

December 14, 2021

Board of Supervisors
Kern County Administrative Center
1115 Truxtun Avenue
Bakersfield, CA 93301

**PROPOSED MEMORANDUM OF UNDERSTANDING WITH SERVICE EMPLOYEES'
INTERNATIONAL UNION, LOCAL 521 FOR WAGES, HOURS, AND TERMS AND
CONDITIONS OF EMPLOYMENT FOR EXTRA HELP EMPLOYEES IN
BARGAINING UNITS A, B, E, G, AND H, THROUGH JUNE 30, 2024
Fiscal Impact: Unknown; Not Budgeted; Discretionary**

Kern County's 2021-2026 Strategic Plan includes the key objective "*Be a Model of Excellence in Managing our Business and Workforce.*" Included under that objective are the goals of attracting, developing, and retaining top talent across all business areas of the County. The plan identifies the need to ensure competitive compensation practices and to reform our countywide compensation system to enable regular cost of living adjustments (COLAs). The proposed Memorandum of Understanding (MOU) with Service Employees' International Union, Local 521 (SEIU), for Extra Help County employees in bargaining units A, B, E, G, and H, takes a significant step toward achieving these objectives for the employees they represent.

The current MOU with SEIU expired on October 31, 2019. After lengthy negotiations, the parties have reached tentative agreement and SEIU membership have ratified that tentative agreement. The parties jointly propose the attached successor MOU for Board of Supervisors approval.

The key substantive changes provided in this proposed MOU are:

- Contract term through June 30, 2024
- A new 10-Base Cost of Living Adjustment (COLA) step salary schedule with 2% incremental growth between each COLA step to be effective January 1, 2022
- A 2.5% additional COLA effective July 2022
- A reopener to discuss an additional COLA for July 2023
- Minimum wage salary adjustments and certain additional equity adjustments effective the pay period following adoption of the MOU
- Addition of Winter Recess as a permanent benefit
- Addition of participation in KER\$FLEX I voluntary benefits program and flexible spending account
- Expansion of the Extra Help employment term from 9 months to 2 years
- Incorporation of other previous side letter agreements and tentative agreements

The jointly proposed MOU exemplifies a necessary restructure of our compensation structure affording all employees more regular wage growth throughout the tenure of their employment with the County. The restructured salary schedule increases the entry-level salary for all represented positions to assist with recruitment. It also provides regular and sustainable base wage growth of 2% each year for a total of nine years. This structure also affords the County the ability to offer additional COLAs at a more regular intervals to ensure that we are keeping pace with the labor market and the rising cost of living, starting on July 2022 with a 2.5% COLA.

County Counsel has approved the proposed Memorandum of Understanding as to form.

Therefore, IT IS RECOMMENDED that your Board approve the proposed Memorandum of Understanding with Service Employees' International Union, Local 521, for Extra Help employees in bargaining units A, B, E, G, and H, for wages, hours, and terms and conditions of employment through June 30, 2024 and direct the Human Resources Division to implement the changes.

Sincerely,



Devin Brown
Chief Human Resources Officer

cc: All Department Heads
Service Employees' International Union, Local 521

PREAMBLE

This Collective Bargaining Agreement, hereinafter referred to as "Agreement", entered into by the County of Kern, hereinafter referred to as the "Kern County", and Service Employees International Union Local 521 hereinafter referred to as "SEIU "or "Union," has as its purpose the setting forth of the full and entire understanding of the parties regarding the matters set forth herein, reached as the result of good faith negotiations regarding the wages, hours, and other terms and conditions of employment of the employees covered hereby. Pursuant to Government Code section 3505.1, this Agreement is jointly submitted and recommended for approval, and implementation in accordance with its terms, to County's Board of Supervisors.

ARTICLE I - RECOGNITION

Section 1. Full Understanding, Modifications, Waiver

- A. This Agreement constitutes the full and entire understanding of the parties regarding the specific matters set forth herein and any other prior or existing oral or written understandings or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.
- B. Except as specifically provided herein, it is agreed and understood that each party hereto voluntarily and unqualifiedly waives its right and agrees that the other shall not be required to negotiate with respect to any subject or matter covered herein, during the term of this Agreement.
- C. No agreement, alteration, understanding, variation, waiver, or modification of any terms or provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing by the parties hereto, and if requested, approved by the County's Board of Supervisors.
- D. Waiver of any violation of this Agreement, or failure to enforce any of its terms shall not constitute a waiver of the right to future enforcement of any of its terms.

Section 2. Union Recognition

The County recognizes SEIU as the employee organization certified by the Board of Supervisors pursuant to the Employer-Employee Relations Resolution (EERR) and the Meyers-Milias-Brown Act, and any amendments thereto. The terms and conditions of this Agreement apply to extra help classifications within the bargaining units as specified by unit number in the County Salary Ordinance. The bargaining units are:

Extra Help Technical Services	Unit A
Extra Help Clerical	Unit B
Extra Help Administrative	Unit E
Extra Help Trades/Craft/Labor	Unit G
Extra Help Probation	Unit H

It is further understood that all employees may, to the extent permitted by law, represent themselves individually in their employment relations with the County.

Section 3. Authorized Agents

For purposes of administering the terms and provisions of this Agreement:

- A. County's principal authorized agent shall be the Chief Human Resources Officer, or his/her/their duly authorized representative (Address: Kern County Human Resources Division, 1115 Truxtun Avenue, First Floor, Bakersfield, California 93301; Telephone 868-3480), except where a particular County representative is specifically designated in connection with the performance of a specified function or obligation set forth herein.
- B. The Union's principal authorized agent shall be the Chief Elected Officer of SEIU, Local 521 or its duly authorized representative (Address: 1001 17th Street, Suite A, Bakersfield, California 93301; Telephone: 661-321-4160).

ARTICLE II - GENERAL PROVISIONS

Section 1. Health/Safety

- A. Pursuant to Chapter 12 of the Kern County Administrative Policy and Procedures Manual, the County will provide a safe, sanitary, and healthful work environment, promote an accident-free workplace through training and accident prevention programs, and comply with applicable federal, state and local statutes, regulations and ordinances. The County shall endeavor to provide reasonable security for all employees in their work locations. Department heads will furnish safety devices and promote practices that protect the health and safety of employees.
- B. The County will maintain a County Safety Committee, which will include one representative per bargaining unit selected by the Union, and one Union staff representative. The committee shall meet quarterly in accordance with the Kern County Administrative Policy and Procedures Manual (Section 1202 of Chapter 12, and Chapter 16).
- C. Each County department shall designate a Department Safety Officer, form a Department Safety Committee, and develop department specific safety and accident prevention programs in accordance with Section 1203 of Chapter 12 of the Kern County Administrative Policy and Procedures Manual.
- D. Each County department shall develop a specific Emergency Preparedness Plan in accordance with Chapter 16 of the Kern County Administrative Policy and Procedures Manual.
- E. No employee shall be required to work under conditions dangerous to the employee's health and/or safety. Employees shall alert their supervisors to unsafe practices, equipment and/or conditions and report any unsafe practices, equipment, or conditions. Any employee who either does not receive an answer to an immediate safety concern from their supervisor(s) within 3 calendar days, or receives an answer the employee deems unsatisfactory, may directly contact the Department and/or County Safety Officer.

Section 2. Direct Deposit

The County requires all employees to receive their pay and qualified expense reimbursements via direct deposit.

Section 3. Successor Agreement Negotiations

The parties agree that successor Agreement negotiations shall commence no later than 90 days prior to the expiration of this Agreement.

Section 4. Payroll Deductions

- A. The County agrees to continue the present union dues check off system whereby dues, as certified by the Union to be current, will be deducted and paid to the Union, subject to the provisions of the EERR. Payroll deductions and/or Committee on Political Education ("COPE") contributions authorized by the employee shall start the pay period after the County receives notification of the authorization. The County shall transmit such payments to the Union no later than 30 days after the deduction from the employee's earnings occur.
- B. Employees may provide express authorization for payroll deductions and/or COPE contributions by any means of indicating agreement allowable under state and federal law, including but not limited to: submitting to the Union a written membership application form; an electronically recorded phone call; or an online deduction authorization. The County shall honor the terms of the employee's authorization. Requests to authorize or revoke dues deductions and/or COPE contributions shall be directed to the Union.
- C. The Union will submit to the County a certified list of members who have authorized payroll deductions and/or COPE contributions. The County shall accept confirmations from the Union that the Union possesses electronic records of such membership and give full force and effect to such authorizations as "written authorization" for purpose of this Agreement. If a dispute arises about the existence of, or terms of the authorization, the Union shall provide the County a copy of the

employee's authorization. The Union shall indemnify and hold harmless the County for any and all employee claims regarding such authorization.

Section 5. Rest Periods

The County agrees that the department head may authorize employee rest periods each day not to exceed 15 minutes during each 4-hour period.

ARTICLE III - RIGHTS OF PARTIES

Section 1. Strikes and Lockouts

During the term of this Agreement, County agrees that it will not lock out employees, and the Union agrees that it will not engage in, encourage, or approve any strike, slowdown, or other work stoppage growing out of any dispute relating to the terms of the Agreement. The Union will take whatever possible lawful steps necessary to prevent any interruption of work in violation of this Agreement. Furthermore, Union and County recognize that the grievance and arbitration procedures contained in Article VIII shall be used to resolve any and all controversies in any way arising out of, or concerning, any language in the Agreement.

Section 2. Bulletin Boards and County Mail System

- A. The County agrees that the Union may provide a standard bulletin board (not to exceed 36" x 48") for placement adjacent to existing County bulletin boards. Posting of notices is governed by the EERR provisions. Shop stewards may post Union communications dealing with official Union business on County-approved bulletin boards. The Union agrees not to post any notices that concern job actions or the political activities of the Union on any County-approved bulletin board.
- B. The County reserves the right to remove any bulletin board notice that does not conform to the above standards. The Union will be given immediate notice of any material that is removed, and the County agrees, if requested by the Union, to meet and discuss this removal as soon as it is mutually convenient.
- C. The County and Union further agree that the Union may continue to use the County mail and e-mail system for official union business in accordance with County rules relating to the use of County mail and e-mail. The County mail and e-mail systems will not be used for any communications dealing with job actions or political activities of the Union.
- D. Failure to adhere to the use of the County's mail and e-mail system in the above manner will result in its revocation as a privilege extended to the Union by the County.

Section 3. Claims Review

Employees who lose or damage their personal property during their County employment may process a claim for reimbursement in accordance with the County claim review process as provided in Section 317 of the Kern County Administrative Policy and Procedures Manual.

The County agrees not to discriminate nor show prejudice to any County employee filing a claim for reimbursement of the employee's personal property, as result of damage caused by County property and/or during the course of employee's duties.

The County shall reimburse employees within a timely manner, not to exceed 90 days from the time of submittal.

Section 4. Discrimination

The County agrees not to discriminate against any employee for his/her/their activity on behalf of, or membership in, the Union, as stated in the EERR. Both parties shall comply with all applicable federal and state laws prohibiting discrimination and shall not discriminate against any employee because of the employee's race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status, or the employee's inclusion in a legally protected class.

Section 5. Official County Personnel Files

- A. An employee may review or authorize his/her/their designated representative to review their personnel file at the Kern County Human Resources Division upon signed written request within three (3) business days.
- B. The County reserves the right to charge an appropriate fee for duplication of records in the employee's personnel file.
- C. Written Reprimands and/or counseling memos that are not relevant to the current annual evaluation period, and not part of a recurring pattern within the last 24 months, shall not be referenced in annual employee performance reports.

Section 6. Shop Stewards

- A. The County agrees to allow authorized SEIU shop stewards to assist and represent employees in the grievance process. The County further agrees to recognize and deal with authorized union representatives in all matters related to this Agreement.
- B. The number of shop stewards shall be determined as a function of a ratio of one shop steward for every bargaining unit within the units covered, in addition to those stewards covered in bargaining units 1-6. Exceptions (additions) to this ratio shall be made, upon mutual agreement, to adjust for geographical location, unit, or shift coverage.
- C. The Union shall provide County department heads with a list of the shop stewards on an annual basis. The Union shall keep the shop steward list current by notifying the affected department head, in writing, of any additions or deletions to this list, together with a copy of such changes forwarded to the County Administrative Officer.
- D. The Union agrees that whenever investigation or processing of a formal grievance is transacted during working hours, the amount of time will be limited to only that which is necessary to bring about prompt disposition of the issue. Shop stewards desiring to leave their work locations to conduct Union business shall first obtain permission from their supervisor and inform them of the purpose for leaving work and expected return time. Permission to leave will be granted within 24 hours of the request unless the absence would cause an undue interruption of work, in which case release from work shall be made as soon as practicable.
- E. Prior to entering a work location, to conduct a grievance investigation or to process a grievance, the shop steward shall inform the supervisor of his/her/their presence. The affected employee will be released to meet with the shop steward unless leaving the job would cause an undue work interruption, in which case the employee will be released within 24 hours of the request.
- F. The shop steward shall perform aforementioned duties without loss of pay or other benefits.
- G. The Union's representatives (staff personnel) may intercede and replace the shop steward in a grievance investigation and processing at any time by notice to the department head or his/her/their representative.
- H. In the event an extra help shop steward is not available, a general unit steward shall be permitted to represent extra help.

Section 7. Release Time

- A. Shop stewards may be allowed reasonable use of County time to attend official SEIU meetings and functions, if the meetings occur during their normal work hours. Time will be granted unless the operational needs of the department prevent the absence of the employee.

- B. Employees who serve as designated members of the Union's meet and confer team will be allowed reasonable use of County time, when meeting with the County on successor Agreements, for other meet and confer sessions, and for other formal meetings regarding matters within the scope of representation. 6 months prior to the expiration of the current Agreement, members of the meet and confer team and/or bargaining team shall be granted reasonable release time with notice to the appropriate County designee.

Section 8. Employee Information

- A. On the first business day following the close of each pay period, the Union shall receive a list of all current and newly hired employees covered by this Agreement, which shall include each employee's name, job title, department, work location, home address, work, home and personal cell phone numbers, personal and work email addresses on file with the County. The report shall also include the hourly rate of pay, hours worked, gross pay and union dues paid for each employee.
- B. The County shall also provide the Union with a list of all employees who have separated from employment due to retirement on the first business day following the close of each pay period.
- C. The County shall also provide the Union with a list of employees transferred into or out of the bargaining unit.
- D. All information provided pursuant to this section will be sent in an electronic format.
- E. Except as provided under Government Code Section 6254.3, and to protect members from harassment and invasion of privacy, the County shall not provide any information to a third party about the bargaining unit names, home addresses, home and cell numbers, birthdates, work and personal email addresses.

Section 9. Extra Help Employment

- A. Extra help means employment in a temporary or limited term capacity not to exceed 2 years in duration. This does not limit the County from offering a 9-month extra help employment term. Reappointment to extra help employment within any department can occur following a 90-day separation of employment.
- B. Extra help employment can be for no more than 2 full terms within any 5-year look back period. The 5-year look back period starts from the proposed date of employment.

Example: A prospective extra help employee sought to start on July 1, 2026. The 5-year look back period would be from July 1, 2021 through June 30, 2026. The prospective extra help employee could not have worked 2 full extra help terms during that 5-year look back period.
- C. Existing extra help employees as of the date of this Agreement shall continue to serve their existing terms now extended to 2 years in duration. These terms will not count toward the 2 full terms in a 5-year look back period.
- D. Extra help employees who have successfully performed with a rating that meets or exceeds expectations on a formal annual evaluation shall be eligible to receive additional credit of 5% per term with a maximum of 10% on a final examination score in a recruitment for permanent employee for the same classification.
- E. The Union acknowledges that the County has full discretion on how many extra help employees it will hire at any given time. Nothing in this Agreement shall be construed to expand the rights of extra help employees, except as stated in this Agreement. Nothing in this Agreement shall preclude the County from hiring retired employees at its discretion.

Section 10. Lactation Accommodation

- A. In accordance with Senate Bill 142 and Labor Code Section 1031, the County shall provide each employee with the use of a room or other location for the employee to express milk in private. The room or location may include the place where the employee normally works if it otherwise meets

the requirements in sections C-F below.

- B. County Departments shall provide a reasonable amount of break time to accommodate an employee desiring to express breast milk. Break time must be provided each time the employee has a need to express milk. The denial of reasonable break time or adequate space to express milk shall be considered a violation of the law. An impacted employee may file a complaint through the grievance procedure and/or with the Labor Commissioner Field Enforcement Unit.
- C. A lactation room or location shall not be a bathroom and shall be in close proximity to the employee's work area, shielded from view, and free from intrusion while the employee is expressing milk.
- D. A lactation room or location shall comply with all of the following requirements:
 - 1. Be safe, clean, and free of hazardous materials, as defined in Labor Code Section 6382 and Senate Bill 142.
 - 2. Contain a surface to place a breast pump and personal items.
 - 3. Contain a place to sit.
 - 4. Have access to electricity or alternatives devices, including, but not limited to, extension cords or charging stations, needed to operate an electric or battery-powered breast pump.
- E. The County shall also provide access to a sink with running water and a refrigerator or another cooling device suitable for storing milk in close proximity to the employee's workspace.
- F. Where a multipurpose room is used for lactation, among other uses, the use of the room for lactation shall take precedence over the other uses, but only for the time it is in use for lactation purposes.

Section 11. Performance Evaluation

The County shall provide each employee covered by this Agreement with regular feedback on his/her/their performance. Informal feedback shall be given on at least a quarterly basis, and the department shall complete a formal evaluation upon the completion of the employee's term.

ARTICLE IV - PAID LEAVE

Section 1. Jury Duty\Witness Appearances

- A. The County shall provide time off without loss of pay to serve on a jury or appear as a witness, as provided for in the Kern County Administrative Procedure and Policy Manual, Chapter 1 Section 125.3.
- B. Such paid time off shall include any actual and necessary travel time from the regular place of employment to the court or hearing place designated in the jury summons or subpoena and other paid time off relating to witness appearances which the County is required by law to pay.
- C. Unless otherwise specifically provided by minute order of the Board of Supervisors, all employees shall be responsible for demanding and collecting all fees and sums required by law to be paid in connection with such appearances and shall promptly pay over to the County all such amounts, together with any other sums, of whatever nature, received as a result of or in connection with such appearances; provided, however, that if the employee uses his/her/their own automobile he/she/they shall be entitled to retain any statutory mileage fees received in connection with such appearance.
- D. In the event an employee is legally subpoenaed to appear as a witness in a matter not related to his/her/their duties of County employment, the employee should be granted the use of leave time to comply with the directive of the subpoena.

Section 2. Paid Time Off

- A. The purpose of this Section is to provide paid time off to employees covered by this agreement for use in accordance with Section 118 of the Kern County Policy and Administrative Procedures

Manual, bereavement of an immediate family member, or additional time for personal investment or vacation.

- B. Each employee covered by this agreement shall accrue 80 hours of paid time off per year at a rate of 3.0664 hours per pay period. This rate of accrual shall be prorated for part time employees covered by this Agreement. Accrued paid time off under this Section is subject to a maximum amount of 100 hours.
- C. Use of paid time off for reasons covered by Section 118.2 of the Kern County Policy and Administrative Procedures Manual shall be governed by that Policy. Use of paid time off for sick leave is also subject to the requirement of Section 118.3 for doctor's certification.
- D. All other use of paid time off shall be subject to the workload and staffing requirements of the department. Department heads and/or their designees shall make all reasonable efforts to accommodate requests to use paid time off for non-sick leave purposes. Denials because of staffing and workload requirements shall not be grievable under the terms of the Agreement. Paid time off requests shall be responded to within 10 business days following the submission by the employee.
- E. Extra help employees shall not be downgraded on their performance evaluations for use of authorized paid time off.

Section 3. Holidays

- A. During the term of this Agreement, the County shall observe the following holiday schedule:
 - 1. New Year's Day
 - 2. Martin Luther King's Birthday (third Monday in January)
 - 3. Presidents' Day (third Monday in February)
 - 4. Memorial Day (last Monday in May)
 - 5. Independence Day (as observed)
 - 6. Labor Day (first Monday in September)
 - 7. Veterans Day (as observed)
 - 8. Thanksgiving Day
 - 9. Day after Thanksgiving
 - 10. Christmas Eve
 - 11. Christmas Day
 - 12. New Year's Eve
- B. Part-time employees covered by this Agreement shall have their holidays governed and compensated according to Section 123.5 of the Kern County Policy and Administrative Procedures Manual.
- C. Regular full-time employees covered by this Agreement shall have their holidays governed and compensated solely according to the terms of this Section.
- D. All holidays listed above that fall on a Saturday shall be observed on the previous Friday. All holidays listed above that fall on Sunday shall be observed on the following Monday.
- E. In a year in which Christmas and New Year's Day fall on a Saturday and are observed on Friday, Christmas Eve and New Year's Eve holidays shall be observed on the preceding Thursday.
- F. In a year in which Christmas Eve and New Year's Eve fall on a Saturday or Sunday, the holidays shall be observed on the preceding Friday.
- G. An actual holiday shall be defined as the day of the week on which the holiday falls.
- H. A designated holiday shall be the day observed in lieu of the actual holiday pursuant to subsections D, E, and/or F above.
- J. Employees regularly scheduled to work on an actual or designated holiday shall receive their regular pay for all scheduled hours during that day. In addition, such employees shall be entitled to alternative time off for each hour actual worked by 0.1 hours increments.

K. Employees who are not regularly scheduled to work on either the actual or designated holiday shall receive their regularly scheduled hours for the day in alternate time off. In addition, if such an employee is called to work, such employee shall be compensated in accordance with Article V, Section 3 of this Agreement.

L. Alternate time off is subject to a maximum amount of 24 hours. Any use of alternate time off is not considered hours worked for the purpose of determining overtime eligibility.

Section 4. Winter Recess

A. The County establishes Winter Recess as the 3 weekdays between the Christmas Day and New Year's Day holidays identified in Section 3 of this Article. During the Winter Recess, the County shall close operations to the public.

B. County departments may be limited from closing in their entirety during the Winter Recess. The determination for closure shall be made by each respective department head and may be subject to final approval by the Board of Supervisors. Notwithstanding, departments heads and/or their designees will make all reasonable efforts to permit staff to observe the Winter Recess as paid time off.

C. If an employee is unable to observe Winter Recess in its entirety, they will be credited with alternate paid time off in an amount equivalent to the hours actually worked during Winter Recess. Any credited alternate paid time off will be made available to use, and must be used, within each successive calendar year. Any credited alternate paid time off may be taken in the same manner as other paid time off.

D. Employees covered by this Agreement must be in a paid status (i.e., not on an unpaid leave of absence, etc.) prior to December 23 in each year to be eligible to for Winter Recess under this Section.

E. No payment for unused Winter Recess hours shall be permitted. Winter Recess hours are not counted as hours worked for overtime eligibility.

Section 5. Civil Service Recruitment Leave

A. All employees covered by this Agreement may receive paid time off to attend a civil service examination with the Human Resources Division, or a hiring interview scheduled with a County department. This Section applies to open, promotional, and lateral examinations and interviews.

B. Each employee must request to use paid time off in accordance with Subsection A no later than 48 hours prior to the examination or interview. The employee must provide certification from the Human Resources Division or the interviewing department documenting the employee's presence at the examination or interview and the duration of the examination or interview.

ARTICLE V – COMPENSATION

Section 1. Shift Differential

A. Shift differential pay shall be:

A.M. Shift - 7.5% of the employee's base rate of pay

P.M. Shift - 5.0% of the employee's base rate of pay

B. A "shift" for the purpose of shift differential pay is defined as follows:

1. P.M. Shift - Any work period encompassing at least 5 hours of work between the hours of 3:00 p.m. and 12:00 midnight.

2. A.M. Shift - A.M. Shift shall be defined as any work period encompassing at least 5 hours of work between the hours of 12:00 midnight and 9:00 a.m.
- C. In counting the 5 hours worked provisions, the following are excluded:
1. Any time off with or without pay, i.e., mealtime, vacation, sick leave, compensatory time off, etc. (rest periods excepted).
 2. Time for which compensatory time off or overtime is earned.
- D. An employee shall be entitled to shift differential pay for the entire shift (not just the 5 hours necessary qualifying time).

Section 2. Overtime Compensation

- A. During the term of this MOU, employees shall be eligible for overtime compensation or compensatory time off (CTO) in accordance with Chapter 3.24 of the Kern County Ordinance Code.
- B. For the purposes of this section, employees covered by this MOU shall only be eligible to earn overtime compensation or CTO for all hours actually worked over a total of 40 hours in a workweek. Eligible hours worked shall not include holidays or paid leave time (i.e., vacation, sick leave, CTO, etc.). A workweek shall mean the period of time beginning at 12:01 on Saturday and ending 168 hours later.

Section 3. Standby and Availability Pay

Extra help employees covered by this agreement shall not be placed in a standby or availability pay status.

Section 4. Bi-lingual Pay

- A. The County agrees to pay \$25.00 per pay period for those pay periods in which an eligible employee is assigned to a designated position requiring verbal bi-lingual abilities, and \$50.00 per pay period for those pay periods in which an eligible employee is assigned to a designated position requiring written bi-lingual abilities.
- B. Employees that are known to possess bi-lingual skills but who are not receiving bi-lingual pay will not normally be called upon to use their skill, except when circumstances prevent the use of a designated bi-lingual employee. If a non-designated employee is frequently called upon to provide bi-lingual service, the department head will consider designating the position as bi-lingual.
- C. Effective July 1, 2022, the County will establish its own bi-lingual certification program with the Human Resources Division. Existing employees seeking bi-lingual certification will have testing priority over non-employees. Employees shall be able to test once annually for bi-lingual certification through the County program on paid County time.
- D. The following languages are considered threshold language(s) for the County and are eligible for bi-lingual pay:
- Spanish
- E. If additional threshold languages are added, the County and the Union agree to meet within 30 days to discuss expanding this Article to include additional languages eligible for bi-lingual pay.

Section 5. Salary Comparability

All extra help employees shall receive wages and salary that are comparable to permanent employees in the same job classification.

Section 6. Salary Adjustments

A. Base Cost of Living Adjustment (COLA) Salary Schedule

1. Effective January 1, 2022, a 10-step Base COLA Salary Schedule included in Appendix A to this MOU is adopted for all employees covered by this MOU.
2. All current employees will be transitioned to the new salary schedule with the pay period beginning January 1, 2022, at the following salary ranges for their current classification and as indicated in Subsections 3-7 below.
3. Employees at current Step A will be placed at Step 1 in the associated range for their classification.
4. Employees at current Step B will be placed at Step 3 in the associated range for their classification.
5. Employees at current Step C will be placed at Step 5 in the associated range for their classification.
6. Employees at current Step D will be placed at Step 7 in the associated range for their classification.
7. Employees at current Step E will be placed at Step 9 in the associated range for their classification.
8. Notwithstanding, subsections 3 through 7 above, employees in Bargaining Unit H will be placed in the new salary schedule equivalent to their permanent counterparts in Bargaining Unit Q (Kern County Probation Officers' Association).
9. Effective with the pay period following July 1 in each year, all employees will move to the next higher base COLA step in the associated range for their classification until they reach Step 10.
10. Advancement between steps is not based upon employee performance.
11. The implementation of this Base COLA Salary Schedule is not intended to limit or prevent the negotiation of additional COLAs.

B. Additional COLAs

1. Effective with the pay period following July 1, 2022, employees covered by this MOU will receive an additional COLA of two and one-half percent (2.5%) of their base salary, which will be represented by an increase in salary range of 0.5 for each classification.
2. The County agrees to reopen negotiations for an additional COLA that could take effect on July 1, 2023. Such negotiations would start no earlier than January 1, 2023.

C. Additional Salary Adjustments

1. Effective with the pay period following adoption of this Agreement, equity adjustments for the classifications included in Appendix B shall be made.
2. Effective with the pay period following adoption of this Agreement, minimum wage adjustments and compaction adjustments for the classifications included in Appendix C shall be made.

ARTICLE VI – BENEFITS

Section 1. Medical and Prescription Drug Coverage

- A. All full-time employees covered by this Agreement shall be provided the opportunity to enroll themselves and qualified dependents in County-sponsored medical and prescription coverage upon initial hire, subject to requirements of the County of Kern Health Benefits Eligibility Policy for Extra Help and Temporary Employees or during the annual open enrollment period.
- B. The County will contribute toward the payment of the employee's premiums for individual County-sponsored medical and prescription drug coverage only on the County's high-deductible self-insured health plan. The employer contribution for individual coverage is limited to the amount equal to or greater than the minimum health care affordability standards required under federal law based on a percentage of hourly pay. The County will not contribute any amount toward the payment of premiums for the employee's dependents.
- C. All employees covered by this Agreement may elect to purchase additional coverage for dependents, and/or dental and vision coverage at their own expense.
- D. New employees may decline coverage under the County's health insurance provided that the employee executes a declaration, in a form acceptable to the County. New employees who decline coverage may not enroll in the County's health insurance program until the next annual open enrollment period.
- E. The County will continue to provide an annual open enrollment for employees to change health insurance plans and/or enroll eligible dependents.
- F. The County will continue to provide medical and prescription drug coverage as described in the Summary Plan Documents, which may be revised from time to time at the discretion of the Plan Administrator.

Section 2. Uniforms

Any employee required to wear a County designated uniform shall be provided the uniform by the County at no cost to the employee.

Section 3. Travel

- A. Employees required to travel on County business shall be compensated for the hours of travel according to the minimum requirements set forth in the Fair Labor Standards Act of 1938 and its implementing regulations. In addition, employees who travel as a passenger in a vehicle outside of normal working hours, shall also receive compensation for the hours of travel.
- B. Employees who are permitted to utilize a privately owned vehicle shall do so according to the established policy and shall be reimbursed at the allowable federal rate for income tax purposes for miles traveled during County business. Per diem expenses for food and lodging are set forth in the Kern County Policy and Administrative Procedures Manual. The County shall review the mileage and per diem expenses at least annually for rate adjustment.

Section 4. Tools

Employees required as a condition of employment to provide their own hand tools, will have said tools insured by the County.

- A. This insurance shall apply for only those tools required by the department. A list of said tools will be kept on file by the department.
- B. The insurance will provide coverage, after \$100.00 deductible paid for by the employee, for theft (evidence that a theft occurred is required) or fire damage. Such insurance coverage is limited to

fire or theft on County premises.

- C. Any tools that are not required by the County as a condition of employment shall be provided by the County.

Section 10. KERN\$FLEX I

- A. The employees covered by this Agreement continue to be eligible to participate in the Cafeteria Plan known as KERN\$FLEX I was developed and maintained to meet the appropriate requirements of Sections 105, 106, and 129 of the Internal Revenue Code of 1986, as amended. KERN\$FLEX I includes flexible spending accounts for dependent care expenses, un-reimbursed medical expenses, a premium reduction component for employee contribution to County health insurance programs, and other specified insurance programs.
- B. The administration of KERN\$FLEX I will be regulated by the Plan Document as adopted, and periodically amended, by the Kern County Board of Supervisors and by the applicable state and federal laws.
- C. The parties have discussed the issue of employer cash contributions to cafeteria plans and agree that a cash contribution will not be a component of KERN\$FLEX I.

ARTICLE VII - RECOVERY OF OVERPAYMENTS OR CORRECTION OF UNDERPAYMENT OF WAGES OR EMPLOYEE BENEFITS

- A. If, as a result of an administrative error, any employee of the County receives payment of monies or receives benefits in excess of that legally due, the employee may upon written notice from the County elect, solely in their discretion, to use one or more of the following methods to reimburse the County by signing a "Request for Correction of Payroll Error" at the departmental level:
 - 1. Repayment in cash, net of taxes, in full or by a fixed installment plan agreed to by the employee and the Auditor-Controller-County Clerk after the employee is provided documentation of the error, notice, and the opportunity to object;
 - 2. Repayment in full, deducted from the next payroll warrant issued to the employee after the employee is provided documentation of the error, notice, and the opportunity to object. This option will only be used by the Auditor-Controller-County Clerk, with due consideration of the amount to be deducted and the amount of disposable earnings available to the employee;
 - 3. Repayment by fixed installment deductions from sequential payroll warrants, with the number and amount of installments after the employee is provided documentation of the error, notice, and the opportunity to object. The number and amount of the installments to be determined mutually between the employee and the Auditor-Controller-County Clerk, with due consideration of the amount of the overpayment and the amount of disposable earnings available to the employee; or
 - 4. Any combination of the above, as mutually agreeable to the employee and the Auditor-Controller-County Clerk.
- B. If, as a result of an administrative error, any employee of the County receives payment of monies or benefits less than that legally due, the County will reimburse the employee by one or more of the following methods:
 - 1. An employee who is underpaid on a payroll warrant will receive a corrected payment on the payroll warrant following discovery of the underpayment; or
 - 2. In the event an employee is underpaid a substantial portion of monies or benefits legally due, on a payroll warrant, the Auditor-Controller-County Clerk may issue a salary

advance.

ARTICLE VIII - GRIEVANCE AND ARBITRATION PROCEDURE

OBJECTIVES

- To informally settle disagreements at the employee-supervisor level.
- To provide an orderly procedure to handle the grievance through each level of supervision.
- To correct, if possible, the cause of the grievance to prevent future complaints.
- To promote harmonious relations among employees, their supervisors, and departmental administrators.
- To assure fair and equitable treatment of all employees.
- To resolve grievances at the departmental level before appeal to higher levels.

DEFINITIONS

The following terms, as used in the Article, shall have the following meaning:

Grievance: A complaint by an employee, alleging a violation of this Agreement, rules and regulations (except Civil Service Commission rules) or policies governing personnel practices and working conditions. A grievance may also be filed when the employee believes an injustice has been done because of an unfair application or deviation from a departmental policy.

Day: Calendar Day, exclusive of Saturday, Sunday, and County holidays.

Employee: Any extra help employee in the service of the County.

Immediate Supervisor: The person who assigns, reviews, or directs the work of an employee.

Superior: The person to whom an immediate supervisor reports.

Representative: A person who appears on behalf of the employee.

Department Head/Appointing Authority: The officer or employee having charge of the administration of a department of the County.

EXCLUSIONS

1. Work assignments.
2. Salary matters.
3. Matters within the Civil Service Commission's authority.
4. County policy and ordinance questions, including subjects involving newly established or amendments to existing Board of Supervisors' resolutions, ordinances, or minute orders, unless the allegation is that they are not uniformly administered.
5. Work performance evaluations.
6. Impasses in meeting and conferring upon terms of a proposed agreement.
7. Grievances filed after 20 days from date of occurrence, or after 20 days from the date the employee had knowledge of an occurrence.

8. Grievances filed after an employee's extra help appointment has terminated or expired.

TIME LIMITS

Time limits are established to settle grievances quickly. Time limits may be extended by agreement of the parties. If the grievant is not satisfied with the decision rendered, it shall be the grievant's responsibility to initiate the action which submits the grievance to the next level of review within the time limits specified. Failure of the employee to submit the grievance within the time limits imposed shall terminate the grievance process, and the matter shall be considered resolved. Failure of the County to respond within the time limits specified will allow the grievant to submit the grievance to the next higher step of the grievance procedure.

THE PARTIES' RIGHTS AND RESTRICTIONS

1. A party to the grievance shall have the right to record a formal grievance meeting at the expense of the requesting party.
2. The grievance procedure shall not limit the right of any employee to present a grievance individually.
3. An employee may have a representative present at all steps of the grievance procedure.
4. Reasonable time in processing a grievance will be allowed during regular working hours with advanced supervisor approval. Supervisory approval will not be unreasonably withheld.
5. Only a person selected by the employee from within a recognized employee organization and made known to management prior to a scheduled grievance meeting shall have the right to represent or advocate as an employee's representative.
6. Nothing within this grievance procedure shall be construed as limiting the right of management to manage the affairs of the County.
7. Grievances of an identical nature concerning the same subject matter may be consolidated.

INFORMAL GRIEVANCE DISPOSITION

Within 20 days from the occurrence of the issue that gave rise to the complaint, or within 20 days from the employee's knowledge of the occurrence (but no later than the expiration or termination of the employee's extra-help appointment) an employee will promptly and informally meet to discuss the complaint with his/her/their immediate supervisor. In those circumstances where the nature of the complaint involves the immediate supervisor, the employee may informally discuss the complaint with the next higher level of supervision, provided prior notification is given the immediate supervisor by the employee. Such initial discussion shall precede the use of the formal grievance procedure. If the supervisor fails to reply to the employee within 5 days of the meeting, or if the employee is not satisfied with the decision, the employee may utilize the formal grievance procedure.

Grievance forms are available in the department for this purpose.

FORMAL GRIEVANCE PROCEDURE

- Step 1. The grievance form and any supporting documents shall be delivered to the supervisor with whom the informal meeting was held no later than 5 days from receipt of the supervisor's informal response or within 10 days from the close of the informal meeting if no decision is rendered. The formal grievance procedure shall be initiated by the employee, stating the nature of the grievance, the alleged violation by section or number, if any, and the desired solution, in writing on the grievance form, together with any supporting documents attached to the grievance form.

The supervisor shall hold a formal meeting with the employee within 5 days of the receipt of the formal grievance to review the facts, gather all supporting documents, discuss the complaint and

desired solution, and discuss the proper appeal procedure.

The supervisor will issue a written decision on the original grievance form within 5 days of the close of the formal meeting.

Step 2. If the employee feels the immediate supervisor has not resolved the grievance, the employee may appeal to the next higher level of supervision and department head jointly. At this time, all supporting documents and evidence relative to the grievance shall be included with the appeal and made known to both parties. The person occupying the next higher level of supervision (identified by the department), together with the department head, shall hold a formal meeting with the employee and his/her/their representative, if requested, within 10 days from the date of the appeal receipt, and attempt to settle the grievance.

A decision shall be made, in writing, on the original grievance form to the employee by the department head within 10 days from the close of the formal meeting.

Step 3. If the employee is not satisfied with the decision of the department head, the employee may appeal the decision to the Chief Human Resources Officer (CHRO) within 5 days from receipt of the department head's decision. In his/her/their appeal to the CHRO, all supporting documents must be attached to the grievance form, together with the grievant's reason for appeal and stated remedy requested.

The CHRO or his/her/their designee will review the original grievance, all supporting documents, the department head's response, and the remedy requested, and issue a written decision within 10 days of receipt of the grievance.

If the employee is not satisfied with the decision of the CHRO or his/her/their designee, the employee may, within 30 days of receipt of the decision, submit the grievance to advisory arbitration by written request to the CHRO.

If the grievance is submitted to advisory arbitration, the grievant, their representative, if any, and the CHRO, or his/her/their designee, shall, within 5 days of receipt of the grievant's request, set a date for a meeting to:

- 1) Attempt to settle the grievance.
- 2) Agree to any stipulations.
- 3) Agree upon the issue statement. (Issue statement will reflect issue as presented in original grievance as written on grievance form).
- 4) Select an impartial arbitrator.

SELECTION OF THE ADVISORY ARBITRATOR

If the parties fail to agree on an arbitrator, a list of 5 neutrals will be jointly requested from either the Federal Mediation Service, the State Mediation and Conciliation Service, or the American Arbitrator's Association. The agency will be mutually selected.

The parties shall select a neutral by alternately striking a name from the list, with the remaining name being the selected neutral. Should both parties agree that the first list submitted is unsatisfactory; the parties may request a second list.

The arbitration procedure will be informal and private. The arbitration procedure shall not be bound by any of the rules of evidence governing trial procedure in state courts.

The arbitrator will not have the power to add to, subtract from, or otherwise modify the provisions of any MOU, Rules, Regulations, or Ordinances of the County of Kern.

The arbitrator will confine himself/herself/themself to the issue submitted.

The arbitrator's decision is binding upon approval by the Board of Supervisors.

The cost of the arbitrator shall be borne equally between the County and the grievant. Each party shall bear its own costs relating to arbitration including, but not limited to, witness fees, transcriptions and attorney fees.

The arbitrator shall be requested to submit his/her/their decision within 30 days from the close of the hearing.

ARTICLE IX - SEVERABILITY

If any provisions of this MOU, or the application of such provision shall be rendered or declared invalid by any court action, or by reason of any existing or subsequently enacted legislation, the remaining parts or portions shall remain in full force and effect.

ARTICLE X - DURATION OF THE AGREEMENT

- A. Upon ratification by the SEIU membership and approval by the Board of Supervisors, this Agreement shall become effective and binding upon the parties in accordance with Section II, Article 14, of the Employer-Employee Relations Resolution.
- B. The term of this Agreement shall be from December 14, 2021 through June 30, 2024.

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This Agreement is effective and executed this 14th day of December 2021.

Service Employees' International Union Local 521:

COUNTY OF KERN:

Teneya Johnson, Localwide Field Director
Service Employees International Union, Local 521

Phillip Peters, Chairman
Board of Supervisors

Andre Taylor
Supervisory Unit

Ryan Alsop
County Administrative Officer

Phillip Kroll
Professional Unit

Devin Brown
Chief Human Resources Officer

Veronica Vasquez
Professional Unit

Approved as to Form
Stephanie Bouey
Deputy County Counsel

Tiffany Sagbohan
Technical Unit

Susan Price
Technical Unit

Karen Bussard
Clerical Unit

Debra McClanahan
Clerical Unit

Juan Gonzalez
Administrative Unit

Michael Saltz
Administrative Unit

Jimmie Starr
Trades/Craft/Labor

10-step Base COLA Salary Schedule

Appendix A

Biweekly

Range	1	2	3	4	5	6	7	8	9	10
48.9	1204.65	1228.74	1253.32	1278.38	1303.95	1330.03	1356.63	1383.76	1411.44	1439.67
49.0	1210.67	1234.88	1259.58	1284.77	1310.47	1336.68	1363.41	1390.68	1418.49	1446.86
49.1	1216.72	1241.05	1265.88	1291.19	1317.02	1343.36	1370.22	1397.63	1425.58	1454.09
49.2	1222.81	1247.27	1272.21	1297.66	1323.61	1350.08	1377.08	1404.62	1432.72	1461.37
49.3	1228.92	1253.50	1278.57	1304.14	1330.22	1356.83	1383.96	1411.64	1439.88	1468.67
49.4	1235.07	1259.77	1284.97	1310.67	1336.88	1363.62	1390.89	1418.71	1447.08	1476.02
49.5	1241.24	1266.06	1291.39	1317.21	1343.56	1370.43	1397.84	1425.79	1454.31	1483.40
49.6	1247.45	1272.40	1297.85	1323.80	1350.28	1377.29	1404.83	1432.93	1461.59	1490.82
49.7	1253.68	1278.75	1304.33	1330.42	1357.02	1384.16	1411.85	1440.08	1468.89	1498.26
49.8	1259.95	1285.15	1310.85	1337.07	1363.81	1391.09	1418.91	1447.29	1476.23	1505.76
49.9	1266.25	1291.58	1317.41	1343.75	1370.63	1398.04	1426.00	1454.52	1483.61	1513.29
50.0	1272.59	1298.04	1324.00	1350.48	1377.49	1405.04	1433.14	1461.81	1491.04	1520.86
50.1	1278.95	1304.53	1330.62	1357.23	1384.38	1412.06	1440.31	1469.11	1498.49	1528.46
50.2	1285.34	1311.05	1337.27	1364.01	1391.29	1419.12	1447.50	1476.45	1505.98	1536.10
50.3	1291.77	1317.61	1343.96	1370.84	1398.25	1426.22	1454.74	1483.84	1513.51	1543.78
50.4	1298.23	1324.19	1350.68	1377.69	1405.25	1433.35	1462.02	1491.26	1521.08	1551.51
50.5	1304.72	1330.81	1357.43	1384.58	1412.27	1440.52	1469.33	1498.71	1528.69	1559.26
50.6	1311.25	1337.48	1364.22	1391.51	1419.34	1447.73	1476.68	1506.21	1536.34	1567.07
50.7	1317.80	1344.16	1371.04	1398.46	1426.43	1454.96	1484.06	1513.74	1544.01	1574.89
50.8	1324.39	1350.88	1377.90	1405.45	1433.56	1462.23	1491.48	1521.31	1551.73	1582.77
50.9	1331.01	1357.63	1384.78	1412.48	1440.73	1469.54	1498.93	1528.91	1559.49	1590.68
51.0	1337.67	1364.42	1391.71	1419.55	1447.94	1476.90	1506.43	1536.56	1567.29	1598.64
51.1	1344.36	1371.25	1398.67	1426.65	1455.18	1484.28	1513.97	1544.25	1575.13	1606.63
51.2	1351.08	1378.10	1405.66	1433.78	1462.45	1491.70	1521.54	1551.97	1583.01	1614.67
51.3	1357.84	1385.00	1412.70	1440.95	1469.77	1499.17	1529.15	1559.73	1590.93	1622.74
51.4	1364.62	1391.91	1419.75	1448.15	1477.11	1506.65	1536.78	1567.52	1598.87	1630.85
51.5	1371.45	1398.88	1426.86	1455.39	1484.50	1514.19	1544.48	1575.36	1606.87	1639.01
51.6	1378.30	1405.87	1433.98	1462.66	1491.92	1521.75	1552.19	1583.23	1614.90	1647.20
51.7	1385.20	1412.90	1441.16	1469.99	1499.39	1529.37	1559.96	1591.16	1622.98	1655.44
51.8	1392.12	1419.96	1448.36	1477.33	1506.88	1537.01	1567.75	1599.11	1631.09	1663.71
51.9	1399.08	1427.06	1455.60	1484.71	1514.41	1544.70	1575.59	1607.10	1639.25	1672.03
52.0	1406.08	1434.20	1462.89	1492.14	1521.99	1552.43	1583.47	1615.14	1647.45	1680.40
52.1	1413.11	1441.37	1470.20	1499.60	1529.60	1560.19	1591.39	1623.22	1655.68	1688.80
52.2	1420.17	1448.57	1477.54	1507.10	1537.24	1567.98	1599.34	1631.33	1663.96	1697.23
52.3	1427.27	1455.82	1484.93	1514.63	1544.92	1575.82	1607.34	1639.48	1672.27	1705.72
52.4	1434.41	1463.10	1492.36	1522.21	1552.65	1583.70	1615.38	1647.69	1680.64	1714.25
52.5	1441.58	1470.41	1499.82	1529.82	1560.41	1591.62	1623.45	1655.92	1689.04	1722.82
52.6	1448.79	1477.77	1507.32	1537.47	1568.22	1599.58	1631.57	1664.20	1697.49	1731.44
52.7	1456.03	1485.15	1514.85	1545.15	1576.05	1607.57	1639.73	1672.52	1705.97	1740.09
52.8	1463.31	1492.58	1522.43	1552.88	1583.93	1615.61	1647.92	1680.88	1714.50	1748.79
52.9	1470.63	1500.04	1530.04	1560.64	1591.86	1623.69	1656.17	1689.29	1723.08	1757.54
53.0	1477.98	1507.54	1537.69	1568.44	1599.81	1631.81	1664.45	1697.73	1731.69	1766.32
53.1	1485.37	1515.08	1545.38	1576.29	1607.81	1639.97	1672.77	1706.22	1740.35	1775.15
53.2	1492.80	1522.66	1553.11	1584.17	1615.85	1648.17	1681.14	1714.76	1749.05	1784.03
53.3	1500.27	1530.28	1560.88	1592.10	1623.94	1656.42	1689.55	1723.34	1757.81	1792.96
53.4	1507.77	1537.93	1568.68	1600.06	1632.06	1664.70	1697.99	1731.95	1766.59	1801.92
53.5	1515.31	1545.62	1576.53	1608.06	1640.22	1673.02	1706.49	1740.61	1775.43	1810.94
53.6	1522.88	1553.34	1584.40	1616.09	1648.41	1681.38	1715.01	1749.31	1784.30	1819.98
53.7	1530.50	1561.11	1592.33	1624.18	1656.66	1689.80	1723.59	1758.06	1793.22	1829.09
53.8	1538.15	1568.91	1600.29	1632.30	1664.94	1698.24	1732.21	1766.85	1802.19	1838.23
53.9	1545.84	1576.76	1608.29	1640.46	1673.27	1706.73	1740.87	1775.68	1811.20	1847.42
54.0	1553.57	1584.64	1616.33	1648.66	1681.63	1715.27	1749.57	1784.56	1820.25	1856.66
54.1	1561.34	1592.57	1624.42	1656.91	1690.04	1723.85	1758.32	1793.49	1829.36	1865.95
54.2	1569.14	1600.52	1632.53	1665.18	1698.49	1732.46	1767.11	1802.45	1838.50	1875.27

10-step Base COLA Salary Schedule

Appendix A

Biweekly

Range	1	2	3	4	5	6	7	8	9	10
54.3	1576.99	1608.53	1640.70	1673.51	1706.98	1741.12	1775.95	1811.47	1847.70	1884.65
54.4	1584.87	1616.57	1648.90	1681.88	1715.51	1749.82	1784.82	1820.52	1856.93	1894.07
54.5	1592.80	1624.66	1657.15	1690.29	1724.10	1758.58	1793.75	1829.63	1866.22	1903.54
54.6	1600.76	1632.78	1665.43	1698.74	1732.71	1767.37	1802.72	1838.77	1875.55	1913.06
54.7	1608.77	1640.95	1673.76	1707.24	1741.38	1776.21	1811.74	1847.97	1884.93	1922.63
54.8	1616.81	1649.15	1682.13	1715.77	1750.09	1785.09	1820.79	1857.21	1894.35	1932.24
54.9	1624.89	1657.39	1690.54	1724.35	1758.83	1794.01	1829.89	1866.49	1903.82	1941.89
55.0	1633.02	1665.68	1698.99	1732.97	1767.63	1802.99	1839.05	1875.83	1913.34	1951.61
55.1	1641.18	1674.00	1707.48	1741.63	1776.47	1812.00	1848.24	1885.20	1922.90	1961.36
55.2	1649.39	1682.38	1716.03	1750.35	1785.35	1821.06	1857.48	1894.63	1932.52	1971.17
55.3	1657.64	1690.79	1724.61	1759.10	1794.28	1830.17	1866.77	1904.11	1942.19	1981.03
55.4	1665.92	1699.24	1733.22	1767.89	1803.25	1839.31	1876.10	1913.62	1951.89	1990.93
55.5	1674.25	1707.74	1741.89	1776.73	1812.26	1848.51	1885.48	1923.19	1961.65	2000.88
55.6	1682.62	1716.27	1750.60	1785.61	1821.32	1857.75	1894.90	1932.80	1971.46	2010.89
55.7	1691.03	1724.85	1759.35	1794.53	1830.43	1867.03	1904.37	1942.46	1981.31	2020.94
55.8	1699.49	1733.48	1768.15	1803.51	1839.58	1876.37	1913.90	1952.18	1991.22	2031.05
55.9	1707.99	1742.15	1776.99	1812.53	1848.78	1885.76	1923.47	1961.94	2001.18	2041.21
56.0	1716.53	1750.86	1785.88	1821.60	1858.03	1895.19	1933.09	1971.75	2011.19	2051.41
56.1	1725.11	1759.61	1794.80	1830.70	1867.31	1904.66	1942.75	1981.61	2021.24	2061.67
56.2	1733.74	1768.41	1803.78	1839.86	1876.66	1914.19	1952.47	1991.52	2031.35	2071.98
56.3	1742.41	1777.26	1812.80	1849.06	1886.04	1923.76	1962.24	2001.48	2041.51	2082.34
56.4	1751.12	1786.14	1821.87	1858.30	1895.47	1933.38	1972.05	2011.49	2051.72	2092.75
56.5	1759.87	1795.07	1830.97	1867.59	1904.94	1943.04	1981.90	2021.54	2061.97	2103.21
56.6	1768.67	1804.04	1840.12	1876.93	1914.47	1952.75	1991.81	2031.65	2072.28	2113.72
56.7	1777.52	1813.07	1849.33	1886.32	1924.04	1962.53	2001.78	2041.81	2082.65	2124.30
56.8	1786.40	1822.13	1858.57	1895.74	1933.66	1972.33	2011.78	2052.01	2093.05	2134.91
56.9	1795.34	1831.25	1867.87	1905.23	1943.33	1982.20	2021.84	2062.28	2103.53	2145.60
57.0	1804.31	1840.40	1877.20	1914.75	1953.04	1992.10	2031.95	2072.59	2114.04	2156.32
57.1	1813.33	1849.60	1886.59	1924.32	1962.81	2002.06	2042.10	2082.95	2124.61	2167.10
57.2	1822.40	1858.85	1896.02	1933.95	1972.62	2012.08	2052.32	2093.36	2135.23	2177.94
57.3	1831.51	1868.14	1905.50	1943.61	1982.49	2022.14	2062.58	2103.83	2145.91	2188.82
57.4	1840.67	1877.48	1915.03	1953.33	1992.40	2032.25	2072.89	2114.35	2156.64	2199.77
57.5	1849.87	1886.87	1924.60	1963.10	2002.36	2042.41	2083.25	2124.92	2167.42	2210.77
57.6	1859.12	1896.30	1934.23	1972.91	2012.37	2052.62	2093.67	2135.54	2178.26	2221.82
57.7	1868.42	1905.79	1943.90	1982.78	2022.44	2062.89	2104.14	2146.23	2189.15	2232.93
57.8	1877.76	1915.32	1953.62	1992.69	2032.55	2073.20	2114.66	2156.96	2200.10	2244.10
57.9	1887.15	1924.89	1963.39	2002.66	2042.71	2083.57	2125.24	2167.74	2211.10	2255.32
58.0	1896.58	1934.51	1973.20	2012.67	2052.92	2093.98	2135.86	2178.57	2222.15	2266.59
58.1	1906.07	1944.19	1983.08	2022.74	2063.19	2104.46	2146.54	2189.48	2233.26	2277.93
58.2	1915.60	1953.91	1992.99	2032.85	2073.51	2114.98	2157.28	2200.42	2244.43	2289.32
58.3	1925.18	1963.68	2002.96	2043.02	2083.88	2125.55	2168.07	2211.43	2255.66	2300.77
58.4	1934.80	1973.50	2012.97	2053.23	2094.29	2136.18	2178.90	2222.48	2266.93	2312.27
58.5	1944.48	1983.37	2023.04	2063.50	2104.77	2146.86	2189.80	2233.60	2278.27	2323.83
58.6	1954.20	1993.28	2033.15	2073.81	2115.29	2157.59	2200.75	2244.76	2289.66	2335.45
58.7	1963.97	2003.25	2043.31	2084.18	2125.86	2168.38	2211.75	2255.98	2301.10	2347.13
58.8	1973.79	2013.27	2053.53	2094.60	2136.49	2179.22	2222.81	2267.26	2312.61	2358.86
58.9	1983.66	2023.33	2063.80	2105.08	2147.18	2190.12	2233.92	2278.60	2324.17	2370.66
59.0	1993.58	2033.45	2074.12	2115.60	2157.92	2201.07	2245.09	2290.00	2335.80	2382.51
59.1	2003.54	2043.61	2084.48	2126.17	2168.70	2212.07	2256.31	2301.44	2347.47	2394.42
59.2	2013.56	2053.83	2094.91	2136.81	2179.54	2223.13	2267.60	2312.95	2359.21	2406.39
59.3	2023.63	2064.10	2105.38	2147.49	2190.44	2234.25	2278.94	2324.51	2371.01	2418.43
59.4	2033.75	2074.43	2115.91	2158.23	2201.40	2245.42	2290.33	2336.14	2382.86	2430.52
59.5	2043.92	2084.80	2126.49	2169.02	2212.40	2256.65	2301.79	2347.82	2394.78	2442.67
59.6	2054.14	2095.22	2137.13	2179.87	2223.47	2267.94	2313.30	2359.56	2406.75	2454.89

10-step Base COLA Salary Schedule

Appendix A

Biweekly

Range	1	2	3	4	5	6	7	8	9	10
59.7	2064.41	2105.70	2147.81	2190.77	2234.58	2279.28	2324.86	2371.36	2418.79	2467.16
59.8	2074.73	2116.22	2158.55	2201.72	2245.75	2290.67	2336.48	2383.21	2430.88	2479.49
59.9	2085.10	2126.80	2169.34	2212.72	2256.98	2302.12	2348.16	2395.12	2443.03	2491.89
60.0	2095.53	2137.44	2180.19	2223.79	2268.27	2313.63	2359.91	2407.11	2455.25	2504.35
60.1	2106.00	2148.12	2191.08	2234.90	2279.60	2325.19	2371.70	2419.13	2467.51	2516.86
60.2	2116.53	2158.86	2202.04	2246.08	2291.00	2336.82	2383.56	2431.23	2479.85	2529.45
60.3	2127.12	2169.66	2213.06	2257.32	2302.46	2348.51	2395.48	2443.39	2492.26	2542.11
60.4	2137.75	2180.51	2224.12	2268.60	2313.97	2360.25	2407.45	2455.60	2504.71	2554.81
60.5	2148.44	2191.41	2235.24	2279.94	2325.54	2372.05	2419.49	2467.88	2517.24	2567.58
60.6	2159.18	2202.36	2246.41	2291.34	2337.17	2383.91	2431.59	2480.22	2529.82	2580.42
60.7	2169.98	2213.38	2257.65	2302.80	2348.86	2395.83	2443.75	2492.62	2542.48	2593.33
60.8	2180.83	2224.45	2268.94	2314.31	2360.60	2407.81	2455.97	2505.09	2555.19	2606.29
60.9	2191.73	2235.56	2280.28	2325.88	2372.40	2419.85	2468.24	2517.61	2567.96	2619.32
61.0	2202.69	2246.74	2291.68	2337.51	2384.26	2431.95	2480.59	2530.20	2580.80	2632.42
61.1	2213.71	2257.98	2303.14	2349.21	2396.19	2444.11	2493.00	2542.86	2593.71	2645.59
61.2	2224.77	2269.27	2314.65	2360.94	2408.16	2456.33	2505.45	2555.56	2606.67	2658.81
61.3	2235.90	2280.62	2326.23	2372.75	2420.21	2468.61	2517.99	2568.35	2619.71	2672.11
61.4	2247.08	2292.02	2337.86	2384.62	2432.31	2480.96	2530.58	2581.19	2632.81	2685.47
61.5	2258.31	2303.48	2349.55	2396.54	2444.47	2493.36	2543.22	2594.09	2645.97	2698.89
61.6	2269.60	2314.99	2361.29	2408.52	2456.69	2505.82	2555.94	2607.06	2659.20	2712.38
61.7	2280.95	2326.57	2373.10	2420.56	2468.97	2518.35	2568.72	2620.09	2672.50	2725.95
61.8	2292.36	2338.21	2384.97	2432.67	2481.32	2530.95	2581.57	2633.20	2685.87	2739.58
61.9	2303.82	2349.90	2396.89	2444.83	2493.73	2543.60	2594.48	2646.37	2699.29	2753.28
62.0	2315.34	2361.65	2408.88	2457.06	2506.20	2556.32	2607.45	2659.60	2712.79	2767.05
62.1	2326.91	2373.45	2420.92	2469.34	2518.72	2569.10	2620.48	2672.89	2726.35	2780.87
62.2	2338.55	2385.32	2433.03	2481.69	2531.32	2581.95	2633.59	2686.26	2739.98	2794.78
62.3	2350.24	2397.24	2445.19	2494.09	2543.98	2594.85	2646.75	2699.69	2753.68	2808.75
62.4	2361.99	2409.23	2457.41	2506.56	2556.69	2607.83	2659.98	2713.18	2767.45	2822.80
62.5	2373.80	2421.28	2469.70	2519.10	2569.48	2620.87	2673.28	2726.75	2781.29	2836.91
62.6	2385.67	2433.38	2482.05	2531.69	2582.33	2633.97	2686.65	2740.38	2795.19	2851.10
62.7	2397.60	2445.55	2494.46	2544.35	2595.24	2647.14	2700.09	2754.09	2809.17	2865.35
62.8	2409.59	2457.78	2506.94	2557.08	2608.22	2660.38	2713.59	2767.86	2823.22	2879.68
62.9	2421.64	2470.07	2519.47	2569.86	2621.26	2673.69	2727.16	2781.70	2837.34	2894.08
63.0	2433.75	2482.43	2532.07	2582.71	2634.37	2687.06	2740.80	2795.61	2851.53	2908.56
63.1	2445.92	2494.84	2544.74	2595.63	2647.54	2700.49	2754.50	2809.59	2865.79	2923.10
63.2	2458.14	2507.30	2557.45	2608.60	2660.77	2713.99	2768.26	2823.63	2880.10	2937.70
63.3	2470.44	2519.85	2570.25	2621.65	2674.08	2727.57	2782.12	2837.76	2894.51	2952.40
63.4	2482.79	2532.45	2583.09	2634.76	2687.45	2741.20	2796.02	2851.95	2908.98	2967.16
63.5	2495.20	2545.10	2596.01	2647.93	2700.88	2754.90	2810.00	2866.20	2923.52	2981.99
63.6	2507.68	2557.83	2608.99	2661.17	2714.39	2768.68	2824.05	2880.54	2938.15	2996.91
63.7	2520.22	2570.62	2622.04	2674.48	2727.97	2782.53	2838.18	2894.94	2952.84	3011.90
63.8	2532.82	2583.48	2635.15	2687.85	2741.61	2796.44	2852.37	2909.41	2967.60	3026.95
63.9	2545.48	2596.39	2648.32	2701.28	2755.31	2810.42	2866.62	2923.96	2982.44	3042.08
64.0	2558.21	2609.37	2661.56	2714.79	2769.09	2824.47	2880.96	2938.58	2997.35	3057.30
64.1	2571.00	2622.42	2674.87	2728.37	2782.93	2838.59	2895.36	2953.27	3012.34	3072.58
64.2	2583.85	2635.53	2688.24	2742.00	2796.84	2852.78	2909.83	2968.03	3027.39	3087.94
64.3	2596.77	2648.71	2701.68	2755.71	2810.83	2867.04	2924.38	2982.87	3042.53	3103.38
64.4	2609.76	2661.96	2715.19	2769.50	2824.89	2881.39	2939.01	2997.79	3057.75	3118.90
64.5	2622.81	2675.27	2728.77	2783.35	2839.01	2895.79	2953.71	3012.78	3073.04	3134.50
64.6	2635.92	2688.64	2742.41	2797.26	2853.20	2910.27	2968.47	3027.84	3088.40	3150.17
64.7	2649.10	2702.08	2756.12	2811.25	2867.47	2924.82	2983.32	3042.98	3103.84	3165.92
64.8	2662.34	2715.59	2769.90	2825.30	2881.80	2939.44	2998.23	3058.19	3119.36	3181.74
64.9	2675.66	2729.17	2783.76	2839.43	2896.22	2954.14	3013.23	3073.49	3134.96	3197.66
65.0	2689.03	2742.81	2797.67	2853.62	2910.69	2968.91	3028.28	3088.85	3150.63	3213.64

10-step Base COLA Salary Schedule

Appendix A

Biweekly

Range	1	2	3	4	5	6	7	8	9	10
65.1	2702.48	2756.53	2811.66	2867.89	2925.25	2983.76	3043.43	3104.30	3166.39	3229.71
65.2	2715.99	2770.31	2825.72	2882.23	2939.87	2998.67	3058.65	3119.82	3182.22	3245.86
65.3	2729.57	2784.16	2839.84	2896.64	2954.57	3013.67	3073.94	3135.42	3198.13	3262.09
65.4	2743.22	2798.08	2854.05	2911.13	2969.35	3028.74	3089.31	3151.10	3214.12	3278.40
65.5	2756.94	2812.08	2868.32	2925.69	2984.20	3043.88	3104.76	3166.86	3230.19	3294.80
65.6	2770.72	2826.13	2882.66	2940.31	2999.12	3059.10	3120.28	3182.69	3246.34	3311.27
65.7	2784.57	2840.26	2897.07	2955.01	3014.11	3074.39	3135.88	3198.60	3262.57	3327.82
65.8	2798.50	2854.47	2911.56	2969.79	3029.19	3089.77	3151.57	3214.60	3278.89	3344.47
65.9	2812.49	2868.74	2926.11	2984.64	3044.33	3105.22	3167.32	3230.67	3295.28	3361.19
66.0	2826.55	2883.08	2940.74	2999.56	3059.55	3120.74	3183.15	3246.82	3311.75	3377.99
66.1	2840.68	2897.49	2955.44	3014.55	3074.84	3136.34	3199.07	3263.05	3328.31	3394.88
66.2	2854.89	2911.99	2970.23	3029.63	3090.22	3152.03	3215.07	3279.37	3344.96	3411.86
66.3	2869.16	2926.54	2985.07	3044.78	3105.67	3167.78	3231.14	3295.76	3361.68	3428.91
66.4	2883.51	2941.18	3000.00	3060.00	3121.20	3183.63	3247.30	3312.25	3378.49	3446.06
66.5	2897.93	2955.89	3015.01	3075.31	3136.81	3199.55	3263.54	3328.81	3395.39	3463.29
66.6	2912.41	2970.66	3030.07	3090.67	3152.49	3215.54	3279.85	3345.44	3412.35	3480.60
66.7	2926.98	2985.52	3045.23	3106.13	3168.26	3231.62	3296.25	3362.18	3429.42	3498.01
66.8	2941.61	3000.44	3060.45	3121.66	3184.09	3247.78	3312.73	3378.99	3446.56	3515.50
66.9	2956.32	3015.45	3075.76	3137.27	3200.02	3264.02	3329.30	3395.88	3463.80	3533.08
67.0	2971.10	3030.52	3091.13	3152.96	3216.01	3280.33	3345.94	3412.86	3481.12	3550.74
67.1	2985.96	3045.68	3106.59	3168.72	3232.10	3296.74	3362.68	3429.93	3498.53	3568.50
67.2	3000.89	3060.91	3122.13	3184.57	3248.26	3313.23	3379.49	3447.08	3516.02	3586.34
67.3	3015.89	3076.21	3137.73	3200.49	3264.50	3329.79	3396.38	3464.31	3533.60	3604.27
67.4	3030.97	3091.59	3153.42	3216.49	3280.82	3346.44	3413.36	3481.63	3551.26	3622.29
67.5	3046.12	3107.04	3169.18	3232.57	3297.22	3363.16	3430.43	3499.03	3569.02	3640.40
67.6	3061.36	3122.59	3185.04	3248.74	3313.71	3379.99	3447.59	3516.54	3586.87	3658.61
67.7	3076.66	3138.19	3200.96	3264.98	3330.28	3396.88	3464.82	3534.12	3604.80	3676.89
67.8	3092.05	3153.89	3216.97	3281.31	3346.93	3413.87	3482.15	3551.79	3622.83	3695.29
67.9	3107.51	3169.66	3233.05	3297.71	3363.67	3430.94	3499.56	3569.55	3640.94	3713.76
68.0	3123.04	3185.50	3249.21	3314.20	3380.48	3448.09	3517.05	3587.39	3659.14	3732.32
68.1	3138.66	3201.43	3265.46	3330.77	3397.39	3465.33	3534.64	3605.33	3677.44	3750.99
68.2	3154.35	3217.44	3281.79	3347.42	3414.37	3482.66	3552.31	3623.36	3695.82	3769.74
68.3	3170.12	3233.52	3298.19	3364.16	3431.44	3500.07	3570.07	3641.47	3714.30	3788.59
68.4	3185.97	3249.69	3314.68	3380.98	3448.60	3517.57	3587.92	3659.68	3732.87	3807.53
68.5	3201.90	3265.94	3331.26	3397.88	3465.84	3535.16	3605.86	3677.98	3751.54	3826.57
68.6	3217.91	3282.27	3347.91	3414.87	3483.17	3552.83	3623.89	3696.37	3770.29	3845.70
68.7	3234.00	3298.68	3364.65	3431.95	3500.59	3570.60	3642.01	3714.85	3789.15	3864.93
68.8	3250.17	3315.17	3381.48	3449.11	3518.09	3588.45	3660.22	3733.42	3808.09	3884.25
68.9	3266.42	3331.75	3398.38	3466.35	3535.68	3606.39	3678.52	3752.09	3827.13	3903.67
69.0	3282.75	3348.41	3415.37	3483.68	3553.35	3624.42	3696.91	3770.85	3846.26	3923.19
69.1	3299.16	3365.14	3432.45	3501.09	3571.12	3642.54	3715.39	3789.70	3865.49	3942.80
69.2	3315.66	3381.97	3449.61	3518.60	3588.98	3660.76	3733.97	3808.65	3884.82	3962.52
69.3	3332.24	3398.88	3466.86	3536.20	3606.92	3679.06	3752.64	3827.70	3904.25	3982.34
69.4	3348.90	3415.88	3484.20	3553.88	3624.96	3697.46	3771.41	3846.83	3923.77	4002.25
69.5	3365.64	3432.95	3501.61	3571.64	3643.08	3715.94	3790.26	3866.06	3943.38	4022.25
69.6	3382.47	3450.12	3519.12	3589.50	3661.29	3734.52	3809.21	3885.39	3963.10	4042.36
69.7	3399.38	3467.37	3536.71	3607.45	3679.60	3753.19	3828.25	3904.82	3982.92	4062.57
69.8	3416.38	3484.71	3554.40	3625.49	3698.00	3771.96	3847.40	3924.35	4002.83	4082.89
69.9	3433.46	3502.13	3572.17	3643.62	3716.49	3790.82	3866.63	3943.97	4022.85	4103.30
70.0	3450.63	3519.64	3590.04	3661.84	3735.07	3809.77	3885.97	3963.69	4042.96	4123.82
70.1	3467.88	3537.24	3607.98	3680.14	3753.74	3828.82	3905.40	3983.50	4063.17	4144.44
70.2	3485.22	3554.92	3626.02	3698.54	3772.51	3847.96	3924.92	4003.42	4083.49	4165.16
70.3	3502.65	3572.70	3644.16	3717.04	3791.38	3867.21	3944.55	4023.44	4103.91	4185.99
70.4	3520.16	3590.56	3662.37	3735.62	3810.33	3886.54	3964.27	4043.56	4124.43	4206.92

10-step Base COLA Salary Schedule

Appendix A

Biweekly

Range	1	2	3	4	5	6	7	8	9	10
70.5	3537.76	3608.52	3680.69	3754.30	3829.39	3905.97	3984.09	4063.77	4145.05	4227.95
70.6	3555.45	3626.56	3699.09	3773.07	3848.53	3925.50	4004.01	4084.09	4165.78	4249.09
70.7	3573.23	3644.69	3717.59	3791.94	3867.78	3945.13	4024.04	4104.52	4186.61	4270.34
70.8	3591.10	3662.92	3736.18	3810.90	3887.12	3964.86	4044.16	4125.05	4207.55	4291.70
70.9	3609.06	3681.24	3754.87	3829.96	3906.56	3984.69	4064.39	4145.68	4228.59	4313.16
71.0	3627.11	3699.65	3773.65	3849.12	3926.10	4004.62	4084.71	4166.41	4249.74	4334.73
71.1	3645.25	3718.16	3792.52	3868.37	3945.74	4024.65	4105.14	4187.25	4270.99	4356.41
71.2	3663.48	3736.75	3811.48	3887.71	3965.47	4044.78	4125.67	4208.19	4292.35	4378.20
71.3	3681.80	3755.44	3830.54	3907.16	3985.30	4065.00	4146.30	4229.23	4313.82	4400.09
71.4	3700.21	3774.21	3849.70	3926.69	4005.23	4085.33	4167.04	4250.38	4335.39	4422.09
71.5	3718.71	3793.08	3868.95	3946.32	4025.25	4105.76	4187.87	4271.63	4357.06	4444.20
71.6	3737.30	3812.05	3888.29	3966.05	4045.37	4126.28	4208.81	4292.98	4378.84	4466.42
71.7	3755.99	3831.11	3907.73	3985.89	4065.60	4146.92	4229.85	4314.45	4400.74	4488.76
71.8	3774.77	3850.27	3927.27	4005.82	4085.93	4167.65	4251.00	4336.02	4422.74	4511.20
71.9	3793.64	3869.51	3946.90	4025.84	4106.36	4188.49	4272.25	4357.70	4444.85	4533.75
72.0	3812.61	3888.86	3966.64	4045.97	4126.89	4209.43	4293.62	4379.49	4467.08	4556.42
72.1	3831.67	3908.30	3986.47	4066.20	4147.52	4230.47	4315.08	4401.38	4489.41	4579.20
72.2	3850.83	3927.85	4006.40	4086.53	4168.26	4251.63	4336.66	4423.39	4511.86	4602.10
72.3	3870.08	3947.48	4026.43	4106.96	4189.10	4272.88	4358.34	4445.51	4534.42	4625.10
72.4	3889.43	3967.22	4046.56	4127.49	4210.04	4294.24	4380.13	4467.73	4557.09	4648.23
72.5	3908.88	3987.06	4066.80	4148.13	4231.10	4315.72	4402.03	4490.07	4579.88	4671.47
72.6	3928.42	4006.99	4087.13	4168.87	4252.25	4337.29	4424.04	4512.52	4602.77	4694.83
72.7	3948.06	4027.02	4107.56	4189.71	4273.51	4358.98	4446.16	4535.08	4625.78	4718.30
72.8	3967.80	4047.16	4128.10	4210.66	4294.87	4380.77	4468.39	4557.75	4648.91	4741.89
72.9	3987.64	4067.39	4148.74	4231.72	4316.35	4402.68	4490.73	4580.54	4672.16	4765.60
73.0	4007.58	4087.73	4169.49	4252.88	4337.93	4424.69	4513.19	4603.45	4695.52	4789.43
73.1	4027.62	4108.17	4190.34	4274.14	4359.63	4446.82	4535.75	4626.47	4719.00	4813.38
73.2	4047.76	4128.72	4211.29	4295.52	4381.43	4469.05	4558.44	4649.60	4742.60	4837.45
73.3	4068.00	4149.36	4232.35	4316.99	4403.33	4491.40	4581.23	4672.85	4766.31	4861.64
73.4	4088.34	4170.11	4253.51	4338.58	4425.35	4513.86	4604.13	4696.22	4790.14	4885.94
73.5	4108.74	4190.91	4274.73	4360.23	4447.43	4536.38	4627.11	4719.65	4814.04	4910.32
73.6	4129.32	4211.91	4296.14	4382.07	4469.71	4559.10	4650.29	4743.29	4838.16	4934.92
73.7	4149.79	4232.79	4317.44	4403.79	4491.87	4581.70	4673.34	4766.80	4862.14	4959.38
73.8	4170.72	4254.13	4339.22	4426.00	4514.52	4604.81	4696.91	4790.85	4886.66	4984.40
73.9	4191.57	4275.40	4360.91	4448.13	4537.09	4627.83	4720.39	4814.80	4911.09	5009.31
74.0	4212.53	4296.78	4382.72	4470.37	4559.78	4650.97	4743.99	4838.87	4935.65	5034.36
74.1	4233.59	4318.26	4404.63	4492.72	4582.57	4674.23	4767.71	4863.06	4960.33	5059.53
74.2	4254.76	4339.86	4426.65	4515.19	4605.49	4697.60	4791.55	4887.38	4985.13	5084.83
74.3	4276.03	4361.55	4448.78	4537.76	4628.51	4721.08	4815.50	4911.81	5010.05	5110.25
74.4	4297.41	4383.36	4471.03	4560.45	4651.65	4744.69	4839.58	4936.37	5035.10	5135.80
74.5	4318.90	4405.28	4493.38	4583.25	4674.92	4768.41	4863.78	4961.06	5060.28	5161.49
74.6	4340.49	4427.30	4515.85	4606.16	4698.29	4792.25	4888.10	4985.86	5085.58	5187.29
74.7	4362.19	4449.43	4538.42	4629.19	4721.77	4816.21	4912.53	5010.79	5111.00	5213.22
74.8	4384.00	4471.68	4561.11	4652.34	4745.38	4840.29	4937.10	5035.84	5136.55	5239.29
74.9	4405.92	4494.04	4583.92	4675.60	4769.11	4864.49	4961.78	5061.02	5162.24	5265.48
75.0	4427.95	4516.51	4606.84	4698.98	4792.96	4888.81	4986.59	5086.32	5188.05	5291.81
75.1	4450.09	4539.09	4629.87	4722.47	4816.92	4913.26	5011.52	5111.75	5213.99	5318.27
75.2	4472.34	4561.79	4653.02	4746.08	4841.00	4937.82	5036.58	5137.31	5240.06	5344.86
75.3	4494.70	4584.59	4676.29	4769.81	4865.21	4962.51	5061.76	5163.00	5266.26	5371.58
75.4	4517.17	4607.51	4699.66	4793.66	4889.53	4987.32	5087.07	5188.81	5292.58	5398.44
75.5	4539.76	4630.56	4723.17	4817.63	4913.98	5012.26	5112.51	5214.76	5319.05	5425.43
75.6	4562.46	4653.71	4746.78	4841.72	4938.55	5037.32	5138.07	5240.83	5345.65	5452.56
75.7	4585.27	4676.98	4770.51	4865.93	4963.24	5062.51	5163.76	5267.03	5372.37	5479.82
75.8	4608.20	4700.36	4794.37	4890.26	4988.06	5087.83	5189.58	5293.37	5399.24	5507.23

10-step Base COLA Salary Schedule

Appendix A

Biweekly

Range	1	2	3	4	5	6	7	8	9	10
75.9	4631.24	4723.86	4818.34	4914.71	5013.00	5113.26	5215.53	5319.84	5426.24	5534.76
76.0	4654.40	4747.49	4842.44	4939.29	5038.07	5138.83	5241.61	5346.44	5453.37	5562.44
76.1	4677.67	4771.22	4866.65	4963.98	5063.26	5164.53	5267.82	5373.17	5480.64	5590.25
76.2	4701.06	4795.08	4890.98	4988.80	5088.58	5190.35	5294.16	5400.04	5508.04	5618.20
76.3	4724.57	4819.06	4915.44	5013.75	5114.03	5216.31	5320.63	5427.05	5535.59	5646.30
76.4	4748.19	4843.15	4940.02	5038.82	5139.59	5242.39	5347.23	5454.18	5563.26	5674.53
76.5	4771.93	4867.37	4964.72	5064.01	5165.29	5268.60	5373.97	5481.45	5591.08	5702.90
76.6	4795.79	4891.71	4989.54	5089.33	5191.12	5294.94	5400.84	5508.86	5619.03	5731.41
76.7	4819.77	4916.17	5014.49	5114.78	5217.07	5321.42	5427.84	5536.40	5647.13	5760.07
76.8	4843.87	4940.75	5039.56	5140.35	5243.16	5348.02	5454.98	5564.08	5675.37	5788.87
76.9	4868.09	4965.45	5064.76	5166.06	5269.38	5374.76	5482.26	5591.91	5703.74	5817.82
77.0	4892.43	4990.28	5090.08	5191.89	5295.72	5401.64	5509.67	5619.86	5732.26	5846.91
77.1	4916.89	5015.23	5115.53	5217.84	5322.20	5428.64	5537.22	5647.96	5760.92	5876.14
77.2	4941.47	5040.30	5141.11	5243.93	5348.81	5455.78	5564.90	5676.20	5789.72	5905.51
77.3	4966.18	5065.50	5166.81	5270.15	5375.55	5483.06	5592.73	5704.58	5818.67	5935.04
77.4	4991.01	5090.83	5192.65	5296.50	5402.43	5510.48	5620.69	5733.10	5847.76	5964.72
77.5	5015.96	5116.28	5218.60	5322.98	5429.44	5538.03	5648.79	5761.76	5877.00	5994.54
77.6	5041.04	5141.86	5244.70	5349.59	5456.58	5565.72	5677.03	5790.57	5906.38	6024.51
77.7	5066.25	5167.58	5270.93	5376.35	5483.87	5593.55	5705.42	5819.53	5935.92	6054.64
77.8	5091.58	5193.41	5297.28	5403.23	5511.29	5621.52	5733.95	5848.62	5965.60	6084.91
77.9	5117.04	5219.38	5323.77	5430.24	5538.85	5649.63	5762.62	5877.87	5995.43	6115.34
78.0	5142.62	5245.47	5350.38	5457.39	5566.54	5677.87	5791.43	5907.25	6025.40	6145.91
78.1	5168.33	5271.70	5377.13	5484.67	5594.37	5706.25	5820.38	5936.79	6055.52	6176.63
78.2	5194.17	5298.05	5404.01	5512.09	5622.34	5734.78	5849.48	5966.47	6085.80	6207.51
78.3	5220.14	5324.54	5431.03	5539.65	5650.45	5763.46	5878.73	5996.30	6116.23	6238.55
78.4	5246.24	5351.16	5458.19	5567.35	5678.70	5792.27	5908.12	6026.28	6146.81	6269.74
78.5	5272.47	5377.92	5485.48	5595.19	5707.09	5821.23	5937.66	6056.41	6177.54	6301.09
78.6	5298.83	5404.81	5512.90	5623.16	5735.62	5850.34	5967.34	6086.69	6208.42	6332.59
78.7	5325.32	5431.83	5540.46	5651.27	5764.30	5879.58	5997.18	6117.12	6239.46	6364.25
78.8	5351.95	5458.99	5568.17	5679.53	5793.12	5908.99	6027.16	6147.71	6270.66	6396.08
78.9	5378.71	5486.28	5596.01	5707.93	5822.09	5938.53	6057.30	6178.45	6302.02	6428.06
79.0	5405.61	5513.72	5624.00	5736.48	5851.21	5968.23	6087.59	6209.35	6333.53	6460.20
79.1	5432.64	5541.29	5652.12	5765.16	5880.46	5998.07	6118.04	6240.40	6365.20	6492.51
79.2	5459.80	5569.00	5680.38	5793.98	5909.86	6028.06	6148.62	6271.59	6397.03	6524.97
79.3	5487.10	5596.84	5708.78	5822.95	5939.41	6058.20	6179.37	6302.95	6429.01	6557.59
79.4	5514.53	5624.82	5737.32	5852.06	5969.10	6088.49	6210.26	6334.46	6461.15	6590.37
79.5	5542.10	5652.94	5766.00	5881.32	5998.95	6118.93	6241.30	6366.13	6493.45	6623.32
79.6	5569.81	5681.21	5794.83	5910.73	6028.94	6149.52	6272.51	6397.96	6525.92	6656.44
79.7	5597.66	5709.61	5823.81	5940.28	6059.09	6180.27	6303.87	6429.95	6558.55	6689.72
79.8	5625.65	5738.16	5852.93	5969.98	6089.38	6211.17	6335.40	6462.10	6591.35	6723.17
79.9	5653.78	5766.86	5882.19	5999.84	6119.83	6242.23	6367.07	6494.42	6624.30	6756.79
80.0	5682.05	5795.69	5911.60	6029.84	6150.43	6273.44	6398.91	6526.89	6657.43	6790.58
80.1	5710.46	5824.67	5941.16	6059.99	6181.19	6304.81	6430.91	6559.52	6690.71	6824.53
80.2	5739.01	5853.79	5970.87	6090.28	6212.09	6336.33	6463.06	6592.32	6724.16	6858.65
80.3	5767.71	5883.06	6000.73	6120.74	6243.15	6368.02	6495.38	6625.29	6757.79	6892.95
80.4	5796.55	5912.48	6030.73	6151.35	6274.37	6399.86	6527.86	6658.41	6791.58	6927.41
80.5	5825.53	5942.04	6060.88	6182.10	6305.74	6431.86	6560.49	6691.70	6825.54	6962.05
80.6	5854.66	5971.75	6091.19	6213.01	6337.27	6464.02	6593.30	6725.16	6859.67	6996.86
80.7	5883.93	6001.61	6121.64	6244.07	6368.96	6496.33	6626.26	6758.79	6893.96	7031.84
80.8	5913.35	6031.62	6152.25	6275.29	6400.80	6528.82	6659.39	6792.58	6928.43	7067.00
80.9	5942.92	6061.78	6183.01	6306.67	6432.81	6561.46	6692.69	6826.55	6963.08	7102.34
81.0	5972.63	6092.08	6213.92	6338.20	6464.97	6594.27	6726.15	6860.67	6997.89	7137.85
81.1	6002.49	6122.54	6244.99	6369.89	6497.29	6627.23	6759.78	6894.97	7032.87	7173.53
81.2	6032.50	6153.15	6276.21	6401.74	6529.77	6660.37	6793.57	6929.45	7068.04	7209.40

10-step Base COLA Salary Schedule

Appendix A

Biweekly

Range	1	2	3	4	5	6	7	8	9	10
81.3	6062.66	6183.91	6307.59	6433.74	6562.42	6693.67	6827.54	6964.09	7103.37	7245.44
81.4	6092.97	6214.83	6339.13	6465.91	6595.23	6727.13	6861.67	6998.91	7138.89	7281.66
81.5	6123.43	6245.90	6370.82	6498.23	6628.20	6760.76	6895.98	7033.90	7174.57	7318.07
81.6	6154.05	6277.13	6402.67	6530.73	6661.34	6794.57	6930.46	7069.07	7210.45	7354.66
81.7	6184.82	6308.52	6434.69	6563.38	6694.65	6828.54	6965.11	7104.41	7246.50	7391.43
81.8	6215.74	6340.05	6466.86	6596.19	6728.12	6862.68	6999.93	7139.93	7282.73	7428.38
81.9	6246.82	6371.76	6499.19	6629.18	6761.76	6896.99	7034.93	7175.63	7319.15	7465.53
82.0	6278.05	6403.61	6531.68	6662.32	6795.56	6931.47	7070.10	7211.51	7355.74	7502.85
82.1	6309.44	6435.63	6564.34	6695.63	6829.54	6966.13	7105.45	7247.56	7392.51	7540.36
82.2	6340.99	6467.81	6597.17	6729.11	6863.69	7000.97	7140.98	7283.80	7429.48	7578.07
82.3	6372.69	6500.14	6630.15	6762.75	6898.00	7035.96	7176.68	7320.22	7466.62	7615.95
82.4	6404.55	6532.64	6663.29	6796.56	6932.49	7071.14	7212.56	7356.81	7503.95	7654.03
82.5	6436.57	6565.30	6696.61	6830.54	6967.15	7106.49	7248.62	7393.60	7541.47	7692.30
82.6	6468.75	6598.13	6730.09	6864.69	7001.98	7142.02	7284.86	7430.56	7579.17	7730.76
82.7	6501.09	6631.11	6763.73	6899.01	7036.99	7177.73	7321.28	7467.71	7617.06	7769.40
82.8	6533.60	6664.27	6797.56	6933.51	7072.18	7213.62	7357.89	7505.05	7655.15	7808.26
82.9	6566.27	6697.60	6831.55	6968.18	7107.54	7249.69	7394.69	7542.58	7693.43	7847.30
83.0	6599.10	6731.08	6865.70	7003.02	7143.08	7285.94	7431.66	7580.29	7731.90	7886.54
83.1	6632.10	6764.74	6900.04	7038.04	7178.80	7322.37	7468.82	7618.20	7770.56	7925.97
83.2	6665.26	6798.57	6934.54	7073.23	7214.69	7358.99	7506.17	7656.29	7809.41	7965.60
83.3	6698.59	6832.56	6969.21	7108.60	7250.77	7395.78	7543.70	7694.57	7848.47	8005.44
83.4	6732.08	6866.72	7004.06	7144.14	7287.02	7432.76	7581.42	7733.04	7887.70	8045.46
83.5	6765.74	6901.05	7039.08	7179.86	7323.45	7469.92	7619.32	7771.71	7927.14	8085.69
83.6	6799.57	6935.56	7074.27	7215.76	7360.07	7507.27	7657.42	7810.57	7966.78	8126.12
83.7	6833.57	6970.24	7109.65	7251.84	7396.88	7544.81	7695.71	7849.62	8006.62	8166.75
83.8	6867.74	7005.09	7145.20	7288.10	7433.86	7582.54	7734.19	7888.87	8046.65	8207.59
83.9	6902.08	7040.12	7180.92	7324.54	7471.03	7620.45	7772.86	7928.32	8086.89	8248.62
84.0	6936.59	7075.32	7216.83	7361.16	7508.39	7658.56	7811.73	7967.96	8127.32	8289.87
84.1	6971.27	7110.70	7252.91	7397.97	7545.93	7696.85	7850.78	8007.80	8167.95	8331.31
84.2	7006.13	7146.25	7289.18	7434.96	7583.66	7735.33	7890.04	8047.84	8208.80	8372.97
84.3	7041.16	7181.98	7325.62	7472.14	7621.58	7774.01	7929.49	8088.08	8249.84	8414.84
84.4	7076.37	7217.90	7362.26	7509.50	7659.69	7812.88	7969.14	8128.52	8291.10	8456.92
84.5	7111.75	7253.99	7399.06	7547.05	7697.99	7851.95	8008.99	8169.17	8332.55	8499.20
84.6	7147.31	7290.26	7436.06	7584.78	7736.48	7891.21	8049.03	8210.01	8374.21	8541.70
84.7	7183.05	7326.71	7473.25	7622.71	7775.16	7930.67	8089.28	8251.07	8416.09	8584.41
84.8	7218.97	7363.35	7510.62	7660.83	7814.05	7970.33	8129.73	8292.33	8458.17	8627.34
84.9	7255.06	7400.16	7548.16	7699.13	7853.11	8010.17	8170.38	8333.78	8500.46	8670.47
85.0	7291.34	7437.17	7585.91	7737.63	7892.38	8050.23	8211.23	8375.46	8542.97	8713.83
85.1	7327.80	7474.36	7623.84	7776.32	7931.85	8090.48	8252.29	8417.34	8585.69	8757.40
85.2	7364.44	7511.73	7661.96	7815.20	7971.51	8130.94	8293.56	8459.43	8628.62	8801.19
85.3	7401.26	7549.29	7700.27	7854.28	8011.36	8171.59	8335.02	8501.72	8671.76	8845.19
85.4	7438.27	7587.04	7738.78	7893.55	8051.42	8212.45	8376.70	8544.23	8715.12	8889.42
85.5	7475.46	7624.97	7777.47	7933.02	8091.68	8253.51	8418.58	8586.95	8758.69	8933.87
85.6	7512.84	7663.10	7816.36	7972.69	8132.14	8294.78	8460.68	8629.89	8802.49	8978.54
85.7	7550.40	7701.41	7855.44	8012.54	8172.80	8336.25	8502.98	8673.04	8846.50	9023.43
85.8	7588.15	7739.91	7894.71	8052.61	8213.66	8377.93	8545.49	8716.40	8890.73	9068.54
85.9	7626.09	7778.61	7934.18	8092.87	8254.73	8419.82	8588.22	8759.98	8935.18	9113.88
86.0	7664.22	7817.50	7973.85	8133.33	8296.00	8461.92	8631.16	8803.78	8979.86	9159.45
86.1	7702.54	7856.59	8013.72	8174.00	8337.48	8504.23	8674.31	8847.80	9024.75	9205.25
86.2	7741.05	7895.87	8053.79	8214.86	8379.16	8546.74	8717.68	8892.03	9069.87	9251.27
86.3	7779.76	7935.36	8094.06	8255.94	8421.06	8589.48	8761.27	8936.50	9115.23	9297.53
86.4	7818.66	7975.03	8134.53	8297.22	8463.17	8632.43	8805.08	8981.18	9160.81	9344.02
86.5	7857.75	8014.91	8175.20	8338.71	8505.48	8675.59	8849.10	9026.08	9206.61	9390.74
86.6	7897.04	8054.98	8216.08	8380.40	8548.01	8718.97	8893.35	9071.22	9252.64	9437.69

10-step Base COLA Salary Schedule

Appendix A

Biweekly

Range	1	2	3	4	5	6	7	8	9	10
86.7	7936.53	8095.26	8257.17	8422.31	8590.76	8762.57	8937.82	9116.58	9298.91	9484.89
86.8	7976.21	8135.73	8298.45	8464.42	8633.71	8806.38	8982.51	9162.16	9345.40	9532.31
86.9	8016.09	8176.41	8339.94	8506.74	8676.87	8850.41	9027.42	9207.97	9392.13	9579.97
87.0	8056.17	8217.29	8381.64	8549.27	8720.26	8894.66	9072.56	9254.01	9439.09	9627.87
87.1	8096.45	8258.38	8423.55	8592.02	8763.86	8939.14	9117.92	9300.28	9486.28	9676.01
87.2	8136.93	8299.67	8465.66	8634.98	8807.67	8983.83	9163.50	9346.77	9533.71	9724.38
87.3	8177.61	8341.16	8507.99	8678.15	8851.71	9028.74	9209.32	9393.50	9581.37	9773.00
87.4	8218.50	8382.87	8550.53	8721.54	8895.97	9073.89	9255.37	9440.47	9629.28	9821.87
87.5	8259.59	8424.78	8593.28	8765.14	8940.45	9119.25	9301.64	9487.67	9677.43	9870.97
87.6	8300.89	8466.91	8636.25	8808.97	8985.15	9164.85	9348.15	9535.11	9725.82	9920.33
87.7	8342.39	8509.24	8679.42	8853.01	9030.07	9210.67	9394.89	9582.78	9774.44	9969.93
87.8	8384.10	8551.78	8722.82	8897.27	9075.22	9256.72	9441.86	9630.70	9823.31	10019.78
87.9	8426.02	8594.54	8766.43	8941.76	9120.60	9303.01	9489.07	9678.85	9872.43	10069.87
88.0	8468.15	8637.51	8810.26	8986.47	9166.20	9349.52	9536.51	9727.24	9921.79	10120.22
88.1	8510.49	8680.70	8854.31	9031.40	9212.03	9396.27	9584.19	9775.88	9971.40	10170.82
88.2	8553.04	8724.10	8898.58	9076.55	9258.09	9443.25	9632.11	9824.75	10021.25	10221.67
88.3	8595.81	8767.73	8943.08	9121.94	9304.38	9490.47	9680.28	9873.88	10071.36	10272.79
88.4	8638.79	8811.57	8987.80	9167.55	9350.90	9537.92	9728.68	9923.25	10121.72	10324.15
88.5	8681.98	8855.62	9032.73	9213.39	9397.65	9585.61	9777.32	9972.87	10172.32	10375.77
88.6	8725.39	8899.90	9077.90	9259.45	9444.64	9633.54	9826.21	10022.73	10223.19	10427.65
88.7	8769.02	8944.40	9123.29	9305.75	9491.87	9681.71	9875.34	10072.85	10274.30	10479.79
88.8	8812.87	8989.13	9168.91	9352.29	9539.33	9730.12	9924.72	10123.22	10325.68	10532.20
88.9	8856.93	9034.07	9214.75	9399.04	9587.03	9778.77	9974.34	10173.83	10377.31	10584.85
89.0	8901.21	9079.23	9260.82	9446.04	9634.96	9827.66	10024.21	10224.69	10429.19	10637.77
89.1	8945.72	9124.63	9307.13	9493.27	9683.14	9876.80	10074.33	10275.82	10481.34	10690.96
89.2	8990.45	9170.26	9353.66	9540.74	9731.55	9926.18	10124.71	10327.20	10533.75	10744.42
89.3	9035.40	9216.11	9400.43	9588.44	9780.21	9975.81	10175.33	10378.83	10586.41	10798.14
89.4	9080.58	9262.19	9447.44	9636.38	9829.11	10025.69	10226.21	10430.73	10639.35	10852.13
89.5	9125.98	9308.50	9494.67	9684.56	9878.25	10075.82	10277.34	10482.88	10692.54	10906.39
89.6	9171.61	9355.04	9542.14	9732.99	9927.65	10126.20	10328.72	10535.30	10746.00	10960.92
89.7	9217.47	9401.82	9589.86	9781.65	9977.29	10176.83	10380.37	10587.98	10799.74	11015.73
89.8	9263.56	9448.83	9637.81	9830.56	10027.18	10227.72	10432.27	10640.92	10853.74	11070.81
89.9	9309.88	9496.08	9686.00	9879.72	10077.31	10278.86	10484.44	10694.13	10908.01	11126.17
90.0	9356.43	9543.56	9734.43	9929.12	10127.70	10330.25	10536.86	10747.60	10962.55	11181.80
90.1	9403.21	9591.27	9783.10	9978.76	10178.34	10381.90	10589.54	10801.33	11017.36	11237.71
90.2	9450.23	9639.23	9832.02	10028.66	10229.23	10433.82	10642.49	10855.34	11072.45	11293.90
90.3	9497.48	9687.43	9881.18	10078.80	10280.38	10485.99	10695.71	10909.62	11127.81	11350.37
90.4	9544.97	9735.87	9930.59	10129.20	10331.78	10538.42	10749.19	10964.17	11183.45	11407.12
90.5	9592.69	9784.54	9980.23	10179.84	10383.44	10591.10	10802.93	11018.99	11239.37	11464.15
90.6	9640.65	9833.46	10030.13	10230.73	10435.35	10644.06	10856.94	11074.08	11295.56	11521.47
90.7	9688.85	9882.63	10080.28	10281.89	10487.52	10697.27	10911.22	11129.44	11352.03	11579.07
90.8	9737.29	9932.04	10130.68	10333.29	10539.96	10750.75	10965.77	11185.09	11408.79	11636.96
90.9	9785.98	9981.70	10181.33	10384.96	10592.66	10804.51	11020.60	11241.01	11465.84	11695.15
91.0	9834.91	10031.61	10232.24	10436.89	10645.62	10858.54	11075.71	11297.22	11523.16	11753.63
91.1	9884.08	10081.76	10283.40	10489.06	10698.85	10912.82	11131.08	11353.70	11580.78	11812.39
91.2	9933.50	10132.17	10334.81	10541.51	10752.34	10967.39	11186.73	11410.47	11638.68	11871.45
91.3	9983.17	10182.83	10386.49	10594.22	10806.10	11022.23	11242.67	11467.52	11696.87	11930.81
91.4	10033.09	10233.75	10438.43	10647.20	10860.14	11077.34	11298.89	11524.87	11755.36	11990.47
91.5	10083.26	10284.93	10490.62	10700.44	10914.44	11132.73	11355.39	11582.50	11814.15	12050.43
91.6	10133.68	10336.35	10543.08	10753.94	10969.02	11188.40	11412.17	11640.41	11873.22	12110.69
91.7	10184.35	10388.04	10595.80	10807.71	11023.87	11244.35	11469.23	11698.62	11932.59	12171.24
91.8	10235.27	10439.98	10648.77	10861.75	11078.99	11300.57	11526.58	11757.11	11992.25	12232.10
91.9	10286.45	10492.18	10702.02	10916.06	11134.38	11357.07	11584.21	11815.90	12052.22	12293.26
92.0	10337.88	10544.64	10755.53	10970.64	11190.05	11413.85	11642.13	11874.97	12112.47	12354.72

10-step Base COLA Salary Schedule

Appendix A

Biweekly

Range	1	2	3	4	5	6	7	8	9	10
92.1	10389.57	10597.36	10809.31	11025.49	11246.00	11470.92	11700.34	11934.35	12173.04	12416.50
92.2	10441.52	10650.35	10863.36	11080.62	11302.24	11528.28	11758.85	11994.02	12233.90	12478.58
92.3	10493.73	10703.60	10917.68	11136.03	11358.75	11585.93	11817.64	12054.00	12295.08	12540.98
92.4	10546.20	10757.12	10972.27	11191.71	11415.55	11643.86	11876.73	12114.27	12356.55	12603.69
92.5	10598.93	10810.91	11027.13	11247.67	11472.62	11702.08	11936.12	12174.84	12418.34	12666.70
92.6	10651.92	10864.96	11082.26	11303.90	11529.98	11760.58	11995.79	12235.71	12480.42	12730.03
92.7	10705.18	10919.28	11137.67	11360.42	11587.63	11819.38	12055.77	12296.89	12542.82	12793.68
92.8	10758.71	10973.88	11193.36	11417.23	11645.57	11878.49	12116.05	12358.38	12605.54	12857.65
92.9	10812.50	11028.75	11249.33	11474.31	11703.80	11937.87	12176.63	12420.16	12668.57	12921.94
93.0	10866.56	11083.89	11305.57	11531.68	11762.31	11997.56	12237.51	12482.26	12731.91	12986.55
93.1	10920.89	11139.31	11362.09	11589.34	11821.12	12057.55	12298.70	12544.67	12795.56	13051.47
93.2	10975.49	11195.00	11418.90	11647.28	11880.22	12117.83	12360.18	12607.39	12859.54	13116.73
93.3	11030.37	11250.98	11476.00	11705.52	11939.63	12178.42	12421.99	12670.43	12923.84	13182.31
93.4	11085.52	11307.23	11533.38	11764.04	11999.32	12239.31	12484.10	12733.78	12988.45	13248.22
93.5	11140.95	11363.77	11591.04	11822.87	12059.32	12300.51	12546.52	12797.45	13053.40	13314.47
93.6	11196.65	11420.58	11648.99	11881.97	12119.61	12362.01	12609.25	12861.43	13118.66	13381.03
93.7	11252.63	11477.68	11707.24	11941.38	12180.21	12423.81	12672.29	12925.73	13184.25	13447.93
93.8	11308.89	11535.07	11765.77	12001.08	12241.11	12485.93	12735.65	12990.36	13250.17	13515.17
93.9	11365.43	11592.74	11824.59	12061.09	12302.31	12548.35	12799.32	13055.31	13316.41	13582.74
94.0	11422.26	11650.71	11883.72	12121.39	12363.82	12611.10	12863.32	13120.59	13383.00	13650.66
94.1	11479.37	11708.96	11943.14	12182.00	12425.64	12674.15	12927.64	13186.19	13449.91	13718.91
94.2	11536.77	11767.51	12002.86	12242.91	12487.77	12737.53	12992.28	13252.12	13517.16	13787.51
94.3	11594.45	11826.34	12062.87	12304.12	12550.21	12801.21	13057.23	13318.38	13584.75	13856.44
94.4	11652.42	11885.47	12123.18	12365.64	12612.95	12865.21	13122.52	13384.97	13652.67	13925.72
94.5	11710.68	11944.89	12183.79	12427.47	12676.02	12929.54	13188.13	13451.89	13720.93	13995.35
94.6	11769.23	12004.61	12244.71	12489.60	12739.39	12994.18	13254.06	13519.15	13789.53	14065.32
94.7	11828.08	12064.64	12305.93	12552.05	12803.09	13059.16	13320.34	13586.75	13858.48	14135.65
94.8	11887.22	12124.96	12367.46	12614.81	12867.11	13124.45	13386.94	13654.68	13927.77	14206.33
94.9	11946.66	12185.59	12429.31	12677.89	12931.45	13190.08	13453.88	13722.96	13997.42	14277.36
95.0	12006.39	12246.52	12491.45	12741.28	12996.10	13256.02	13521.15	13791.57	14067.40	14348.75
95.1	12066.42	12307.75	12553.90	12804.98	13061.08	13322.30	13588.75	13860.52	14137.73	14420.49
95.2	12126.75	12369.29	12616.67	12869.00	13126.38	13388.91	13656.69	13929.82	14208.42	14492.59
95.3	12187.38	12431.13	12679.75	12933.35	13192.01	13455.85	13724.97	13999.47	14279.46	14565.05
95.4	12248.32	12493.29	12743.15	12998.02	13257.98	13523.13	13793.60	14069.47	14350.86	14637.88
95.5	12309.56	12555.75	12806.87	13063.00	13324.26	13590.75	13862.56	14139.82	14422.61	14711.06
95.6	12371.11	12618.53	12870.90	13128.32	13390.89	13658.71	13931.88	14210.52	14494.73	14784.62
95.7	12432.97	12681.63	12935.26	13193.97	13457.85	13727.00	14001.54	14281.57	14567.21	14858.55
95.8	12495.13	12745.03	12999.93	13259.93	13525.13	13795.63	14071.55	14352.98	14640.04	14932.84
95.9	12557.61	12808.76	13064.94	13326.24	13592.76	13864.62	14141.91	14424.75	14713.24	15007.51
96.0	12620.40	12872.81	13130.26	13392.87	13660.73	13933.94	14212.62	14496.87	14786.81	15082.55
96.1	12683.50	12937.17	13195.91	13459.83	13729.03	14003.61	14283.68	14569.35	14860.74	15157.96
96.2	12746.92	13001.86	13261.90	13527.13	13797.68	14073.63	14355.10	14642.20	14935.05	15233.75
96.3	12810.65	13066.86	13328.20	13594.76	13866.66	14143.99	14426.87	14715.41	15009.72	15309.91
96.4	12874.70	13132.19	13394.84	13662.73	13935.99	14214.71	14499.00	14788.98	15084.76	15386.46
96.5	12939.07	13197.85	13461.81	13731.04	14005.67	14285.78	14571.49	14862.92	15160.18	15463.39
96.6	13003.77	13263.85	13529.12	13799.70	14075.70	14357.21	14644.36	14937.24	15235.99	15540.71
96.7	13068.79	13330.17	13596.77	13868.70	14146.08	14429.00	14717.58	15011.93	15312.17	15618.41
96.8	13134.13	13396.81	13664.75	13938.04	14216.80	14501.14	14791.16	15086.99	15388.73	15696.50
96.9	13199.80	13463.80	13733.07	14007.73	14287.89	14573.65	14865.12	15162.42	15465.67	15774.98
97.0	13265.80	13531.12	13801.74	14077.77	14359.33	14646.52	14939.45	15238.23	15543.00	15853.86
97.1	13332.13	13598.77	13870.75	14148.16	14431.13	14719.75	15014.14	15314.43	15620.72	15933.13
97.2	13398.79	13666.77	13940.10	14218.90	14503.28	14793.35	15089.21	15391.00	15698.82	16012.79
97.3	13465.78	13735.10	14009.80	14289.99	14575.79	14867.31	15164.66	15467.95	15777.31	16092.85
97.4	13533.11	13803.77	14079.85	14361.44	14648.67	14941.65	15240.48	15545.29	15856.20	16173.32

10-step Base COLA Salary Schedule

Appendix A

Biweekly

Range	1	2	3	4	5	6	7	8	9	10
97.5	13600.78	13872.80	14150.25	14433.26	14721.92	15016.36	15316.69	15623.02	15935.48	16254.19
97.6	13668.78	13942.16	14221.00	14505.42	14795.53	15091.44	15393.27	15701.13	16015.15	16335.46
97.7	13737.12	14011.86	14292.10	14577.94	14869.50	15166.89	15470.23	15779.63	16095.23	16417.13
97.8	13805.81	14081.93	14363.56	14650.84	14943.85	15242.73	15547.58	15858.54	16175.71	16499.22
97.9	13874.84	14152.34	14435.38	14724.09	15018.57	15318.94	15625.32	15937.83	16256.59	16581.72
98.0	13944.21	14223.09	14507.56	14797.71	15093.66	15395.53	15703.45	16017.51	16337.86	16664.62
98.1	14013.93	14294.21	14580.09	14871.69	15169.13	15472.51	15781.96	16097.60	16419.55	16747.94
98.2	14084.00	14365.68	14652.99	14946.05	15244.97	15549.87	15860.87	16178.09	16501.65	16831.68
98.3	14154.42	14437.51	14726.26	15020.78	15321.20	15627.62	15940.18	16258.98	16584.16	16915.84
98.4	14225.19	14509.69	14799.89	15095.89	15397.80	15705.76	16019.87	16340.27	16667.08	17000.42
98.5	14296.32	14582.25	14873.89	15171.37	15474.80	15784.29	16099.98	16421.98	16750.42	17085.43
98.6	14367.80	14655.16	14948.26	15247.22	15552.17	15863.21	16180.48	16504.09	16834.17	17170.85
98.7	14439.64	14728.43	15023.00	15323.46	15629.93	15942.53	16261.38	16586.61	16918.34	17256.71
98.8	14511.84	14802.08	15098.12	15400.08	15708.08	16022.24	16342.69	16669.54	17002.93	17342.99
98.9	14584.40	14876.09	15173.61	15477.08	15786.62	16102.36	16424.40	16752.89	17087.95	17429.71
99.0	14657.32	14950.47	15249.48	15554.47	15865.55	16182.87	16506.52	16836.65	17173.39	17516.85
99.1	14730.61	15025.22	15325.73	15632.24	15944.89	16263.78	16589.06	16920.84	17259.26	17604.44
99.2	14804.26	15100.35	15402.35	15710.40	16024.61	16345.10	16672.00	17005.44	17345.55	17692.46
99.3	14878.28	15175.85	15479.36	15788.95	16104.73	16426.82	16755.36	17090.47	17432.28	17780.92
99.4	14952.67	15251.72	15556.76	15867.89	16185.25	16508.96	16839.14	17175.92	17519.44	17869.82
99.5	15027.43	15327.98	15634.54	15947.23	16266.17	16591.50	16923.33	17261.79	17607.03	17959.17
99.6	15102.57	15404.62	15712.71	16026.97	16347.51	16674.46	17007.95	17348.11	17695.07	18048.97
99.7	15178.08	15481.64	15791.27	16107.10	16429.24	16757.83	17092.98	17434.84	17783.54	18139.21
99.8	15253.97	15559.05	15870.23	16187.63	16511.39	16841.62	17178.45	17522.02	17872.46	18229.91
99.9	15330.24	15636.84	15949.58	16268.57	16593.94	16925.82	17264.34	17609.63	17961.82	18321.06

EQUITY ADJUSTMENTS

APPENDIX B

Classification Title	Current Salary Range	New Classification Title	New Range PP 21-21
Disposal Site Gate Attendant I	48.5		
Disposal Site Gate Attendant II	49.9	Disposal Site Gate Attendant	52.2
Supervising Disposal Site Gate Attendant	52.7	Supervising Disposal Site Gate Attendant	55.0
Building Inspector	59.5	Building Inspector	61.8
Building Inspector-C	60.5	Building Inspector-C	62.8
Supervising Building Inspector	62.5	Supervising Building Inspector	64.8
Supervising Building Inspector-C	63.5	Supervising Building Inspector-C	65.8
Building Inspector Specialist	62.5	Building Inspector Specialist	64.8
Building Inspector Specialist-C	63.5	Building Inspector Specialist-C	65.8
Code Compliance Officer	59.5	Code Compliance Officer	61.8
Code Compliance Supervisor	62.5	Code Compliance Supervisor	64.8
Engineer I	62.7		
Engineer I-C	64.3		
Engineer II	65.7	Engineer	67.7
Engineer II-C	67.3	Engineer-C	69.3
Engineer III	67.7	Senior Engineer	69.7
Engineer III-C	69.3	Senior Engineer-C	71.3
Supervising Engineer	70.8	Supervising Engineer	71.8
Child Support Specialist I	53.5	Child Support Specialist I	54.5
Child Support Specialist II	55.9	Child Support Specialist II	56.9
Senior Child Support Specialist	57.7	Senior Child Support Specialist	58.7
Supervising Child Support Specialist	59.8	Supervising Child Support Specialist	60.8
Animal Control Officer	50.4	Animal Control Officer I	53.5
		Animal Control Officer II	55.6
Senior Animal Control Officer	53.9	Senior Animal Control Officer	59.1

MINIMUM WAGE ADJUSTMENTS

APPENDIX C

Classification Title	Current Salary Range	New Classification Title	New Range PP 22-01
Administrative Intern	48.5	Administrative Intern	\$15/hr
Agricultural/Weights and Measures Aide	48.5	Agricultural/Weights and Measures Aide	48.9
Animal Care Worker	48.5	Animal Care Worker	48.9
Senior Animal Care Worker	50.2	Senior Animal Care Worker	50.9
Animal Control Dispatcher	49.2	Animal Control Dispatcher	50.9
Airport Maintenance Worker I	48.5		
Airport Maintenance Worker II	49.6		
Airport Maintenance Worker III	51.4	Airport Maintenance Worker	52.9
Airport Maintenance Worker IV	53.7	Senior Airport Maintenance Worker	54.9
Automotive Parts Storekeeper I	48.6		
Automotive Parts Storekeeper II	51.6	Automotive Parts Storekeeper	50.9
Automotive Service Worker I	48.9		
Automotive Service Worker II	50.1	Automotive Service Worker	50.9
Behavioral Health Peer Specialist I	48.5		
Behavioral Health Peer Specialist II	48.6	Behavioral Health Peer Specialist	50.9
Behavioral Health Peer Specialist III	51.1	Senior Behavioral Health Peer Specialist	52.9
Building Services Worker I	48.5		
Building Services Worker II	48.5		
Building Services Worker III	48.5	Building Service Worker	48.9
Senior Building Services Worker	49.7	Senior Building Services Worker	50.9
Cook I	48.5		
Cook II	48.5	Cook	48.9
Cook III	48.7	Senior Cook	50.9
Departmental Aide	\$14/hr	Departmental Aide	\$15/hr
Document Imaging Technician	48.6	Document Imaging Technician	50.9
Fiscal Support Assistant	48.8		
Fiscal Support Technician	50.8	Fiscal Support Technician	50.9
Food Service Worker	48.5	Food Service Worker	48.9
Groundskeeper I	48.5		
Groundskeeper II	48.5	Groundskeeper	48.9
Groundskeeper III	50.2	Senior Groundskeeper	50.9
Housekeeper	48.5	Housekeeper	48.9
Human Services Aide	48.5	Human Services Aide	50.9
Information Technology Intern	48.5	Information Technology Intern	\$15/hr
Legal Process Technician I	49.2		
Legal Process Technician II	51.2	Legal Process Technician	50.9
Light Vehicle Driver	48.5	Light Vehicle Driver	50.9
Mail Clerk I	48.5		
Mail Clerk II	48.5	Mail Clerk	48.9
Maintenance Worker I	48.5		
Maintenance Worker II	49.6		
Maintenance Worker III	51.4	Maintenance Worker	52.9
Maintenance Worker IV	53.7	Senior Maintenance Worker	54.9
Medical Assistant I	48.5		
Medical Assistant II	49	Medical Assistant	50.9
Nutrition Worker	48.5	Nutrition Worker	48.9
Office Services Assistant	48.5	Office Services Assistant	48.9
Office Services Technician	48.6	Office Services Technician	50.9
Office Services Specialist	51.1	Office Services Specialist	52.9
Senior Office Services Specialist	53	Senior Office Services Specialist	54.9
Park Security Officer	48.5	Park Security Officer	48.9
Public Health Aide I	48.5		
Public Health Aide II	48.5	Public Health Aide	48.9
Public Health Laboratory Assistant I	49.2	Public Health Laboratory Assistant I	48.9
Public Health Laboratory Assistant II	52.2	Public Health Laboratory Assistant II	52.2
Security Attendant I	48.5		
Security Attendant II	48.5	Security Attendant	48.9
Senior Nutrition Site Coordinator	48.5	Senior Nutrition Site Coordinator	50.9

MINIMUM WAGE ADJUSTMENTS**APPENDIX C**

Classification Title	Current Salary Range	New Classification Title	New Range PP 22-01
Sheriff's Report Technician	48.6	Sheriff's Report Technician	50.9
Sheriff's Support Technician	48.6	Sheriff's Support Technician	50.9
Sheriff's Support Specialist	51.1	Sheriff's Support Specialist	52.9
Sheriff's Senior Support Specialist	53	Sheriff's Senior Support Specialist	54.9
Student Intern	\$14/hr	Student Intern	\$15/hr
Tree Trimmer I	49.2		
Tree Trimmer II	51.4	Tree Trimmer	50.9
Tree Trimmer III	53.4	Senior Tree Trimmer	52.9
Therapy Aide	48.5	Therapy Aide	48.9
Utility Worker	48.5	Utility Worker	50.9
Stock Clerk	48.5	Stock Clerk I	48.9
Storekeeper I	48.6		
Storekeeper II	51.6	Stock Clerk II	50.9