

**COLLECTIVE BARGAINING AGREEMENT**

Between

**THE FORT DODGE PUBLIC LIBRARY**

And

**AFSCME IA C61**

**LOCAL - 2932**

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

**Thru**

**June 30, 2018**

# Table of Contents

Article I.....	1
Preamble	
Article II .....	1
Recognition	
Article III.....	2
Rates of Pay	
Article IV .....	2
Work Schedules	
Article V .....	3
Overtime and Holiday Pay	
Article VI.....	4
Holiday	
Article VII .....	5
Seniority	
Article VIII.....	5
Layoff	
Article IX.....	6
Vacation	
Article X.....	7
Sick Leave	
Article XI.....	8
Death and Serious Illness Clause	
Article XII .....	9
Leave of Absence	
Article XIII.....	9
Grievance/Arbitration/Discipline	
Article XIV .....	11
No Strike or Lockouts	
Article XV .....	11
Check off of Union Dues	
Article XVI.....	12
Check off For Financial Institutions	
Article XVII.....	12
Jury/Court Duty	
Article XVIII .....	13
Selective Service Policy	
Article XIX.....	13
Safety Meetings	
Article XX .....	13
Insurance	
Article XXI.....	14
Union Business	
Article XXII.....	15
Health and Safety	
Article XXIII .....	16
Probation Period	
Article XXIV .....	16
Contract Printing Cost	
Article XXV .....	17
Salary Adjustment	
Article XXVI.....	18
Term of Agreement	

Signature Page .....	19
Salary Schedule .....	20-32

COLLECTIVE BARGAINING AGREEMENT BETWEEN THE FORT DODGE  
PUBLIC LIBRARY AND AFSCME IA C61 on behalf of LOCAL 2932

ARTICLE I  
PREAMBLE

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

ARTICLE II  
RECOGNITION

- A. The principles of collective bargaining have brought representatives of certain organized employees and the Library together negotiating the personnel practices, conditions of work and rates of pay. In recognition of this principle, the Library will deal with the duly chosen representatives of AFCME IA C61 on behalf of Local 2932, and the Union's successors and assigns, on behalf of its members in the adjustment of all grievances that may arise regarding terms of this Agreement.
- B. The Library herewith recognizes AFSCME IA C61 on behalf of Local 2932, as the sole bargaining agent for its members as put forth in the Certificate of Certification, specifically including the following job classifications, unless the incumbent is excluded by law:  
  
Library Assistant II  
Library Assistant I (Circulation)  
Custodian
- C. The provisions of this contract become effective after six months of employment without a break in service.
  - 1. Regular Full-time Employee: One who is hired to work 35-40 hours per week on a continuing basis.

2. Regular Part-time Employee: One hired to work less than 35 hours per week on a continuing basis.
- D. Notice of employees hired in the above classifications listed in a status of subparagraphs (1) through (2) and any subsequent classification change for said same employees shall be given to the Union on the date of employment or the date of change.

### ARTICLE III RATES OF PAY

- A. The rate of pay covering the employees in the above general classifications, as set out in Exhibit A, shall be posted in the Library. Whenever inequities of classification rates exist or new classifications are made, they shall be adjusted through the grievance procedure.
- B. Wages of employees subject to this agreement shall be set out in Exhibit A as attached.

### ARTICLE IV WORK SCHEDULES

- A. Normal working schedules for Library employees shall be on the basis of a total of forty hours per week, eight hours per day. The Library shall have the right to change the normal working day with two weeks written notice to the employees concerned. This may be done by posting a notice on the Library bulletin board.  
  
Custodian(s) shall be scheduled to work at times and number of hours as necessary to provide for work to be completed as library operations dictate.
- B. In the event an employee is called back to duty prior to the commencement hour of his regular employment he will be paid their regular work rate for the first eight hours and time and one-half (1 1/2) for all hours worked in excess of eight hours, or be granted comp time at the same rate at the discretion of the Library Director.
- C. Each employee shall be entitled to a break in the morning not to exceed fifteen minutes and in the afternoon not to exceed fifteen minutes.
- D. An emergency shall be defined as a state of urgent or pressing public need where services must be performed to maintain a departments' operations when disrupted or to provide relief from unusual contingencies.
- E. If an employee is unable to report to work when the Library is open, due to

inclement weather, that employee must take vacation or personal time off for the hours missed, or if those are not available, he will not be paid for those hours.

If the City closes non-essential services then the Library will be considered closed at that time as well. If the Library does not close employees will be given the option of leaving. Employees who leave will be given the option of taking vacation or personal time off for the hours missed, or if those are not available, he will not be paid for those hours.

If the Library is closed due to order of the Director and employees are sent home as a result, employees shall be paid for the day as if they had worked the full day.

#### ARTICLE V OVERTIME AND HOLIDAY PAY

- A. Overtime or comp time shall be paid to all employees for all hours in excess of their work schedules at the following rates: One and one-half time for all hours in excess of forty hours per week.

This would include attending mandatory training, continuing education, seminars or workshops which exceed the 40 hour work week. This shall also include travel time when such training is away from the Fort Dodge area.

- B. If an employee is required to work on the day observed as a contract Holiday, he shall receive eight hours pay. In addition to the Holiday pay described herein, an employee who is requested to and works the Holiday shall receive the holiday pay and pay at the employees regular rate unless the hours worked total more than 40 in the work week and then shall be paid at time and one half. Regular part-time employees will receive prorated holiday pay that full time employees receive.
- C. Overtime may be taken in the form of compensatory time off at the discretion of the Library Director. The amount of compensatory time off would equal the amount of overtime earned at the rate it was earned. However, the maximum amount of compensatory hours off cannot exceed 40 hours per fiscal year and all such time off must be approved and scheduled by the supervisor. If compensatory time off remains unused at the end of a fiscal year, it will be reimbursed to the employee in a lump sum at the rate earned.

ARTICLE VI  
HOLIDAYS

A. The following shall be recognized as Holidays:

New Year's Day\*  
President's Day  
Good Friday (4 hours/afternoon)\*\*\*  
Memorial Day  
Fourth of July\*  
Labor Day  
Veteran's Day\*  
Thanksgiving  
Christmas Eve (4 hours/afternoon)\*\*\*\*  
Christmas\*  
New Years Eve (4 hours/afternoon)\*\*\*\*  
Personal Floating Holiday

\* When falls on Sunday, off on Monday.

\*\*\* Staff members whose day off falls on this day will receive four hours of holiday time.

\*\*\*\* When Christmas Eve fall on Saturdays or Sundays those staff members not scheduled to work these weekends receive eight hours holiday time; those who work one of these weekends will receive four hours holiday time.

B. When a staff member's day off falls on an observed holiday, the individual is entitled to holiday time off at a time suitable to both the individual and the Library Director.

C. Personal and other holiday time must be used by the employees by the end of the calendar year.

D. To qualify for holiday pay, it will be necessary for the employee to work the last scheduled work day prior to and the first scheduled work day following each holiday, unless said employee is on paid leave such as sick leave, vacation and holiday time.

E. When an employee accrues floating holiday time (when the library is closed but that employee is regularly scheduled to work on that day), that employee shall note on his/her time sheet when those hours are accrued and taken as holiday hours.

ARTICLE VII  
SENIORITY

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

ARTICLE VIII  
LAYOFF

- A. When a reduction in the labor force occurs, it shall be effective in the following manner: Employees will be laid off based upon the length of seniority within the Library. Employees who are temporary, seasonal or part-time shall be laid off first in that order. The least senior employee in each category (temporary, seasonal or part-time ) shall be the first to be reduced from employment. Full time employees who are reduced to part-time may replace a less senior part-time employee.
- B. An employee whose services have been terminated because of reduction of the work force or for economic reasons shall be reinstated to positions for which they are qualified in reverse order of their layoff. If bypassed because of lack of qualifications, the employee will not lose their rights to recall by order of seniority for future employment opportunities. An employee who has been offered recall and refuses will be considered to have voluntarily quit. The Library shall give notice at least thirty calendar days prior to layoff because of reduction in the work force or for economic reasons.
- C. Laid off employees who are recalled shall retain all rights in the bargaining unit. Such employee(s) will resume his/her seniority without credit for time outside of the bargaining unit for the purposes of reductions, recalls, bumping rights, and job posting. For the purpose of accrued vacation and sick leave allowance, such employee(s) will retain his/her total seniority while an employee of the Library.
- D. Employees will lose all seniority rights if they are discharged for cause or voluntarily quit. The Union acknowledges that providing two (2) weeks notice is customary prior to ending employment with an employer, but it is not necessary to do so.

ARTICLE IX  
VACATION

- A. All regular employees, a party to this Agreement, will be granted vacations with pay on the following basis:
- (1) At hire to two (2) years service, forty (40) hours (.0192 per hour paid accrued on a maximum of 40 hours per week);
  - (2) After two (2) years service, eighty (80) hours (.0385 per hour paid accrued on a maximum of 40 hours per week);
  - (3) After six (6) years service, one hundred twenty (120) hours (.0577 per hour paid accrued on a maximum of 40 hours per week);
  - (4) After ten (10) years service, one hundred sixty (160) hours (.0769 per hour paid accrued on a maximum of 40 hours per week);
  - (5) After fourteen (14) years service, two hundred (200) hours (.0962 per hour paid accrued on a maximum of 40 hours per week.)

Request for vacations over three (3) consecutive days in duration shall be normally made three (3) weeks in advance. Request for vacations of three (3) days or less shall normally be made one week in advance and approved at the Director's discretion. All vacations shall be granted with the approval of the Director. The Employer will make reasonable efforts to accommodate employees' vacation requests.

All requests shall be submitted in writing using application for vacation forms.

Vacation leaves shall be granted in minimum increments of one (1) hour. Vacation will cease to accrue once an employee reaches the maximum amount of accrued vacation based on their appropriate years of service accrual plus an additional forty (40) hours.

Where an employee has less than two (2) hours accumulated vacation, at the discretion of the Library Director, such employee will be allowed to use the balance of his/her vacation.

Regular part-time employees shall receive pro-rated holiday/personal floating holiday/vacation time on a basis to reflect the ratio between the employee's regularly scheduled hours per week and forty hours. For purposes of vacation accrual for regular part-time employees, a year of service shall be the equivalent of 2080 hours paid.

- B. An employee's service shall be measured as of his anniversary date of regular employment. Use of vacation prior to the end of the employee's probationary date

shall be at the discretion of the Library Director. Employees who have requested vacation leave and do not have sufficient accrued leave to fulfill the request shall be placed on leave no pay for those hours in which no vacation leave is available. Continued use of leave no pay shall be cause for disciplinary action. Upon retirement, one half of the vacation payout balance will be placed in to a post employment health savings account.

- C. No employee shall be called for duty during said vacation except in extreme emergency declared by the Board of Trustees or the Library Director.
- D. Vacation selection of the first forty (40) hours of vacation will be granted by seniority with selection of that time to occur between January 1 and January 31 of each year and thereafter selection will be on a first come basis.
- E. A supervisor's vacation will not preclude employees from selecting the same period of time for their vacation selection, insofar as the workload of the department will permit.

#### ARTICLE X SICK LEAVE

- A. All regular full-time employees of the Library will receive full pay for absence due to personal illness at the rate of fifteen (15) days annually (.0577 hours accrued per hour paid accrued on a maximum of forty (40) hours per week). All part-time employees sick leave will be pro-rated to the numbers of hours paid. When applicable, sick leave shall be used in concurrence with the Family and Medical Leave Act.
- B. The maximum amount of sick leave that may be accumulated during a calendar year is fifteen (15) days. The maximum amount of sick leave that may be carried by an employee is one hundred fifty (150) days. An employee who uses no sick leave during a calendar year shall be credited with one personal day off to be used within the following calendar year.
- C. Library staff members who are ill and cannot report to work should notify the Director or Librarian in charge a minimum of fifteen (15) minutes before the employees shift is regularly scheduled to begin. Employees should leave a message at the Reference Desk at ext. 224. A doctor's statement indicating illness and duration of illness may be requested from employees at any time, at the Director's discretion, and is required after three consecutive days of absence from work due to illness. If it should be determined that the sick leave used was not for a valid illness, the employee involved shall not be paid for the day(s) lost.
- D. A doctor's statement indicating an employee's fitness for duty is required when an employee has been on sick leave due to surgery, injury and other conditions which may impact an employee's ability to perform job duties.

- E. Doctor, hospital and dental appointments may be charged to sick leave for hours away from work.
- F. An employee of the Library who is injured on the job shall make a report as soon as possible, or within 48 hours of the accident, to the Director on an Accident/Incident Report Form.
- G. The Library will not be responsible for injuries by its employees when said injuries are suffered when engaged in other employment.
- H. Employees will receive sixty percent (60%) of their unused sick leave upon retirement having reached age fifty-five (55) with a minimum of four (4) years of service. Such payments will be placed into a health savings plan which can be used to pay for medical expenses upon retirement.

ARTICLE XI  
DEATH AND SERIOUS ILLNESS CLAUSE

- A. In case of death in the employee's immediate family, said employee shall be allowed to be absent twenty-four (24) hours off from work without loss of pay and use up to sixteen (16) hours of sick leave off from work for a total of forty (40) hours off either at the time of the death or at the time of the funeral.
- B. The immediate family shall include parents, step-parents, spouse, children, current spouse's children, siblings or any legal dependent residing in the domicile of the employee.
- C. Twenty-four hours (24) of sick leave usage shall be allowed at the time of death or time of funeral in the event of the death of the following: father-in-law, mother-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, step-brother, step-sister or grandchildren. Employees may use vacation, personal time or time off without pay after the initial twenty-four (24) hours.
- D. Where an employee is called upon to serve in an official capacity at a funeral, he shall be allowed to use sick leave, vacation, personal holiday or other paid time off leave.
- E. Attendance at funerals in a pay status not specifically mentioned in this Article will be up to the discretion of the employee's supervisor.
- F. If an employee is compelled to lose work because of a serious illness in their immediate family, he shall be allowed up to forty (40) hours of sick leave per year for this purpose without loss of pay upon proper documentation of the illness.

- G. Use of sick leave for purposes of this article shall not count against determination of sick leave usage for the purposes of determining credit for personal holiday as stated in Article X Sick Leave.

ARTICLE XII  
LEAVE OF ABSENCE

- A. An employee shall be granted a leave of absence without pay for good cause with the consent of the Board of Trustees without prejudice to seniority or other rights, providing the leave of absence shall not be used for the purpose of accepting remunerative employment elsewhere. Leave of absence shall be limited to ninety calendar days.
- B. A paternity or maternity leave in conjunction with the birth or adoption of a new family member shall be considered a reasonable purpose for a leave of absence request and subject to this contract.
- C. An employee will be allowed to utilize sick leave for the purpose of taking a leave of absence due to pregnancy, upon presentation of a letter from their physician stating the last day they should work and the first day they are to return to work after the birth of the baby.
- D. If this absence is greater than the employee's sick leave available, the difference will be leave of absence without pay.
- E. This contract will be in compliance with the federal Family and Medical Leave Act. Leave under the Family and Medical Leave Act shall be documented by the Library Director in writing.

ARTICLE XIII  
GRIEVANCE/ARBITRATION/DISCIPLINE

- A. The term grievance shall mean a dispute between the Library and the Union regarding the interpretation and application of the clauses of this collective bargaining agreement.
- B. When a grievance or a dispute arises with the Library, an honest effort shall be made to settle the issue in the following manner:

Step 1 Informal Resolution I: The Employee shall first take up the grievance with the Employee's supervisor or Library Director. This procedure shall be an informal attempt to discuss the problem and work out an acceptable solution.

An employee must make known his grievance at Step 1 within five (5) days of the

alleged dispute or controversy. The Library Director will give the employee filing the grievance a written answer within five days. If it is not settled to the employee/union's satisfaction, the grievance must be carried to Step 2 within five (5) days from receipt of the Library Director's written reply.

Step 2 Formal Resolution II: The employee and/or the Union shall submit a written grievance to the Library Director within the above five (5) day time period. If within five (5) days from receipt of the Union's written grievance, the dispute is not resolved between the Library Director or his designee and the Union, the matter will be advanced to Step 3 by the Union within ten (10) days from the Library Director's Step 2 reply.

Step 3 Formal Resolution III: After notifying the Library Director of the Union's intent to proceed to Step 3, a meeting between the Library Director and/or his designee and the Union's Steward, President/designee and the Staff Representative will take place within thirty (30) days of the Union notification to advance the matter to Step 3. Within five (5) days from the meeting date, the Library Director/designee will give a written reply to the Union.

Step 4 Formal Resolution IV: In the event the Step 3 reply is unsatisfactory to the Union, the following procedure will apply.

For disciplinary grievances in which the discipline is greater than ten (10) days up to termination the Union may begin with the 3<sup>rd</sup> step of the grievance process.

#### ARBITRATION CLAUSE

- A. Notice of Arbitration must be served in writing to the Library Director within fourteen (14) days after the final written answer has been received. The notice of Arbitration shall clearly state the issue of dispute to be arbitrated and the articles of the Agreement alleged to be violated.
- B. A list of five (5) arbitrators shall be requested from the Iowa Public Employment Relations Board. Either party may refuse one list before striking of names begins. The Parties shall determine by lot which shall take the first strike. The Library and the Union shall continue striking names until one is left, who shall be the sole arbitrator.
- C. The arbitrator shall not have the power to modify, add to, or detract from any part of this Agreement, but shall only interpret or determine compliance with the Articles of this Agreement. A decision by the arbitrator shall be binding upon both Parties. The arbitrator shall deliver to both the Union and to the Public Library Board of Trustees his decision in writing within thirty days after such arbitration hearing.

For disciplinary grievances in which the discipline is a ten day suspension or less, job classifications and language interpretation grievances the parties shall utilize a mediator/arbitrator form of resolution. This form of grievance resolution shall permit the mediator/arbitrator to first attempt to mediate the grievance. If unsuccessful in the mediation process, the mediator/arbitrator shall issue a final and binding ruling at that time that will be without precedence.

- D. The fees and costs, if any, shall be shared equally by the Union and the Library.

The term "day" in this Article means a business day on which the Library is open for patrons.

#### DISCIPLINE CLAUSE

- A. Any employee suspended or discharged will be notified in writing as to the reason for the action taken by the supervisor concerned at the time of the incident, or promptly after such disciplinary action is taken, not to exceed seventy-two (72) hours.
- B. A copy of the discipline will be given to the Library steward and the local union president at the earliest time following the employee being notified or in the presence of the employee at the time of discipline, not to exceed forty-eight (48) hours.

#### ARTICLE XIV NO STRIKE OR LOCK OUTS

- A. As a part of this Collective Bargaining Agreement, the Fort Dodge Public Library Board states that it is the settled law of the State of Iowa that no employee may engage in or participate in any strike against the Fort Dodge Public Library, or any work stoppage or in any activity intended to interfere with the normal operation of the various activities of the Public Library. The Fort Dodge Public Library Board further states that any employee who during the term of this Agreement, engages in or participates in any such illegal activity, shall forfeit any and all rights and privileges as herein set out in this Collective Bargaining Agreement and shall be cause for his removal and discharge. In addition, the Fort Dodge Public Library agrees that no lock out will take place against any of its employees.

#### ARTICLE XV CHECKOFF OF UNION DUES

- A. Upon presentation by the employee of signed authorization cards, signed by the employee, the City shall deduct from the employee's pay the employee's regular

union dues, as designated by AFSCME Council 61. The City will then forward to AFSCME Council 61 not later than the 15th day of the current month such union dues together with the list giving the name of the employee from whom the deduction has been made and the amount of deduction. A copy of such list will be given to the Local Financial Secretary-Treasurer. It is understood that said authorization is entirely voluntary and may be terminated by the employee only during a two (2) week period one (1) week before the employee's anniversary date of joining the Union to one week after.

ARTICLE XVI  
CHECKOFF FOR FINANCIAL INSTITUTIONS

- A. The Library shall deduct as to each employee who shall authorize it in writing, on a form which is on file with the Library and which has not been revoked or declared by law to be illegal, from each pay period except in the middle pay period in those months having three (3) pay periods, an amount of money as authorized in writing by such employee. The City shall within ten (10) days after the deduction, as hereto set forth, transmit to the employee's designated financial institution the total of such amount deducted from the employee's pay check, with an itemized list of the name of the employee participating and amount of money deducted from his pay check. At such time of such transmission the Library shall be absolved and discharged from any further liability and responsibility. In the event this procedure is declared illegal or in the event the form used for the check off is declared illegal, then the City shall be under no liability or responsibility to check off for the employee's financial institution. Employees shall have their paychecks deposited via direct deposit and receive a proper statement showing pay and deductions.

ARTICLE XVII  
JURY/COURT DUTY

- A. In the event an employee is called for jury duty or is subpoenaed to appear in a court of law, he shall have the right to take time away from his employ. During the time he acts in this official capacity, he shall receive his regular pay.
- B. All employees will file for jurors/witness pay with the Clerk of Court. When they receive their jurors pay check they shall surrender such draft, properly endorsed, to the Library.
- C. If jury/court duty falls on a day an employee is not scheduled to work, that employee will not have to surrender juror/witness pay for those dates. Employees will also retain all pay in regard to mileage.

ARTICLE XVIII  
SELECTIVE SERVICE POLICY

Covered under IA Code Chapter 29A.28.

ARTICLE XIX  
SAFETY MEETINGS

- A. When safety meetings are held, the time and place shall be posted at least three (3) days prior to the date of the meeting and it shall be mandatory for all employees not on active duty or performing necessary work to attend these meetings. All employees who attend on their own time will be allowed two (2) hours pay at their regular rate.

ARTICLE XX  
INSURANCE

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

**Plan A**

Plan A is a high deductible health plan (HDHP) with a health savings account. This insurance will have a deductible of \$2500 for single coverage and \$5000 for family coverage. The City will contribute one half of the deductible amount to a health savings account (HSA) for each employee who participates in a high deductible health plan. This contribution will occur monthly with one-twelfth of the contribution to be made each month. Employees are not eligible to contribute to a flexible spending account under this plan. Employees may make a contribution to the HSA in addition to the employers contribution to a maximum of that portion of the deductible not provided for by the employer for either the single or family coverage selection.

**Plan B**

Plan B is a traditional PPO plan. Said insurance shall include 80/20 co-insurance, \$500/\$1000 deductible, \$1000/\$2000 maximum out of pocket and Rx drug provision of \$5 generic, \$20 brand name and \$85 specialty drug co pays. Employees shall contribute 8% of the premium cost of this insurance plan on a pre-tax basis. Employees in this plan only are eligible for reimbursement of 80% of the \$500/\$1000 deductible upon presentation of proper documentation that such deductible has been paid. The hospital, medical and major medical benefits

in effect on January 1<sup>st</sup>, 2015 will remain in effect throughout the term of this agreement as long as the provisions of Alliance Select or a similar such program are followed.

- B. The Library will pay the premium cost of single and family dental insurance.
- C. The Library shall maintain twenty thousand dollars (\$20,000) of term life insurance with Accidental Death and Dismemberment for each employee subject to this agreement. Each employee shall be allowed to designate his/her beneficiary.
- D. The Library will allow one (1) employee, selected by the Union, to sit on the Insurance Committee established by the City.

#### ARTICLE XXI UNION BUSINESS

- A. Only Union/Library business may be conducted on Library time.
- B. The Union may select one Library employee to attend the District Convention, the National Union Convention or the State AFL-CIO Convention. It is understood that different employees may be selected to attend each function. It is also understood that the employee will not be paid by Library funds for such activities or during such period of absence. The employee must notify their supervisor at least two weeks in advance of their desire to attend such a function and if the request is denied by the supervisor, an explanation must be provided for such a denial.
- C. A negotiation and grievance committee of one shall represent the employees in addition to the Local President or his designee in all matters pertaining to negotiations and disputes. When a negotiation or grievance meeting is arranged between the Library and the Union, the committee shall be permitted a reasonable amount of time to caucus, discuss proposals and develop counter-proposals without loss of pay. Time lost because of Union/Library business shall be computed as time worked for the purpose of computing overtime. Time spent in negotiations/grievance meetings that occur beyond the employees scheduled working hours shall not constitute overtime hours. This does not impact call-in pay. Time spent in negotiations/grievance preparation shall be kept to a minimum so as not to unduly disrupt the employers operations.
- D. The member of the negotiation/grievance committee shall be paid his regular rate of pay for any Library/Union business that occurs during their regular duty hours. All time spent in negotiations/grievance meetings during regular duty hours shall count towards computing the employee's first forty hours each week.

- E. Grievance and negotiating committee member shall notify the immediate supervisor in writing in advance setting forth the dates and times when they will be absent for the attendance at meetings.
- F. Any Union member elected or appointed to serve on a committee or position with the State Federation of Labor or International Union will do so without pay from the City.

ARTICLE XXII  
HEALTH AND SAFETY

- A. The Library bargaining unit shall appoint one of their members to a joint Labor-Management Health and Safety Committee which consists of equal Union and City representatives. This committee shall hold meetings as often as is necessary but not less than once a month at a regularly scheduled time and place, for the purpose of jointly considering, inspecting, investigating and reviewing health and safety conditions and practices and investigating accidents, and for the purpose of jointly and effectively making constructive recommendations with respect thereto, including but not limited to the formulation of changes to eliminate unhealthy and unsafe conditions and practices. All matters considered by the Committee shall be reduced to writing, and joint minutes of all meetings of the committee shall be made and maintained. Time spent in connection with the work of the Committee by union representative shall be considered and compensated for as their regularly assigned work.
- B. The Library Board of Trustees, believing the health and safety of their employees to be a concern of both Parties, shall institute reasonable rules for safeguarding the health and safety of all concerned.
- C. All employees shall be required to comply with the reasonable safety rules and regulations adopted by the Joint Safety Committee. Gross disregard to comply herewith will result in disciplinary action.
- D. The Library Board agrees to provide and maintain adequate personal protective equipment for the protection of the health and safety of all employees.
- E. The Library Board agrees to fully disclose, in writing to the Union, the full identity of all chemicals and related substances and their threshold limit values.
- F. Such identification shall include, but not be restricted to the chemical, drug, biological or pharmaceutical name or names, relevant health and safety hazards and precautions, the maximum concentration of exposures, precautions to be taken, health symptoms, medical remedies and antidotes.

- G. The Library shall pay for reasonable and necessary physical examination and medical test for employees who may have been exposed to hazardous conditions. A report of all medical findings and examinations shall be provided only to the affected employee and the Library. A gross report respecting the confidentiality of those employees examined shall be provided to the Joint Labor Management Safety committee.
- H. The Library Board shall provide reasonable medical first aid facilities for emergencies and a report of all injuries shall be made and record maintained.
- I. No employee shall be required to perform work that endangers his or any other employee's health or physical safety or under conditions which are in violation of the health and safety rules, or any local, state or federal health or safety law. An employee's refusal to perform such work shall not warrant or justify any present or future disciplinary action. When an employee refuses to work because of alleged safety or health reasons, the joint Safety Committee shall hold an emergency meeting to rule on the issue.
- J. Any dispute arising out of interpretation of this article may be made subject to the grievance procedure. All disputes alleging violation of OSHA will be settled through OSHA Rules. Issues that have been ruled on by OSHA shall have no further recourse through the grievance procedure.

ARTICLE XXIII  
PROBATIONARY PERIOD

- A. The probationary period for new regular employees shall be six months. Probationary employees shall have no rights under this contract until after they have passed their probationary period.
- B. This section does not apply to seasonal and temporary employees.

ARTICLE XXIV  
CONTRACT PRINTING COST

- A. The Union and the Library will each pay one-half of the cost of printing the labor contract.

ARTICLE XXV  
SALARY ADJUSTMENT

- A. A 1.5% salary increase for each step in each pay range will be given July 1, 2015.
  - A 1.5% salary increase for each step in each pay range will be given January 1, 2016.
  - A 2.25% salary increase for each step in each pay range will be given July 1, 2016.
  - A 1.5% salary increase for each step in each pay range will be given January 1, 2017.
  - A 1.75% salary increase for each step in each pay range will be given July 1, 2017.
  - A 1.5% salary increase for each step in each pay range will be given January 1, 2018.
- B. All regular employees, who are a party to this Agreement, will be granted Step Increases on the following basis:
- (1) From A to B after one year's service
  - (2) From B to C after two year's service on Step B
  - (3) From C to D after three year's service on Step C
  - (4) From D to E after four year's service on Step D
  - (5) From E to F after five year's service on Step E

Wage Grades

Library Assistant II	Grade 16
Library Assistant I (Circulation)	Grade 15
Custodian	Grade 15

ARTICLE XXVI  
TERM OF AGREEMENT

- A. The above agreement, hereinafter set out, shall remain in full force and effect from July 1, 2015 through June 30, 2018.
- B. The Parties agree that this agreement shall be reopened to negotiations for fiscal year commencing July 1, 2017 as set out in Chapter 20 Code of Iowa, as amended, if under PPACA (Patient Protection & Affordable Care Act) the Cadillac Plan tax applies to the Employer or major changes in insurance coverage's or premiums are experienced and shall apply if mutually agreeable impasse procedures have not been adopted.
- C. This agreement entered into this 28 day of April, A.D., 2015, in the City of Fort Dodge, Webster County, Iowa.

## Signature Page

Executed at Fort Dodge, IA this 28 day of April, 2015.

Fort Dodge Library Board

AFSCME Council 61 IA

By:



Bob Wood  
Library Board President



Matt Butler  
Union Representative  
AFSCME Council 61 IA



Rita Schmidt  
Interim Library Director



Rachel Lavender  
Negotiation Committee Member  
Local 2932

1.5%

AFSCME  
Exhibit A  
Salary Schedule

7/1/2015

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

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

1.5%

AFSCME  
Exhibit A  
Salary Schedule

7/1/2015

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

21	\$39,488.20 \$1,518.78 \$18.98	\$41,363.38 \$1,590.90 \$19.89	\$43,401.10 \$1,669.27 \$20.87	\$45,443.41 \$1,747.82 \$21.85	\$47,762.65 \$1,837.03 \$22.96	\$50,150.79 \$1,928.88 \$24.11
22	\$41,363.38 \$1,590.90 \$19.89	\$43,401.10 \$1,669.27 \$20.87	\$45,443.41 \$1,747.82 \$21.85	\$47,762.65 \$1,837.03 \$22.96	\$50,013.01 \$1,923.58 \$24.04	\$52,538.92 \$2,020.73 \$25.26
23	\$43,401.10 \$1,669.27 \$20.87	\$45,443.41 \$1,747.82 \$21.85	\$47,762.65 \$1,837.03 \$22.96	\$50,013.01 \$1,923.58 \$24.04	\$52,401.14 \$2,015.43 \$25.19	\$55,088.71 \$2,118.80 \$26.48
24	\$45,443.41 \$1,747.82 \$21.85	\$47,762.65 \$1,837.03 \$22.96	\$50,013.01 \$1,923.58 \$24.04	\$52,401.14 \$2,015.43 \$25.19	\$55,088.71 \$2,118.80 \$26.48	\$57,829.09 \$2,224.20 \$27.80
25	\$47,762.65 \$1,837.03 \$22.96	\$50,013.01 \$1,923.58 \$24.04	\$57,820.37 \$2,223.86 \$27.80	\$52,401.14 \$2,015.43 \$25.19	\$57,820.37 \$2,223.86 \$27.80	\$60,690.72 \$2,334.26 \$29.18

1.5%

AFSCME  
Exhibit A  
Salary Schedule

1/1/2016

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

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

1.5%

AFSCME  
Exhibit A  
Salary Schedule

1/1/2016

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

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

2.25%

AFSCME  
Exhibit A  
Salary Schedule

7/1/2016

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

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

2.25%

AFSCME  
Exhibit A  
Salary Schedule

7/1/2016

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

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

1.5%

AFSCME  
Exhibit A  
Salary Schedule

1/1/2017

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

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

1.5%

AFSCME  
Exhibit A  
Salary Schedule

1/1/2017

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

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

1.75%

AFSCME  
Exhibit A  
Salary Schedule

7/1/2017

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

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

1.75%

AFSCME  
Exhibit A  
Salary Schedule

7/1/2017

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

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

1.5%

AFSCME  
Exhibit A  
Salary Schedule

1/1/2018

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

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

1.5%

AFSCME  
Exhibit A  
Salary Schedule

1/1/2018

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

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