APPENDIX B1

AFSCME/CEBA CLASSIFICATION PLAN

GRADE 1

7205 Recreation Programmer I

* GRADE 1M-S

2104 Support Team Worker

* GRADE 1M-E

3306 Event Staff

GRADE 2

GRADE 3

1111 Account Clerk I (Inactive)
 3115 Dietary Assistant (Inactive)

 Life Skills Aide (Inactive)

 1102 Parking Division Cashier
 1602 Receptionist
 1411 Switchboard Operator

* GRADE 3M

Nursing Assistant (Inactive)

GRADE 4

8619 Laundry Machine Operator

GRADE 5

Cafeteria Cook Clinical Assistant Concessions Cook (Inactive)

1402 Data Entry Clerk

Food Preparation Worker

Nutrition and Supply Services Assistant (Inactive)

Police Records Clerk (Inactive)

1310 Public Service Clerk

* GRADE 5M

Certified Nursing Assistant Unit Clerk

GRADE 6

2105 Beautician (Inactive)

Medical Assistant (Inactive)

APPENDIX B-1 (cont'd)

* GRADE 6M	
	Cook I
GRADE 7	
7202	Recreation Assistant
	Recreation Programmer II
1131	Sr. Police Records Clerk <mark>(Inactive)</mark>
	Adult Day Care Recreation Aide
GRADE 8	
	Administrative Assistant * Effective July 6, 2014
1112	Account Clerk II
	Animal Control Officer
	Assistant Security Coordinator (Inactive)
1113	Cashier Clerk
	Customer Service Specialist
5320	,
1312	
	Park Ranger (Inactive)
F355	Parking Control Officer
	Process Server
1100	Usher Coordinator (Inactive)
1103	
	Election Assistant
	Parking Office Assistant
	Shelter Security Guard
GRADE 9	
	Customer Service Representative
	Office Associate
1135	Printer (Inactive)

GRADE 10

	Treasury Cashier Clerk
8231	Engineering Technician
	Lead Scalehouse Attendant <mark>(Inactive</mark>
1103	Parking Garage Shift Leader
	Security Supervisor
	Senior Public Service Clerk (Inactive)
	Supervising Park Ranger

7302 Shelter Attendant

Dental Assistant

APPENIDX B-1 (cont'd)

*	GR	AD	Ε	1	0	Λ	1
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2	31	1	Liconcod	Practical	Murco
4	13 I		ricensea	Practical	MILITSE

* GRADE 10M - LDT

Licensed Dietetic Technician

GRADE 11

	Assessment Support Services Specialist Booking Coordinator (Inactive)
7301	Financial Eligibility Specialist
8154	Housing Inspector (Inactive)
	Permitting and Inspections Support Services Specialist
2321	Materials Manager
3352	Medical Transcriptionist (Inactive)
8236	Planning Technician
	Support Services Specialist
A124	Volunteer Coordinator (Inactive)
	Water Resources Support Services Specialist

GRADE 12

	Accountant
1121	Administrative Associate * Effective July 6, 2014
1431	Computer Operator
2305	Human Service Specialist
2314	Human Services Eligibility Specialist
3331	Laboratory Technician (Inactive)
	Permit Technician

Treasury Lead Cashier Clerk

GRADE 13

	Adult Day Care Program Coordinator (Inactive)
1123	Financial Administrative Assistant
C327	Licensing Inspector (Inactive)
A141	Senior Printer (Inactive)
	Licensing & Registration Assistant

GRADE 14

A342 Computer Operations Specialist (Inactive)
Certified Permit Technician
Senior Parking Control Officer

APPENIDX B-1 (cont'd)

GRADE 15

1124 Financial Services Specialist (Inactive)

2309 Geriatric Social Worker

* GRADE 15M-N

Adult Day Services Nurse

5321 Registered Nurse

* GRADE 15M-HD

5330 Dental Hygienist

* GRADE 15M-HM

Outreach Worker

Substance Abuse Counselor/Case Manager (Inactive)

GRADE 16

1222 Appraiser **

3327 Appraiser/Code Enforcement Officer (Inactive)

8153 Code Enforcement Officer

Communications & Customer Services Specialist

Help Desk Specialist

A347 Network Operations Specialist

Solid Waste Compliance Officer

Solid Waste Program Administrator

* Grade 16M - H

5332 Public Health Nurse

5333

GRADE 17

Engineering Archivist

Construction Inspector

Health Inspector

GIS Mapping Technician

Project Assistant (Inactive)

5122 Rehabilitation Specialist

Water **Resources** Technician

* GRADE 17M

Certified Code Enforcement Officer
Certified Code Enforcement Officer – Housing safety Office

Certified Code Enforcement Officer - Health Inspector

GRADE 18

Asset Management Tech

8121 Electrical Inspector (Inactive)

Code Enforcement Officer (Electrical)

Facilities Security Officer (Inactive)

GIS Mapping Specialist

Loan Officer

4149 Pavement Inspector (Inactive)

Port Facility Security Officer

Preservation Compliance Officer

Senior Appraiser

Survey CAD Specialist

Survey GIS Specialist

Transportation Technician (Inactive)

Water Resources Compliance Specialist

GRADE 18M-SP

Code Enforcement Field Supervisor (Inactive)
Code Enforcement Officer/ Plan Reviewer
Construction Inspection Specialist
Lead Surveyor
Life Safety Code Enforcement Officer/Plan reviewer
Zoning Specialist

GRADE 18M-AP

Appraiser/Certified Code Enforcement Officer (Inactive)

* See Appendices B-3, B-4, B-5, B-6, B-7, B-8, B-9, B-10, B-11, B-12, B-13, B-14, B-15, B-16 and B-17 for market wage rates.

CEBA BASE PAY PLAN APPENDIX B-2 EFFECTIVE 07/07/2019

PAY		1	2	3	4	5	6	7	8	9	10
GRADE			mos-1 yr		2-4 yrs.	4-6 yrs.	6-8 yrs.		_	16-20 yrs.	
1	Annual	28,139	29,289	29,913	30,674	31,415	32,156	32,975	33,755	34,613	35,724
	Weekly	541.13	563.25	575.25	589.88	604.13	618.38	634.13	649.13	665.63	687.00
	Hourly	14.43	<u>15.02</u>	<u>15.34</u>	<u>15.73</u>	<u>16.11</u>	<u>16.49</u>	<u>16.91</u>	<u>17.31</u>	<u>17.75</u>	<u>18.32</u>
2	Annual	28,958	30,167	30,791	31,532	32,292	33,072	33,891	34,691	35,529	36,680
	Weekly	556.88	580.13	592.13	606.38	621.00	636.00	651.75	667.13	683.25	705.38
	Hourly	<u>14.85</u>	<u>15.47</u>	<u>15.79</u>	<u>16.17</u>	<u>16.56</u>	<u>16.96</u>	<u>17.38</u>	<u>17.79</u>	<u>18.22</u>	<u>18.81</u>
3	Annual	29,738	30,888	31,512	32,292	33,053	33,891	34,691	35,529	36,426	37,674
	Weekly	571.88	594.00	606.00	621.00	635.63	651.75	667.13	683.25	700.50	724.50
	Hourly	<u>15.25</u>	<u>15.84</u>	<u>16.16</u>	<u>16.56</u>	<u>16.95</u>	<u>17.38</u>	<u>17.79</u>	<u>18.22</u>	<u>18.68</u>	<u>19.32</u>
4	Annual	30,420	31,629	32,273	33,033	33,794	34,671	35,529	36,426	37,304	38,571
-	Weekly	585.00	608.25	620.63	635.25	649.88	666.75	683.25	700.50	717.38	741.75
	Hourly	<u>15.60</u>	<u>16.22</u>	16.55	<u>16.94</u>	17.33	<u>17.78</u>	18.22	18.68	19.13	19.78
		24 222	20.440	22.450	22.050	24.720	25 607	20 504	27.404	20.040	20.004
5	Annual	31,220 600.38	32,448	33,150	33,950	34,730	35,607	36,504	37,401	38,318	39,624
	Weekly		624.00	637.50	652.88	667.88	684.75	702.00	719.25	736.88	762.00
	Hourly	<u>16.01</u>	<u>16.64</u>	<u>17.00</u>	<u>17.41</u>	<u>17.81</u>	<u>18.26</u>	<u>18.72</u>	<u>19.18</u>	<u>19.65</u>	20.32
6	Annual	32,214	33,501	34,223	35,061	35,919	36,719	37,616	38,532	39,507	40,989
	Weekly	619.50	644.25	658.13	674.25	690.75	706.13	723.38	741.00	759.75	788.25
	Hourly	<u>16.52</u>	<u>17.18</u>	<u>17.55</u>	<u>17.98</u>	<u>18.42</u>	<u>18.83</u>	<u>19.29</u>	<u>19.76</u>	20.26	21.02
7	Annual	33,053	34,398	35,100	35,958	36,758	37,713	38,649	39,624	40,619	42,042
	Weekly	635.63	661.50	675.00	691.50	706.88	725.25	743.25	762.00	781.13	808.50
	Hourly	<u>16.95</u>	<u>17.64</u>	<u>18.00</u>	<u>18.44</u>	18.85	<u>19.34</u>	<u>19.82</u>	20.32	20.83	21.56
8	Annual	34,203	35,549	36,270	37,089	38,045	39,000	39,975	40,989	42,042	43,427
- 0	Weekly	657.75	683.63	697.50	713.25	731.63	750.00	768.75	788.25	808.50	835.13
	Hourly	17.54	18.23	18.60	19.02	19.51	20.00	20.50	21.02	21.56	22.27
	riourry	17.54	10.20	10.00	10.02	10.01	20.00	20.00	21.02	21.00	<u> </u>
9	Annual	35,120	36,563	37,362	38,201	39,137	40,092	41,106	42,159	43,193	44,636
	Weekly	675.38	703.13	718.50	734.63	752.63	771.00	790.50	810.75	830.63	858.38
	Hourly	<u>18.01</u>	<u>18.75</u>	<u>19.16</u>	<u>19.59</u>	20.07	<u>20.56</u>	21.08	<u>21.62</u>	<u>22.15</u>	22.89
10	Annual	35,685	37,089	37,811	38,864	39,839	40,736	41,769	42,822	43,914	45,455
	Weekly	686.25	713.25	727.13	747.38	766.13	783.38	803.25	823.50	844.50	874.13
	Hourly	18.30	<u>19.02</u>	<u>19.39</u>	<u>19.93</u>	20.43	20.89	21.42	21.96	22.52	23.31
11	Annual	36,621	38,103	38,903	39,878	40,872	41,828	42,920	44,031	45,104	46,742
	Weekly	704.25	732.75	748.13	766.88	786.00	804.38	825.38	846.75	867.38	898.88
	Hourly	18.78	19.54	<u>19.95</u>	20.45	20.96	<u>21.45</u>	22.01	22.58	23.13	23.97
12	Annual	37,713	39,312	40,073	41,067	42,140	43,076	44,285	45,416	46,566	48,048
	Weekly	725.25	756.00	770.63	789.75	810.38	828.38	851.63	873.38	895.50	924.00
	Hourly	19.34	20.16	20.55	21.06	<u>21.61</u>	22.09	22.71	23.29	23.88	24.64 24.64
13	Annual	20,000	40.640	41 200	42 274	12 514	44 520	45 700	46 920	49.020	40.764
13	Annual Weekly	39,000 750.00	40,619 781.13	41,399 796.13	42,374 814.88	43,544 837.38	44,538 856.50	45,728 879.38	46,839 900.75	48,029 923.63	49,764 957.00
		20.00									25.52
	Hourly	<u> 20.00</u>	<u>20.83</u>	<u>21.23</u>	<u>21.73</u>	<u>22.33</u>	<u>22.84</u>	<u>23.45</u>	<u>24.02</u>	<u>24.63</u>	<u> 23.5</u>

PAY		1	2	3	4	5	6	7	8	9	10	
GRADE		Recruit	mos-1 yr	1-2 yrs.	2-4 yrs.	4-6 yrs.	6-8 yrs.	8-12 yrs.	12-16 yrs.	16-20 yrs.	20+ yrs.	
14	Annual	40,053	41,711	42,549	43,680	44,714	45,845	46,995	48,165	49,355	51,110	
	Weekly	770.25	802.13	818.25	840.00	859.88	881.63	903.75	926.25	949.13	982.88	
	Hourly	20.54	<u>21.39</u>	<u>21.82</u>	22.40	<u>22.93</u>	<u>23.51</u>	<u>24.10</u>	<u>24.70</u>	<u>25.31</u>	<u>26.21</u>	
15	Annual	41,477	43,115	44,070	45,143	46,313	47,483	48,653	49,823	51,071	52,943	
	Weekly	797.63	829.13	847.50	868.13	890.63	913.13	935.63	958.13	982.13	•	
	Hourly	21.27	<u>22.11</u>	<u>22.60</u>	<u>23.15</u>	<u>23.75</u>	<u>24.35</u>	<u>24.95</u>	<u>25.55</u>	<u>26.19</u>	<u>27.15</u>	
16	Annual	42,530	44,382	45,279	46,410	47,541	48,711	49,901	51,149	52,436	54,269	
	Weekly	817.88	853.50	870.75	892.50	914.25	936.75	959.63	983.63	1,008.38	1,043.63	
	Hourly	21.81	22.76	23.22	23.80	24.38	24.98	25.59	26.23	26.89	27.83	
	Hourry	21.01	<u>ZZ.10</u>	20.22	20.00	<u>Z-4.00</u>	<u>Z-7.50</u>	20.00	20.20	20.00	27.00	
17	Annual	44,889	46,820	47,697	48,965	50,174	51,363	52,728	53,996	55,361	57,252	
	Weekly	863.25	900.38	917.25	941.63	964.88	987.75	1,014.00	1,038.38	1,064.63	1,101.00	
	Hourly	23.02	<u>24.01</u>	<u>24.46</u>	<u>25.11</u>	<u>25.73</u>	<u>26.34</u>	<u>27.04</u>	<u>27.69</u>	<u>28.39</u>	<u>29.36</u>	
18	Annual	47,424	49,413	50,330	51,675	52,962	54,191	55,673	57,038	58,422	60,509	
	Weekly	912.00	950.25	967.88			1,042.13		1,096.88	1,123.50		
	Hourly	24.32	<u>25.34</u>	<u>25.81</u>	<u>26.50</u>	<u>27.16</u>	<u>27.79</u>	<u>28.55</u>	<u>29.25</u>	<u>29.96</u>	<u>31.03</u>	
Refer to	Contract S	Section 11	. WAGES A	AND SALA	ARIES							
CEBA 07/	<mark>/07/19 (FY2</mark>	20)	1									
APPENDI	X											
BARRON												
1M-S SUI	PPORT TE	AM WORK	KER (Grade	• 1M)					Р	osition # :		
37.5 hour	rs/week											
Effective		1	2	3	4	5	6	7	8	9	10	11
Date		Recruit	6 mos.	1 yr.	2 yrs.	3 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs.
7/7/2019				•								
	Annual	24,453	25,818	27,300	28,802	30,401	32,136	33,969	35,607	36,426	37,323	38,552
	Weekly	470.25	496.50	525.00	553.88	584.63	618.00	653.25	684.75	700.50	717.75	741.38
	Hourly	<u>12.54</u>	<u>13.24</u>	<u>14.00</u>	<u>14.77</u>	<u>15.59</u>	<u>16.48</u>	<u>17.42</u>	<u>18.26</u>	<u>18.68</u>	<u>19.14</u>	<u>19.77</u>
Thomas	lings	aro boossi s	n a market	.ata and	av bo o elite i	tod domine	th o town = f	tho A =====	ont			
	l agreemen		n a market	ate and ma	ay be adjus	lea auring	ine term of	ine Agreem	ent			
by mutual	agreemen	t of the pal	uco.									
Barron C	enter Diffe	erential										
All work p	erformed by	the above	employees	on the seco	nd and thir	d shift or fo	or any work	performed	on a week	end (but		
		compensat										

		F (Grade 1	MB)						Po	sition # :		
37.5 hou	rs/week											
						_						
Effective		1	2	3	4	5	6	7	8	9	10	
Date		Recruit	6 mos	1 yr.	2 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs.	
7/7/2019												
	Annual	24,765	25,389	26,111	26,774	27,534	28,392	29,153	29,835	30,557	31,590	
	Weekly	476.25	488.25	502.13	514.88	529.50	546.00	560.63	573.75	587.63	607.50	
	Hourly	<u>12.70</u>	<u>13.02</u>	<u>13.39</u>	<u>13.73</u>	<u>14.12</u>	<u>14.56</u>	<u>14.95</u>	<u>15.30</u>	<u>15.67</u>	<u>16.20</u>	
The preced	ding wages	are based o	n a market	rate and ma	av be adjust	ted during t	he term of t	he Agreeme	ent by			
		the parties.			, ,				,			
APPEND	IX											
	 TPAYPLA	\N										
		STANT (Gra	ade 3M)							Po	sition # :	
37.5 hou												
Effective		1	2	3	4	5	6	7	8	9	10	11
Date		Recruit	6 mos.	1 yr.	2 yrs.	3 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs
7/7/2019		Redian	0 11103.	. y	2 y 1 3.	O y 1 3.	+ y13.	O y 1 3.	O y13.	12 y 13.	10 y13.	ZOT YIS
17172010	Annual	26,013	27,320	28,626	30,030	31,512	32,819	34,671	36,348	37,245	38,084	39,020
	Weekly	500.25	525.38	550.50	577.50	606.00	631.13	666.75	699.00	716.25	732.38	750.38
	Hourly	13.34	14.01	14.68	15.40	16.16	16.83	<u>17.78</u>	18.64	19.10	19.53	20.01
	Houriy	13.34	14.01	14.00	15.40	10.10	10.63	17.70	10.04	19.10	19.55	20.01
The prece	edina waae	s are based	d on a mar	ket rate an	d mav be a	adiusted du	ırina the tei	rm of the A	areement	bv		
•		f the parties							9	- ,		
Barron C	enter Diffe	erential										
All work p	performed l	by the abov	e employe	es on the s	econd and	third shift	or for any v	work perfor	med on a			
week end	(but not fo	r both) shal	l be comp	ensated for	as follows	:						
	Week day	v evenings (2	2nd shift)	\$1.00 per	hour							
	Week day	nights (3rd	shift)	\$2.00 per	hour							
	Weekend	d days		\$1.00 per	hour							
		d evenings (2nd shift)	\$2.00 per								
		d nights (3rd		\$3.00 per								

อเพ-เพ บเพเ 37.5 hour	T CLERK (Grade UC	·)							PC	osition # :	
37.3 HOUI	JWCCK											
Effective		1	2	3	4	5	6	7	8	9	10	11
Date		Recruit	6 mos.	1 yr.	2 yrs.	3 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs
7/7/2019												
	Annual	29,601	30,888	32,195	33,618	33,618	35,081	36,387	38,298	39,917	40,892	41,867
	Weekly	569.25	594.00	619.13	646.50	646.50	674.63	699.75	736.50	767.63	786.38	805.13
	Hourly	<u>15.18</u>	<u>15.84</u>	<u>16.51</u>	<u>17.24</u>	<u>17.99</u>	<u>18.66</u>	<u>19.64</u>	<u>20.47</u>	20.97	<u>21.47</u>	22.3
The preced	ling wages a	are based o	n a market	rate and ma	ıy be adjust	ted during t	he term of t	he Agreeme	ent by			
•	reement of t								,			
Barron C	enter Diffe	erential										
مال مالم		the electric	1	11		-l - l- · C · C -						
				on the seco		d shift or fo	r any work	performed	on a			
weekend (t	out not for b	oth) shall b	be compen	sated for as	tollows:							
	Weekday e	evenings (2r	nd shift)	\$1.00 per h	our							
				\$2.00 per h								
	Weekend c	/eekday nights (3rd shift) /eekend days			our							
	Weekend e	evenings (2r	nd shift)	\$2.00 per h	our							
	Weekend r	nights (3rd s	shift)	\$3.00 per h	our							
APPENDI	X											
BARRON	CENTER											
5M-N CEF 37.5 hour		JRSE ASS	ISTANT (Grade 5M)					Po	osition # :		
Effective		1	2	3	4	5	6	7	8	9	10	11
Date		Recruit	6 mos.	1 yr.	2 yrs.	3 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs
7/7/2019				,			, ,	- J	, , , , ,			
	Annual	27,320	28,568	29,913	31,337	32,799	34,340	35,958	37,635	38,532	39,449	40,44
	Weekly	525.38	549.38	575.25	602.63	630.75	660.38	691.50	723.75	741.00	758.63	777.7
	Hourly	<u>14.01</u>	14.65	<u>15.34</u>	<u>16.07</u>	<u>16.82</u>	<u>17.61</u>	<u>18.44</u>	<u>19.30</u>	<u>19.76</u>	20.23	20.74
The preced	ling wages a	are based o	n a market	rate and ma	ny be adjust	ted during t	he term of t	he Agreeme	ent by			
mutual agı	reement of t	the parties.										
Barron C	enter Diffe	erential										
All work pe	erformed by	the above	employees	on the seco	nd and thir	d shift or fo	r any work	performed	on a			
				sated for as			•					
WCCKCHA (L			: £+\	\$1.00 per h	our							
weekend (k	Weekday e	evenings (2 r	Weekday evenings (2nd shift) Weekday nights (3rd shift)									
weekend (k												
weekend (k	Weekday r	nights (3rd s		\$2.00 per h	our							
weekend (k	Weekday r	nights (3rd s	shift)		our our							

6M - COC	OK .								Po	osition#:		
37.5 hou	rs/week											
Effective		1	2	3	4	5	6	7	8	9	10	
Date		Recruit	6 mos.	1 yr.	2 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs.	
7/7/2019												
	Annual	34,788	35,451	36,212	37,031	38,298	39,429	40,658	41,691	42,725	43,817	
	Weekly	669.00	681.75	696.38	712.13	736.50	758.25	781.88	801.75	821.63	842.63	
	Hourly	<u>17.84</u>	<u>18.18</u>	<u>18.57</u>	<u>18.99</u>	<u>19.64</u>	<u>20.22</u>	<u>20.85</u>	<u>21.38</u>	<u>21.91</u>	<u>22.47</u>	
The preced	ding wages	are based o	n a market r	ate and ma	v be adjust	ed during t	he term of t	he Agreeme	ent by			
•		the parties.			,,				,			
Barron C	enter Diff	<u>erential</u>										
All work p	erformed b	y the above	employees o	on the seco	nd and thir	d shift or fo	r any work	performed	on			
		r both) shal					•					
APPEND	IX											
	PAY PLA											
		IETETIC TE	CHNICIAN							Po	osition#:	
37.5 hou	rs/week											
Effective	!	1	2	3	4	5	6	7	8	9	10	11
Date		Recruit	6 mos.	1 yr.	2 yrs.	3 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs.
7/7/2019												
	Annual	35,685	37,089	37,811	38,864	39,819	40,736	41,769	43,037	44,129	45,201	46,391
	Weekly	686.25	713.25	727.13	747.38	765.75	783.38	803.25	827.63	848.63	869.25	892.13
	Hourly	<u>18.30</u>	<u>19.02</u>	<u>19.39</u>	<u>19.93</u>	<u>20.42</u>	<u>20.89</u>	<u>21.42</u>	22.07	<u>22.63</u>	<u>23.18</u>	23.79
The nrece	ding wages	are based o	n a market r	ate and ma	ıv he adiust	ed during t	he term of t	he Agreeme	ent hy			
		the parties.	n a market i	ate and ma	y be aujust	.ca aaring t	ic term of t	ne agreeme	лгс о у			
Barron C	enter Diff	<u>erential</u>										
م باعمیار ۸۱۱	erformed b	y the above	employees o	on the seco	nd and thire	d shift or fo	r any work	•	on			
		r both) shal										

10M - LIC 40 hours/		RACTICAL	NURSE (C	Frage Tulvi	i)					P	osition # :	
Effective		1	2	3	4	5	6	7	8	9	10	11
Date		Recruit	6 mos.	1 yr.	2 yrs.	3 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yr
7/7/2019												
	Annual	44,013	45,406	46,904	48,422	49,858	51,355	52,853	54,350	55,682	57,096	59,19
	Weekly	846.40	873.20	902.00	931.20	958.80		1,016.40	1,045.20			1,138.4
	Hourly	<u>21.16</u>	21.83	22.55	23.28	23.97	24.69	<u>25.41</u>	<u>26.13</u>	<u>26.77</u>	<u>27.45</u>	<u>28.4</u>
The preced	ling wages	are based o	n a market	rate and m	av be adius	ted during	the term of	the Agreem	ent by			
•		the parties.			.,							
mataar ag		the parties.										
Barron C	enter Diff	<u>erential</u>										
						1 1 1 6 6						
		y the above				d shift or f	or any work	pertormed	on a			
weekend (l	out not for	both) shall I	be compens	sated for as	follows:							
		evenings (2r		\$1.00 per l								
		nights (3rd s	shift)	\$2.00 per l								
	Weekend			\$1.00 per l								
		evenings (2r		\$2.00 per l								
	Weekend	nights (3rd s	shift)	\$3.00 per l	hour							
APPENDI												
	PAY PLA								_			
		D NURSE A								osition # :		
		CES NURS	E (Grade	15M)					Р	osition # :		
40 hours/	week											
					_	_		_				
Effective		1	2	3	4	5	6	7	8	9	10	11
Date 7/7/2019		Recruit	6 mos.	1 yr.	2 yrs.	3 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs
	Annual	52,499	54,018	55,515	57,096	58,802	60,424	62,150	63,315	64,917	66,539	68,182
	Weekly	1,009.60	1,038.80	1,067.60	1,098.00	1,130.80	1,162.00	1,195.20	1,217.60	1,248.40	1,279.60	1,311.20
	Hourly	<u>25.24</u>	<u>25.97</u>	<u>26.69</u>	<u>27.45</u>	<u>28.27</u>	<u>29.05</u>	<u>29.88</u>	30.44	<u>31.21</u>	<u>31.99</u>	32.78
The preced	ling wages	are based o	n a market	rate and ma	av be adius	ted during	the term of	the Agreem	ent by			
		the parties.			,							
Barron C	enter Diff	erential										
=======================================		2002 !!			<u> </u>		<u> </u>	1.1	c. c			
		, 2002, all w end (but not						nd third shi	ft or for an	y work		
	Weekday	evenings (2r	nd shift)	\$1.00 per l	hour							
		nights (3rd s		\$2.00 per l								
	Weekend			\$1.00 per l								
		evenings (2r	nd shift)	\$2.00 per l								
	concila		shift)	\$3.00 per l								

37.5 hour		YGIENIST							osition # :		
		_	_	_	_			_		_	
Effective		1 1	2	3	4	5	6	7	8	9	
Date		Recruit	6 mos.	1 yr.	2 yr.	4 yrs.	6 yrs.	12 yrs.	16 yrs.	20+ yrs.	
7/7/2019	Annual	50 120	60 421	62,849	64,760	66,690	69 600	70 424	72,170	74,042	
	Annual	58,130	60,431	-	-		68,699 1,321.13				
	Weekly Hourly	29.81	30.99	32.23	33.21	34.20	35.23	36.12	37.01	37.97	
	Пошту	29.01	30.33	32.23	33.21	34.20	33.23	30.12	37.01	51.31	
The preced	ing wages	are based o	n a market	rate and m	ay be adjus	ted during	the term of	the Agreem	ent		
•		of the parti									
Note: Tea	m Leader	stipend (\$1	.00 per ho	ur) included	d in base w	age.					
APPENDI	X										
MARKET	PAY PLA	N									
		H WORKE							osition # :		
SUSTANO 37.5 hour		E COUNSE	LOR/CAS	EMANAC	SER (Grad	e OW)		P	osition # :		
Effective		1	2	3	4	5	6	7	8	9	10
Date		Recruit	6 mos.	1 yr.	2 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yr
7/7/2019											
	Annual	44,070	45,182	46,313	47,483	48,653	49,316				53,97
	Weekly	847.50	868.88	890.63	913.13	935.63	948.38	964.50	987.75		-
	Hourly	22.60	<u>23.17</u>	<u>23.75</u>	<u>24.35</u>	<u>24.95</u>	<u>25.29</u>	<u>25.72</u>	<u>26.34</u>	<u>27.03</u>	27.6
•		are based o		rate and m	ay be adjus	ted during	the term of	the Agreem	ent		
by mutual	agreement	of the parti	es.								
APPENDI											
MARKET	PAY PLA	N									
		ALTH NUR	SE (Grade	16M)			Р	osition # :			
37.5 hour	s/week										
Effective		1	2	3	4	5	6	7	8	9	
Date 7/7/2019		Recruit	6 mos.	1 yr.	2 yr.	4 yrs.	6 yrs.	12 yrs.	16 yrs.	20+ yrs.	
	Annual	53,703	55,887	58,091	59,885	61,640	63,512	65,091	66,729	69,050	
	Weekly						1,221.38				
	Hourly	27.54	28.66	29.79	30.71	31.61	32.57	33.38	34.22	35.41	
		are based o									

37.5 hour		ODL LINI O	RCEMENT	OFFICE	(Graue i	/ IVI)			Г	osition # :	
		4	•	•		-		7			40
Effective Date		1 Recruit	2 6 mas	3	4 2 vr	5 4 yrs	6 6 vrs	7 9 vrs	8 12 vrs	9 16 yrs	10
7/7/2019		Recruit	6 mos.	1 yr.	2 yr.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs
1/1/2019	Annual	46,059	47,892	48,828	50,154	51,227	52,611	53,801	55,185	56,531	57,993
		885.75	921.00	939.00	964.50	985.13				1,087.13	1,115.2
	Weekly Hourly	23.62	24.56	<u>25.04</u>	25.72	26.27	26.98	27.59	28.30		29.7
	Hourry	23.02	24.30	25.04	25.12	20.21	20.30	21.59	20.50	28.99	<u> 23.1.</u>
The preced	ing wages a	are based o	n a market r	ate and m	av be adius	ted during	the term of	the Agreem	ent		
		of the partio			, ,						
ADDEND	Y										
APPENDI MARKET	X PAY PLAI	J									
18M-SP C	ODE ENF	FIELD SU	PERVISOR	& CODE	ENF PLAI	N REVIEW	ER. AND		P	osition # :	
		ST (Grade								osition # :	
37.5 hour		(0.0.0.0	,						_		
Effective		1	2	3	4	5	6	7	8	9	10
Date		Recruit	6 mos.	1 yr.	2 yr.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs
7/7/2019											
	Annual	48,906	50,427	51,890	53,430	55,127	56,765	58,383	59,904	61,386	62,927
	Weekly	940.50	969.75	997.88	1,027.50	1,060.13	1,091.63	1,122.75	1,152.00	1,180.50	1,210.13
	Hourly	<u>25.08</u>	<u>25.86</u>	<u>26.61</u>	27.40	28.27	<u>29.11</u>	29.94	30.72	<u>31.48</u>	32.27
			n a market i	ate and m	ay be adjus	ted during	the term of	the Agreem	ent		
by mutual	agreement	of the parti	es.								
4.0051/0											
APPENDI MARKET	x PAY PLA	N									
18M-AP	A <i>PPRAISI</i>	R / CERTI	IFIED COD	E ENFOR	CEMENT	OFFICER ((Grade 18)	4)	P	osition # :	
37.5 hour											
Effective		1	2	3	4	5	6	7	8	9	10
Date		Recruit	6 mos.	1 yr.	2 yr.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs
7/7/2019	_										
	Annual	48,594	50,564	51,480	52,787	54,035	55,322	56,726	58,149	59,592	61,074
	Weekly	934.50	972.38	990.00	1,015.13	1,039.13	1,063.88	1,090.88	1,118.25	1,146.00	1,174.50
	Hourly	<u>24.92</u>	<u>25.93</u>	<u>26.40</u>	<u>27.07</u>	<u>27.71</u>	28.37	29.09	29.82	<u>30.56</u>	31.32

Effective 7/5/2020

PAY		1	2	3	4	5	6	7	8	9	10
GRADE		Recruit	i mos-1 yr	1-2 yrs.	2-4 yrs.	4-6 yrs.	6-8 yrs.	8-12 yrs.	12-16 yrs.	16-20 yrs.	20+ yrs.
1	Annual	28,919	30,089	30,732	31,512	32,273	33,033	33,891	34,691	35,568	36,699
	Weekly	556.13	578.63	591.00	606.00	620.63	635.25	651.75	667.13	684.00	705.75
	Hourly	14.83	<u>15.43</u>	<u>15.76</u>	<u>16.16</u>	<u>16.55</u>	<u>16.94</u>	<u>17.38</u>	<u>17.79</u>	<u>18.24</u>	<u>18.82</u>
2	Annual	29,757	31,005	31,629	32,390	33,189	33,989	34,827	35,646	36,504	37,694
	Weekly	572.25	596.25	608.25	622.88	638.25	653.63	669.75	685.50	702.00	724.88
	Hourly	<u>15.26</u>	<u>15.90</u>	<u>16.22</u>	<u>16.61</u>	<u>17.02</u>	<u>17.43</u>	<u>17.86</u>	18.28	<u>18.72</u>	<u>19.33</u>
3	Annual	30,557	31,746	32,370	33,189	33,969	34,827	35,646	36,504	37,421	38,708
	Weekly	587.63	610.50	622.50	638.25	653.25	669.75	685.50	702.00	719.63	744.38
	Hourly	<u>15.67</u>	16.28	16.60	17.02	17.42	17.86	18.28	18.72	19.19	19.85
	110 di 1 y	10.07	10.20	10.00	11102	11112	11.00	10.20	10.112	10110	10.00
4	Annual	31,259	32,507	33,170	33,950	34,730	35,627	36,504	37,421	38,337	39,624
	Weekly	601.13	625.13	637.88	652.88	667.88	685.13	702.00	719.63	737.25	762.00
	Hourly	<u>16.03</u>	<u>16.67</u>	<u>17.01</u>	<u>17.41</u>	<u>17.81</u>	<u>18.27</u>	<u>18.72</u>	<u>19.19</u>	<u>19.66</u>	20.32
5	Annual	32,078	33,345	34,067	34,886	35,685	36,582	37,499	38,435	39,371	40,716
	Weekly	616.88	641.25	655.13	670.88	686.25	703.50	721.13	739.13	757.13	783.00
	Hourly	<u>16.45</u>	<u>17.10</u>	<u>17.47</u>	<u>17.89</u>	18.30	<u>18.76</u>	19.23	<u>19.71</u>	20.19	20.88
_											
6	Annual	33,092	34,418	35,159	36,017	36,914	37,733	38,649	39,585	40,599	42,120
	Weekly	636.38	661.88	676.13	692.63	709.88	725.63	743.25	761.25	780.75	810.00
	Hourly	<u>16.97</u>	<u>17.65</u>	<u>18.03</u>	<u>18.47</u>	<u>18.93</u>	<u>19.35</u>	<u>19.82</u>	20.30	20.82	<u>21.60</u>
7	Annual	33,969	35,354	36,075	36,953	37,772	38,747	39,722	40,716	41,730	43,193
	Weekly	653.25	679.88	693.75	710.63	726.38	745.13	763.88	783.00	802.50	830.63
	Hourly	<u>17.42</u>	<u>18.13</u>	<u>18.50</u>	<u>18.95</u>	<u>19.37</u>	<u>19.87</u>	<u>20.37</u>	20.88	<u>21.40</u>	<u>22.15</u>
8	Annual	35,139	36,524	37,265	38,103	39,098	40,073	41,067	42,120	43,193	44,616
	Weekly	675.75	702.38	716.63	732.75	751.88	770.63	789.75	810.00	830.63	858.00
	Hourly	<u>18.02</u>	<u>18.73</u>	<u>19.11</u>	<u>19.54</u>	<u>20.05</u>	<u>20.55</u>	<u>21.06</u>	<u>21.60</u>	<u>22.15</u>	22.88
9	Annual	36,095	37,577	38,396	39,254	40,209	41,204	42,237	43,310	44,382	45,864
<u> </u>	Weekly	694.13	722.63	738.38	754.88	773.25	792.38	812.25	832.88	853.50	882.00
	Hourly	18.51	<u>19.27</u>	19.69	20.13	20.62	21.13	21.66	<u>22.21</u>	<u>22.76</u>	23.52
10	Annual	36,660	38,103	38,844	39,936	40,931	41,847	42,920	43,992	45,123	46,703
	Weekly	705.00	732.75	747.00	768.00	787.13	804.75	825.38	846.00	867.75	898.13
	Hourly	18.80	<u>19.54</u>	<u>19.92</u>	<u>20.48</u>	20.99	<u>21.46</u>	22.01	22.56	<u>23.14</u>	<u>23.95</u>
11	Annual	37,635	39,156	39,975	40,970	42,003	42,978	44,109	45,240	46,352	48,029
	Weekly	723.75	753.00	768.75	787.88	807.75	826.50	848.25	870.00	891.38	923.63
	Hourly	<u>19.30</u>	20.08	<u>20.50</u>	<u>21.01</u>	<u>21.54</u>	<u>22.04</u>	22.62	23.20	<u>23.77</u>	<u>24.63</u>
12	Annual	38,747	40,385	41,184	42,198	43,290	44,265	45,494	46,664	47,853	49,374
	Weekly	745.13	776.63	792.00	811.50	832.50	851.25	874.88	897.38	920.25	949.50
	Hourly	19.87	20.71	21.12	21.64	22.20	22.70	23.33	23.93	24.54	25.32

A	Recruit	mos-1 yr	1 2 1/10							
			1-2 yrs.	2-4 yrs.	4-6 yrs.	6-8 yrs.	8-12 yrs.	12-16 yrs.	16-20 yrs.	20+ yrs.
A I										
Annual	40,073	41,730	42,530	43,544	44,733	45,767	46,976	48,126	49,355	51,129
Weekly	770.63	802.50	817.88	837.38	860.25	880.13	903.38	925.50	949.13	983.25
Hourly	<u>20.55</u>	<u>21.40</u>	<u>21.81</u>	<u>22.33</u>	<u>22.94</u>	<u>23.47</u>	<u>24.09</u>	<u>24.68</u>	<u>25.31</u>	<u>26.22</u>
Annual	41,145	42,861	43,719	44,889	45,942	47,112	48,282	49,491	50,720	52,514
Weekly	791.25	824.25	840.75	863.25	883.50	906.00	928.50	951.75	975.38	1,009.88
Hourly	21.10	<u>21.98</u>	<u>22.42</u>	23.02	<u>23.56</u>	<u>24.16</u>	<u>24.76</u>	<u>25.38</u>	<u>26.01</u>	26.93
Annual	42,608	44,304	45,279	46,391	47,580	48,789	49,998	51,188	52,475	54,405
Weekly	819.38	852.00	870.75	892.13	915.00	938.25	961.50	984.38	1,009.13	1,046.25
Hourly	<u>21.85</u>	<u>22.72</u>	<u>23.22</u>	<u>23.79</u>	<u>24.40</u>	<u>25.02</u>	<u>25.64</u>	<u>26.25</u>	<u>26.91</u>	<u>27.90</u>
Annual	43,700	45,611	46,527	47,678	48,848	50,057	51,266	52,553	53,879	55,770
Weekly	840.38	877.13	894.75	916.88	939.38	962.63	985.88	1,010.63	1,036.13	1,072.50
Hourly	22.41	23.39	<u>23.86</u>	<u>24.45</u>	<u>25.05</u>	<u>25.67</u>	<u>26.29</u>	<u>26.95</u>	<u>27.63</u>	28.60
Annual	46 118	48 107	49 004	50 310	51 558	52 767	54 171	55 478	56 882	58,832
		-	•							1,131.38
Hourly	23.65	24.67	<u>25.13</u>	<u>25.80</u>	<u>26.44</u>	<u>27.06</u>	<u>27.78</u>	<u>28.45</u>	<u>29.17</u>	30.17
Annual	48 731	50 778	51 714	53 000	54 425	55 673	57 213	58 508	60 021	62,166
										1,195.50
				-						31.88
	200	20.01	20.02	27.20	27.101	20.00	20.01	20.00	33.7.0	<u>51.00</u>
	Annual Weekly Hourly Annual Weekly Hourly Annual Weekly Hourly Annual Weekly Hourly Annual Weekly Hourly	Annual 41,145 Weekly 791.25 Hourly 21.10 Annual 42,608 Weekly 819.38 Hourly 21.85 Annual 43,700 Weekly 840.38 Hourly 22.41 Annual 46,118 Weekly 886.88 Hourly 23.65 Annual 48,731 Weekly 937.13 Hourly 24.99	Annual 41,145 42,861 Weekly 791.25 824.25 Hourly 21.10 21.98 Annual 42,608 44,304 Weekly 819.38 852.00 Hourly 21.85 22.72 Annual 43,700 45,611 Weekly 840.38 877.13 Hourly 22.41 23.39 Annual 46,118 48,107 Weekly 886.88 925.13 Hourly 23.65 24.67 Annual 48,731 50,778 Weekly 937.13 976.50 Hourly 24.99 26.04	Annual 41,145 42,861 43,719 Weekly 791.25 824.25 840.75 Hourly 21.10 21.98 22.42 Annual 42,608 44,304 45,279 Weekly 819.38 852.00 870.75 Hourly 21.85 22.72 23.22 Annual 43,700 45,611 46,527 Weekly 840.38 877.13 894.75 Hourly 22.41 23.39 23.86 Annual 46,118 48,107 49,004 Weekly 886.88 925.13 942.38 Hourly 23.65 24.67 25.13 Annual 48,731 50,778 51,714 Weekly 937.13 976.50 994.50 Hourly 24.99 26.04 26.52	Annual 41,145 42,861 43,719 44,889 Weekly 791.25 824.25 840.75 863.25 Hourly 21.10 21.98 22.42 23.02 Annual 42,608 44,304 45,279 46,391 Weekly 819.38 852.00 870.75 892.13 Hourly 21.85 22.72 23.22 23.79 Annual 43,700 45,611 46,527 47,678 Weekly 840.38 877.13 894.75 916.88 Hourly 22.41 23.39 23.86 24.45 Annual 46,118 48,107 49,004 50,310 Weekly 886.88 925.13 942.38 967.50 Hourly 23.65 24.67 25.13 25.80 Annual 48,731 50,778 51,714 53,099 Weekly 937.13 976.50 994.50 1,021.13	Annual 41,145 42,861 43,719 44,889 45,942 Weekly 791.25 824.25 840.75 863.25 883.50 Hourly 21.10 21.98 22.42 23.02 23.56 Annual 42,608 44,304 45,279 46,391 47,580 Weekly 819.38 852.00 870.75 892.13 915.00 Hourly 21.85 22.72 23.22 23.79 24.40 Annual 43,700 45,611 46,527 47,678 48,848 Weekly 840.38 877.13 894.75 916.88 939.38 Hourly 22.41 23.39 23.86 24.45 25.05 Annual 46,118 48,107 49,004 50,310 51,558 Weekly 886.88 925.13 942.38 967.50 991.50 Hourly 23.65 24.67 25.13 25.80 26.44 Annual 48,731 50,778 51,714 53,099 54,425 Weekly 937.13 976.50 994.50 1,021.13 1,046.63 Hourly 24.99 26.04 26.52 27.23 27.91	Annual 41,145 42,861 43,719 44,889 45,942 47,112 Weekly 791.25 824.25 840.75 863.25 883.50 906.00 Hourly 21.10 21.98 22.42 23.02 23.56 24.16 Annual 42,608 44,304 45,279 46,391 47,580 48,789 Weekly 819.38 852.00 870.75 892.13 915.00 938.25 Hourly 21.85 22.72 23.22 23.79 24.40 25.02 Annual 43,700 45,611 46,527 47,678 48,848 50,057 Weekly 840.38 877.13 894.75 916.88 939.38 962.63 Hourly 22.41 23.39 23.86 24.45 25.05 25.67 Annual 46,118 48,107 49,004 50,310 51,558 52,767 Weekly 886.88 925.13 942.38 967.50 991.50 1,014.75 Hourly 23.65 24.67 25.13 25.80 26.44 27.06 Annual 48,731 50,778 51,714 53,099 54,425 55,673 Weekly 937.13 976.50 994.50 1,021.13 1,046.63 1,070.63 Hourly 24.99 26.04 26.52 27.23 27.91 28.55	Annual 41,145 42,861 43,719 44,889 45,942 47,112 48,282 Weekly 791.25 824.25 840.75 863.25 883.50 906.00 928.50 Hourly 21.10 21.98 22.42 23.02 23.56 24.16 24.76 Annual 42,608 44,304 45,279 46,391 47,580 48,789 49,998 Weekly 819.38 852.00 870.75 892.13 915.00 938.25 961.50 Hourly 21.85 22.72 23.22 23.79 24.40 25.02 25.64 Annual 43,700 45,611 46,527 47,678 48,848 50,057 51,266 Weekly 840.38 877.13 894.75 916.88 939.38 962.63 985.88 Hourly 22.41 23.39 23.86 24.45 25.05 25.67 26.29 Annual 46,118 48,107 49,004 50,310 51,558 52,767 54,171 Weekly 886.88 925.13 942.38 967.50 991.50 1,014.75 1,041.75 Hourly 23.65 24.67 25.13 25.80 26.44 27.06 27.78 Annual 48,731 50,778 51,714 53,099 54,425 55,673 57,213 Weekly 937.13 976.50 994.50 1,021.13 1,046.63 1,070.63 1,100.25 Hourly 24.99 26.04 26.52 27.23 27.91 28.55 29.34	Annual 41,145 42,861 43,719 44,889 45,942 47,112 48,282 49,491 Weekly 791.25 824.25 840.75 863.25 883.50 906.00 928.50 951.75 Hourly 21.10 21.98 22.42 23.02 23.56 24.16 24.76 25.38 Weekly 819.38 852.00 870.75 892.13 915.00 938.25 961.50 984.38 Hourly 21.85 22.72 23.22 23.79 24.40 25.02 25.64 26.25 Weekly 840.38 877.13 894.75 916.88 939.38 962.63 985.88 1,010.63 Hourly 22.41 23.39 23.86 24.45 25.05 25.67 26.29 26.95 Annual 46,118 48,107 49,004 50,310 51,558 52,767 54,171 55,478 Weekly 886.88 925.13 942.38 967.50 991.50 1,014.75 1,041.75 1,066.88 Hourly 23.65 24.67 25.13 25.80 26.44 27.06 27.78 28.45 Hourly 24.99 26.04 26.52 27.23 27.91 28.55 29.34 30.05	Hourly 20.55 21.40 21.81 22.33 22.94 23.47 24.09 24.68 25.31

BARRON	CENTER											
1M-S SU	PPORT TEA	M WORKER	(Grade 1N	1)					Po	osition # :		
37.5 hou	rs/week											
Effective		1	2	3	4	5	6	7	8	9	10	11
Date		Recruit	6 mos.	1 yr.	2 yrs.	3 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs.
7/5/2020												
	Annual	26,091	27,495	29,036	30,576	32,214	33,989	35,880	37,557	38,396	39,332	40,580
	Weekly	501.75	528.75	558.38	588.00	619.50	653.63	690.00	722.25	738.38	756.38	780.38
	Hourly	<u>13.38</u>	<u>14.10</u>	<u>14.89</u>	<u>15.68</u>	<u>16.52</u>	<u>17.43</u>	<u>18.40</u>	<u>19.26</u>	<u>19.69</u>	<u>20.17</u>	<u>20.81</u>
The preced	⊥ ding wages ar	e based on a	market rate	and may be	e adjusted (during the t	erm of the A	Agreement				
by mutua	l agreement	of the parties										
Barron C	enter Differ	<u>ential</u>										
All work p	erformed by t	he above emp	oloyees on t	ne second a	ınd third sh	ift or for ar	ny work per	formed on a	weekend (but		
not for bo	th) shall be co	ompensated f	or by an add	ditional one	e dollar (\$1	.00) per ho	ur.					

	ENT STAFF (C	Frade 1MB)							Po	sition # :		
37.5 hou	ırs/week											
=					_	_		_			40	
Effective	:	1	2	3	4	5	6	7	8	9	10	
Date		Recruit	6 mos	1 yr.	2 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs.	
7/5/2020												
	Annual	26,423	27,066	27,807	28,490	29,270	30,147	30,927	31,629	32,370	33,443	
	Weekly	508.13	520.50	534.75	547.88	562.88	579.75	594.75	608.25	622.50	643.13	
	Hourly	<u>13.55</u>	<u>13.88</u>	<u>14.26</u>	<u>14.61</u>	<u>15.01</u>	<u>15.46</u>	<u>15.86</u>	<u>16.22</u>	<u>16.60</u>	<u>17.15</u>	
The prece	eding wages are	based on a n	narket rate	e and may b	e adjusted (during the t	erm of the A	Agreement b	у			
mutual ag	greement of the	parties.										
APPEND	DIX											
MARKE	T PAY PLAN											
3M - NUI	RSE ASSISTA	NT (Grade	3M)							Po	sition # :	
37.5 hou	ırs/week											
Effective	_	1	•	0		_	•	7			40	44
Effective	9	-	2	3	4	5	6	7	8	9	10	11
Date		Recruit	6 mos.	1 yr.	2 yrs.	3 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs
7/5/2020												
	Annual	27,710	29,055	30,381	31,824	33,345	34,691	36,602	38,318	39,254	40,112	41,067
	Weekly	532.88	558.75	584.25	612.00	641.25	667.13	703.88	736.88	754.88	771.38	789.75
	Hourly	14.21	<u>14.90</u>	<u>15.58</u>	<u>16.32</u>	<u>17.10</u>	<u>17.79</u>	<u>18.77</u>	<u>19.65</u>	<u>20.13</u>	<u>20.57</u>	21.06
The proc	eding wages a	ro basad on	a mark of	rate and m	ay bo adiy	stad during	the term	of the Agre	omont hy			
	greement of th		a mark ci	late and m	ay be auju	stea aanng	the term (or the Agre	етен бу			
Daws (Danton Differen	-4:-1										
<u>Barron C</u>	Center Differer	<u>itiai</u>										
All work	performed by t	he above en	nployees	on the seco	nd and thi	rd shift or f	or any work	c performe	d on a			
weekend	(but not for bo	oth) shall be	compens	ated for as	follows:							
	Weekday ev	enings (2nd	shift)	\$1.00 per	hour							
	Weekday nig		,	\$2.00 per								
	Weekend da		•	\$1.00 per								
	Weekend ev		shift)	\$2.00 per								

EM NITINII	T CLEDIZ (C	ada LIO								D.	osition#:	
37.5 hours	T CLERK (Gra	ade UC)								P	osition # :	
37.3 Hours	SWEEK											
Effective		1	2	3	4	5	6	7	8	9	10	11
Date		Recruit	6 mos.	1 yr.	2 yrs.	3 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs.
7/5/2020							-	_	-	_	_	_
	Annual	31,395	32,721	34,047	35,510	35,510	37,011	38,357	40,326	41,984	42,998	43,992
	Weekly	603.75	629.25	654.75	682.88	682.88	711.75	737.63	775.50	807.38	826.88	846.00
	Hourly	<u>16.10</u>	<u>16.78</u>	<u>17.46</u>	<u>18.21</u>	<u>18.98</u>	<u>19.67</u>	20.68	<u>21.53</u>	<u>22.05</u>	<u>22.56</u>	23.44
The preced	ing wages are	hased on a	market rat	e and may h	e adiusted	during the t	erm of the	Δgreement h	w			
	eement of the		market rat	C and may be	c aujusteu	during the t	crim or the z	ngi cement s	y			
Barron Ce	enter Differer	<u>ntial</u>										
	erformed by the		•			ift or for ar	ny work per	formed on a	3			
weekend (b	out not for both	ı) shall be c	ompensate	ed for as foll	ows:							
	Weekday even			\$1.00 per h								
	Weekday nigh)	\$2.00 per h								
	Weekend days			\$1.00 per h								
	Weekend even			\$2.00 per h								
	Weekend nigh	ts (3rd shift)	\$3.00 per h	our							
APPENDIX												
BARRON	CENTER											
EM NICED	TIFIED NURS	E ACCICT	ANT (Cro	do EMA					D	osition # :		
37.5 hours		DE ASSIST	ANT (Gra	ide Sivi)					P	osition # :		
Effective		1	2	3	4	5	6	7	8	9	10	11
Date		Recruit	6 mos.	1 yr.	2 yrs.	3 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs.
7/5/2020		reoran	0 11103.	1 91.	£ y13.	O 913.	+ yı 3.	0 yr 3.	0 yı 3.	12 y 13.	10 913.	ZOT yis.
	Annual	29,055	30,323	31,707	33,170	34,671	36,251	37,928	39,644	40,560	41,516	42,530
	Weekly	558.75	583.13		637.88	666.75	697.13	729.38	762.38	780.00	798.38	817.88
		<u>14.90</u>	<u>15.55</u>	<u>16.26</u>	<u>17.01</u>	<u>17.78</u>	<u>18.59</u>	<u>19.45</u>	20.33	20.80	<u>21.29</u>	21.81
The preced	ing wages are	based on a	market rat	e and may be	e adjusted	during the t	erm of the	Agreement b)V			
	eement of the			,		J						
Barron Ce	enter Differer	<u>ntial</u>										
	erformed by the					nift or for ar	ny work per	formed on a	3			
weekena (b	out not for both	i) snaii be c	ompensate	eu ior as foll	ows:							
	Weekday even	ings (2nd sl	nift)	\$1.00 per h	our							
	Weekday nigh	ts (3rd shift)	\$2.00 per h	our							
	Weekend days			\$1.00 per h								
		ings (2nd sl		\$2.00 per h								

	CENTER											
MARKET P	PAY PLAN											
6M - COOK	(D	osition # :		
37.5 hours									-	USILIOII # .		
Effective		1	2	3	4	5	6	7	8	9	10	
Date		Recruit	6 mos.	1 yr.	2 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs.	
7/5/2020												
	Annual	35,744	36,426	37,206	38,045	39,351	40,521	41,769	42,842	43,895	45,026	
	Weekly Hourly	687.38 <u>18.33</u>	700.50 18.68	715.50 19.08	731.63 <u>19.51</u>	756.75 20.18	779.25 20.78	803.25 21.42	823.88 21.97	844.13 22.51	865.88 23.09	
	lourry	10.55	10.00	13.00	13.51	20.10	20.76	21.42	21.31	22.51	23.03	
	ng wages are eement of the		market rate	and may b	e adjusted	during the	term of the	Agreement	by			
Barron Ce	nter Differe	ntial_										
•	rformed by the		•									
APPENDIX												
MARKET P	PAY PLAN ENSED DIET	ETIC TECH	MICIAN								ocition # -	
37.5 hours	_	ETIC TECH	NICIAN							P	osition # :	
	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,											
Effective		1	2	3	4	5	6	7	8	9	10	11
Date		Recruit	6 mos.	1 yr.	2 yrs.	3 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs.
7/5/2020												
	Annual	36,660	38,103	38,844	39,936	40,911	41,847	42,920	44,226	45,338	46,449	47,658
	Weekly	705.00	732.75 19.54	747.00 19.92	768.00	786.75	804.75	825.38 22.01	850.50	871.88	893.25 23.82	916.50 24.44
	Hourly	<u>18.80</u>	19.54	19.92	20.48	20.98	<u>21.46</u>	22.01	22.68	23.25	23.02	24.44
mutual agre	ng wages are eement of the nter Differe	parties.	market rate	e and may b	e adjusted	during the t	term of the	Agreement	by			
Barron Ce All work per a weekend (eement of the	parties. ntial e above emp oth) shall be	oloyees on t	he second a	and third sh	nift or for a	ny work pe	rformed on				
Barron Ce All work per a weekend (nter Differe rformed by the but not for bo	parties. ntial e above emp oth) shall be	oloyees on t	he second a	and third sh	nift or for a	ny work pe	rformed on				
Barron Ce All work per a weekend (CEBA 7/5/2 APPENDIX MARKET F	nter Differe rformed by the but not for bo	parties. ntial e above emp oth) shall be	oloyees on t compensa	he second a	and third sh	nift or for a	ny work pe	rformed on				
Barron Ce All work per a weekend (CEBA 7/5/2 APPENDIX MARKET F	nter Differe rformed by the but not for bo 2020 (FY 21) C PAY PLAN ENSED PRACE	parties. ntial e above emp oth) shall be	oloyees on t compensa	he second a	and third sh	nift or for a	ny work pe	rformed on		P	osition # :	
Barron Ce All work per a weekend (CEBA 7/5/2 APPENDIX MARKET P 10M - LICE	nter Differe rformed by the but not for bo 2020 (FY 21) C PAY PLAN ENSED PRACE	parties. ntial e above emp oth) shall be	oloyees on t compensa	he second a	and third sh	nift or for a	ny work pe	rformed on		P	osition # :	11
Barron Ce All work per a weekend (CEBA 7/5/2 APPENDIX MARKET P 10M - LICE 40 hours/w	nter Differe rformed by the but not for bo 2020 (FY 21) C PAY PLAN ENSED PRACE	parties. ntial e above emp oth) shall be	oloyees on t compensation	the second atted for by a	and third sh	nift or for a I one dolla	ny work pe r (\$1.00) p	rformed on er hour.				11
Barron Ce All work per a weekend (CEBA 7/5/2 APPENDIX MARKET F 10M - LICE 40 hours/w Effective Date 7/5/2020	rformed by the but not for both but not for but not for both but not for both but not for both but not for but not for both but not for bu	parties. ntial e above empoth) shall be CTICAL NU 1 Recruit	RSE (Grad	the second atted for by and the 10M)	and third sh n additiona 4 2 yrs.	onift or for a l one dolla	6 4 yrs.	rformed on er hour. 7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs
Barron Ce All work per a weekend (CEBA 7/5/2 APPENDIX MARKET P 10M - LICE 40 hours/w Effective Date 7/5/2020	rformed by the but not for both but not for but not for both but not for both but not for both but not for but not for both but not for both but not for both but not for but	parties. ntial e above empoth) shall be CTICAL NU 1 Recruit 45,219	RSE (Grade 6 mos. 46,654	the second atted for by and the second attended for by an attended for by attended for by an attended for by an attended for by attended for by atte	and third ship additional additio	on ift or for a l one dolla some some some some some some some some	6 4 yrs.	rformed on er hour. 7 6 yrs. 54,309	8 8 yrs. 55,848	9 12 yrs. 57,221	10 16 yrs. 58,656	11 20+ yrs
Barron Ce All work per a weekend (CEBA 7/5/2 APPENDIX MARKET F 10M - LICE 40 hours/w Effective Date 7/5/2020	rformed by the but not for both but not for but not for both but not for both but not for both but not for but not for both but not for both but not for both but not for but	parties. ntial e above empoth) shall be CTICAL NU 1 Recruit 45,219 869.60	RSE (Grade 16,654 897.20	the second atted for by a sted	4 2 yrs. 49,754 956.80	5 3 yrs. 51,230 985.20	6 4 yrs. 52,770 1,014.80	7 6 yrs. 54,309 1,044.40	8 8 yrs. 55,848 1,074.00	9 12 yrs. 57,221 1,100.40	10 16 yrs. 58,656 1,128.00	11 20+ yrs 60,819 1,169.60
Barron Ce All work per a weekend (CEBA 7/5/2 APPENDIX MARKET F 10M - LICE 40 hours/w Effective Date 7/5/2020	rformed by the but not for both but not for but not for both but not for both but not for both but not for but not for both but not for both but not for both but not for but	parties. ntial e above empoth) shall be CTICAL NU 1 Recruit 45,219	RSE (Grade 6 mos. 46,654	the second atted for by and the second attended for by an attended for by attended for by an attended for by an attended for by attended for by atte	and third ship additional additio	on ift or for a l one dolla some some some some some some some some	6 4 yrs.	rformed on er hour. 7 6 yrs. 54,309	8 8 yrs. 55,848	9 12 yrs. 57,221	10 16 yrs. 58,656	11 20+ yrs 60,819 1,169.60
Barron Ce All work per a weekend (CEBA 7/5/2 APPENDIX MARKET P 10M - LICE 40 hours/w Effective Date 7/5/2020	rformed by the but not for both but not for but not for both but not for both but not for both but not for but not for both but not for both but not for both but not for but	parties. ntial e above empoth) shall be CTICAL NU 1 Recruit 45,219 869.60 21.74 based on a	RSE (Grace 2 6 mos. 46,654 897.20 22.43	the second atted for by a sted	4 2 yrs. 49,754 956.80 23.92	5 3 yrs. 51,230 985.20 24.63	6 4 yrs. 52,770 1,014.80 25.37	7 6 yrs. 54,309 1,044.40 26.11	8 8 yrs. 55,848 1,074.00 26.85	9 12 yrs. 57,221 1,100.40	10 16 yrs. 58,656 1,128.00	11 20+ yrs 60,819
Barron Ce All work per a weekend (CEBA 7/5/2 APPENDIX MARKET P 10M - LICE 40 hours/w Effective Date 7/5/2020	rformed by the but not for both but not for but not for both but not for b	parties. ntial e above empoth) shall be CTICAL NU 1 Recruit 45,219 869.60 21.74 based on a parties.	RSE (Grace 2 6 mos. 46,654 897.20 22.43	the second atted for by a sted	4 2 yrs. 49,754 956.80 23.92	5 3 yrs. 51,230 985.20 24.63	6 4 yrs. 52,770 1,014.80 25.37	7 6 yrs. 54,309 1,044.40 26.11	8 8 yrs. 55,848 1,074.00 26.85	9 12 yrs. 57,221 1,100.40	10 16 yrs. 58,656 1,128.00	11 20+ yrs 60,819 1,169.60
Barron Ce All work per a weekend (CEBA 7/5/2 APPENDIX MARKET P 10M - LICE 40 hours/w Effective Date 7/5/2020 All work per Barron Ce All work per	rformed by the but not for both but not but	parties. ntial e above empoth) shall be CTICAL NU 1 Recruit 45,219 869.60 21.74 based on a parties. ntial e above emp	RSE (Grace 2 6 mos. 46,654 897.20 22.43 market rate	the second atted for by an ted	4 2 yrs. 49,754 956.80 23.92 e adjusted o	5 3 yrs. 51,230 985.20 24.63	6 4 yrs. 52,770 1,014.80 25.37	7 6 yrs. 54,309 1,044.40 26.11	8 8 yrs. 55,848 1,074.00 26.85	9 12 yrs. 57,221 1,100.40	10 16 yrs. 58,656 1,128.00	11 20+ yrs 60,819 1,169.60
Barron Ce All work per a weekend (CEBA 7/5/2 APPENDIX MARKET P 10M - LICE 40 hours/w Effective Date 7/5/2020 The preceding mutual agreemutual ag	rformed by the but not for both	parties. ntial e above empoth) shall be CTICAL NU 1 Recruit 45,219 869.60 21.74 based on a parties. ntial e above empon) shall be company and a parties.	RSE (Grace 2 6 mos. 46,654 897.20 22.43 market rate	the second atted for by an ted	4 2 yrs. 49,754 956.80 23.92 e adjusted o	5 3 yrs. 51,230 985.20 24.63	6 4 yrs. 52,770 1,014.80 25.37	7 6 yrs. 54,309 1,044.40 26.11	8 8 yrs. 55,848 1,074.00 26.85	9 12 yrs. 57,221 1,100.40	10 16 yrs. 58,656 1,128.00	11 20+ yrs 60,819 1,169.60
Barron Ce All work per a weekend (CEBA 7/5/2 APPENDIX MARKET P 10M - LICE 40 hours/w Effective Date 7/5/2020 All work per weekend (but weekend (but hours) weeke	rformed by the but not for both weekday ever	parties. ntial e above empoth) shall be CTICAL NU 1 Recruit 45,219 869.60 21.74 based on a parties. ntial e above empoth) shall be comings (2nd sl	RSE (Grace 2 6 mos. 46,654 897.20 22.43 market rate bloyees on tompens atee	the second atted for by all the second atted for by all the second atted for as foll \$1.00 per h	4 2 yrs. 49,754 956.80 23.92 e adjusted of third shows:	5 3 yrs. 51,230 985.20 24.63	6 4 yrs. 52,770 1,014.80 25.37	7 6 yrs. 54,309 1,044.40 26.11	8 8 yrs. 55,848 1,074.00 26.85	9 12 yrs. 57,221 1,100.40	10 16 yrs. 58,656 1,128.00	11 20+ yrs 60,819 1,169.60
Mutual agreemutual	rformed by the but not for both weekday ever weekday night	parties. ntial e above empoth) shall be CTICAL NU 1 Recruit 45,219 869.60 21.74 based on a parties. ntial e above empoth) shall be comings (2nd slits) (3rd shift)	RSE (Grace 2 6 mos. 46,654 897.20 22.43 market rate sloyees on tompens atee	the second atted for by all the second at th	4 2 yrs. 49,754 956.80 23.92 e adjusted of third shows:	5 3 yrs. 51,230 985.20 24.63	6 4 yrs. 52,770 1,014.80 25.37	7 6 yrs. 54,309 1,044.40 26.11	8 8 yrs. 55,848 1,074.00 26.85	9 12 yrs. 57,221 1,100.40	10 16 yrs. 58,656 1,128.00	11 20+ yrs 60,819 1,169.60
Mutual agreemutual	rformed by the but not for both weekday ever	parties. ntial e above empoth) shall be CTICAL NU 1 Recruit 45,219 869.60 21.74 based on a parties. ntial e above empon shall be comings (2nd shift) shall be comings (2nd shift) shall sh	RSE (Grace 2 6 mos. 46,654 897.20 22.43 market rate sloyees on tompens ater ompens ater onift)	the second atted for by all the second atted for by all the second atted for as foll \$1.00 per h	4 2 yrs. 49,754 956.80 23.92 e adjusted of the ows:	5 3 yrs. 51,230 985.20 24.63	6 4 yrs. 52,770 1,014.80 25.37	7 6 yrs. 54,309 1,044.40 26.11	8 8 yrs. 55,848 1,074.00 26.85	9 12 yrs. 57,221 1,100.40	10 16 yrs. 58,656 1,128.00	11 20+ yrs 60,819 1,169.60

	GISTERED N									osition # :		
	AY SERVICES	S NURSE (Grade 15	M)					Р	osition # :		
40 hours/	week											
⊏ #* -+:				2	4	-	•	-			40	44
Effective		1	2	3	4	5	6	7	8	9	10	11
Date		Recruit	6 mos.	1 yr.	2 yrs.	3 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs
7/5/2020												
	Annual	53,934	55,494	57,034	58,656	60,424	62,088	63,856	65,062	66,706	68,370	70,054
	Weekly	1,037.20							1,251.20		1,314.80	
	Hourly	<u>25.93</u>	<u>26.68</u>	<u>27.42</u>	<u>28.20</u>	<u>29.05</u>	<u>29.85</u>	30.70	<u>31.28</u>	32.07	<u>32.87</u>	33.68
The preced	ling wages are	based on a	market rate	e and mav b	e adiusted	during the	term of the	Agreement	bv			
	reement of the			,								
Barron C	enter Differe	<u>ntial</u>										
Effective N	lovember 3, 20	02 all work	nerformed	by the abov	ve employo	es on thosa	cond and t	hird shift o	for any wo	l vrk		
	on a weekend	-		•			conu and t	iiii u siiiil O	ioi ally wo	n K		
pertormea	on a weekend	(but not for	both) shai	i be comper	isated for a	is follows:						
	Weekday ever	nings (2nd s	hift)	\$1.00 per l	nour							
	Weekday nigh	nts (3rd shift	t)	\$2.00 per l	nour							
	Weekend days	S		\$1.00 per l	nour							
	Weekend ever	nings (2nd s	hift)	\$2.00 per l	hour							
	Weekend nigh	nts (3rd shif	t)	\$3.00 per l	nour							
CEBA 7/5	<mark>/2020 (FY 21)</mark>											
APPENDI												
MARKET	PAY PLAN											
15M-HD [DENTAL HYGI	ENIST (Gra	ade DH)					Р	osition # :			
37.5 hour	rs/week											
Effective		1	2	3	4	5	6	7	8	9		
Date		Recruit	6 mos.	1 yr.	2 yr.	4 yrs.	6 yrs.	12 yrs.	16 yrs.	20+ yrs.		
7/5/2020					•	,	,		,	,		
	Annual	59,729	62,088	64,584	66,534	68,523	70,590	72,365	74,159	76,070		
	Weekly	1,148.63				1,317.75	1,357.50	1,391.63	1,426.13	1,462.88		
	Hourly	30.63	31.84	33.12	34.12	<u>35.14</u>	36.20	37.11	38.03	39.01		
The preced	ling wages are	hased on a	market rate	e and may h	ne adjusted	during the	term of the	Agreement				
	agreement of t		ar KCC rate	c and may b	c aajastea	ading the	CITI OF LIFE	, Pi cellicit				
~,	a ₀ , cement of t	partics.										
	1					1	1	1				

	OUTREACH \) (C== d== C	\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\			osition#:		
37.5 houi	CE ABUSE (JOUNSELO	R/CASE IV	IANAGER	(Grade C) VV)		P	osition # :		
37.5 noui	sweek										
Effective		1	2	3	4	5	6	7	8	9	10
Date		Recruit	6 mos.	1 yr.	2 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs
7/5/2020		Recruit	0 11105.	ı yı.	2 yr 5.	4 yrs.	o yrs.	o yrs.	12 yrs.	io yrs.	ZU+ yrs
7/5/2020	A.a.a	4F 270	46 420	47 500	40.700	40.000	E0 C04	E4 E20	E0 767	E4 4E0	EE AEC
	Annual	45,279	46,430	47,580	48,789	49,998	50,681	51,539	52,767	54,152	55,458
	Weekly	870.75	892.88	915.00	938.25	961.50	974.63	991.13	1,014.75	1,041.38	1,066.50
	Hourly	23.22	<u>23.81</u>	24.40	<u>25.02</u>	<u>25.64</u>	<u>25.99</u>	<u>26.43</u>	<u>27.06</u>	<u>27.77</u>	28.44
Thomroon	 	hasad an a				during tha	torm of the	Aaraamant			
	ding wages are		ты кеста с	and may b	e adjusted	during the	term or the	Agreement			
by mutuai	agreement of	the parties.									
APPENDI	V										
	PAY PLAN										
WAKKEI	PAT PLAN										
4CM II DI	IDLIC LIEAL		O d- 40	141							
	JBLIC HEALT	H NUKSE (Grade 16	IVI)			P	osition # :			
37.5 hour	sweek										
Tita atiwa		4	•	_	4		•	7		•	
Effective		1 Do amulia	2	3	4	5	6		8	9	
Date		Recruit	6 mos.	1 yr.	2 yr.	4 yrs.	6 yrs.	12 yrs.	16 yrs.	20+ yrs.	
7/5/2020		55.405	F7 400	50,000	04 500	00.000	05.007	00.005	00.500	70.044	
	Annual	55,185	57,428	59,690	61,523	63,336	65,267	66,885	68,562	70,941	
	Weekly	1,061.25	1,104.38	1,147.88	1,183.13	1,218.00	1,255.13	1,286.25	1,318.50	1,364.25	
	Hourly	<u>28.30</u>	<u>29.45</u>	<u>30.61</u>	<u>31.55</u>	<u>32.48</u>	<u>33.47</u>	<u>34.30</u>	<u>35.16</u>	<u>36.38</u>	
-	1.										
•	ding wages are		market rate	e and may b	e adjusted	during the	term of the	Agreement			
by mutual	agreement of	the parties.									
0554 5/5	(0000 (E) (0.4)										
CEBA 7/5	/2020 (FY 21)									
4 DDENIDI	\										
APPENDI											
MARKEI	PAY PLAN										
4714 05	DTIFIED OOF	SE ENEODO		FELOED (O							
	RTIFIED COL	DE ENFORC	EMENI O	FFICER (G	rade 1/W)			Р	osition # :	
37.5 hou	rs/week										
Ella allere		4	•		4	-		7			40
Effective		1	2	3	4	5	6	7	8	9	10
Date		Recruit	6 mos.	1 yr.	2 yr.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs.
7/5/2020		47.00-	40.040	FO 47.1	F4 500	F0 00 t	F4 0F 1	FF 000	F0 700	50.001	F0 F00
	Annual	47,327	49,218	50,174	51,539	52,631	54,054	55,283	56,706	58,091	59,592
	Weekly	910.13	946.50	964.88	991.13	1,012.13	1,039.50	1,063.13	1,090.50	1,117.13	1,146.00
	Hourly	<u>24.27</u>	<u>25.24</u>	<u>25.73</u>	<u>26.43</u>	<u>26.99</u>	<u>27.72</u>	<u>28.35</u>	<u>29.08</u>	<u>29.79</u>	30.56
T1	ling wages are	based on a	market rate	and may h	hatzuih e ar	during the	tarm of the	Agraamant			

TXIVI-SP (ODE ENF FI	FI D SLIPFE	RVISOR &	CODE EN	F PI AN P	FVIFWER	AND		D	osition#:	
	SPECIALIST			CODE LIN	LANK		AND			osition # :	
37.5 hour		(Grade Ton	,							OSITION # .	
07.0 11041	JWCCK										
Effective		1	2	3	4	5	6	7	8	9	10
Date		Recruit	6 mos.	1 yr.	2 yr.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs.
7/5/2020				_					_		_
	Annual	50,252	51,812	53,313	54,893	56,648	58,325	59,982	61,542	63,083	64,662
	Weekly	966.38	996.38	1,025.25	1,055.63	1,089.38	1,121.63	1,153.50	1,183.50	1,213.13	1,243.50
	Hourly	<u>25.77</u>	<u>26.57</u>	<u>27.34</u>	<u>28.15</u>	<u>29.05</u>	<u>29.91</u>	30.76	<u>31.56</u>	<u>32.35</u>	<u>33.16</u>
							6.1				
•	ding wages are		market rate	and may b	oe adjusted	during the	term of the	Agreement			
by mutual	agreement of	the parties.									
APPENDI	/X										
	PAY PLAN										
MARKET											
	APPRAISER	/ CERTIFIE	D CODE I	NFORCE	MENT OF	FICER (Gra	ade 18A)		P	osition # :	
	APPRAISER	/ CERTIFIE	D CODE I	ENFORCE	MENT OF	FICER (Gra	ade 18A)		P	osition # :	
18M-AP	APPRAISER rs/week	/ CERTIFIE	D CODE L	ENFORCE 3	MENT OF	FICER (Gra	ade 18A) 6	7	<i>P</i> 8	osition # :	10
18M-AP 37.5 houi	APPRAISER rs/week						,	7 8 yrs.			10 20+ yrs.
18M-AP 37.5 hour	APPRAISER rs/week	1	2	3	4	5	6		8	9	_
18M-AP 37.5 hour Effective Date	APPRAISER rs/week	1	2	3	4	5	6		8	9	_
18M-AP 37.5 houi Effective Date	APPRAISER rs/week	1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	8 yrs.	8 12 yrs.	9 16 yrs.	20+ yrs . 62,751
18M-AP 37.5 hour Effective Date	APPRAISER rs/week Annual	1 Recruit	2 6 mos. 51,948	3 1 yr.	4 2 yr. 54,230	5 4 yrs. 55,517	6 6 yrs. 56,843	8 yrs. 58,286	8 12 yrs. 59,748	9 16 yrs.	20+ yrs . 62,751