of each year.
7. Conversion shall be made during the first two (2) weeks of January of each year and paid in the first pay period of February of each year.

Section 9. Transfer Credit

Upon transfer from one division or department to another, unused sick leave hourly credits shall continue to be available for the transferred employee's use.

Section 10. False Claim

The City reserves the right to withhold benefit payments to any employee who is guilty of submitting a false claim or abuse of privileges covered in this article and may take disciplinary action including discharge. The City shall not use uniformed police or security officers to make house calls to employees to verify appropriate use of sick or injury leave.

ARTICLE 13 LEAVES OF ABSENCE

Section 1. Sick Leave Without Pay

Employees absent due to illness, pregnancy or injury shall, upon written request by the employee, be granted such leave by the Department Director after paid sick leave is expired. Such leave shall be extended or renewed up to a maximum of ninety (90) calendar days. The ninety (90) calendar days will be used in thirty (30) calendar day increments. Additional time may be granted with the approval of the City Manager. Upon return from such leave, the employee will be reinstated to his/her former position in accordance with Article 12, Section 3 or Article 14, Section 3. Management will notify the employee in writing of the date of expiration of sick leave without pay.

Family Medical Leave ("FMLA") will be allowed in accordance with federal law and existing Management policy, and employees will not need to use sick leave without pay in thirty (30) calendar day increments for short term or intermittent FMLA qualifying leave. However, the use of sick leave without pay in a complete thirty (30) day increment shall be considered as FMLA leave and part of the ninety (90) calendar days of leave referenced above.

Section 2. Leave Without Pay for Personal Reasons

Leave without pay for personal reasons (exclusive of illness or injury as provided for in Section 1 above) may be granted by the City Manager for periods not in excess of ninety (90) calendar days. An employee requesting leave without pay for personal reasons must submit a written memorandum to their department explaining the length of the requested leave and the reasons for the leave, and the department will submit this memorandum to HR. The written request should be submitted with as much advance notice as possible.

Scheduling shall be the responsibility of the Division Manager and shall be consistent with an efficient work schedule. The Director shall be responsible for ensuring the employee receives written notice that leave without pay for personal reasons has been approved or denied and such notice shall be given within thirty (30) calendar days from the date when the employee's memorandum is submitted. In the event said notice is not received by an employee pursuant to the above, such leave without pay for personal reasons shall be considered approved. Any prescheduled and approved leave without pay for personal reasons shall not be denied.

Section 3. Reinstatement

Any increments in wages or other benefits shall be recognized for returning employees under this article applicable to the step occupied at commencement of leave.

ARTICLE 14 INJURY LEAVE

Section 1. Service Connected Injury

- A. In the event of a job connected occupational illness or injury wherein the employee reports said injury by the end of the duty day following the occurrence, Management shall immediately place the employee on injury leave upon the employee's submission of an injury leave request form (S-104), a completed injury investigation report, medical certification of the injury and need for leave, and signed medical releases for information pertaining to the injury. Where there is no negligence or violation of standard safety practices on the part of the employee, leave of absence may be granted by the City Manager according to the following schedule.

<u>Steps</u>	<u>First 5 Work Days at Full Pay</u>	<u>Subsequent Work Days at Full Pay</u>	<u>Subsequent Work Days at 2/3 Pay</u>
5	5	55	60
4	5	35	70
3	5	20	75
2	0	0	70
1	0	0	60

- B. Recommendations in reference to the extent of leave authorized shall be based upon the advice of the City Physician and/or other competent medical authority.
- C. An employee who is disabled due to a job-connected illness or injury and is required by a physician to be absent from work for five (5) consecutive work days or less, may choose to use sick leave, vacation or personal leave days and the use of such leave shall not be considered an injury leave usage for the purpose of computing entitlements under Section 1 (A) of this article.
- D. One absence of less than one full shift per injury shall not count as an occurrence pursuant to Section 1 (A) of this article.
- E. If, during a ninety (90) calendar day period from the date of return to work from the initial injury leave absence, an employee suffers a relapse of an injury or requires follow-up medical treatment for the initial injury, such absences shall be considered part of the initial injury leave absence for determination of injury leave pay.

Benefit Level

The amount of injury leave available to an employee for each injury leave usage is determined by what step an employee is in at the time of the injury leave usage. The employee in Step 1 or 2 may choose to use sick leave and/or vacation leave in lieu of leave without pay. An injury

leave usage is a separate absence of injury leave.

Step Progression

After one year in a step with no injury leave usage during that year, an employee is entitled to move to the next higher step. An employee progresses through the steps in this manner until attaining Step 5. An employee remains in Step 5 until an injury leave usage moves the employee as provided under step regression.

Step Regression

For an employee who has an injury leave usage, leave shall move to the next lower step on his/her return to work date.

New Employees

New bargaining unit employees are to receive ten (10) calendar days of injury leave prior to completion of probation, and be placed in step three (3) at the completion of their initial probationary period.

Section 2. Workers' Compensation

At the expiration of the injury leave granted, if the employee is still unable to return to work, the employee may avail himself/herself of the accumulated sick leave provisions. If the employee is still unable to return to work, payment of normal wages will be stopped and the Bureau of Workers' Compensation will be requested to begin weekly payment under the provisions of the Workers' Compensation Act.

Section 3. Reinstatement

An employee who is separated from City service because of any service connected illness or injury shall be entitled to re-instatement at the same rate of pay received immediately prior to the date of such illness or injury, upon approval of his/her application to return to work, pursuant to Civil Service Rules. Any increments in wages or benefits shall be recognized for returning employees under this article.

Section 4. False Claim

The City reserves the right to withhold benefit payments to any employee who is guilty of submitting a false claim, or abuse of the privileges covered in this article, or working for another employer while on injury leave, and may take disciplinary action including discharge.

- C. When an employee who has been on Extended Military Leave returns, he/she will receive any wage adjustments and step increases that would be due as though he/she had been actively on the payroll.

Section 4. Employment Severance

- A. An employee who leaves the City for military service and returns from such military service within six (6) years of the date on which he/she entered the service, or should the emergency exceed five (5) years, after the emergency has ended and the employee is discharged, he/she shall be reinstated to the position held, or one of like responsibility, at the time he/she left for military service, provided application is made to the Civil Service Board within ninety (90) days after release from active duty or from hospitalization continuing after separation for not more than one (1) year.
- B. If he/she is not qualified to perform the duties of such position by reason of disability sustained during such service, he/she shall be placed in such other position, the duties of which he/she is qualified to perform, as would provide him/her like seniority, status, and pay, or the nearest approximation thereof consistent with the circumstances of his/her case.
- C. When an employee is entitled to be restored to a position in accordance with this Section, and the Civil Service Board finds that it is not feasible for the employee to be restored to such position, the Civil Service Board shall determine whether or not, in any other Department or agency of the City of Dayton, there is a position for which such person is qualified and which is either vacant or held by an employee having a temporary appointment. In any case, when the Civil Service Board determines that there is such a position, such person shall be restored to that position.

ARTICLE 17**JURY LEAVE**

An employee required to serve on a jury during his/her work shift, before a court empowered by law to require such service, shall be excused from duty for the time required for such service and shall be paid his/her regular hourly rate less his/her jury pay, provided he/she notifies his/her Division Manager five (5) days prior to such jury service date if possible. An employee who is on paid leave is entitled to keep the jury pay. An employee performing jury service will call their Division Manager and/or Director on a daily basis to report their service requirements and/or potential release status. If an employee who is notified of potential jury service is not needed on that date, then the employee will report to work. Additionally, if a first (day) shift employee is called to jury service and is released by the Court prior to the expiration of half of their work shift, then the employee will immediately report to work. Any employee who is required to serve on a jury and is assigned to work 2nd (evening) or 3rd (night) shift shall not be required to report for duty that calendar day and shall be placed on paid jury leave. If an employee works 2nd (evening) shift, he/she will be released the day of jury duty. If an employee works 3rd (night) shift, he/she will be released the shift before jury duty. If an employee is regularly scheduled to work weekends, he/she will be temporarily placed on a Monday-Friday 1st shift schedule until released from jury duty.

ARTICLE 18**LONGEVITY**

Every employee covered by this Agreement shall receive a payment for recognition of years of service as follows:

- A. Employees who have completed five (5) years, but less than ten (10) years of service, shall receive an annual payment of two hundred fifty dollars (\$250.00) **or a payment equal to one-half percent (0.5%) of their base rate of pay, whichever is greater.**
- B. Employees who have completed ten (10) years of service shall receive an annual payment of three hundred dollars (\$300.00) **or a payment equal to one percent (1.0%) of their base rate of pay, whichever is greater.**
- C. Employees who have completed fifteen (15) years of service shall receive an annual payment of four hundred dollars (\$400.00) **or a payment equal to one and one-half percent (1.5%) of their base rate of pay, whichever is greater.**
- D. Employees who have completed twenty (20) years of service shall receive an annual payment of six hundred dollars (\$600.00) **or a payment equal to two percent (2.0%) of their base rate of pay, whichever is greater.**

The above payments shall be made in a lump sum on the **last** pay day of **October** of each year. **The employee may receive the flat rate amount or the payment equal to a percentage of their base wage, based upon whichever payment is the larger amount, but the employee may not receive both payments.**

When an employee's anniversary date occurs prior to **October 31** of a payment year, he/she shall receive full payment in accordance with the above payment schedule.

In the event that an employee who is eligible for the above payment terminates his/her employment during the term of this Agreement, the annual payment provided herein shall be pro-rated for the period of his/her employment.

ARTICLE 19 INSURANCE

Section 1.A. Coverage

Management will offer bargaining unit employees health insurance coverage. Management's contribution to the plan will be limited to the following:

<u>Effective Date</u>	<u>Monthly Single Coverage</u>	<u>Monthly Family Coverage</u>
January 1, <u>2018</u>	\$415.13	\$1171.11
January 1, <u>2019</u>	\$415.13	\$1171.11
January 1, <u>2020</u>	\$415.13	\$1171.11

The level of benefits shall not be changed during the term of this Agreement unless mutually agreed to between Management and the Union. Any change in carriers during the term of this Agreement shall be subject to approval by the Union. However, the parties acknowledge that the plan will change during the term of the agreement as explained below.

Employees shall pay a contribution of \$70 per month for single coverage.

Employees shall pay a contribution of \$200 per month for family coverage.

The premiums will be administered under an Insurance Section 125 pre-tax status and paid bi-monthly through payroll deduction.

If Management accepts a negotiated health insurance offer, or accepts a fact-finder's award, a conciliator's award, or is compelled to pay by operation of law, a change in health insurance contributions, co-pays, deductibles, and/or out-of-pocket amounts during the Fraternal Order of Police, the International Association of Firefighters, and/or the Building Trades Council successor contract negotiations that is different than the terms negotiated in this article with the Union, Management will then immediately offer these different health insurance terms to the Union at the conclusion of those successor contract negotiations with the Fraternal Order of Police, the International Association of Firefighters, and/or Building Trades Council. If the Union accepts any of the changes offered by Management pursuant to this language, the changes will become effective on January **1 of the relevant year**.

Section 1.B. Employer Partially Funded Health Savings Accounts and Health Reimbursement Accounts

Subject to the requirements of the insurer and terms of the Plan Documents, an employee may choose between a Health Saving Account (HSA) or Health Reimbursement Accounts (HRA).

For each plan year, if an employee elects an HSA and/or HRA, the maximum annual deductible amounts shall be partially funded by the City, where the City will fund \$1,500 per year for single plans (funded on a single annual payment basis effective **on or before January 6, 2018** and each successive year while the employee is currently employed) and \$3,000 per year for family

plans (funded on a single annual payment basis effective **on or before January 6, 2018** and each successive year while the employee is currently employed), for three plan years.

If an employee elects an HRA, the City funded amounts will be eligible for rollover in an amount not to exceed the annual maximum deductible. The City's contribution for the HRA will be up to the above-referenced amounts and/or the annual maximum deductible; provided that, the City will not fund any amount exceeding the annual maximum deductible.

The City shall increase the payment into the HSA/HRA account of an employee to the full family plan rate when an employee changes his or her status from single to family throughout the year.

The employee will be responsible for any taxes due that result from the City's pre-funding of employee HSA accounts on the first business day following January 1 of each year.

Section 1.C. Incentive to Waive Health Care Coverage

Full time employees who waive health insurance for a twelve (12) month period during open enrollment will be paid an incentive as explained below. The incentive will be pro-rated if coverage is waived for less than an entire plan year because an employee terminates employment, or re-enrolls for Management coverage if there is a loss of coverage due to divorce, termination of spouse's job or spouse's death.

A full-time employee who waives coverage for an entire twelve (12) months and is not a dependent on a City of Dayton health insurance plan will be paid an incentive equal to two thousand four hundred (\$2,400) dollars. The incentive will be paid bi-weekly over a twelve (12) month period starting with the first pay in June.

The incentive plan will be offered in each plan year, provided that the incentive continues to represent a cost savings to Management.

Section 1.D. Insurance Co-Pays

The employees will be enrolled in a prescription drug card program. With the prescription drug card, costs for prescription drugs will be \$10 for Tier 1 prescriptions, \$20 for Tier 2 prescriptions, and \$30 for Tier 3 prescriptions, as defined by the health insurance carrier, with these payments up to the in-network maximum out of pocket of \$3000 for single plans and \$6000 for family plans. The prescription drug card governs the amounts paid for prescription drugs after an employee has met his or her deductible.

The plan will have an Emergency Room co-pay of \$200 after an employee has met his or her deductible.

The plan will have a Doctor's Office co-pay of \$20 per visit, after an employee has met his or her deductible.

Section 2. Dental Plan

The employer shall contribute thirty-four (\$34) dollars per month to the AFSCME Care Plan for Dental Level IIA coverage. The payment will be due by the 20th of the month.

Section 3. Vision Care Plan

The employer shall contribute six dollars and seventy-five cents (\$6.75) per month to the AFSCME Care Plan for such employees covered by Section 2. Dental Plan Coverage for vision care services.

Section 4. Life Insurance

For employees covered by this Agreement, Management will pay the full cost of the premium toward the purchase of group life insurance in the amount of twenty-five thousand (\$25,000) dollars and accidental death and dismemberment insurance in the amount of twenty-five thousand (\$25,000) dollars.

Section 5. Coordination of Benefits

Hospital surgical benefits herein described shall be subject to coordination of benefits in accordance with stipulation of the carrier.

Section 6. Subrogation

If a member incurs covered hospital expenses in connection with the treatment of an illness or injury caused by the negligence or wrongful act of a third party, carrier shall be subrogated to all of member's rights of recovery against said third party, to the extent of any and all payments made hereunder by carrier with respect to such illness or injury. The member or his/her appropriate agent shall execute all papers and take all action necessary and proper to secure to carrier such rights of subrogation.

Section 7. Unemployment Compensation

Management shall provide unemployment compensation pursuant to the provisions of the State Unemployment Compensation Act for employees covered herein.

Section 8. Health Care Committee

The Union will select no more than six (6) representatives to be present and participate in all City of Dayton Healthcare Committee meetings to review and recommend health care insurance in the upcoming contract years. The Health Care Committee will meet as often as necessary to facilitate in a timely fashion all information and cost as needed for this task in an effort to maximize the value to employees and cost effectiveness of Health and Dental Care Plan redesign.

Section 9. Long Term Disability Insurance

Employees may elect to enroll in Long Term Disability (“LTD”) Insurance through the City of Dayton Benefits Plan, provided that, employees will be in a separate LTD pool. Enrollment shall be based upon the terms and conditions and premium sharing as are now and or in the future determined by the City of Dayton.

Section 10. Spousal Eligibility

If an employee’s spouse is eligible and/or has medical coverage through their own employer, the spouse must use their employer’s insurance as their primary form of coverage. The spouse may remain on the City’s health insurance plan, but the City’s plan will be a secondary plan, and the spouse’s employer’s plan must carry the spouse as primary.

Section 9. Pharmacy Carve-Out

The parties agree that Management may “carve-out” the pharmacy benefits under this article for the health care plan year beginning January 1, 2020. If Management believes that the pharmacy “carve-out” represents a savings to the City’s insurance plan in 2019, then the City will solicit bids from pharmacy benefit managers (PBM) in the marketplace for the City’s business in 2020. The City will then present the PBM bids to the City’s joint health insurance committee for a recommendation of which PBM to select. The City agrees to follow the recommendation of the joint health insurance committee on which PBM to select; if, the selection of a PBM and the pharmacy benefit “carve-out” saves the City’s health insurance plan monies in the 2020 healthcare plan year.

Section 10. ACA Cadillac Tax

The City Manager may opt to reopen this Master Agreement on the sole issue of timing of HSA/HRA contributions (Article 19, Section 1.B.) in lieu of the timing of contributions provided for in the third year of this Master Agreement. The City Manager will only trigger this reopener if the timing of the HSA/HRA contributions will expose the City to penalties under the ACA. The reopening is only for the timing of the contributions, and will not affect the amount of the HSA/HRA contribution. Such notice of reopener must be given by the City at least sixty (60) days prior to February 1, 2019. The reopening of this Master Agreement as set forth herein shall invoke the dispute settlement procedure set forth in O.R.C. Section 4117.14. The results of the negotiation process or any settlement reached by the parties will become effective January 1, 2020. If the parties have not reached settlement and/or completed the dispute settlement procedure set forth herein by October 1, 2019, the parties agree that they will make a non-binding temporary adjustment to the time of HSA/HRA contributions that will avoid penalties under the ACA, and such action will become effective January 1, 2020. The parties will then finalize the dispute settlement procedures set forth in O.R.C. Section 4117.14 with the results of the negotiation process or any settlement effective January 1, 2021.

ARTICLE 20 SENIORITY

- A. Seniority is defined as length of continuous service with the City.
- B. New employees shall serve an initial probation period of six (6) consecutive calendar months in accordance with the Civil Service Rules and shall accumulate no seniority during the probation period. Upon satisfactory completion of his/her initial probation period, his/her seniority shall be computed as of his/her date of hire. If an employee is discharged or quits and is later rehired after one (1) year, he/she shall be considered a new employee. If an employee has been placed on a disability retirement, through the Ohio Public Employees Retirement System, and is subsequently certified to return to employment with the City, as prescribed under ORC 145.362, his/her seniority shall be computed from their original hire date and be considered as continuous length of service.
- C. If an employee is laid off, and subsequently returns to employment with the City, his/her seniority shall be computed from their original hire date, minus the time spent on layoff.
- D. Seniority shall be applied only in accordance with the Civil Service Rules and the provisions of this Agreement.
- E. On or around January 15, the City shall provide one (1) copy of the seniority list to the Union.

ARTICLE 22**INTERCLASSIFICATION TRANSFERS**

- A. Management shall have the right to temporarily transfer employees from one classification to another classification of equal or lower pay rate within the same division to achieve maximum efficiency, service or production, provided however, a temporary transfer shall not exceed thirty (30) calendar days in any twelve (12) month period.
- B. In making such transfers, Management may select the employee to be transferred without regard to seniority or certification under Civil Service Rules to complete one (1) shift only. Thereafter, the transfer to such work shall be based on City seniority within the division, and the employee with the least seniority shall be given the temporary transfer-only to a job for which he/she has been certified under Civil Service Rules.
- C. When an employee is temporarily transferred to a lower paid classification, he/she shall be paid the rate of his/her regular job.

ARTICLE 24**GRIEVANCES AND ARBITRATION PROCEDURE**

There shall be an earnest, honest effort to settle disputes and controversies promptly. If any dispute or controversy arises between an employee and Management and/or the Union and Management with respect to the interpretation or application of this Agreement, or the rights, obligations or liabilities of the parties herein, except those covered under Article 25 of this Agreement, then such controversies or differences shall be handled as follows:

The employee shall first discuss his/her complaint with his/her first line supervisor, with his/her Steward present, and attempt to resolve the dispute.

Step 1.

In the event the dispute is not resolved in accordance with the above paragraph, the grievance shall be reduced to writing and signed by the employee and his/her Steward, and filed with his/her second line supervisor outside the bargaining unit within ten (10) work days after the employee has knowledge of, or should have knowledge of, the incident upon which the alleged grievance is based. The second line supervisor or his/her designee shall meet with the employee and a Union representative, and up to four (4) affected parties and answer the grievance in writing to the employee and his/her representative within ten (10) work days after receipt of the grievance. If the grievance is not satisfactorily resolved, or answered within the required ten (10) work days, the Union may refer the grievance to the second step of the grievance procedure. If the Union does not refer the employee's grievance to the second step of the grievance procedure within ten (10) work days after receipt of the answer rendered in this step, the grievance shall be considered settled.

The written grievance shall be prepared in five (5) copies by the grievant and given to the supervisor. The supervisor shall make distribution of said copies as follows:

Retain one and deliver:

- 1 copy to the Manager of the Division
- 1 copy to the Director of the Department
- 1 copy to Human Resources

The fifth copy shall be retained by or forwarded to the employee or his/her representative.

If through inadvertence, a copy is not distributed pursuant to the above, it shall not prejudice the grievance.

Step 2.

If the grievance is not settled at Step 1, the grievance shall be referred in writing to the aggrieved employee's Division Manager by the Union. The Division Manager or his/her designee shall hold a hearing with the employee and a Union representative, and up to four (4)

affected parties, and answer the grievance in writing to the employee and his/her representative within ten (10) work days after the hearing on the grievance. If the grievance is not settled, the Union may refer the grievance to the third step of the grievance procedure. If the grievance is not satisfactorily resolved, or answered within the required ten (10) work days, the Union may refer the grievance to the third step of the grievance procedure. If the grievance is not referred to the third step within ten (10) work days after receipt of the answer rendered in this step, the grievance shall be considered settled. Both the Union and Management have the right to call such witnesses as are necessary to the investigation of the grievance.

Step 3.

If the grievance is not settled at Step 2, the grievance, along with all correspondence, shall be referred in writing to the Department Director by the Union. The Department Director or his/her designee shall hold a hearing with the employee, a Union representative, and up to four (4) affected parties, and answer the grievance in writing to the employee and his/her representative within ten (10) work days after the hearing on the grievance. Management and the Union may each have no more than four (4) representatives at the grievance meeting. Both the Union and Management have the right to call such witnesses as are necessary to the investigation of the grievance.

In any case where a decision of the appropriate Management representative is not given at Step 3 or Step 4 of the grievance procedure within the time limits specified or within the period that may have been extended by mutual Agreement, the grievance, without setting a precedent for future grievances, shall be considered satisfactorily resolved in favor of the grievant.

If the grievance is not settled, the Union may refer the grievance to the fourth step of the grievance procedure. If the grievance is not referred to the fourth step within ten (10) work days after receipt of the answer rendered in this step, the grievance shall be considered settled.

Step 4.

If the grievance is not settled at Step 3, the grievance, along with all correspondence, shall be referred in writing to the Director of Human Resources by the Union. The Director of Human Resources or his/her designee shall meet, with the employee, a Union representative and answer the grievance in writing to the employee and his/her representative within ten (10) work days after the hearing on the grievance. Both Management and the Union may each have no more than four (4) representatives at the grievance meeting. Both the Union and Management have the right to call such witnesses as are necessary to the investigation of grievance.

In any case where a decision of the appropriate Management representative is not given at Step 3 or Step 4 of the grievance procedure within the time limits specified or within the period that may have been extended by mutual Agreement, the grievance, without setting a precedent for future grievances, shall be considered satisfactorily resolved in favor of the grievant.

If the grievance is not settled, the Union may refer the grievance to the arbitration procedure. If not referred to the arbitration procedure within ten (10) work days after receipt of the answer

rendered in this step, the grievance shall be considered settled.

Step 5. Arbitration Procedure

- A. Within ten (10) work days after receipt of the written notice of intent to file under the arbitration procedure, the Director of Human Resources or his/her authorized representative and not more than two (2) other representatives of Management and the Staff Representative or his/her authorized representative and not more than two (2) other representatives of the Union shall meet for the purpose of attempting to resolve the dispute and/or selecting an impartial arbitrator. If no agreement is reached at this meeting, a joint letter requesting the American Arbitration Association (AAA) to submit a list of arbitrators will be signed and mailed. An arbitrator shall be selected in accordance with the (AAA) voluntary labor arbitration rules, unless the parties mutually select an arbitrator. A date for arbitration shall be set as soon as possible in accordance with the wishes of Management, the Union and the availability of the arbitrator.
- B. All decisions of arbitrators and all pre-arbitration grievance settlements reached between Management and the Union shall be final and binding on the City, the Union, and the employees. Pre-arbitration grievance settlements shall not necessarily establish a precedent for future relationships between the Union and the Management; both Management and the Union shall share equally in the expenses and fees of the arbitrator and other expenses incident to the arbitration hearing, provided that Management is responsible for all room and food costs; if Management requires a neutral hearing location.
- C. It is understood that the time limits imposed in this article may be extended at any step by mutual written agreement. Likewise, any step in the grievance procedure may be eliminated by mutual consent. It is further understood that the word "day" as used in the grievance procedure is defined to mean "work day" unless otherwise specified.
- D. The arbitrator shall neither add to nor subtract from nor modify the language of this Agreement in arriving at a determination within the limitations expressed herein. The arbitrator shall expressly confine himself/herself to the precise issues submitted for arbitration and shall have no authority to determine any other issues not so submitted to him/her or to submit observations or declarations of opinion which are not directly essential in reaching the determination. The arbitrator shall issue a decision within thirty (30) calendar days after submission of the case to him/her.
- E. A policy grievance is a grievance which, if resolved in favor of the Union, applies to all employees equally. Such grievances may initially be presented by the Union at Step 2, Step 3, or Step 4 of the grievance procedure.

- F. There shall be a regular quarterly meeting between Management and the Union to discuss matters of mutual interest relating to the employees covered by this Agreement. Each party shall be entitled to not more than six (6) representatives.
- G. Grievance Mediation
1. Grievance mediation is available to the parties after Step 4 of the grievance process.
 2. All grievances will be referred to mediation if requested unless the parties mutually agree not to mediate a particular grievance.
 3. The parties shall mutually agree to use the services of the Federal Mediation and Conciliation Services to serve in the capacity of grievance mediator. The mediator must be an experienced mediator and/or arbitrator with mediation skills. The mediator may not serve as an arbitrator for the same issue for which he or she is a mediator.
 4. The mediator will be asked to provide a schedule of available dates. Cases will be scheduled in a manner which assures that the mediator will be able to handle multiple cases on each date, unless otherwise mutually agreed.
 5. The grievant shall have the right to be present at the mediation conference. The City and the Union may each have no more than three (3) additional representatives as participants in the mediation effort. Persons representing the parties shall be vested with full authority to resolve the issues being considered.
 6. The mediator may employ all of the techniques commonly associated with mediation, including private caucuses with the parties. The taking of oaths and the examination of witnesses shall not be permitted, and no verbatim record of the proceeding shall be taken. The purpose of the mediation effort is to reach mutually agreeable resolution of the dispute. There will be no procedural constraints regarding the review of facts and agreements. There shall be no formal evidence rules. Written materials presented to the mediator will be returned to the party presenting them at the conclusion of the mediation conference.
 7. Mediation efforts will be informal in nature and shall not include written opinions or recommendations from the mediator unless mutually agreed to by the parties and the mediator. In the event that a grievance which has been mediated is appealed to arbitration, there shall be no reference in the arbitration proceeding to the fact that a mediation conference was or was not held.

8. At the mediation conference the mediator shall first seek to assist the parties in reaching a mutually satisfactory settlement of the grievance which is within the parameters of the collective bargaining agreement. If a settlement is reached, a settlement agreement will be entered into writing at the mediation conference. The mediator shall not have the authority to compel the resolution of a grievance.
9. If a grievance remains unresolved at the end of the mediation conference, the mediator may, if requested by either party, render a verbal opinion as to how the grievance is likely to be decided if it is presented at arbitration. This opinion is nonbinding and inadmissible in any subsequent arbitration proceeding.
10. If a settlement is not reached, the Union may appeal the grievance to arbitration. All applicable time limits for appealing a grievance to arbitration contained in the collective bargaining agreement shall commence on the day of the mediation conference.
11. The dates, times and places of mediation conferences will be determined by mutual agreement of the parties. Each party shall designate a representative responsible for scheduling mediation conferences.
12. The parties agree to schedule a minimum of one day a month, if necessary, for mediation efforts during the time period of this Agreement.
13. The fees and expenses, if any to be charged by the mediator shall be negotiated between him or her and the parties. Fees and expenses for grievance mediation shall be paid equally by the City and the Union.
14. The parties agree to schedule a day of orientation and training to be attended by those individuals who will be participating in the mediation proceedings on behalf of the parties.
15. The parties agree to mutually examine and review the grievance mediation process and procedures adopted herein twelve (12) months from the date of execution of the collective bargaining agreement. The purpose of said examination and review is to revise, alter, correct or otherwise improve the grievance mediation process and procedures if such are deemed necessary.

Neither party is permitted to record any proceeding during any step in the Grievance procedure unless agreed upon.

ARTICLE 25

DISCIPLINE AND DISMISSAL PROCEDURE

- A. Disciplinary action shall be only for just cause, however, when the City takes any disciplinary action resulting from Charges against an employee, said action will be initiated no later than thirty-five (35) **days actually worked by the employee after official notice of the investigation has been given to the employee and to the Union. Official notice of an investigation is defined as the issuance of a form, S-93 or other such form used for this purpose that is served when an employee is under investigation. The issuance of this form shall occur no later than ten (10) actual work days following the date Management becomes aware of the alleged infraction and shall be the basis for the state of the aforementioned thirty-five (35) day time. The total time limit of forty-five (45) actual workdays includes the investigation, and** may be waived by mutual agreement of Management and the Union.
- B. When Management suspends, reduces in rank or dismisses an employee, such employee may be conditionally suspended pending hearing thereon. Prior to any suspension, reduction or dismissal, the City shall deliver or mail a copy of the Charges and Specifications to the Regional Director of the Union and the Union President, provided that the Union President is employed by the City of Dayton. The hearing on said Charges and Specifications will be held no sooner than seven (7) calendar days from the date of receipt by either Union official. Should the Union fail to receive a copy of the Charges and Specifications as prescribed herein, the hearing shall be rescheduled by Management. The Charges and Specifications shall state the alleged violations and set the time and place for a hearing before the Department Director or his/her designated representative. Management shall issue its Findings after such disciplinary hearing, but not later than ten (10) days after the close of the Departmental disciplinary hearing.
- C. Disciplinary action involving any suspension, a reduction in rank or dismissal by the Department Director, approved by the City Manager, may be appealed by the employee, either independently or through the Union, either to the Civil Service Board in accordance with the City Charter and Civil Service Rules and Regulations, or through the grievance and arbitration procedure set forth in this Agreement, to be introduced at Step 3 where the Division Manager served as the hearing officer, or at Step 4 where the Department Director served as the hearing officer.
- D. When any disciplinary action listed above is taken, the employee shall have ten (10) calendar days if appealing to Civil Service or ten (10) work days if appealing through the grievance and arbitration procedure, from the effective date of the suspension, reduction or dismissal in which to elect his/her appeal procedure, and such election must be made in writing to the Civil Service Board. If the election is for the grievance and arbitration procedure, it shall include a written waiver of his/her right to appeal to Civil Service and to the courts. If no election is filed, the matter will be considered resolved.
- E. In no case shall the employee be permitted to appeal any grievance through both the Civil Service Board and the grievance and arbitration procedure.

In the event the employee submits both a grievance and arbitration procedure election and an appeal to Civil Service, the employee shall be automatically deemed to have elected an appeal to Civil Service only.

If an employee elects to pursue an appeal to Civil Service, this election shall be deemed as a written waiver of an employee's right to representation by the Union.

- F. At any time Management conducts a disciplinary meeting with an employee for the purpose of determining whether or not the employee committed an infraction which could result in disciplinary action of record (i.e., a reprimand, suspension, reduction in rank, or dismissal), the employee is entitled to have a Steward present. The right to Steward representation is contingent upon the employee's requesting such representation and is limited to those situations in which the employee reasonably believes the investigation may result in disciplinary action. An employee who requests representation pursuant to this section may require the supervisor to verify in writing that said request was denied or a Steward is not necessary. A copy of the written verification shall be given to the employee immediately after signing by the supervisor or as soon as possible thereafter.
- G. After two (2) years from date of issue, any and all reprimands shall not be considered in subsequent determinations of discipline and shall be removed from the employee's personnel file at his/her written request. The City shall fax and/or mail and/or hand deliver to the Chapter Chairperson, a copy of each reprimand issued to any member of the bargaining unit. Police Department training memos, a record of instruction given and documented, will be retained in file for not more than two (2) years. No progressive disciplinary action will be initiated by Management based on a training memo or counseling that is older than two (2) years.
- After three (3) years from the date of suspension, a suspension of five (5) days or less shall not be considered in subsequent disciplinary actions and the Charges and Findings shall be removed from an employee's personnel file at his/her written request to Human Resources. After four (4) years from the date of suspension, a suspension greater than five (5) days shall not be considered in subsequent disciplinary actions and the Charges and Findings shall be removed from an employee's personnel file at his/her written request to Human Resources.
- H. In the event that discipline is rendered against an employee and results in a suspension of ten (10) or less days, the employee shall have the option of forfeiting up to eighty (80) hours of vacation in a twelve (12) month period. If the employee chooses to forfeit vacation, the forfeiture shall be one hour of vacation for each one hour of the suspension. The forfeiture of vacation will constitute discipline of record, shall be accordingly noted in the employee's personnel file, and shall constitute the final resolution of the departmental charges. No loss of seniority shall occur should the employee choose this option.
- I. The Union and the City recognize the potential benefit and mutual interest of the parties

in having a clear and fair corrective action/discipline system. Upon request of either party, a LMC subcommittee will meet to focus on, explore, evaluate and discuss the current disciplinary process and possible alternatives. The subcommittee focus group will forward its recommendations and report to the LMC Steering Committee by July 1, 2015. Each party will select its committee members.

- J. Discovery rights shall be afforded to employees. Discovery shall be provided in a timely manner prior to the Departmental disciplinary hearing and entitles either party to the following information: (1) The names of all known individuals who witnessed the incident(s) giving rise to the Departmental Charges and who do not request to remain anonymous; (2) Copies of all reports, transcripts of interviews, written statements, recordings, photographs, supervisory investigative reports and other documentary evidence regarding the incidents(s) giving rise to the Charges and (3) Either party has the right to inspect any physical evidence or reproductions thereof regarding the incidents giving rise to the Charges.

ARTICLE 26 MISCELLANEOUS

- A. Those portions of the sections of the Personnel Policies specifically referred to in this Agreement are hereby incorporated by reference into this Agreement and made a part thereof.
- B. Personnel Policies shall not be applied to employees covered herein so as to conflict with the terms of this Agreement.
- C. Personnel Policies shall not be changed during the duration of this Agreement to conflict with any provision of this Agreement.
- D. Bulletin Boards as presently provided and as may be installed in the future by the City may be used by the Union for posting notices of the following types:
 - 1. Recreational and social events.
 - 2. Elections and election results.
 - 3. General membership meetings and other related business meetings.
 - 4. General Union business of interest to members.
- E. Employees covered herein in the classifications of “Automotive Mechanic”, “Special Equipment Mechanic” and “Heavy Equipment Mechanic” shall be eligible for a tool reimbursement in the amount of four hundred dollars (\$400.00) per calendar year. Employees covered herein in the classification “Automotive Servicer II” shall be eligible for a tool allowance reimbursement in the amount of three hundred dollars (\$300.00) per calendar year. Reimbursement shall be granted following the submission of an employee’s paid receipt, for tools bought which are necessary in order to complete the functions of their positions.

ARTICLE 31**SAVINGS CLAUSE**

This Agreement supersedes and replaces all pertinent statutes, ordinances, Civil Service Rules, and other rules and regulations to the extent permitted by O.R.C. 4117.10. Where the Agreement is silent, the provisions of applicable law shall prevail. Further, should any article, section, or portion of this Agreement be held unlawful and unenforceable by any court, then such decision or change shall apply only to that specific article, section or portion of the Agreement and shall not affect the validity of the remaining paragraphs of this Agreement. This Agreement shall be reopened on the invalid article, section or portion of the Agreement and the City and the Union shall meet within ten (10) calendar days to negotiate a lawful article, section or portion of the Agreement.

ARTICLE 32**NO STRIKE OR LOCKOUT**

It is understood and agreed that the services performed by City employees included in this Agreement are essential to the public health, safety and welfare. The Union, therefore, agrees that there shall be no interruption to the work for any cause whatsoever, nor shall there be any work slowdown or other interference with these services. Management agrees that it will not lockout or prevent employees from performing their regularly assigned duties.

ARTICLE 34 HEALTH AND SAFETY

Occupational health and safety are the mutual concerns of Management, the Union and employees. The Union will cooperate with Management in encouraging employees to observe applicable safety rules and regulations. Employees or the Union shall report safety and health violations of which they are aware to their supervisor. Management and the employees shall comply with applicable Federal, State and Local safety laws, rules and regulations. Management will consider ergonomics when selecting products. Protective equipment, clothing, and/or training required by the City to preserve the health and safety of employees shall be furnished and maintained by the City without cost to employees.

Adequate first aid equipment, supplies and training shall be provided by the City on an ongoing basis. Where not required by actual job responsibility, employees may volunteer for first aid training. The City shall make available C.P.R. training on a regular basis where possible.

To accomplish providing these objectives, the City and the Union shall establish a Labor/Management Health and Safety Committee, which shall work with the divisions in establishing sub-committees. Unless mutually agreed otherwise the committee and each sub-committee shall be composed of no more than three (3) representatives appointed by the City and three (3) appointed by the Union and shall be co-chaired by a Union and Employer Management representative. The general responsibility of all the committees will be to provide a safe and healthful workplace by recognizing hazards and recommending abatement and educational programs.

Nothing in this Agreement shall imply that the Union has assumed legal responsibility for the health and safety of employees.

ARTICLE 35**LABOR/MANAGEMENT COMPENSATION COMMITTEE**

The Union and the City, with the knowledge and understanding that there is dignity in all work and that respect for diversity are qualities that must be maintained and upheld, agree to the formation of a Labor Management Committee whose purpose will be to investigate and study compensation and classification systems that addresses the need for clarity, simplicity and fairness during the lifetime of this Agreement. The higher performance objectives (HPO) may include but will not be limited to the following initiatives; career ladders and skill based pay.

Each party will select its committee members for the sub-committee. Committee members will be given adequate time during regular City-work hours to meet and develop possible recommendations in regards to this initiative. The Labor Management sub-committee will be selected after the effective date of this Agreement and will meet as often as mutually agreed to by the parties. After the sub-committee reaches mutual agreement, it will forward its recommendations to the full Labor Management Committee for consideration.

ARTICLE 37**A.F.S.C.M.E./P.E.O.P.L.E.**

Management agrees to deduct from the wages of any employee who is a member of the Union a P.E.O.P.L.E. deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both Management and the Union. Management agrees to remit any deductions made pursuant to this provision promptly to: A.F.S.C.M.E./P.E.O.P.L.E. Department, 1625 L Street, NW, Washington, DC 20036 together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance. All deductions shall be transmitted no later than fifteen (15) days following the end of the pay period in which the deduction is made.

ARTICLE 38**LABOR-MANAGEMENT COMMITTEE**

The parties mutually agree to form a Labor-Management Steering Committee for the purpose of solving mutual and separate problems that occur during the life of this Agreement.

Each party may select up to six (6) members who shall meet on a regular mutually agreed upon schedule.

The parties mutually agree to use the services of the Federal Mediation and Conciliation Services in the establishment and training of the committee. Training will include, but not be limited to, the use of Interest Based Problem Solving. By mutual agreement, the parties may agree to other training resources that may become available.

ARTICLE 39 SUCCESSOR

This Agreement shall be binding upon the successors and assigns of the parties hereto, and no provisions, terms or obligations herein contained shall be affected, modified, altered, or changed to the detriment of the other party in any respect whatsoever by the consolidation, merger, sale, transfer, lease or the assignment or either party hereto or of any separable, independent segment of either party hereto except to the extent that the law provides to the contrary.

ARTICLE 40 UNIFORMS

- A. The City will supply eleven (11) sets of uniforms and work jackets for employees covered herein who are required to wear uniforms. Uniforms will continue to be provided by the City to those employees who were receiving same as of the effective date of this Agreement, unless otherwise agreed upon by the parties. Employees covered herein who are provided uniforms or who are paid a uniform allowance must wear said uniform while on duty.

If, for medical reasons, the employee is permitted to work without wearing the uniform, the City is not obligated to purchase said uniform or pay the required uniform allowance. Employees are responsible for reimbursing the City for the pro-rated value of the uniform established by the vendor if the employee fails to return the same number of uniforms he/she was issued when required to do so by Management.

- B. A uniform allowance shall be paid to employees in the classification of Airport Police Officers. After discussion and mutual agreement of the parties, employees required to wear uniforms not provided and/or laundered by a uniform service shall also receive a uniform allowance. The rate of pay for uniform allowance shall be fifteen (\$15.00) dollars per week paid bi-weekly.
- C. The Union and the City recognize the potential benefit and mutual interest of the parties in considering a modification to the City's uniform policy. The parties agree through the Labor-Management Committee (LMC) to appoint a LMC subcommittee to focus on, explore, evaluate and discuss the current uniform process and possible alternatives. The subcommittee focus group will forward its recommendations and report to the LMC Steering Committee by January 1, 2016. Each party will select its subcommittee members.
- D. The City will provide a voucher in the amount of one hundred and twenty-nine dollars (\$129.00) for the purchase of one (1) pair of safety shoes/boots per year or longer as needed for replacement, whichever comes later, for all employees covered herein that are required to wear safety shoes/boots.
- E. Employees in the classification of Aircraft Rescue Firefighter shall be paid a uniform allowance of fifteen dollars (\$15.00) per week paid bi-weekly.

ADDENDUM #1 Blue Collar Classifications

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>GRADE NO.</u>
3405	Aircraft Rescue Firefighter	220
3411	Airport Building Trades Worker	120 ⁽²²⁾
3403	Airport Police Officer	120 ⁽²⁾⁽²¹⁾
4055	Aquatics Specialist	115
6043	Automotive Mechanic	118 ⁽⁴⁾⁽¹⁴⁾
6046	Automotive Parts Clerk I	114
6047	Automotive Parts Clerk II	116
6041	Automotive Servicer II	116 ⁽⁷⁾
6035	Bridge Maintenance Worker I	115
6036	Bridge Maintenance Worker II	118
6005	Building Attendant I	111
6006	Building Attendant II	113 ⁽¹⁷⁾
6007	Building Attendant III	115
6019	Building Maintenance Technician	122 ⁽²⁰⁾
6083	Building Trades Worker	117
6094	Carpenter	120 ⁽⁵⁾
1098	Conservation Specialist	124
1111	Construction Inspector	124
6012	Convention Center Facilities Worker I	114
6011	Convention Center Facilities Worker II	117
6023	Convention Center Maintenance Worker	119
3350	Convention Center Security Officer	115
1007	Drafter I	115

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>GRADE NO.</u>
1008	Drafter II	118
6115	Electronic Communication Technician	121 ⁽⁵⁾
1001	Engineering Aide I	113
1002	Engineering Aide II	117
3429	Environmental Technician	122
6060	Equipment Operator I	115 ⁽²²⁾ (23)
6061	Equipment Operator II	116 ⁽⁶⁾⁽⁸⁾⁽¹⁸⁾⁽²²⁾
6062	Equipment Operator III	118 ⁽¹⁵⁾⁽²²⁾
6179	Expressway Maintenance Crew Leader	119
3330	Food Processor	117
4043	Golf Service Worker	112
4044	Golf Maintenance Crew Leader	117
6031	Grounds Maintenance Worker	116
4056	Head Lifesaving Instructor	119
6044	Heavy Equipment Mechanic	120 ^{(4) (12) (13) (14)}
1098	Housing Inspectors	124
4052	Irrigation Technician	117
5025	Kiln Operator I	115 ⁽¹⁾
5026	Kiln Operator II	119 ⁽¹⁾
6025	Laborer	112 ⁽¹⁹⁾
6109	Line Crew Leader	125
6110	Lineworker	124
6130	Machinist I	119 ⁽⁴⁾

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>GRADE NO.</u>
0001	Mail Clerk I	108
0002	Mail Clerk II	111
6086	Maintenance Mechanic I	118 ⁽²²⁾
6087	Maintenance Mechanic II	120
1073	Nuisance Abatement Program Specialist	125
6135	Painter I	119 ⁽⁵⁾
6136	Painter II	120 ⁽⁵⁾⁽²²⁾
4010	Park Floral Worker	116
4025	Park Maintenance Crew Leader	119
1080	Permit Section Technician	117
5040	Pipeworker I	115
5041	Pipeworker II	118
6065	Power Shovel Operator	121
0250	Property Clerk I	114
4070	Recreation Leader I	103
4071	Recreation Leader II	110
0030	Reproduction Machine Operator	117
5059	Sample Collector	117
6000	Security Worker A	110 ⁽³⁾
6002	Security Worker II	113
5102	Sewer Cleaner I	114
5103	Sewer Cleaner Crew Leader	118 ⁽¹⁶⁾
5128	Sewer Inspection Technician I	117
5129	Sewer Inspection Technician II	121
5105	Sewer Repairer I	115

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>GRADE NO.</u>
5106	Sewer Repairer II	119 ⁽¹⁶⁾
5100	Sewer Service Worker I	115
5104	Sewer Service Worker II	119
5127	Sewer System Surveillance Technician	118
0201	Stores Clerk I	112
0202	Stores Clerk II	117
0203	Stores Clerk III	118
1024	Traffic Analyst	120
6142	Traffic Control Mechanic	116
6145	Traffic Control Painter I	118 ⁽⁴⁾
6146	Traffic Sign Painter	120 ⁽⁵⁾
4004	Tree Service Crew Leader	120
4001	Tree Servicer I	116
6075	Waste Collection Driver	116 ^{(6) (8)}
6028	Waste Collector	113 ^{(6) (9)}
5107	Wastewater Lift Station Mechanic I	117
5109	Wastewater Lift Station Mechanic II	121
5126	Wastewater Treatment Building Tradesworker	120
5136	Wastewater Treatment Maintenance Mechanic	121
5121	Wastewater Treatment Plant Operator	119 ⁽¹⁾
5008	Water Distribution Investigator	117
5036	Water Laboratory Technician	117
5146	Water and Sewer Crew Leader	119 ⁽¹⁶⁾
5144	Water and Sewer Worker I	113 ⁽²³⁾
5145	Water and Sewer Worker II	115
5010	Water Meter Installer I	115
5011	Water Meter Installer II	116
5016	Water Meter Installer III	118

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>GRADE NO.</u>
5015	Water Meter Repairer I	115
5014	Water Meter Repairer II	116
5017	Water Meter Repairer III	118
5005	Water Service Representative I	115
5007	Water Service Worker	115
5070	Water/Sewer Dispatcher	117
5050	Water System Crew Leader	121
5032	Water Treatment Plant Operator I	116 ⁽¹⁾
5033	Water Treatment Plant Operator II	119 ⁽¹⁾
6161	Welder II	121 ⁽⁴⁾
5049	Well Field Maintenance Worker	119
5021	Well Field Operator	114
1099	Zoning Specialist	124
1099	Zoning Inspectors	125

1. Denotes a one grade increase when placed on Assignment Maintenance.
2. Denotes Airport Police Officer adjustment of \$.14 per hour and add to base pay.
3. As vacancies occur in the classification of "Security Worker I", said position shall be reclassified to "Security Worker A".
4. Denotes Trades classification adjustment of \$.20 per hour and add to base pay.
5. Denotes Trades classification adjustment of \$.25 per hour and add to base pay.
6. Employees in the classification of Waste Collector, Waste Collection Driver or Equipment Operator II, either by permanent appointment or on a plus-rated basis, who are assigned to Automation on front or rear pickups shall be paid an assignment pay of two (2) grades over a Waste Collection Driver pay of 116.

The primary operator shall receive assignment pay for the duration of the assignment irrespective of paid leave status. "Back-up" operators are eligible to receive assignment pay for all hours required to operate the mechanized truck when replacing the temporarily absent primary operator.

7. The Automotive Servicer II or whoever is assigned to drive the fuel truck will receive a two (2) pay grade increase over their rate of pay. The primary operator shall receive pay for the duration of the assignment irrespective of paid leave status. The "back-up" operator is eligible to receive pay, as described above, for hours worked only.
8. Waste Collection Drivers and Equipment Operator II's who are assigned to the recycling program to collect recyclables, promote the recycling program, maintain records or doing other work related to the recycling program will be paid an assignment pay of one pay grade over drivers pay of 116. Said assignment pay shall be paid to primary employees assigned irrespective of paid leave status.
9. Waste Collectors who are assigned to the recycling program to collect recyclables, promote the recycling program, maintain records or doing other work related to the recycling program will be paid an assignment pay of two (2) pay grades over Waste Collectors pay 113 irrespective of paid leave status.
10. Mileage - Employees shall receive mileage reimbursement for the authorized use of a private auto being used on City business. Mileage will be reimbursed at current IRS rate for all miles driven.
12. Employees in the classification of Heavy Equipment Mechanic who are assigned to operate the Well Field/Mobile Maintenance Truck will be assigned a two (2) pay grade increase over their current rate of pay irrespective to paid leave status.
13. Employees in the classification of Heavy Equipment Mechanic who are assigned to the Department of Aviation shall receive an assignment pay of two pay grades over their current rate of pay irrespective to paid leave status.
14. Employees in the classification of Heavy Equipment Mechanic or Automotive Mechanic who are assigned to Lead Mechanic shall receive an assignment pay of two (2) grades over their current rate of pay irrespective to paid leave status.
15. Employees in the classification of Equipment Operator III in the Division of Street Maintenance who are assigned to operate a street sweeper and/or asphalt grinder, or who are assigned to the shop to perform maintenance work to those pieces of equipment beyond regular running maintenance shall be paid an assignment pay of thirty (\$.30) cents per hour when assigned to those duties.
16. Employees in the classifications of Water & Sewer Crew Leader, Sewer Cleaner Crew Leader, or Sewer Repairer II will be paid an assignment pay while assigned to the Sewer Maintenance Man Hole or Catch Basin Program. Employees in these titles will be compensated an additional \$2.50 per hour over their current hourly rate while assigned to and performing duties associated with the Manhole and Catch Basin Programs, provided they possess and maintain a valid Wastewater Collection License I.

Employees in these titles assigned to the Manhole or Catch Basin Program that do not carry and maintain a Wastewater Collection License I will be compensated at an assignment pay of an additional \$1.00 over their current hourly rate per hour while working on the Manhole or Catch Basin Programs.

If an employee in these titles obtains their license while assigned to the Manhole or Catch Basin Programs, the employees' assignment pay will be adjusted at the time the employee submits verification and proof of the Wastewater Collection License I. It is the employee's responsibility to show proof of license.

17. Employees in the classification of Building Attendant II's who are regularly assigned to clean multiple facilities in the Public Works Department or Department of Recreation and Youth Services, will receive an assignment pay for all hours spent performing Building Attendant III work. Building Attendant II's who receive an assignment pay will be compensated at a pay rate of 4% above their current pay grade for each hour working performing Building Attendant III work.

Any Building Attendant II's who lack a valid driver's license will not be eligible for this additional pay.

This additional pay will not apply to Building Attendant II's who are assigned to Ottawa Yards and/or the Fire Department.

18. Employees in the classification of Equipment Operator II ("EOII") in the Department of Water or Public Works who are assigned to operate the cement batch truck will receive an assignment pay of one (1) pay grade increase over their current rate of pay. This assignment pay will only apply to EOII's, and only while they are actually operating the equipment. While assigned and operating the cement batch truck the EOII's will be paid at their appropriate step in the pay grade of 117, instead of the normal pay grade for EOII's of 116.
19. Employees in the classification of Laborer who obtain and maintain a CDL Class A license will receive an assignment pay of a two (2) pay grade increase over their current rate of pay. Laborers with a CDL Class A license will be paid at their appropriate step in the pay grade of 114, instead of the normal pay grade for Laborers of 112.
20. Employees in the classification of Building Maintenance Technicians ("BMTs") who are used as temporary replacements in the capacity of an Airport Operations and Maintenance Supervisor will receive a premium of four (4%) percent above their current hourly rate.

BMTs that are required to work and substantially perform the job duties of an Airport Operations and Maintenance Supervisor on a temporary basis will be paid this assignment pay at any time they are required to work and substantially perform the job duties in the Airport Operations and Maintenance Supervisor classification for more than two hours in a work day. Management will not assign work requiring the performance of

other job duties in the Airport Operations and Maintenance Supervisor classification on a regular basis for periods of less than two (2) hours for the purpose of avoiding payment of this assignment pay.

The BMTs will receive this additional compensation for all hours actually worked in the Airport Operations and Maintenance Supervisor classification. Management may adjust the schedules of the BMTs as needed to fill the role of the Airport Operations and Maintenance Supervisor. These schedule changes may involve day off and/or shift adjustment necessary for the efficient operation of the Department of Aviation.

21. Employees in the classification of Airport Police Officers (“APO”) who are used as temporary replacements in the capacity of an Airport Police Supervisor will receive a premium of four (4%) percent above their current hourly rate.

APOs who are required to work and substantially perform the job duties of an Airport Police Supervisor on a temporary basis will be paid this assignment pay at any time they are required to work and substantially perform the job duties in the Airport Police Supervisor classification for more than two (2) hours in a work day. Management will not assign work requiring the performance of other job duties in the Airport Police Supervisor classification on a regular basis for periods of less than two (2) hours for the purpose of avoiding payment of this assignment pay.

The APOs will receive this additional compensation for all hours actually worked in the Airport Police Supervisor classification.

22. The Department of Aviation will provide additional compensation for employees in the classifications of: Equipment Operator I, II, III, Painter II, Maintenance Mechanic I and Airport Building Trades Worker that are assigned duties as a Snow Team Leader.

Employees in these titles who are assigned by Aviation duties as a Snow Team Leader for at least two (2) hours will be paid an assignment pay of thirty cents (\$.30) per hour while assigned to those duties. Supervisors will not assign duties for a period of less than two (2) hours to avoid paying the additional compensation. This assignment pay will only apply to the above-referenced positions, and only while they are actually performing assigned duties as a Snow Team Leader. All non-work hours will be compensated at the employees’ normal rate of pay.

23. **Employees in the classifications of Equipment Operator I or Water and Sewer Worker I, will receive a premium of five (5%) percent above their current hourly rate of pay when assigned to and performing the duties associated with Water dispatching.**

ADDENDUM #2 Clerical & Technical Classifications

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>GRADE NO.</u>
0095	Account Clerk A	14
0096	Account Clerk B	18 ⁽⁴⁾
0105	Account Clerk I	16
0107	Account Clerk III	21
0004	Administrative Clerk I	14
0076	Administrative Clerk III	21
0013	Administrative Stenographer I	14
0014	Administrative Stenographer II	17
0062	Administrative Typist C	19
0005	Administrative Typist I	14
0006	Administrative Typist II	17 ⁽¹⁾⁽⁵⁾
0007	Administrative Typist III	20
0036	Computer Console Operator I	24
0037	Computer Operator Supervisor	25
0066	Computer Data Entry Technician I	17
0065	Computer Data Entry Technician II	19
0009	Customer Service Representative Waste Collection	17
0166	Customer Support Specialist	29 ⁽³⁾
0097	Finance Technician I	20 ⁽²⁾
0098	Finance Technician II	23 ⁽²⁾
0099	Finance Technician III	24
3069	Fire/EMS Dispatcher	25
0015	Information & Customer Service Specialist	21
0048	Office Supervisor I	23
3240	Parking and Traffic Enforcement Aide	16
0092	Payroll Coordinator	19

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>GRADE NO.</u>
3226	Radio Information Officer	19

Those classifications listed with letter designations (A, B, C) are classifications corresponding to their counterpart classifications with numerical designations (I, II, III). As the appropriate positions and classifications with the numerical designation become vacant and are to be filled, new employees will be given the appropriate classifications with the letter designation. Exceptions to the above are as follows: Should any employee with a numerical designation be affected by layoff or lateral transfer or is granted a lateral transfer, said employee may retain the numerical designation if able to “bump” into a position presently vacated which immediately prior to its vacation was designated with a numerical suffix. Should the presently vacated position be designated with a letter suffix because it was immediately prior to vacation held by an employee with a letter suffix, the within exceptions will not apply.

1. Clerical bargaining unit employees who are permanently assigned to job duties that require them to regularly administer payroll for more than thirty (30) employees, shall receive assignment pay in the amount of Grade 19. Employees shall progress through the steps which correspond to the step they occupy in their current grade.
2. Employees in the classification of Finance Technician Is and IIs will be paid an assignment pay while temporarily performing Finance Technician III work in the Finance Department. Employees in these titles will be compensated at an assignment pay rate of 4% above their current pay grade for each hour worked performing Finance Technician III work in the Finance Department.
3. Employees in the classification of Customer Support Specialists who are used as temporary replacements in the capacity of an Information Desktop Analysts will receive a premium of four (4%) percent above their current hour rate. Customer Support Specialists will receive this additional pay at any time that they are required to work and substantially perform the job duties of the Information Desktop Analyst classification for a period of more than two (2) hours. The Customer Support Specialists will receive this additional compensation for all hours actually worked in the Information Desktop classification.
4. Employees in the classification of Account Clerk B in the Public Works Department may be assigned to perform clerical functions associated with GIS operations. The Account Clerk Bs will be paid an assignment pay equal to an additional five (5%) percent over their current hourly rate while assigned to and performing duties associated with GIS. The employee will receive the assignment pay for forty (40) hours a week, for each week where clerical GIS functions are performed.
5. Employees in the classifications of Administrative Typist II will receive a premium of five (5%) percent above their current hourly rate of pay when assigned to and performing the duties associated with Water dispatching.

AIRCRAFT RESCUE FIREFIGHTERS SUPPLEMENTAL AGREEMENT

This Supplemental Agreement, made and entered into this 1st day of November 1, 2017, by and between the City Manager, on behalf of the City of Dayton, Ohio hereinafter referred to as "Management" and/or "The City" and Dayton Public Service Union, Local No. 101, Ohio Council 8, American Federation of State, County and Municipal Employees, A.F.L. - C.I.O., hereinafter referred to as the "Union". This Supplemental Agreement is affixed to and made a part of a Master Agreement executed by the parties hereto, which was effective November 1, 2017.

WITNESSETH

WHEREAS, it is the mutual desire of the parties hereto to supplement the provisions of the collective bargaining agreement between the same parties as indicated above, dated this 1st day of November, 2017, hereinafter called the "Agreement", but in no way to alter or amend any of the provisions of said "Agreement" except as hereinafter provided.

It is hereby agreed that the following articles of the Agreement are in full force and effect for Aircraft Rescue Firefighters.

Article 1	Purpose
Article 2	Management Rights
Article 3	Cooperation
Article 4	Non-Discrimination
Article 5	Recognition of Union
Article 6	Subjects for Bargaining
Article 7	Union Business
Article 8	Wages, Sections 2, 3, 4, 7 and 8
Article 10	Holidays, Sections 1 through 4, 6, and 7
Article 13	Leaves of Absence
Article 14	Injury Leave
Article 16	Military Leave
Article 17	Jury Leave
Article 18	Longevity
Article 19	Insurance
Article 20	Seniority
Article 21	Promotions, Layoffs, and Recalls
Article 22	Interclassification Transfers
Article 23	Transfers
Article 24	Grievance and Arbitration Procedure
Article 25	Discipline and Dismissal Procedure
Article 26	Miscellaneous, Sections A through E
Article 27	Subcontracting
Article 28	Modification

Article 29	Performance Evaluation
Article 30	Fitness for Duty
Article 31	Savings Clause
Article 32	No Strike or Lockout
Article 33	Alternative Placement
Article 34	Health & Safety
Article 35	Labor Management Compensation Committee
Article 36	Duration of Agreement
Article 37	A.F.S.C.M.E./P.E.O.P.L.E.
Article 38	Labor Management Committee
Article 39	Successor
Article 40	Uniforms

It is hereby agreed that, in lieu of the articles of the Agreement listed above, the following articles are supplemented and/or substituted and applicable to Airport Rescue Firefighters.

Article 8	Wages, Sections 1 and 5
Article 10	Holidays, Section 5
Article 26	Miscellaneous, Section F

It is hereby agreed that, in lieu of the articles of the Agreement listed above, the following articles are substituted and applicable to Airport Rescue Firefighters.

Article 9	Hours of Work and Overtime
Article 11	Vacation
Article 12	Sick Leave
Article 15	Funeral Leave

ARTICLE 8 WAGES

Section 1. Rates

The rates in the wage addendum will be computed as follows:

Effective	<u>January 1, 2018</u>		Grade 220		
	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
48 hour	<u>14.84</u>	<u>19.34</u>	<u>20.79</u>	<u>22.19</u>	<u>24.14</u>
40 hour	<u>17.81</u>	<u>23.21</u>	<u>24.93</u>	<u>26.64</u>	<u>28.96</u>

Effective	<u>January 1, 2019</u>		Grade 220		
	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
48 hour	<u>15.14</u>	<u>19.73</u>	<u>21.21</u>	<u>22.63</u>	<u>24.62</u>
40 hour	<u>18.17</u>	<u>23.67</u>	<u>25.43</u>	<u>27.17</u>	<u>29.54</u>

Effective	<u>January 1, 2020</u>		Grade 220		
	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
48hour	<u>15.44</u>	<u>20.12</u>	<u>21.63</u>	<u>23.08</u>	<u>25.11</u>
40 hour	<u>18.53</u>	<u>24.14</u>	<u>25.94</u>	<u>27.71</u>	<u>30.13</u>

Hourly rates for the rate schedule listed above are determined by dividing 2,496 annual hours into the above listed annual rates.

NOTE: The length of time required to be served in each step shall be as follows:

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
6 mos.	12 mos.	12 mos.	12 mos.	-----

If Management accepts a negotiated wage offer or any other new monetary incentive (i.e., signing bonus, etc.), a fact-finder's award, a conciliator's award, or is compelled to pay by operation of law, a wage increase for the 2018-2020 wage rates during the Fraternal Order of Police, the International Association of Firefighters, and/or the Building Trades Council successor contract negotiations that is greater than the wage rate negotiated with the Union, Management will provide this wage offer or any other new monetary incentive to the Union at the conclusion of the successor contract negotiations with the Fraternal Order of Police, the International Association of Firefighters and/or the Building Trades Council. The increased wage rate or any other new monetary incentive will become effective January 1 of the relevant year.

Accreditation

Aircraft Rescue Firefighters who become E.M.T.P. certified by the State of Ohio are eligible for accreditation pay of \$153.85 paid 26 times per annum commencing with the pay period following receipt by the Director of Aviation of said certification.

Section 5. Shift Differential

- A. Shift differential will not be paid to Aircraft Rescue Firefighters who work other than an eight (8) hour shift.
- B. Aircraft Rescue Firefighters who work an eight (8) hour shift shall be paid a shift differential in accordance with the provisions contained in Article 8, Section 5, A through E, of the Agreement.
- C. Aircraft Rescue Firefighters on a platoon schedule shall be paid a platoon shift factor of \$250.00 per year paid bi-weekly.

ARTICLE 9**HOURS OF WORK AND OVERTIME****January 1, 2018**

40 Hour	<u>26.72</u>	<u>34.82</u>	<u>37.40</u>	<u>39.96</u>	<u>43.45</u>
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January 1, 2019

40 Hour	<u>27.26</u>	<u>35.52</u>	<u>38.15</u>	<u>40.76</u>	<u>44.32</u>
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January 1, 2020

40 Hour	<u>27.81</u>	<u>36.23</u>	<u>38.91</u>	<u>41.58</u>	<u>45.20</u>
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- B. It is not the intent of this proposal to change the utilized 7K exemption as defined by the Department of Labor in regard to the regularly scheduled work week.

Section 2. Schedule of Hours

The normal schedule of hours shall consist of twenty-four (24) hours per day, forty-eight (48) hours per week, except for those assigned by the Director of Aviation to duty of eight (8) consecutive hours per day, five (5) days per week for purposes of training or special assignment. For those employees working a forty-eight (48) hour schedule, seventeen (17) or eighteen (18) twenty-four (24) hour tours of duty off will be granted during a calendar year, according to the FLSA cycle.

Section 3. Call-In Pay

Call-in Pay is payment for work performed by an employee who has been recalled to work at a time disconnected with his/her normal work day. Such call-in shall be determined by the Director of Aviation.

Work done in this manner shall be compensated as follows:

- A. Personnel who report within three-fourth (3/4) hours after being notified shall receive a minimum of three (3) hours pay, two (2) hours at time and one-half.
- B. Personnel who report from three-fourths (3/4) to one and one-fourth (1-1/4) hours after being notified, shall receive a minimum of two (2) hours pay, one and one-half (1-1/2) hours pay at time and one-half.
- C. Personnel who report one and one-fourth (1-1/4) hours or more after being notified shall only receive pay for such time as is served. Such pay shall be at time and one-half.
- D. In cases where more than the minimum time is served in the above paragraphs, overtime shall be computed from the time an Aircraft Rescue Firefighter reports for duty. Overtime pay shall be computed on the actual time worked if more than the minimum time is worked.

Section 4. Meal Allowance

Aircraft Rescue Firefighters who work a normal forty-eight (48) hour work week will be paid a meal allowance under the following conditions:

- A. If an employee stays beyond his/her normal shift, a meal allowance will be paid for each four (4) hours beyond the normal shift.
- B. If the employee stays on for a second complete shift at the request of the City and for the City's convenience, he/she will receive one (1) meal allowance.

Meal allowance will not be paid for an employee's regular lunch period. Whenever practicable and while on City time, employees shall be given a fifteen (15) minute period in accordance with scheduling requirements for the purpose of eating during each of the above period. Reimbursement shall be at the rate of three dollars and twenty-five cents (\$3.25) per meal.

leave one-half (½) or more of his/her scheduled work days in any one (1) month. Vacation can be used the next day after it is accrued.

Section 5. Vacation Year

Vacation year for the purpose of accreditation shall be from January 1 to December 31. On or before January 31st, each employee entitled to vacation will schedule at least one week of vacation on consecutive days. The employee must take a complete week of vacation during each calendar year. A vacation taken during a holiday week shall fulfill this requirement if the total time off is at least one week. The balance may be taken in units of not less than one-half (½) credit. Employees who have completed their initial probationary period are not required to use five (5) vacation credits before they may choose to request the use of one (1) or more vacation credits. Employees may take their vacation during the entire vacation year as defined above. An employee shall have the right to take vacation according to his/her City-wide seniority, but an employee shall not be forced to take more than one week's vacation in any six (6) month period.

A Department Director may elect not to require his/her departmental employee's to schedule and take a consecutive week of vacation; provided that, the Director and/or City provides written notice to the Union on or before December 15 of the preceding year of the election. The election will be effective for all department employees and will last for one (1) calendar year.

Scheduling shall be the responsibility of the Division Manager and shall be consistent with an efficient work schedule. The Division Manager shall be responsible for ensuring the employee of written notice that vacation has been approved or denied (including reason for denial) and such notice shall be given within thirty (30) calendar days from the date of the employee's request card is submitted. In the event said notice is not received by an employee pursuant to the above, such vacation shall be considered as approved. Any prescheduled and approved vacation shall not be denied.

Section 6. Non-Prescheduled Vacation

An employee requesting non-prescheduled vacation must submit his/her written request to supervision at least one (1) work day prior to commencement of such leave. This one (1) day time-limit may be waived by the Division Manager. Where the one (1) day time-limit has been waived, the request and response shall be verbal.

Non-prescheduled vacation may be taken in units of no less than one-half (1/2) credit. Further, these one-half (1/2) credits shall not be used to cover tardiness situations.

Section 7. Transfer of Credits

If an employee is transferred to another division or department, any unused vacation credits which he/she may have accumulated shall continue to be available for his/her use. In the case of death, resignation, termination, or lay-off of an employee, there shall be paid to him/her, widow/widower or other beneficiary as provided by statute, in addition to back pay then due, an

amount that will compensate him/her for vacation leave which has accrued in accordance with this article.

Section 8. Credit Equivalent

Aircraft Rescue Firefighters assigned to the normal forty-eight (48) hour week will be subject to the provisions mentioned above except that the charge for each consecutive on duty of scheduled vacation shall be as follows:

<u>Schedule Day Off</u>	<u>Charge from Vacation Credits</u>
1/3	1
2/3	2
1	3
2	5
3	7
4	9
5	11
6	14
7	15
8	18
9	20
10	22
11	24
12	26
13	28
14	30

ARTICLE 12 SICK LEAVE

Section 1. **Accrual**

All Aircraft Rescue Firefighters shall accrue sick leave at the rate of one and one-fourth (1-1/4) credits per completed month of service, and any sick leave accrued, but not used or converted in any year as provided for in this Supplemental Agreement, shall be cumulative in succeeding years to a maximum of one hundred and forty (140) credits, except as provided herein. Employees who are granted their leave of absence with pay shall continue to accrue sick leave at the regular prescribed rate during such absence. Sick leave credits will not accrue during periods of suspension or other types of leave without pay.

Aircraft Rescue Firefighters who work the normal forty-eight (48) hour week shall accumulate sick leave credits in accordance with the following table:

<u>Working Days</u>	<u>Credit</u>
1	No Credit
2 - 3	1/4 Day Credit
4 - 5	½ Day Credit
6 - 7	3/4 Day Credit
8 - 9	1-1/4 Day Credit

Section 2. **Sick Leave Balance Conversion**

On January 1, 2015, all sick credits existing for personnel covered herein will be multiplied by a factor of two (2). Employees converting to more than 140 credits shall be allowed to carry such credits until they have decreased credits due to conversion to vacation per this Article or due to usage.

Section 3. **Granting of Sick Leave**

An employee eligible for sick leave shall be granted such leave with full normal pay when absent for the following reasons:

- A. Personal illness, pregnancy, physical incapacity, or medical or dental appointments.
- B. Illness of an employee's spouse, domestic partner, parent, minor child, I.R.S. dependent adult children up to age 22 or older if physically or mentally disabled, or dependent requiring the employee's personal care and attendance, may be granted in accordance with Personnel Policies and Procedures, Section 5.01 in effect on March 5, 2012, and guidelines established therein. Management may request that the employee provide appropriate documentation establishing the family and/or dependent relationship pursuant to this section.
- C. Enforced quarantine of the employee in accordance with community health regulations.

- D. Where injury leave has expired and the employee must be absent from work for an additional period.
- E. An employee who becomes ill after reporting to work shall report to his/her Division Manager after which the employee may go home, to a physician or to a medical facility. The employee will be charged for the hours lost from work in units of not less than one (1) hourly credit.

Section 4. Use of Sick Leave

All sick leave credits for platoon personnel shall be used at the rate of two (2) credits per twenty-four hours of work.

All sick leave credits for non-platoon personnel shall be used at the rate of one (1) credit per eight (8) hours of work.

Section 5. Reinstatement

An employee who is separated from City service because of non-occupational illness or injury may be reinstated at the same rate of pay received immediately prior to date such illness or injury upon approval or his/her application to return to work, if able to perform the available work, pursuant to the Civil Service rules. Any increments in wages or other benefits shall be recognized for returning employees under this article.

Section 6. Employee's Responsibility

At least one-half (1/2) hour before the starting time of his/her shift, an employee going on sick leave shall report off by calling a designated person or alternate on the first day of absence. The call shall be made by the employee if possible. In the case of provable inability to make a phone call, such call shall be made as soon as possible thereafter.

Section 7. Fraction of a Day

Absence for a fraction of a day that is chargeable to sick leave shall be charged proportionately for the hours of sick leave used as follows:

- Platoon shift personnel – 0.0832 credits per hour of sick leave used
- 8 hour personnel – 0.125 credits per hour of sick leave used

Section 8. Medical Certification

- A. Sick leave for any length of time may require a medical certification of illness or injury as may be requested by the Department and/or Division Head or their designee, and/or Human Resources. Medical certification must be presented whenever sick leave is requested for more than three (3) consecutive days (i.e., three (3) eight hour days or one (1) platoon shift).

- B. If a vacation or personal leave has been previously denied due to scheduling constraints and the employee calls in sick for that day, a medical certification is required to be presented by the employee to Management in order to be on paid sick leave.
- C. Employees returning from a service connected illness or injury, or a non-service connected injury, and who have utilized sick and/or other authorized leave, will be required to submit a medical certification of their ability to return to restricted or full duty.
- D. If an employee is removed from their work location by emergency rescue personnel, and/or leaves work to seek medical attention at an urgent care facility and/or an emergency room, said employee may not return to work without a medical certification form returning the employee to restricted or full duty.
- E. Management must ask for medical certification on the first day of illness if it is going to ask for it at all, except as already required above or by prior written notification of the employee.
- F. The employee will use City form S-69-A except for members going to the V.A. Center in which case the City will accept the certificate from the V.A. Center.

Section 9. Reinstatement Credit

An employee who is laid off will, upon reinstatement to service, have any unused sick leave existing at the time of his/her layoff, placed to his/her credit.

Section 10. Conversion of Sick Leave Credits

In any one (1) year, sick leave credits may be converted to not more than five (5) vacation credits or cash credits, except where accumulation forces conversion of the sick leave credits to vacation credits or cash to avoid the loss of those excessive sick leave credits. Conversion shall be administrated as follows:

- A. An employee who has more than thirty (30) sick leave credits may convert up to nine (9) of these credits to vacation credits on the basis of three (3) sick leave credits for one (1) vacation credit provided a balance of thirty (30) sick leave credits remain.
- B. If an employee has more than sixty-six (66) sick leave credits, he/she may convert up to fifteen (15) credits to vacation credits on the basis of three (3) sick leave credits for one (1) vacation credit provided a balance of fifty-one (51) sick leave credits remain.
- C. If an employee has in excess of ninety (90) sick leave credits, he/she may convert up to ten (10) sick leave credits to vacation credits on the basis of two (2) sick leave credits for one (1) vacation credit provided a balance of ninety (90) sick leave credits remain.

- D. Those employees having an excess of two-hundred-fifty (250) sick leave credits must convert those credits in excess of two-hundred-fifty (250) at a rate of two (2) to one (1) or lose such credits.
- E. **Sick leave may also be converted to cash per the following incentive plan:**
1. **The review period for each incentive will be from January 1 through December 31 of each calendar year.**
 2. **During this annual period, an employee will be allowed to use up to forty-eight (48) hours of sick leave and still participate in the sick leave incentive plan.**
 3. **The forty-eight (48) hours is a hard cap and cannot be extended due to FMLA designated leave.**
 4. **If an employee qualifies for the sick leave incentive, the employee will be allowed to receive cash at their current hourly rate of pay, in lieu of the normal sick leave to vacation conversion on January of each year.**
 5. **The cash incentive shall be administered as follows:**
 - a. **An employee who has more than thirty (30) sick leave credits may convert up to fifteen (15) of these credits to cash credits on the basis of three (3) sick leave credits for one (1) cash credit. A cash credit equates to nine point six (9.6) hours of pay at the employee's current hourly rate, with a maximum of forty-eight (48) hours of pay in any calendar year.**
 - b. **If an employee has in excess of ninety (90) sick leave credits, he/she may convert up to ten (10) sick leave credits to cash credits on the basis of two (2) sick leave credits for one (1) cash credit. A cash credit equates to nine point six (9.6) hours of pay at the employee's current hourly rate, with a maximum of forty-eight (48) hours of pay in any calendar year.**
 - c. **Those employees having an excess of one hundred twenty-five (125) sick leave credits may convert up to fifteen (15) sick leave credits to cash credits on the basis of two (2) sick leave credits for one (1) cash credit. A cash credit equates to nine point six (9.6) hours of pay at the employee's current hourly rate, with a maximum of seventy-two (72) hours of pay in any calendar year.**
 - d. **Conversions shall be made based upon the number of sick leave hourly credits earned as of January 1 of each year.**
 - e. **Conversion shall be made during the first two (2) weeks of January of each year and paid in the first pay period of February of each year.**

Scheduling of such **sick leave credit** conversion **to vacation credits** shall be subject to the Division Manager and the efficient operation of the department.

- F. Conversions shall be made based upon the number of sick leave credits earned as of January 1 of each year.
- G. Conversions shall be made during the first two (2) weeks of January of each year **to** facilitate vacation scheduling. An employee may convert at some other time during the year with approval of the division head.
- H. Conversion privilege may be used **if** the total number of vacation days allowed by Personnel Policy 5.02, Vacation Leave, is not exceeded.
- I. Retirement means an employee is eligible by age, service, and/or disability requirements of the Police and Fire Pension System to receive a pension benefit at time of separation from City employment. At retirement, an employee who has up to one-hundred-forty (140) sick leave credits may convert them to regular pay. This conversion shall be two (2) sick leave credits for one (1) day regular pay (i.e. eight (8) hours of pay). The maximum amount of credits **for** retirement payout conversion shall be capped at one-hundred-forty (140).
- J. If an employee who would otherwise be eligible for retirement benefits dies while still employed, then the benefits under Paragraph "H" will be paid to the deceased employee's estate.
- K. Reconversion **from vacation credits to sick leave credits** may be accomplished by memorandum placed in the employee's personnel file. Reconversion may not exceed the original sick leave to vacation conversion in any given year.

Section 11. Transfer Credit

Upon transfer from one division or department to another, unused sick leave credits shall continue to be available for the transferred employee's use.

Section 12. False Claim

The City reserves the right to withhold benefit payments to any employee who is guilty of submitting a false claim or abuse of privileges covered in this article and may take disciplinary action including discharge. The City shall not use uniformed police or security officers to make house calls to employees to verify appropriate use of sick or injury leave.

ARTICLE 15**FUNERAL LEAVE**

- A. Upon the death of a member of the immediate family, paid leave shall be granted for three (3) consecutive calendar days. Proof of death and relationship of the deceased may be requested. The immediate family is defined as his or her spouse, domestic partner, parent, parent-in-law, step- parent, child, step-child, brother, sister, grandparent, grandparent-in-law, grandchild, half- brother, half-sister and brother-in-law or sister-in-law, son-in-law, daughter-in-law, step-sister, step-brother, and guardian. Other relatives living in the same household shall be considered as immediate family. A person living in the same household shall be considered immediate family. A guardian is one who legally has the care and management of the person or the estate, or both, of a child during its minority. In the event of multiple deaths at different times, each death shall count as a separate occurrence.
- B. Funeral Leave in excess of three (3) consecutive calendar days granted above may be charged to the accrued sick leave balance. Where sick leave credits are not available, vacation, or leave without pay may be granted. Sick leave used in conjunction with funeral leave shall not be counted as an occurrence against the employee's attendance record.

ARTICLE 26 MISCELLANEOUS**Section F. Common Meal Site**

Employees are not permitted to leave the fire station to eat meals. Congregate meals are served in the fire station at a charge equal to the value of the meal.

**PART-TIME SERVICE & MAINTENANCE WORKERS AND PART-TIME EXHIBITION
CENTER SECURITY OFFICERS SUPPLEMENTAL AGREEMENT**

This Supplemental Agreement is made and entered into the 1st day of November 1, 2017, by and between the City Manager, on behalf of the City of Dayton, Ohio, hereinafter referred to as the "City" or "Management" and the Dayton Public Service Union, Local 101, City of Dayton Chapter, Ohio Council 8, American Federation of State, County, and Municipal Employees, A.F.L. - C.I.O., hereinafter referred to as the "Union".

WITNESSETH

It is the mutual desire of Management and the Union to supplement the provisions of the collective bargaining agreement between Management and the Union dated November 1, 2017, hereinafter called the "Agreement". The provisions of this Supplemental Agreement apply only to part-time service and maintenance employees and/or part-time Exhibition Center Security Officers of the City who are part of the bargaining unit as defined under the Recognition of Union article of this Supplemental Agreement.

It is hereby agreed that the following articles of the Agreement are in full force and effect for part-time service and maintenance employees and/or part-time Exhibition Center Security Officers:

Article 1	Purpose
Article 2	Management's Rights
Article 3	Cooperation
Article 4	Non-Discrimination
Article 6	Subjects for Bargaining
Article 7	Union Business
Article 16	Military Leave
Article 20	Seniority
Article 24	Grievance and Arbitration Procedure
Article 26	Miscellaneous, Sections A through D
Article 27	Subcontracting
Article 28	Modification
Article 30	Fitness for Duty
Article 31	Savings Clause
Article 32	No Strike or Lockout
Article 33	Alternative Placement
Article 34	Health & Safety
Article 35	Labor Management Compensation Committee
Article 36	Duration of Agreement
Article 37	A.F.S.C.M.E. /P.E.O.P.L.E.
Article 38	Labor Management Committee
Article 39	Successor

It is hereby agreed that the following articles of the Agreement shall not apply to part-time service and maintenance employees and/or part-time Exhibition Center Security Officers:

Article 18	Longevity
Article 21	Promotions, Layoff, and Recall
Article 22	Interclassification Transfers
Article 23	Transfers
Article 29	Performance Evaluation

It is hereby agreed that, in lieu of the articles of the Agreement listed above, the following articles are substituted and applicable to part-time service and maintenance employees and/or part-time Exhibition Center Security Officers:

Article 5	Recognition of Union
Article 8	Wages
Article 9	Hours of Work and Overtime
Article 10	Holidays
Article 11	Vacation
Article 12	Sick Leave
Article 13	Leaves of Absence
Article 14	Injury Leave
Article 15	Funeral Leave
Article 17	Jury Leave
Article 19	Insurance
Article 25	Discipline and Dismissal Procedure
Article 40	Uniforms

Section 4117.09 (C) of the Ohio Revised Code. The deduction of the Fair-Share fee from any earnings of the employee shall be automatic and does not require a written authorization for payroll deduction. The Fair-Share fee amount shall be certified to the City by the Secretary Treasurer of the Union. Nothing herein shall be construed as requiring any employee in the bargaining unit to become a member of the Union as a condition for serving or retaining employment or any benefits under this Agreement. The Union will indemnify and save the employment of any benefits under this Agreement. The Union will indemnify, save, and hold the City and its agents and employees harmless from any action growing out of deductions hereunder and commenced by an employee or anyone else against the City or the City and the Union jointly.

The Union agrees to establish a Fair-Share fee procedure in compliance with Chapter 4117 of the Ohio Revised Code and Federal law. In addition, the Union will provide the City's designated representative for collective bargaining with a copy of the Union's Fair-Share fee procedure.

The City will deduct from the wages the regular monthly Union dues of members and the Fair-Share fees of non-members. Deduction shall be made from the weekly or bi-weekly pay of all employees. In the event an employee's pay is insufficient for the deduction, the City will deduct the amount from the employee's next regular pay where the amount earned is sufficient. All deductions shall be transmitted to the proper officers of the Union no later than fifteen (15) days following the end of the pay period in which the deduction is made, and upon receipt, the Union shall assume full responsibility for the disposition of all funds deducted. The City shall provide with each deduction of dues and Fair-Share fee deductions, the following information:

- A. Alphabetical list of Union members from whom deductions were made, the name, address, social security number of each member and the amount deducted;
- B. Alphabetical list of Fair-Share fee employees from whom deductions were made, the name, address, social security number of each employee and the amount deducted;
- C. The name of each Union member and Fair-Share fee employee whose name has been dropped from the prior check off list and the reason for the omission.

ARTICLE 8 WAGES

Section 1. Rates

A. Employees shall be paid the following hourly rates.

Effective January 1, **2018 - \$14.87 per hour**

Effective January 1, **2019 - \$15.17 per hour**

Effective January 1, **2020 - \$15.47 per hour**

B. Employees in the following positions (T.O. numbers) shall be paid the following hourly rates.

	Effective January 1, 2018	Effective January 1, 2019	Effective January 1, 2020
Head Life-Saving Instructor (PT)	<u>\$18.86</u>	<u>\$19.24</u>	<u>\$19.62</u>
Recreation Leader II (PT)	<u>\$18.86</u>	<u>\$19.24</u>	<u>\$19.62</u>

C. Employees in the position of part-time Convention Center Security Officer shall be paid the following hourly rates:

Employees hired prior to January 1, 1984, shall be paid the following rates:

Effective Date

January 1, **2018** - **\$15.83 per hour**

January 1, **2019** - **\$16.15 per hour**

January 1, **2020** - **\$16.47 per hour**

D. Employees hired on or after January 1, 1984, shall be paid the following rates:

Effective Date

January 1, **2018** - **\$14.40 per hour**

January 1, **2019** - **\$14.69 per hour**

January 1, **2020** - **\$14.98 per hour**

If Management accepts a negotiated wage offer or any other new monetary incentive (i.e., signing bonus, etc.), a fact-finder's award, a conciliator's award, or is compelled to pay by operation of law, a wage increase for the 2018-2020 wage rates during the Fraternal Order of Police, the International Association of Firefighters, and/or the Building Trades Council successor contract negotiations that is greater than the wage rate negotiated

with the Union, Management will provide this wage offer or any other new monetary incentive to the Union at the conclusion of the successor contract negotiations with the Fraternal Order of Police, the International Association of Firefighters and/or the Building Trades Council. The increased wage rate or any other new monetary incentive will become effective January 1 of the relevant year.

Section 2 Working out of Classification

Employees shall not work in a higher paid job classification.

efficient work schedule. The Division Manager shall be responsible for ensuring the employee of written notice that vacation has been approved or denied (including the reason for denial) and such notice shall be given within thirty (30) calendar days from the date of employee selection. In the event said notice is not received by an employee pursuant to the above, such vacation shall be considered approved. Any prescheduled and approved vacation shall not be denied.

Section 5. Transfer of Credits

If an employee is transferred to another division or department, any unused hourly vacation credits which he/she may have accumulated shall continue to be available for his/her use. In the case of death, resignation, termination, or lay-off of an employee, there shall be paid to him/her, widow/widower or other beneficiary as provided by statute, in addition to back pay then due, an amount that will compensate him/her for hourly vacation leave which has accrued in accordance with this article.

Section 6. Non-Prescheduled Vacation

An employee requesting non-prescheduled vacation must submit his/her written request to supervision at least twenty-four (24) hours prior to commencement of such leave. This twenty-four (24) hour time-limit may be waived by the Division Manager.

Non-prescheduled vacation may be taken in not less than one (1) hour increments. Further, these one (1) hour increments shall not be used to cover tardiness situations.

phone call, such call shall be made as soon as possible thereafter.

Section 5. Fraction of a Day

Absence for a fraction of a day that is chargeable to sick leave in accordance with these provisions shall be charged proportionately in amounts of not less than one (1) hour increments.

Separate absences of a fraction of a day which total one day shall be counted as one (1) separate absence.

Section 6. Medical Certification

- A. Sick leave for any length of time may require a medical certification of illness or injury as may be requested by the Department and/or Division Manager or their designee, and/or Human Resources. Medical certification must be presented whenever sick leave is requested for more than three (3) consecutive work days
- B. If a vacation or personal leave has been previously denied due to scheduling constraints and the employee calls in sick for that day, a medical certification is required to be presented by the employee to Management in order to be on paid sick leave.
- C. Employees returning from a service connected illness or injury, or a non-service connected injury, and who have utilized sick and/or other authorized leave, will be required to submit a medical certification of their ability to return to restricted or full duty.
- D. If any employee is removed from their work location by emergency rescue personnel, and/or leaves work to seek medical attention at an urgent care facility and/or emergency room, said employee may not return to work without a medical certification form returning the employee to restricted or full duty.

Section 7. Reinstatement Credit

An employee who is laid off will, upon reinstatement to service, have any unused sick leave existing at the time of his/her layoff, placed to his/her credit.

Section 8. Conversion of Sick Leave Credits

In any one (1) year, sick leave hourly credits may be converted to not more than thirty-five (35) vacation hourly credits or cash, except where accumulation above four hundred ninety (490) sick leave hourly credits forces conversion of credits in excess of four hundred ninety (490) sick leave hourly credits to avoid the loss of those excessive hourly credits. Conversion shall be administered as follows:

- A. An employee who has more than two hundred ten (210) sick leave hourly credits may convert up to sixty-three (63) hours of those credits to vacation hourly credits on the basis of three (3) sick leave hourly credits for one (1) vacation hourly credit, provided a

balance of two hundred ten (210) sick leave hourly credits remain.

- B. Those employees having in excess of four hundred six (406) sick leave hourly credits on January 1 of a calendar year must convert sick leave hourly credits in excess of four hundred six (406) at a rate of three (3) sick leave hourly credits to one (1) vacation credit or lose such credits. In no one case will more than four hundred six (406) sick leave hourly credits, after conversion, be recognized. Scheduling of such conversion days off shall be subject to the approval of the Division Manager. In no instance shall any employee be credited with more than four hundred ninety (490) sick leave hourly credits.
- C. Conversions shall be made based upon the number of sick leave hourly credits earned as of January 1 of each year.
- D. Conversions shall be made during the first two (2) weeks of January of each year in order to facilitate vacation scheduling. An employee may convert at some other time during the year with the approval of the division head.
- E. Reconversion may be accomplished by memorandum placed in the employee's personnel file. Reconversion may not exceed the original sick leave to vacation conversion in any given year.
- F. Sick leave may also be converted to cash per the following incentive plan:
 - 1. The review period for each incentive will be from January 1 through December 31 of each calendar year.
 - 2. During this annual period, an employee will be allowed to use up to thirty-five (35) hours of sick leave and still participate in the sick leave incentive plan.
 - 3. The thirty-five (35) hours is a hard cap and cannot be extended due to FMLA designated leave.
 - 4. If an employee qualifies for the sick leave incentive, the employee will be allowed to receive cash at their current hourly rate of pay, in lieu of the normal sick leave to vacation conversion on January of each year.
 - 5. The cash incentive shall be administrated as follows:
 - (a) An employee who has more than two hundred ten (210) sick leave hourly credits may convert up to one hundred twenty (120) of those credits to cash on the basis of three (3) sick leave hourly credits for one (1) hour of regular pay.
 - (b) Those employees having in excess of four hundred and six (406) sick leave hourly credits must convert those credits in excess of four hundred and six (406) hourly credits at a rate of three (3) hours of sick leave credits to one (1) hour of

regular pay. In no case will more than four hundred six (406) sick leave hourly credits, after conversion, be recognized. In no instance shall any employee be credited with more than four hundred ninety (490) hourly sick leave credits.

6. Conversions shall be made based upon the number of sick leave hourly credits earned as of January 1, of each year.
7. Conversion shall be made during the first two (2) weeks of January of each year and paid in the first pay period of February of each year.

Section 9. Transfer Credit

Upon transfer from one division or department to another, unused sick leave hourly credits shall continue to be available for the transferred employee's use.

Section 10. False Claim

The City reserves the right to withhold benefit payments to any employee who is guilty of submitting a false claim or abuse of privileges covered in this article and may take disciplinary action including discharge. The City shall not use uniformed police or security officers to make house calls to employees to verify appropriate use of sick or injury leave.

ARTICLE 13 LEAVES OF ABSENCE

Section 1. Leave Without Pay

Leave of absence without pay of up to fifty (50) days may be granted to an employee with the approval of the Department Director. The fifty (50) calendar days will be used in twenty-five (25) calendar day increments. The request for such leave must be made in writing by the employee and must state the reason for the absence and length of time needed. This leave may be used for educational programs and physical disability, after paid sick leave is exhausted, and for personal reasons.

Family Medical Leave (“FMLA”) will be allowed in accordance with federal law and existing Management policy, and employees will not need to use sick leave without pay in twenty-five (25) calendar day increments for short term or intermittent FMLA qualifying leave. However, the use of sick leave without pay in a complete twenty-five (25) day increment shall be considered as FMLA leave and part of the fifty (50) calendar days of leave referenced above.

ARTICLE 17**JURY LEAVE**

An employee required to serve on a jury during his/her work shift, before a court empowered by law to require such service, shall be **excused** from duty for the time required for such service and shall be paid his/her regular hourly rate less his/her jury pay, provided he/she notifies his/her Division Manager five (5) days prior to such jury service date if possible. An employee who is on paid leave is entitled to keep the jury pay. An employee performing jury service will call their Division Manager and/or Director on a daily basis to report their service requirements and/or potential release status. If an employee who is notified of potential jury service is not needed on that date, then the employee will report to work. Additionally, if a first (day) shift employee is called to jury service and is released by the Court prior to the expiration of half of their work shift, then the employee will immediately report to work. Any employee who is required to serve on a jury and is assigned to work 2nd (evening) or 3rd (night) shift shall not be required to report for duty that calendar day and shall be placed on paid jury leave. If an employee works 2nd (evening) shift, he/she will be released the day of jury duty. If an employee works 3rd (night) shift, he/she will be released the shift before jury duty. If an employee is regularly scheduled to work weekends, he/she will be temporarily placed on a Monday-Friday 1st shift schedule until released from jury duty.

ARTICLE 19 INSURANCE

Section 1.A. Coverage

Management will offer bargaining unit employees health insurance coverage. Management's contribution to the plan will be limited to the following:

<u>Effective Date</u>	<u>Monthly Single Coverage</u>	<u>Monthly Family Coverage</u>
January 1, 2018	\$400.28	\$939.00
January 1, 2019	\$400.28	\$939.00
January 1, 2020	\$400.28	\$939.00

Employees shall be responsible for any monthly increase in the health insurance contribution rate for single coverage above \$53.14 a month due to any increased plan costs; provided that, an employee's maximum contribution is capped at a maximum of \$70 per month for single coverage.

Employees shall pay a contribution of \$200 per month for family coverage.

The level of benefits shall not be changed during the term of this Agreement unless mutually agreed to between Management and the Union. Any change in carriers during the term of this Agreement shall be subject to approval by the Union. However, the parties acknowledge that the plan will change during the term of the agreement as explained below.

The premiums will be administered under an Insurance Section 125 pre-tax status and paid bi-monthly through payroll deduction.

If Management accepts a negotiated health insurance offer, or accepts a fact-finder's award, a conciliator's award, or is compelled to pay by operation of law, a change in health insurance contributions, co-pays, deductibles, and/or out-of-pocket amounts during the Fraternal Order of Police, the International Association of Firefighters, and/or the Building Trades Council successor contract negotiations that is different than the terms negotiated in this article with the Union, Management will then immediately offer these different health insurance terms to the Union at the conclusion of those successor contract negotiations with the Fraternal Order of Police, the International Association of Firefighters, and/or Building Trades Council. If the Union accepts any of the changes offered by Management pursuant to this language, the changes will become effective on January **1 of the relevant year.**

Section 1.B. Employer Partially Funded Health Savings Accounts and Health Reimbursement Accounts

Subject to the requirements of the insurer and terms of the Plan Documents, an employee may choose between a Health Saving Account (HSA) or Health Reimbursement Accounts (HRA).

For each plan year, if an employee elects an HSA and/or HRA, the maximum annual deductible amounts shall be partially funded by the City, where the City will fund \$1,500 per year for single plans (funded on a single annual payment basis effective on or before January 6, 2018 and each successive year while the employee is currently employed) and \$3,000 per year for family plans (funded on a single annual payment basis effective on or before January 6, 2018 and each successive year while the employee is currently employed), for three plan years.

If an employee elects an HRA, the City funded amounts will be eligible for rollover in an amount not to exceed the annual maximum deductible. The City's contribution for the HRA will be up to the above-referenced amounts and/or the annual maximum deductible; provided that, the City will not fund any amount exceeding the annual maximum deductible.

The City shall increase the payment into the HSA/HRA account of an employee to the full family plan rate when an employee changes his or her status from single to family throughout the year.

The employee will be responsible for any taxes due that result from the City's pre-funding of employee HSA accounts on the first business day following January 1 of each year.

Section 1.C. Insurance Co-Pays

The employees will be enrolled in a prescription drug card program. With the prescription drug card, costs for prescription drugs will be \$10 for Tier 1 prescriptions, \$20 for Tier 2 prescriptions, and \$30 for Tier 3 prescriptions, as defined by the health insurance carrier, with these payments up to the in-network maximum out of pocket of \$3000 for single plans and \$6000 for family plans. The prescription drug card governs the amounts paid for prescription drugs after an employee has met his or her deductible.

The plan will have an Emergency Room co-pay of \$200 after an employee has met his or her deductible.

The plan will have a Doctor's Office co-pay of \$20 per visit, after an employee has met his or her deductible.

Section 1.D. Incentive to Waive Health Care Coverage

Employees who waive health insurance for a twelve (12) month period during open enrollment will be paid an incentive as explained below. The incentive will be pro-rated if coverage is waived for less than an entire plan year because an employee terminates employment, or re-enrolls for Management coverage if there is a loss of coverage due to divorce, termination of spouse's job or spouse's death.

An employee who waives coverage for an entire twelve (12) months and is not a dependent on a City of Dayton health insurance plan will be paid an incentive equal to two thousand four hundred (\$2,400) dollars. The incentive will be paid bi-weekly over a twelve (12) month period starting with the first pay in January.

The incentive plan will be offered in each plan year, provided that the incentive continues to represent a cost savings to Management.

Section 2. Life Insurance

For employees covered by this supplemental agreement, Management will pay the full cost of the premium toward the purchase of group life insurance in the amount of twenty-five thousand (\$25,000) dollars and accidental death and dismemberment insurance in the amount of twenty-five thousand (\$25,000) dollars.

Section 3. Coordination of Benefits

Hospital surgical benefits herein described shall be subject to coordination of benefits in accordance with stipulation of the carrier.

Section 4. Subrogation

If a member incurs covered hospital expenses in connection with the treatment of an illness or injury caused by the negligence or wrongful act of a third party, carrier shall be subrogated to all of member's rights of recovery against said third party, to the extent of any and all payments made hereunder by carrier with respect to such illness or injury. The member or his/her appropriate agent shall execute all papers and take all action necessary and proper to secure to carrier such rights of subrogation.

Section 5. Unemployment Compensation

Management shall provide unemployment compensation pursuant to the provisions of the State Unemployment Compensation Act for employees covered herein.

Section 6. Long Term Disability Insurance

Employees may elect to enroll in Long Term Disability ("LTD") Insurance through the City of Dayton Benefits Plan, provided that, employees will be in a separate LTD pool. Enrollment shall be based upon the terms and conditions and premium sharing as are now and or in the future determined by the City of Dayton.

Section 7. Spousal Eligibility

If an employee's spouse is eligible and/or has medical coverage through their own employer, the spouse must use their employer's insurance as their primary form of coverage. The spouse may remain on the City's health insurance plan, but the City's plan will be a secondary plan, and the spouse's employer's plan must carry the spouse as primary.

Section 8. Pharmacy Carve-Out

The parties agree that Management may "carve-out" the pharmacy benefits under this article for the health care plan year beginning January 1, 2020. If Management believes

that the pharmacy “carve-out” represents a savings to the City’s insurance plan in 2019, then the City will solicit bids from pharmacy benefit managers (PBM) in the marketplace for the City’s business in 2020. The City will then present the PBM bids to the City’s joint health insurance committee for a recommendation of which PBM to select. The City agrees to follow the recommendation of the joint health insurance committee on which PBM to select; if, the selection of a PBM and the pharmacy benefit “carve-out” saves the City’s health insurance plan monies in the 2020 healthcare plan year.

Section 9. ACA Cadillac Tax

The City Manager may opt to reopen this Supplemental Agreement on the sole issue of timing of HSA/HRA contributions (Article 19, Section 1.B.) in lieu of the timing of contributions provided for in the third year of this Supplement Agreement. The City Manager will only trigger this reopener if the timing of the HSA/HRA contributions will expose the City to penalties under the ACA. The reopening is only for the timing of the contributions, and will not affect the amount of the HSA/HRA contribution. Such notice of reopener must be given by the City at least sixty (60) days prior to February 1, 2019. The reopening of this Supplement Agreement as set forth herein shall invoke the dispute settlement procedure set forth in O.R.C. Section 4117.14. The results of the negotiation process or any settlement reached by the parties will become effective January 1, 2020. If the parties have not reached settlement and/or completed the dispute settlement procedure set forth herein by October 1, 2019, the parties agree that they will make a non-binding temporary adjustment to the time of HSA/HRA contributions that will avoid penalties under the ACA, and such action will become effective January 1, 2020. The parties will then finalize the dispute settlement procedures set forth in O.R.C. Section 4117.14 with the results of the negotiation process or any settlement effective January 1, 2021.

ARTICLE 25

DISCIPLINE AND DISMISSAL PROCEDURE

- A. Disciplinary action shall be only for just cause, however, when the City takes any disciplinary action resulting from Charges against an employee, said action will be initiated no later than thirty-five (35) **days actually worked by the employee after official notice of the investigation has been given to the employee and to the Union. Official notice of an investigation is defined as the issuance of a form, S-93 or other such form used for this purpose, that is served when an employee is under investigation. The issuance of this form shall occur no later than ten (10) actual work days following the date Management becomes aware of the alleged infraction and shall be the basis for the state of the aforementioned thirty-five (35) day time. The total time limit of forty-five (45) actual workdays includes the investigation, and** may be waived by mutual agreement of Management and the Union.
- B. When Management suspends, reduces in rank or dismisses an employee, such employee may be conditionally suspended pending hearing thereon. Prior to any suspension, reduction or dismissal, the City shall deliver or mail a copy of the Charges and Specifications to the Regional Director of the Union and the Union President, provided that the Union President is employed by the City of Dayton. The hearing on said Charges and Specifications will be held no sooner than seven (7) calendar days from the date of receipt by either Union official. Should the Union fail to receive a copy of the Charges and Specifications as prescribed herein, the hearing shall be rescheduled by Management. The Charges and Specifications shall state the alleged violations and set the time and place for a hearing before the Department Director or his/her designated representative. Management shall issue its Findings after such disciplinary hearing, but not later than ten (10) days after the close of the Departmental disciplinary hearing.
- C. Disciplinary action involving any suspension, a reduction in rank or dismissal by the Department Director, approved by the City Manager, may be appealed by the employee, either independently or through the Union, either to the Civil Service Board in accordance with the City Charter and Civil Service Rules and Regulations, or through the grievance and arbitration procedure set forth in this Agreement, to be introduced at Step 3 where the Division Manager served as the hearing officer, or at Step 4 where the Department director served as the hearing officer.
- D. When any disciplinary action listed above is taken, the employee shall have ten (10) calendar days if appealing to Civil Service or ten (10) work days if appealing through the grievance and arbitration procedure, from the effective date of the suspension, reduction or dismissal in which to elect his/her appeal procedure, and such election must be made in writing to the Civil Service Board. If the election is for the grievance and arbitration

procedure, it shall include a written waiver of his/her right to appeal to Civil Service and to the courts. If no election is filed, the matter will be considered resolved.

- E. In no case shall the employee be permitted to appeal any grievance through both the Civil Service Board and the grievance and arbitration procedure.

In the event the employee submits both a grievance and arbitration procedure election and an appeal to Civil Service, the employee shall be automatically deemed to have elected an appeal to Civil Service only.

If an employee elects to pursue an appeal to Civil Service, this election shall be deemed as a written waiver of an employee's right to representation by the Union.

- F. At any time Management conducts a disciplinary meeting with an employee for the purpose of determining whether or not the employee committed an infraction which could result in disciplinary action of record (reprimand, suspension, or dismissal), the employee is entitled to have a Steward present. The right to Steward representation is contingent upon the employee's requesting such representation and is limited to those situations in which the employee reasonably believes the investigation may result in disciplinary action. An employee who requests representation pursuant to this section may require the supervisor to verify in writing that said request was denied or a Steward is not necessary. A copy of the written verification shall be given to the employee immediately after signing by the supervisor or as soon as possible thereafter.

- G. After two (2) years from date of issue, any and all reprimands shall not be considered in subsequent determinations of discipline and shall be removed from the employee's personnel file at his/her written request. The City shall fax and/or mail and/or hand deliver to the Chapter Chairperson, a copy of each reprimand issued to any member of the bargaining unit. Police Department training memos, a record of instruction given and documented, will be retained in file for not more than two (2) years. No progressive disciplinary action will be initiated by Management based on a training memo or counseling that is older than two (2) years.

After three (3) years from the date of suspension, a suspension of five (5) days or less shall not be considered in subsequent disciplinary actions and the Charges and Findings shall be removed from an employee's personnel file at his/her written request to Human Resources.

After four (4) years from the date of suspension, a suspension greater than five (5) days shall not be considered in subsequent disciplinary actions and the Charges and Findings shall be removed from an employee's personnel file at his/her written request to Human Resources.

- H. In the event that discipline is rendered against an employee and results in a suspension of ten (10) or less days, the employee shall have the option of forfeiting up to seventy (70) hours of vacation in a twelve (12) month period. If the employee chooses to forfeit vacation, the forfeiture shall be one hour of vacation for each one hour of the suspension. The forfeiture of vacation will constitute discipline of record, shall be accordingly noted in the employee's personnel file, and shall constitute the final resolution of the departmental charges. No loss of seniority shall occur should the employee choose this option.
- I. The Union and the City recognize the potential benefit and mutual interest of the parties in having a clear and fair corrective action/discipline system. Upon request of either party, a LMC subcommittee will meet to focus on, explore, evaluate and discuss the current disciplinary process and possible alternatives. The subcommittee focus group will forward its recommendations and report to the LMC Steering Committee by July 1, 2015. Each party will select its committee members.
- J. Discovery rights shall be afforded to employees. Discovery shall be provided in a timely manner prior to the Departmental disciplinary hearing and entitles either party to the following information: (1) The names of all known individuals who witnessed the incident(s) giving rise to the Departmental Charges and who do not request to remain anonymous; (2) Copies of all reports, transcripts of interviews, written statements, recordings, photographs, supervisory investigative reports and other documentary evidence regarding the incidents(s) giving rise to the Charges and (3) Either party has the right to inspect any physical evidence or reproductions thereof regarding the incidents giving rise to the Charges.

ARTICLE 40 **UNIFORMS**

Uniforms as currently provided to employees shall be continued for the term of this Agreement.

Part-time Exhibition Center Security Officers must wear uniforms while on duty.

A uniform allowance shall be paid to employees in the classification of part-time Exhibition Center Security Officer.

After discussion and mutual agreement of the parties, employees required to wear uniforms not provided and/or laundered by a uniform service shall also receive a uniform allowance. The rate of pay for uniform allowance shall be fifteen dollars (\$15.00) per week.

The City will provide a voucher in the amount of one hundred twenty-nine dollars (\$129.00) for the purchase of one (1) pair of safety shoes/boots per year or longer as needed for replacement, whichever comes later, for all employees covered herein that are required to wear safety shoes/boots.

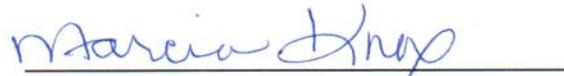
SIGNATURE PAGE

In WITNESS WHEREOF, the parties hereto have set their hands this 15th day of November, 2017.

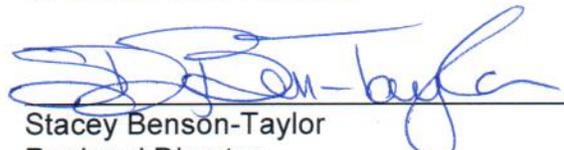
FOR THE CITY OF DAYTON:

FOR A.F.S.C.M.E. OHIO COUNCIL 8
LOCAL 101:


Shelley Dickstein
City Manager


Marcia Knox
Field Services Director
AFSCME Ohio Council 8


Kenneth R. Couch, Director
Department of Human Resources

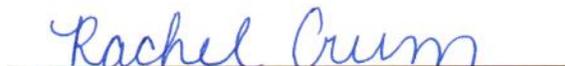

Stacey Benson-Taylor
Regional Director
AFSCME Ohio Council 8

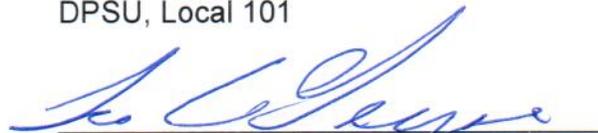

Brent L. McKenzie, Deputy Director
Department of Human Resources

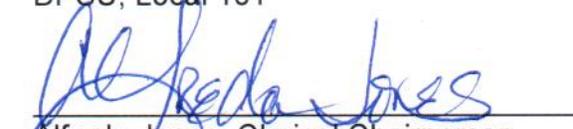

Ann Sulfridge
President
DPSU, Local 101


Dawn D. Manuel, Supervising HR Analyst
Department of Human Resources


Granville Walton
Vice-President
DPSU, Local 101


Rachel D. Crum, Executive Secretary
Department of Human Resources


Leo Geiger, Blue Collar Chairperson
DPSU, Local 101


Alfreda Jones, Clerical Chairperson
DPSU, Local 101

CLERICAL AND TECHNICAL GRADE RATE SCHEDULE

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
2018	3%								
10		\$ 14.48	\$ 14.95	\$ 15.39	\$ 17.37	\$ 18.30	\$ 18.60	\$ 18.90	\$ 19.14
	WEEK	\$ 579.20	\$ 598.00	\$ 615.60	\$ 694.80	\$ 732.00	\$ 744.00	\$ 756.00	\$ 765.60
	YEAR	\$ 30,118.40	\$ 31,096.00	\$ 32,011.20	\$ 36,129.60	\$ 38,064.00	\$ 38,688.00	\$ 39,312.00	\$ 39,811.20
2019	2%								
10		\$ 14.77	\$ 15.25	\$ 15.70	\$ 17.72	\$ 18.67	\$ 18.97	\$ 19.28	\$ 19.52
	WEEK	\$ 590.80	\$ 610.00	\$ 628.00	\$ 708.80	\$ 746.80	\$ 758.80	\$ 771.20	\$ 780.80
	YEAR	\$ 30,721.60	\$ 31,720.00	\$ 32,656.00	\$ 36,857.60	\$ 38,833.60	\$ 39,457.60	\$ 40,102.40	\$ 40,601.60
2020	2%								
10		\$ 15.07	\$ 15.56	\$ 16.01	\$ 18.07	\$ 19.04	\$ 19.35	\$ 19.67	\$ 19.91
	WEEK	\$ 602.80	\$ 622.40	\$ 640.40	\$ 722.80	\$ 761.60	\$ 774.00	\$ 786.80	\$ 796.40
	YEAR	\$ 31,345.60	\$ 32,364.80	\$ 33,300.80	\$ 37,585.60	\$ 39,603.20	\$ 40,248.00	\$ 40,913.60	\$ 41,412.80
2018	3%								
11		\$ 14.69	\$ 15.15	\$ 15.65	\$ 17.68	\$ 18.60	\$ 18.90	\$ 19.14	\$ 19.57
	WEEK	\$ 587.60	\$ 606.00	\$ 626.00	\$ 707.20	\$ 744.00	\$ 756.00	\$ 765.60	\$ 782.80
	YEAR	\$ 30,555.20	\$ 31,512.00	\$ 32,552.00	\$ 36,774.40	\$ 38,688.00	\$ 39,312.00	\$ 39,811.20	\$ 40,705.60
2019	2%								
11		\$ 14.98	\$ 15.45	\$ 15.96	\$ 18.03	\$ 18.97	\$ 19.28	\$ 19.52	\$ 19.96
	WEEK	\$ 599.20	\$ 618.00	\$ 638.40	\$ 721.20	\$ 758.80	\$ 771.20	\$ 780.80	\$ 798.40
	YEAR	\$ 31,158.40	\$ 32,136.00	\$ 33,196.80	\$ 37,502.40	\$ 39,457.60	\$ 40,102.40	\$ 40,601.60	\$ 41,516.80
2020	2%								
11		\$ 15.28	\$ 15.76	\$ 16.28	\$ 18.39	\$ 19.35	\$ 19.67	\$ 19.91	\$ 20.36
	WEEK	\$ 611.20	\$ 630.40	\$ 651.20	\$ 735.60	\$ 774.00	\$ 786.80	\$ 796.40	\$ 814.40
	YEAR	\$ 31,782.40	\$ 32,780.80	\$ 33,862.40	\$ 38,251.20	\$ 40,248.00	\$ 40,913.60	\$ 41,412.80	\$ 42,348.80
2018	3%								
12		\$ 14.91	\$ 15.37	\$ 15.82	\$ 17.95	\$ 18.90	\$ 19.14	\$ 19.57	\$ 19.83
	WEEK	\$ 596.40	\$ 614.80	\$ 632.80	\$ 718.00	\$ 756.00	\$ 765.60	\$ 782.80	\$ 793.20
	YEAR	\$ 31,012.80	\$ 31,969.60	\$ 32,905.60	\$ 37,336.00	\$ 39,312.00	\$ 39,811.20	\$ 40,705.60	\$ 41,246.40
2019	2%								
12		\$ 15.21	\$ 15.68	\$ 16.14	\$ 18.31	\$ 19.28	\$ 19.52	\$ 19.96	\$ 20.23
	WEEK	\$ 608.40	\$ 627.20	\$ 645.60	\$ 732.40	\$ 771.20	\$ 780.80	\$ 798.40	\$ 809.20
	YEAR	\$ 31,636.80	\$ 32,614.40	\$ 33,571.20	\$ 38,084.80	\$ 40,102.40	\$ 40,601.60	\$ 41,516.80	\$ 42,078.40
2020	2%								
12		\$ 15.51	\$ 15.99	\$ 16.46	\$ 18.68	\$ 19.67	\$ 19.91	\$ 20.36	\$ 20.64
	WEEK	\$ 620.40	\$ 639.60	\$ 658.40	\$ 747.20	\$ 786.80	\$ 796.40	\$ 814.40	\$ 825.60
	YEAR	\$ 32,260.80	\$ 33,259.20	\$ 34,236.80	\$ 38,854.40	\$ 40,913.60	\$ 41,412.80	\$ 42,348.80	\$ 42,931.20
2018	3%								
13		\$ 15.22	\$ 15.70	\$ 16.15	\$ 18.20	\$ 19.14	\$ 19.57	\$ 19.83	\$ 20.16
	WEEK	\$ 608.80	\$ 628.00	\$ 646.00	\$ 728.00	\$ 765.60	\$ 782.80	\$ 793.20	\$ 806.40
	YEAR	\$ 31,657.60	\$ 32,656.00	\$ 33,592.00	\$ 37,856.00	\$ 39,811.20	\$ 40,705.60	\$ 41,246.40	\$ 41,932.80
2019	2%								
13		\$ 15.52	\$ 16.01	\$ 16.47	\$ 18.56	\$ 19.52	\$ 19.96	\$ 20.23	\$ 20.56
	WEEK	\$ 620.80	\$ 640.40	\$ 658.80	\$ 742.40	\$ 780.80	\$ 798.40	\$ 809.20	\$ 822.40
	YEAR	\$ 32,281.60	\$ 33,300.80	\$ 34,257.60	\$ 38,604.80	\$ 40,601.60	\$ 41,516.80	\$ 42,078.40	\$ 42,764.80
2020	2%								
13		\$ 15.83	\$ 16.33	\$ 16.80	\$ 18.93	\$ 19.91	\$ 20.36	\$ 20.64	\$ 20.97
	WEEK	\$ 633.20	\$ 653.20	\$ 672.00	\$ 757.20	\$ 796.40	\$ 814.40	\$ 825.60	\$ 838.80
	YEAR	\$ 32,926.40	\$ 33,966.40	\$ 34,944.00	\$ 39,374.40	\$ 41,412.80	\$ 42,348.80	\$ 42,931.20	\$ 43,617.60

CLERICAL AND TECHNICAL GRADE RATE SCHEDULE

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
2018	3%								
14		\$ 15.39	\$ 15.87	\$ 16.41	\$ 18.46	\$ 19.57	\$ 19.83	\$ 20.16	\$ 20.53
	WEEK	\$ 615.60	\$ 634.80	\$ 656.40	\$ 738.40	\$ 782.80	\$ 793.20	\$ 806.40	\$ 821.20
	YEAR	\$ 32,011.20	\$ 33,009.60	\$ 34,132.80	\$ 38,396.80	\$ 40,705.60	\$ 41,246.40	\$ 41,932.80	\$ 42,702.40
2019	2%								
14		\$ 15.70	\$ 16.19	\$ 16.74	\$ 18.83	\$ 19.96	\$ 20.23	\$ 20.56	\$ 20.94
	WEEK	\$ 628.00	\$ 647.60	\$ 669.60	\$ 753.20	\$ 798.40	\$ 809.20	\$ 822.40	\$ 837.60
	YEAR	\$ 32,656.00	\$ 33,675.20	\$ 34,819.20	\$ 39,166.40	\$ 41,516.80	\$ 42,078.40	\$ 42,764.80	\$ 43,555.20
2020	2%								
14		\$ 16.01	\$ 16.51	\$ 17.08	\$ 19.21	\$ 20.36	\$ 20.64	\$ 20.97	\$ 21.36
	WEEK	\$ 640.40	\$ 660.40	\$ 683.20	\$ 768.40	\$ 814.40	\$ 825.60	\$ 838.80	\$ 854.40
	YEAR	\$ 33,300.80	\$ 34,340.80	\$ 35,526.40	\$ 39,956.80	\$ 42,348.80	\$ 42,931.20	\$ 43,617.60	\$ 44,428.80
2018	3%								
15		\$ 15.72	\$ 16.22	\$ 16.72	\$ 18.88	\$ 19.83	\$ 20.16	\$ 20.53	\$ 20.92
	WEEK	\$ 628.80	\$ 648.80	\$ 668.80	\$ 755.20	\$ 793.20	\$ 806.40	\$ 821.20	\$ 836.80
	YEAR	\$ 32,697.60	\$ 33,737.60	\$ 34,777.60	\$ 39,270.40	\$ 41,246.40	\$ 41,932.80	\$ 42,702.40	\$ 43,513.60
2019	2%								
15		\$ 16.03	\$ 16.54	\$ 17.05	\$ 19.26	\$ 20.23	\$ 20.56	\$ 20.94	\$ 21.34
	WEEK	\$ 641.20	\$ 661.60	\$ 682.00	\$ 770.40	\$ 809.20	\$ 822.40	\$ 837.60	\$ 853.60
	YEAR	\$ 33,342.40	\$ 34,403.20	\$ 35,464.00	\$ 40,060.80	\$ 42,078.40	\$ 42,764.80	\$ 43,555.20	\$ 44,387.20
2020	2%								
15		\$ 16.35	\$ 16.87	\$ 17.39	\$ 19.65	\$ 20.64	\$ 20.97	\$ 21.36	\$ 21.77
	WEEK	\$ 654.00	\$ 674.80	\$ 695.60	\$ 786.00	\$ 825.60	\$ 838.80	\$ 854.40	\$ 870.80
	YEAR	\$ 34,008.00	\$ 35,089.60	\$ 36,171.20	\$ 40,872.00	\$ 42,931.20	\$ 43,617.60	\$ 44,428.80	\$ 45,281.60
2018	3%								
16		\$ 16.05	\$ 16.55	\$ 17.10	\$ 19.13	\$ 20.16	\$ 20.53	\$ 20.92	\$ 21.42
	WEEK	\$ 642.00	\$ 662.00	\$ 684.00	\$ 765.20	\$ 806.40	\$ 821.20	\$ 836.80	\$ 856.80
	YEAR	\$ 33,384.00	\$ 34,424.00	\$ 35,568.00	\$ 39,790.40	\$ 41,932.80	\$ 42,702.40	\$ 43,513.60	\$ 44,553.60
2019	2%								
16		\$ 16.37	\$ 16.88	\$ 17.44	\$ 19.51	\$ 20.56	\$ 20.94	\$ 21.34	\$ 21.85
	WEEK	\$ 654.80	\$ 675.20	\$ 697.60	\$ 780.40	\$ 822.40	\$ 837.60	\$ 853.60	\$ 874.00
	YEAR	\$ 34,049.60	\$ 35,110.40	\$ 36,275.20	\$ 40,580.80	\$ 42,764.80	\$ 43,555.20	\$ 44,387.20	\$ 45,448.00
2020	2%								
16		\$ 16.70	\$ 17.22	\$ 17.79	\$ 19.90	\$ 20.97	\$ 21.36	\$ 21.77	\$ 22.29
	WEEK	\$ 668.00	\$ 688.80	\$ 711.60	\$ 796.00	\$ 838.80	\$ 854.40	\$ 870.80	\$ 891.60
	YEAR	\$ 34,736.00	\$ 35,817.60	\$ 37,003.20	\$ 41,392.00	\$ 43,617.60	\$ 44,428.80	\$ 45,281.60	\$ 46,363.20
2018	3%								
17		\$ 16.41	\$ 16.88	\$ 17.45	\$ 19.54	\$ 20.53	\$ 20.92	\$ 21.42	\$ 21.72
	WEEK	\$ 656.40	\$ 675.20	\$ 698.00	\$ 781.60	\$ 821.20	\$ 836.80	\$ 856.80	\$ 868.80
	YEAR	\$ 34,132.80	\$ 35,110.40	\$ 36,296.00	\$ 40,643.20	\$ 42,702.40	\$ 43,513.60	\$ 44,553.60	\$ 45,177.60
2019	2%								
17		\$ 16.74	\$ 17.22	\$ 17.80	\$ 19.93	\$ 20.94	\$ 21.34	\$ 21.85	\$ 22.15
	WEEK	\$ 669.60	\$ 688.80	\$ 712.00	\$ 797.20	\$ 837.60	\$ 853.60	\$ 874.00	\$ 886.00
	YEAR	\$ 34,819.20	\$ 35,817.60	\$ 37,024.00	\$ 41,454.40	\$ 43,555.20	\$ 44,387.20	\$ 45,448.00	\$ 46,072.00
2020	2%								
17		\$ 17.08	\$ 17.56	\$ 18.16	\$ 20.33	\$ 21.36	\$ 21.77	\$ 22.29	\$ 22.59
	WEEK	\$ 683.20	\$ 702.40	\$ 726.40	\$ 813.20	\$ 854.40	\$ 870.80	\$ 891.60	\$ 903.60
	YEAR	\$ 35,526.40	\$ 36,524.80	\$ 37,772.80	\$ 42,286.40	\$ 44,428.80	\$ 45,281.60	\$ 46,363.20	\$ 46,987.20
2018	3%								
18		\$ 16.66	\$ 17.20	\$ 17.72	\$ 19.88	\$ 20.92	\$ 21.42	\$ 21.72	\$ 22.20
	WEEK	\$ 666.40	\$ 688.00	\$ 708.80	\$ 795.20	\$ 836.80	\$ 856.80	\$ 868.80	\$ 888.00
	YEAR	\$ 34,652.80	\$ 35,776.00	\$ 36,857.60	\$ 41,350.40	\$ 43,513.60	\$ 44,553.60	\$ 45,177.60	\$ 46,176.00

CLERICAL AND TECHNICAL GRADE RATE SCHEDULE

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
2019	2%								
18		\$ 16.99	\$ 17.54	\$ 18.07	\$ 20.28	\$ 21.34	\$ 21.85	\$ 22.15	\$ 22.64
	WEEK	\$ 679.60	\$ 701.60	\$ 722.80	\$ 811.20	\$ 853.60	\$ 874.00	\$ 886.00	\$ 905.60
	YEAR	\$ 35,339.20	\$ 36,483.20	\$ 37,585.60	\$ 42,182.40	\$ 44,387.20	\$ 45,448.00	\$ 46,072.00	\$ 47,091.20
2020	2%								
18		\$ 17.33	\$ 17.89	\$ 18.43	\$ 20.69	\$ 21.77	\$ 22.29	\$ 22.59	\$ 23.09
	WEEK	\$ 693.20	\$ 715.60	\$ 737.20	\$ 827.60	\$ 870.80	\$ 891.60	\$ 903.60	\$ 923.60
	YEAR	\$ 36,046.40	\$ 37,211.20	\$ 38,334.40	\$ 43,035.20	\$ 45,281.60	\$ 46,363.20	\$ 46,987.20	\$ 48,027.20
2018	3%								
19		\$ 17.01	\$ 17.55	\$ 18.10	\$ 20.25	\$ 21.42	\$ 21.72	\$ 22.20	\$ 22.63
	WEEK	\$ 680.40	\$ 702.00	\$ 724.00	\$ 810.00	\$ 856.80	\$ 868.80	\$ 888.00	\$ 905.20
	YEAR	\$ 35,380.80	\$ 36,504.00	\$ 37,648.00	\$ 42,120.00	\$ 44,553.60	\$ 45,177.60	\$ 46,176.00	\$ 47,070.40
2019	2%								
19		\$ 17.35	\$ 17.90	\$ 18.46	\$ 20.66	\$ 21.85	\$ 22.15	\$ 22.64	\$ 23.08
	WEEK	\$ 694.00	\$ 716.00	\$ 738.40	\$ 826.40	\$ 874.00	\$ 886.00	\$ 905.60	\$ 923.20
	YEAR	\$ 36,088.00	\$ 37,232.00	\$ 38,396.80	\$ 42,972.80	\$ 45,448.00	\$ 46,072.00	\$ 47,091.20	\$ 48,006.40
2020	2%								
19		\$ 17.70	\$ 18.26	\$ 18.83	\$ 21.07	\$ 22.29	\$ 22.59	\$ 23.09	\$ 23.54
	WEEK	\$ 708.00	\$ 730.40	\$ 753.20	\$ 842.80	\$ 891.60	\$ 903.60	\$ 923.60	\$ 941.60
	YEAR	\$ 36,816.00	\$ 37,980.80	\$ 39,166.40	\$ 43,825.60	\$ 46,363.20	\$ 46,987.20	\$ 48,027.20	\$ 48,963.20
2018	3%								
20		\$ 17.30	\$ 17.85	\$ 18.43	\$ 20.65	\$ 21.72	\$ 22.20	\$ 22.63	\$ 23.14
	WEEK	\$ 692.00	\$ 714.00	\$ 737.20	\$ 826.00	\$ 868.80	\$ 888.00	\$ 905.20	\$ 925.60
	YEAR	\$ 35,984.00	\$ 37,128.00	\$ 38,334.40	\$ 42,952.00	\$ 45,177.60	\$ 46,176.00	\$ 47,070.40	\$ 48,131.20
2019	2%								
20		\$ 17.65	\$ 18.21	\$ 18.80	\$ 21.06	\$ 22.15	\$ 22.64	\$ 23.08	\$ 23.60
	WEEK	\$ 706.00	\$ 728.40	\$ 752.00	\$ 842.40	\$ 886.00	\$ 905.60	\$ 923.20	\$ 944.00
	YEAR	\$ 36,712.00	\$ 37,876.80	\$ 39,104.00	\$ 43,804.80	\$ 46,072.00	\$ 47,091.20	\$ 48,006.40	\$ 49,088.00
2020	2%								
20		\$ 18.00	\$ 18.57	\$ 19.18	\$ 21.48	\$ 22.59	\$ 23.09	\$ 23.54	\$ 24.07
	WEEK	\$ 720.00	\$ 742.80	\$ 767.20	\$ 859.20	\$ 903.60	\$ 923.60	\$ 941.60	\$ 962.80
	YEAR	\$ 37,440.00	\$ 38,625.60	\$ 39,894.40	\$ 44,678.40	\$ 46,987.20	\$ 48,027.20	\$ 48,963.20	\$ 50,065.60
2018	3%								
21		\$ 17.74	\$ 18.30	\$ 18.88	\$ 21.00	\$ 22.20	\$ 22.63	\$ 23.14	\$ 23.66
	WEEK	\$ 709.60	\$ 732.00	\$ 755.20	\$ 840.00	\$ 888.00	\$ 905.20	\$ 925.60	\$ 946.40
	YEAR	\$ 36,899.20	\$ 38,064.00	\$ 39,270.40	\$ 43,680.00	\$ 46,176.00	\$ 47,070.40	\$ 48,131.20	\$ 49,212.80
2019	2%								
21		\$ 18.10	\$ 18.67	\$ 19.26	\$ 21.42	\$ 22.64	\$ 23.08	\$ 23.60	\$ 24.13
	WEEK	\$ 724.00	\$ 746.80	\$ 770.40	\$ 856.80	\$ 905.60	\$ 923.20	\$ 944.00	\$ 965.20
	YEAR	\$ 37,648.00	\$ 38,833.60	\$ 40,060.80	\$ 44,553.60	\$ 47,091.20	\$ 48,006.40	\$ 49,088.00	\$ 50,190.40
2020	2%								
21		\$ 18.46	\$ 19.04	\$ 19.65	\$ 21.85	\$ 23.09	\$ 23.54	\$ 24.07	\$ 24.61
	WEEK	\$ 738.40	\$ 761.60	\$ 786.00	\$ 874.00	\$ 923.60	\$ 941.60	\$ 962.80	\$ 984.40
	YEAR	\$ 38,396.80	\$ 39,603.20	\$ 40,872.00	\$ 45,448.00	\$ 48,027.20	\$ 48,963.20	\$ 50,065.60	\$ 51,188.80
2018	3%								
22		\$ 18.08	\$ 18.63	\$ 19.19	\$ 21.46	\$ 22.63	\$ 23.14	\$ 23.66	\$ 24.15
	WEEK	\$ 723.20	\$ 745.20	\$ 767.60	\$ 858.40	\$ 905.20	\$ 925.60	\$ 946.40	\$ 966.00
	YEAR	\$ 37,606.40	\$ 38,750.40	\$ 39,915.20	\$ 44,636.80	\$ 47,070.40	\$ 48,131.20	\$ 49,212.80	\$ 50,232.00

CLERICAL AND TECHNICAL GRADE RATE SCHEDULE

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
2019	2%								
22		\$ 18.44	\$ 19.00	\$ 19.57	\$ 21.89	\$ 23.08	\$ 23.60	\$ 24.13	\$ 24.63
	WEEK	\$ 737.60	\$ 760.00	\$ 782.80	\$ 875.60	\$ 923.20	\$ 944.00	\$ 965.20	\$ 985.20
	YEAR	\$ 38,355.20	\$ 39,520.00	\$ 40,705.60	\$ 45,531.20	\$ 48,006.40	\$ 49,088.00	\$ 50,190.40	\$ 51,230.40
2020	2%								
22		\$ 18.81	\$ 19.38	\$ 19.96	\$ 22.33	\$ 23.54	\$ 24.07	\$ 24.61	\$ 25.12
	WEEK	\$ 752.40	\$ 775.20	\$ 798.40	\$ 893.20	\$ 941.60	\$ 962.80	\$ 984.40	\$ 1,004.80
	YEAR	\$ 39,124.80	\$ 40,310.40	\$ 41,516.80	\$ 46,446.40	\$ 48,963.20	\$ 50,065.60	\$ 51,188.80	\$ 52,249.60
2018	3%								
23		\$ 18.50	\$ 19.10	\$ 19.67	\$ 21.95	\$ 23.14	\$ 23.66	\$ 24.15	\$ 24.67
	WEEK	\$ 740.00	\$ 764.00	\$ 786.80	\$ 878.00	\$ 925.60	\$ 946.40	\$ 966.00	\$ 986.80
	YEAR	\$ 38,480.00	\$ 39,728.00	\$ 40,913.60	\$ 45,656.00	\$ 48,131.20	\$ 49,212.80	\$ 50,232.00	\$ 51,313.60
2019	2%								
23		\$ 18.87	\$ 19.48	\$ 20.06	\$ 22.39	\$ 23.60	\$ 24.13	\$ 24.63	\$ 25.16
	WEEK	\$ 754.80	\$ 779.20	\$ 802.40	\$ 895.60	\$ 944.00	\$ 965.20	\$ 985.20	\$ 1,006.40
	YEAR	\$ 39,249.60	\$ 40,518.40	\$ 41,724.80	\$ 46,571.20	\$ 49,088.00	\$ 50,190.40	\$ 51,230.40	\$ 52,332.80
2020	2%								
23		\$ 19.25	\$ 19.87	\$ 20.46	\$ 22.84	\$ 24.07	\$ 24.61	\$ 25.12	\$ 25.66
	WEEK	\$ 770.00	\$ 794.80	\$ 818.40	\$ 913.60	\$ 962.80	\$ 984.40	\$ 1,004.80	\$ 1,026.40
	YEAR	\$ 40,040.00	\$ 41,329.60	\$ 42,556.80	\$ 47,507.20	\$ 50,065.60	\$ 51,188.80	\$ 52,249.60	\$ 53,372.80
2018	3%								
24		\$ 18.90	\$ 19.54	\$ 20.15	\$ 22.34	\$ 23.66	\$ 24.15	\$ 24.67	\$ 25.23
	WEEK	\$ 756.00	\$ 781.60	\$ 806.00	\$ 893.60	\$ 946.40	\$ 966.00	\$ 986.80	\$ 1,009.20
	YEAR	\$ 39,312.00	\$ 40,643.20	\$ 41,912.00	\$ 46,467.20	\$ 49,212.80	\$ 50,232.00	\$ 51,313.60	\$ 52,478.40
2019	2%								
24		\$ 19.28	\$ 19.93	\$ 20.55	\$ 22.79	\$ 24.13	\$ 24.63	\$ 25.16	\$ 25.74
	WEEK	\$ 771.20	\$ 797.20	\$ 822.00	\$ 911.60	\$ 965.20	\$ 985.20	\$ 1,006.40	\$ 1,029.60
	YEAR	\$ 40,102.40	\$ 41,454.40	\$ 42,744.00	\$ 47,403.20	\$ 50,190.40	\$ 51,230.40	\$ 52,332.80	\$ 53,539.20
2020	2%								
24		\$ 19.67	\$ 20.33	\$ 20.96	\$ 23.25	\$ 24.61	\$ 25.12	\$ 25.66	\$ 26.26
	WEEK	\$ 786.80	\$ 813.20	\$ 838.40	\$ 930.00	\$ 984.40	\$ 1,004.80	\$ 1,026.40	\$ 1,050.40
	YEAR	\$ 40,913.60	\$ 42,286.40	\$ 43,596.80	\$ 48,360.00	\$ 51,188.80	\$ 52,249.60	\$ 53,372.80	\$ 54,620.80
2018	3%								
25		\$ 19.30	\$ 19.99	\$ 20.60	\$ 22.74	\$ 24.15	\$ 24.67	\$ 25.23	\$ 25.73
	WEEK	\$ 772.00	\$ 799.60	\$ 824.00	\$ 909.60	\$ 966.00	\$ 986.80	\$ 1,009.20	\$ 1,029.20
	YEAR	\$ 40,144.00	\$ 41,579.20	\$ 42,848.00	\$ 47,299.20	\$ 50,232.00	\$ 51,313.60	\$ 52,478.40	\$ 53,518.40
2019	2%								
25		\$ 19.69	\$ 20.39	\$ 21.01	\$ 23.20	\$ 24.63	\$ 25.16	\$ 25.74	\$ 26.25
	WEEK	\$ 787.60	\$ 815.60	\$ 840.40	\$ 928.00	\$ 985.20	\$ 1,006.40	\$ 1,029.60	\$ 1,050.00
	YEAR	\$ 40,955.20	\$ 42,411.20	\$ 43,700.80	\$ 48,256.00	\$ 51,230.40	\$ 52,332.80	\$ 53,539.20	\$ 54,600.00
2020	2%								
25		\$ 20.08	\$ 20.80	\$ 21.43	\$ 23.66	\$ 25.12	\$ 25.66	\$ 26.26	\$ 26.78
	WEEK	\$ 803.20	\$ 832.00	\$ 857.20	\$ 946.40	\$ 1,004.80	\$ 1,026.40	\$ 1,050.40	\$ 1,071.20
	YEAR	\$ 41,766.40	\$ 43,264.00	\$ 44,574.40	\$ 49,212.80	\$ 52,249.60	\$ 53,372.80	\$ 54,620.80	\$ 55,702.40
2018	3%								
29		\$ 21.02	\$ 21.81	\$ 22.54	\$ 24.86	\$ 26.42	\$ 27.37	\$ 27.55	\$ 28.09
	WEEK	\$ 840.80	\$ 872.40	\$ 901.60	\$ 994.40	\$ 1,056.80	\$ 1,094.80	\$ 1,102.00	\$ 1,123.60
	YEAR	\$ 43,721.60	\$ 45,364.80	\$ 46,883.20	\$ 51,708.80	\$ 54,953.60	\$ 56,929.60	\$ 57,304.00	\$ 58,427.20

BLUE COLLAR GRADE RATE SCHEDULE SALARY AND WAGE

BLUE COLLAR											
GRADE	BASIS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
2018	3%										
101		\$ 14.38	\$ 14.83	\$ 15.29	\$ 15.78	\$ 16.64	\$ 17.74	\$ 18.03	\$ 18.30	\$ 18.62	\$ 18.97
	WEEK	\$ 575.20	\$ 593.20	\$ 611.60	\$ 631.20	\$ 665.60	\$ 709.60	\$ 721.20	\$ 732.00	\$ 744.80	\$ 758.80
	YEAR	\$ 29,910.40	\$ 30,846.40	\$ 31,803.20	\$ 32,822.40	\$ 34,611.20	\$ 36,899.20	\$ 37,502.40	\$ 38,064.00	\$ 38,729.60	\$ 39,457.60
2019	2%										
101		\$ 14.67	\$ 15.13	\$ 15.60	\$ 16.10	\$ 16.97	\$ 18.10	\$ 18.39	\$ 18.67	\$ 18.99	\$ 19.35
	WEEK	\$ 586.80	\$ 605.20	\$ 624.00	\$ 644.00	\$ 678.80	\$ 724.00	\$ 735.60	\$ 746.80	\$ 759.60	\$ 774.00
	YEAR	\$ 30,513.60	\$ 31,470.40	\$ 32,448.00	\$ 33,488.00	\$ 35,297.60	\$ 37,648.00	\$ 38,251.20	\$ 38,833.60	\$ 39,499.20	\$ 40,248.00
2020	2%										
101		\$ 14.96	\$ 15.43	\$ 15.91	\$ 16.42	\$ 17.31	\$ 18.46	\$ 18.76	\$ 19.04	\$ 19.37	\$ 19.74
	WEEK	\$ 598.40	\$ 617.20	\$ 636.40	\$ 656.80	\$ 692.40	\$ 738.40	\$ 750.40	\$ 761.60	\$ 774.80	\$ 789.60
	YEAR	\$ 31,116.80	\$ 32,094.40	\$ 33,092.80	\$ 34,153.60	\$ 36,004.80	\$ 38,396.80	\$ 39,020.80	\$ 39,603.20	\$ 40,289.60	\$ 41,059.20
2018	3%										
102		\$ 14.56	\$ 15.02	\$ 15.51	\$ 16.05	\$ 16.65	\$ 18.03	\$ 18.30	\$ 18.62	\$ 18.97	\$ 19.25
	WEEK	\$ 582.40	\$ 600.80	\$ 620.40	\$ 642.00	\$ 666.00	\$ 721.20	\$ 732.00	\$ 744.80	\$ 758.80	\$ 770.00
	YEAR	\$ 30,284.80	\$ 31,241.60	\$ 32,260.80	\$ 33,384.00	\$ 34,632.00	\$ 37,502.40	\$ 38,064.00	\$ 38,729.60	\$ 39,457.60	\$ 40,040.00
2019	2%										
102		\$ 14.85	\$ 15.32	\$ 15.82	\$ 16.37	\$ 16.98	\$ 18.39	\$ 18.67	\$ 18.99	\$ 19.35	\$ 19.64
	WEEK	\$ 594.00	\$ 612.80	\$ 632.80	\$ 654.80	\$ 679.20	\$ 735.60	\$ 746.80	\$ 759.60	\$ 774.00	\$ 785.60
	YEAR	\$ 30,888.00	\$ 31,865.60	\$ 32,905.60	\$ 34,049.60	\$ 35,318.40	\$ 38,251.20	\$ 38,833.60	\$ 39,499.20	\$ 40,248.00	\$ 40,851.20
2020	2%										
102		\$ 15.15	\$ 15.63	\$ 16.14	\$ 16.70	\$ 17.32	\$ 18.76	\$ 19.04	\$ 19.37	\$ 19.74	\$ 20.03
	WEEK	\$ 606.00	\$ 625.20	\$ 645.60	\$ 668.00	\$ 692.80	\$ 750.40	\$ 761.60	\$ 774.80	\$ 789.60	\$ 801.20
	YEAR	\$ 31,512.00	\$ 32,510.40	\$ 33,571.20	\$ 34,736.00	\$ 36,025.60	\$ 39,020.80	\$ 39,603.20	\$ 40,289.60	\$ 41,059.20	\$ 41,662.40
2018	3%										
103		\$ 14.87	\$ 15.33	\$ 15.78	\$ 16.35	\$ 16.88	\$ 18.30	\$ 18.62	\$ 18.97	\$ 19.25	\$ 19.63
	WEEK	\$ 594.80	\$ 613.20	\$ 631.20	\$ 654.00	\$ 675.20	\$ 732.00	\$ 744.80	\$ 758.80	\$ 770.00	\$ 785.20
	YEAR	\$ 30,929.60	\$ 31,886.40	\$ 32,822.40	\$ 34,008.00	\$ 35,110.40	\$ 38,064.00	\$ 38,729.60	\$ 39,457.60	\$ 40,040.00	\$ 40,830.40
2019	2%										
103		\$ 15.17	\$ 15.64	\$ 16.10	\$ 16.68	\$ 17.22	\$ 18.67	\$ 18.99	\$ 19.35	\$ 19.64	\$ 20.02
	WEEK	\$ 606.80	\$ 625.60	\$ 644.00	\$ 667.20	\$ 688.80	\$ 746.80	\$ 759.60	\$ 774.00	\$ 785.60	\$ 800.80
	YEAR	\$ 31,553.60	\$ 32,531.20	\$ 33,488.00	\$ 34,694.40	\$ 35,817.60	\$ 38,833.60	\$ 39,499.20	\$ 40,248.00	\$ 40,851.20	\$ 41,641.60
2020	2%										
103		\$ 15.47	\$ 15.95	\$ 16.42	\$ 17.01	\$ 17.56	\$ 19.04	\$ 19.37	\$ 19.74	\$ 20.03	\$ 20.42
	WEEK	\$ 618.80	\$ 638.00	\$ 656.80	\$ 680.40	\$ 702.40	\$ 761.60	\$ 774.80	\$ 789.60	\$ 801.20	\$ 816.80
	YEAR	\$ 32,177.60	\$ 33,176.00	\$ 34,153.60	\$ 35,380.80	\$ 36,524.80	\$ 39,603.20	\$ 40,289.60	\$ 41,059.20	\$ 41,662.40	\$ 42,473.60

BLUE COLLAR GRADE RATE SCHEDULE SALARY AND WAGE

2018	3%										
107		\$ 15.91	\$ 16.42	\$ 16.91	\$ 17.52	\$ 18.16	\$ 19.63	\$ 20.00	\$ 20.34	\$ 20.86	\$ 21.35
	WEEK	\$ 636.40	\$ 656.80	\$ 676.40	\$ 700.80	\$ 726.40	\$ 785.20	\$ 800.00	\$ 813.60	\$ 834.40	\$ 854.00
	YEAR	\$ 33,092.80	\$ 34,153.60	\$ 35,172.80	\$ 36,441.60	\$ 37,772.80	\$ 40,830.40	\$ 41,600.00	\$ 42,307.20	\$ 43,388.80	\$ 44,408.00
2019	2%										
107		\$ 16.23	\$ 16.75	\$ 17.25	\$ 17.87	\$ 18.52	\$ 20.02	\$ 20.40	\$ 20.75	\$ 21.28	\$ 21.78
	WEEK	\$ 649.20	\$ 670.00	\$ 690.00	\$ 714.80	\$ 740.80	\$ 800.80	\$ 816.00	\$ 830.00	\$ 851.20	\$ 871.20
	YEAR	\$ 33,758.40	\$ 34,840.00	\$ 35,880.00	\$ 37,169.60	\$ 38,521.60	\$ 41,641.60	\$ 42,432.00	\$ 43,160.00	\$ 44,262.40	\$ 45,302.40
2020	2%										
107		\$ 16.56	\$ 17.09	\$ 17.60	\$ 18.23	\$ 18.89	\$ 20.42	\$ 20.81	\$ 21.17	\$ 21.71	\$ 22.22
	WEEK	\$ 662.40	\$ 683.60	\$ 704.00	\$ 729.20	\$ 755.60	\$ 816.80	\$ 832.40	\$ 846.80	\$ 868.40	\$ 888.80
	YEAR	\$ 34,444.80	\$ 35,547.20	\$ 36,608.00	\$ 37,918.40	\$ 39,291.20	\$ 42,473.60	\$ 43,284.80	\$ 44,033.60	\$ 45,156.80	\$ 46,217.60
2018	3%										
108		\$ 16.32	\$ 16.82	\$ 17.30	\$ 17.87	\$ 18.51	\$ 20.00	\$ 20.34	\$ 20.86	\$ 21.35	\$ 21.68
	WEEK	\$ 652.80	\$ 672.80	\$ 692.00	\$ 714.80	\$ 740.40	\$ 800.00	\$ 813.60	\$ 834.40	\$ 854.00	\$ 867.20
	YEAR	\$ 33,945.60	\$ 34,985.60	\$ 35,984.00	\$ 37,169.60	\$ 38,500.80	\$ 41,600.00	\$ 42,307.20	\$ 43,388.80	\$ 44,408.00	\$ 45,094.40
2019	2%										
108		\$ 16.65	\$ 17.16	\$ 17.65	\$ 18.23	\$ 18.88	\$ 20.40	\$ 20.75	\$ 21.28	\$ 21.78	\$ 22.11
	WEEK	\$ 666.00	\$ 686.40	\$ 706.00	\$ 729.20	\$ 755.20	\$ 816.00	\$ 830.00	\$ 851.20	\$ 871.20	\$ 884.40
	YEAR	\$ 34,632.00	\$ 35,692.80	\$ 36,712.00	\$ 37,918.40	\$ 39,270.40	\$ 42,432.00	\$ 43,160.00	\$ 44,262.40	\$ 45,302.40	\$ 45,988.80
2020	2%										
108		\$ 16.98	\$ 17.50	\$ 18.00	\$ 18.60	\$ 19.26	\$ 20.81	\$ 21.17	\$ 21.71	\$ 22.22	\$ 22.55
	WEEK	\$ 679.20	\$ 700.00	\$ 720.00	\$ 744.00	\$ 770.40	\$ 832.40	\$ 846.80	\$ 868.40	\$ 888.80	\$ 902.00
	YEAR	\$ 35,318.40	\$ 36,400.00	\$ 37,440.00	\$ 38,688.00	\$ 40,060.80	\$ 43,284.80	\$ 44,033.60	\$ 45,156.80	\$ 46,217.60	\$ 46,904.00
2018	3%										
109		\$ 16.64	\$ 17.16	\$ 17.70	\$ 18.30	\$ 18.93	\$ 20.34	\$ 20.86	\$ 21.35	\$ 21.68	\$ 22.18
	WEEK	\$ 665.60	\$ 686.40	\$ 708.00	\$ 732.00	\$ 757.20	\$ 813.60	\$ 834.40	\$ 854.00	\$ 867.20	\$ 887.20
	YEAR	\$ 34,611.20	\$ 35,692.80	\$ 36,816.00	\$ 38,064.00	\$ 39,374.40	\$ 42,307.20	\$ 43,388.80	\$ 44,408.00	\$ 45,094.40	\$ 46,134.40
2019	2%										
109		\$ 16.97	\$ 17.50	\$ 18.05	\$ 18.67	\$ 19.31	\$ 20.75	\$ 21.28	\$ 21.78	\$ 22.11	\$ 22.62
	WEEK	\$ 678.80	\$ 700.00	\$ 722.00	\$ 746.80	\$ 772.40	\$ 830.00	\$ 851.20	\$ 871.20	\$ 884.40	\$ 904.80
	YEAR	\$ 35,297.60	\$ 36,400.00	\$ 37,544.00	\$ 38,833.60	\$ 40,164.80	\$ 43,160.00	\$ 44,262.40	\$ 45,302.40	\$ 45,988.80	\$ 47,049.60
2020	2%										
109		\$ 17.31	\$ 17.85	\$ 18.41	\$ 19.04	\$ 19.70	\$ 21.17	\$ 21.71	\$ 22.22	\$ 22.55	\$ 23.07
	WEEK	\$ 692.40	\$ 714.00	\$ 736.40	\$ 761.60	\$ 788.00	\$ 846.80	\$ 868.40	\$ 888.80	\$ 902.00	\$ 922.80
	YEAR	\$ 36,004.80	\$ 37,128.00	\$ 38,292.80	\$ 39,603.20	\$ 40,976.00	\$ 44,033.60	\$ 45,156.80	\$ 46,217.60	\$ 46,904.00	\$ 47,985.60

BLUE COLLAR GRADE RATE SCHEDULE SALARY AND WAGE

2018	3%											
110		\$ 16.88	\$ 17.45	\$ 17.95	\$ 18.56	\$ 19.25	\$ 20.86	\$ 21.35	\$ 21.68	\$ 22.18	\$ 22.65	
	WEEK	\$ 675.20	\$ 698.00	\$ 718.00	\$ 742.40	\$ 770.00	\$ 834.40	\$ 854.00	\$ 867.20	\$ 887.20	\$ 906.00	
	YEAR	\$ 35,110.40	\$ 36,296.00	\$ 37,336.00	\$ 38,604.80	\$ 40,040.00	\$ 43,388.80	\$ 44,408.00	\$ 45,094.40	\$ 46,134.40	\$ 47,112.00	
2019	2%											
110		\$ 17.22	\$ 17.80	\$ 18.31	\$ 18.93	\$ 19.64	\$ 21.28	\$ 21.78	\$ 22.11	\$ 22.62	\$ 23.10	
	WEEK	\$ 688.80	\$ 712.00	\$ 732.40	\$ 757.20	\$ 785.60	\$ 851.20	\$ 871.20	\$ 884.40	\$ 904.80	\$ 924.00	
	YEAR	\$ 35,817.60	\$ 37,024.00	\$ 38,084.80	\$ 39,374.40	\$ 40,851.20	\$ 44,262.40	\$ 45,302.40	\$ 45,988.80	\$ 47,049.60	\$ 48,048.00	
2020	2%											
110		\$ 17.56	\$ 18.16	\$ 18.68	\$ 19.31	\$ 20.03	\$ 21.71	\$ 22.22	\$ 22.55	\$ 23.07	\$ 23.56	
	WEEK	\$ 702.40	\$ 726.40	\$ 747.20	\$ 772.40	\$ 801.20	\$ 868.40	\$ 888.80	\$ 902.00	\$ 922.80	\$ 942.40	
	YEAR	\$ 36,524.80	\$ 37,772.80	\$ 38,854.40	\$ 40,164.80	\$ 41,662.40	\$ 45,156.80	\$ 46,217.60	\$ 46,904.00	\$ 47,985.60	\$ 49,004.80	
2018	3%											
111		\$ 17.26	\$ 17.81	\$ 18.40	\$ 19.00	\$ 19.71	\$ 21.35	\$ 21.68	\$ 22.18	\$ 22.65	\$ 23.20	
	WEEK	\$ 690.40	\$ 712.40	\$ 736.00	\$ 760.00	\$ 788.40	\$ 854.00	\$ 867.20	\$ 887.20	\$ 906.00	\$ 928.00	
	YEAR	\$ 35,900.80	\$ 37,044.80	\$ 38,272.00	\$ 39,520.00	\$ 40,996.80	\$ 44,408.00	\$ 45,094.40	\$ 46,134.40	\$ 47,112.00	\$ 48,256.00	
2019	2%											
111		\$ 17.61	\$ 18.17	\$ 18.77	\$ 19.38	\$ 20.10	\$ 21.78	\$ 22.11	\$ 22.62	\$ 23.10	\$ 23.66	
	WEEK	\$ 704.40	\$ 726.80	\$ 750.80	\$ 775.20	\$ 804.00	\$ 871.20	\$ 884.40	\$ 904.80	\$ 924.00	\$ 946.40	
	YEAR	\$ 36,628.80	\$ 37,793.60	\$ 39,041.60	\$ 40,310.40	\$ 41,808.00	\$ 45,302.40	\$ 45,988.80	\$ 47,049.60	\$ 48,048.00	\$ 49,212.80	
2020	2%											
111		\$ 17.96	\$ 18.53	\$ 19.15	\$ 19.77	\$ 20.50	\$ 22.22	\$ 22.55	\$ 23.07	\$ 23.56	\$ 24.13	
	WEEK	\$ 718.40	\$ 741.20	\$ 766.00	\$ 790.80	\$ 820.00	\$ 888.80	\$ 902.00	\$ 922.80	\$ 942.40	\$ 965.20	
	YEAR	\$ 37,356.80	\$ 38,542.40	\$ 39,832.00	\$ 41,121.60	\$ 42,640.00	\$ 46,217.60	\$ 46,904.00	\$ 47,985.60	\$ 49,004.80	\$ 50,190.40	
2018	3%											
112		\$ 17.77	\$ 18.31	\$ 18.90	\$ 19.57	\$ 20.29	\$ 21.68	\$ 22.18	\$ 22.65	\$ 23.20	\$ 23.74	
	WEEK	\$ 710.80	\$ 732.40	\$ 756.00	\$ 782.80	\$ 811.60	\$ 867.20	\$ 887.20	\$ 906.00	\$ 928.00	\$ 949.60	
	YEAR	\$ 36,961.60	\$ 38,084.80	\$ 39,312.00	\$ 40,705.60	\$ 42,203.20	\$ 45,094.40	\$ 46,134.40	\$ 47,112.00	\$ 48,256.00	\$ 49,379.20	
2019	2%											
112		\$ 18.13	\$ 18.68	\$ 19.28	\$ 19.96	\$ 20.70	\$ 22.11	\$ 22.62	\$ 23.10	\$ 23.66	\$ 24.22	
	WEEK	\$ 725.20	\$ 747.20	\$ 771.20	\$ 798.40	\$ 828.00	\$ 884.40	\$ 904.80	\$ 924.00	\$ 946.40	\$ 968.80	
	YEAR	\$ 37,710.40	\$ 38,854.40	\$ 40,102.40	\$ 41,516.80	\$ 43,056.00	\$ 45,988.80	\$ 47,049.60	\$ 48,048.00	\$ 49,212.80	\$ 50,377.60	
2020	2%											
112		\$ 18.49	\$ 19.05	\$ 19.67	\$ 20.36	\$ 21.11	\$ 22.55	\$ 23.07	\$ 23.56	\$ 24.13	\$ 24.70	
	WEEK	\$ 739.60	\$ 762.00	\$ 786.80	\$ 814.40	\$ 844.40	\$ 902.00	\$ 922.80	\$ 942.40	\$ 965.20	\$ 988.00	
	YEAR	\$ 38,459.20	\$ 39,624.00	\$ 40,913.60	\$ 42,348.80	\$ 43,908.80	\$ 46,904.00	\$ 47,985.60	\$ 49,004.80	\$ 50,190.40	\$ 51,376.00	

BLUE COLLAR GRADE RATE SCHEDULE SALARY AND WAGE

2018	3%											
113		\$ 18.13	\$ 18.67	\$ 19.21	\$ 19.88	\$ 20.58	\$ 22.18	\$ 22.65	\$ 23.20	\$ 23.74	\$ 24.36	
	WEEK	\$ 725.20	\$ 746.80	\$ 768.40	\$ 795.20	\$ 823.20	\$ 887.20	\$ 906.00	\$ 928.00	\$ 949.60	\$ 974.40	
	YEAR	\$ 37,710.40	\$ 38,833.60	\$ 39,956.80	\$ 41,350.40	\$ 42,806.40	\$ 46,134.40	\$ 47,112.00	\$ 48,256.00	\$ 49,379.20	\$ 50,668.80	
2019	2%											
113		\$ 18.49	\$ 19.04	\$ 19.59	\$ 20.28	\$ 20.99	\$ 22.62	\$ 23.10	\$ 23.66	\$ 24.22	\$ 24.85	
	WEEK	\$ 739.60	\$ 761.60	\$ 783.60	\$ 811.20	\$ 839.60	\$ 904.80	\$ 924.00	\$ 946.40	\$ 968.80	\$ 994.00	
	YEAR	\$ 38,459.20	\$ 39,603.20	\$ 40,747.20	\$ 42,182.40	\$ 43,659.20	\$ 47,049.60	\$ 48,048.00	\$ 49,212.80	\$ 50,377.60	\$ 51,688.00	
2020	2%											
113		\$ 18.86	\$ 19.42	\$ 19.98	\$ 20.69	\$ 21.41	\$ 23.07	\$ 23.56	\$ 24.13	\$ 24.70	\$ 25.35	
	WEEK	\$ 754.40	\$ 776.80	\$ 799.20	\$ 827.60	\$ 856.40	\$ 922.80	\$ 942.40	\$ 965.20	\$ 988.00	\$ 1,014.00	
	YEAR	\$ 39,228.80	\$ 40,393.60	\$ 41,558.40	\$ 43,035.20	\$ 44,532.80	\$ 47,985.60	\$ 49,004.80	\$ 50,190.40	\$ 51,376.00	\$ 52,728.00	
2018	3%											
114		\$ 18.49	\$ 19.08	\$ 19.64	\$ 20.33	\$ 21.00	\$ 22.65	\$ 23.20	\$ 23.74	\$ 24.36	\$ 24.84	
	WEEK	\$ 739.60	\$ 763.20	\$ 785.60	\$ 813.20	\$ 840.00	\$ 906.00	\$ 928.00	\$ 949.60	\$ 974.40	\$ 993.60	
	YEAR	\$ 38,459.20	\$ 39,686.40	\$ 40,851.20	\$ 42,286.40	\$ 43,680.00	\$ 47,112.00	\$ 48,256.00	\$ 49,379.20	\$ 50,668.80	\$ 51,667.20	
2019	2%											
114		\$ 18.86	\$ 19.46	\$ 20.03	\$ 20.74	\$ 21.42	\$ 23.10	\$ 23.66	\$ 24.22	\$ 24.85	\$ 25.34	
	WEEK	\$ 754.40	\$ 778.40	\$ 801.20	\$ 829.60	\$ 856.80	\$ 924.00	\$ 946.40	\$ 968.80	\$ 994.00	\$ 1,013.60	
	YEAR	\$ 39,228.80	\$ 40,476.80	\$ 41,662.40	\$ 43,139.20	\$ 44,553.60	\$ 48,048.00	\$ 49,212.80	\$ 50,377.60	\$ 51,688.00	\$ 52,707.20	
2020	2%											
114		\$ 19.24	\$ 19.85	\$ 20.43	\$ 21.16	\$ 21.85	\$ 23.56	\$ 24.13	\$ 24.70	\$ 25.35	\$ 25.85	
	WEEK	\$ 769.60	\$ 794.00	\$ 817.20	\$ 846.40	\$ 874.00	\$ 942.40	\$ 965.20	\$ 988.00	\$ 1,014.00	\$ 1,034.00	
	YEAR	\$ 40,019.20	\$ 41,288.00	\$ 42,494.40	\$ 44,012.80	\$ 45,448.00	\$ 49,004.80	\$ 50,190.40	\$ 51,376.00	\$ 52,728.00	\$ 53,768.00	
2018	3%											
115		\$ 18.93	\$ 19.56	\$ 20.16	\$ 20.88	\$ 21.56	\$ 23.20	\$ 23.74	\$ 24.36	\$ 24.84	\$ 25.51	
	WEEK	\$ 757.20	\$ 782.40	\$ 806.40	\$ 835.20	\$ 862.40	\$ 928.00	\$ 949.60	\$ 974.40	\$ 993.60	\$ 1,020.40	
	YEAR	\$ 39,374.40	\$ 40,684.80	\$ 41,932.80	\$ 43,430.40	\$ 44,844.80	\$ 48,256.00	\$ 49,379.20	\$ 50,668.80	\$ 51,667.20	\$ 53,060.80	
2019	2%											
115		\$ 19.31	\$ 19.95	\$ 20.56	\$ 21.30	\$ 21.99	\$ 23.66	\$ 24.22	\$ 24.85	\$ 25.34	\$ 26.02	
	WEEK	\$ 772.40	\$ 798.00	\$ 822.40	\$ 852.00	\$ 879.60	\$ 946.40	\$ 968.80	\$ 994.00	\$ 1,013.60	\$ 1,040.80	
	YEAR	\$ 40,164.80	\$ 41,496.00	\$ 42,764.80	\$ 44,304.00	\$ 45,739.20	\$ 49,212.80	\$ 50,377.60	\$ 51,688.00	\$ 52,707.20	\$ 54,121.60	
2020	2%											
115		\$ 19.70	\$ 20.35	\$ 20.97	\$ 21.73	\$ 22.43	\$ 24.13	\$ 24.70	\$ 25.35	\$ 25.85	\$ 26.54	
	WEEK	\$ 788.00	\$ 814.00	\$ 838.80	\$ 869.20	\$ 897.20	\$ 965.20	\$ 988.00	\$ 1,014.00	\$ 1,034.00	\$ 1,061.60	
	YEAR	\$ 40,976.00	\$ 42,328.00	\$ 43,617.60	\$ 45,198.40	\$ 46,654.40	\$ 50,190.40	\$ 51,376.00	\$ 52,728.00	\$ 53,768.00	\$ 55,203.20	

BLUE COLLAR GRADE RATE SCHEDULE SALARY AND WAGE

2018	3%											
116		\$ 19.42	\$ 19.99	\$ 20.59	\$ 21.35	\$ 22.09	\$ 23.74	\$ 24.36	\$ 24.84	\$ 25.51	\$ 26.14	
	WEEK	\$ 776.80	\$ 799.60	\$ 823.60	\$ 854.00	\$ 883.60	\$ 949.60	\$ 974.40	\$ 993.60	\$ 1,020.40	\$ 1,045.60	
	YEAR	\$ 40,393.60	\$ 41,579.20	\$ 42,827.20	\$ 44,408.00	\$ 45,947.20	\$ 49,379.20	\$ 50,668.80	\$ 51,667.20	\$ 53,060.80	\$ 54,371.20	
2019	2%											
116		\$ 19.81	\$ 20.39	\$ 21.00	\$ 21.78	\$ 22.53	\$ 24.22	\$ 24.85	\$ 25.34	\$ 26.02	\$ 26.66	
	WEEK	\$ 792.40	\$ 815.60	\$ 840.00	\$ 871.20	\$ 901.20	\$ 968.80	\$ 994.00	\$ 1,013.60	\$ 1,040.80	\$ 1,066.40	
	YEAR	\$ 41,204.80	\$ 42,411.20	\$ 43,680.00	\$ 45,302.40	\$ 46,862.40	\$ 50,377.60	\$ 51,688.00	\$ 52,707.20	\$ 54,121.60	\$ 55,452.80	
2020	2%											
116		\$ 20.21	\$ 20.80	\$ 21.42	\$ 22.22	\$ 22.98	\$ 24.70	\$ 25.35	\$ 25.85	\$ 26.54	\$ 27.19	
	WEEK	\$ 808.40	\$ 832.00	\$ 856.80	\$ 888.80	\$ 919.20	\$ 988.00	\$ 1,014.00	\$ 1,034.00	\$ 1,061.60	\$ 1,087.60	
	YEAR	\$ 42,036.80	\$ 43,264.00	\$ 44,553.60	\$ 46,217.60	\$ 47,798.40	\$ 51,376.00	\$ 52,728.00	\$ 53,768.00	\$ 55,203.20	\$ 56,555.20	
2018	3%											
117		\$ 19.85	\$ 20.43	\$ 21.06	\$ 21.87	\$ 22.61	\$ 24.36	\$ 24.84	\$ 25.51	\$ 26.14	\$ 26.89	
	WEEK	\$ 794.00	\$ 817.20	\$ 842.40	\$ 874.80	\$ 904.40	\$ 974.40	\$ 993.60	\$ 1,020.40	\$ 1,045.60	\$ 1,075.60	
	YEAR	\$ 41,288.00	\$ 42,494.40	\$ 43,804.80	\$ 45,489.60	\$ 47,028.80	\$ 50,668.80	\$ 51,667.20	\$ 53,060.80	\$ 54,371.20	\$ 55,931.20	
2019	2%											
117		\$ 20.25	\$ 20.84	\$ 21.48	\$ 22.31	\$ 23.06	\$ 24.85	\$ 25.34	\$ 26.02	\$ 26.66	\$ 27.43	
	WEEK	\$ 810.00	\$ 833.60	\$ 859.20	\$ 892.40	\$ 922.40	\$ 994.00	\$ 1,013.60	\$ 1,040.80	\$ 1,066.40	\$ 1,097.20	
	YEAR	\$ 42,120.00	\$ 43,347.20	\$ 44,678.40	\$ 46,404.80	\$ 47,964.80	\$ 51,688.00	\$ 52,707.20	\$ 54,121.60	\$ 55,452.80	\$ 57,054.40	
2020	2%											
117		\$ 20.66	\$ 21.26	\$ 21.91	\$ 22.76	\$ 23.52	\$ 25.35	\$ 25.85	\$ 26.54	\$ 27.19	\$ 27.98	
	WEEK	\$ 826.40	\$ 850.40	\$ 876.40	\$ 910.40	\$ 940.80	\$ 1,014.00	\$ 1,034.00	\$ 1,061.60	\$ 1,087.60	\$ 1,119.20	
	YEAR	\$ 42,972.80	\$ 44,220.80	\$ 45,572.80	\$ 47,340.80	\$ 48,921.60	\$ 52,728.00	\$ 53,768.00	\$ 55,203.20	\$ 56,555.20	\$ 58,198.40	
2018	3%											
118		\$ 20.38	\$ 21.02	\$ 21.68	\$ 22.46	\$ 23.21	\$ 24.84	\$ 25.51	\$ 26.14	\$ 26.89	\$ 27.65	
	WEEK	\$ 815.20	\$ 840.80	\$ 867.20	\$ 898.40	\$ 928.40	\$ 993.60	\$ 1,020.40	\$ 1,045.60	\$ 1,075.60	\$ 1,106.00	
	YEAR	\$ 42,390.40	\$ 43,721.60	\$ 45,094.40	\$ 46,716.80	\$ 48,276.80	\$ 51,667.20	\$ 53,060.80	\$ 54,371.20	\$ 55,931.20	\$ 57,512.00	
2019	2%											
118		\$ 20.79	\$ 21.44	\$ 22.11	\$ 22.91	\$ 23.67	\$ 25.34	\$ 26.02	\$ 26.66	\$ 27.43	\$ 28.20	
	WEEK	\$ 831.60	\$ 857.60	\$ 884.40	\$ 916.40	\$ 946.80	\$ 1,013.60	\$ 1,040.80	\$ 1,066.40	\$ 1,097.20	\$ 1,128.00	
	YEAR	\$ 43,243.20	\$ 44,595.20	\$ 45,988.80	\$ 47,652.80	\$ 49,233.60	\$ 52,707.20	\$ 54,121.60	\$ 55,452.80	\$ 57,054.40	\$ 58,656.00	
2020	2%											
118		\$ 21.21	\$ 21.87	\$ 22.55	\$ 23.37	\$ 24.14	\$ 25.85	\$ 26.54	\$ 27.19	\$ 27.98	\$ 28.76	
	WEEK	\$ 848.40	\$ 874.80	\$ 902.00	\$ 934.80	\$ 965.60	\$ 1,034.00	\$ 1,061.60	\$ 1,087.60	\$ 1,119.20	\$ 1,150.40	
	YEAR	\$ 44,116.80	\$ 45,489.60	\$ 46,904.00	\$ 48,609.60	\$ 50,211.20	\$ 53,768.00	\$ 55,203.20	\$ 56,555.20	\$ 58,198.40	\$ 59,820.80	

BLUE COLLAR GRADE RATE SCHEDULE SALARY AND WAGE

2018	3%										
118B		\$ 20.58	\$ 21.22	\$ 21.88	\$ 22.66	\$ 23.41	\$ 25.04	\$ 25.71	\$ 26.34	\$ 27.09	\$ 27.85
	WEEK	\$ 823.20	\$ 848.80	\$ 875.20	\$ 906.40	\$ 936.40	\$ 1,001.60	\$ 1,028.40	\$ 1,053.60	\$ 1,083.60	\$ 1,114.00
	YEAR	\$ 42,806.40	\$ 44,137.60	\$ 45,510.40	\$ 47,132.80	\$ 48,692.80	\$ 52,083.20	\$ 53,476.80	\$ 54,787.20	\$ 56,347.20	\$ 57,928.00
2019	2%										
118B		\$ 20.99	\$ 21.64	\$ 22.31	\$ 23.11	\$ 23.87	\$ 25.54	\$ 26.22	\$ 26.86	\$ 27.63	\$ 28.40
	WEEK	\$ 839.60	\$ 865.60	\$ 892.40	\$ 924.40	\$ 954.80	\$ 1,021.60	\$ 1,048.80	\$ 1,074.40	\$ 1,105.20	\$ 1,136.00
	YEAR	\$ 43,659.20	\$ 45,011.20	\$ 46,404.80	\$ 48,068.80	\$ 49,649.60	\$ 53,123.20	\$ 54,537.60	\$ 55,868.80	\$ 57,470.40	\$ 59,072.00
2020	2%										
118B		\$ 21.41	\$ 22.07	\$ 22.75	\$ 23.57	\$ 24.34	\$ 26.05	\$ 26.74	\$ 27.39	\$ 28.18	\$ 28.96
	WEEK	\$ 856.40	\$ 882.80	\$ 910.00	\$ 942.80	\$ 973.60	\$ 1,042.00	\$ 1,069.60	\$ 1,095.60	\$ 1,127.20	\$ 1,158.40
	YEAR	\$ 44,532.80	\$ 45,905.60	\$ 47,320.00	\$ 49,025.60	\$ 50,627.20	\$ 54,184.00	\$ 55,619.20	\$ 56,971.20	\$ 58,614.40	\$ 60,236.80
2018	3%										
119		\$ 20.91	\$ 21.55	\$ 22.20	\$ 23.05	\$ 23.76	\$ 25.51	\$ 26.14	\$ 26.89	\$ 27.65	\$ 28.36
	WEEK	\$ 836.40	\$ 862.00	\$ 888.00	\$ 922.00	\$ 950.40	\$ 1,020.40	\$ 1,045.60	\$ 1,075.60	\$ 1,106.00	\$ 1,134.40
	YEAR	\$ 43,492.80	\$ 44,824.00	\$ 46,176.00	\$ 47,944.00	\$ 49,420.80	\$ 53,060.80	\$ 54,371.20	\$ 55,931.20	\$ 57,512.00	\$ 58,988.80
2019	2%										
119		\$ 21.33	\$ 21.98	\$ 22.64	\$ 23.51	\$ 24.24	\$ 26.02	\$ 26.66	\$ 27.43	\$ 28.20	\$ 28.93
	WEEK	\$ 853.20	\$ 879.20	\$ 905.60	\$ 940.40	\$ 969.60	\$ 1,040.80	\$ 1,066.40	\$ 1,097.20	\$ 1,128.00	\$ 1,157.20
	YEAR	\$ 44,366.40	\$ 45,718.40	\$ 47,091.20	\$ 48,900.80	\$ 50,419.20	\$ 54,121.60	\$ 55,452.80	\$ 57,054.40	\$ 58,656.00	\$ 60,174.40
2020	2%										
119		\$ 21.76	\$ 22.42	\$ 23.09	\$ 23.98	\$ 24.73	\$ 26.54	\$ 27.19	\$ 27.98	\$ 28.76	\$ 29.51
	WEEK	\$ 870.40	\$ 896.80	\$ 923.60	\$ 959.20	\$ 989.20	\$ 1,061.60	\$ 1,087.60	\$ 1,119.20	\$ 1,150.40	\$ 1,180.40
	YEAR	\$ 45,260.80	\$ 46,633.60	\$ 48,027.20	\$ 49,878.40	\$ 51,438.40	\$ 55,203.20	\$ 56,555.20	\$ 58,198.40	\$ 59,820.80	\$ 61,380.80
2018	3%										
119B		\$ 21.11	\$ 21.75	\$ 22.40	\$ 23.25	\$ 23.96	\$ 25.71	\$ 26.34	\$ 27.09	\$ 27.85	\$ 28.56
	WEEK	\$ 844.40	\$ 870.00	\$ 896.00	\$ 930.00	\$ 958.40	\$ 1,028.40	\$ 1,053.60	\$ 1,083.60	\$ 1,114.00	\$ 1,142.40
	YEAR	\$ 43,908.80	\$ 45,240.00	\$ 46,592.00	\$ 48,360.00	\$ 49,836.80	\$ 53,476.80	\$ 54,787.20	\$ 56,347.20	\$ 57,928.00	\$ 59,404.80
2019	2%										
119B		\$ 21.53	\$ 22.18	\$ 22.84	\$ 23.71	\$ 24.44	\$ 26.22	\$ 26.86	\$ 27.63	\$ 28.40	\$ 29.13
	WEEK	\$ 861.20	\$ 887.20	\$ 913.60	\$ 948.40	\$ 977.60	\$ 1,048.80	\$ 1,074.40	\$ 1,105.20	\$ 1,136.00	\$ 1,165.20
	YEAR	\$ 44,782.40	\$ 46,134.40	\$ 47,507.20	\$ 49,316.80	\$ 50,835.20	\$ 54,537.60	\$ 55,868.80	\$ 57,470.40	\$ 59,072.00	\$ 60,590.40
2020	2%										
119B		\$ 21.96	\$ 22.62	\$ 23.29	\$ 24.18	\$ 24.93	\$ 26.74	\$ 27.39	\$ 28.18	\$ 28.96	\$ 29.71
	WEEK	\$ 878.40	\$ 904.80	\$ 931.60	\$ 967.20	\$ 997.20	\$ 1,069.60	\$ 1,095.60	\$ 1,127.20	\$ 1,158.40	\$ 1,188.40
	YEAR	\$ 45,676.80	\$ 47,049.60	\$ 48,443.20	\$ 50,294.40	\$ 51,854.40	\$ 55,619.20	\$ 56,971.20	\$ 58,614.40	\$ 60,236.80	\$ 61,796.80

BLUE COLLAR GRADE RATE SCHEDULE SALARY AND WAGE

2018	3%										
119C		\$ 21.16	\$ 21.80	\$ 22.45	\$ 23.30	\$ 24.01	\$ 25.76	\$ 26.39	\$ 27.14	\$ 27.90	\$ 28.61
	WEEK	\$ 846.40	\$ 872.00	\$ 898.00	\$ 932.00	\$ 960.40	\$ 1,030.40	\$ 1,055.60	\$ 1,085.60	\$ 1,116.00	\$ 1,144.40
	YEAR	\$ 44,012.80	\$ 45,344.00	\$ 46,696.00	\$ 48,464.00	\$ 49,940.80	\$ 53,580.80	\$ 54,891.20	\$ 56,451.20	\$ 58,032.00	\$ 59,508.80
2019	2%										
119C		\$ 21.58	\$ 22.23	\$ 22.89	\$ 23.76	\$ 24.49	\$ 26.27	\$ 26.91	\$ 27.68	\$ 28.45	\$ 29.18
	WEEK	\$ 863.20	\$ 889.20	\$ 915.60	\$ 950.40	\$ 979.60	\$ 1,050.80	\$ 1,076.40	\$ 1,107.20	\$ 1,138.00	\$ 1,167.20
	YEAR	\$ 44,886.40	\$ 46,238.40	\$ 47,611.20	\$ 49,420.80	\$ 50,939.20	\$ 54,641.60	\$ 55,972.80	\$ 57,574.40	\$ 59,176.00	\$ 60,694.40
2020	2%										
119C		\$ 22.01	\$ 22.67	\$ 23.34	\$ 24.23	\$ 24.98	\$ 26.79	\$ 27.44	\$ 28.23	\$ 29.01	\$ 29.76
	WEEK	\$ 880.40	\$ 906.80	\$ 933.60	\$ 969.20	\$ 999.20	\$ 1,071.60	\$ 1,097.60	\$ 1,129.20	\$ 1,160.40	\$ 1,190.40
	YEAR	\$ 45,780.80	\$ 47,153.60	\$ 48,547.20	\$ 50,398.40	\$ 51,958.40	\$ 55,723.20	\$ 57,075.20	\$ 58,718.40	\$ 60,340.80	\$ 61,900.80
2018	3%										
120		\$ 21.41	\$ 22.08	\$ 22.75	\$ 23.66	\$ 24.43	\$ 26.14	\$ 26.89	\$ 27.65	\$ 28.36	\$ 29.12
	WEEK	\$ 856.40	\$ 883.20	\$ 910.00	\$ 946.40	\$ 977.20	\$ 1,045.60	\$ 1,075.60	\$ 1,106.00	\$ 1,134.40	\$ 1,164.80
	YEAR	\$ 44,532.80	\$ 45,926.40	\$ 47,320.00	\$ 49,212.80	\$ 50,814.40	\$ 54,371.20	\$ 55,931.20	\$ 57,512.00	\$ 58,988.80	\$ 60,569.60
2019	2%										
120		\$ 21.84	\$ 22.52	\$ 23.21	\$ 24.13	\$ 24.92	\$ 26.66	\$ 27.43	\$ 28.20	\$ 28.93	\$ 29.70
	WEEK	\$ 873.60	\$ 900.80	\$ 928.40	\$ 965.20	\$ 996.80	\$ 1,066.40	\$ 1,097.20	\$ 1,128.00	\$ 1,157.20	\$ 1,188.00
	YEAR	\$ 45,427.20	\$ 46,841.60	\$ 48,276.80	\$ 50,190.40	\$ 51,833.60	\$ 55,452.80	\$ 57,054.40	\$ 58,656.00	\$ 60,174.40	\$ 61,776.00
2020	2%										
120		\$ 22.28	\$ 22.97	\$ 23.67	\$ 24.61	\$ 25.42	\$ 27.19	\$ 27.98	\$ 28.76	\$ 29.51	\$ 30.29
	WEEK	\$ 891.20	\$ 918.80	\$ 946.80	\$ 984.40	\$ 1,016.80	\$ 1,087.60	\$ 1,119.20	\$ 1,150.40	\$ 1,180.40	\$ 1,211.60
	YEAR	\$ 46,342.40	\$ 47,777.60	\$ 49,233.60	\$ 51,188.80	\$ 52,873.60	\$ 56,555.20	\$ 58,198.40	\$ 59,820.80	\$ 61,380.80	\$ 63,003.20
2018	3%										
120A		\$ 21.55	\$ 22.22	\$ 22.89	\$ 23.80	\$ 24.57	\$ 26.28	\$ 27.03	\$ 27.79	\$ 28.50	\$ 29.26
	WEEK	\$ 862.00	\$ 888.80	\$ 915.60	\$ 952.00	\$ 982.80	\$ 1,051.20	\$ 1,081.20	\$ 1,111.60	\$ 1,140.00	\$ 1,170.40
	YEAR	\$ 44,824.00	\$ 46,217.60	\$ 47,611.20	\$ 49,504.00	\$ 51,105.60	\$ 54,662.40	\$ 56,222.40	\$ 57,803.20	\$ 59,280.00	\$ 60,860.80
2019	2%										
120A		\$ 21.98	\$ 22.66	\$ 23.35	\$ 24.27	\$ 25.06	\$ 26.80	\$ 27.57	\$ 28.34	\$ 29.07	\$ 29.84
	WEEK	\$ 879.20	\$ 906.40	\$ 934.00	\$ 970.80	\$ 1,002.40	\$ 1,072.00	\$ 1,102.80	\$ 1,133.60	\$ 1,162.80	\$ 1,193.60
	YEAR	\$ 45,718.40	\$ 47,132.80	\$ 48,568.00	\$ 50,481.60	\$ 52,124.80	\$ 55,744.00	\$ 57,345.60	\$ 58,947.20	\$ 60,465.60	\$ 62,067.20
2020	2%										
120A		\$ 22.42	\$ 23.11	\$ 23.81	\$ 24.75	\$ 25.56	\$ 27.33	\$ 28.12	\$ 28.90	\$ 29.65	\$ 30.43
	WEEK	\$ 896.80	\$ 924.40	\$ 952.40	\$ 990.00	\$ 1,022.40	\$ 1,093.20	\$ 1,124.80	\$ 1,156.00	\$ 1,186.00	\$ 1,217.20
	YEAR	\$ 46,633.60	\$ 48,068.80	\$ 49,524.80	\$ 51,480.00	\$ 53,164.80	\$ 56,846.40	\$ 58,489.60	\$ 60,112.00	\$ 61,672.00	\$ 63,294.40

BLUE COLLAR GRADE RATE SCHEDULE SALARY AND WAGE

2018	3%										
120B		\$ 21.61	\$ 22.28	\$ 22.95	\$ 23.86	\$ 24.63	\$ 26.34	\$ 27.09	\$ 27.85	\$ 28.56	\$ 29.32
	WEEK	\$ 864.40	\$ 891.20	\$ 918.00	\$ 954.40	\$ 985.20	\$ 1,053.60	\$ 1,083.60	\$ 1,114.00	\$ 1,142.40	\$ 1,172.80
	YEAR	\$ 44,948.80	\$ 46,342.40	\$ 47,736.00	\$ 49,628.80	\$ 51,230.40	\$ 54,787.20	\$ 56,347.20	\$ 57,928.00	\$ 59,404.80	\$ 60,985.60
2019	2%										
120B		\$ 22.04	\$ 22.72	\$ 23.41	\$ 24.33	\$ 25.12	\$ 26.86	\$ 27.63	\$ 28.40	\$ 29.13	\$ 29.90
	WEEK	\$ 881.60	\$ 908.80	\$ 936.40	\$ 973.20	\$ 1,004.80	\$ 1,074.40	\$ 1,105.20	\$ 1,136.00	\$ 1,165.20	\$ 1,196.00
	YEAR	\$ 45,843.20	\$ 47,257.60	\$ 48,692.80	\$ 50,606.40	\$ 52,249.60	\$ 55,868.80	\$ 57,470.40	\$ 59,072.00	\$ 60,590.40	\$ 62,192.00
2020	2%										
120B		\$ 22.48	\$ 23.17	\$ 23.87	\$ 24.81	\$ 25.62	\$ 27.39	\$ 28.18	\$ 28.96	\$ 29.71	\$ 30.49
	WEEK	\$ 899.20	\$ 926.80	\$ 954.80	\$ 992.40	\$ 1,024.80	\$ 1,095.60	\$ 1,127.20	\$ 1,158.40	\$ 1,188.40	\$ 1,219.60
	YEAR	\$ 46,758.40	\$ 48,193.60	\$ 49,649.60	\$ 51,604.80	\$ 53,289.60	\$ 56,971.20	\$ 58,614.40	\$ 60,236.80	\$ 61,796.80	\$ 63,419.20
2018	3%										
120C		\$ 21.66	\$ 22.33	\$ 23.00	\$ 23.91	\$ 24.68	\$ 26.39	\$ 27.14	\$ 27.90	\$ 28.61	\$ 29.37
	WEEK	\$ 866.40	\$ 893.20	\$ 920.00	\$ 956.40	\$ 987.20	\$ 1,055.60	\$ 1,085.60	\$ 1,116.00	\$ 1,144.40	\$ 1,174.80
	YEAR	\$ 45,052.80	\$ 46,446.40	\$ 47,840.00	\$ 49,732.80	\$ 51,334.40	\$ 54,891.20	\$ 56,451.20	\$ 58,032.00	\$ 59,508.80	\$ 61,089.60
2019	2%										
120C		\$ 22.09	\$ 22.77	\$ 23.46	\$ 24.38	\$ 25.17	\$ 26.91	\$ 27.68	\$ 28.45	\$ 29.18	\$ 29.95
	WEEK	\$ 883.60	\$ 910.80	\$ 938.40	\$ 975.20	\$ 1,006.80	\$ 1,076.40	\$ 1,107.20	\$ 1,138.00	\$ 1,167.20	\$ 1,198.00
	YEAR	\$ 45,947.20	\$ 47,361.60	\$ 48,796.80	\$ 50,710.40	\$ 52,353.60	\$ 55,972.80	\$ 57,574.40	\$ 59,176.00	\$ 60,694.40	\$ 62,296.00
2020	2%										
120C		\$ 22.53	\$ 23.22	\$ 23.92	\$ 24.86	\$ 25.67	\$ 27.44	\$ 28.23	\$ 29.01	\$ 29.76	\$ 30.54
	WEEK	\$ 901.20	\$ 928.80	\$ 956.80	\$ 994.40	\$ 1,026.80	\$ 1,097.60	\$ 1,129.20	\$ 1,160.40	\$ 1,190.40	\$ 1,221.60
	YEAR	\$ 46,862.40	\$ 48,297.60	\$ 49,753.60	\$ 51,708.80	\$ 53,393.60	\$ 57,075.20	\$ 58,718.40	\$ 60,340.80	\$ 61,900.80	\$ 63,523.20
2018	3%										
121		\$ 21.97	\$ 22.65	\$ 23.34	\$ 24.18	\$ 25.06	\$ 26.89	\$ 27.65	\$ 28.36	\$ 29.12	\$ 30.03
	WEEK	\$ 878.80	\$ 906.00	\$ 933.60	\$ 967.20	\$ 1,002.40	\$ 1,075.60	\$ 1,106.00	\$ 1,134.40	\$ 1,164.80	\$ 1,201.20
	YEAR	\$ 45,697.60	\$ 47,112.00	\$ 48,547.20	\$ 50,294.40	\$ 52,124.80	\$ 55,931.20	\$ 57,512.00	\$ 58,988.80	\$ 60,569.60	\$ 62,462.40
2019	2%										
121		\$ 22.41	\$ 23.10	\$ 23.81	\$ 24.66	\$ 25.56	\$ 27.43	\$ 28.20	\$ 28.93	\$ 29.70	\$ 30.63
	WEEK	\$ 896.40	\$ 924.00	\$ 952.40	\$ 986.40	\$ 1,022.40	\$ 1,097.20	\$ 1,128.00	\$ 1,157.20	\$ 1,188.00	\$ 1,225.20
	YEAR	\$ 46,612.80	\$ 48,048.00	\$ 49,524.80	\$ 51,292.80	\$ 53,164.80	\$ 57,054.40	\$ 58,656.00	\$ 60,174.40	\$ 61,776.00	\$ 63,710.40
2020	2%										
121		\$ 22.86	\$ 23.56	\$ 24.29	\$ 25.15	\$ 26.07	\$ 27.98	\$ 28.76	\$ 29.51	\$ 30.29	\$ 31.24
	WEEK	\$ 914.40	\$ 942.40	\$ 971.60	\$ 1,006.00	\$ 1,042.80	\$ 1,119.20	\$ 1,150.40	\$ 1,180.40	\$ 1,211.60	\$ 1,249.60
	YEAR	\$ 47,548.80	\$ 49,004.80	\$ 50,523.20	\$ 52,312.00	\$ 54,225.60	\$ 58,198.40	\$ 59,820.80	\$ 61,380.80	\$ 63,003.20	\$ 64,979.20

BLUE COLLAR GRADE RATE SCHEDULE SALARY AND WAGE

2018	3%										
121B		\$ 22.17	\$ 22.85	\$ 23.54	\$ 24.38	\$ 25.26	\$ 27.09	\$ 27.85	\$ 28.56	\$ 29.32	\$ 30.23
	WEEK	\$ 886.80	\$ 914.00	\$ 941.60	\$ 975.20	\$ 1,010.40	\$ 1,083.60	\$ 1,114.00	\$ 1,142.40	\$ 1,172.80	\$ 1,209.20
	YEAR	\$ 46,113.60	\$ 47,528.00	\$ 48,963.20	\$ 50,710.40	\$ 52,540.80	\$ 56,347.20	\$ 57,928.00	\$ 59,404.80	\$ 60,985.60	\$ 62,878.40
2019	2%										
121B		\$ 22.61	\$ 23.30	\$ 24.01	\$ 24.86	\$ 25.76	\$ 27.63	\$ 28.40	\$ 29.13	\$ 29.90	\$ 30.83
	WEEK	\$ 904.40	\$ 932.00	\$ 960.40	\$ 994.40	\$ 1,030.40	\$ 1,105.20	\$ 1,136.00	\$ 1,165.20	\$ 1,196.00	\$ 1,233.20
	YEAR	\$ 47,028.80	\$ 48,464.00	\$ 49,940.80	\$ 51,708.80	\$ 53,580.80	\$ 57,470.40	\$ 59,072.00	\$ 60,590.40	\$ 62,192.00	\$ 64,126.40
2020	2%										
121B		\$ 23.06	\$ 23.76	\$ 24.49	\$ 25.35	\$ 26.27	\$ 28.18	\$ 28.96	\$ 29.71	\$ 30.49	\$ 31.44
	WEEK	\$ 922.40	\$ 950.40	\$ 979.60	\$ 1,014.00	\$ 1,050.80	\$ 1,127.20	\$ 1,158.40	\$ 1,188.40	\$ 1,219.60	\$ 1,257.60
	YEAR	\$ 47,964.80	\$ 49,420.80	\$ 50,939.20	\$ 52,728.00	\$ 54,641.60	\$ 58,614.40	\$ 60,236.80	\$ 61,796.80	\$ 63,419.20	\$ 65,395.20
2018	3%										
121C		\$ 22.22	\$ 22.90	\$ 23.59	\$ 24.43	\$ 25.31	\$ 27.14	\$ 27.90	\$ 28.61	\$ 29.37	\$ 30.28
	WEEK	\$ 888.80	\$ 916.00	\$ 943.60	\$ 977.20	\$ 1,012.40	\$ 1,085.60	\$ 1,116.00	\$ 1,144.40	\$ 1,174.80	\$ 1,211.20
	YEAR	\$ 46,217.60	\$ 47,632.00	\$ 49,067.20	\$ 50,814.40	\$ 52,644.80	\$ 56,451.20	\$ 58,032.00	\$ 59,508.80	\$ 61,089.60	\$ 62,982.40
2019	2%										
121C		\$ 22.66	\$ 23.35	\$ 24.06	\$ 24.91	\$ 25.81	\$ 27.68	\$ 28.45	\$ 29.18	\$ 29.95	\$ 30.88
	WEEK	\$ 906.40	\$ 934.00	\$ 962.40	\$ 996.40	\$ 1,032.40	\$ 1,107.20	\$ 1,138.00	\$ 1,167.20	\$ 1,198.00	\$ 1,235.20
	YEAR	\$ 47,132.80	\$ 48,568.00	\$ 50,044.80	\$ 51,812.80	\$ 53,684.80	\$ 57,574.40	\$ 59,176.00	\$ 60,694.40	\$ 62,296.00	\$ 64,230.40
2020	2%										
121C		\$ 23.11	\$ 23.81	\$ 24.54	\$ 25.40	\$ 26.32	\$ 28.23	\$ 29.01	\$ 29.76	\$ 30.54	\$ 31.49
	WEEK	\$ 924.40	\$ 952.40	\$ 981.60	\$ 1,016.00	\$ 1,052.80	\$ 1,129.20	\$ 1,160.40	\$ 1,190.40	\$ 1,221.60	\$ 1,259.60
	YEAR	\$ 48,068.80	\$ 49,524.80	\$ 51,043.20	\$ 52,832.00	\$ 54,745.60	\$ 58,718.40	\$ 60,340.80	\$ 61,900.80	\$ 63,523.20	\$ 65,499.20
2018	3%										
122		\$ 22.65	\$ 23.32	\$ 24.08	\$ 24.88	\$ 25.76	\$ 27.65	\$ 28.36	\$ 29.12	\$ 30.03	\$ 30.80
	WEEK	\$ 906.00	\$ 932.80	\$ 963.20	\$ 995.20	\$ 1,030.40	\$ 1,106.00	\$ 1,134.40	\$ 1,164.80	\$ 1,201.20	\$ 1,232.00
	YEAR	\$ 47,112.00	\$ 48,505.60	\$ 50,086.40	\$ 51,750.40	\$ 53,580.80	\$ 57,512.00	\$ 58,988.80	\$ 60,569.60	\$ 62,462.40	\$ 64,064.00
2019	2%										
122		\$ 23.10	\$ 23.79	\$ 24.56	\$ 25.38	\$ 26.28	\$ 28.20	\$ 28.93	\$ 29.70	\$ 30.63	\$ 31.42
	WEEK	\$ 924.00	\$ 951.60	\$ 982.40	\$ 1,015.20	\$ 1,051.20	\$ 1,128.00	\$ 1,157.20	\$ 1,188.00	\$ 1,225.20	\$ 1,256.80
	YEAR	\$ 48,048.00	\$ 49,483.20	\$ 51,084.80	\$ 52,790.40	\$ 54,662.40	\$ 58,656.00	\$ 60,174.40	\$ 61,776.00	\$ 63,710.40	\$ 65,353.60
2020	2%										
122		\$ 23.56	\$ 24.27	\$ 25.05	\$ 25.89	\$ 26.81	\$ 28.76	\$ 29.51	\$ 30.29	\$ 31.24	\$ 32.05
	WEEK	\$ 942.40	\$ 970.80	\$ 1,002.00	\$ 1,035.60	\$ 1,072.40	\$ 1,150.40	\$ 1,180.40	\$ 1,211.60	\$ 1,249.60	\$ 1,282.00
	YEAR	\$ 49,004.80	\$ 50,481.60	\$ 52,104.00	\$ 53,851.20	\$ 55,764.80	\$ 59,820.80	\$ 61,380.80	\$ 63,003.20	\$ 64,979.20	\$ 66,664.00

BLUE COLLAR GRADE RATE SCHEDULE SALARY AND WAGE

2018	3%											
122B		\$ 22.85	\$ 23.52	\$ 24.28	\$ 25.08	\$ 25.96	\$ 27.85	\$ 28.56	\$ 29.32	\$ 30.23	\$ 31.00	
	WEEK	\$ 914.00	\$ 940.80	\$ 971.20	\$ 1,003.20	\$ 1,038.40	\$ 1,114.00	\$ 1,142.40	\$ 1,172.80	\$ 1,209.20	\$ 1,240.00	
	YEAR	\$ 47,528.00	\$ 48,921.60	\$ 50,502.40	\$ 52,166.40	\$ 53,996.80	\$ 57,928.00	\$ 59,404.80	\$ 60,985.60	\$ 62,878.40	\$ 64,480.00	
2019	2%											
122B		\$ 23.30	\$ 23.99	\$ 24.76	\$ 25.58	\$ 26.48	\$ 28.40	\$ 29.13	\$ 29.90	\$ 30.83	\$ 31.62	
	WEEK	\$ 932.00	\$ 959.60	\$ 990.40	\$ 1,023.20	\$ 1,059.20	\$ 1,136.00	\$ 1,165.20	\$ 1,196.00	\$ 1,233.20	\$ 1,264.80	
	YEAR	\$ 48,464.00	\$ 49,899.20	\$ 51,500.80	\$ 53,206.40	\$ 55,078.40	\$ 59,072.00	\$ 60,590.40	\$ 62,192.00	\$ 64,126.40	\$ 65,769.60	
2020	2%											
122B		\$ 23.76	\$ 24.47	\$ 25.25	\$ 26.09	\$ 27.01	\$ 28.96	\$ 29.71	\$ 30.49	\$ 31.44	\$ 32.25	
	WEEK	\$ 950.40	\$ 978.80	\$ 1,010.00	\$ 1,043.60	\$ 1,080.40	\$ 1,158.40	\$ 1,188.40	\$ 1,219.60	\$ 1,257.60	\$ 1,290.00	
	YEAR	\$ 49,420.80	\$ 50,897.60	\$ 52,520.00	\$ 54,267.20	\$ 56,180.80	\$ 60,236.80	\$ 61,796.80	\$ 63,419.20	\$ 65,395.20	\$ 67,080.00	
2018	3%											
123		\$ 23.08	\$ 23.74	\$ 24.48	\$ 25.36	\$ 26.20	\$ 28.00	\$ 28.75	\$ 29.50	\$ 30.29	\$ 31.11	
	WEEK	\$ 923.20	\$ 949.60	\$ 979.20	\$ 1,014.40	\$ 1,048.00	\$ 1,120.00	\$ 1,150.00	\$ 1,180.00	\$ 1,211.60	\$ 1,244.40	
	YEAR	\$ 48,006.40	\$ 49,379.20	\$ 50,918.40	\$ 52,748.80	\$ 54,496.00	\$ 58,240.00	\$ 59,800.00	\$ 61,360.00	\$ 63,003.20	\$ 64,708.80	
2019	2%											
123		\$ 23.54	\$ 24.22	\$ 24.97	\$ 25.87	\$ 26.72	\$ 28.56	\$ 29.33	\$ 30.09	\$ 30.90	\$ 31.73	
	WEEK	\$ 941.60	\$ 968.80	\$ 998.80	\$ 1,034.80	\$ 1,068.80	\$ 1,142.40	\$ 1,173.20	\$ 1,203.60	\$ 1,236.00	\$ 1,269.20	
	YEAR	\$ 48,963.20	\$ 50,377.60	\$ 51,937.60	\$ 53,809.60	\$ 55,577.60	\$ 59,404.80	\$ 61,006.40	\$ 62,587.20	\$ 64,272.00	\$ 65,998.40	
2020	2%											
123		\$ 24.01	\$ 24.70	\$ 25.47	\$ 26.39	\$ 27.25	\$ 29.13	\$ 29.92	\$ 30.69	\$ 31.52	\$ 32.37	
	WEEK	\$ 960.40	\$ 988.00	\$ 1,018.80	\$ 1,055.60	\$ 1,090.00	\$ 1,165.20	\$ 1,196.80	\$ 1,227.60	\$ 1,260.80	\$ 1,294.80	
	YEAR	\$ 49,940.80	\$ 51,376.00	\$ 52,977.60	\$ 54,891.20	\$ 56,680.00	\$ 60,590.40	\$ 62,233.60	\$ 63,835.20	\$ 65,561.60	\$ 67,329.60	
2018	3%											
124		\$ 23.24	\$ 23.98	\$ 24.75	\$ 25.62	\$ 26.50	\$ 28.36	\$ 29.12	\$ 30.03	\$ 30.80	\$ 31.72	
	WEEK	\$ 929.60	\$ 959.20	\$ 990.00	\$ 1,024.80	\$ 1,060.00	\$ 1,134.40	\$ 1,164.80	\$ 1,201.20	\$ 1,232.00	\$ 1,268.80	
	YEAR	\$ 48,339.20	\$ 49,878.40	\$ 51,480.00	\$ 53,289.60	\$ 55,120.00	\$ 58,988.80	\$ 60,569.60	\$ 62,462.40	\$ 64,064.00	\$ 65,977.60	
2019	2%											
124		\$ 23.71	\$ 24.46	\$ 25.25	\$ 26.13	\$ 27.03	\$ 28.93	\$ 29.70	\$ 30.63	\$ 31.42	\$ 32.35	
	WEEK	\$ 948.40	\$ 978.40	\$ 1,010.00	\$ 1,045.20	\$ 1,081.20	\$ 1,157.20	\$ 1,188.00	\$ 1,225.20	\$ 1,256.80	\$ 1,294.00	
	YEAR	\$ 49,316.80	\$ 50,876.80	\$ 52,520.00	\$ 54,350.40	\$ 56,222.40	\$ 60,174.40	\$ 61,776.00	\$ 63,710.40	\$ 65,353.60	\$ 67,288.00	
2020	2%											
124		\$ 24.18	\$ 24.95	\$ 25.76	\$ 26.65	\$ 27.57	\$ 29.51	\$ 30.29	\$ 31.24	\$ 32.05	\$ 33.00	
	WEEK	\$ 967.20	\$ 998.00	\$ 1,030.40	\$ 1,066.00	\$ 1,102.80	\$ 1,180.40	\$ 1,211.60	\$ 1,249.60	\$ 1,282.00	\$ 1,320.00	
	YEAR	\$ 50,294.40	\$ 51,896.00	\$ 53,580.80	\$ 55,432.00	\$ 57,345.60	\$ 61,380.80	\$ 63,003.20	\$ 64,979.20	\$ 66,664.00	\$ 68,640.00	

BLUE COLLAR GRADE RATE SCHEDULE SALARY AND WAGE

2018	3%										
125		\$ 24.68	\$ 25.48	\$ 26.21	\$ 27.20	\$ 28.17	\$ 30.05	\$ 30.86	\$ 31.72	\$ 32.66	\$ 33.65
	WEEK	\$ 987.20	\$ 1,019.20	\$ 1,048.40	\$ 1,088.00	\$ 1,126.80	\$ 1,202.00	\$ 1,234.40	\$ 1,268.80	\$ 1,306.40	\$ 1,346.00
	YEAR	\$ 51,334.40	\$ 52,998.40	\$ 54,516.80	\$ 56,576.00	\$ 58,593.60	\$ 62,504.00	\$ 64,188.80	\$ 65,977.60	\$ 67,932.80	\$ 69,992.00
2019	2%										
125		\$ 25.17	\$ 25.99	\$ 26.73	\$ 27.74	\$ 28.73	\$ 30.65	\$ 31.48	\$ 32.35	\$ 33.31	\$ 34.32
	WEEK	\$ 1,006.80	\$ 1,039.60	\$ 1,069.20	\$ 1,109.60	\$ 1,149.20	\$ 1,226.00	\$ 1,259.20	\$ 1,294.00	\$ 1,332.40	\$ 1,372.80
	YEAR	\$ 52,353.60	\$ 54,059.20	\$ 55,598.40	\$ 57,699.20	\$ 59,758.40	\$ 63,752.00	\$ 65,478.40	\$ 67,288.00	\$ 69,284.80	\$ 71,385.60
2020	2%										
125		\$ 25.67	\$ 26.51	\$ 27.27	\$ 28.30	\$ 29.31	\$ 31.26	\$ 32.11	\$ 33.00	\$ 33.98	\$ 35.01
	WEEK	\$ 1,026.80	\$ 1,060.40	\$ 1,090.80	\$ 1,132.00	\$ 1,172.40	\$ 1,250.40	\$ 1,284.40	\$ 1,320.00	\$ 1,359.20	\$ 1,400.40
	YEAR	\$ 53,393.60	\$ 55,140.80	\$ 56,721.60	\$ 58,864.00	\$ 60,964.80	\$ 65,020.80	\$ 66,788.80	\$ 68,640.00	\$ 70,678.40	\$ 72,820.80
NOTE: The length of time required to serve in each step shall be as follows:											
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
	6 MOS.	6 MOS.	12 MOS.	12 MOS.	12 MOS.	12 MOS.	12 MOS.	12 MOS.	12 MOS.	-----	

ARFF

	220		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5				
48 Hour	2018	\$	14.84	\$	19.34	\$	20.79	\$	22.19	\$	24.14
	2019	\$	15.14	\$	19.73	\$	21.21	\$	22.63	\$	24.62
	2020	\$	15.44	\$	20.13	\$	21.63	\$	23.08	\$	25.11
40 Hour	2018	\$	17.81	\$	23.21	\$	24.93	\$	26.64	\$	28.96
	2019	\$	18.17	\$	23.67	\$	25.43	\$	27.17	\$	29.54
	2020	\$	18.53	\$	24.14	\$	25.94	\$	27.71	\$	30.13

ARFF

Base Line
OT Rate

2018 OT	\$	26.72	\$	34.82	\$	37.40	\$	39.96	\$	43.44
2019 OT	\$	27.26	\$	35.51	\$	38.15	\$	40.76	\$	44.31
2020 OT	\$	27.80	\$	36.21	\$	38.91	\$	41.57	\$	45.20

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
6 MOS.	12 MOS.	12 MOS.	12 MOS.	---

PTP	2018	2019	2020
New Rate	\$ 14.87	\$ 15.17	\$ 15.47

Head Life-Saving Instructor

New Rate	\$ 18.86	\$ 19.24	\$ 19.63
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Recreation Leader II

New Rate	\$ 18.86	\$ 19.24	\$ 19.63
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Exhibition Center Security Officer Before 1984

New Rate	\$ 15.83	\$ 16.15	\$ 16.47
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Exhibition Center Security Officer After 1984

New Rate	\$ 14.40	\$ 14.69	\$ 14.98
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