

**COLLECTIVE BARGAINING AGREEMENT**

Between

**THE FORT DODGE PUBLIC LIBRARY**

And

**AFSCME IA C61**

**LOCAL - 2932**

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

**Thru**

**June 30, 2023**

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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
- 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 sub-paragraphs (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 a location where all employees can view it. 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.
- B. 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.
- C. 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.
- D. 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 a full-time employee is required to work on a City observed Holiday, the employee 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 ten and one-half days shall be recognized as Holidays:
  - New Year's Day
  - President's Day
  - Memorial Day
  - Fourth of July
  - Labor Day
  - Veteran's Day
  - Thanksgiving
  - Afternoon of Christmas Eve
  - Christmas
  - Two Personal Floating Holidays
- 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.

#### 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 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 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.

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.

- 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 without pay for those hours in which no vacation leave is available. Continued use of leave without pay shall be cause for disciplinary action.

- 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 IX SICK LEAVE

- A. All full-time employees will accrue sick leave at a rate of twelve (12) hours per month (.0692 hours accrued per hour paid on a maximum of 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 eighteen (18) 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 thirty (30) minutes before the employee's shift is regularly scheduled to begin. A doctor's statement indicating illness and duration of illness may be requested from employees at any time, at the Director's discretion. 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 time 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 24 hours of the accident, to the Supervisor. All injuries must be reported according to City policy.

- G. The Library will not be responsible for injuries by its employees when said injuries are suffered when engaged in other employment.

ARTICLE X  
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 IX Sick Leave.

ARTICLE XI  
GRIEVANCE/ARBITRATION

- 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 (5) 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. Within five (5) days of when the Library Director receives the Notice of Arbitration, the Union shall request a list of five (5) arbitrators 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.

## ARTICLE XII 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 XIII  
SALARY ADJUSTMENT

- A. A 1.5% salary increase for each step in each pay range will be given July 1, 2020.  
A 1.5% salary increase for each step in each pay range will be given January 1, 2021.  
A 1.5% salary increase for each step in each pay range will be given July 1, 2021.  
A 1.5% salary increase for each step in each pay range will be given January 1, 2022.  
A 1.5% salary increase for each step in each pay range will be given July 1, 2022.  
A 1.5% salary increase for each step in each pay range will be given January 1, 2023.
- 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	Grade 15

ARTICLE XIV  
TERM OF AGREEMENT

- A. The above agreement, hereinafter set out, shall remain in full force and effect from July 1, 2020 through June 30, 2023.
- B. The Parties agree that this agreement shall be reopened to negotiations for fiscal year commencing July 1, 2021 as set out in Chapter 20 Code of Iowa, as amended, if under PPACA (Patient Protection & Affordable Care Act) the Cadillac Plan tax applies to the Employer or major changes in insurance coverage's or premiums are experienced and shall apply if mutually agreeable impasse procedures have not been adopted.
- C. This agreement entered into this \_\_\_\_\_ day of \_\_\_\_\_, A.D., 2020, in the City of Fort Dodge, Webster County, Iowa.

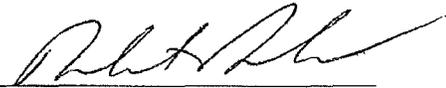
## Signature Page

Executed at Fort Dodge, IA this 2nd day of March, 2020.

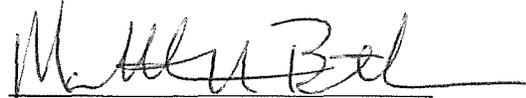
Fort Dodge Library Board

AFSCME Council 61 IA

By:



Robert Gunderson  
Library Board President



Matt Butler  
Union Representative  
AFSCME Council 61 IA



Rita Schmidt  
Library Director



Amelia Presler  
Negotiation Committee Member  
Local 2932

1.015

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

Annual calcs based on 2080 Hrs./Yr

## Exhibit A

## Salary Schedule

(Steps based on hourly rates)

AFSCME

7/1/2020

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

1.015

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

Annual calcs based on 2080 Hrs./Yr

## Exhibit A

## Salary Schedule

(Steps based on hourly rates)

AFSCME

1/1/2021

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

1.015

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

Annual calcs based on 2080 Hrs./Yr

## Exhibit A

## Salary Schedule

(Steps based on hourly rates)

AFSCME

7/1/2021

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

1.015

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

Annual calcs based on 2080 Hrs./Yr

## Exhibit A

## Salary Schedule

(Steps based on hourly rates)

AFSCME

1/1/2022

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

1.015

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

Annual calcs based on 2080 Hrs./Yr

## Exhibit A

## Salary Schedule

(Steps based on hourly rates)

AFSCME

7/1/2022

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

1.015

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

Annual calcs based on 2080 Hrs./Yr

## Exhibit A

## Salary Schedule

(Steps based on hourly rates)

AFSCME

1/1/2023

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