

MEMORANDUM OF UNDERSTANDING

CONFIRE MISCELLANEOUS UNIT

CONFIRE SUPERVISORS' UNIT

CONFIRE MANAGEMENT UNIT

2024 – 2027



CONSOLIDATED FIRE AGENCIES JPA (CONFIRE)

AND

TEAMSTERS LOCAL 1932

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PREAMBLE

The parties to this Agreement affirm their mutual commitment to the goals of effective and efficient public service, high employee morale, sound and responsible management of CONFIRE business, and amicable employer-employee relations. The parties acknowledge that productivity improvement can only be achieved as a by-product to valuing people.

The parties encourage the highest possible degree of friendly cooperative relationships between their respective representatives at all levels and with and between all employees.

RECOGNITION

ELIGIBLE UNITS:

- **ALL UNITS**

Pursuant to the provisions of the Employee Relations Code of the County of San Bernardino Special Districts and applicable State law, the Teamsters Local 1932 (Teamsters) was certified, on October 16, 2023, as the exclusive recognized employee organization for Consolidate Fire Agencies JPA (CONFIRE) employees in the Unit and the (collectively referred to as the "Units").

CONFIRE hereby recognizes Teamsters Local 1932 as the exclusive recognized employee organization for the Units. The Units are comprised of those classifications listed in Appendix B, and as may be modified consistent with the Employee Relations Code, subject to approval by the Board of Directors.

ACCESS TO NEW EMPLOYEES

ELIGIBLE UNITS:

- **ALL UNITS**

Consistent with applicable law, Teamsters Local 1932 shall be provided with a list of all new hires upon appointment to a classification in the Units represented by Teamsters Local 1932. CONFIRE shall work with Teamsters Local 1932 to arrange a time for new hires to meet with Teamsters Local 1932 for up to 20 minutes upon request of Teamsters Local 1932.

ACCESS TO PERSONNEL RECORDS

ELIGIBLE UNITS:

- **ALL UNITS**

Personnel records are confidential and access to personnel records of the employee shall be limited to the Director of Human Resources, the appointing authority, the Board of Directors, or their authorized representatives. Employees currently employed by CONFIRE and/or their representatives, designated by the employee in writing, will be allowed to review the employee's personnel records during regular business hours.

CONFIRE recognizes Teamsters Local 1932's ability to obtain and/or review employee personnel records or data, balancing the employee's privacy interest and the Union's need for the requested relevant and necessary information.

Letters of reference and other matters exempted by law shall be excluded from the right of inspection by the employee.

Negative information may be purged from the personnel records maintained by either the Department or Human Resources, subject to legal constraints, at the sole discretion of Human Resources or upon the request of the

employee or the appointing authority, and upon approval of Human Resources and the employee shall be so notified.

Employees desiring to review such records shall make such request in writing at least twenty-four (24) hours in advance to their appointing authority or Human Resources as appropriate.

ACCESS TO WORK LOCATIONS

ELIGIBLE UNITS:

- ALL UNITS

The parties recognize and agree that in order to maintain good employee relations, it is necessary for Representatives of Teamsters to confer with CONFIRE employees during working hours.

Therefore, Teamsters Representatives will be granted access to work locations during regular working hours to investigate and process grievances or appeals, or meet with members for the purpose of representing members in their relations with CONFIRE. Teamsters Labor Relations Representatives shall be granted access upon obtaining authorization from the appointing authority or designated management representative prior to entering a work location and after advising of the general nature of the business. However, the appointing authority or designated management representative may deny access or terminate access to work locations if, in their judgment, it is deemed that the visit would interfere with the efficiency, safety, or security of CONFIRE operations. The appointing authority shall not unreasonably withhold timely access to work locations. The appointing authority shall ensure that there is at all times someone designated who shall have full authority to approve access. If a request is denied, the appointing authority or designated management representative shall establish a mutually agreeable time for access to the employee.

Teamsters Representatives granted access to work locations shall limit such visits to a reasonable period of time, taking into consideration the nature of the grievance or appeal.

The appointing authority or designated management representative may mutually establish with the Teamsters Representative reasonable limits as to the number of visits authorized with the same employee on the same issue, and reasonable limits as to the number of employees who may participate in a visit when several employees are affected by a specific issue. CONFIRE shall not unduly interfere with Teamsters access right to work locations.

ACCIDENTAL DEATH AND DISMEMBERMENT

ELIGIBLE UNITS:

- ALL UNITS

Any employee may purchase amounts of Accidental Death and Dismemberment insurance coverage for themselves and dependents through payroll deduction according to the following schedule:

EMPLOYEE COVERAGE	DEPENDENT COVERAGE	
	SPOUSE/DOMESTIC PARTNER	EACH CHILD
\$10,000	\$5,000	\$3,125
\$25,000	\$12,500	\$6,250
\$50,000	\$25,000	\$12,500
\$100,000	\$50,000	\$25,000
\$150,000	\$75,000	\$25,000
\$200,000	\$100,000	\$25,000
\$250,000	\$125,000	\$25,000

CONFIRE agrees to provide these benefits subject to carrier requirements as specified in the Certificate of Insurance, to be administered by the Human Resources Employee Benefits and Services Division. Selection of the insurance provider(s) and the method of computing premiums shall be within the sole discretion of CONFIRE.

ADMINISTRATIVE LEAVE

ELIGIBLE UNITS:

- **CONFIRE SUPERVISORS' UNIT**
- **CONFIRE MANAGEMENT UNIT**

Effective pay period 1 of each year, an employee in a regular position who is in paid status will be provided with forty (40) hours of Administrative Leave time for the employee's use.

An eligible employee in a regular position who is part-time or job-sharing shall be eligible for a prorated number of Administrative Leave hours based on regularly scheduled hours. Those employees appointed after Pay Period 1 shall receive a prorated number of Administrative Leave hours at the time of their appointment. Such proration shall be based upon the remaining number of pay periods in the calendar year nearest their appointment. Employees not in paid status (i.e., not coding paid hours) in pay period 1 shall receive a prorated number of Administrative Leave hours upon return to paid status. Such proration shall be based upon the remaining number of pay periods in the calendar year nearest their return to paid status. However, an employee who is not in paid status during the entire calendar year, i.e., not in paid status from pay period 1 through pay period 26, or 27 (when applicable), shall not receive Administrative Leave for the calendar year(s) during which he/she was not in paid status. For example, if an employee is not in paid status from November of 2020 through February 2022, and then returns to paid status in March 2022, the employee shall receive a prorated sum of Administrative Leave hours for calendar year 2022 upon her return to paid status but shall not receive the calendar year 2021 Administrative Leave because the employee was not in paid status for the entire 2021 calendar year.

Employees may only submit amended Time and Labor Reports to charge Administrative Leave for pay periods in which another leave type was requested, approved and charged, if such amended TLRs are submitted within two (2) pay periods of the pay period to be amended, provided however, that Administrative Leave may not be substituted for Holiday Leave.

Such administrative leave may be cashed out at the employee's then current base rate of pay in increments of one (1) hour one (1) time during the calendar year to the extent that the hours would have accrued at the rate of 3.33 hours per month minus any hours used up to that time. Any administrative leave accrual balances in effect at the end of pay period 26 of each year (or if applicable, pay period 27) will automatically be paid at the employee's then current base rate of pay. Employee may designate that cash-out of administrative leave be allocated to the County's Section 457 (b) Deferred Compensation Plan consistent with the requirements and restrictions of such Plan. Upon termination of employment or appointment to a position in another occupational unit, unused administrative leave will be paid at the employee's current base rate of pay only by the amount of hours that would have been accrued at the rate of 3.33 hours per month minus the total number of hours previously used and cashed out.

ANNUAL LEAVE

ELIGIBLE UNITS:

- **CONFIRE SUPERVISORS' UNIT**
- **CONFIRE MANAGEMENT UNIT**

Effective pay period 1 of each year an employee in a regular supervisory position who is in paid status shall be credited with forty (40) hours of annual leave for the employee's use. Employees hired after the beginning of pay period 1, shall be credited with a prorated number of Annual Leave based upon the annual rate of forty (40) hours (i.e., 1.54 hours per pay period, or any portion thereof). Annual leave will be separate from and in addition to any vacation or holiday leave. If any Annual Leave remains at the end of pay period 26 (27, when applicable), it shall not

be cumulative into the next calendar year nor shall there be any conversion to cash.

An eligible employee in a regular position who is part-time or job-sharing shall be eligible for a prorated number of Annual Leave hours based on regularly scheduled hours. Those employees appointed after pay period 1 shall receive a prorated number of Annual Leave hours at the time of their appointment. Such proration shall be based upon the remaining number of pay periods in the calendar year nearest their appointment. Employees not in paid status (i.e., not coding paid hours) in pay period 1 shall receive a prorated number of Annual Leave hours upon return to paid status. Such proration shall be based upon the remaining number of pay periods in the calendar year nearest their return to paid status. However, an employee who is not in paid status during the entire calendar year, i.e., not in paid status from pay period 1 through pay period 26, or 27 (when applicable), shall not receive Annual Leave for the calendar year(s) during which he/she was not in paid status. For example, if an employee is not in paid status from November of 2020 through February 2022, and then returns to paid status in March 2022, the employee shall receive a prorated sum of Annual Leave hours for calendar year 2022 upon her return to paid status but shall not receive the calendar year 2021 Annual Leave because the employee was not in paid status for the entire 2021 calendar year.

Employees who are appointed to a position in a classification that does not contain an Annual Leave provision and who have been denied in writing the opportunity to use the leave due to work urgency shall receive in cash payment the prorated amount of Annual Leave from the start of pay period 1 to the date of the position change (i.e., 1.54 hours per pay period) minus any Annual Leave hours used up until that time. Where an employee has elected to use vacation leave in lieu of Annual Leave, the prorated annual leave shall be reduced by the number of vacation hours utilized. In those instances where an employee returns to the supervisory classification prior to the end of the calendar year, the Annual Leave for the remainder of the calendar year shall be credited on a prorated basis, i.e. 1.54 hours per pay period. This provision applies only to these specific circumstances and expressly excludes its application to any other set of circumstances.

Employees may only submit amended Time and Labor Reports to charge Annual Leave for pay periods in which another leave type was requested, approved and charged, if such amended TLRs are submitted within two (2) pay periods of the pay period to be amended, provided however, that Annual Leave may not be substituted for Holiday Leave.

AUTHORIZED EMPLOYEE REPRESENTATIVES

ELIGIBLE UNITS:

- ALL UNITS

Section 1: Authorized Employee Representatives

If a Teamsters Business Agent is unavailable, Teamsters may designate employees as authorized employee representatives or alternates to represent employees in investigation interviews, in the processing of grievances, during disciplinary proceedings or as otherwise permitted by law, subject to the following rules and procedures:

- (a) Teamsters may designate at least one (1) authorized employee representative in each location for which CONFIRE maintains a work force. Teamsters shall be entitled to designate two (2) alternates for each authorized employee representative, provided that these alternates shall be located at the same major location as their appropriate representative.
- (b) Teamsters will designate only employees who have obtained regular status.
- (c) Teamsters shall file with the affected Department Head, Department Human Resources Business Partner, and the Employee Relations Division Chief, a written list of all employees designated as authorized employee representatives and alternates, such list to be kept current by Teamsters.
- (d) Time spent during regularly scheduled work hours by an authorized employee representative or alternate in

representing an employee shall only be compensated by CONFIRE at such representative's or alternate's base rate of pay.

- (e) CONFIRE vehicles and supplies may not be used. CONFIRE telephones may not be used in implementing the provisions of this Article if such use would unduly interfere with the efficiency, safety, or security of CONFIRE operations and result in telephone costs to CONFIRE.
- (f) The parties shall arrange and be available for meetings, investigatory interviews, etc., within a reasonable period of time, taking into account such things as the nature of the offense and/or the circumstances (e.g., employee on ERL, employee seeking return to work, etc.).
- (g) Prior to conducting an investigatory interview, CONFIRE must inform the employee of the type of impropriety and allow the employee and the representative an opportunity to confer privately about the subject of the impending interview.

Section 2: Handling of Grievances and Disciplinary Proceedings

- (a) At the request of an employee, an authorized employee representative or alternate may investigate a formal grievance and represent the employee at the resulting proceedings or during disciplinary proceedings, including Skelly hearings.
- (b) Prior to participating in a grievance or disciplinary proceeding, the authorized employee representative or alternate and affected employee shall first obtain authorization from their immediate supervisor. The immediate supervisor may deny such request if it is deemed that such a request would unduly interfere with the efficiency, safety, or security of CONFIRE's operations. If the request is denied, the immediate supervisor will establish an alternate time convenient to CONFIRE and employees when the authorized employee representative or alternate and affected employee can reasonably expect to be released from their work assignment. A denial of permission will automatically constitute an extension of the time limits established in the Grievance Procedure equal to the amount of the delay.
- (c) Employees must use the authorized employee representative or alternate assigned to their location and representation unit, except as otherwise provided herein.
- (d) Sections 1 and 2 of this Article do not preclude authorized employee representatives from bringing one additional steward to a meeting (e.g., a meeting at a step in the grievance process, an administrative interview, etc.) for the purpose of training; provided, however, that the scheduling of the meeting shall not be delayed by the trainee steward's unavailability and their presence is authorized by their supervisor and does not unduly interfere with the efficiency, safety, or security of CONFIRE's operations. Further, CONFIRE shall be provided two working days advance notice of the trainee steward's anticipated presence unless a shorter period is agreed-upon or necessitated by circumstance (e.g., scheduled less than 2 days in advance, etc.). Any time spent by trainee stewards at these meetings shall be processed in accordance with the Union Leave article.

Section 3: Employee Representative Committee

Up to two (2) authorized employee representatives or alternates will be permitted to attend Employee Representative Committee meetings on CONFIRE's time; provided, however, that no such employee shall be released for more than two (2) hours per month. In January of each year of this Agreement, representatives of Teamsters and CONFIRE will review the maximum number of attendees in this Section.

Monthly, Teamsters shall notify CONFIRE of the employee representative who attended the previous Employee Representative Committee meeting.

BILINGUAL COMPENSATION

ELIGIBLE UNITS:

- CONFIRE MISCELLANEOUS UNIT

Employees in positions designated by the Appointing Authority, or designee, which requires employees as a condition of employment to perform bilingual translations involving the use of English and a second language (including American Sign Language) as a part of their regular duties, shall be entitled to bilingual compensation. Such compensation shall apply regardless of the total time required per day for such translation. Employees in such positions must be certified as competent by the Human Resources Department to be eligible for compensation. There are three (3) levels of competency certification solely determined and administered by Human Resources: Level 1 - verbal skill level: the use of English and a second language in verbal contexts which may require interpretation of simple documents in the second language; Level 2 - written skill level: reading, writing and speaking English and a second language; and Level 3 - technical skill level: reading, writing and speaking English and a second language using medical or legal terminology. Compensation per pay period shall be as follows: verbal skill level, fifty dollars (\$50.00) per pay period, written skill level at fifty-five dollars (\$55.00) per pay period, and technical skill level at sixty dollars (\$60.00) per pay period.

CENTER ACCREDITATION BONUS

Employees in the classification of Emergency Communication Assistant Manager and Emergency Communication Manager shall be eligible to receive the Center Accreditation Bonus in the amount of seven hundred dollars (\$700) lump sum payment. The Center Accreditation Bonus is payable after the Dispatch Center receives the International Academies of Emergency Dispatch (IAED) accreditation, which is scheduled every three years.

CLASSIFICATION

ELIGIBLE UNITS:

- ALL UNITS

Section 1: Purpose

Classification review is a management tool to ensure the accurate reflection of tasks and duties involved in each CONFIRE position for the purpose of recruitment, compensation, and organizational structuring. CONFIRE shall notify Teamsters in writing of all classification and salary changes to classifications allocated to a Teamsters within two (2) working days after such changes have been approved by the Board of Directors. Whenever positions are subject to any change as a result of a classification review, such change will generally be determined by CONFIRE within one hundred and eighty (180) to two hundred and forty (240) days of receipt of the classification review request, subject to the classification appeal procedure. The parties recognize that there may be instances when a Teamsters classification request review may exceed two hundred and forty (240) days, and in those instances CONFIRE shall notify Teamsters of the anticipated duration of such review. New and revised classification specifications shall be furnished to Teamsters in a timely manner. Further, CONFIRE shall provide Teamsters with periodic status updates on classification studies/reviews. Such updates shall generally coincide with CONFIRE's established submission deadlines (e.g., March and September). Finally, the Teamsters may contact the Human Resources Business Partner after receiving the final recommendations to seek any additional clarification.

Section 2: Implementation of Classification Study Results

(a) Upgradings

An upgrading is the reclassification of a position from one classification to another classification having a higher base salary range. Whenever an incumbent employee is upgraded as a result of such reclassification such employee's step placement in the new salary range shall be governed by the Article on "Promotions."

(b) Downgradings

A downgrading is the reclassification of a position from one classification to another classification having a lower base salary range. When a position is downgraded, the incumbent employee may continue at the same salary rate payment where the salary rate is within the new base salary range. Where an incumbent receives a salary rate payment greater than the maximum of the new base salary range, the Director of Human Resources may authorize continuation of the same salary rate payment to the incumbent employee that the employee received prior to the downgrading of the position by placing the employee on an "X" step, provided that the employee shall receive no future salary rate increases until the salary range maximum of the new classification exceeds the "X" step. Upon request, an employee with regular status occupying a position which has been downgraded shall be placed on an eligibility list for any classification equivalent to their former classification for a period of two (2) years. Equivalent classification is hereby defined as one requiring all of the following: (1) the same kind and amount of experience; (2) the same degree of skills, knowledge, and abilities; and (3) a salary level no higher than the employee's former classification.

(c) Salary Rate (Equity) Adjustment

A salary rate (equity) adjustment is a change in the salary range assignment of an existing classification as a result of a compensation study. Step placement for incumbent employees whose classification is assigned to a higher base salary range shall be determined as follows:

The employee shall be placed on the step in the new range that is approximately a five percent (5%) salary increase, not to exceed the maximum step of the new range. Service hours for the purpose of determining eligibility for the next merit advancements will not reset for employees receiving an equity adjustment. Subsequent step advances shall be administered in accordance with the Salary Rates and Step Advancements and Merit Advancements Articles of this Agreement.

Section 3: Classification Appeals

In recognition that classification appeals can impact the terms and conditions of employment for Teamster-represented employees, only Teamsters shall be permitted to file classification appeals. The burden of proof on any classification appeal rests with the appellant to establish why the recommended allocation is not appropriate. The content of and decision on classification appeals shall be restricted to consideration of the recommended and the requested classification. All classification appeals shall be limited to a discussion of duties and responsibilities performed at the time the position was studied.

Classification appeals are heard by a mediator with classification expertise. The decision of the mediator shall be advisory. If the decision of the mediator has an economic impact, the decision of the mediator shall be in the form of a recommendation to the Board of Directors for final action. The mediator shall follow the appeal procedure established by CONFIRE and Teamsters, and provide written justification to the aforementioned parties on classification appeal recommendations. The cost of the mediator shall be split between CONFIRE and Teamsters.

Step 1 – At the conclusion of the classification study, Human Resources will make a written recommendation to the appointing authority, unless the mediator's recommendation would have an economic impact. In such cases, the Board of Directors would take final action.

Step 2 – The appointing authority will notify position incumbent(s) of study results and the timeframes for filing an appeal.

Step 3

(a) Teamsters may file a classification appeal individually or in groups provided that all positions represented were allocated to the same class and appealed to the same class. The appeal form should thoroughly explain why

Teamsters believes that the allocation is not appropriate and why the requested class is more appropriate. Appeals must be based on the duties performed at the time the position was studied.

- (b) An appeal to a non-existent class must clearly show that no existing classification describes the duties and functional responsibilities of the position.
- (c) Disagreements on title of a class, or on the format and wording of class specifications, are not bases for an appeal. Requests for revisions will be presented in writing to Human Resources for review.
- (d) Revisions to a class specification may be appealed to the mediator in cases where it is alleged that a class specification was so significantly revised as to change the grade determinants of a class.
- (e) Disagreements on salary matters for new classifications are excluded from this procedure and will be considered in the context of the meet and confer process. The salary of a classification for which a technical title change has been approved by the Board of Directors is not appealable. No salary action can be taken on an existing classification to the meet and confer process that would have the effect of reopening this Agreement. Salaries for new classes will be set by management, unless changes are made by an appeal and recommended by the meet and confer process.
- (f) Disagreements on representation unit designations are excluded from this procedure.

Step 4 – Teamsters completes the Classification Appeal Form and files it within fifteen (15) working days of Board of Directors' approval; or within fifteen (15) working days from the appointing authority's notification to the employee.

Step 5

- (a) The appeal will be reviewed by Human Resources for changes in job duties or other substantial changes to the position description on which the allocation was based.
- (b) Human Resources staff will respond in writing to the Appeal within fifteen (15) working days. Copies of the response will be sent to Teamsters.

Step 6 – A mandatory prehearing conference will be scheduled within a twenty (20) workday period from the date of Human Resources' response. Teamsters and Human Resources staff will meet and attempt to reach a settlement. At the request of parties involved, additional personnel may attend to offer clarification of job duties performed by the appellant(s). If no resolution is reached at this conference, Teamsters and Human Resources will stipulate the issue(s) in dispute.

Step 7 – Following the prehearing conference, Human Resources staff and Teamsters will consider the information exchanged. Human Resources may revise its allocation recommendation, and appellant(s) may withdraw appeals.

Step 8 – Any additional supporting documentation must be filed with the mediator by both Teamsters and Human Resources staff fifteen (15) workdays subsequent to the prehearing conference. Lists of witnesses and all written materials/exhibits that are to be discussed at the hearing must be included in this final brief. All parties will receive copies of these briefs.

Step 9 – All of the aforementioned timeframes may be lengthened or shortened upon the joint concurrence of Human Resources and Teamsters.

Step 10 – Appeals which have not been resolved through the preceding steps will be forwarded to the mediator.

Step 11 – Appeals presentations will be limited to the incumbent employees or spokespersons elected from the

group, exclusive recognized employee organization staff representatives, and members of Human Resources staff. Witnesses may be heard for the purpose of clarifying technical aspects of job duties.

- (a) Prior to the appeal hearing, the mediator will have reviewed copies of the appeal documentation submitted by both parties.
- (b) Appellants will present arguments first. The burden of proof is with Teamsters why the recommended classification allocation is not an appropriate recommendation. Twenty (20) minutes will be allowed for presentation. Time not taken for presentation will be forfeited. Arguments should be centered around why the classification allocation was not appropriate and what classification would be the most appropriate.
- (c) Human Resources staff will present arguments. Twenty (20) minutes will be allowed for presentation of this argument. Time not taken will be forfeited.
- (d) At the conclusion of the arguments, the mediator will have the opportunity to ask questions.

Step 12

- (a) Decisions of the mediator will be limited to the class recommended by Human Resources, or the class requested by the appellant on the Classification Appeal Form.
- (b) A written decision shall be given within thirty (30) days of the hearing, indicating the basis for the decision.

Step 13 – Following the appeal hearing, the mediator shall forward the written recommendations to Human Resources and Teamsters. Both parties will be allowed a two (2) week review period prior to submission of the decision to the Board of Directors.

Step 14 – Parties will agree to support the recommendations of the mediator unless there is a failure to act in good faith in implementing the spirit and intent of these procedures.

Step 15 – This procedure shall remain in effect until it is changed through the meet and confer process. Requests for changes to the procedure may be presented at any time.

Section 4: Annual Classification Evaluation Request

Teamsters may submit a written request to Human Resources to evaluate the designated salary ranges for one (1) classification per year. Once a classification has been reviewed, that classification is no longer eligible for review during the term of the Agreement. Teamsters will thoroughly explain in their written request why the classification is appropriate for an evaluation and provide supporting information. Both parties understand that various factors are used as part of the evaluation process to include external county salaries, retention, vacancy, recruitment data, and internal classification relations (vertical and horizontal). CONFIRE agrees to meet within 30 days of a Teamsters request to review the selected classifications to consider potential remedies.

If the parties have not reached mutual agreement within 90 days of the first meeting, unless a deadline extension is agreed upon, the parties agree to proceed to mediation. The mediator shall have classification expertise and the decision of the mediator shall be advisory. The decision of the mediator shall be made in the form of a recommendation to the Director of Human Resources for final consideration. The cost of the mediator shall be split between the parties.

This process is meant to be a standalone process and separate from other sections of this article.

CONFIRE MANAGEMENT RIGHTS

ELIGIBLE UNITS:

- **ALL UNITS**

All management rights and functions shall remain vested exclusively with CONFIRE except those which are clearly and expressly limited in this Agreement. It is recognized merely by way of illustration that such management rights and functions include but are not limited to:

- (a) The right to determine the mission and organizational structure of each of its agencies, departments, institutions, boards, and commissions.
- (b) The right of full and exclusive control of the management of CONFIRE; supervision of all operations; determination of the methods and means of performing any and all work; and composition, assignment, direction, location, and determination of the size and mission of the work force.
- (c) The right to determine the work to be done by the employees, including establishment of levels of service and staffing patterns.
- (d) The right to change or introduce new or improved operations, methods, means or facilities; to reorganize operations, modify or discontinue programs and services; or to contract for work to be done; provided, however, that the parties shall meet and discuss the impacts of any contract proposed to be awarded which would contract for services currently being provided by Unit employees.
- (e) The right to prescribe qualifications for employment and determine whether they are met; to hire, set and enforce performance standards, and promote employees; to establish, revise and enforce work rules; to schedule work time and time off; to require overtime and determine the necessity for overtime; to transfer, reassign, and lay off employees; to suspend, reduce in step, demote, discharge or otherwise discipline employees for cause; and to otherwise maintain orderly, effective, and efficient operations.

This Article neither establishes nor grants any rights or benefits to the Union or employees covered by this Agreement, and CONFIRE shall be free to exercise its rights under this provision without challenge from the Union or employees except where it can be demonstrated that such exercise is contrary to a specific limitation placed upon CONFIRE in another Article of this Agreement.

DEFERRED COMPENSATION

ELIGIBLE UNITS:

- **ALL UNITS**

Section 1: Enrollment

All employees in the bargaining unit shall automatically be enrolled in the County's 457 Deferred Compensation Plan and contribute 1.00% of base salary to the plan, subject to all legal requirements and constraints. Prior to the first salary deferral deduction employees shall be provided a 30-day opt-out period during which no salary deferral deduction shall be taken. Thereafter, employees may opt-out at any time. The Human Resources Employee Benefits and Services Division shall establish the forms and guidelines for the salary deferral opt-out and administer the deduction according to the applicable Plan Document(s) and/or Human Resources Benefits procedures.

Section 2: CONFIRE Matching Contribution

Employees who have completed one (1) year of continuous service in a regular position shall be eligible for the benefits of this article. The biweekly contribution of employees who contribute to CONFIRE's Section 457 (b)

Deferred Compensation Plan will be matched by a CONFIRE contribution on the basis of one-half times ($\frac{1}{2}x$) the employee's contribution up to one-half percent ($\frac{1}{2}\%$) of the employee's biweekly base salary. For example, an employee who contributes \$10.00 per pay period shall receive a CONFIRE contribution of \$5.00 per pay period, provided that the \$5.00 does not exceed one-half percent ($\frac{1}{2}\%$) of the employee's biweekly base salary. CONFIRE contributions to the Plan shall not be considered earnable compensation.

DEFINITIONS

ELIGIBLE UNITS:

- **ALL UNITS**

The following definitions apply to the terms used throughout this Plan unless another definition is specified.

Appointing Authority – Refers to the department head of the employee's department. It also includes any person who is designated as acting department head, employees acting for the department head during the absence of the department head, and/or employees delegated all authority to act on behalf of the appointing authority on a regular basis.

Base Rate of Pay or Base Hourly Rate – The employee's base hourly wage, excluding differentials and other pay above the base hourly wage (See Appendix B).

Biweekly Base Salary – Employee's base hourly rate, excluding any differentials or other pay above the base hourly rate, multiplied by the base hours paid (e.g., REG, SCK, VAC, etc.) each pay period. Base hours paid does not include time without pay or disability payments such as State Disability Insurance or workers' compensation.

Calendar Year – Refers to pay period 1 through 26, or 27 when applicable, of the same year.

County – Refers to San Bernardino County.

Date of Hire or Hire Date – Refers to the effective date of the most recent date of hire in a regular position.

Director of Human Resources – Refers to the incumbent in the Director of Human Resources position. It also includes any person who has been designated as acting Director of Human Resources, employees acting for the Director during the absence of the Director of Human Resources, and/or employees delegated authority approval on a regular basis by the Director of Human Resources.

Fiscal Year – Ordinarily refers to pay period 15 of one year through pay period 14 of the following year.

Paid Hours – Shall mean hours actually worked or the use of accrued leave time such as vacation, sick, holiday, or compensatory time. It does not include unpaid hours or disability payments such as State Disability Insurance or workers compensation.

Paid Status – Refers to any pay period in which an employee codes paid hours.

Regular Position – Refers to a position authorized by the Board of Directors that may be budgeted at either a full-time or part-time level, and may be in either the Classified or Unclassified Service. Regular positions do not include recurrent, extra-help, ordinance, contract and other contingent positions.

Regular Status – Refers to the completion of a required probationary period in a regular classified position in the employee's current or prior position, as applicable.

Service Hours – Refers to paid hours from an employee's most recent date of hire in a regular position and during

an employee's regular tour of duty, up to eighty (80) hours per pay period. Time without pay, disability payments, Medical Emergency Leave and overtime hours do not count as service hours.

CONFIRE Service or Continuous Service – Refers to the total length of service from an employee's most recent beginning (hire) date in a regular position with no separation from CONFIRE employment.

Standard Tour of Duty – see Article "Standard Tour of Duty".

Working Days – Refers to the days that CONFIRE is normally open to conduct business, i.e., Monday through Friday, excluding CONFIRE holidays.

DEMOTIONS

ELIGIBLE UNITS:

- ALL UNITS

A demotion is the appointment of an employee from an incumbent position to a position in a different classification for which the maximum rate of pay is lower.

A promoted employee who is returned to former classification during the probationary period shall be placed on the same step within the base salary range for the former classification that the employee was on at the time of promotion. No credit shall be granted for time spent at the promoted level for the next step advance due date.

A probationary employee who voluntarily demotes to a different classification from which the employee was promoted shall be placed on a step closest to, but not less than, their current base rate of pay on the salary range of the classification to which the employee demotes. However, if the salary rate is higher than the top step of the lower classification, the employee shall be placed at the top step of the base salary range of the lower classification.

An employee with regular status who voluntarily demotes to a lower classification shall be placed on a step closest to, but not less than, their current base rate of pay on the salary range of the classification to which the employee demotes. However, if the salary rate is higher than the top step of the lower classification, the employee shall be placed at the top step of the base salary range of the lower classification.

An employee who demotes to a trainee classification for which the journey level classification is higher than the classification he/she demoted from, shall be placed on a step closest to, but not less than, their current base rate of pay on the salary range of the classification to which the employee demoted. Employees whose current base rate of pay exceeds the top step of the salary range to which the employee demoted shall be placed on the "X" step and retain their current base rate of pay. Provided that the "X" step continues to be above the top step of the demoted classification range, the employee shall receive no future salary rate increases until the employee has promoted to the journey level classification.

An employee who demotes to a trainee classification for which the journey level classification is lower than the classification he/she demoted from shall be placed on a step closest to, but not less than, their current base rate of pay on the salary range of the classification to which the employee demoted, provided that the salary rate does not exceed the top step of the journey level classification. However, if the salary rate is higher than the top step of the journey level classification, the employee shall be placed at the top step of the base salary range of the lower journey level classification.

An employee whose position is downgraded as a result of a classification study may be placed on the "X" step in accordance with the provisions of the Article on "Classification, Section 2(b)" with the approval of the appointing authority and the Director of Human Resources.

An employee demoted for disciplinary reasons shall be placed on the step within the base salary range of the class to which the employee is demoted as provided in the Order of Demotion.

If the employee held prior regular status in the demoted to classification, the employee shall resume said status. If the employee did not have prior regular status in the classification, the employee shall be required to serve a probationary period, unless waived by the Director of Human Resources. When considering whether to waive the probationary period the Director of Human Resources will take into consideration many factors, including whether the classification the employee is demoting from has the same duties the classification the employee is demoting to, but is distinguished by higher level complexities (e.g., Programmer II to Programmer I).

DEPENDENT CARE ASSISTANCE PLAN (DCAP)

ELIGIBLE UNITS:

- ALL UNITS

The purpose of Section 125 Dependent Care Assistance Plan (DCAP) is to permit eligible employees to make an election to pay qualifying dependent care expenses with salary reduction from compensation contributed to the Plan before federal income or social security taxes are paid to the Internal Revenue Service ("Salary Reduction") in accordance with Sections 125 and 129 of the Internal Revenue Code (IRC) of 1986 and regulations issued pursuant thereto. DCAP shall be construed to comply with said Code Sections and to meet the requirements of any other applicable provisions of law.

The DCAP will be administered by the Employee Benefits & Services Division consistent with said IRC Section and the County's Dependent Care Assistance Plan Document.

- To be eligible to enroll for this benefit, an employee must be in a regular position.
- Enrollment is required every year and is limited to the annual open enrollment period or no later than sixty (60) days following the date of becoming eligible due to a mid-year Change in Status Event. Failure to submit participation agreement within the time frame shall result in an election to not participate in the Plan.
- An employee must elect to contribute to DCAP through salary reduction on forms approved by the County's Human Resources Employee Benefits & Services Division. An employee election to participate shall be irrevocable for the remainder of the Plan year. Once a salary reduction has begun, in no event will changes in elections be permitted during the Plan Year except to the extent permitted under Internal Revenue Service rulings and regulations and with the County's Dependent Care Assistance Plan Document.
- Pursuant to IRC Section 125, any amounts remaining in the employee's account at the end of the Plan Year must be forfeited except as permitted by the IRC and the County's Dependent Care Assistance Plan Document. Any forfeited amounts shall be used to help defray the Plan's administrative expenses.

DIFFERENTIALS

ELIGIBLE UNITS:

- ALL UNITS

Section 1: Longevity Pay Differential

Employees shall be eligible for longevity pay above the base rate of pay, as indicated below, based on total hours of completed continuous service with CONFIRE. Longevity pay shall be paid on all paid hours up to an employee's standard hours and shall be excluded when determining the appropriate rate of pay for a promotion or demotion.

TOTAL COMPLETED SERVICE	COMPENSATION
31,200 Continuous Service Hours (15 years)	2.0%

Effective July 27, 2024, employees shall be eligible for longevity pay above the base rate of pay, as indicated below, based on total hours of completed continuous service with CONFIRE. Longevity pay shall be paid on all paid hours up to an employee’s standard hours and shall be excluded when determining the appropriate rate of pay for a promotion or demotion.

TOTAL COMPLETED SERVICE	COMPENSATION
20,800 Continuous Service Hours (10 years)	1.0%
31,200 Continuous Service Hours (15 years)	3.0%

For purposes of longevity pay only, a year of completed service is defined as 2,080 service hours with CONFIRE.

Section 2: Night Shift Differential

- (a) Purpose. It is the purpose of this provision to compensate employees who are required to actually work evening or night shift tours of duty, over and above the established base rates of pay.
- (b) Eligible Personnel. Employees assigned to a continuous or regularly recurring evening or night shift tour of duty shall be eligible for night shift differential compensation. Further, employees who provide relief work for other employees assigned to continuous or regularly recurring evening or night shift tours of duty shall receive night shift differential compensation.
- (c) Special Provisions.
 - (1) Night shift differential compensation shall not be included in the base rate of pay when computing call-back pay. Employees who are assigned to a continuous evening or night shift tour of duty shall receive such differential in addition to base pay when computing paid leave compensation.
 - (2) Overtime worked is in addition to a scheduled tour of duty and is compensated separately in accordance with the overtime provisions of this Agreement.
- (d) Compensation.
 - (1) Employees whose assigned tour of duty, with or without intervening mealtime, includes work hours between 5:00 p.m. and 7:00 a.m. shall receive shift differential of one dollar seventy cents (\$1.70) for all hours worked between 5:00 p.m. and 7:00 a.m.

DIRECT DEPOSIT (ELECTRONIC FUND TRANSFERS)

ELIGIBLE UNITS:

- ALL UNITS

All employees must make and maintain arrangements for the direct deposit of paychecks and reimbursements into the financial institution of their choice via electronic fund transfer. Employees who have not made such arrangements by the end of the 4th pay period after their date of hire shall be subject to disciplinary action. Employees who fail to make arrangements for direct deposit shall receive paychecks and/or reimbursements via pay card. In cases where an employee is unable to make such arrangements for electronic fund transfer, the Director of

Human Resources may allow an exception to this article. Any exceptions granted may be reviewed periodically for continuation, subject to the approval of the Director of Human Resources.

DISASTER SERVICE WORKERS

ELIGIBLE UNITS:

- ALL UNITS

All employees covered by this MOU are public employees, and, as such, are to serve as disaster service workers subject to such service activities as may be assigned to them by their superiors or by law, pursuant to Government Code Section 3100.

DUAL APPOINTMENTS

ELIGIBLE UNITS:

- ALL UNITS

The appointment of two (2) full-time employees to the same budgeted regular position may be authorized by the Director of Human Resources to facilitate training, to make assignments to a position, which is vacant due to an extended leave of absence, or in an emergency. The most recently hired dual appointee shall enjoy all of the benefits of regular employees except regular status, unless the most recently appointed dual appointee has regular status in the same classification. The most recently hired dual appointee shall be notified in writing by the Appointing Authority or designee, and such notification will clearly define the benefits to which that employee is entitled. Upon return of the initial appointee or completion of the training period or emergency, the following procedure shall apply. If the most recently appointed dual appointee has regular status in the same classification, they shall be placed in a vacant position in the same classification in the department.

If no position is available, the employee shall be laid off in accordance with the Personnel Rules for the Board-Governed Special Districts provided, however, that the initial appointee shall be excluded from the order of layoff. If the most recently appointed dual appointee does not have regular status in the classification, they may be appointed to a vacant position in the same classification in the department, however, he/she shall be required to serve a probationary period unless waived by the Appointing Authority. If the most recently appointed dual appointee held prior regular status in a lower classification in CONFIRE immediately preceding the dual appointment, they shall have the right to return to the former classification. If they have not held prior regular status in a lower level classification, they shall be terminated.

EMPLOYEE RIGHTS

ELIGIBLE UNITS:

- ALL UNITS

The following are employee rights:

- (a) The right of employees to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations.
- (b) The right of employees to refuse to join or participate in the activities of employee organizations and the right to represent themselves individually in their employment relations with CONFIRE.
- (c) The right of employees to be free from interference, intimidation, restraint, coercion, discrimination, or reprisal on the part of an appointing authority, supervisor, other employees, or employee organizations as a result of their exercise of rights granted in this Article.

- (d) The right of Teamsters, upon its request and prior to implementation, to meet and confer with CONFIRE Management on matters within the scope of representation.
- (e) Any settlement by CONFIRE and an individual grievant not represented by Teamsters Local 1932 shall not be binding on Teamsters Local 1932 and will not be admissible in any grievance hearing.

EXPENSE REIMBURSEMENT

Section 1: General Provisions

The purpose of this Article is to define the policy and procedures by which employees shall report and be reimbursed for necessary expenses incurred on behalf of CONFIRE, except as may be otherwise provided in this Agreement.

Section 2: Responsibilities

It shall be the responsibility of the Appointing Authority or designee, to investigate and approve each request for expense reimbursement. It shall be the responsibility of each employee to obtain prior approval from the Appointing Authority or designee, to incur a business expense. Prior approval may be in the form of standing orders issued by the Appointing Authority or designee.

Section 3: Travel Authorization

- (a) All foreseeable travel requests must be submitted to the Fiscal Division four (4) weeks prior to travel. All foreseeable out of state travel requests must be submitted six (6) weeks prior to travel.
- (b) Travel outside the State of California must be approved by the Appointing Authority or designee except when the trip outside California is within twenty (20) miles of the California border or travel through a location anywhere in the adjacent state as a means of arriving at a location within California. Requests for such travel shall be submitted to the County Administrative Office through a travel request.
- (c) The Appointing Authority or designee shall initiate Travel Requests. The County Administrative Office and Auditor-Controller/Treasurer/Tax Collector shall be notified in writing of all such designees.
- (d) The Appointing Authority or designee is authorized to approve necessary travel within the State of California and use of transportation mode consistent with this Article.

Section 4: Authorization for Attendance at Meetings

- (a) Appointing authorities may authorize attendance at meetings at CONFIRE expense when the program material is directly related to an important phase of CONFIRE service and holds promise of benefit to CONFIRE as a result of such attendance.
- (b) Authorization for attendance at meetings without expense reimbursement, but on CONFIRE time, may be granted when the employee is engaged on CONFIRE's behalf, but from which the gain will inure principally to the benefit of the employee and only incidentally to CONFIRE.

Section 5: Records and Reimbursements

- (a) Request for expense reimbursement should be submitted once each month and within one year of the date that expense was incurred.
- (b) Receipts or vouchers which verify the claimed expenditures will be required for all items of expense, except:
 - (1) Subsistence, except as otherwise provided in this article.
 - (2) Private mileage (e.g., mileage to airport).

- (3) Telephone and other communication-related charges including WI-FI and internet access if needed to conduct CONFIRE business.
- (4) Other authorized expenses of less than one dollar (\$1.00).
- (c) Claims for expense reimbursement totaling less than one dollar (\$1.00) in any fiscal year shall not be paid.
- (d) Reimbursement shall not be made for any personal expenses such as, but not limited to: entertainment, barbering, alcoholic beverages, etc.
- (e) Except as otherwise provided in this article, expense reimbursements shall be made on an actual cost basis.
- (f) If receipt is unavailable, the employee may submit a signed statement with an explanation of expenses (i.e., itemized list of expenses with location date, dollar amount, and reason for expenses) and an explanation as to why the receipt is unavailable.
- (g) Expense reimbursement shall be made via electronic fund transfer into the financial institution of the employee's choice or by pay card. Employees who fail to make arrangements for direct deposit shall receive reimbursements via pay card.

Section 6: Transportation Modes

- (a) The general rule for selection of a mode of transportation is that mode which represents the lowest expense to CONFIRE. Where an employee is given the choice between several means of travel (e.g., use of County vehicle vs. own personal vehicle, flying vs. driving, etc.) and the employee chooses the option that is more costly, the employee shall only be reimbursed for the lesser cost option. For example, if an employee chooses to drive his/her own vehicle when offered a CONFIRE vehicle, the employee shall not be entitled to any reimbursement. Similarly, if the cost of flying on an airplane is less than the cost of driving, the employee shall only be reimbursed for the amount the County would have paid for the flight.
- (b) Travel Via Private Automobile.
 - (1) Reimbursement for use of privately owned automobiles to conduct CONFIRE business shall be at the IRS allowable rate at the time the mileage was incurred. Reimbursement at this rate shall be considered as full and complete payment for actual necessary expenses for the use of the private automobile, insurance, maintenance, and all other transportation related costs. CONFIRE does not provide any insurance for private automobiles used on CONFIRE business. The owner of an automobile is responsible for the personal liability and property damage insurance when the vehicle is used on CONFIRE business.
 - (2) When employees, traveling on official CONFIRE business, leave directly from their principal place of residence rather than from their assigned work location, mileage allowed to the first work contact point shall be equal to the actual mileage from the residence or the mileage computed from the assigned work location, whichever is less. Similarly, if the employee departs from the last work contact point directly to the residence, only such mileage shall be allowed as the lesser distance between it and the assigned work location.
- (c) Travel Via Rental Vehicles.

Reimbursement will be provided for the cost of a rental vehicle for business purposes if a CONFIRE supervisor/manager approves such use. Rental vehicles should be rented under Consolidated Fire Agency's name. Employee should elect to purchase the insurance provided by the rental agency. Requests for reimbursement for gasoline for rental vehicles must be accompanied by a copy of the rental agreement or rental receipt and gasoline receipt.

(d) Travel Via Ride-Share Service Taxi or Public/Mass Transit.

Reimbursement will be provided for the cost of using a ride-share service, (e.g., Uber or Lyft) taxi, or public/mass transit (e.g., bus streetcar, and ferry) if such expenses are incurred for CONFIRE business and approved by the Appointing Authority or designee.

(e) Travel Via Air.

When commercial aircraft transportation is approved, the “cost of public carrier” shall mean the cost of air coach class rate including tax and security surcharges.

(f) Incidental Travel Expenses.

Reimbursement will be provided for the cost of incidental travel expenses such as bridge tolls, road tolls and parking fees if such expenses are incurred as part of CONFIRE business and approved by the Appointing Authority or designee. Valet parking will not be reimbursed unless self-parking is not available, or security is a concern.

Section 7: Meals and Lodging

- (a) Subsistence allowances for lodging and meals shall not be allowed without prior approval of the Appointing Authority or designee, as necessary for the purpose of conducting CONFIRE business. Meal and lodging selections should represent a reasonable cost to CONFIRE and be generally consistent with the rates established by the General Services Administration (GSA). Excess charges for meals and lodging greater than the amounts listed below in paragraphs (b) and (c) may be authorized under special conditions, such as a convention or conference requirement (e.g., lodging at the hotel where the conference is held) or if CONFIRE business requires lodging and meals in an area of unusually high cost (i.e., Non-Standard Areas as established by the GSA). Employees may be reimbursed for expenses in high cost areas for the actual cost incurred, but generally not to exceed the per diem amounts established by the GSA for that area and month. Receipts are mandatory to obtain reimbursement for all lodging expenses and, except as provided below, for all meal expenses claimed.
- (b) An employee may be reimbursed for lodging expenses at actual cost, generally not to exceed the standard lodging per diem rate established by the GSA, except as otherwise provided in Section 7 paragraph (a) of this Article.
- (c) Except as otherwise provided in Section 7 paragraph (a) of this Article, reimbursements for meal expenses may be provided as follows:
- (1) Option 1 – With receipts, an employee may be reimbursed for meal expenses up to eleven dollars (\$11.00) for breakfast; fifteen dollars (\$15.00) for lunch; and twenty-four dollars (\$24.00) for dinner, plus tax and up to 15% gratuity.
 - (2) Option 2 – Without receipts, an employee may be reimbursed for meal expenses up to six dollars (\$6.00) for breakfast, nine dollars (\$9.00) for lunch, and nineteen (\$19.00) for dinner, plus tax and up to 15% gratuity.
- (d) Where the cost of a meal is included as part of a registration charge for an event (e.g., lunch at a conference or training seminar), an employee may not claim reimbursement for that meal.
- (e) The parties agree that it is the basic responsibility of employees to anticipate and make provision for their own meals. In emergency situations at the work site, if an employee is unable to obtain a meal due to extraordinary working conditions or an extremely remote work site, CONFIRE shall make every effort to provide meals.

Section 8: Credit Cards

The Appointing Authority may issue a CONFIRE credit card to an employee and require business expenses be paid with said card. Further, CONFIRE may require that meal and lodging expenses be limited to the maximum amounts listed in Section 7, paragraphs (b) and (c) above. If unauthorized charges are placed on the card, the employee shall be required to reimburse CONFIRE. If the employee fails to reimburse CONFIRE within fifteen (15) calendar days or prior to separation from CONFIRE service, the Auditor-Controller/Treasurer/Tax Collector's Office may recover any unauthorized charges from the employee's pay.

Section 9: Expense Advances

Advancement of funds for business expenses can be obtained from the County's Auditor-Controller/Treasurer/Tax Collector's Office through submission of the appropriate form. Advancement shall not exceed the per diem allowances set forth herein. The minimum amount to be advanced is twenty-five dollars (\$25.00).

EXTRA HELP AND RECURRENT EMPLOYEES

Extra-Help and Recurrent should not be used to displace existing regular employees.

The following MOU Articles shall apply to Extra-Help and Recurrent employees in similar classifications as those covered in this Agreement, as applicable: Preamble; Recognition; Access to Personnel Records; Access to Work Locations; Bilingual Compensation, CONFIRE Management Rights; Direct Deposit; Disaster Service Workers; Employee Rights; Expense Reimbursement; Fitness for Duty; Full Understanding; Implementation; Labor-Management Task Force; Meal and Break Periods; Membership Dues Deductions; Non-Discrimination; Obligation to Support; Pay Period; Payroll Adjustments; Provisions of Law; Renegotiation; Return to Work Compensation; Salary Adjustments; Term; Time and Labor Reports; Use of Bulletin Boards; Use of County Resources; and Work Disruption.

FITNESS FOR DUTY**ELIGIBLE UNITS:**

- **ALL UNITS**

The parties agree that physical and mental fitness of CONFIRE employees are reasonable requirements to perform the duties of the job and instill public confidence. Recognizing these important factors, the parties agree that during the term of this Agreement CONFIRE, with reasonable cause, may require medical and psychological assessments of employee provided CONFIRE pays and provides time off without loss of pay for such assessments. All such assessments shall be done by appropriately qualified health care professionals.

Medical and psychological reports shall be released to and retained by the Center for Employee Health and Wellness. The information in these reports shall only be released on a need-to-know basis, restricted to the purpose for which the examination was originally required, for the effective conduct of CONFIRE business.

Any remedial or treatment action shall be the full responsibility of the employee, except as otherwise provided by law.

FLEXIBLE SPENDING ACCOUNT**ELIGIBLE UNITS:**

- **ALL UNITS**

The purpose of this Section 125 Flexible Spending Account (FSA) Plan is to permit eligible employees to make an election to pay for qualifying medical care expenses, as determined by Section 213 of the Internal Revenue Code of 1986 (IRC), on a pre-tax basis by salary reduction in accordance with Sections 125 and 105(b) of the IRC and regulations issued pursuant thereto.

The FSA shall be construed to comply with said Code Sections and to meet the requirements of any other applicable provisions of law. FSA exclusions from gross income do not affect compensation for retirement purposes.

The FSA will be administered by the County's Human Resources Employee Benefits and Services Division, consistent with said IRC Sections and the County's Medical Expense Reimbursement Plan Document.

- (a) To be eligible for this benefit, an employee must be in a regular position.
- (b) Enrollment in the Plan is required every Plan Year and limited to the annual open enrollment period or no later than sixty (60) calendar days following the date of becoming eligible due to a mid-year Change in Status event.
- (c) Eligible employees may contribute, on a pre-tax basis, to a flexible spending account, each bi-weekly pay period up to the established amount pursuant to the IRC annual maximum. An employee election to participate in the Plan shall be irrevocable for the remainder of the Plan year except to the extent permitted under Internal Revenue Service rulings and regulations and the County's Medical Expense Reimbursement Plan Document.

Employees who select the County-sponsored Blue Shield Access + HMO Plan, County-sponsored Kaiser Choice HMO Plan, or an equivalent Teamsters Local 1932-sponsored gold health plan and elect to enroll in the FSA shall be eligible for up to a \$10.00 per pay period match to the FSA to be credited on a quarterly basis.

- (d) Any unused amounts remaining in an employee's account at the end of the Plan year must be forfeited except as permitted by the IRC and the County's Medical Expense Reimbursement Plan Document. Any forfeited amounts shall be used to help defray the Plan's administrative expenses.

FULL UNDERSTANDING, MODIFICATION AND WAIVER

ELIGIBLE UNITS:

- ALL UNITS

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the full right and adequate opportunity to make demands and proposals with respect to any subject or matter within the scope of representation, and that the understandings arrived at after the exercise of that right are set forth in this Agreement. The express provisions of this Agreement for its duration therefore constitute the complete and total contract between CONFIRE and Teamsters with respect to wages, hours, and other terms and conditions of employment. Any prior or existing Agreement between the parties, whether formal or informal, regarding any such matters are hereby superseded and terminated in their entirety. Therefore, CONFIRE and Teamsters for the life of this Agreement, each voluntarily waives the right to meet and confer in good faith with respect to any subject or matter referred to or covered in this Agreement. The waiver of any breach, term or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all its terms and provisions. This article shall not act as a waiver of any reserved or customary CONFIRE's management rights or act as a waiver of Teamsters' right to bargain the impact of CONFIRE's exercise of its exclusive management's rights if legally required to do so.

GRIEVANCE PROCEDURE

ELIGIBLE UNITS:

- ALL UNITS

Section 1: Purpose

CONFIRE and Teamsters fully realize the importance of a viable Grievance Procedure to aid in the resolution of disputes among employees, supervisors, and management. It is recognized that conditions may arise which can create employee dissatisfaction, and that to maintain high employee morale and harmonious relations, an orderly method of processing grievances is necessary. This procedure is intended to establish a systematic means for

obtaining answers and decisions regarding employee complaints. This procedure is not intended to be used to effect changes in the terms of this Agreement or those matters not covered by this Agreement. The Board of Directors and Teamsters have pledged that their representatives at all levels will extend active, aggressive and continuing efforts to secure prompt disposition of grievances. The initiation of a grievance in good faith by an employee shall not cause any adverse reflection on the employee's standing with immediate supervisors or loyalty as a CONFIRE employee.

Section 2: Definition of a Grievance

A grievance is a disagreement between CONFIRE management and an employee, group of employees, or Teamsters concerning the interpretation, application, or alleged violation of a specific Article(s) of this Agreement. Teamsters may not independently submit or process a formal grievance, unless it alleges that at least one (1) employee within the Unit has suffered detriment as a result of the aggrieved contract provision. Group grievances are defined as, and limited to, those grievances that allege more than one (1) employee suffered harm under similar facts and circumstances within the grievance filing period. Group grievances shall name all harmed employees and/or classifications and identify the departments and/or work locations of such employees. Where a group grievance is filed, one (1) employee in the group shall be selected by Teamsters to process the grievance. A grievant shall be entitled to Teamsters representation at any step under this Grievance Procedure.

Section 3: Jurisdiction

The Director of Human Resources, or designee, in consultation with the County Labor Relations Chief, shall have the sole authority within CONFIRE structure to provide the official management interpretation or application to any and all provisions of this Agreement. The arbitrator has the final authority within CONFIRE structure to adjudicate all grievances, as defined or otherwise provided herein. The arbitrator holds no jurisdiction over a grievance where the remedy has been granted.

Section 4: Exclusions

In that only regular employees are covered by the Personnel Rules for Board-Governed Special Districts, any dispute which may arise between parties involving the application, meaning, or interpretation of the Personnel Rules for Board-Governed Special Districts shall be settled in accordance with the appropriate appeal procedure established in the Personnel Rules for Board-Governed Special Districts except as modified by the parties in this Agreement via Section 11 of this Article. All matters are excluded from this procedure which deal with the "Non-Discrimination" Article; "Management Rights" Article; the project compensation provisions of the "Temporary Performance of Higher Level Duties" Article; federal or state statutes, rules or regulations; or County Charter.

The appeal processes that include the Classification Appeal Procedure and the Memoranda of Understanding grievance adjudicatory process are mutually exclusive remedy bodies. Accordingly, there shall be no double or multiple requests or appeals for a same case/same set of circumstances where one adjudicatory body has rendered a decision on the same. Decision is to be interpreted as excluding a situation where an adjudicatory body has determined it has no jurisdiction in the matter.

Except as otherwise provided by this Agreement or state or federal statute, this Grievance Procedure shall be the sole and exclusive procedure for seeking recourse for any grievance, as defined in Section 2 of this Article.

Any grievance will be terminated once an Equal Employment Opportunity (EEO) complaint is filed on the issue being grieved.

Section 5: Representation

Aggrieved employee(s) may represent themselves, or may be represented by an authorized Teamsters employee representative, or by a Teamsters Labor Relations Representative. This representation may commence at any step in the Grievance Procedure. A representative of Human Resources may be in attendance at any step in the Grievance

Procedure. CONFIRE agrees within reasonable limits to compensate the aggrieved employee(s) for time spent during regularly scheduled hours in the handling of real and prospective grievances.

Section 6: Consolidation of Grievances

In order to avoid the necessity of processing numerous similar grievances at one time, similar grievances shall be consolidated whenever possible.

Section 7: Time Limitations and Notification

Time limitations are established to settle a grievance quickly. Time limits may be modified only by agreement of the parties. If at any step of this Grievance Procedure, the grievant is dissatisfied 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 to submit the grievance within the time limits imposed shall terminate the grievance process and the matter shall be considered resolved. For purposes of this Grievance Procedure, notification to a party may be given either personally, by U.S. mail, telephonically, by facsimile, or via E-mail.

The grievant shall promptly proceed to the next step if a reviewing official does not respond within the time limits specified. A grievance may be entertained or advanced to any step beyond Step 2, Employee Relations Division, if the parties jointly so agree. A copy of such agreements bearing the signature of the parties shall be filed with the Employee Relations Division of Human Resources.

When notice is mailed to an employee, it shall be sent to the employee's current address of record. For the purpose of this procedure, notice by mail shall be deemed to have been completed on the fifth calendar day following deposit of notice with the United States Postal Service, unless the party can establish that notice was not actually received as a result of circumstances beyond the party's control.

Section 8: Steps in the Grievance Procedure

The procedures outlined herein constitute the steps necessary to resolve an employee's grievance. The attempt of settlement of grievances filed on behalf of an individual employee(s) at the employee-supervisor level is required. The grievance must be submitted within fifteen (15) working days after the employee is aware of the conditions precipitating the grievance.

Step 1 – Immediate Supervisor. Initially the employee having a grievance shall on a personal face-to-face basis discuss the complaint with the immediate supervisor. At this step, it is the responsibility of the employee to inform the supervisor that they are initiating the grievance process. Within three (3) working days the immediate supervisor shall give the decision to the employee orally. If the immediate supervisor is not available, next in the chain-of-command should be notified.

Step 2 – Employee Relations Division. If a mutually acceptable solution has not been reached in Step 1, the grievant shall submit the grievance in writing on appropriate forms supplied by the Employee Relations Division which shall provide a detailed statement of the grievance, including dates, names, and places, applicable Agreement articles, and the specific remedy or action requested. The written grievance shall be filed in duplicate with the Employee Relations Division within five (5) working days of oral notification of the immediate supervisor's decision. The Employee Relations Division shall make a determination of whether the grievance is a matter for which the Grievance Procedure is appropriate after consultation with Teamsters. In making such determination, the Employee Relations Division shall determine if: (1) the grievance has been filed in a timely manner; (2) the initial step has been followed; (3) if the grievance alleges that a specific Memorandum of Understanding article(s) has been misinterpreted, misapplied, or violated; and (4) The matter complained of in the grievance is covered by a specific provision of the MOU. The determination and notification to the grievant and Teamsters will be made within five (5) working days of receipt of the grievance. If the Employee Relations Division determines that the grievance is not subject to this procedure, Teamsters may appeal this determination directly to an arbitrator in accordance with the provisions of this procedure within five (5) working days following notification by the Employee Relations Division.

If objection is made to the procedural and/or substantive grievability of a grievance at this step or any other step of the grievance procedure, the parties may mutually agree to continue processing the grievance on the merits. However, it is expressly agreed that such objections to the procedural and/or substantive grievability of a grievance are preserved in any arbitration hearing and that no waiver will result from the subsequent processing and discussion of the grievance on the merits.

Step 3 – Division/Section Level. If the grievance is accepted, or the parties agree to hold in abeyance any objections to the procedural and/or substantive grievability of the grievance, the grievant shall submit the written grievance to the division/section level within five (5) working days of notification of the Employee Relations Division's determination. The Division/Section Head shall meet with the grievant and thoroughly discuss the grievance. The Division/Section Head shall submit a written response to the grievant within five (5) working days of receipt of the formal grievance from the employee.

Step 4 – Employee Relations Division. If a mutually acceptable solution has not been reached, Teamsters or the grievant shall submit the written grievance to the Employee Relations Division within five (5) working days of the receipt of written response of the Division/Section Head.

Following a review of the grievance with the appointing authority, the Director of Human Resources, or designee, in consultation with the County Labor Relations Chief, shall have full and final authority on behalf of CONFIRE to mutually resolve the grievance with the employee/employee's representative within ten (10) working days of receipt of the written grievance of the employee. Such notification shall be rendered in writing to the grievant, Teamsters and the appointing authority.

Step 5 – Pre-Arbitration Process. If a grievance has not been satisfactorily resolved at Step 4, a written appeal to arbitration must be filed with the Employee Relations Division by Teamsters within five (5) working days of notification of the decision by the Director of Human Resource or designee. At the same time and upon mutual agreement of the parties, the grievance may advance to mediation in accordance with Section 10 of this Article, while concurrently seeking an arbitrator. The appeal must be presented on the aforementioned grievance form along with a copy of any pertinent documents.

Grievances shall only be advanced to arbitration with the agreement of Teamsters. The cost for hearing all grievances advanced to arbitration shall be split equally between CONFIRE and Teamsters, including any cancellation fee if both parties are mutually responsible, otherwise the party responsible shall pay the entire cancellation fee.

Pre-arbitration conferences are to be mandatory and no grievances shall be forwarded to the arbitration process without the same. Within twenty (20) working days of the approval to advance a grievance to arbitration, both parties are required to meet in such conference with the goal of resolving mutually identified grievance issues. If resolution is not attained, both parties are obligated at that time to jointly or individually declare stipulations, identify witnesses and exchange exhibits that will be carried forward to the arbitration process, the intent being full disclosure by both sides prior to the arbitration process. No new issues or violations may be raised at the pre-arbitration hearing conference.

Step 6 – Arbitration

At the discretion of Teamsters, grievances that occur during the term of this agreement that are not resolved at a prior step in the process can proceed to arbitration. The Employee Relations Division and the Teamsters employee representative shall select an arbitrator by mutual agreement. Where mutual agreement cannot be reached, the parties shall request a list of arbitrators from the State Mediation and Conciliation Service, and mutually select an arbitrator within ten (10) working days of receipt of said list. Where mutual agreement cannot be made, the arbitrator shall be determined following a striking process. The determination as to which party strikes first shall be based on a coin flip. If the last remaining person on the list is not available, the previously stricken person(s) shall be contacted in reverse order until one is available. The parties shall contact the arbitrator to establish a hearing

date acceptable to both parties.

In reaching a decision and award the arbitrator shall limit themselves to the allegations contained in the grievance presented in relation to the express provisions of the agreement alleged to have been violated. Further, the arbitrator shall have no authority to amend, change, add to, subtract from, or ignore any provisions of this Agreement. Lastly the arbitrator shall not substitute his judgment for that of CONFIRE on matters pertaining to the exercise of managerial discretion except where it can be shown by Teamsters that CONFIRE abused its discretion.

The decision of the arbitrator will be in writing and transmitted to the parties within thirty (30) calendar days after the close of the hearing. This decision may require an appointing authority or a subordinate to cease and desist from the action, which is the subject of the grievance. The arbitrator may also require the appointing authority to take whatever action is necessary, within the control of the appointing authority, to remedy the grievance or take other action to relieve the loss, if any, to the employee. Under no conditions can the arbitrator order relief that exceeds the relief requested by the grievant and shall be limited to making the grievant whole. In the event the arbitrator determines that monetary relief is an appropriate remedy, they shall limit any retroactive award, including interest, to a date that is no earlier than fifteen (15) working days from the date the grievance was filed.

The arbitrator's decision shall be transmitted to the Employee Relations Division and Teamsters with a copy to the grievant.

All grievances shall be treated as confidential and no publicity will be given until the final resolution of the grievance.

The decision by the arbitrator shall be final and binding on all parties unless there is a financial impact of greater than ten thousand dollars (\$10,000), in which case it shall be subject to approval of the CONFIRE Board.

For grievance decision with financial impact of greater than two thousand five hundred dollars (\$2,500), the Employee Relations Division will submit the grievance decision to the next practicable meeting of the CONFIRE Board. If the CONFIRE Board fails to act within thirty (30) days following receipt of formal notice of the decision of the arbitrator, it shall become final and binding. A copy of the decision shall be filed with the Employee Relations Division of Human Resources, Teamsters, and the grievant.

Section 9: Unfair Labor Practices/Unit Changes

Unfair labor practice charges shall be adjudicated by the California Public Employment Relations Board and unit modification and unit determination disputes shall be adjudicated pursuant to the County's Employee Relations Ordinance.

Section 10: Mediation

Prior to Step 5 – Pre-Arbitration. The parties (Director of Human Resources or designee and Teamsters) may by mutual agreement utilize mediation for grievances filed under the provisions of this Agreement. Additionally, prior to the Prehearing Conference provided for by the Personnel Rules, the parties (Director of Human Resources or designee and Teamsters) may by mutual agreement utilize mediation for disciplinary appeals accepted for hearing under the Personnel Rules of Board-Governed Special Districts. The mediation process described in this Section may be invoked only by the two (2) parties identified herein and is expressly an exception to the language contained in Section 5 of this Article.

The parameters of the mediation process, where mutual resolution of the grievance or disciplinary appeal is sought, are as follows:

- (a) The parties (Director of Human Resources or designee and Teamsters) shall exchange in writing the agreement to refer a specific grievance or disciplinary appeal to mediation.

The grievant/appellant shall have the right to be present, represented by Teamsters as the sole, exclusive bargaining agent.

The grievant/appellant shall have Teamsters as the singular spokesperson and CONFIRE a representative from the Human Resources Employee Relations Division, with neither side allowed the presence of an attorney.

Any written material submitted to the mediator shall be returned to the party providing the material at the conclusion of the mediation meeting.

The mediation process shall be as follows:

- (1) The mediation meeting shall be an informal process, limited to a one (1) hour presentation for each side, not restricted to the rules of evidence, no retention of a proceedings record.
- (2) The mediator will meet jointly with the parties and separately, if necessary.
- (3) The mediator has no authority to compel resolution of the matter mediated.
- (4) The oral advisory opinion of the mediator shall be given at the conclusion of the meeting and the parties may opt to agree in writing to the opinion, reject the same mutually or singularly and proceed to the next step of the usual process, or remove the matter from the process by mutual agreement.
- (5) The advisory opinion accepted in writing by the two (2) parties does not constitute a precedent and is not admissible as evidence in any future process governed by this Agreement or Personnel Rules.

Where possible the parties shall utilize the mediation services provided by the California State Mediation and Conciliation Service. In the event that the mediation process would result in fees for service rendered by the State or by use of a private hearing officer, such costs shall be equally divided between CONFIRE and Teamsters.

The post-mediation process is restricted by the following:

- (1) No person serving in the capacity as a mediator may serve as the hearing officer/arbitrator for the same case should the same be forwarded to arbitration or a Personnel Rules of Board-Governed Special Districts disciplinary hearing.
- (2) No reference to a matter mediated may be utilized in a subsequent arbitration or hearing unless stated in writing at a step prior to the mediation. The penalty for violation of this understanding shall be forfeiture of the hearing or appeal by the party violating the same.

This procedure may be modified by mutual agreement of both parties.

Section 11: Disciplinary Hearings

Formal Discipline

Any appeal of a dismissal, demotion, suspension, or reduction in salary, shall be heard by a Hearing Officer selected pursuant to the procedures set forth in the Article titled "Hearing Officer" in this section of this Memorandum of Understanding. The decision of the Hearing Officer in an administrative appeal of a punitive action shall be binding on all parties. Administrative appeal hearings conducted pursuant to this Article shall be conducted in accordance with the procedures set forth in Rule XI ("Disciplinary Actions") of the Personnel Rules for Board-Governed Special Districts (except that the selection and appointment of the Hearing Officer shall be made pursuant to the provisions of this Memorandum of Understanding rather than Section 7 of Personnel Rule XI).

HEARING OFFICER

The selection and appointment of a Hearing Officer required by the Personnel Rules for Board-Governed Special District Rule XII Grievance Procedure, Section 8(B), Step 3 and in all disciplinary action appeals (including administrative appeals of disciplinary actions involving dismissal, demotion, suspension, or reduction in salary,) shall be made according to the following procedures: The parties will request the State Mediation and Conciliation service, or mutually agreed upon service, to supply a list of five (5) hearing officers. As determined by lot, the parties shall alternatively strike a name until one (1) hearing officer remains. The parties may agree to select a hearing officer without the use of a formal list. Said hearing officer will be officially appointed by the Director of Human Resources Director or designee as the Hearing Officer who shall hear the appeal and formulate a written decision. All costs associated with the Hearing Officer including, but not limited to, a Certified Shorthand Reporter, will be shared equally between the parties, unless Teamsters does not endorse the members' grievance or disciplinary appeal.

Non-formal Discipline

Counseling memos (e.g., Memos of Counseling, Personnel Reports, Records of Discussion, Memos of Concern or other such documents) and Letters of Reprimand are not subject to the Grievance Procedure or the appeal process provided in the Personnel Rules of Board-Governed Special Districts. However, if the employee believes certain facts were not considered or presented prior to him/her receiving the non-formal discipline, the employee may contact his/her supervisor as soon as possible to schedule a meeting to discuss reconsideration of the non-formal discipline. If a mutually acceptable solution has not been reached, the employee may submit a written rebuttal to the Human Resources Business Partner assigned to his/her department as soon as practicable and may request to schedule a meeting to discuss reconsideration of the non-formal discipline. Counseling memos and Letters of Reprimand shall only be used to determine the level of formal discipline imposed if the documents are directly related to the current discipline, or involve conduct of a serious or egregious nature (e.g., harassment, violent, threats, substance abuse, etc.).

Upon request from an employee, counseling memos shall be removed from the Official Personnel File provided that the employee has been free of any other counseling memos or other discipline for a period of five (5) years and that the counseling memo was not related to conduct of a serious or egregious nature (e.g., harassment, violence, threats, substance abuse, etc.). However, if the document is removed from the Official Personnel File, CONFIRE will retain the document in a separate file for purposes of document retention and CONFIRE defense for potential legal matters including litigation.

CONFIRE recognizes the importance of timely and appropriate disciplinary actions. Upon request from a Teamsters Supervising Business Agent, CONFIRE (via the Human Resources Centralized Investigations Unit) shall provide the status of an employee's administrative investigation.

HEALTHCARE TRUST**ELIGIBLE UNITS:**

- **ALL UNITS**

Section 1: General Provisions

- (a) Teamsters has established a healthcare trust (the "Trust") that offers medical coverage compliant with Internal Revenue Code (Code) section 4980H and the Affordable Care Act (ACA), dental coverage, and vision care coverage for active employees covered by the Bargaining Units (the "Bargaining Units") of this MOU, who are members of Teamsters. Active employee is defined as an employee who has not terminated employment from CONFIRE including those on paid status and on approved unpaid leave of absence.

(b)

- (1) Newly Hired Teamsters Member: Newly hired active Bargaining Unit employees who are members of Teamsters may choose to participate in medical and prescription drug coverage, dental coverage, and vision coverage offered by either CONFIRE or by Teamsters through the Trust. Teamsters members who select the Trust shall obtain medical, dental, and vision coverage through the plan(s) offered by the Teamsters Healthcare Trust.

The default medical enrollment for a newly hired Teamsters member who fails to select a medical plan upon hire shall be a plan offered through the Teamsters trust. Employees returning from a leave of absence who prior to their leave of absence select a Teamsters trust plan will continue to participate in the same plan in which they were previously enrolled.

- (2) Newly Hired Non-Teamsters Member: Newly hired active Bargaining Unit employees who are not members of Teamsters and do not opt out or waive coverage shall participate in the medical and prescription drug coverage, dental coverage, and vision care coverage offered by CONFIRE.
 - (3) Current CONFIRE Employees Hired into a Teamsters Bargaining Unit and Teamsters Bargaining Unit Employees Returning from a Leave of Absence: Employees shall become eligible for coverage under the Trust as a result of moving from a bargaining unit not covered by the Trust to Bargaining Units covered by the Trust and becoming a member of Teamsters (i.e. an IRS qualifying life event). Once eligible, members of Teamsters will have the option to select either a CONFIRE-sponsored plan or a Trust-sponsored plan. CONFIRE shall notify the Teamsters as soon as possible upon an employee promoting or demoting into a bargaining unit represented by Teamsters.
- (c) Employees who are already enrolled in a plan at open enrollment, or who are opting-out/waiving, and who do not make a plan selection at open enrollment will maintain the plan they selected prior to the open enrollment, or be maintained as an opt-out/waive, as applicable.
 - (d) Employees shall become ineligible for coverage under the Trust as a result of moving into a bargaining unit not covered by the Trust (i.e., an IRS qualifying life event under the County's Section 125 Plan).
 - (e) If the Board of Directors is legally required to approve certain Trust-related items prior to implementation, it shall do so as soon as practicable. However, CONFIRE cannot prevent the Trustees of the Trust from taking any actions the Trustees reasonably believe is in the best interest of the beneficiaries of the Trust unless inconsistent with applicable law, this Article or the Medical, Dental, and Vision Coverage article in this MOU.
 - (f) The parties will periodically review how the administration of the Trust is working, as necessary. The Trust has established a liaison between County HR Benefits and the Trust Administrator to address such concerns.
 - (g) CONFIRE reserves the right to discontinue the side-by-side health insurance coverage should an independent audit of the trust show serious deficiencies or compliance issues as determined by CONFIRE. CONFIRE will identify its concerns in writing and provide 120 days' notice that it will discontinue the Trust if the Trust is unable to remedy the serious compliance issues within 90-days of the Trust's receipt CONFIRE's notice of deficiency.
 - (h) CONFIRE shall have the ability to review Trust audit results and/or independently conduct its own audit of the Trust, including its operations, compliance, experience, utilization, rate setting documentation and supporting data, loss ratios, expenses, transactions, and financial results as they pertain to the Trust plan.
 - (i) CONFIRE shall have the ability to meet with Teamsters, the Trustees, Trust Counsel, or the Trust Administrator, as applicable, to discuss any concerns it has with the Trust.

- (j) The Trust may not terminate its medical, dental, and vision coverage during the term of this Agreement. If the Trust or the health provider terminates medical, dental, or vision plan coverage, CONFIRE will terminate its contribution for the applicable benefit 30 days prior to plan termination unless the Trust provides a suitable replacement plan such that employees are covered until coverage terminates. CONFIRE must be notified at least 120 days prior to coverage termination.
- (k) The Trust agrees to maintain insurance coverages and shall name CONFIRE as an additional insured on the Policy and shall defend, indemnify, defend (with counsel reasonably approved by CONFIRE) and hold harmless CONFIRE and its authorized officers, employees, and agents, harmless from any claims, loss, liability, cause of action or administrative proceeding, or legal action arising out of, or in any way related to, the Trust and/or the healthcare plans administered and/or provided pursuant to this Agreement.
- (l) The Trust shall cooperate with CONFIRE and provide all necessary information to CONFIRE within agreed upon or established timelines as set forth in the MOU, plan documents, applicable law, or pursuant to CONFIRE's request in order for CONFIRE to fulfill its compliance and regulatory obligations. To the extent allowed by applicable law, Trust shall be responsible for paying any penalties caused by its failure to comply with Trust reporting and compliance requirements. To the extent the Trust is not permitted under applicable law to fund such penalties, Teamsters shall take reasonable steps to seek reimbursement to the Trust from any vendors engaged by the Trust that may be responsible for failure to meet reporting and compliance requirements.
- (m) CONFIRE will transmit eligibility files and contributions to the Trust on a bi-weekly basis for the purpose of plan administration for employees. Likewise, the Trust will provide CONFIRE on a bi-weekly basis employees' plan elections (e.g., Employee Only, Employee + 1, or Employee + 2 or more). The Trust will be responsible for reconciling any billing discrepancies with their healthcare carrier plans.
- (n) All costs of providing and administering healthcare plans shall be the sole responsibility of the Trust; provided, however, CONFIRE and Teamsters can discuss how part of the agreed-to medical subsidy can be allocated to Trust expenses, administrative costs, and/or reserves. CONFIRE shall not be responsible for any cost of providing or administering said plans in excess of the amounts specified in this Agreement.
- (o) CONFIRE shall continue to take deductions from employees' earnings in accordance with the Section 125 Plan of the Internal Revenue Code (IRS). In addition, CONFIRE shall deduct the following amounts per participating employee from the transfer of premiums on a bi-weekly basis for ongoing administrative costs:

Plan Enrollment in Trust	Per Enrolled Employee Per Pay Period
Medical	\$0.70
Dental	\$0.50
Vision	\$0.10

- (p) Nothing in this article shall prevent the Trust from offering supplemental life, vision, and/or dental benefits to employees, the cost of which shall not be paid by CONFIRE.
- (q) Teamsters shall be responsible for the Trust and the Third-Party Administrator of the Trust's plans complying with all provisions of this Article, and any other applicable agreements related to the Trust.

Section 2: Eligibility and Enrollment

- (a) Medical, dental, and vision plans provided through the healthcare benefit trust fund shall be made available by the Trust to all active employees in regular positions in the Bargaining Units who are members of Teamsters.
- (b) The open enrollment period and plan year period for the Trust shall coincide with CONFIRE's open enrollment

and plan year period. The Trust shall work closely with CONFIRE in preparation for CONFIRE's plan year and production of open enrollment materials. The parties agree that both CONFIRE and Teamsters may educate employees regarding the union's Trust and CONFIRE medical plan options. Additionally, Bargaining Unit members who are members of Teamsters may only change from a CONFIRE plan to a Trust plan or vice versa during open enrollment or certain IRS qualifying life events. Employees must sign and provide to CONFIRE a written authorization for deductions via paper and/or electronic signature.

- (c) Employees shall become eligible for coverage under the Trust as a result of moving from a bargaining unit not covered by the Trust to the Bargaining Units covered by the Trust and becoming a member of Teamsters (i.e., an IRS qualifying life event). Once eligible, members of Teamsters will have the option to select either a CONFIRE-sponsored plan or a Trust-sponsored plan, Employees entering the Unit from another Unit who are already enrolled in a CONFIRE-sponsored plan and who do not make a plan selection upon entering the Teamsters Unit will maintain the plan they selected prior to entering the Unit.
- (d) All eligible employees scheduled to work forty (40) hours or more per pay period in a regular position must enroll in either a CONFIRE-sponsored medical/dental plan or a Teamster-sponsored medical/dental plan, unless the employee opts out or waives medical/dental insurance pursuant to the requirements of Section 2 of the Medical, Dental, and Vision Coverage article.

Section 3: Healthcare Benefit Trust Fund

- (a) The Trust shall maintain a healthcare benefit trust fund for the sole purpose of providing medical, dental, and vision plans alongside CONFIRE-sponsored medical, dental, and vision plans for employees in the Bargaining Units. Funds in said healthcare benefit trust shall not be co-mingled with other Union funds. The Trust shall be structured so that earnings in the Trust will be tax-exempt and benefits to employees will be tax-free to the extent possible under the tax rules. If the Trust is structured as a VEBA, a determination of its tax-exempt status shall be obtained from the IRS. If the Trust is structured as a Code section 115 Trust or in some other manner, an opinion from the IRS or from tax counsel competent in the employee benefits area of tax law shall be obtained that the structure reasonably may be treated as tax-exempt.
- (b) The healthcare benefit trust fund shall be administered by healthcare benefit Trustee(s) who shall serve in a legally recognized fiduciary capacity. The Trust shall maintain fiduciary liability insurance coverage for Trustees. CONFIRE may request to be listed as an additional insured on an endorsement of Zenith American Solution's (or any other administrator's) errors and omission policy.
- (c) For any Bargaining Unit employees who elect to participate in the Trust, CONFIRE shall contribute to a healthcare benefit trust fund the amounts specified in the Medical, Dental, and Vision Coverage article for the sole purpose of offsetting employees' cost of medical and/or dental plan premiums and employee-only vision care premiums. In no case shall the contribution to the healthcare benefit trust fund exceed the cost of the medical, dental, and vision premiums for coverage selected through the Trust; provided, however, CONFIRE and Teamsters can discuss how part of the agreed-to subsidy(s) can be allocated to Trust expenses, administrative costs, and/or reserves, (i.e. parties to meet and confer if Teamsters does not intend to apply all of CONFIRE's contributions to offset the cost of medical, dental, or vision).
- (d) If the Trust or the health provider terminates medical, dental, or vision plan coverage, CONFIRE will terminate its contribution for the applicable benefit 30 days prior to plan termination unless the Trust provides a suitable replacement plan such that employees are covered until plan terminates.
- (e) The Trust will be responsible for all accounting practices relating to the disbursement of all trust funds. Accounting practices will be in accordance with industry standards for trust fiduciaries, including the prompt payment of any premiums due to health plan providers. To the extent that CONFIRE may be required to obtain information from the Trust for purposes of completing its annual financial statements, the Trust will cooperate in providing necessary information.

- (f) The Trust will be responsible for all policies relating to the investment of trust funds, including reserves. Investment practices will be in accordance with industry fiduciary standards and best practices. The parties agree that pursuant to Section 5(d) of this article, they shall meet and confer to discuss the investment policy statement.
- (g) The parties agree that CONFIRE, to include its officers, employees, or agents, shall have no responsibility or liability for the accounting decisions and practices of the Trust or for the investment decisions related to trust funds (including reserves).

Section 4: Compliance with Law

- (a) The Trust shall comply with all laws applicable to medical, dental, and vision plans and/or healthcare trust funds and the administration and management thereof.
- (b) In the administration and provision of medical, dental, and/or vision plans, the Trust shall comply with COBRA, HIPAA, ACA, and all other applicable state and federal laws and regulations to the same extent CONFIRE would be required to comply. CONFIRE and Trust will work together to ensure compliance with the Consolidated Omnibus Budget Reconciliation Act (COBRA) and the Trust's plan(s) shall accept retroactive enrollments and corrections (COBRA and Active) within 120 days.
- (c) Teamsters shall defend (with counsel reasonably approved by CONFIRE), indemnify and hold harmless CONFIRE and its officers, employees, and agents, including CONFIRE's designated trustees, from any claim, loss, liability, cause of action or administrative proceeding arising out of this Article or from any and all decisions and actions made by the Trust, the Trustees and Teamsters in relation to the Trust.

Section 5: Meet and Confer Provisions

- (a) At the request of CONFIRE, the parties will meet and confer on any Trust-related issues as necessary. The parties shall meet and confer on any substantial changes in plan design, insurers, or other vendors to the Teamsters-sponsored healthcare plans or the Trust structure (e.g., a change in stop loss carrier or policy provisions, a change in Trust governance or the personnel involved in governance, the adoption or modification of charter documents, etc.).
- (b) Current retirees are not eligible to participate in the Trust. Teamsters shall meet and confer with CONFIRE prior to permitting new retirees (i.e., those who retire after establishment of the Trust) to participate in the Trust and, if agreed to by the parties, the Trust shall establish different (i.e., non-blended) plans and premium rates for active employees and retirees.
- (c) If the Teamsters proposes to implement a self-insured medical, dental, and/or vision plan, parties agree to meet and confer prior to the implementation.
- (d) CONFIRE and Teamsters shall meet and confer prior to the issuance of an investment policy statement relating to the investment of trust funds, including reserves.

Upon the request of Teamsters, CONFIRE agrees to meet and confer with Teamsters, subject to the requirements of the Meyers-Milius-Brown Act and any applicable laws, to discuss any proposed modification for participation/funding/eligibility in CONFIRE's RMT or participation/funding/eligibility of any agreed-upon retiree health component of the Teamsters-sponsored Healthcare Trust.

Section 6: Retiree Component of Teamsters Healthcare Trust

- (a) Establishment. The parties have completed the agreed-upon meet and confer provisions pursuant to Section 5 of the Healthcare Trust article of this MOU and have mutually agreed that Teamsters shall take appropriate steps to establish a retiree health component ("Retiree Trust") under the existing Teamsters Health and Welfare

Trust Agreement (“Trust Agreement”). The Trust Agreement is a Teamsters-sponsored trust that constitutes a voluntary employees’ beneficiary association (VEBA) under section 501(c)(9) of the Internal Revenue Code. The Retiree Trust will provide eligible retirees of a Teamsters-represented bargaining unit without regard to union membership with certain healthcare benefits, the terms of which are summarized in paragraph (b) below.

- (b) Retiree Trust. Teamsters acknowledges that (i) CONFIRE is not a party to any part of the Trust Agreement, including but not limited to the Retiree Trust, (ii) CONFIRE is not subject to the terms of the Trust Agreement or any union welfare benefit plan or other arrangement funded by the Trust Agreement, and CONFIRE has no responsibility or authority whatsoever for providing or overseeing any benefits provided under the Trust Agreement or any such plan or arrangement, (iii) the preceding statements will continue to apply on and after CONFIRE’s adoption of and expiration of this Section 6, and (iv) CONFIRE’s sole obligation under this Section 6 is to distribute employee contributions to the Retiree Trust in accordance with paragraph (c) below.

Subject to the preceding paragraph, certain features of the Retiree Trust under the Trust Agreement are summarized below. Teamsters agrees that if at any time the provisions summarized below differ from or are inconsistent with the Retiree Trust (or any welfare benefit plan or arrangement funded by the Retiree Trust), or if the Trust Agreement’s VEBA status is at issue or under investigation by any federal or state enforcement authority, Teamsters shall notify CONFIRE in writing as soon as administratively practicable but no later than fourteen (14) days from the effective date of any of the issues described above. In addition, Teamsters agrees to provide advance written notice to CONFIRE regarding any changes to the Retiree Trust’s terms, including but not limited to any significant change affecting benefits funded by the Retiree Trust.

- (1) Benefits. The assets of the Retiree Trust are dedicated to providing retiree healthcare benefits to eligible retirees and paying the administrative expenses incurred by the Retiree Trust (or any welfare benefit plan or arrangement funded by the Retiree Trust). The benefits will meet the definition of coverage under section 106 of the Internal Revenue Code. In accordance with section 106, the benefits may be in the form of reimbursement of eligible healthcare expenses (“Retiree Subsidy”) or retiree healthcare coverage. Furthermore, the benefits will conform to the following provisions:
- (i) Should the Retiree Trust offer coverage to retirees under a direct contract with an insurer(s) or provide self-funded retiree healthcare coverage, eligible retirees are not required to enroll in healthcare coverage through the Retiree Trust in order to be eligible for the Retiree Subsidy (e.g., retirees enrolling in coverage through the individual marketplace, retirees living outside service area).
 - (ii) The amount of the Retiree Subsidy will be determined annually and will be a fixed dollar amount (i.e., not a percentage of premium). The amount of the Retiree Subsidy shall be based on available funding and may vary (increase or decrease) from year to year. As such, there will be no guarantee of any fixed subsidy amount or any guarantee that a certain percentage of premium costs shall be paid.
 - (iii) For purposes of establishing premium rates for any health insurance coverage provided under the Retiree Trust, should the Retiree Trust offer coverage to retirees under a direct contract with an insurer(s) or provide self-funded retiree healthcare coverage, the Retiree Trust will not blend active employees and retirees to determine a single premium rate for the combined group of active employees and retirees. The retiree population will be rated separately from active employees to determine the healthcare insurance premium rates for eligible retirees. As such, active employees will not implicitly subsidize the premiums of retirees.
- (2) Eligibility. Participation in the Retiree Trust, including eligibility for the Retiree Subsidy, will only be available to eligible retirees who retire (i.e., terminates and refrains from full time employment for wages or profit and is eligible to begin pension benefit payments from SBCERA) following the effective date of the Retiree Trust **AND** meet the following requirements:

Eligible retirees must have been (1) active CONFIRE employees in a Teamsters-represented bargaining unit immediately preceding their retirement (i.e., did not defer retirement) and contributed to the Retiree Trust OR (2) were active CONFIRE employees immediately preceding their retirement but not in a Teamsters-represented bargaining unit, provided they were previously in a Teamsters-represented unit for a minimum of 10 years and contributed to the Retiree Trust, OR (3) previously worked for CONFIRE in a Teamsters-represented bargaining unit for at least 20 years and deferred their retirement for a maximum deferral period of 2 years and contributed to the Retiree Trust. An eligible retiree is considered to have “contributed to the Retiree Trust” if they have contributed to the Retiree Trust as defined in section 6 (c) Employee Contributions.

Retirees will not be eligible for healthcare coverage under the Retiree Trust and will not be eligible for the Retiree Subsidy upon becoming eligible for Medicare. However, nothing is intended to preclude the Retiree Trust from providing supplemental coverage and/or a subsidy for Medicare-eligible employees in the future. Similarly, the Retiree Trust may also establish a subsidy for certain otherwise eligible retirees who were hired before March 31, 1986 and are not eligible for Medicare coverage. Any benefit improvements will be solely funded by the Retiree Trust.

Eligibility for this Retiree Trust for all individuals is ultimately governed by the Plan Rules of the Teamsters Health and Welfare Trust Retiree Plan and may differ from the rules in this MOU, for the complete Plan Rules individuals should contact the Retiree Trust.

- (3) Expenses. Any fees or expenses associated with the Retiree Trust (or any welfare benefit plan or arrangement funded by the Retiree Trust) will be paid by the Retiree Trust.

(c) Employee Contributions.

- (1) Effective the pay period following Administrative Committee approval as outlined in the Salary Adjustment Section 1(a), the deferred one-half percent (0.50%) across the board salary increases of an employee's base rate of pay, shall be deducted on a bi-weekly pre-tax basis from the employee's pay warrant. CONFIRE shall transfer these mandatory employee contributions on a bi-weekly basis to the Retiree Trust. The employee contributions shall not increase or decrease based on the cost of healthcare premiums, amount of the Retiree Subsidy, or coverages offered by the plans in the Retiree Trust. Under no circumstance shall CONFIRE be obligated to deduct from an employee's pay warrant any amount greater than this fixed percentage of an employee's base rate of pay. “Wages” for purposes of this article shall be defined as all earnings minus any flat rate differentials.
- (2) Effective February 22, 2025, Salary Adjustment Section 1(b), the deferred one percent (1.00%) across the board salary increases of an employee's base rate of pay, shall be deducted on a bi-weekly pre-tax basis from the employee's pay warrant. CONFIRE shall transfer these mandatory employee contributions on a bi-weekly basis to the Retiree Trust. The employee contributions shall not increase or decrease based on the cost of healthcare premiums, amount of the Retiree Subsidy, or coverages offered by the plans in the Retiree Trust. Under no circumstance shall CONFIRE be obligated to deduct from an employee's pay warrant any amount greater than this fixed percentage of an employee's base rate of pay. “Wages” for purposes of this article shall be defined as all earnings minus any flat rate differentials.
- (3) Effective February 21, 2026, Salary Adjustment Section 1(b), the deferred one-half percent (0.50%) across the board salary increases of an employee's base rate of pay, shall be deducted on a bi-weekly pre-tax basis from the employee's pay warrant. CONFIRE shall transfer these mandatory employee contributions on a bi-weekly basis to the Retiree Trust. The employee contributions shall not increase or decrease based on the cost of healthcare premiums, amount of the Retiree Subsidy, or coverages offered by the plans in the Retiree Trust. Under no circumstance shall CONFIRE be obligated to deduct from an employee's pay

warrant any amount greater than this fixed percentage of an employee's base rate of pay. "Wages" for purposes of this article shall be defined as all earnings minus any flat rate differentials.

- (d) Grievance. No aspect of the Trust Agreement, including but not limited to the Retiree Trust component or any benefit provided through or funded by the Trust Agreement or Retiree Trust component is subject to review through the Grievance Procedure.
- (e) Applicability of Provisions of Prior Sections to Retiree Trust. It is expressly understood that the Retiree Trust is subject in the same manner as the sub-trust holding funds related to active members, including but not limited to the following provisions of the Healthcare Trust Article in this MOU: Sections 1(f); 1(g) and 1(i) in that the review of administration and the ability to audit the Healthcare Trust may include reviews of administration and audits of the Retiree Trust component separately and at different times from reviews of administration and audits of remainder of the Healthcare Trust; 1(j); 1(k) in that to the extent the Trustees determine to terminate the healthcare coverage for retirees, CONFIRE would be notified of such termination 120 days prior to the date of termination; 1(l) in that the insurance coverages maintained by the Healthcare Trust which names CONFIRE as an additional insured on the Policy shall cover the Retiree Trust portion of the Healthcare Trust and the Healthcare Trust shall defend, indemnify, defend (with counsel reasonably approved by CONFIRE) and hold harmless CONFIRE and its authorized officers, employees, and agents, harmless from any claims, loss, liability, cause of action or administrative proceeding, or legal action arising out of, or in any way related to, the Healthcare Trust, including the Retiree Trust component and/or the healthcare plans administered and/or provided under the Healthcare Trust, including benefits provided to retirees pursuant to this Section 6.; 1(l); 1(n); 1(q); 3(a) is understood to include the Retiree Trust that is being added pursuant to Amended Resolution No. 1 to the January 14, 2020, Trust Agreement for the Teamsters Health and Welfare Trust; 3(b); 3(e); 3(f); 3(g); 4(a); 4(b); 4(c) in that the Teamsters shall defend (with counsel reasonably approved by CONFIRE), indemnify and hold harmless CONFIRE and its officers, employees, and agents, including CONFIRE's designated trustees, from any claim, loss, liability, cause of action or administrative proceeding arising out of the terms of the Retiree Trust or from any and all decisions and actions made by the Retiree Trust, the Trustees and Teamsters in relation to the Retiree Trust portion of the Healthcare Trust ; 5(a); 5(c); and 5(d). CONFIRE further agrees that it will act diligently in its obligations to meet and confer under Section 5 of the agreement. Furthermore, nothing in Section 5 will preclude the Trustees from taking such actions as required by the Trustees' fiduciary obligations.

HOURS OF WORK

ELIGIBLE UNITS:

- **CONFIRE MANAGEMENT UNIT**
- **CONFIRE SUPERVISORS' UNIT**

Employees shall be required to work during such hours as necessary to carry out the duties of their position, as designated by the appointing authority, and such hours may be varied so long as the work requirements and efficient operations of the CONFIRE are assured.

Notwithstanding any other provisions of this Agreement, the Executive Director may authorize overtime compensation at straight time or time and one-half rates at any time (including retroactively for emergencies as defined in Section 13.022(h) of the County Code) to be paid to any employee in order to carry out the intent of a Board-approved program, to respond to an emergency, or to compensate for hours of work performed above that normally expected of such employee.

Employees in regular positions in these units are considered to be salaried for purposes of the Fair Labor Standards Act (FLSA). If, as a result of changes in legislation, federal regulations, or court decisions, employees are considered to be non-salaried, the CONFIRE and Teamsters will meet and confer concerning changes to return the employees to salaried status.

Deductions from the pay of employees in these units for disciplinary and other reasons shall be made in a manner consistent with FLSA regulations. For example, employees covered by this Article who are disciplined by a suspension without pay shall only receive such suspension in increments of one (1) or more full days. Alternatively, an appointing authority may discipline an employee covered by this Article via a deduction of accrued leave time. The accrued leave time is limited to vacation, holiday, annual or administrative leave. Deductions of accrued leave time may be made in increments of less than one (1) work week. Any disciplinary action imposed under this Article is subject to appeal under the Personnel Rules of San Bernardino Board-Governed Special Districts. Employees shall not be disciplined by a reduction in step.

IDENTIFICATION CARDS

ELIGIBLE UNITS:

- ALL UNITS

CONFIRE will provide identification and/or access cards to employees. Such cards will include the employee's name and photograph. Employees shall carry such cards at all times while engaged in CONFIRE business and in connection with such business shall produce cards for inspection to any CONFIRE or County official. Employees shall surrender such cards upon separation from employment.

IMPLEMENTATION

ELIGIBLE UNITS:

- ALL UNITS

This Agreement constitutes a mutual agreement by all parties to be jointly submitted to the Administrative Committee for approval. It is agreed that this Agreement shall not be binding upon the parties either in whole or in part unless and until approved by the Administrative Committee.

Any changes to this Agreement, which do not have specific effective dates, become effective on the date of the Administrative Committees' approval. Any economic changes to this Agreement, which do not have specific effective dates, become effective the beginning of the pay period following the Administrative Committees' approval.

JOB SHARING AND PART-TIME EMPLOYMENT

ELIGIBLE UNITS:

- ALL UNITS

At the discretion of the Appointing Authority or designee, an employee may be allowed to job share or to work on a part-time basis in a regular position. Job share is defined as two employees sharing one regular position. Part time employment is defined as an employee working in a regular position that is scheduled for less than eighty (80) hours per pay period.

Benefits for job sharing and part-time employees shall be as provided in the appropriate Section. Each employee shall be notified in writing by the Appointing Authority or designee at the time of appointment and such notification will clearly define the benefits to which each employee is entitled.

All benefits for job sharing and part-time employees shall be pro-rated on regularly scheduled hours except as may otherwise be provided in a specific article. For example, an employee who is regularly scheduled twenty (20) hours per week is eligible for a maximum donation of five hundred and twenty (520) hours of Medical Emergency Leave. Benefits not subject to proration include the following Leaves: Blood Donation, Examination Time, and Bereavement. Further, where a specific article provides a minimum hour requirement (e.g., must be full-time, or scheduled hours) job sharing and part-time employees shall be required to meet the minimum hour requirement in order to receive

the benefit. For example, to be eligible to enroll in a medical and dental plan offered by CONFIRE an employee must be in a regular position and scheduled to work for a minimum of forty (40) hours per pay period. Therefore, job sharing and part-time employees in regular positions scheduled less than forty (40) hours per pay period would not be eligible to enroll in a medical and dental plan offered by CONFIRE.

The Appointing Authority may discontinue part time or job sharing status with a written notice at least two (2) pay periods prior to the effective date of the change.

LABOR MANAGEMENT TASK FORCE

ELIGIBLE UNITS:

- ALL UNITS

The parties recognize that delivery of public services in the most efficient and effective manner is of paramount importance and interest to CONFIRE and Teamsters. Maximized productivity is recognized to be a mutual obligation of both parties within their respective roles and responsibilities.

To this end, the parties agree that Labor-Management Task Forces comprised of equal numbers of management and employees shall be created as necessary to address issues which affect the efficient and effective delivery of public services appropriate to each department and Unit employees. The purpose of such task force(s) shall be to:

- Review and provide input on proposed departmental policies and procedures.
- Develop, review, and prioritize work simplification project proposals.
- Develop and review solutions to specific program problems.
- Review workload/caseload distribution.

The composition of each task force shall be determined by the appointing authority in conjunction with the Employee Relations Division of the Human Resources Department and the Union. The chairperson(s) of each task force shall be selected by the appointing authority. Meetings will be held as often as necessary to discharge the functions of each task force. Each task force will establish reasonable time frames for the accomplishment of its charges. Recommendations of each task force will be arrived at by consensus and shall be submitted in writing to the appointing authority and/or County Administrative Office, as appropriate, for final review and action. Each task force shall not have any right or authority to abrogate representation rights of Teamsters, CONFIRE management rights, or the authority of CONFIRE'S Administrative Committee on matters which require the Committee's approval.

LAYOFF

ELIGIBLE UNITS:

- ALL UNITS

Section 1: General Provisions

- "Layoff" Definition – A layoff is the involuntary separation longer than thirty (30) days or reduction of a regular employee to a position in a lower classification without fault of the employee. Layoff applies only to regular positions. A layoff occurs only when there is a surplus of employees, a position is identified and authorized for deletion, or when funds are withdrawn from a previously funded position.
- "Temporary Layoff" Definition – An involuntary separation not to exceed thirty (30) consecutive work days. Prior to temporary layoff, the employee(s) and Teamsters shall be given fifteen (15) days advanced notice. Temporary Layoff applies only to regular positions. At the conclusion of a temporary layoff the employee(s) shall be

returned to their former classification in the same department.

Section 2: Notification

Whenever an appointing authority believes that a layoff will be necessary, the appointing authority shall submit a layoff plan to the Director of Human Resources for approval. The layoff plan shall include the anticipated number, classification, and position number of employees to be laid off and seniority list by classification of all affected employees. Teamsters shall be provided with a copy of the layoff plan immediately upon approval by the Director of Human Resources. Once such a plan is approved, and an affected employee receives formal notification providing options of alternate positions, if applicable, the employee shall be entitled to three (3) work days to return decision to the appointing authority or designee. Employees shall receive fifteen (15) days notification prior to layoff.

Section 3: Order of Layoff

Layoffs as defined in Section 1(a) of this Article shall be made by classification within a department at the time of layoff.

- (a) Layoffs among regular employees shall be made on the basis of seniority determined by the employee's current beginning (hire) date of continuous service in a regular position with CONFIRE. In the event of a tie in total time of continuous CONFIRE service in a regular position with CONFIRE between two (2) or more employees, the order of layoff shall be determined on the basis of total time of continuous CONFIRE service in that particular classification. In the event of a tie in total time of continuous CONFIRE service in that particular classification between two (2) or more employees, the order of layoff shall be determined by lot.
- (b) Before any reduction in the work force of regular employees occurs, all extra-help, recurrent, provisional, probationary, unclassified or other individuals without regular status in the affected classifications within the affected department shall be terminated. For purposes of layoff, trainees and most recently hired dual appointments shall be treated the same as probationary employees. Employee status will be determined as of the date the layoff plan is approved by the Director of Human Resources.
- (c) Probationary employees and employees assigned to a vacant higher level position, pursuant to the Temporary Performance of Higher Level Duties Article, who have regular status in another classification, shall be returned to their former classification where they will be subject to layoff under provisions applicable to other employees in that classification. Underfills shall have layoff rights in the underfill classification.
- (d) When a classification has a dual concept or multiple options including extended range, the Director of Human Resources may authorize layoffs by specialty or option within the classification.
- (e) Regular employees whose positions have been deleted shall be allowed to exercise their options, based on seniority, to select either a vacant position or to bump into any one of the filled junior positions within their current classification. Filled junior positions will be defined as the number of filled positions within the affected classification equal to the number of positions identified for deletion within that classification in the approved layoff plan, but not less than 20, if they exist. An employee who elects not to bump into any position within the collective group of vacant and filled junior positions, thereby retaining his/her existing classification, shall be provided the opportunity to select from those options identified in (i) of this Article.
- (f) If a regular employee whose position is to be deleted does not have sufficient seniority to bump another employee in their current classification within the department and has previously held regular status in a lower classification, reduction in classification (bumping) within the affected department shall be approved. Reductions in classification shall first be made to the next lower classification in which the employee has regular status. For purposes of bumping, the number of positions filled by the least senior employees in the affected classification(s) equal to the number of employees bumping into the classification shall be identified. Additionally, all vacant positions in the affected classification shall be made available to the affected employees.

This collective group of positions shall then be subject to the bumping process.

- (g) In the event a junior employee is bumped pursuant to (e) or (f) above, the junior employee being bumped will be separated or reduced in classification. If the classification to which an eligible employee is first considered for reduction is not authorized in the department, or if the employee does not have seniority in that classification, reduction shall then be made to the next lower classification in which the employee has regular status. This procedure shall continue until all reductions in classification and the ultimate separations are completed.
- (h) Employees in unclassified positions do not have a right to bump employees in classified positions. A classified employee may refuse to bump into an unclassified position without waiving the right to bump a more junior employee in the same or lower classification.
- (i) If bumping results in an assignment which the employee considers to be undesirable, such employee may request:
 - (1) A voluntary demotion to a vacant position.
 - (2) A leave of absence without right to return to work, but placement on an eligible list.
 - (3) To voluntarily resign.

Options (1) and (2) require the approval of the Director of Human Resources or designee.

Section 4: Exception to Order of Layoff

Whenever an appointing authority believes that the best interest of the service requires the retention of an employee with special qualifications, characteristics, and fitness for the work, the appointing authority may request that such employee be exempted from the bumping procedures. Such requests must be in writing and approved by the Director of Human Resources. If approved, Teamsters shall be immediately provided with a copy of the request.

Section 5: Employee's Rights While on Layoff

- (a) During the first two (2) years following a layoff, laid-off regular employees or an employee who is reduced in classification as a result of a layoff shall be assured the right of an interview for vacant positions for which they meet certification requirements prior to final selection and appointment to said vacant positions within their previous department in the same classification to the one in which the employee has previously held regular status.
- (b) Any regular employee who is laid-off or reduced in classification as a result of a layoff may request that their name be placed on appropriate eligible lists for a period of two (2) years by submitting such a request and an application to the Director of Human Resources for determination of eligibility. Approval of such requests only entails placement on the list and does not guarantee employment or carry any bumping privileges. Placement on the eligible list shall be made pursuant to the provisions for requalification contained in the Personnel Rules of the Board-Governed Special Districts.
- (c) During the first twelve (12) months following a layoff laid-off regular employees or an employee who is reduced in classification as a result of a layoff shall be placed on a Department Reinstatement List, provided the employee was at least a "Meets Standards" at the time of the layoff. Such employees shall have reinstatement rights for the classification from which the employee was laid off or reduced in classification. The employee shall be entitled to three (3) work days to accept an offer to return to work from the date of the offer. Employees who decline or fail to respond to an offer shall be removed from the Department Reinstatement List.

Any vacancy to be filled within the Department shall be offered first in reverse order of the layoff. If there are any ties, such ties shall be broken pursuant to the process described in 3(a) of this article.

Section 6: List Placement and Training

CONFIRE will make every effort to place laid-off employees, or employees reduced in classification as a result of layoff, on current eligible lists, either related or non-related to their former classification, for which the salary is equivalent or lower and for which they meet the minimum qualifications. When departments hire layoff affected employees for positions non-related to their former job classifications, the department will be encouraged to consider the probationary period for training purposes in the non-related field.

Section 7: Reemployment from Layoff

A regular employee who has been laid off from CONFIRE employment and is subsequently rehired to a regular position shall be reemployed in the same manner as described in the Reemployment Article in this Agreement.

LEAVE PROVISIONS

ELIGIBLE UNITS:

- ALL UNITS

Section 1: Sick Leave

(a) Definitions

(1) Sick leave with pay is an insurance or protection provided by CONFIRE to be granted in circumstances of adversity to promote the health of the individual employee. It is not an earned right to time off from work. Sick leave is defined to mean the authorized absence from duty of an employee because of physical or mental illness, injury, pregnancy, confirmed exposure to a serious contagious disease, for a medical, optical, or dental appointment, for certain purposes related to being a victim of domestic violence, sexual assault or stalking, or other purpose authorized herein.

(2) Family Member, as defined by Labor Code section 245.5, is a parent, child, spouse, registered domestic partner as defined by California Family code Section 297, grandparent, grandchild, sibling or any person designated by the employee at the time the employee requests paid sick leave. An employee shall not identify more than one "designated person: as a family member in a 12-month period from the first day of the designation. "Child" means a biological, foster, or adopted child, a stepchild, a legal ward, a child of a domestic partner, or a child to whom the employee stands in loco parentis. "Parent" means a biological, foster, or adoptive parent, a stepparent, legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.

(3) Extended family is defined as sibling-in-law, aunt, uncle, niece, nephew, ward of the court, or any step relations as defined herein.

(b) Accumulation. Employees in regular positions shall accrue sick leave for each payroll period completed, prorated on the basis of 3.69 hours per pay period, except as provided in Section 5 of this Article. Earned sick leave shall be available for use the first day following the payroll period in which it is earned. Employees in regular positions paid less than eighty (80) hours per pay period or job shared positions shall receive sick leave accumulation on a pro rata basis. There shall be no limit on sick leave accumulation.

(c) Compensation. Approved sick leave with pay shall be compensated at the employee's base rate of pay, except as otherwise provided in this Section. The minimum charge against accumulated sick leave shall be fifteen (15) minutes.

(d) Administration

- (1) Investigation. It shall be the responsibility and duty of each CONFIRE supervisor/manager to investigate each request for sick leave and to allow sick leave with pay where the application is determined to be proper and fitting, subject to approval of the Director of Human Resources.
- (2) Notice of Sickness. In twenty-four (24) hour divisions and employees whose work assignment requires leaving their assigned work site together with one or more other employees shortly after reporting to work, the CONFIRE supervisor/manager or designee should be notified at least two (2) hours prior to the start of the employee's scheduled tour of duty of a sickness on the first day of absence. For other employees, the CONFIRE supervisor/manager or designee must be notified within one-half (1/2) hour before the start of the employee's scheduled tour of duty of a sickness on the first day of absence.

It is the responsibility of the employee to keep the Appointing Authority or designee informed as to continued absence beyond the first day for reasons due to sickness or occupational disability. Failure to make such notification shall result in denial of sick leave with pay. If the employee receives a doctor's off work order and provides notice of same to the Appointing Authority or designee, the employee is not required to contact the department daily. If the employee does not have an off-work order or has not notified the Appointing Authority that one has been issued, the employee shall be required to contact the department daily in accordance with the timeframe above. If an employee fails to return to work for three (3) consecutive days following an approved leave of absence or upon expiration of an off work order, the employee may be subject to Automatic Resignation in accordance with the Personnel Rules for the Board-Governed Special Districts.

- (3) Review. The Director of Human Resources may review and determine the justification of any request for sick leave with pay and may, in the interest of CONFIRE, require information from a doctor to support a claim for sick leave pay.
- (4) Proof. A doctor's certificate or other adequate proof shall be provided by the employee in all cases of absence due to illness if requested by the Appointing Authority. All requests for proof of illness shall be made in compliance with the Labor Code and other law.
- (5) Improper Use. Evidence substantiating the use of sick leave for willful injury, gross negligence, intemperance, trivial indispositions, instances of misrepresentation, or violation of the rules define herein will result in denial of sick leave with pay and shall be construed as grounds for disciplinary action including termination.

(e) Sick Leave for Other than Personal Illness/Injury

- (1) Family Sick Leave. As provided in California Labor Code Section 233, a maximum of one-half (1/2) of the employee's annual accrual of earned sick leave per calendar year may be used for attendance upon family members of the employee's who require the attention of the employee.

Upon approval of the Appointing Authority, the employee may use part of this annual allowance for attendance upon members of the employee's extended family residing in the employee's household who required the attention of the employee.

- (2) Bereavement. A maximum of three (3) days earned sick leave may be used per occurrence for bereavement due to the death of a family member or member of the employee's extended family, as defined herein, or any relative who resided with the employee.
- (3) Birth/Adoption. A maximum of forty hours earned sick leave may be used per occurrence for arrival of an

adoptive child at the employee's home. An employee may utilize on an annual basis no more than forty (40) hours of accumulated sick leave per calendar year for the birth of their child.

- (4) Medical, optical or dental appointments. The employee may use sick leave for medical, dental, or optical appointments. However, every effort should be made to schedule the appointment at a time of day that will minimize the employee's time off work.

(f) Return to Work Medical Clearance

- (1) Under any of the following circumstances, all employees who have been off work due to an illness or injury will report to the San Bernardino County Center for Employee Health and Wellness (Center) for medical evaluation of their condition and authorization to return to work before returning to work.
- (i) Employees whose treating physician or other qualified medical provider has ordered job modifications as a condition for either continuing to work or for returning to work after an illness or injury. This applies to both occupational and non-occupational illness or injury.
 - (ii) Employees who have been off work due to communicable diseases such as, but not limited to chicken pox and measles.
 - (iii) Employees who have been absent due to a serious medical condition, when so directed by their Appointing Authority.
- (2) Employees are required to attend return to work medical appointments at the Center on their own time; however, mileage for attending such appointments are eligible for reimbursement pursuant to the Expense Reimbursement Article.
- (3) It is the responsibility of the employee covered by 1 (i)-(iii) above to obtain written notice from their medical provider of their authorization to return to work with or without job modification. To ensure all necessary and relevant medical information is provided, CONFIRE shall make available forms to be completed by the medical provider. It is the responsibility of the employee to provide verbal notice to their Appointing Authority or designee immediately upon receipt of their medical provider's authorization to return to work and no later than 24 hours after receipt of the notice. The Appointing Authority or designee will schedule an appropriate medical evaluation for the employee with the Center prior to the employee's return to work. The employee shall provide their medical provider's written notice of authorization to return to work to the Center at or prior to the employee's scheduled appointment time.
- (4) Exceptions to the above requirements may be made on a case-by-case basis by the Medical Director or designee for the Center.
- (5) The employee is obligated to attend the appointment as scheduled under the conditions outlined above. If the employee fails to adhere to the procedure, the employee is required to use sick leave or leave without pay for any work hours missed. If required notice has been provided, and there is a delay caused by either the Center or CONFIRE that, in turn, results in a delay between the employee's appointment with the Center and the start of their scheduled tour of duty on the day that they were released to return to work, CONFIRE will pay for work hours missed, without charge to the employees leave balances.
- (6) The final decision on the employee's ability to return to work rests with the medical provider at the Center. In the event the employee is not released to return to work by the medical provider at the Center, the employee's status would continue on sick leave or, where there is not balance, leave without pay.

- (g) Workers' Compensation. Employees shall receive full salary in lieu of Workers' Compensation benefits and paid sick leave for the first forty (40) hours following an occupational injury or illness, if authorized off work by order of an accepted physician under the Workers' Compensation sections of the California Labor Code. Thereafter, accumulated paid leave may be prorated to supplement such temporary disability compensation payments, provided that the total amount shall not exceed the regular gross salary of the employee.
- (h) Separation. Unused sick leave shall not be payable upon separation of the employee, except as provided in the Article Retirement Medical Trust Fund.
- (i) Perfect Attendance. Employees in regular, full time positions who do not utilize any sick leave, any leave (e.g., vacation) in lieu of sick leave, or benefits in lieu of sick leave (e.g., workers' compensation, Short-Term Disability partial/full integration, etc.), in pay periods 1 through 26 consecutively (or 27, when applicable), and who do not record any sick leave without pay, Medical Emergency Leave, Military Leave as provided by law, or absence without pay during that calendar year, shall be reimbursed up to a maximum of \$299 for an annual individual (employee only) health club membership or utilization of perfect attendance leave. In lieu of the reimbursement, the employee has the option of utilizing sixteen (16) hours of perfect attendance leave, no cash out provision, within the time frame of the subsequent calendar year. Failure to utilize perfect attendance leave by pay period 26 (or 27 when applicable) of the year in which it was credited to the employee's leave balances or if an employee is appointed to a position in an occupational unit that does not contain a perfect attendance leave provision shall result in forfeiture of the same.
- (j) Sick Leave Conversion.
 - (1) Employees who have used less than forty (40) hours of sick leave in a fiscal year (i.e., pay period 15 through pay period 14 of the following year) may, at the employee's option, convert sick leave to vacation leave by the following formula: Hours of sick leave used are subtracted from forty (40). Sixty percent (60%) of the remainder, or a portion thereof, may be added to vacation leave to be utilized in the same manner as other accrued vacation leave.

Sick Leave Hours Used	Hours to be Converted	Vacation
0	40	24.0
8	32	19.2
16	24	14.4
24	16	9.6
32	8	4.8
40	0	0.0

- (2) Employees who hold regular positions in CONFIRE and who have contributed to the San Bernardino County Public Employee's Retirement Association or other public entity retirement system for more than ten (10) years and have not withdrawn the contributions from the system(s) and who separate from CONFIRE service for reasons other than death shall be eligible for Sick Leave Conversion in accordance with the provisions of the Article on Retirement Medical Trust.

Section 2: Vacation Leave

- (a) Definition. Vacation is a right, earned as a condition of employment, to a leave of absence with pay for the recreation and well-being of the employee. If an employee has exhausted sick leave, vacation leave may be used for sick leave purposes upon a special request of the employee and with the approval of the Appointing Authority.

- (b) Accumulation. Employees in regular positions shall accrue, on a pro-rata basis, vacation leave for completed pay periods. Except as provided in Section 4 of this Article, employees in regular positions paid less than eighty (80) hours per pay period or job-shared positions shall receive vacation accumulation on a pro-rata basis provided, however, that there shall be no prorating of the maximum accumulations. Such vacation allowance shall be available for use on the first day following the pay period in which it is earned, provided an employee has completed 1040 hours of continuous service from the employee's hire date.

Length of Service From Hire Date Rate	Annual Vacation Allowance	Maximum Allowed Unused Balance
From Hire Date through 8,320 service hours	80 Hours	160 Hours
Over 8,320 through 18,720 service hours	120 Hours	240 Hours
Over 18,720 service hours	160 Hours	320 Hours

(c) Administration

- (1) Scheduling. Vacation periods should be taken annually with the approval of the Appointing Authority or designee at such time as will not impair the work schedule or efficiency of CONFIRE but with consideration given to the well-being of the employee. No employee shall lose earned vacation leave time because of work urgency. If an employee has reached the maximum allowed unused balance and is unable to take vacation leave, the Director of Human Resources, will request a waiver of the maximum allowed unused balance for a period not to exceed one (1) thirteen (13) pay period waiver per calendar year.

Written request for vacation leave shall receive a written response from the Appointing Authority or designee within two (2) weeks of submission. In instances where a vacation leave request has received written, advance approval and is rescinded due to work urgency by the supervisor, that decision may be appealed to the Director of Human Resources for an immediate review. In those instances where a financial hardship would occur because pre- approval resulted in prepayment by the employee, a vacation would only be canceled under the most extreme work emergency.

- (2) Minimum Charge. The minimum charge against accumulated vacation leave shall be fifteen (15) minutes or multiples thereof. Vacation leave shall be compensated at the employee's base rate of pay, except as otherwise provided in this Plan.
- (3) Vacation Leave and Termination Date. Employees not planning to return to CONFIRE employment at the expiration of a vacation leave, except those retiring, shall be compensated in a lump sum payment for accrued vacation at the employee's then base rate of pay and shall not be carried on the payroll. Retiring employees may elect to use vacation leave or be compensated in a lump sum payment for accrued vacation leave, provided that each pay period the employee charges the number of hours in their regular scheduled tour of duty.
- (4) Vacation Cash-Out. On one occasion each calendar year during the term of the MOU, an employee who had used eighty (80) or more hours of PTO/vacation leave during the preceding calendar year may elect to convert up to sixty (60) hours of accrued vacation leave into a cash payment, at the base rate of pay in effect at the time of the cash-out. In order to sell back vacation leave, an employee must make an irrevocable election (i.e., pre-designation) during the month of December, specifying the number of hours to be sold back from the next year's vacation leave accrual. During the calendar year following the pre-designation, no more than three (3) requests may be made to cash out the vacation leave in a single block of not less than eight (8) hours and no more than sixty (60) hours. An employee shall be eligible to cash-out vacation leave hours accrued up to the preceding pay period in which he/she requested the cash-out. For example, an employee who requests a cash-out in pay period 15 can only cash-out the vacation leave accrued through pay period 14. The number of hours requested for cash-out shall not exceed an amount equal to or less than the amount accrued. For example, an employee in December 2019 makes a pre-

designation to cash-out 25 hours. The employee accrues 4.61 hours of vacation leave per pay period. At the end of pay period 3 the employee can request to cash-out the 8 hours of vacation leave that she had accrued through pay period 2, but is not yet eligible to cash-out the entire 25 pre-designated hours because the employee has yet to accrue 25 hours of vacation leave. Once an election is made, if the employee does not request that the designated number of hours be sold back by pay period 25, or 26 when applicable, of the calendar year in which the election is effective, the hours will be automatically converted to cash in the last pay period of the calendar year.

- (5) Supervisors Unit and Management Unit Classifications - Prior Service. Employees in regular positions who have been employed in a public jurisdiction in a comparable, full-time position may receive up to four (4) years of credit for such previous experience in the former agency(s) in determining their vacation accrual rate. Such determination as to the comparability of the previous experience and amount of credit to be granted rests solely with the Director of Human Resources. Requests for prior service credit should be made at the time of hire or as soon as possible thereafter but in no event later than one (1) year from the employee's hire date.

Section 3: Holiday Leave

- (a) Fixed Holidays. All employees in a regular CONFIRE positions shall be entitled to the following fixed holidays:

January 1st	Second Monday in October
Third Monday in January	November 11 th
Third Monday in February	Thanksgiving Day
Last Monday in May	Day after Thanksgiving
June 19 th	December 24 th
July 4 th	December 25 th
First Monday in September	December 31 st

- (b) Floating Holidays. Employees in regular positions shall be entitled to accrue one (1) floating holiday (eight (8) hours of holiday time) during the first pay period prior to the third Monday in January, provided that the employee is not on unpaid leave for the entire pay period and is in a paid status.

Floating holidays accrued shall be available for use in the first day following the pay period in which they were accrued, with the approval of the Appointing Authority. The Appointing Authority has the right to schedule employees' time off for accrued holidays to meet the needs of CONFIRE but with consideration given to the well-being of the employee. Employees in positions budgeted less than (80) hours per pay period or job-shared positions shall receive floating holiday accruals on a pro-rata basis.

- (c) The maximum holiday leave accrual balance that may be carried over to a future calendar year shall be 112 hours. However, the maximum holiday leave accrual balance that may be carried over into a future calendar year for employee's who had a balance of more than 112 hours at the end of calendar year 2010 shall be such employee's holiday leave balance at the end of pay period 26 of calendar year 2010. The maximum holiday accrual balance for those employees with a balance greater than 112 hours shall be adjusted annually at the end of each calendar year, and shall never be increased.
- (d) Eligibility for Holiday Pay. Except as provided in Section 4 of this Article, to receive holiday pay for a fixed holiday, the following conditions must be met, during the pay period in which the fixed holiday fell:
 - (1) The employee must have been hired prior to or at the start of the pay period and not have separated prior to the end of the pay period in which such fixed holiday fell.

- (2) The employee must be paid for at least one-half (1/2) of their regularly scheduled hours.
 - (3) The employee must have been on an approved leave of absence for unpaid hours; and
 - (4) The employee must not have any unauthorized leave.
- (e) Holiday During Vacation. When a fixed holiday falls within a vacation period, the holiday time shall not be charged against an employee's earned vacation benefits. As such, the employee shall receive holiday pay for any fixed holiday that falls within a vacation period, provided the employee is eligible for that fixed holiday pay. For example, an employee has approved vacation leave from Tuesday through Thursday and Wednesday is a fixed holiday. Tuesday and Thursday would be coded as vacation leave but Wednesday would be coded as holiday leave.
- (f) Working on a Holiday. Whenever an employee is required to work on a fixed holiday or the fixed holiday falls on an employee's regularly scheduled day off, the employee shall accrue, on an hour for hour basis, up to a total of eight (8) hours of floating holiday time. At the request of the employee, and with approval of the Appointing Authority, or designee, straight time payment can be made in lieu of accrual provided such compensation is approved during the pay period in which it is worked.
- (g) Weekend Holidays. When a fixed holiday falls on a Saturday, the previous Friday will be observed as the fixed holiday except that when the preceding Friday is also a fixed holiday, the preceding Thursday will be observed as the fixed holiday. When a fixed holiday falls on a Sunday, the following Monday will be observed as the fixed holiday, except that when the following Monday is also a fixed holiday, the following Tuesday will be observed as the fixed holiday.

For those CONFIRE divisions which operate six (6) and seven (7) days per week facilities, fixed holidays which fall on either a Saturday or Sunday shall be observed on those days by employees of those operations scheduled to work.

- (h) Automatic Conversion. At the end of the calendar year, an employee in the Supervisory Unit shall automatically have any holiday leave accruals in excess of the employee's maximum holiday leave accrual balance converted to cash. Such automatic holiday leave cash out shall be paid in Pay Period 1 of the next calendar year.
- (i) Holiday Time Accrual.
- (1) Upon retirement or termination, employees shall be compensated for any unused accrued holiday time at the then current base rate equivalency.
 - (2) An employee may code vacation or other appropriate accrued paid leave time on a fixed holiday only under the following circumstances:
 - (i) An employee on an alternate work schedule such as a 9/80 or 4/10 may code accrued vacation hours on a fixed holiday that falls on a workday up to an amount that if combined with their fixed holiday accrual would equal the total number of hours the employee would have been scheduled for that day (e.g., an employee on a 4/10 work schedule normally works ten (10) hours on Mondays, when the fixed holiday falls on a Monday the employee codes eight (8) hours of holiday and may code up to two (2) hours of vacation).
 - (ii) An employee in a regular part-time or job share position who does not accrue eight (8) hours of holiday leave due to the employee's reduced work schedule may code accrued vacation leave hours on a fixed holiday that falls on a normal workday up to an amount that if combined with the employee's fixed holiday accrual would equal the total number of hours the employee would have been scheduled for

that day (e.g., an employee due to their reduced work schedule accrued four (4) hours of holiday, but normally would have worked eight (8) hours on the day in which the holiday occurred, may code four (4) hours of accrued vacation leave in addition to the four (4) hours of holiday.

Section 4: Leave Accruals While on Disability Leave

Employees receiving the benefits for Workers' Compensation or State Disability Insurance leave receive partial replacement of their income through these benefits. Employees on these types of disability leaves may choose to fully integrate, partially integrate or not integrate personal leave time with these disability payments.

The maximum amount the employee receives from integrating leave time with disability payments shall not exceed 100% of the employee's base salary. Paid personal leave time coded on the employees' time and labor report will be limited to the amount of leave necessary to integrate benefits to the level designated by the employee. When the exact amount is not known, a good faith estimate may be made and the amount will be adjusted later as necessary. If any overpayments are made, the employee will be required to repay that amount in accordance with the Payroll Adjustments Article. An employee who knowingly receives payment in excess of their regular base salary is required to report it to their CONFIRE payroll clerk.

Employees who are fully integrating accrued leave time with disability benefits shall be eligible to receive full accruals of vacation and sick leave. Employees who are not fully integrating shall earn pro-rated vacation and sick leave accruals based upon paid leave time coded on the time and labor report. Employees who are fully integrating paid leave time with disability benefits will be eligible for fixed holiday pay provided that they are on the payroll for the entire pay period and have no unapproved leave for the pay period. Employees who are partially integrating or not integrating paid leave time with disability benefits will be paid for holidays in accordance with the holiday leave provisions in Section 3.

Employees eligible to apply for SDI must provide proof of benefit amount or denial of SDI benefits. If proof is not provided, the CONFIRE will presume the employee is getting the maximum allowable SDI benefit payment and the amount of paid leave coded on the TLR will be limited to the maximum allowable leave integration to ensure gross pay from all combined sources does not exceed the employee's base salary.

Section 5: Compulsory Leave

If in the opinion of the Appointing Authority or designee, employees are unable to perform the duties of their position for physical or psychological reasons, they may be removed from duty without pay or may use accrued paid leave for which they are eligible. In addition, such employees may be required to submit to an examination by either a physician or other competent authority designated by the Director of Human Resources or by their own physician or other practitioner, as appropriate. If the examination report of the competent authority (e.g., physician, appropriate practitioner) shows the employee to be in an unfit condition to perform the duties required of the position, the Appointing Authority shall have the right to compel such employee to take sufficient leave of absence with or without pay, to transfer to another position without reduction in compensation, and/or follow a prescribed treatment regimen until medically qualified to return to unrestricted duty. An employee who has been removed from duty for physical or psychological reasons by the Appointing Authority, and the employee was required to submit to an examination, may not return to duty until such time as medical clearance has been obtained.

Employees who become disqualified to perform the duties of their position (e.g., fail to maintain required licenses or certifications) shall be immediately removed from duty without pay or may be permitted to use appropriate accrued paid leave for which they are eligible and may be subject to appropriate disciplinary action.

Section 6: Military Leave

As provided in the California Military and Veterans Code Section 395 et seq., and any amendment thereto, and the federal Uniformed Services Employment and Reemployment Rights Act of 1994, a District employee, regular, extra-help, or recurrent may be entitled to the following rights concerning military leave:

- (a) Definition. Military leave is defined as the performance of duty on a voluntary or involuntary basis in a uniformed service under competent authority and includes active duty, active duty for training, initial active duty for training (weekend drills), full-time National Guard duty, and a period for which an employee is absent for the purpose of an examination to determine the fitness of the person to perform any such duty.
- (b) Notice and Orders. All employees shall provide advance notice of military service unless military necessity prevents the giving of notice or the giving of notice is impossible or unreasonable. Where available, copy of military orders must accompany the request for leave.
- (c) Temporary Active Duty. Any employee who is a member of the reserve corps of the Armed Forces, National Guard, or Naval Militia shall be entitled to temporary military leave of absence for the purpose of active military training provided that the period of ordered duty does not exceed one hundred eighty (180) calendar days, including time involved in going to and returning from such duty. While on paid status, an employee on temporary military leave shall receive the same vacation, holiday, and sick leave, step advances and benefits that would have been enjoyed had the employee not been absent, providing such employee has been employed by the CONFIRE for at least one (1) year immediately prior to the date such leave begins. In determining the one (1) year employment requirement, all time spent in recognized military service, active or temporary, shall be counted. An exception to the above is that an uncompleted probationary period must be completed upon return to the job. Any employee meeting the requirements of (c) and (d) shall be entitled to receive their regular salary or compensation for the first thirty (30) calendar days of any such leave. Pay for such purposes shall not exceed thirty (30) days in one fiscal year and shall be paid only for the employee's regularly scheduled workdays that fall within the thirty (30) calendar days.
- (d) Full-Time Active Duty employees who resign from their positions to serve in the Armed Forces for more than one hundred eighty (180) days, shall have a right to return to their former classification upon serving written notice to the Appointing Authority, no later than ninety (90) days after completion of such service. Returning employees are subject to a physical/psychological examination.

Should such employee's former classification have been abolished, then the employee shall be entitled to a classification of comparable functions, duties, and compensation if such classification exists, or to a comparable vacant position for which the employee is qualified.

The right to return to former classification shall include the right to be restored to such civil service status as the employee would have if the employee had not so resigned; and no other person shall acquire civil service status in the same position so as to deprive such employee of this right to restoration.

Eligible employees are also entitled to the reemployment and benefit rights as further described in the Uniformed Services and Employment and Reemployment Rights Act, 38 U.S.C. Sections 4301-4333. Specifically, a returning employee will receive restoration of original hire, salary step, vacation accrual rate, sick leave balance (unless the employee has received payment for unused sick leave in accordance with provisions contained herein), the retirement plan contribution rate and retirement system contributions (provided the employee complies with any requirements established by the Retirement Board). However, such employee will not have accrued vacation, sick leave, or other benefit while absent from the CONFIRE employment, except as provided in the Temporary Duty provision.

- (e) Compensation. This provision does not include an employee's attendance at weekend reserve meetings or drills. Employees must use their own time to attend such meetings. Should the meetings unavoidably conflict with an employee's regular working hours, the employee is required to use vacation or holiday leave, leave without pay, or make up the time. Employees who are called in for a medical examination to determine physical fitness for military duty must also use vacation leave, leave without pay, or make up the time. Employees cannot be required to use their accrued leave. Any employee meeting the requirements in (c) and (d) shall be entitled to receive their regular salary or compensation for the first thirty (30) calendar days of any such leave. Pay for

such purposes shall not exceed thirty (30) days in any one fiscal year and shall be paid only for the employee's regularly scheduled workdays that fall within the first thirty (30) calendar days.

- (f) Extension of Benefits. CONFIRE recognizes the increased requirements of the military due to the current threats facing the United States of America and, as such, has established a program under which employees may be eligible for an extension of benefits. Employees who are involuntarily called to active duty as a result of the activation of military reservists due to a crisis related to terrorist attacks on America and are eligible to receive the thirty (30) calendar day military leave compensation shall receive the difference between their base CONFIRE salary and their military salary starting on the 31st calendar day of military leave. The difference in salary shall continue through June 26, 2015 and for any additional period as may be approved by the Board of Directors. During this period, CONFIRE will continue to provide the employee all the benefits and leave accruals as was provided prior to such active duty. Retirement system contributions and service credit will be granted if the employee had enough pay to cover the entire retirement system contribution. If the employee does not get enough pay to cover the retirement system contribution, no contribution or credit will be given. Employees should note that the Accidental Death and Dismemberment (AD&D) plan contains a war exclusion.

If the employee becomes eligible for full CONFIRE payment for the first 30 days of military leave provided in (e) of this Article, the extended payments provided under this Section shall be suspended and shall be continued after the 30 days compensation has been completed.

- (g) Vacation and Military Leave. Employees shall not be permitted to take vacation or other accrued leave in lieu of the military leave provisions provided in Sub Section (c) of the Section. Employees may elect to use accrued leave time, except sick leave, in lieu of the integrated pay in Section (f) of this Section under the following conditions:
- (1) The employee must decline in writing the benefits of Section (f) of this Article prior to the due date of the Time and Labor Report (TLR). The employee must include the dates for which he/she is declining the benefit.
 - (2) The employee must use accrued leave time for the entire pay period (i.e., CONFIRE pay will not be integrated with military pay for partial pay periods).
 - (3) Such written declination cannot be revoked or amended at a later date for a pay period for which the TLR has already been submitted.
 - (4) Benefits, leave accruals, and pay will be administered per normal procedures for vacation pay; no additional benefits otherwise granted under this section will be available.

Employees may elect to use accrued leave time, except sick leave, once all paid benefits have been exhausted.

Section 7: Political Leave

Any employee who is a declared candidate for public office (i.e., a candidate who has filed the appropriate documents) shall have the right to a leave of absence without pay with or without right to return for a reasonable period to campaign for the election. Such leave is subject to the conditions governing special leaves of absence without pay under Section 8 of this Article.

Section 8: Special Leaves of Absence Without Pay

- (a) General Provisions. A special leave of absence without pay not exceeding one (1) year may be granted to an employee who:

- (1) Medically incapacitated to perform the duties of the position.
 - (2) Desires to engage in a relevant course of study, which will enhance the employee's value to CONFIRE.
 - (3) Takes a leave of absence pursuant to the federal FMLA, CFRA, and/or Pregnancy Disability Leave (PDL) provisions under the Fair Employment and Housing Act (FEHA).
 - (4) For any reason considered appropriate by the Appointing Authority and the Director of Human Resources.
- (b) Types of Leaves of Absence. There are four (4) types of leaves of absences. All requests must be in writing and require the approval of the Appointing Authority or designee and the Director of Human Resources. Upon request, the Appointing Authority or designee and the Director of Human Resources may grant successive leaves of absence. All benefits shall be administered in accordance with the appropriate section of this MOU.
- (1) Leaves of absence with right to return. Leaves of absence with right to return may be granted to employees in regular positions for a period not exceeding one (1) year. The employee remains in their position.
 - (2) Family Leave. Leaves of absence will be granted in accordance with the federal FMLA, the CFRA and/or PDL provision under Fair Employment and Housing Act (FEHA). This leave can be concurrent with use of paid leave or leave of absence without pay with right to return.

An employee on an approved leave of absence without pay under this provision will continue to receive the benefits specified in Section 5 of the Medical and Dental Coverage article of this MOU. Certification from a health care provider is required for all instances of medical leave under this provision. Employees are required to inform supervisors of the need for leave at least 30 days before commencement where possible.

In instances where the leave is for the birth or placement of a child and both husband and wife are the CONFIRE employees, both employees are limited to a total of 12 weeks between them.

- (3) Leaves of absence without right to return.
 - (i) Definition. Leaves of absence without right to return may be granted to employees with regular status for a period not exceeding one (1) year. Employees without right to return shall be removed from their position. Retirement contributions shall remain in the retirement system and cannot be requested for distribution until the expiration of the leave. The employee shall be eligible to purchase benefits pursuant to federal Consolidated Omnibus Reconciliation Act of 1985 (COBRA).
 - (ii) Rehire Process. An employee may be reemployed in the same division in the classification from which the employee took the leave of absence with the approval of the Appointing Authority and the Director of Human Resources. Alternatively, the employee must apply through Human Resources by the last day of the leave of absence. The employee will be placed on the eligible list for the classification from which he/she took the leave of absence without examination. Placement on the eligible list will be administered in accordance with the re-qualification provisions of the Personnel Rules for Board-Governed. If the employee is not re-hired within ninety (90) calendar days of the expiration of such a leave the employee shall be terminated from CONFIRE service. If reemployed, the employee shall be required to serve a new probationary period. The Director of Human Resources has the discretion to waive the requirement to serve a new probationary period.
 - (iii) Benefits Upon Rehire. An employee who is reemployed within ninety (90) days after the expiration of the leave of absence without right to return shall retain the following benefits:
 - Hire date.

- Hire date for purposes of leave accruals and step advances; except that the employee will not receive service credit for the period of time the employee is on leave of absence without right to return.

To be reemployed and retain the above benefits, the employee must be appointed to a position no later than 90 calendar days after the date of expiration of leave of absence. The 90 days shall run concurrently with the first 90 days of the one (1) year period provided in the Reemployment Article.

(4) Medical Leave of Absence.

- (i) Definition. An employee with regular status who suffers from a serious condition may be placed on a medical leave of absence for up to one (1) year only after FMLA, CFRA and/or PDL have been exhausted. However, if an employee meets the service requirements for eligibility for a disability retirement, the Medical Leave of Absence may be extended. The employee is responsible for providing documentation from a qualified health practitioner prior to approval. CONFIRE retains the right to request medical documentation regarding the employee's continued incapacity to return to work.

The employee will be removed from their position so that the department may fill behind the employee. Retirement contributions shall remain in the retirement system and cannot be requested for distribution until the expiration of the leave. The employee shall be eligible to purchase benefits pursuant to the federal Consolidated Omnibus Reconciliation Act of 1985 (COBRA).

Upon the employee's ability to return to work or the expiration of the leave of absence, whichever comes first, the employee will have the right to return to the classification within the department from which their took a leave of absence when a funded vacancy for which the employee meets the qualifications is available. If the employee does not return to work by the expiration date of the leave, or the soonest date after that for which the department has a vacancy (but in no event later than ninety (90) days following the expiration of the medical leave of absence), the employee relinquishes the right to return.

- (ii) Upon return from a medical leave of absence, the employee shall retain the benefits described under Section 3(iii) above.

Section 9: Jury Duty Leave

Employees in a regular position who are ordered/summoned to serve jury duty including Federal Grand Jury Duty shall be entitled to base pay for those hours of absence from work, provided the employee waives fees for service, other than mileage. Such employees will further be required to deliver a "Jury Duty Certification" form at the end of the required jury duty to verify such service. If an employee is required to report to jury duty during hours the employee is not scheduled to work (e.g. it is the employee's normal day off, the employee is off work pursuant to FMLA, CFRA, or workers' compensation leave, the employee is not in a paid status for the pay period, etc.) the employee is not entitled to Jury Duty leave for those hours. When practicable, the Appointing Authority will convert an employee's regular tour of duty to a day shift tour of duty during the period of jury duty. Employees required to serve on a jury must report to work before and after jury duty provided there is an opportunity for at least one (1) hour of actual work time. The employee will not be required to return to work if more than one (1) hour remains after the employee has completed jury duty and the employee has received prior approval from the appointing authority or designee to use appropriate leave from the employee's accrued leave bank. Employees volunteering for Grand Jury Duty shall be granted a leave of absence without pay to perform the duties of a member of the Grand Jury, in the same manner as provided in Section 8.

Section 10: Examination Time

Employees having regular status in regular positions at the time of application, or employees who do not have

regular status but have previously held regular status and continuously remained a CONFIRE employee, shall be entitled to a reasonable amount of time off with pay for the purpose of attending all examination processes (e.g., selection interviews) required for selection to a different CONFIRE position. Employees are responsible for notifying and obtaining approval from their immediate supervisor prior to taking such leave. Such time off shall not be charged against any accumulated leave balances and shall be compensated at the employee's base hourly rate. An employee is not entitled to compensation if the employee is able to complete the examination on their own non-working time (e.g., online exams). Employees must report to work before and after examination time provided there is an opportunity for at least one (1) hour of actual work time. The employee will not be required to return to work if more than one (1) hour remains after Examination Time and the employee has received prior approval from the appointing authority or designee to use appropriate leave from the employee's accrued "leave bank."

Section 11: Witness Leave

Employees in regular positions shall be entitled to a leave of absence from work when subpoenaed to testify as a witness, such subpoena being properly issued by a court, agency, or commission legally empowered to subpoena witnesses. This benefit shall not apply in any case in which the subpoenaed employee is a party to the action or the subpoena has arisen outside of the employee's scope of employment. Witness leave shall not be charged against any accumulated leave balances and shall be compensated at the employee's base hourly rate. This benefit will be paid only if the employee has demanded witness fees at the time of service of the subpoena, and such fees are turned over to CONFIRE. If an employee is required to testify as a witness during hours the employee is not scheduled to work (e.g. it is the employee's normal day off, the employee is off work pursuant to FMLA, CFRA, or workers' compensation leave, the employee is not in a paid status for the pay period, etc.) the employee is not entitled to Witness Leave during those hours.

Section 12: Blood Donations

Employees in regular positions, who donate blood without receiving compensation for such donation, may have up to two (2) hours off with pay to recover with prior approval of the immediate supervisor for each such donation. This benefit shall not be charged to any accumulated leave, provided, however, if the employee is unable to work, any time in excess of two (2) hours may be charged to accumulated sick leave or be taken as leave without pay. Evidence of each donation must be presented to the Appointing Authority to receive this benefit.

Employees in regular positions who are apheresis donors may have up to four (4) hours off with pay to recover with prior approval of the immediate supervisor for each such donation, provided no compensation is received for such donation. This benefit shall not be charged to any accumulated leave; provided, however, if the employee is unable to work any time in excess of four (4) hours may be charged to accumulated sick leave or be taken as leave without pay. Evidence of each apheresis donation must be presented to the Appointing Authority to receive this benefit.

Section 13: Time Off for Voting

- (a) If an employee does not have sufficient time outside of working hours to vote at a statewide election, the employee may, without loss of pay, take off enough working time that, when added to the voting time available outside of working hours, will enable the employee to vote.
- (b) No more than two (2) hours of the time taken off for voting shall be without loss of pay. The time off for voting shall be only at the beginning or end of the regular working shift, whichever allows the most free time for voting and the least time off from the regular working shift, unless otherwise mutually agreed upon.
- (c) If the employee on the third working day prior to the day of election knows or has reason to believe that time off will be necessary to be able to vote on Election Day, the employee shall give the employer at least two (2) working days' notice that the time off for voting is desired, in accordance with this Section.

Section 14: Bereavement Leave

Employees in regular positions may use up to three (3) days paid leave, not charged to the employee’s personal leave balances, per occurrence for bereavement due to the death of a family member of the employee, as defined Section 1(a)(2) of this Article, except for a person “designated” by the employee for sick leave purposes. All employees are entitled to a total of 5 days unpaid bereavement leave per occurrence. Bereavement leave time may be paid through the provision of this Section, Section (e)(2) of this Article, other leave time or unpaid.

One (1) additional day shall be granted if the employee travels over six hundred (600) miles from their residence to the bereavement services of an immediate family member. This additional day shall not be charged to the employee’s personal leave balances. The appointing authority may request verification of distance traveled.

LIFE INSURANCE

- (a) CONFIRE agrees to pay a premium for term life insurance for all employees based on scheduled work hours according to the table below.

This benefit shall only apply to employees who have been appointed to a regular position budgeted for more than forty (40) hours per pay period. Life Insurance will become effective on the first day of the pay period following the first pay period in which the employee is in paid status. For example, an employee scheduled for eighty (80) hours must be paid for a minimum of one-quarter hour (0.15). For pay periods in which the employee is not in paid status, the employee shall have the option of continuing life insurance coverage at the employee’s expense.

CONFIRE agrees to provide these benefits subject to carrier requirements as specified in the Certificate of Insurance. Selection of the insurance provider(s), the method of computing premiums and administration of the plan shall be within the sole discretion of CONFIRE.

	Amount of Life Insurance	
	Scheduled Hours from 40 to 60	Scheduled Hours from 61 to 80
CONFIRE MISCELLANEOUS UNIT	\$17,000	\$35,000
CONFIRE SUPERVISORY UNIT	\$17,000	\$35,000
CONFIRE MANAGEMENT UNIT	\$25,000	\$50,000

- (b) CONFIRE further agrees to make available to each employee a group term life insurance program wherein the employee may purchase additional term life insurance in the amounts specified in the Certificate of Insurance. New employees shall become initially eligible to participate in these programs following the pay period in which the employee is in paid status.
- (c) CONFIRE agrees to provide these benefits subject to carrier requirements as specified in the Certificate of Insurance. Selection of the insurance provider(s) and the method of computing premiums shall be within the sole discretion of CONFIRE.

MEAL AND BREAK PERIODS

Meal Periods – Meal periods are non-paid and non-working time and shall not be less than one-half hour, or greater than one (1) hour when scheduled. Every effort will be made to schedule such meal period during the middle of the shift when possible. If a regularly scheduled tour of duty does not include a duty- free meal period, appointing authorities shall allow employees a maximum of twenty (20) minutes per shift to eat a meal. Such time shall be considered work time.

Break Periods – Employees shall be entitled to rest periods in accordance with the schedule contained herein. Rest periods shall be scheduled in accordance with the requirements of CONFIRE, but in no instance shall rest periods be scheduled within one (1) hour of the beginning or ending of a tour of duty or meal period, nor shall such time be accumulative or used to report to work late or leave early. Rest periods shall be considered as time worked. Employees required to work beyond their regular tour of duty shall be granted a ten (10) minute rest period for each two (2) hours of such work. Rest periods may not be divided so as to increase the total number of rest periods taken. For example, a twenty (20) minute rest period may not be divided by the employee into two rest periods of ten (10) minutes in duration.

Regularly Scheduled Tour of Duty	Number and Limit of Rest Period
After 3 hours and through 6 hours	One – 15 Minute Rest Period
After 6 hours and through 8 hours	Two – 15 Minute Rest Periods
After 8 hours and through 10 hours	Two – 20 Minute Rest Periods
After 10 hours	One – 25 Minute Rest Period and One – 20 Minute Rest Period

MEDICAL, DENTAL AND VISION COVERAGE

ELIGIBLE UNITS:

- ALL UNITS

Section 1: Medical and Dental Coverage

- Teamsters established a healthcare trust (the “Trust”) that offers medical coverage compliant with Internal Revenue Code (Code) section 4980H and the Affordable Care Act (ACA), dental coverage, vision care coverage for active employees in these Units who are members of Teamsters. Active employee is defined as an employee who has not terminated employment from CONFIRE including those on paid status and on approved unpaid leave of absence.
- Active Bargaining Unit employees who are members of Teamsters may choose to participate in medical and prescription drug coverage, dental coverage, and vision coverage offered by either CONFIRE or by Teamsters through the Trust. Teamsters members who select the Trust shall obtain medical, dental, and vision coverage through the plan(s) offered by the Teamsters Healthcare Trust. Teamsters members who do not select the Teamsters Healthcare Trust shall obtain medical, dental, and vision coverage through the plan(s) offered by CONFIRE.

Active Bargaining Unit employees who are not members of Teamsters and do not opt out or waive coverage shall participate in the medical and prescription drug coverage, dental coverage, and vision care coverage offered by CONFIRE.
- All eligible employees scheduled to work forty (40) hours or more per pay period in a regular position must enroll in a medical and dental plan offered by CONFIRE or by the Trust.
- Employees who are not members of Teamsters who fail to elect medical and dental plan coverage will be automatically enrolled in the medical and dental plans offered by CONFIRE with the lowest bi-weekly premium rates available in the geographical location of the employee’s primary residence. The default medical enrollment for an employee who is a member of Teamsters who fails to elect medical and dental plan coverage shall be the medical and dental plans offered through the Trust.
- Medical and dental plan coverage will become effective on the first day of the pay period following the first pay period in which the employee is scheduled to work for forty (40) hours or more and in paid status.

- (f) To continue enrollment in CONFIRE medical and dental plans or the medical and dental plans offered by the Trust, an employee must remain in a regular position scheduled to work for a minimum of forty (40) hours per pay period and in paid status, or be on approved leave for which continuation of medical and dental coverage is expressly provided under Section 5 of this Article, or be eligible for and have timely paid the premium for COBRA continuation coverage.
- (g) Eligible employees may elect to enroll their dependents upon initial eligibility for medical and dental insurance. Thereafter, newly eligible dependents may be enrolled within sixty (60) days of obtaining eligibility status, such as birth, adoption, marriage, or registration of domestic partnership.
- (h) A dependent must be removed mid-Plan Year when the dependent becomes ineligible for coverage under the insurance plan eligibility rules (e.g., divorce, termination of domestic partnership, or over age dependent).
- (i) Enrollment elections must remain in effect for the remainder of the Plan Year unless an employee experiences a mid-year qualifying event.
- (j) Notification of a mid-year qualifying event must be submitted to the Human Resources Employee Benefits and Services Division or the Trust Administrator, as applicable, in accordance with the established procedures. Employees are responsible for notifying CONFIRE or the Trust Administrator, as applicable, within sixty (60) days of any change in eligibility for the CONFIRE s plans.
- (k) Premiums for coverage will be automatically deducted from the employee's pay warrant. In specific circumstances, in the absence of sufficient earnings to cover the deduction for premiums, the employee may be given another payment option. Failure to pay premiums will result in loss of coverage for the employee and/or the dependents.

Section 2: Opt-Out and Waive

Employees eligible for medical and dental plan coverage who are also enrolled in a comparable group medical and/or dental plan sponsored by another employer may elect to opt-out of medical and/or dental coverage (opt-out).

Employees eligible for medical and dental plan coverage who are covered by a spouse, domestic partner, or parent who is also employed by CONFIRE may elect to waive their medical and/or dental plan (waive).

Employees who are scheduled for 61 to 80 hours per pay period and opt-outs or waives coverage will receive forty dollars (\$40.00) per pay period; employees who are scheduled for 40 to 60 hours per pay period and opt-outs or waives coverage shall receive twenty dollars (\$20.00) per pay period. In order to receive the opt-out or waive amounts of this Section the employee must be in paid status.

The rules and procedures for electing to opt-out or waive medical and dental plan coverage are established and administered by the Human Resources Employee Benefits and Services Division.

- (1) Employees may elect to opt-out or waive medical and/or dental plan(s) coverage within sixty (60) calendar days of the effective date of coverage of another employer-sponsored group plan. Proof of initial gain of other employer group coverage is required at the time the opt-out or waive is elected.
- (2) Employees may also elect to opt-out or waive medical and/or dental plan(s) coverage during an annual open enrollment period. All employees who are newly opting-out or waiving during an open enrollment period must provide verification of other employer group coverage.
- (3) Employees who voluntarily or involuntarily lose their other employer group medical and/or dental plan coverage must enroll in a medical and/or dental plan within sixty (60) calendar days. Enrollment in the CONFIRE -sponsored medical and/or dental plan or the Trust medical and/or dental plan will be provided

in accordance with the requirements of the applicable plan. If the employee elects not to enroll their eligible dependents, the dependents may only be added at a subsequent annual open enrollment period or within sixty (60) calendar days from a mid-year qualifying event.

- (4) There must be no break in the employee’s medical and dental plan coverage between the termination date of the other employer group coverage and enrollment in a medical and dental plan. The retroactive enrollment period and premiums required to implement coverage are subject to the terms and conditions of the applicable plan. Failure to notify CONFIRE or the Trust Administrator, as applicable, of loss of group coverage within sixty (60) calendar days will require the employee to pay his/her insurance premiums retroactively on an after-tax basis.

Section 3: Medical and Dental Premium Subsidies

Medical Subsidy

- (a) Medical Premium Subsidy (MPS) and Dental Premium Subsidy (DPS) offset the cost of medical and/or dental plan premiums charged to eligible employees. The MPS shall be applied to medical insurance premiums only and shall not be applicable to dental insurance premiums. The DPS shall be applied to dental insurance premiums only and shall not be applicable to medical insurance premiums.
- (b) Employees shall receive the same applicable CONFIRE provided medical subsidy and/or dental subsidy regardless of whether the employee is enrolled in a CONFIRE -sponsored medical plan or plan offered through the Trust; provided, however, that the CONFIRE contribution shall not exceed the total premium.
- (c) The MPS and DPS shall not be considered compensation earnable for purposes of calculating benefits or contributions for the San Bernardino County Employees’ Retirement Association. In no case, shall the MPS exceed the cost of the medical insurance premium for the coverage selected. In no case shall the DPS exceed the cost of the dental insurance premium for the coverage selected.
- (d) Eligibility – Employees in a regular position scheduled for a minimum of forty (40) hours per pay period, who are enrolled in a CONFIRE-sponsored or Teamsters-sponsored medical plan, are eligible to receive the MPS towards the cost of medical coverage. Employees in a regular position scheduled for a minimum of forty (40) hours per pay period, who are enrolled in a CONFIRE-sponsored or Teamsters-sponsored medical and dental plan, are eligible to receive the DPS towards the cost of dental coverage. However, employees must be in paid status in order to actually receive the benefits of this Section.

For purposes of this Sub-section (d), paid hours shall not include disability payments such as short-term disability and workers’ compensation.

- (1) Effective the pay period following board approval, all employees shall receive a Medical Premium Subsidy (MPS) in the following amounts per pay period:

COVERAGE	SCHEDULED FOR 41 TO 60 HOURS	SCHEDULED FOR 61 TO 80 HOURS
Employee Only	\$138.32	\$276.64
Employee + 1	\$251.51	\$503.01
Employee + 2	\$358.07	\$716.14

- (2) Effective July 13, 2024, the MPS amounts for employees scheduled for 61 to 80 hours, will increase for each tier (i.e., Employee-Only, Employee + 1, Employee + 2) by 100% of the benefit plan year premium increase of the CONFIRE’s Blue Shield Signature HMO. This new MPS amount shall be the new basis for subsequent years. For example, if the 2023/2024 Benefit Plan Year premium for the Employee-Only tier increases by

\$20 per pay period, the MPS amount will increase by \$20 per pay period (i.e., 100% of \$20) and the total MPS for the Employee-Only tier will be \$296.64.

Employees scheduled for 40 to 60 hours will receive an amount equal to one-half of the MPS for employees scheduled for 61 to 80 hours.

Employees scheduled for 40 to 60 hours will receive an amount equal to one-half of the MPS for employees scheduled for 61 to 80 hours.

- (3) Effective July 12, 2025, the MPS amounts for employees scheduled for 61 to 80 hours, will increase for each tier (i.e., Employee-Only, Employee + 1, Employee + 2) by 100% of the benefit plan year premium increase of the CONFIRE’s Blue Shield Signature HMO. This new MPS amount shall be the new basis for subsequent years.

Employees scheduled for 40 to 60 hours will receive an amount equal to one-half of the MPS for employees scheduled for 61 to 80 hours.

- (4) Effective July 11, 2026, the MPS amounts for employees scheduled for 61 to 80 hours, will increase for each tier (i.e., Employee-Only, Employee + 1, Employee + 2) by 100% of the benefit plan year premium increase of the CONFIRE’s Blue Shield Signature HMO. This new MPS amount shall be the new basis for subsequent years.

Employees scheduled for 40 to 60 hours will receive an amount equal to one-half of the MPS for employees scheduled for 61 to 80 hours.

- (5) All employees in these Units covered by this Agreement shall receive a Dental Premium Subsidy in the following amounts per pay period:

COVERAGE	SCHEDULED FOR 41 TO 60 HOURS	SCHEDULED FOR 61 TO 80 HOURS
Employee Only Employee + 1 Employee + 2	\$4.73	\$9.46

- (e) Parties agree to meet and confer, during the term of this Agreement, should CONFIRE eliminate the Blue Shield Signature HMO as referenced in section 3(e) of this article.

Section 5: Eligibility for MPS and DPS While on Leave

- (a) FMLA/CFRA – Employees who are on approved leave, pursuant to FMLA/CFRA law and whose paid hours in a pay period are less than the required number of hours designated in Sub-section 3(c) above will continue to be enrolled in a CONFIRE-sponsored or Teamsters Local 1932-sponsored medical plan and to receive MPS and DPS in accordance with applicable law.

An employee who does not otherwise meet the requirements for FMLA and/or CFRA (e.g., an employee who has not actually worked 1,250 hours during the applicable twelve (12) month rolling period) after the employee has received the MPS and DPS as provided by law, shall not be eligible for continuation of the MPS and DPS in the subsequent year. For example, an employee who is off work continuously for two years, and received the MPS and DPS as provided by law, shall not be eligible for the continuation of the MPS and DPS in the next rolling year.

- (b) Pregnancy Disability Leave (PDL) – An employee on an approved Pregnancy Disability Leave is eligible for continuation of MPS and DPS in accordance with PDL law.
- (c) Workers' Compensation – Employees who are on an approved leave based on an approved workers' compensation claim shall continue to receive the MPS and DPS for up to twenty (20) pay periods while off work due to that work injury, inclusive of any FMLA leave, providing the employee has been receiving MPS and DPS immediately prior to the leave of absence and as long as the employee pays his/her portion of the premiums on time. Should any subsequent workers' compensation claims occur during the initial twenty (20) pay periods, the remaining MPS eligibility from the original claim shall run concurrent with any additional approved workers' compensation claims that occur during the initial claim. For example, if the employee is receiving the MPS and DPS for twenty (20) pay periods for an injury and after ten (10) pay periods another workers' compensation claim is approved and the employee is eligible to receive the MPS and DPS for an additional twenty (20) pay periods, ten (10) pay periods will run concurrent with the initial claim, for a total of 30 pay periods.

Employees who are still on workers' compensation after the expiration of the initial twenty (20) pay periods shall continue to receive MPS and DPS provided the employee is fully integrating appropriate paid leave time.

- (d) State Disability Insurance – Employees who are in paid status shall continue to receive the MPS and DPS.

Section 6: Vision Care

Subject to carrier requirements, CONFIRE will pay the premiums for vision care insurance for all employees in regular positions who are in a paid status and their eligible dependents, and as required pursuant to applicable law (e.g., FMLA). If an employee is no longer eligible for CONFIRE-paid vision care insurance, the employee will have the option of enrolling in COBRA continuation coverage.

For Teamsters members who are enrolled in the Trust, CONFIRE shall contribute, on behalf of the employee, an amount equal to CONFIRE's employee-only or dependent vision care coverage premium; provided, however, that CONFIRE's contribution shall not exceed the total premium for the Trust-provided coverage.

Section 7: Meet and Confer

If another bargaining unit receives the option of exclusivity, parties agree to Meet and Confer over the terms in Section 1 of this Article.

MEDICAL EMERGENCY LEAVE

ELIGIBLE UNITS:

- **ALL UNITS**

The particulars of the Medical Emergency Leave Policy are as follows:

- (a) The employee must have regular status (not probationary) with CONFIRE for one (1) year of continuous service in a regular position with CONFIRE.
- (b) The employee must meet all of the following criteria before they becomes eligible for Medical Emergency Leave donation: (1) be on an approved medical leave of absence for at least thirty (30) consecutive calendar days, 160 working hours exclusive of an absence due to a work related injury/illness; (2) submit a doctor's off-work order verifying the medical requirement to be off work for a minimum of thirty (30) calendar days, 160 working hours; (3) have exhausted all useable leave balances prior to initial eligibility for Medical Emergency Leave donations - subsequent accruals will not affect eligibility; (4) have also recorded at least forty (40) hours of sick leave without pay during the current period of disability.

- (c) An employee is not eligible for Medical Emergency Leave if they are receiving Workers' Compensation benefits. An employee eligible for State Disability Insurance (SDI) must agree to integrate these benefits with Medical Emergency Leave.
- (d) Vacation, Holiday, Annual Leave, or Administrative Leave, as well as Compensatory Time, may be donated by employees only on a voluntary and confidential basis, in increments of eight (8) hours (or in the case of holiday leave only four (4) hours), not to exceed a total of fifty percent (50%) of an donor's yearly Vacation, Holiday, Annual, Administrative Leave, or Compensatory Time accruals (whichever is applicable). The donation may be made for a specific employee, regardless of rank or occupational unit, on the time frames established by Human Resources. The employee (donee) using/coding the Medical Emergency Leave will be taxed accordingly.
- (e) The donation is to be for the employee's Medical Emergency Leave only; the donation to one (1) employee is limited to a total of one thousand forty (1,040) hours per fiscal year. The maximum of 1,040 hours shall be prorated for those employees scheduled less than 40 hours per week. Example: an employee who is regularly scheduled twenty (20) hours per week is eligible for a maximum donation of five hundred and twenty (520) hours of Medical Emergency Leave
- (f) The definition of Medical Emergency Leave is an approved Leave of Absence due to a verifiable, long-term illness or injury, either physical or mental impairment of the employee. Medical Emergency Leave is not for use to care for a member of the employee's family. Job and/or personal stress (not the result of diagnosed mental disorder) is specifically excluded for receipt by the employee of Medical Emergency Leave. A statement from the employee's treating physician, subject to review by the Center for Employee Health and Wellness or medical designee, is required for initial and continued eligibility. An employee shall be eligible to utilize and receive Medical Emergency Leave during the period they are on the approved long term leave of absence.
- (g) The employee on an approved Medical Leave of Absence who is receiving Medical Emergency Leave can continue to earn benefit monies (e.g., MPS, DPS, Opt-Out, and Waive amounts) per the minimum paid hours (i.e., paid status) per pay period requirement of the Medical and Dental Coverage Article, or the requirements of the FMLA, as applicable to the individual employee.
- (h) An employee using/coding leave under this program is not eligible for receipt of any accruals such as vacation, administrative leave, annual leave, sick or retirement credit.
- (i) Medical Emergency Leave hours will count towards the accountable hours used to determine Holiday Leave eligibility.
- (j) Donor hours shall be contributed at the donor's hourly base salary rate and be converted to the donee's hourly base salary, exclusive in both instances of overtime, differentials, and the like as the singular purpose of this program is to provide financial assistance.
- (k) Any donated time unused by the employee for the medical emergency shall remain in the donee's accruals to be utilized as follows:
 - (1) An employee who resigns while on Medical Emergency Leave (i.e., an approved Leave of Absence due to a verifiable, long-term illness or injury, either physical or mental impairment of the employee) shall be paid at one hundred percent (100%) of his/her base hourly rate of pay for all unused Medical Emergency Leave up to 176 hours at time of resignation in accordance with payroll procedures established by the County Auditor-Controller/Treasurer/Tax Collector (ATC). In the case of employees who die while on Medical Emergency Leave, the beneficiary designated on the Beneficiary Designation For Last Warrant form on file with ATC shall be paid at one hundred percent (100%) of the deceased employee's base hourly rate of pay for all unused Medical Emergency Leave up to 176 hours at the time of employee's death in accordance with payroll procedures established by the County ATC. Any unused Medical Emergency Leave in excess of

176 hours shall be returned to the donor(s), in accordance with procedures established by CONFIRE.

- (2) An employee on Medical Emergency Leave who has received the approval of his/her physician and the Center for Employee Health and Wellness to return to full-time work shall be eligible to retain up to 176 hours unused Medical Emergency Leave. Such hours shall be used for the same purpose and in the same manner as Sick Leave and in accordance with the applicable Sick Leave provision in this MOU, however, such hours shall not be eligible for conversion (e.g., cash-out). Any unused Medical Emergency Leave in excess of 176 hours shall be returned to the donor(s) in accordance with the procedures established by CONFIRE.
- (3) An employee on Medical Emergency Leave who has received the approval of his/her physician and the Center for Employee Health and Wellness to return to work on a part-time basis (less than the employee's normally scheduled hours of work per pay period), may code Medical Emergency Leave for those hours the employee was restricted from working pursuant to a physician's order. The combined total of work time and Medical Emergency Leave coded may not exceed each pay period the lesser of eighty (80) hours or the employee's normally scheduled hours of work.

However, should the employee accrue sick leave, the employee is required to use those accruals before utilizing Medical Emergency Leave hours (i.e., Medical Emergency Leave hours may not be used in place of other available leave accruals). For example, an employee who has returned to work on a part-time basis who has a balance of 10 hours of sick leave shall be required to use those sick leave hours before using Medical Emergency Leave hours. However, the employee may use any Medical Emergency Leave hours after exhausting accrued sick leave.

- (l) The donation shall be administered on a specific basis where so designated with instances charged to the Medical Emergency Leave donation for the actual administrative costs.
- (m) Solicitation of donors shall be regulated by the Human Resources Department, names of donors are to be confidential, the privacy rights of the donee upheld per legal requirements.
- (n) All donors and donees shall sign release forms designed, retained, and effected by the Human Resources Division.

MEMBERSHIP DUES DEDUCTIONS

ELIGIBLE UNITS:

- ALL UNITS

- (a) All employees in a job classification within the representation Unit covered by this MOU may choose to become a member of Teamsters Local 1932. If the employee chooses to become a member, the employee shall authorize a payroll deduction for membership dues. CONFIRE agrees to make authorized payroll deductions of Teamsters Local 1932 dues. Any request to begin dues deductions or cancel dues deductions must be made to Local 1932 and not to CONFIRE. Teamsters Local 1932 is responsible for informing CONFIRE of the amount of dues deductions for employees.
- (b) CONFIRE shall not be obligated to put into effect any new dues deduction until it has been notified by Teamsters Local 1932 in sufficient time to permit normal processing of the dues deduction.
- (c) If Local 1932 states it has written authorization to begin deductions, it is not required to provide CONFIRE with a copy of the individual authorization unless a dispute arises about the existence or terms of the authorization. CONFIRE shall issue a check, payable to Local 1932, in the amount of the individual deductions for dues each pay period. Upon receipt of notification of an addition/deletion or change in Union dues

deduction, Local 1932 shall immediately notify CONFIRE of such change.

- (d) Dues withheld by CONFIRE shall be transmitted to the Teamsters Officer designated in writing by Teamsters as the person authorized to receive such funds, at the address specified.
- (e) Employees in these Units who are members of the Teamsters Local 1932 may withdraw from Teamsters Local 1932 by sending notice to Teamsters Local 1932. Teamsters Local 1932 shall immediately certify to CONFIRE to terminate dues deductions for any such employees, consistent with applicable law. Teamsters Local 1932 shall indemnify CONFIRE for any claims made by the employee for dues deductions made in reliance on that information.
- (f) Any employee who 1) is in a Teamsters Local 1932 represented bargaining unit and has chosen to be a member of Teamsters Local 1932, 2) then separates from the Teamsters Local 1932 represented bargaining unit (e.g., leaves CONFIRE employment, promotes to another unit, etc.), 3) then later returns to a Teamsters Local 1932 bargaining unit and again chooses to become a member of Teamsters Local 1932, shall be required to sign a new payroll deduction card.
- (g) Teamsters' indemnity and liability obligation is more fully set forth as follows:
- (1) Teamsters Local 1932 shall defend, indemnify, and hold harmless CONFIRE and its officers and employees from any claim, loss, liability, cause of action or administrative proceeding arising out of the operation of this Article. Upon commencement of such legal action, administrative proceeding, or claim, Teamsters Local 1932 shall have the right to decide and determine whether any claim, administrative proceeding, liability, suit or judgment made or brought against CONFIRE or its officers and employees because of any application of this Article shall not be compromised, resisted, defended, tried or appealed. Any such decision on the part of Teamsters Local 1932 shall not diminish Teamsters' defense or and indemnification obligations under this Agreement.
 - (2) CONFIRE, immediately upon receipt of notice of such claim, proceeding or legal action shall inform Teamsters of such action, provide Teamsters Local 1932 with all information, documents, and assistance necessary for Teamsters Local 1932 defense or settlement of such action and fully cooperate with Teamsters Local 1932 in providing all necessary employee witnesses and assistance necessary for said defense. The cost of any such assistance shall be paid by Teamsters Local 1932.
- Teamsters Local 1932 upon its compromise or settlement of such action or matter shall immediately pay the parties to such action all sums due under such settlement or compromise. Teamsters Local 1932, upon final order and judgment of a Court of competent jurisdiction awarding damages or costs to any employee, shall pay all sums owing under such order and judgment.
- (h) CONFIRE shall provide via email to the Union a monthly list of all employees in the bargaining units with the employees', classification title, work location (including location address), current home address, personal email address (if available), personal cell phone (if available) and home phone number.

MERIT ADVANCEMENTS

ELIGIBLE UNITS:

- ALL UNITS

Section 1: General

Employees shall receive merit advancements within their base salary range, as provided below and in the Salary Rates and Step Advancements article.

Section 2: Probationary Employees and Other Employees Without Regular Status

- (a) Probationary employees or other employees without regular status, shall receive a merit advancement following 1,040 service hours, unless the employee receives a probationary progress report with an overall rating of at "Below Job Standards."
- (b) If the employee receives an overall rating of "Below Job Standards" the step will not be granted until the pay period in which the employee receives an overall evaluation of at least "Meets Job Standards."

Section 3: Regular Employees

- (a) Regular employees shall receive step advancements in accordance with the Salary Rates and Step Advancement article.
- (b) Regular employees shall be evaluated within six (6) pay periods prior to their annual step advance eligibility date, when applicable. If the employee receives an evaluation with an overall rating of "Below Job Standards", the step advance may be denied or suspended as follows:
- (1) If the supervisor had given the employee written notice of inadequate work performance at least three (3) pay periods prior to the employee's receipt of the Work Performance Evaluation and the employee received an overall rating of "Below Job Standards" the employee's merit advancement shall be denied.
 - (2) If the supervisor did not provide the employee such notice, the merit advancement shall be granted effective the pay period following the completion of 1,040 service hours. In this case, the supervisor must evaluate the employee after three (3) pay periods following the original date of the evaluation. If the new evaluation indicates the employee is "Below Job Standards" the employee shall receive no future step advancements until the employee is deemed to be meeting job standards or until a subsequent step advancement is due.
- (c) In cases where no Work Performance Evaluation is filed, an employee should contact the supervisor, who must complete and file the evaluation within five (5) working days. If the evaluation is not completed within this time frame, the employee shall submit a written request to the department Human Resource Business Partner to direct the completion of the evaluation within thirty (30) days.

Section 4: Denied Steps

If an employee's step is denied, the employee may be re-evaluated following a thirty (30) day review period after receiving a "Below Job Standards" evaluation. Upon receiving a "Meets Standards" evaluation (or better), the employee shall be granted the merit advancement, effective at the beginning of the pay period in which said evaluation was administered.

Section 5: Disputes

An employee with regular status may appeal the content of a work performance evaluation with an overall rating of "Below Job Standards" in accordance with the appeal procedure in the Personnel Rules.

NEW EMPLOYEE ORIENTATION

ELIGIBLE UNITS:

- ALL UNITS

New Employee Orientation (NEO) shall generally be held at CONFIRE JPA located at 1743 Miro Way, Rialto, CA 92376. Instances where CONFIRE is unable to host NEO, CONFIRE shall contact Teamsters Local 1932 within a reasonable amount of time and advise it of the alternate location, date, and/or time of the session.

At the conclusion of the CONFIRE NEO presentation, CONFIRE shall provide Teamsters Local 1932 a thirty (30) minute period to meet with Teamsters Local 193 bargaining unit employees to present information about the Union. The thirty (30) minute period shall not interfere with department operations.

NON-DISCRIMINATION

Neither CONFIRE nor the Union shall not discriminate against any employee because of race, color, ancestry, sex, sexual orientation, age, physical or mental disability, medical condition, national origin, political affiliation or religion, or other basis as required by federal, state, or local law. The parties agree to support and promote the objectives of CONFIRE's Equal Employment Opportunity program.

OBLIGATION TO SUPPORT

ELIGIBLE UNITS:

- ALL UNITS

The parties agree that, subsequent to the execution of this Agreement and during the period of time any tentatively agreed-upon successor, amendment, addition, or deletion to this Agreement is before the Administrative Committee (i.e., after ratification by the Union but before the Administrative Committee take action), neither Teamsters nor CONFIRE Administration, nor their authorized representatives, will appear before the Board of Directors individually or collectively to advocate any further amendment, addition or deletion to the terms and conditions of this Agreement. It is further understood that this Article shall not preclude the parties from appearing before the Board of Directors nor meeting with individual members of the Board of Directors to advocate or urge the adoption and approval of any tentatively agreed-upon successor, amendment, addition, or deletion to this Agreement in its entirety.

OVERTIME

Section 1: Fair Labor Standards Act (FLSA) Covered Employees

- Policy. It is the policy of CONFIRE to discourage overtime except when necessitated by abnormal or unanticipated workload situations. It is the responsibility of the Appointing Authority, or designee, to arrange for the accomplishment of workload under their jurisdiction within the normal tour of duty of employees. CONFIRE has the right to require overtime to be worked as necessary.
- Definition. Overtime shall be defined as all hours actually worked in excess of forty (40) hours a work period. For purposes of defining overtime, sick leave shall not be considered as time actually worked. Overtime shall be reported in increments of full fifteen (15) minutes and is non-cumulative and non-payable when incurred in units of less than fifteen (15) minutes. Overtime shall not affect leave accruals.
- Overtime Compensation. Any FLSA covered employee authorized by the Appointing Authority, or designee, to work overtime shall be compensated at premium rates, i.e., one and one-half (1½) times the employee's regular rate of pay. Payment for overtime compensation shall be made on the first payday following the pay period in which such overtime is worked, unless overtime compensation cannot be computed until some later date, in which case overtime compensation will be paid on the next regular payday after such computation can be made.

In lieu of cash payment upon request of the employee and approval of the Appointing Authority, or designee, an employee may accrue compensating time off at premium hours. Cash payment at the employees' base rate of pay shall automatically be paid for any compensating time which exceeds one hundred (100) hours, for any hours on record immediately prior to promotion, demotion, or termination of employment. For the classifications of Staff Analyst Staff Analyst, the following shall apply: Cash payment at the employee's base rate of pay shall automatically be paid for any compensating time which exceeds forty (40) hours, for any such time which has not been taken within six (6) pay periods after being accrued, or for any hours on record immediately

prior to promotion, demotion, or termination of employment.

- (d) Variable Work Schedule. The Appointing Authority, or designee, with agreement of an affected employee, may arrange for that individual to take such time off as is necessary to ensure that employee's actual time worked does not exceed forty (40) hours within a given work period.
- (e) Work Period. The work period for purposes of overtime, established for employees in this MOU, commences at 12:01 a.m. Saturday and ends at 12:00 a.m. (midnight) the following Friday of each week. The work period normally does not exceed forty (40) hours. Employees currently on 9/80 work schedules may maintain such schedules provided a work period can be established and agreed to in writing by the Appointing Authority and the employee which includes forty (40) hours work each work period. This provision does not otherwise limit the ability of the Appointing Authority to modify work schedules in accordance with the article on, "Standard Tour of Duty." The Appointing Authority or designee may terminate or modify an employee's 9/80 work schedule at any time upon review and evaluation of its effectiveness in meeting the department's workload requirements, cost effectiveness and/or an employee's ability to meet the department's standards in effectively completing work requirements.
- (f) Sick leave that is not pre-approved and sick leave used by employees on leave restriction shall not be considered as time actually worked for the purpose of calculating overtime. "Preapproved" shall mean notice (e.g., prescheduled doctor's appointment or sick leave for bereavement purposes) to management at least twenty-four (24) hours prior to the appointment.

Section 2: FLSA Exempt Employees

- (a) Policy. It is the policy of CONFIRE to discourage overtime payment to professional employees except as necessitated by abnormal or unanticipated workload situations. It is the responsibility of the Appointing Authority, or designee, to arrange for the accomplishment of workload under their jurisdiction within a reasonable period of time. CONFIRE has the right to require overtime to be worked as necessary.
- (b) Definition. Overtime for FLSA exempt employees shall be defined as all hours actually worked in excess of eighty (80) hours during a pay period. For purposes of defining overtime, sick leave shall not be considered as time actually worked. Time spent attending conferences, seminars and training programs shall not be considered as time actually worked. Overtime shall be reported in increments of full fifteen (15) minutes and is non-cumulative and non-payable when incurred in units of less than fifteen (15) minutes. Overtime shall not affect leave accruals.
- (c) Overtime Compensation. Any employee authorized by the Appointing Authority, or designee, to work overtime shall be compensated at straight compensating time off. Cash payment at the employee's base rate of pay shall automatically be paid for any compensating time off accumulated in excess of forty (40) hours, or for any hours on record immediately prior to promotion, demotion, or termination of employment.

Payment for overtime compensation shall be made on the first payday following the pay period in which such overtime is payable, unless overtime compensation cannot be computed until some later date, in which case overtime compensation will be paid on the next regular payday after such computation can be made.

- (d) Variable Work Schedule. The Appointing Authority, or designee, shall have the right to direct an employee to take such time off as necessary to ensure that an employee's actual time worked does not exceed eighty (80) hours within any given pay period.
- (e) Work Period. The work period normally does not exceed forty (40) hours. Employees currently approved to work a 9/80 schedule may maintain such schedules provided a work period can be established and agreed to in writing by the Appointing Authority and the employee which includes forty (40) hours work each work period. This provision does not otherwise limit the ability of the Appointing Authority to modify work schedules in

accordance with the article on "Standard Tour of Duty." The Appointing Authority or designee may terminate or modify an employee's 9/80 work schedule at any time upon review and evaluation of its effectiveness in meeting the department's workload requirements, cost effectiveness and/or an employee's ability to meet the department's standards in effectively completing work requirements.

PAY PERIOD

ELIGIBLE UNITS:

- ALL UNITS

A pay period shall be comprised of fourteen (14) calendar days. The First pay period under this Agreement shall commence on February 24, 2024, and shall end at 12:00 a.m. (midnight) on the second Friday thereafter.

Each subsequent fourteen (14) day period shall commence on the succeeding Saturday at 12:00 a.m. and shall end at midnight on the second Friday thereafter. The pay period and work week may be adjusted in accordance with FLSA requirements, as applicable.

Paychecks shall be issued on the second Wednesday following the end of the preceding pay period provided that the Auditor-Controller/Treasurer/Tax Collector may issue payments at an earlier date if possible. If the payday falls on a holiday, checks will be distributed no later than the following business day.

PAYROLL ADJUSTMENTS

ELIGIBLE UNITS:

- ALL UNITS

In situations involving overpayment to an employee by CONFIRE, said employee shall be obliged to repay by payroll recovery the amount of overpayment within the time frame the overpayment was received by the employee. In the event of an overpayment totaling twenty-five dollars (\$25.00) or less, the overpayment will be recovered in one (1) pay period. The Auditor-Controller/Treasurer/Tax Collector's Office or Human Resources, when applicable, shall provide documentation showing the calculations of the overpayment to the employee. A meeting may be requested by the employee with CONFIRE payroll section to review the documentation and recovery schedule. Extensions to the period for repayment of the overage may be requested by the employee, subject to the approval of the County's Auditor-Controller/Treasurer/Tax Collector. Extensions will be approved only in the case of extreme hardship, and the extended period for repayment will not be longer than one and one-half times as long as the overpayment period. If the employee leave employment prior to repayment of overage the Auditor-Controller/Treasurer/Tax Collector's Office shall recover the amount owed from the employee's final pay. If the amount owed is greater than the employee's final pay, the Auditor-Controller/Treasurer/Tax Collector shall initiate the collections process against the employee.

In situations involving underpayment to an employee by CONFIRE, the employee shall receive the balance due within the next pay period for which the adjustment can be made, following timely submission of appropriate documentation to the Auditor-Controller/Treasurer/Tax Collector's Office, including necessary approval of the Appointing Authority/Director of Human Resources.

In those situations where the employee has been underpaid by seven and one-half percent (7½%) or more of their base pay in the immediately preceding pay period, through no fault of their own, the employee may request an on-demand payment to correct the error. CONFIRE payroll section shall complete the request for on-demand pay and forward it and any necessary approval of the Appointing Authority to the Auditor-Controller within one (1) working day of receipt of the employee's request. The Auditor-Controller's Office shall pay the employee the amount due within two (2) working days of receipt of the request for the on-demand pay from the department. For this section, base pay shall be determined by multiplying the employee's base rate of pay by the number or hours in their usual

work schedule.

The Director of Human Resources must authorize payroll adjustments to correct any payroll error or omission for instances arising from an underpayment that occurred more than thirteen (13) pay periods prior to the request for payroll adjustment.

PREHEARING DISCUSSIONS

ELIGIBLE UNITS:

- **ALL UNITS**

The parties agree that prior to submitting any matter within the appeal jurisdiction of the Civil Service Commission for adjudication, other than disciplinary matters; prior to submitting any matter within this Agreement for adjudication; or prior to the filing of a civil lawsuit, both parties shall discuss such matters at the earliest moment.

All parties agree to provide full disclosure and to extend good faith efforts to resolve disputes through these discussions. Such discussions on offers of settlement may not be revealed at subsequent hearing.

Upon declaration of impasse by either or both parties, the matter may be submitted to the Civil Service Commission within five (5) working days of such declaration.

Nothing in this Article shall serve to waive the rights of the appellants or their representatives to the appeal procedure due to a lapse of time resulting from such prehearing discussions.

PROBATIONARY PERIOD AND TRAINEE APPOINTMENTS

ELIGIBLE UNITS:

- **ALL UNITS**

Probationary Period

The probationary period for CONFIRE positions will end at the end of the day in which the employee has completed the required number (1,040) of service hours, except for trainees.

Probationary periods will be automatically extended for each hour during which an employee is on leave without pay or on military leave past thirty (30) days whether paid or unpaid. In the situation where an employee is on continuous paid sick leave for eighty (80) or more consecutive hours or is on modified duty for occupational or non-occupational injury or illness the probationary period may be extended at the discretion of the Appointing Authority. Such extension is in addition to the eighteen (18) pay period extension allowed by Personnel Rules of the Board-Governed Special Districts.

Trainee Appointments

A trainee appointment is an underfill appointment to a regular position made from an appropriate eligible list of a lower classification for a prescribed period of time, as provided in the class specification, during which the employee must qualify for the higher classification or be terminated.

The original trainee appointment must be made on a competitive basis. During the period of a trainee appointment, the trainee shall be in an at-will status. Appointments to the higher classification are subject to a probationary period.

PROMOTIONS

ELIGIBLE UNITS:

- ALL UNITS

A promotion is the appointment of an employee from one classification to a classification having a higher base salary range. A promoted employee shall receive at least the entrance rate of the new range or approximately a five percent (5%) increase (i.e., mathematically closest to 5%), whichever is greater; provided that no employee is thereby advanced above the top step of the higher base salary range. At the discretion of the Appointing Authority and with the approval of the Director of Human Resources, an employee may be placed at any step within the higher base salary range. Promotions shall be effective only at the beginning of a pay period unless an exception is approved by the Director of Human Resources.

Promotions will be made in accordance with civil service merit principles in selection of the most qualified candidate taking into consideration such things as skills, knowledge, abilities, training, and experience. The appointing authority shall attempt to notify internal candidates who are not selected as soon as practicable. Those candidates who are not selected may schedule a meeting with the Human Resources Business Partner within 10 working days of receiving notice of "non-selection". The Human Resource Business Partner shall provide the reasons the employee was not chosen and will provide feedback as to how the employee can improve their performance for future promotional opportunities.

It is expressly agreed that non-selection is not subject to the grievance procedure.

PROVISIONS OF LAW

It is understood and agreed that this Memorandum of Understanding is subject to all current and future applicable Federal and State laws and regulations. If any part or provision of this Memorandum of Understanding is in conflict or inconsistent with such applicable provisions of those Federal or State enactment's or is otherwise held to be invalid or unenforceable by any court or competent jurisdiction, such part or provisions shall be suspended or superseded by such applicable law or regulations, and the remainder of this Memorandum of Understanding shall not be affected thereby. If any part or provision of this Memorandum of Understanding is suspended or superseded, the parties agree to reopen negotiations regarding the suspended or superseded part or provision with the understanding the total compensation to employees under this Memorandum of Understanding shall not be reduced or increased as a result of this Article. The parties hereto agree to refrain from initiating any legal action or taking individual or collective action that would invalidate Articles of this Memorandum of Understanding.

RECRUITMENT AND REFERRAL BONUS PROGRAMS

ELIGIBLE UNITS:

- ALL UNITS

- General. CONFIRE shall make available a Recruitment and Referral Incentive Program to assist in the recruitment and appointment of qualified individuals into hard-to-recruit regular positions, in accordance with the guidelines established herein.
- Program Applicability. The Appointing Authority may request authorization to apply the Recruitment and/or Referral Bonus Program(s) to assist in filling regular positions in CONFIRE. To apply, said position/classification must have had historical/demonstrable recruitment difficulty. The Director of Human Resources shall have the sole authority to determine the applicability, amount, and duration of these program(s) to each requested position/classification and shall certify applicability of the Program(s) for each position, by assignment, department, and beginning and ending dates. Such determinations shall not be subject to any review or appeal.
- Recruitment Bonus. An employee hired into a regular position/classification certified for participation in this

Program shall be eligible to receive recruitment bonuses in accordance with the following:

- (1) Bonus Amount and Method of Payment. Eligible employees hired into a position/classification certified for participation in the Program shall receive no less than five hundred dollars (\$500.00) and no more than one-thousand dollars (\$1,000.00) upon hire. An additional one thousand dollars (\$1,000) shall be paid to the employee upon completion of 2,080 service hours in the position/classification for which the original bonus was granted. Each bonus payment shall be considered taxable income and subject to withholding.
- (2) Limitations and Exclusions
 - (i) No bonus will be paid for any candidate whose name was placed on the eligible list for positions in the classification prior to the beginning date certified by the Director of Human Resources, for that classification to be eligible for participation in the Recruitment Bonus Program. Similarly, no bonus will be paid for any candidate whose name was placed on the eligible list for positions in the classification after the ending date certified by the Director of Human Resources for that classification to be eligible for participation in the Recruitment Bonus Program.
 - (ii) The bonus payment shall not be considered in determining regular rate of pay for purposes of computing overtime compensation; nor shall it be considered earnable compensation for purposes of retirement.
 - (iii) The Appointing Authority shall have sole responsibility and authority to determine eligibility for the 2nd installment of the recruitment bonus. Such determination shall not be subject to review.
- (d) Referral Bonus. Any employee in a regular position who refers a qualified candidate for a position/classification certified for participation in this Program who is subsequently hired into the regular position may receive a referral bonus in accordance with the following:
 - (1) Method of Referral. To be eligible for the recruitment bonus, CONFIRE Application for Employment must contain the name of the referring employee on the application.
 - (2) Bonus Amount and Method of Payment. The referring employee shall receive a bonus of two hundred and fifty dollars (\$250.00) for each referred candidate actually hired into an eligible regular position. An additional five hundred dollars (\$500.00) shall be paid upon the new employee's completion of 2,080 service hours. Said bonus shall be considered taxable income and subject to withholding.
 - (3) Limitations and Exclusions
 - (i) No bonus will be paid for any candidate whose name was placed on the eligible list for position in the classification prior to the beginning date certified by Human Resources for that classification to be eligible for participation in the Referral Bonus Program. Similarly, no bonus will be paid for any candidate whose name was placed on the eligible list for positions in the classification after the ending date certified by the Director of Human Resources for that classification to be eligible for participation in the Referral Bonus Program.
 - (ii) Individuals assigned to employee recruitment as a primary function of their position shall not be eligible to receive this Bonus.
 - (iii) In cases where more than one employee is named as the referring party, the recruitment bonus shall be equally split between the referring employees.
 - (iv) In cases where the referring employee resigns, transfers out of the eligible position, or is terminated

prior to completion of 2,080 service hours, the additional \$500 shall not be paid.

- (v) The referral bonus payment shall not be considered in determining regular rate of pay for purposes of computing overtime compensation; nor shall it be considered earnable compensation for purposes of retirement.
- (vi) The Appointing Authority shall have sole responsibility and authority to determine eligibility for the 2nd installment of the recruitment bonus. Such determination shall not be subject to review.

REEMPLOYMENT

ELIGIBLE UNITS:

- ALL UNITS

- (a) A regular employee who has separated from CONFIRE employment, and who is subsequently rehired in the same classification in a regular position within one year (i.e. beginning the first day of work by the 365th calendar day), may receive restoration of salary step, annual leave accrual rate, and sick leave balance (unless the employee has received payment for unused sick leave in accordance with the Article Retirement Medical Trust Fund), subject to the approval and conditions established by the Appointing Authority and the Director of Human Resources. Restoration of retirement contribution rate shall be in accordance with applicable state law and in compliance with any requirements established by the Retirement Board. Such employees begin accruing Vacation and Sick leave and may utilize the same immediately. The employee shall be required to serve a new probationary period, unless such requirements are waived by the Director of Human Resources. The employee shall be provided a new date of hire for purposes of CONFIRE seniority.
- (b) A regular employee who has separated from CONFIRE employment and who is subsequently rehired to a regular position in the same job family within one (1) year (i.e., beginning the first day of work by the 365th calendar day), may receive restoration of vacation accrual rate, sick leave and retirement contribution rate in the same manner described above. Such employees shall also suffer loss of seniority by being provided a new hire date and be required to serve a new probationary period, unless such requirements are waived by the Director of Human Resources.
- (c) A regular employee who has separated from CONFIRE employment, and who is subsequently rehired to a regular position in another job family within a ninety (90) calendar day period, must begin the first day of work within ninety (90) calendar days and beginning the first day of work by the ninety-first (91) day, may receive restoration of salary step (in the instance of rehire in a classification at the same pay range as the position originally held), vacation accrual rate, sick leave and retirement contribution rate in the same manner as described above. The employee shall be required to serve a new probationary period, unless waived by the Director of Human Resources. The employee shall be provided a new date of hire for purposes of CONFIRE seniority.
- (d) Reemployment from Layoff. A regular employee who has been laid off from CONFIRE employment and is subsequently rehired to a regular position within one (1) year shall receive restoration of vacation accrual rate, and sick leave in the same manner as described above. Restoration of retirement contribution rate shall be in accordance with applicable state law and in compliance with any requirements established by the Retirement Board.
- (e) For purposes of this Article, a regular employee shall mean an employee in a regular position who held regular status in any classification during the previous period of CONFIRE employment.

RELOCATION ASSISTANCE

ELIGIBLE UNITS:

- ALL UNITS

- (a) In-Service Relocation Assistance. Employees in regular positions who are required by order of their Appointing Authority, or designee, to change their principal place of residence because of reassignment to meet the needs of CONFIRE will be granted time off with pay not to exceed two (2) work days and up to four hundred dollars (\$400.00) reimbursement towards the actual cost of relocating their personal furnishings and belongings.
- (b) Recruitment Relocation Assistance. To assist with the recruitment and appointment of qualified individuals to hard-to-recruit positions/classifications, upon request of the Appointing Authority, the Director of Human Resources may authorize reimbursement of a new employee's relocation-related expenses incurred as a result of accepting employment with CONFIRE as follows:

Miles Relocated	Maximum Reimbursement
500 - 1,000 miles	\$1,000
1,001 - 2,000 miles	\$2,000
More than 2,000 miles	\$2,500

Such reimbursement may be provided to employees upon initial employment with CONFIRE, provided that the employee (1) is appointed to a regular position; (2) submits original receipts documenting expenses incurred; and (3) agrees to remain employed in the regular position for at least twelve (12) months.

If the employee voluntarily resigns employment prior to completion of twelve (12) months service, the employee shall be required to reimburse CONFIRE for any payment made under this Article. If the employee fails to reimburse CONFIRE, action shall be taken to recover the amount owed via payroll recovery from the employee's final pay.

RENEGOTIATION

ELIGIBLE UNITS:

- ALL UNITS

In the event either party hereto desires to negotiate a successor Agreement, such party shall serve upon the other during a thirty-one (31) day period commencing 180 days prior to expiration of this Agreement, any written request to commence negotiations, as well as its written proposals for such successor Agreement. Upon receipt of such written proposals, negotiations shall begin no later than thirty (30) calendar days after such receipt.

The first order of business shall be negotiation of ground rules which shall establish the form and procedure for exchanging further proposals and counter-proposals.

RETIREMENT MEDICAL TRUST

ELIGIBLE UNITS:

- ALL UNITS

A Retirement Medical Trust Fund has been established for eligible employees.

The Trust is administered by a Board of Trustees who manages the resources of the Trust Fund and determines appropriate investment options and administrative fees for managing the Trust Fund. The Trustees insure that payments of qualified medical expenses incurred by retirees or their eligible dependents are properly reimbursed.

The Trust will establish individual accounts for each participant who will be credited with earnings/losses based upon the investment performance of the participant's individual account. All of the contributions to the Trust Fund will be treated for tax purposes as employer, non-elective contributions resulting in tax-free contributions for CONFIRE. All of the distributions from the Trust Fund made to retirees or their eligible dependents for the reimbursement of qualified medical expenses as defined by the Internal Revenue Code (including medical and other eligible insurance premiums) will also be non-taxable to the retiree or the retiree's eligible dependent(s).

The Trust is a Voluntary Employees Benefit Association (VEBA) and will comply with all of the provisions of Section 501(c)(9) of the Internal Revenue Code.

Section 1: Sick Leave Conversion Eligibility

Eligible employees are those employees with ten (10) or more years of participation in the San Bernardino County Employees' Retirement Association (SBCERA). Participation in other public sector retirement system(s) may also be counted towards the ten (10) year requirement provided that the employee is also a participant in SBCERA. Those eligible employees with ten (10) or more years of combined contributions to SBCERA and other public sector retirement system(s) must provide the Plan Administrator written evidence of participation in other public retirement systems. A letter from the public sector retirement system(s) confirming that contributions have not been withdrawn must accompany the written evidence.

Section 2: Sick Leave Conversion Formula

At separation, from CONFIRE service for reasons other than death, all eligible employees will be required to contribute the cash value of their unused sick leave balances to the Trust, in accordance with the conversion formula table below:

Amount of Remaining Sick Leave Hours	Cash Formula Value
241 to 480	40%
481 to 600 hours	45%
601 to 720 hours	50%
721 to 840 hours	55%
841 to 1,400 hours	65%

Section 3: CONFIRE Contributions

CONFIRE shall contribute, on behalf of eligible employees, the following amounts to the Trust:

Years of Continuous District Service	Percentage
10 but less than 15 years	1.50%
15 but less than 20 years	2.00%
20 or more years	2.50%

Section 4: Death

Upon the death of an active member with ten (10) or more years of continuous service from the most recent date of hire in a regular position, the estate of the deceased person shall be paid for all unused sick leave balances in accordance with the formula, above.

Upon the death of an eligible individual who was previously employed in covered units and separated from CONFIRE service and became a participant of the Trust, the surviving spouse, if any, shall become their beneficiary who shall be entitled to the rights and benefits under the plan for the spouse and any dependents of the participant. In the

event there is no spouse, or upon the death of the surviving spouse, the beneficiary shall be the participant's remaining dependents, if any. If there is no surviving spouse or dependents of the participant, the amounts on deposit in the participant's account shall become the property of the Trust, which shall be used for purposes of the plan, including administrative expenses or funding of additional plan benefits, if any.

Section 5: Meet and Confer

Upon the request of Teamsters Local 1932, CONFIRE agrees to meet and confer with Teamsters Local 1932, subject to the requirements of the MMBA and any applicable laws, to discuss any proposed modification for participation/funding/eligibility in the CONFIRE's RMT or participation/funding/eligibility of any agreed-upon retiree health component of the Teamsters-sponsored Healthcare Trust.

RETIREMENT SYSTEM CONTRIBUTIONS

ELIGIBLE UNITS:

- **ALL UNITS**

Section 1: Eligibility

Under the provisions of the County Employee's Retirement Law of 1937, all employees in regular positions who are scheduled to work for a minimum of 40 hours per pay period shall become members of the San Bernardino County Employees Retirement Association (SBCERA).

Exception: Employees first hired at age 60 or over may choose not to become members of SBCERA at the time of hire. If this election is made, the employee will participate in the County's PST Deferred Compensation Retirement Plan. Said employees shall contribute seven and one-half percent (7.5%) of the employee's bi-weekly gross earnings. The employee's contributions to the PST Deferred Compensation Retirement Plan shall be automatically deducted from employee's earnings. Employees shall automatically be enrolled in the Plan upon notification from SBCERA that the employee has opted out of SBCERA membership.

Section 2: Employee Contributions

Any employee Retirement System contribution obligations shall be paid by the employee.

The Auditor-Controller/Treasurer/Tax Collector has implemented the pickup of such Retirement System contributions under Internal Revenue Code Section 414(h)(2). CONFIRE shall make member contributions under this Section on behalf of the employee which shall be in lieu of the employee's contributions, and such contributions shall be treated as employer contributions for purposes of reporting and wage withholding under the Internal Revenue Code and the Revenue and Taxation Code. The amounts picked up under this Section shall be recouped through offsets against the salary of each employee for whom CONFIRE picks up member contributions. These offsets are akin to a reduction in salary and shall be made solely for purposes of income tax reporting and withholding. The member contributions picked up by CONFIRE under this Section shall be treated as compensation paid to CONFIRE employees for all other purposes, including calculation of retirement benefits. No employee shall have the option to receive the Retirement System contribution amounts directly instead of having them paid to the Retirement System.

Section 3: Special Provisions

Employees with at least twenty-five (25) years of service as set forth in Government Code section 31625.3 as of June 18, 2011, and who either already have or thereafter attain thirty (30) years of service credit as set forth in Government Code section 31625.3 shall have one (1) opportunity during the employee's employment to receive cash payments of seven percent (7%) of earnable compensation for up to twenty-six (26) consecutive pay periods.

Section 4: Survivor Benefits for General Retirement Members Administered by San Bernardino County Employees Retirement Association (SBCERA)

Survivor Benefits are payable to employed general retirement members with at least 18 months continuous retirement membership pursuant to Section 31855.12 of the County Employees Retirement Law of 1937. An equal, non-refundable employer and employee bi-weekly contribution will be paid to SBCERA as provided in annual actuarial study.

RETURN-TO-WORK COMPENSATION**ELIGIBLE UNITS:**

- ALL UNITS

Section 1: Purpose

Return-to-work compensation is designed to compensate employees for being available to return to work with limited notice and for hours not previously regularly scheduled. There are three (3) types of return-to-work compensation covered by this Article: on-call; standby; and callback. Assignment and approval of return-to-work compensation shall be made by the Appointing Authority or designee based upon the needs of the service.

Section 2: On-Call Compensation

- On-call duty requires the employee to return a call or page as soon as practicable but not to exceed thirty (30) minutes.
- Employees assigned to be on-call shall: (1) leave a telephone number where they can be reached or wear a communicating device; and (2) be able to report to their work site within one (1) hour after notification. Employees can also be given a designated time of more than one (1) hour to report by the Appointing Authority or designee.
- While assigned to on-call duty, the employee shall be free to use the time for his or her own purposes.
- On-call duty shall be compensated at the rate of four dollars (\$4.00) for each full hour of duty or portion thereof. On-call time shall not count as hours worked.
- The employee shall not receive on-call compensation once the employee begins work or for break and lunch periods during regular working hours.

Section 3: Standby Compensation

- Standby duty requires the employee to return a call or page as soon as practicable but not to exceed ten (10) minutes.
- Employees assigned to standby duty shall: (1) leave a telephone number where they can be reached or wear a communicating device; and (2) after being told to report to work, the employee shall arrive at the work site no later than the time it takes to commute between the employee's home and the work site. Employees can also be given a designated time to report by the Appointing Authority or designee.
- For employees in the Supervisors' Unit and Management Unit, standby duty shall be compensated at the rate of \$3.50 for each full hour of duty or portion thereof. For employees in the Supervisor' Unti Classifications standby duty shall not count as hours worked.
- For employees in all classifications (except as noted in Section 3(c)), standby pay shall be compensated at minimum wage as provided in the California Industrial Welfare Commission for each full hour of standby duty

or portion thereof. Standby hours under this provision shall count as hours worked for overtime purposes.

Examples of application of this provision for computing overtime:

Employee earning \$15.00 per hour works 40 hours in a work period, plus 20 hours of standby.

40 x \$15.00 (base salary rate) ¹	=	\$600.00
20 x \$ 8.00 (standby minimum wage*)	=	\$160.00
	=	\$760.00

\$760.00 divided by 60 hours worked (regular rate of pay) ²	=	\$12.67
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Pay for this week should be:

40 hours regular pay	=	\$600.00
20 hours standby x \$8.00 per hour	=	\$160.00
20 hours overtime (\$12.67 x .5)	=	\$126.70

Total \$600.00 plus \$160.00 plus \$126.70	=	\$886.70
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¹Base salary rate is defined in Salary Adjustment.

²Regular rate of pay is defined within the requirements of the Fair Labor Standards Act to include all remuneration for employment paid to the employee. When more than one rate of pay is paid for hours worked, the regular rate of pay is calculated using the weighted average of the rates of pay.

*This is an example only and may not contain the current State minimum wage.

- (e) The employee shall not receive standby compensation once the employee begins work, or for break and lunch periods during regular working hours.

Section 4: Call-Back Compensation

- (a) Call-back pay is used when an employee in a regular position returns to active duty and the work site at the request of the Appointing Authority or designee after said employee has been released from active duty and has left the work site. An employee need not be assigned to on-call or standby duty to receive call-back compensation.
- (b) Call-back compensation shall be paid in the following manner: The employee shall be paid for two (2) hours at one-time the base hourly rate of pay for each call-back occurrence. Said compensation shall be in lieu of any travel time and expense to and from home and the first or last work contact point. All time actually worked shall be considered as time actually worked for purposes of the section on "Overtime."
- (c) Employees shall not be eligible for call-back pay in the following situations: (1) special tours of duty scheduled in advance; (2) the employee is called back within two (2) hours of the beginning of a scheduled tour of duty; or (3) the employee is not required to leave home. The employee shall report all time actually worked within a pay period. Such time shall be cumulative and shall be considered as time actually worked for the purposes of the section on "Overtime."

SAFETY COMMITTEE

A Safety Committee shall be established for the purpose of discussing safety-related concerns and reporting of unsafe incidents in the workplace. The Safety Committee shall be composed of up to two (2) CONFIRE employees selected by the Teamsters Local 1932 and an equal number of CONFIRE representatives selected by CONFIRE

Management. The Safety Committee shall meet periodically on an as-needed basis. Committee members shall receive paid release time during work hours to attend meetings.

SALARY ADJUSTMENT

ELIGIBLE UNITS:

- ALL UNITS

Section 1: Across the Board Wage Increase

- (a) Effective February 24, 2024, CONFIRE shall provide all classifications covered by the MOU with a three percent (3.00%) across the board salary increase. The parties agree to divert one-half percent (0.50%) from the February 24, 2024 across the board increase to the Teamsters 1932 Retiree Component of the Teamsters Healthcare Trust. The diversion of the across the board increase will result in an employee contribution to the Teamsters Healthcare Trust as defined under Section 6(c) of the Healthcare Trust Article.
- (b) Effective February 22, 2025, CONFIRE shall provide all classifications covered by the MOU with a three percent (3.00%) across the board salary increase. The parties agree to divert one percent (1.00%) from the February 22, 2025 across the board increase to the Teamsters 1932 Retiree Component of the Teamsters Healthcare Trust. The diversion of the across the board increase will result in an employee contribution to the Teamsters Healthcare Trust as defined under Section 6(c) of the Healthcare Trust Article.
- (c) Effective February 21, 2026, CONFIRE shall provide all classifications covered by the MOU with a three percent (3.00%) across the board salary increase. The parties agree to divert one percent (0.50%) from the February 21, 2026 across the board increase to the Teamsters 1932 Retiree Component of the Teamsters Healthcare Trust. The diversion of the across the board increase will result in an employee contribution to the Teamsters Healthcare Trust as defined under Section 6(c) of the Healthcare Trust Article.

The base salary ranges and rates shall be applicable on the dates indicated for all classifications in these Units. (See Appendix B for classification listing and salary range and Appendix C for salary tables.)

Section 2: Equity Adjustment

- (a) Effective the pay period following Administrative Committee approval, CONFIRE agrees to implement the following equity adjustment:

JOB CODE	CLASSIFICATION	NEW RANGE
44815	Emergency Communication Assistant Manager	42
44811	Emergency Communication Manager	48
46198	Computerized Mapping Analyst	30

Step hours shall not be reset for employees who receive an equity increase. Therefore, employees shall be eligible to advance to the next step, if applicable, upon completion of 1,040 service hours from their most recent merit advancement in accordance with the requirements of the Merit Advances Article.

- (b) Effective the pay period following Administrative Committee approval, CONFIRE shall implement a one-half percent (0.50%) range increase for all classifications covered by this MOU. Step hours shall not be reset for employees who receive an equity increase. Therefore, employees shall be eligible to advance to the next step, if applicable, upon completion of 1,040 service hours from their most recent merit advancement in accordance with the requirements of the Merit Advances Article.

- (c) Effective February 22, 2025, CONFIRE shall implement a one percent (1.00%) range increase for all classifications covered by this MOU. Step hours shall not be reset for employees who receive an equity increase. Therefore, employees shall be eligible to advance to the next step, if applicable, upon completion of 1,040 service hours from their most recent merit advancement in accordance with the requirements of the Merit Advances Article.

Section 3: New Top Step

ELIGIBLE UNITS:

- **ALL UNITS**

Effective July 25, 2026, CONFIRE shall add a new top step at approximately two and one-half percent (2.5%) above the then current top step for all non-trainee salary ranges. Employees who are at the existing top step on that date and have completed 1,040 service hours at that step and meeting job performance standards prior to the effective date of the new top step, are eligible to advance on July 25, 2026.

SALARY RATES AND STEP ADVANCEMENTS

ELIGIBLE UNITS:

- **ALL UNITS**

New employees shall be hired at Step 1 of the established base salary range, except as otherwise provided in this MOU. Variable entrance steps may be established if justified by recruitment needs through step 7 with the approval of the appointing authority and through the top step of the salary range with the approval of the Appointing Authority and the Director of Human Resources.

Within the base salary range, all step advancements will be automatically made at the beginning of the pay period following the pay period in which the employee completes the required number of service hours. Approval for advancement shall be based upon completion of required service hours in the classification, satisfactory work performance and Appointing Authority recommendation. An employee whose step advancement is denied shall not be eligible for reconsideration for step advancement except as provided in the Section, "Merit Advancements."

Completed service hours shall be defined as regularly scheduled hours in a paid status, up to 80 hours per pay period. Overtime hours, disability payments, Medical Emergency Leave, and time without pay shall not count toward step advancements.

Employees shall be eligible for step advancement after completion of increments of 1,040 hours until the top step of the range is reached.

Example:

Hire Step	1	7
After 1040 hours*	2	8
After additional 1,040 hours*	3	9
After additional 1,040 hours*	4	10
After additional 1,040 hours*	5	11
After additional 1,040 hours*	6	12
After additional 1,040 hours*	7	13
After additional 1,040 hours*	8	14
After each additional 1,040 hours until the top of the range is reached*	9	N/A

*Assumes satisfactory work performance and Appointing Authority recommendation.

An appointing authority may request, in limited exceptional circumstances and with adequate justification, the adjustment of the salary step or salary rate of an employee to maintain salary equity within the system, to prevent undue hardship or unfairness due to the application of any rule or policy, or to correct any salary inequity, subject to the recommendation of the Director of Human Resources and the final approval of the Chief Executive Officer or his/her designee. The Director of Human Resources may authorize the adjustment of the salary step or salary rate of an employee to correct any payroll error or omission, including any such action, which may have arisen in any prior fiscal year.

CONFIRE agrees to meet within 30 days of a Teamsters Local 1932 request to review any classifications that the union believes will, on an ongoing basis, be at least 5% below in total compensation (excluding differentials, such as longevity) than the classification it supervises. If the parties have not reached mutual agreement within 90-days of the first meeting, or in a longer period if extended by the parties, the parties agree to proceed through the dispute resolution process (e.g., mediation if agreed to by the parties, factfinding if requested by the union).

SECTION 125 PREMIUM CONVERSION PLAN

ELIGIBLE UNITS:

- ALL UNITS

Eligible employees shall be provided with a Section 125 Premium Conversion Plan. The purpose of the Plan is to provide employees a choice between paying premiums with either pre-tax salary reductions or after-tax payroll deductions for medical insurance, dental insurance, vision insurance, voluntary life (to the IRS specified limit) and accidental death and dismemberment insurance premiums currently maintained for Unit employees or any other program(s) mutually agreed upon by the parties. The amount of the pre-tax salary reduction or after-tax payroll deduction must be equal to the required insurance premium.

Medical and dental coverage elections shall not reduce earnable compensation for purposes of calculating benefits or contributions for the San Bernardino County Employees' Retirement Association.

To be eligible for the Section 125 Premium Conversion Plan, an employee must be eligible to participate in medical, dental, vision, AD&D, and/or life insurance and have a premium deduction for these benefit plans.

Election of pre-tax salary reductions and after-tax payroll deductions shall be made within sixty (60) days of the initial eligibility period in a manner and on such forms designated by the Employee Benefits and Services Division. Failure to timely submit appropriate paperwork will result in after-tax payroll deductions for all eligible premiums for the remainder of the Plan Year.

Once a salary reduction has begun, in no event will changes in elections be permitted during the Plan Year except to the extent permitted under Internal Revenue Service rulings and regulations and with the County's Section 125 Plan Document. The employee must submit request for a change due to a mid-year qualifying event within sixty (60) days of the qualifying event.

STANDARD TOUR OF DUTY

ELIGIBLE UNITS:

- ALL UNITS

The standard tour of duty represents the time that an employee is regularly scheduled to work. The employee shall be present at the assigned work location and ready to begin work at the start of the standard tour of duty. For payroll purposes, a regularly scheduled tour of duty, which commences before midnight and ends the following day

shall be reported as time worked for the day in which the tour of duty began. The appointing authority shall establish the actual number of hours, which comprises the standard tour of duty for each position. The appointing authority may modify or change the number of hours in a standard day, tour of duty or shift for each position to meet the needs of the service. When appointing authorities find it necessary to make such modifications or changes, they shall notify the affected employee(s) in writing indicating the proposed change prior to its implementation advising them to contact Teamsters or the appointing authority if they have any questions. Any such modifications or changes may not be implemented until the affected employee has received a minimum notice of fourteen (14) calendar days, unless the employee(s) specifically consents to a lesser time period, or in the event of an emergency. If the change affects a significant number of employees, Teamsters shall be notified. When a change would affect a significant number of employees and Teamsters requests to meet and confer regarding the impact of the change on employees, the first step, within ten (10) calendar days of the notification of change, shall be to meet to discuss the impact of schedule changes on employees. The phrase "significant number" shall mean: (a) a majority of the employees in this Unit; (b) a majority of the employees within a department, division, or work unit; or (c) all of the employees within a specific classification in this Unit.

If the parties are unable to reach agreement on the impact of the schedule change, either party may request the assistance of a mediator. The parties shall make every effort to complete the mediation process within thirty (30) calendar days from the date the mediator was requested.

STATE DISABILITY INSURANCE

ELIGIBLE UNITS:

- ALL UNITS

CONFIRE agrees to pay the premium for State Disability Insurance for each employee in regular positions budgeted for forty-one (41) or more hours per pay period.

TEAMSTERS TRAINING CENTER

In partnership with Teamsters, CONFIRE agrees to evaluate Teamsters Local 1932 Training Center educational/certificate program curriculum to link job related skills and their applicability to identified CONFIRE entry level job classifications.

Human Resources will determine which job announcements may be considered to benefit from a substitution to the minimum eligibility requirements, examples include length of experience and/or job skills. This substitution may allow job applicants to meet the minimum eligibility requirements as part of the examination process (See Personnel Rule 4). Training Center enrollees seeking CONFIRE employment must provide a valid certificate or other acceptable proof of successful program completion at the time of application.

CONFIRE will partner with Teamsters upon request to discuss additional opportunities for the Training Center. CONFIRE will also provide quarterly Job Application Workshops at the Training Center, upon request.

TEMPORARY PERFORMANCE OF HIGHER LEVEL DUTIES

ELIGIBLE UNITS:

- ALL UNITS

Prior to the assignment of a probationary employee to a vacant higher level position, such probationary employee shall be notified in writing as to whether service hours to be worked in the higher level position will count towards completion of the probationary period in the (lower level) position in which the employee has not yet obtained regular status.

Employees directed to continuously perform the duties of a vacant higher level position, or employees who have

been given the temporary assignment of a project involving the performance of more difficult duties and requiring a greater level of skill(s) may be granted additional compensation. No award shall be made in any situation related to a vacation, short-term illness, or other temporary relief. For the purpose of this Article, temporary is defined as six (6) weeks or less. The duration of such assignments are not intended to exceed one (1) calendar year.

Eligibility Criteria – Employees will normally have regular status and not be in a probationary or trainee status; and there must be evidence of the employee's ability to competently perform the new assignment as determined by the Appointing Authority or designee and Director of Human Resources or designee and the employee shall be required to meet standards for satisfactory performance. Appointments to regular positions of trainees or underfills are exempt from the provisions of this Article.

Assignment Criteria:

- (a) For the purposes of this Article, a vacant position is defined as an authorized regular position for which funds have been appropriated and which may be: (1) an unoccupied position due to attrition; (2) a position from which the incumbent is on extended leave of absence; or (3) a new position authorized by the Board of Directors. The Appointing Authority certifies that the employee is assigned and held responsible to fully perform all of the higher level duties without limitation as to difficulty or complexity of assignments or consequence of action. This provision shall not be used to circumvent the merit system of promotion and approval of such a request shall state the appropriate/selection process where applicable.
- (b) Compensation related to project assignments requires the temporary assignment of more difficult duties involving a greater level of skills. Such assignment may be made to allow for employee rotation, enhance upward mobility or to determine the impact of potential operational/organizational changes. The specific, temporary duties must be identified in writing.

Compensation:

- (a) Compensation shall be awarded in pay period increments.
- (b) Employees performing the duties of a vacant higher level regular position shall be entitled to a salary rate increase to the higher level for the time actually worked. The amount of the increase shall be determined as if the assignment had been a promotion. The employee shall be eligible for step advances in the higher level position in accordance with the Salary Rate and Step Advancement and Merit Advancement Articles. The employee shall continue to receive benefits associated with their pre-assignment occupational Unit. Differentials and other compensation shall be paid only if applicable to the higher level position assignment. Overtime compensation shall be administered according with the Overtime article of the MOU for the higher level position. Upon assignment to the higher level position, the employee's service hours for determining salary step in the pre-assignment position shall continue to accrue. Upon completion of assignment, the employee shall be returned to their former position classification. If, while on the temporary assignment, the employee's step due date occurs, the employee shall receive their salary step effective the pay period they are returned to their former classification; provided, however, that the employee received a Work Performance Evaluation of at least "Meets Job Standards" while on the temporary assignment. If the employee was due a step advance while on the temporary assignment and no evaluation has been completed or if the employee was not rated at least "Meets Job Standards," the employee shall be evaluated within three (3) pay periods of return to former classification, and if rated at least "Meets Job Standards," the employee shall receive their step advance retroactive to the date of return to former classification. Under no circumstances will the step advancement be retroactive beyond the date of the return to former classification. Step placement upon promotion to the same or other higher level position following completion of the temporary assignment will be determined based upon salary rate in the pre-assignment position in accordance with the Promotions Article.
- (c) Project compensation shall be in the form of a specified percentage of the employee's base pay. The Director

of Human Resources will determine the amount in increments of one-half percent (½%) from a minimum of two and one-half percent (2½%) up to a maximum of seven and one-half percent (7½%). The bonus will be computed at the specified percentage of the current base pay of the employee for each pay period. The bonus shall be considered earnable compensation and shall be considered part of the employee's regular rate of pay for purposes of calculating overtime, if applicable. Such increases in pay shall not affect the employee's step advancement in the base range pursuant to the Article on "Salary Rates and Step Advancements."

Requests for Temporary Performance Compensation shall be initiated by the Appointing Authority when the Appointing Authority deems it is necessary for an employee to temporarily perform higher level duties, in such circumstances, the Appointing Authority maintains responsibility for initiating the compensation request in a timely manner and adhering to the compensation provisions defined in this Article. This does not preclude the employee from requesting Temporary Performance Compensation via the appointing authority. It is important to obtain Human Resources review of the request in advance of the date the employee begins the assignment, because there is no guarantee the request will be approved. Temporary Performance Compensation is to be effective only with the Director of Human Resources written approval, assignment of the greater level of duties, and signed acceptance by the employee.

Under no circumstances will Temporary Performance Compensation be granted retroactively, unless there is an unreasonable delay or denial in the process of the Temporary Performance Compensation caused by CONFIRE (e.g., a supervisor goes on a 3 month leave of absence and before going on leave forgets to submit the signed form, etc.). If there is an unreasonable delay or denial caused by CONFIRE, the Temporary Performance Compensation shall be granted retroactive to the date that the approved form (i.e., the form executed by the Department) was signed by the employee.

Requests for Temporary Performance Compensation shall be reviewed by the Director of Human Resources.

Denial of compensation due to assignment (Assignment Criteria) shall not be subject to the Grievance Procedure; provided, however, that employees who are denied compensation may submit a written appeal to the Director of Human Resources or designee. The Director of Human Resources or designee shall review the matter and provide a written response to the employee within 30 days unless the parties mutually agree to extend the timeframe.

The provisions of this Article shall not be utilized to circumvent the provisions of or provide additional compensation over and above that which may be provided in the Article on "Classification." The Articles, "Temporary Performance of Higher Level Duties," and "Classification" are mutually exclusive concepts and as such there shall be no dual or multiple requests and/or appeals, where the latter is applicable for a single situation.

TERM

ELIGIBLE UNITS:

- ALL UNITS

The term of this Memorandum of Understanding shall commence upon approval by the Administrative Committee, and this Memorandum of Understanding Agreement shall expire and otherwise be fully terminated at 12:00 a.m. (midnight) of February 28, 2027. If a successor Memorandum of Understanding has not been reached by 12:00 a.m. (midnight) of February 28, 2027, the terms and conditions required by law shall continue in effect until a successor Memorandum of Understanding is approved by the Administrative Committee or the dispute resolution procedure has been exhausted under the provisions of the Employee Relations Ordinance, whichever occurs sooner.

TIME AND LABOR REPORTS

ELIGIBLE UNITS:

- ALL UNITS

Time and Labor Reports should normally be completed and signed by the employee. Employees shall be provided a copy of any Time and Labor report whenever said report is submitted without the employee's signature. Payroll representatives who handle Time and Labor Reports shall make every effort to contact the employee regarding any correction to the time shown on said reports and explain the reasons for the change before the report is submitted to the Auditor-Controller/Treasurer/Tax Collector's Office for processing. In all cases where corrections are made in the presence of the employee and accepted, the employee shall approve such corrections by signing a new Time and Labor Report. If time does not allow for this procedure because of the Auditor-Controller/Treasurer/Tax Collector's deadline, the payroll clerk shall notify the employee of the correction and that an adjustment will be made in a subsequent pay warrant. Unless otherwise provided in this Plan, time shall be reported in increments of full fifteen (15) minutes actually worked for pay purposes.

CONFIRE reserves the right to use other time accumulation devices. If errors result from the improper or unclear preparation of Time and Labor Reports by the employee, the employee shall hold harmless the CONFIRE for any delays in warrant processing.

TUITION REIMBURSEMENT

ELIGIBLE UNITS:

- ALL UNITS

CONFIRE will establish a tuition reimbursement and membership dues procedure to encourage all employees to pursue educational opportunities and involvement in organizations to enhance their contribution as employees and assist in their career development.

CONFIRE will establish a career development, training, and education fund in the amount of \$20,000 for use by employees in regular positions with at least twelve (12) months of CONFIRE service.

These funds shall be available for use on a first-come, first served basis for reimbursement of tuition and community college registration fees, pursuant to the limits stated below, for career development courses or to reimburse membership dues in professional organizations provided such expenditure enhances the furtherance of CONFIRE.

Eligibility for reimbursement is contingent upon a pre-approved course or seminar completed with, where applicable, a grade of "C" or better or "pass" when taken on a pass/fail basis, except in extenuating circumstances where such a situation as verifiable illness prevents an individual from completing the course. Each employee shall be limited to one thousand, six hundred and fifty dollars (\$1,650.00) per fiscal year.

Tuition Reimbursement shall be pro-rated for job share and part-time employees.

UNIFORM VOUCHER

CONFIRE will provide a maximum of \$250.00 per fiscal year for uniform purchase and replacement of a specified uniform. The employee is responsible for the purchase and replacement of such uniform to include approved pants, shirts, jackets, sweatshirts, belts, and shoes or boots. All such purchases and replacement of uniforms shall be made with such vendors as are selected by CONFIRE and CONFIRE Director shall make direct payment to the vendor up to the specified amount. Unused amounts shall not be carried over to the following fiscal year.

Employees who are on long-term leave of absence (6 pay periods or greater) who do not return to work will forfeit any unused and future uniform allowance.

UNION LEAVE

ELIGIBLE UNITS:

- ALL UNITS

Section 1: CONFIRE Paid Union Training Leave.

- (a) Purpose. CONFIRE shall establish a Union Training Leave bank of 32 hours per calendar year that may be used by designated members for the purpose of attending periodic union-provided/sponsored training (e.g., steward training), seminars and conferences. Union Training Leave shall not be granted for members to engage in political and organizing activities.

It is expressly agreed and understood that CONFIRE shall not be obligated or responsible for any of the expenses or costs related to member's attendance at such training, seminars or conferences.

- (b) Release Time. Members who wish to utilize Union Training Leave under Section 1 shall notify and obtain approval from their immediate supervisor as far in advance as possible prior to the date they wish to use such leave. The release time for Union Training Leave shall not be counted as hours worked for purposes of calculating overtime, and the work schedules of members who use Union Training Leave shall not be adjusted to provide paid release time that would otherwise be off duty time. The use of Union Training Leave shall not unduly interfere with operations of CONFIRE nor shall CONFIRE unreasonably deny any request for use of Union Training Leave. Teamsters shall maintain accurate and current records of Union Training Leave used by its members. These records shall be provided to CONFIRE upon its request.

Section 2: Union Paid Leave of Absence.

- (a) Purpose. An employee, not currently on any other leave of absence from CONFIRE, shall, upon the request of Teamsters Local 1932 and approval of CONFIRE, be granted a Union Paid Leave of Absence, which is a reasonable leave of absence from CONFIRE without loss of compensation (up to the employee's standard hours per pay period) or other benefits for the purpose of the employee's service to Teamsters Local 1932 as a steward, officer, or representative of Teamsters Local 1932. Any request by Teamsters shall not be unreasonably denied. Compensation during this leave of absence shall not exceed payment for the employee's standard tour of duty and excludes differential or other specialized pay for duties the employee will no longer perform. For example, an employee who works the night shift for CONFIRE and receives differential pay while doing so will be ineligible for the shift differential during the union paid leave of absence.

A leave under this section may be granted on a full time (e.g. leave of absence for any number of consecutive days), part-time, periodic, or intermittent basis (e.g. every month to present at New Employee Orientation or to attend Executive Board meetings or as provided for under Section 1 and 2 of the Authorized Employee Representatives Article), as approved by CONFIRE. Full-time continuous leave shall not exceed one (1) year from the first day the leave commences, as approved by CONFIRE. Section 2 is intended to satisfy Government Code section 3558.8.

- (b) Review. Any request for a part-time, periodic, or intermittent leave, other than for those reasons specified in Section 2 of the Authorized Employee Representatives Article, shall be made in writing to CONFIRE as far in advance of the release date as reasonably possible based on the circumstances. Requests for leave under Section 2 of the Authorized Employee Representative Article shall be in accordance with the requirements of that Article.

A request for a full-time Union Paid Leave of Absence under Section 2(a) shall be submitted in writing by Teamsters Local 1932 to the Director of Human Resources at least sixty (60) days in advance of the requested release date.

- (c) Employee Responsibilities. While on a Union Paid Leave of Absence, the employee shall be required to adhere to the same requirements, processes, and expectations for use of leave (e.g., sick, vacation, holiday, etc.) consistent with the MOU, and accurate reporting of time in CONFIRE's payroll system. Additionally, an employee shall not perform any CONFIRE work while on a Union Paid Leave of Absence.
- (d) Payment to CONFIRE. Teamsters Local 1932 shall reimburse CONFIRE for all costs associated with a Union Paid Leave of Absence, as determined by CONFIRE, including, but not limited to, base pay, CONFIRE's retirement fund contributions, medical premium subsidy, the value of pro-rated leave accruals and CONFIRE-paid benefits received (e.g., Medicare contributions, life insurance premiums, workers compensation, etc.) Reimbursement to CONFIRE by Teamsters Local 1932 shall be made no later than 30 calendar days from receipt of CONFIRE's certification of expenses to Teamsters.

Teamsters Local 1932 and/or the employee shall be required to execute any payroll forms, certifications of time or other documents required by the CONFIRE to ensure that the time reporting is accurate and the employee is performing the duties of a steward or officer or representative of Teamsters Local 1932 during all reported working hours. Teamsters Local 1932 agrees that the work assigned to CONFIRE employees on a Union Paid Leave of Absence is exempt from overtime under the Fair Labor Standards Act and that CONFIRE assumes no financial responsibility for any wage and hour claims arising out of hours worked for Teamsters Local 1932 during the Union Paid Leave of Absence.

- (e) Reinstatement. As soon as practicable after the conclusion or termination of the Union Paid Leave of Absence, the employee shall be reinstated to the same position and work location held prior to the leave, or, if not feasible, a substantially similar position without loss of seniority, rank, or classification.

Teamsters Local 1932 retains the right to terminate a Union Paid Leave of Absence at any time. Teamsters Local 1932 agrees to notify the CONFIRE of the termination of a full-time or part-time Union Paid Leave of Absence at least fourteen (14) calendar days in advance of the termination.

The employee shall earn full retirement service credit during the Union Paid Leave of Absence and shall pay his or her member contributions.

- (f) Work Urgency. CONFIRE reserves the right to recall any employee on a Union Paid Leave of Absence due to a work urgency.
- (g) Adherence to policy and laws. During the Union Paid Leave of Absence Teamsters Local 1932 agrees to report to CONFIRE any egregious misconduct (e.g., workplace violence/threats/harassment, substance abuse, etc.) while the employee is on the Union Paid Leave of Absence.
- (h) Indemnification. Teamsters Local 1932 agrees to indemnify, defend, and hold harmless, the CONFIRE for any act or omission of, or an injury suffered by an employee on Union Paid Leave of Absence if that act, omission, or injury occurs during the course and scope of the Union Paid Leave of Absence. An employee on a Union Paid Leave of Absence shall not be covered by CONFIRE's Compensation Insurance while performing work for Teamsters Local 1932.

USE OF BULLETIN BOARDS

ELIGIBLE UNITS:

- ALL UNITS

CONFIRE will furnish a reasonable portion of existing bulletin board space for notices of Teamsters. Only areas designated by the appointing authority may be used for posting of notices. Bulletin boards shall only be used for the following notices:

- (a) Scheduled Teamsters meetings, agenda and minutes.
- (b) Information on Teamsters elections and the results.
- (c) Information regarding Teamsters social, recreational, and related news bulletins.
- (d) Reports of official business of Teamsters, including reports of committees or the Teamsters Local 1932 Executive Board.

CONFIRE equipment, materials, or supplies shall not be used for the preparation, reproduction, or distribution of notices, nor shall such notices be prepared by CONFIRE employees during their regular work time. Teamsters may utilize CONFIRE's interdepartmental mail system provided Teamsters picks up and delivers necessary bulletins to the mail room, delivery to be concurrent with regular routes with no special trips made by CONFIRE, and Teamsters holds CONFIRE harmless against any loss or delays in delivery.

Notices that are posted, distributed through the mail system, or placed in an employee's CONFIRE mailbox shall not be obscene, derogatory, defamatory, or of a political nature, or directed at any employee or official in CONFIRE; nor shall they pertain to public issues which do not involve CONFIRE or its relations with CONFIRE employees.

All notices to be posted must be dated and signed by an authorized representative of Teamsters, with a copy to be submitted (electronically, delivered, or faxed) to the Employee Relations Division Chief or designee for review prior to posting or distribution through CONFIRE's mail room.

In cases where Teamsters represents more than one (1) authorized employee representation Unit at a work location, the space described above will become the bulletin board space for all employees represented by Teamsters at that work location.

USE OF CONFIRE RESOURCES

ELIGIBLE UNITS:

- ALL UNITS

Teamsters will be granted permission to use CONFIRE facilities for the purpose of meeting with employees to conduct its internal affairs during non-work hours, provided space for such meetings can be made available without interfering with CONFIRE needs. Permission to use CONFIRE facilities must be obtained by Teamsters from the appropriate appointing authority. Teamsters shall be held fully responsible for any damages to and the security of any CONFIRE facilities that are used by Teamsters. No CONFIRE vehicles, equipment, computers, time, or supplies may be used in connection with any activity of Teamsters, except as may be otherwise provided in this Agreement.

VOLUNTARY TIME OFF

ELIGIBLE UNITS:

- ALL UNITS

The Voluntary Time Off (VTO) Program is intended to provide employees a means of taking unpaid (i.e., non-compensated) time off work, without losing benefits (e.g., Medical Premium Subsidy, Dental Premium Subsidies, Opt-out/Waive amounts, vision care, RMT contribution, and life insurance) which depend on the employee being in a paid status. The following conditions apply:

- (a) VTO may be taken in the same manner as vacation time except that VTO must be used in one-hour increments and is limited to 80 hours per calendar year.
- (b) When VTO is taken, leave accruals continue as if the employee was on paid time. VTO time counts toward

satisfying the minimum hour requirement to receive benefits, such as Medical Premium Subsidy, Dental Premium Subsidy, Opt-Out/ Waive amount, CONFIRE-paid life insurance, and CONFIRE-paid vision care.

- (c) VTO does not count as hours worked for purposes of computing overtime. CONFIRE contributions to the retirement system under the Retirement System Contributions Article will only be paid if the employee is in a paid status in any pay period in which VTO is used and the employee receives enough earnings to pay his/her retirement contribution in that pay period.

Pursuant to applicable law, Tier 1 system members are eligible for full service credit for the pay period in which VTO is used and the employer contribution would be based on the employees' normal compensation earnable.

Pursuant to applicable law, Tier 2 members are eligible for a reduced service credit amount for the pay period in which VTO was used and the employer contribution would be based on the employees' actual earnings for that pay period.

- (d) VTO may not be used for situations that would otherwise require leave without pay, such as an employee on state disability insurance, or in conjunction with leave without pay.
- (e) VTO is an entirely voluntary program. No employee may be required to take VTO.
- (f) VTO may be taken by request of the employee and upon approval of the appointing authority.

WORK DISRUPTION

ELIGIBLE UNITS:

- ALL UNITS

The parties agree that no work disruptions shall be caused or sanctioned by Teamsters during the term of this Agreement. Work disruptions include, but are not limited to: sit-down, stay-in, speed-up, sick-out, or slowdown in any operation of CONFIRE, or any curtailment of work, disruption, or interference with the operations of CONFIRE. The parties shall endeavor to discourage any such work disruptions and make positive efforts to return employees to their jobs. The parties acknowledge that participation of any employee in a concerted work action against CONFIRE is grounds for disciplinary action, including termination. The parties agree that no lockout of employees shall be instituted by CONFIRE during the term of this Agreement, unless such work disruptions occur.

CONFIRE MISCELLANEOUS, SUPERVISORS' & MANAGMENT UNIT MOU

2024 – 2027

APPENDIX A – APPROVAL BY BOARD OF DIRECTORS

This Agreement is subject to approval by the Board of Directors. The parties hereto agree to perform whatever acts are necessary, both jointly, and separately, to urge the Board to approve and enforce this Agreement.

Following approval of this Agreement by the Board, its terms and conditions shall be implemented by appropriate ordinance, resolution or other appropriate lawful action.

This Contract may be executed in any number of counterparts, each of which so executed shall be deemed to be an original, and such counterparts shall together constitute one and the same Contract. The parties shall be entitled to sign and transmit an electronic signature of this Contract (whether by facsimile, PDF or other email transmission), which signature shall be binding on the party whose name is contained therein. Each party providing an electronic signature agrees to promptly execute and deliver to the other party an original signed Contract upon request.

DATED: _____

CONSOLIDATED FIRE AGENCIES JPA

TEAMSTERS 1932

Leo Gonzalez 02/22/2024
LEO GONZALEZ
County Labor Relations Chief

DocuSigned by:
Sheri Orellana 2/22/2024
SHERI ORELLANA
Business Agent

RECOMMENDED FOR ADMINISTRATIVE COMMITTEE APPROVAL

D Harker
DAN HARKER, Fire Chief, Loma Linda Fire Dept
Administrative Committee Chair

2/28/24
Date

APPENDIX B – CLASSIFICATION AND SALARY RANGES

Job Code	Classification	Range
46210	Administrative Sec I	18
44029	Automated Systems Analyst I	36
44035	Automated Systems Technician	26
46198	Computerized Mapping Analyst	30
44815	Emergency Communication Assistant Manager	42
44811	Emergency Communication Manager	48
44028	Fiscal Specialist	18
44812	GIMS Coordinator	40
40217	Information System Analyst 2	46
40218	Information System Analyst 3	53
44034	MIS Supervisor	56
46234	Staff Analyst I	33
44033	Staff Analyst II	39

APPENDIX C – SALARY SCHEDULES

Effective 02/24/2024

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Eff. 02/24/2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	
17	Hourly	19.43	19.92	20.41	20.94	21.46	22.00	22.57	23.14	23.72	24.29	24.90	25.54	26.16	26.84	27.51	28.19
	Approx Bi-Wk	1,554.40	1,593.60	1,632.80	1,675.20	1,716.80	1,760.00	1,805.60	1,851.20	1,897.60	1,943.20	1,992.00	2,043.20	2,092.80	2,147.20	2,200.80	2,255.20
	Approx. Mon	3,367.87	3,452.80	3,537.73	3,629.60	3,719.73	3,813.33	3,912.13	4,010.93	4,111.47	4,210.27	4,316.00	4,426.93	4,534.40	4,652.27	4,768.40	4,886.27
	Annual	40,414.40	41,433.60	42,452.80	43,555.20	44,636.80	45,760.00	46,945.60	48,131.20	49,337.60	50,523.20	51,792.00	53,123.20	54,412.80	55,827.20	57,220.80	58,635.20
17T	Hourly	19.43	19.92	20.41	20.94	21.46	22.00	22.57	23.14	23.72	24.29	24.90	25.54	26.16	26.84	27.51	28.19
	Approx Bi-Wk	1,554.40	1,593.60	1,632.80	1,675.20	1,716.80	1,760.00	1,805.60	1,851.20	1,897.60	1,943.20	1,992.00	2,043.20	2,092.80	2,147.20	2,200.80	2,255.20
	Approx. Mon	3,367.87	3,452.80	3,537.73	3,629.60	3,719.73	3,813.33	3,912.13	4,010.93	4,111.47	4,210.27	4,316.00	4,426.93	4,534.40	4,652.27	4,768.40	4,886.27
	Annual	40,414.40	41,433.60	42,452.80	43,555.20	44,636.80	45,760.00	46,945.60	48,131.20	49,337.60	50,523.20	51,792.00	53,123.20	54,412.80	55,827.20	57,220.80	58,635.20
18	Hourly	19.92	20.41	20.94	21.46	22.00	22.57	23.14	23.72	24.29	24.90	25.54	26.16	26.84	27.47	28.15	28.85
	Approx Bi-Wk	1,593.60	1,632.80	1,675.20	1,716.80	1,760.00	1,805.60	1,851.20	1,897.60	1,943.20	1,992.00	2,043.20	2,092.80	2,147.20	2,197.60	2,252.00	2,308.00
	Approx. Mon	3,452.80	3,537.73	3,629.60	3,719.73	3,813.33	3,912.13	4,010.93	4,111.47	4,210.27	4,316.00	4,426.93	4,534.40	4,652.27	4,761.47	4,879.33	5,000.67
	Annual	41,433.60	42,452.80	43,555.20	44,636.80	45,760.00	46,945.60	48,131.20	49,337.60	50,523.20	51,792.00	53,123.20	54,412.80	55,827.20	57,137.60	58,552.00	60,008.00
18T	Hourly	19.92	20.41	20.94	21.46	22.00	22.57	23.14	23.72	24.29	24.90	25.54	26.16	26.84	27.47	28.15	28.85
	Approx Bi-Wk	1,593.60	1,632.80	1,675.20	1,716.80	1,760.00	1,805.60	1,851.20	1,897.60	1,943.20	1,992.00	2,043.20	2,092.80	2,147.20	2,197.60	2,252.00	2,308.00
	Approx. Mon	3,452.80	3,537.73	3,629.60	3,719.73	3,813.33	3,912.13	4,010.93	4,111.47	4,210.27	4,316.00	4,426.93	4,534.40	4,652.27	4,761.47	4,879.33	5,000.67
	Annual	41,433.60	42,452.80	43,555.20	44,636.80	45,760.00	46,945.60	48,131.20	49,337.60	50,523.20	51,792.00	53,123.20	54,412.80	55,827.20	57,137.60	58,552.00	60,008.00
19	Hourly	20.41	20.94	21.46	22.00	22.57	23.14	23.72	24.29	24.90	25.54	26.16	26.84	27.47	28.19	28.89	29.62
	Approx Bi-Wk	1,632.80	1,675.20	1,716.80	1,760.00	1,805.60	1,851.20	1,897.60	1,943.20	1,992.00	2,043.20	2,092.80	2,147.20	2,197.60	2,252.00	2,312.00	2,369.60
	Approx. Mon	3,537.73	3,629.60	3,719.73	3,813.33	3,912.13	4,010.93	4,111.47	4,210.27	4,316.00	4,426.93	4,534.40	4,652.27	4,761.47	4,886.27	5,007.60	5,134.13
	Annual	42,452.80	43,555.20	44,636.80	45,760.00	46,945.60	48,131.20	49,337.60	50,523.20	51,792.00	53,123.20	54,412.80	55,827.20	57,137.60	58,635.20	60,091.20	61,609.60
19T	Hourly	20.41	20.94	21.46	22.00	22.57	23.14	23.72	24.29	24.90	25.54	26.16	26.84	27.47	28.19	28.89	29.62
	Approx Bi-Wk	1,632.80	1,675.20	1,716.80	1,760.00	1,805.60	1,851.20	1,897.60	1,943.20	1,992.00	2,043.20	2,092.80	2,147.20	2,197.60	2,252.00	2,312.00	2,369.60
	Approx. Mon	3,537.73	3,629.60	3,719.73	3,813.33	3,912.13	4,010.93	4,111.47	4,210.27	4,316.00	4,426.93	4,534.40	4,652.27	4,761.47	4,886.27	5,007.60	5,134.13
	Annual	42,452.80	43,555.20	44,636.80	45,760.00	46,945.60	48,131.20	49,337.60	50,523.20	51,792.00	53,123.20	54,412.80	55,827.20	57,137.60	58,635.20	60,091.20	61,609.60
20	Hourly	20.94	21.46	22.00	22.57	23.14	23.72	24.29	24.90	25.54	26.16	26.84	27.47	28.19	28.90	29.63	30.37
	Approx Bi-Wk	1,675.20	1,716.80	1,760.00	1,805.60	1,851.20	1,897.60	1,943.20	1,992.00	2,043.20	2,092.80	2,147.20	2,197.60	2,252.00	2,312.00	2,370.40	2,429.60
	Approx. Mon	3,629.60	3,719.73	3,813.33	3,912.13	4,010.93	4,111.47	4,210.27	4,316.00	4,426.93	4,534.40	4,652.27	4,761.47	4,886.27	5,009.33	5,135.87	5,264.13
	Annual	43,555.20	44,636.80	45,760.00	46,945.60	48,131.20	49,337.60	50,523.20	51,792.00	53,123.20	54,412.80	55,827.20	57,137.60	58,635.20	60,112.00	61,630.40	63,169.60
20T	Hourly	20.94	21.46	22.00	22.57	23.14	23.72	24.29	24.90	25.54	26.16	26.84	27.47	28.19	28.90	29.63	30.37
	Approx Bi-Wk	1,675.20	1,716.80	1,760.00	1,805.60	1,851.20	1,897.60	1,943.20	1,992.00	2,043.20	2,092.80	2,147.20	2,197.60	2,252.00	2,312.00	2,370.40	2,429.60
	Approx. Mon	3,629.60	3,719.73	3,813.33	3,912.13	4,010.93	4,111.47	4,210.27	4,316.00	4,426.93	4,534.40	4,652.27	4,761.47	4,886.27	5,009.33	5,135.87	5,264.13
	Annual	43,555.20	44,636.80	45,760.00	46,945.60	48,131.20	49,337.60	50,523.20	51,792.00	53,123.20	54,412.80	55,827.20	57,137.60	58,635.20	60,112.00	61,630.40	63,169.60
21	Hourly	21.46	22.00	22.57	23.14	23.72	24.29	24.90	25.54	26.16	26.84	27.47	28.19	28.90	29.63	30.36	31.11
	Approx Bi-Wk	1,716.80	1,760.00	1,805.60	1,851.20	1,897.60	1,943.20	1,992.00	2,043.20	2,092.80	2,147.20	2,197.60	2,252.00	2,312.00	2,370.40	2,428.80	2,488.80
	Approx. Mon	3,719.73	3,813.33	3,912.13	4,010.93	4,111.47	4,210.27	4,316.00	4,426.93	4,534.40	4,652.27	4,761.47	4,886.27	5,009.33	5,135.87	5,262.40	5,392.40
	Annual	44,636.80	45,760.00	46,945.60	48,131.20	49,337.60	50,523.20	51,792.00	53,123.20	54,412.80	55,827.20	57,137.60	58,635.20	60,112.00	61,630.40	63,148.80	64,708.80
21T	Hourly	21.46	22.00	22.57	23.14	23.72	24.29	24.90	25.54	26.16	26.84	27.47	28.19	28.90	29.63	30.36	31.11
	Approx Bi-Wk	1,716.80	1,760.00	1,805.60	1,851.20	1,897.60	1,943.20	1,992.00	2,043.20	2,092.80	2,147.20	2,197.60	2,252.00	2,312.00	2,370.40	2,428.80	2,488.80
	Approx. Mon	3,719.73	3,813.33	3,912.13	4,010.93	4,111.47	4,210.27	4,316.00	4,426.93	4,534.40	4,652.27	4,761.47	4,886.27	5,009.33	5,135.87	5,262.40	5,392.40
	Annual	44,636.80	45,760.00	46,945.60	48,131.20	49,337.60	50,523.20	51,792.00	53,123.20	54,412.80	55,827.20	57,137.60	58,635.20	60,112.00	61,630.40	63,148.80	64,708.80
22	Hourly	22.00	22.57	23.14	23.72	24.29	24.90	25.54	26.16	26.84	27.47	28.19	28.90	29.63	30.36	31.12	31.90
	Approx Bi-Wk	1,760.00	1,805.60	1,851.20	1,897.60	1,943.20	1,992.00	2,043.20	2,092.80	2,147.20	2,197.60	2,252.00	2,312.00	2,370.40	2,428.80	2,489.60	2,552.00
	Approx. Mon	3,813.33	3,912.13	4,010.93	4,111.47	4,210.27	4,316.00	4,426.93	4,534.40	4,652.27	4,761.47	4,886.27	5,009.33	5,135.87	5,262.40	5,394.13	5,529.33
	Annual	45,760.00	46,945.60	48,131.20	49,337.60	50,523.20	51,792.00	53,123.20	54,412.80	55,827.20	57,137.60	58,635.20	60,112.00	61,630.40	63,148.80	64,729.60	66,352.00
Eff. 02/24/2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	
	Hourly	22.00	22.57	23.14	23.72	24.29	24.90	25.54	26.16	26.84	27.47	28.19	28.90	29.63	30.36	31.12	31.90
	Approx Bi-Wk	1,760.00	1,805.60	1,851.20	1,897.60	1,943.20	1,992.00	2,043.20	2,092.80	2,147.20	2,197.60	2,252.00	2,312.00	2,370.40	2,428.80	2,489.60	2,552.00
	Approx. Mon	3,813.33	3,912.13	4,010.93	4,111.47	4,210.27	4,316.00	4,426.93	4,534.40	4,652.27	4,761.47	4,886.27	5,009.33	5,135.87	5,262.40	5,394.13	5,529.33
Annual	45,760.00	46,945.60	48,131.20	49,337.60	50,523.20	51,792.00	53,123.20	54,412.80	55,827.20	57,137.60	58,635.20	60,112.00	61,630.40	63,148.80	64,729.60	66,352.00	
22T	Hourly	22.00	22.57	23.14	23.72	24.29	24.90	25.54	26.16	26.84	27.47	28.19	28.90	29.63	30.36	31.12	31.90
	Approx Bi-Wk	1,760.00	1,805.60	1,851.20	1,897.60	1,943.20	1,992.00	2,043.20	2,092.80	2,147.20	2,197.60	2,252.00	2,312.00	2,370.40	2,428.80	2,489.60	2,552.00
	Approx. Mon	3,813.33															

APPENDIX C – SALARY SCHEDULES

Effective 02/24/2024



Table with 17 columns (Step 1-17) and multiple rows for each grade (27T-37T). Each row includes 'Eff. 02/24/2024' and 'Annual' salary values for each step.

APPENDIX C – SALARY SCHEDULES

Effective 02/24/2024



Table with columns: Eff. 02/24/2024, Step 1-16, and rows for various job classes (38, 38T, 39, 39T, 40, 40T, 41, 41T, 42, 42T, 43, 43T, 44, 44T, 45, 45T, 46, 46T, 47, 47T, 48) and their respective salary steps.

APPENDIX C – SALARY SCHEDULES

Effective 02/24/2024



Eff. 02/24/2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
48T Hourly	41.84	42.90	43.96	45.06	46.20	47.34	48.54	49.73	50.97	52.26	53.56	54.92	56.28			
	3,347.20	3,432.00	3,516.80	3,604.80	3,696.00	3,787.20	3,883.20	3,978.40	4,077.60	4,180.80	4,284.80	4,393.60	4,502.40			
	7,252.27	7,436.00	7,619.73	7,810.40	8,008.00	8,205.60	8,413.60	8,619.87	8,834.80	9,058.40	9,283.73	9,519.47	9,755.20			
	87,027.20	89,232.00	91,436.80	93,724.80	96,096.00	98,467.20	100,963.20	103,438.40	106,017.60	108,700.80	111,404.80	114,233.60	117,062.40			
49 Hourly	42.90	43.96	45.06	46.20	47.34	48.54	49.73	50.97	52.26	53.56	54.92	56.28	57.69	59.12	60.62	62.13
	3,432.00	3,516.80	3,604.80	3,696.00	3,787.20	3,883.20	3,978.40	4,077.60	4,180.80	4,284.80	4,393.60	4,502.40	4,615.20	4,729.60	4,848.80	4,970.40
	7,436.00	7,619.73	7,810.40	8,008.00	8,205.60	8,413.60	8,619.87	8,834.80	9,058.40	9,283.73	9,519.47	9,755.20	9,999.60	10,247.47	10,507.47	10,769.20
	89,232.00	91,436.80	93,724.80	96,096.00	98,467.20	100,963.20	103,438.40	106,017.60	108,700.80	111,404.80	114,233.60	117,062.40	119,995.20	122,969.60	126,089.60	129,230.40
49T Hourly	42.90	43.96	45.06	46.20	47.34	48.54	49.73	50.97	52.26	53.56	54.92	56.28	57.69			
	3,432.00	3,516.80	3,604.80	3,696.00	3,787.20	3,883.20	3,978.40	4,077.60	4,180.80	4,284.80	4,393.60	4,502.40	4,615.20			
	7,436.00	7,619.73	7,810.40	8,008.00	8,205.60	8,413.60	8,619.87	8,834.80	9,058.40	9,283.73	9,519.47	9,755.20	9,999.60			
	89,232.00	91,436.80	93,724.80	96,096.00	98,467.20	100,963.20	103,438.40	106,017.60	108,700.80	111,404.80	114,233.60	117,062.40	119,995.20			
50 Hourly	43.96	45.06	46.20	47.34	48.54	49.73	50.97	52.26	53.56	54.92	56.28	57.69	59.12	60.61	62.12	63.68
	3,516.80	3,604.80	3,696.00	3,787.20	3,883.20	3,978.40	4,077.60	4,180.80	4,284.80	4,393.60	4,502.40	4,615.20	4,729.60	4,848.80	4,969.60	5,094.40
	7,619.73	7,810.40	8,008.00	8,205.60	8,413.60	8,619.87	8,834.80	9,058.40	9,283.73	9,519.47	9,755.20	9,999.60	10,247.47	10,505.73	10,767.47	11,037.87
	91,436.80	93,724.80	96,096.00	98,467.20	100,963.20	103,438.40	106,017.60	108,700.80	111,404.80	114,233.60	117,062.40	119,995.20	122,969.60	126,068.80	129,209.60	132,454.40
50T Hourly	43.96	45.06	46.20	47.34	48.54	49.73	50.97	52.26	53.56	54.92	56.28	57.69	59.12			
	3,516.80	3,604.80	3,696.00	3,787.20	3,883.20	3,978.40	4,077.60	4,180.80	4,284.80	4,393.60	4,502.40	4,615.20	4,729.60			
	7,619.73	7,810.40	8,008.00	8,205.60	8,413.60	8,619.87	8,834.80	9,058.40	9,283.73	9,519.47	9,755.20	9,999.60	10,247.47			
	91,436.80	93,724.80	96,096.00	98,467.20	100,963.20	103,438.40	106,017.60	108,700.80	111,404.80	114,233.60	117,062.40	119,995.20	122,969.60			
51 Hourly	45.06	46.20	47.34	48.54	49.73	50.97	52.26	53.56	54.92	56.28	57.69	59.12	60.61	62.13	63.69	65.27
	3,604.80	3,696.00	3,787.20	3,883.20	3,978.40	4,077.60	4,180.80	4,284.80	4,393.60	4,502.40	4,615.20	4,729.60	4,848.80	4,970.40	5,095.20	5,221.60
	7,810.40	8,008.00	8,205.60	8,413.60	8,619.87	8,834.80	9,058.40	9,283.73	9,519.47	9,755.20	9,999.60	10,247.47	10,505.73	10,769.20	11,039.60	11,313.47
	93,724.80	96,096.00	98,467.20	100,963.20	103,438.40	106,017.60	108,700.80	111,404.80	114,233.60	117,062.40	119,995.20	122,969.60	126,068.80	129,230.40	132,475.20	135,761.60
51T Hourly	45.06	46.20	47.34	48.54	49.73	50.97	52.26	53.56	54.92	56.28	57.69	59.12	60.61			
	3,604.80	3,696.00	3,787.20	3,883.20	3,978.40	4,077.60	4,180.80	4,284.80	4,393.60	4,502.40	4,615.20	4,729.60	4,848.80			
	7,810.40	8,008.00	8,205.60	8,413.60	8,619.87	8,834.80	9,058.40	9,283.73	9,519.47	9,755.20	9,999.60	10,247.47	10,505.73			
	93,724.80	96,096.00	98,467.20	100,963.20	103,438.40	106,017.60	108,700.80	111,404.80	114,233.60	117,062.40	119,995.20	122,969.60	126,068.80			
52 Hourly	46.20	47.34	48.54	49.73	50.97	52.26	53.56	54.92	56.28	57.69	59.12	60.61	62.13	63.68	65.26	66.90
	3,696.00	3,787.20	3,883.20	3,978.40	4,077.60	4,180.80	4,284.80	4,393.60	4,502.40	4,615.20	4,729.60	4,848.80	4,970.40	5,094.40	5,220.80	5,352.00
	8,008.00	8,205.60	8,413.60	8,619.87	8,834.80	9,058.40	9,283.73	9,519.47	9,755.20	9,999.60	10,247.47	10,505.73	10,769.20	11,037.87	11,311.73	11,596.00
	96,096.00	98,467.20	100,963.20	103,438.40	106,017.60	108,700.80	111,404.80	114,233.60	117,062.40	119,995.20	122,969.60	126,068.80	129,230.40	132,454.40	135,740.80	139,152.00
52T Hourly	46.20	47.34	48.54	49.73	50.97	52.26	53.56	54.92	56.28	57.69	59.12	60.61	62.13			
	3,696.00	3,787.20	3,883.20	3,978.40	4,077.60	4,180.80	4,284.80	4,393.60	4,502.40	4,615.20	4,729.60	4,848.80	4,970.40			
	8,008.00	8,205.60	8,413.60	8,619.87	8,834.80	9,058.40	9,283.73	9,519.47	9,755.20	9,999.60	10,247.47	10,505.73	10,769.20			
	96,096.00	98,467.20	100,963.20	103,438.40	106,017.60	108,700.80	111,404.80	114,233.60	117,062.40	119,995.20	122,969.60	126,068.80	129,230.40			
53 Hourly	47.34	48.54	49.73	50.97	52.26	53.56	54.92	56.28	57.69	59.12	60.61	62.13	63.68	65.26	66.89	68.57
	3,787.20	3,883.20	3,978.40	4,077.60	4,180.80	4,284.80	4,393.60	4,502.40	4,615.20	4,729.60	4,848.80	4,970.40	5,094.40	5,220.80	5,351.20	5,485.60
	8,205.60	8,413.60	8,619.87	8,834.80	9,058.40	9,283.73	9,519.47	9,755.20	9,999.60	10,247.47	10,505.73	10,769.20	11,037.87	11,311.73	11,594.27	11,885.47
	98,467.20	100,963.20	103,438.40	106,017.60	108,700.80	111,404.80	114,233.60	117,062.40	119,995.20	122,969.60	126,068.80	129,230.40	132,454.40	135,740.80	139,131.20	142,625.60
53T Hourly	47.34	48.54	49.73	50.97	52.26	53.56	54.92	56.28	57.69	59.12	60.61	62.13	63.68			
	3,787.20	3,883.20	3,978.40	4,077.60	4,180.80	4,284.80	4,393.60	4,502.40	4,615.20	4,729.60	4,848.80	4,970.40	5,094.40			
	8,205.60	8,413.60	8,619.87	8,834.80	9,058.40	9,283.73	9,519.47	9,755.20	9,999.60	10,247.47	10,505.73	10,769.20	11,037.87			
	98,467.20	100,963.20	103,438.40	106,017.60	108,700.80	111,404.80	114,233.60	117,062.40	119,995.20	122,969.60	126,068.80	129,230.40	132,454.40			
54 Hourly	48.54	49.73	50.97	52.26	53.56	54.92	56.28	57.69	59.12	60.61	62.13	63.68	65.26	66.88	68.56	70.28
	3,883.20	3,978.40	4,077.60	4,180.80	4,284.80	4,393.60	4,502.40	4,615.20	4,729.60	4,848.80	4,970.40	5,094.40	5,220.80	5,350.40	5,484.80	5,622.40
	8,413.60	8,619.87	8,834.80	9,058.40	9,283.73	9,519.47	9,755.20	9,999.60	10,247.47	10,505.73	10,769.20	11,037.87	11,311.73	11,592.53	11,883.73	12,181.87
	100,963.20	103,438.40	106,017.60	108,700.80	111,404.80	114,233.60	117,062.40	119,995.20	122,969.60	126,068.80	129,230.40	132,454.40	135,740.80	139,110.40	142,604.80	146,182.40
54T Hourly	48.54	49.73	50.97	52.26	53.56	54.92	56.28	57.69	59.12	60.61	62.13	63.68	65.26			
	3,883.20	3,978.40	4,077.60	4,180.80	4,284.80	4,393.60	4,502.40	4,615.20	4,729.60	4,848.80	4,970.40	5,094.40	5,220.80			
	8,413.60	8,619.87	8,834.80	9,058.40	9,283.73	9,519.47	9,755.20	9,999.60	10,247.47	10,505.73	10,769.20	11,037.87	11,311.73			
	100,963.20	103,438.40	106,017.60	108,700.80	111,404.80	114,233.60	117,062.40	119,995.20	122,969.60	126,068.80	129,230.40	132,454.40	135,740.80	139,110.40		
55 Hourly	49.73	50.97	52.26	53.56	54.92	56.28	57.69	59.12	60.61	62.13	63.68	65.26	66.88	68.57	70.29	72.05
	3,978.40	4,077.60	4,180.80	4,284.80	4,393.60	4,502.40	4,615.20	4,729.60	4,848.80	4,970.40	5,094.40	5,220.80	5,350.40	5,485.60	5,623.20	5,764.00
	8,619.87	8,834.80	9,058.40	9,283.73	9,519.47	9,755.20	9,999.60	10,247.47	10,505.73	10,769.20	1					

CONFIRE MISCELLANOUS, SUPERVISORS' & MANAGMENT UNIT MOU

2024 – 2027

APPENDIX C – SALARY SCHEDULES

Effective 02/24/2024



Eff. 02/24/2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
59 Hourly	54.92	56.28	57.69	59.12	60.61	62.13	63.68	65.26	66.88	68.57	70.29	72.04	73.83	75.67	77.56	79.49
Approx Bi-Wk	4,393.60	4,502.40	4,615.20	4,729.60	4,848.80	4,970.40	5,094.40	5,220.80	5,350.40	5,485.60	5,623.20	5,763.20	5,906.40	6,053.60	6,204.80	6,359.20
Approx. Mon	9,519.47	9,755.20	9,999.60	10,247.47	10,505.73	10,769.20	11,037.87	11,311.73	11,592.53	11,885.47	12,183.60	12,486.93	12,797.20	13,116.13	13,443.73	13,778.27
Annual	114,233.60	117,062.40	119,995.20	122,969.60	126,068.80	129,230.40	132,454.40	135,740.80	139,110.40	142,625.60	146,203.20	149,843.20	153,566.40	157,393.60	161,324.80	165,339.20
59T Hourly	54.92	56.28	57.69	59.12	60.61	62.13	63.68	65.26	66.88	68.57	70.29	72.04	73.83	75.67	77.56	79.49
Approx Bi-Wk	4,393.60	4,502.40	4,615.20	4,729.60	4,848.80	4,970.40	5,094.40	5,220.80	5,350.40	5,485.60	5,623.20	5,763.20	5,906.40	6,053.60	6,204.80	6,359.20
Approx. Mon	9,519.47	9,755.20	9,999.60	10,247.47	10,505.73	10,769.20	11,037.87	11,311.73	11,592.53	11,885.47	12,183.60	12,486.93	12,797.20	13,116.13	13,443.73	14,126.67
Annual	114,233.60	117,062.40	119,995.20	122,969.60	126,068.80	129,230.40	132,454.40	135,740.80	139,110.40	142,625.60	146,203.20	149,843.20	153,566.40	157,393.60	161,324.80	165,339.20
60 Hourly	56.28	57.69	59.12	60.61	62.13	63.68	65.26	66.88	68.57	70.29	72.04	73.83	75.67	77.57	79.51	81.50
Approx Bi-Wk	4,502.40	4,615.20	4,729.60	4,848.80	4,970.40	5,094.40	5,220.80	5,350.40	5,485.60	5,623.20	5,763.20	5,906.40	6,053.60	6,205.60	6,360.80	6,520.00
Approx. Mon	9,755.20	9,999.60	10,247.47	10,505.73	10,769.20	11,037.87	11,311.73	11,592.53	11,885.47	12,183.60	12,486.93	12,797.20	13,116.13	13,445.47	13,781.73	14,126.67
Annual	117,062.40	119,995.20	122,969.60	126,068.80	129,230.40	132,454.40	135,740.80	139,110.40	142,625.60	146,203.20	149,843.20	153,566.40	157,393.60	161,345.60	165,380.80	169,520.00
60T Hourly	56.28	57.69	59.12	60.61	62.13	63.68	65.26	66.88	68.57	70.29	72.04	73.83	75.67	77.57	79.51	81.50
Approx Bi-Wk	4,502.40	4,615.20	4,729.60	4,848.80	4,970.40	5,094.40	5,220.80	5,350.40	5,485.60	5,623.20	5,763.20	5,906.40	6,053.60	6,205.60	6,360.80	6,520.00
Approx. Mon	9,755.20	9,999.60	10,247.47	10,505.73	10,769.20	11,037.87	11,311.73	11,592.53	11,885.47	12,183.60	12,486.93	12,797.20	13,116.13	13,445.47	13,781.73	14,126.67
Annual	117,062.40	119,995.20	122,969.60	126,068.80	129,230.40	132,454.40	135,740.80	139,110.40	142,625.60	146,203.20	149,843.20	153,566.40	157,393.60	161,345.60	165,380.80	169,520.00
61 Hourly	57.69	59.12	60.61	62.13	63.68	65.26	66.88	68.57	70.29	72.04	73.83	75.67	77.57	79.52	81.50	83.54
Approx Bi-Wk	4,615.20	4,729.60	4,848.80	4,970.40	5,094.40	5,220.80	5,350.40	5,485.60	5,623.20	5,763.20	5,906.40	6,053.60	6,205.60	6,361.60	6,520.00	6,683.20
Approx. Mon	9,999.60	10,247.47	10,505.73	10,769.20	11,037.87	11,311.73	11,592.53	11,885.47	12,183.60	12,486.93	12,797.20	13,116.13	13,445.47	13,783.47	14,126.67	14,480.27
Annual	119,995.20	122,969.60	126,068.80	129,230.40	132,454.40	135,740.80	139,110.40	142,625.60	146,203.20	149,843.20	153,566.40	157,393.60	161,345.60	165,401.60	169,520.00	173,763.20
61T Hourly	57.69	59.12	60.61	62.13	63.68	65.26	66.88	68.57	70.29	72.04	73.83	75.67	77.57	79.52	81.50	83.54
Approx Bi-Wk	4,615.20	4,729.60	4,848.80	4,970.40	5,094.40	5,220.80	5,350.40	5,485.60	5,623.20	5,763.20	5,906.40	6,053.60	6,205.60	6,361.60	6,520.00	6,683.20
Approx. Mon	9,999.60	10,247.47	10,505.73	10,769.20	11,037.87	11,311.73	11,592.53	11,885.47	12,183.60	12,486.93	12,797.20	13,116.13	13,445.47	13,783.47	14,126.67	14,480.27
Annual	119,995.20	122,969.60	126,068.80	129,230.40	132,454.40	135,740.80	139,110.40	142,625.60	146,203.20	149,843.20	153,566.40	157,393.60	161,345.60	165,401.60	169,520.00	173,763.20
62 Hourly	59.12	60.61	62.13	63.68	65.26	66.88	68.57	70.29	72.04	73.83	75.67	77.57	79.52	81.50	83.54	85.63
Approx Bi-Wk	4,729.60	4,848.80	4,970.40	5,094.40	5,220.80	5,350.40	5,485.60	5,623.20	5,763.20	5,906.40	6,053.60	6,205.60	6,361.60	6,520.00	6,683.20	6,850.40
Approx. Mon	10,247.47	10,505.73	10,769.20	11,037.87	11,311.73	11,592.53	11,885.47	12,183.60	12,486.93	12,797.20	13,116.13	13,445.47	13,783.47	14,126.67	14,480.27	14,842.53
Annual	122,969.60	126,068.80	129,230.40	132,454.40	135,740.80	139,110.40	142,625.60	146,203.20	149,843.20	153,566.40	157,393.60	161,345.60	165,401.60	169,520.00	173,763.20	178,110.40
62T Hourly	59.12	60.61	62.13	63.68	65.26	66.88	68.57	70.29	72.04	73.83	75.67	77.57	79.52	81.50	83.54	85.63
Approx Bi-Wk	4,729.60	4,848.80	4,970.40	5,094.40	5,220.80	5,350.40	5,485.60	5,623.20	5,763.20	5,906.40	6,053.60	6,205.60	6,361.60	6,520.00	6,683.20	6,850.40
Approx. Mon	10,247.47	10,505.73	10,769.20	11,037.87	11,311.73	11,592.53	11,885.47	12,183.60	12,486.93	12,797.20	13,116.13	13,445.47	13,783.47	14,126.67	14,480.27	14,842.53
Annual	122,969.60	126,068.80	129,230.40	132,454.40	135,740.80	139,110.40	142,625.60	146,203.20	149,843.20	153,566.40	157,393.60	161,345.60	165,401.60	169,520.00	173,763.20	178,110.40
63 Hourly	60.61	62.13	63.68	65.26	66.88	68.57	70.29	72.04	73.83	75.67	77.57	79.52	81.50	83.54	85.63	87.77
Approx Bi-Wk	4,848.80	4,970.40	5,094.40	5,220.80	5,350.40	5,485.60	5,623.20	5,763.20	5,906.40	6,053.60	6,205.60	6,361.60	6,520.00	6,683.20	6,850.40	7,021.60
Approx. Mon	10,505.73	10,769.20	11,037.87	11,311.73	11,592.53	11,885.47	12,183.60	12,486.93	12,797.20	13,116.13	13,445.47	13,783.47	14,126.67	14,480.27	14,842.53	15,213.47
Annual	126,068.80	129,230.40	132,454.40	135,740.80	139,110.40	142,625.60	146,203.20	149,843.20	153,566.40	157,393.60	161,345.60	165,401.60	169,520.00	173,763.20	178,110.40	182,561.60
63T Hourly	60.61	62.13	63.68	65.26	66.88	68.57	70.29	72.04	73.83	75.67	77.57	79.52	81.50	83.54	85.63	87.77
Approx Bi-Wk	4,848.80	4,970.40	5,094.40	5,220.80	5,350.40	5,485.60	5,623.20	5,763.20	5,906.40	6,053.60	6,205.60	6,361.60	6,520.00	6,683.20	6,850.40	7,021.60
Approx. Mon	10,505.73	10,769.20	11,037.87	11,311.73	11,592.53	11,885.47	12,183.60	12,486.93	12,797.20	13,116.13	13,445.47	13,783.47	14,126.67	14,480.27	14,842.53	15,213.47
Annual	126,068.80	129,230.40	132,454.40	135,740.80	139,110.40	142,625.60	146,203.20	149,843.20	153,566.40	157,393.60	161,345.60	165,401.60	169,520.00	173,763.20	178,110.40	182,561.60
64 Hourly	62.13	63.68	65.26	66.88	68.57	70.29	72.04	73.83	75.67	77.57	79.52	81.50	83.54	85.62	87.76	89.96
Approx Bi-Wk	4,970.40	5,094.40	5,220.80	5,350.40	5,485.60	5,623.20	5,763.20	5,906.40	6,053.60	6,205.60	6,361.60	6,520.00	6,683.20	6,849.60	7,020.80	7,196.80
Approx. Mon	10,769.20	11,037.87	11,311.73	11,592.53	11,885.47	12,183.60	12,486.93	12,797.20	13,116.13	13,445.47	13,783.47	14,126.67	14,480.27	14,840.80	15,211.73	15,593.07
Annual	129,230.40	132,454.40	135,740.80	139,110.40	142,625.60	146,203.20	149,843.20	153,566.40	157,393.60	161,345.60	165,401.60	169,520.00	173,763.20	178,089.60	182,540.80	187,116.80
64T Hourly	62.13	63.68	65.26	66.88	68.57	70.29	72.04	73.83	75.67	77.57	79.52	81.50	83.54	85.62	87.76	89.96
Approx Bi-Wk	4,970.40	5,094.40	5,220.80	5,350.40	5,485.60	5,623.20	5,763.20	5,906.40	6,053.60	6,205.60	6,361.60	6,520.00	6,683.20	6,849.60	7,020.80	7,196.80
Approx. Mon	10,769.20	11,037.87	11,311.73	11,592.53	11,885.47	12,183.60	12,486.93	12,797.20	13,116.13	13,445.47	13,783.47	14,126.67	14,480.27	14,840.80	15,211.73	15,593.07
Annual	129,230.40	132,454.40	135,740.80	139,110.40	142,625.60	146,203.20	149,843.20	153,566.40	157,393.60	161,345.60	165,401.60	169,520.00	173,763.20	178,089.60	182,540.80	187,116.80
65 Hourly	63.68	65.26	66.88	68.57	70.29	72.04	73.83	75.67	77.57	79.52	81.50	83.54	85.62	87.78	89.98	92.22
Approx Bi-Wk	5,094.40	5,220.80	5,350.40	5,485.60	5,623.20	5,763.20	5,906.40	6,053.60	6,205.60	6,361.60	6,520.00	6,683.20	6,849.60	7,022.40	7,198.40	7,377.60
Approx. Mon	11,037.87	11,311.73	11,592.53	11,885.47	12,183.60	12,486.93	12,797.20	13,116.13	13,445.47	13,783.47	14,126.67	14,480.27	14,840.80	15,215.20	15,596.53	15,984.80
Annual	132,454.40	135,740.80	139,110.40	142,625.60	146,203.20	149,843.20	153,566.40	157,393.60	161,345.60	165,401.60	169,520.00	173,763.20	178,089.60	182,582.40	187,158.40	191,817.60
65T Hourly	63.68	65.26	66.88	68.57	70.29	72.04	73.83	75.67	77.57	79.52	8					

APPENDIX C – SALARY SCHEDULES

Effective 02/24/2024

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Eff. 02/24/2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	
69T	Hourly	70.29	72.04	73.83	75.67	77.57	79.52	81.50	83.54	85.62	87.78	89.98	92.21	94.51			
	Approx Bi-Wk	5,623.20	5,763.20	5,906.40	6,053.60	6,205.60	6,361.60	6,520.00	6,683.20	6,849.60	7,022.40	7,198.40	7,376.80	7,560.80			
	Approx. Mon	12,183.60	12,486.93	12,797.20	13,116.13	13,445.47	13,783.47	14,126.67	14,480.27	14,840.80	15,215.20	15,596.53	15,983.07	16,381.73			
	Annual	146,203.20	149,843.20	153,566.40	157,393.60	161,345.60	165,401.60	169,520.00	173,763.20	178,089.60	182,582.40	187,158.40	191,796.80	196,580.80			
70	Hourly	72.04	73.83	75.67	77.57	79.52	81.50	83.54	85.62	87.78	89.98	92.21	94.51	96.88	99.29	101.78	104.32
	Approx Bi-Wk	5,763.20	5,906.40	6,053.60	6,205.60	6,361.60	6,520.00	6,683.20	6,849.60	7,022.40	7,198.40	7,376.80	7,560.80	7,750.40	7,943.20	8,142.40	8,345.60
	Approx. Mon	12,486.93	12,797.20	13,116.13	13,445.47	13,783.47	14,126.67	14,480.27	14,840.80	15,215.20	15,596.53	15,983.07	16,381.73	16,792.53	17,210.27	17,641.87	18,082.13
	Annual	149,843.20	153,566.40	157,393.60	161,345.60	165,401.60	169,520.00	173,763.20	178,089.60	182,582.40	187,158.40	191,796.80	196,580.80	201,510.40	206,523.20	211,702.40	216,985.60
70T	Hourly	72.04	73.83	75.67	77.57	79.52	81.50	83.54	85.62	87.78	89.98	92.21	94.51	96.88			
	Approx Bi-Wk	5,763.20	5,906.40	6,053.60	6,205.60	6,361.60	6,520.00	6,683.20	6,849.60	7,022.40	7,198.40	7,376.80	7,560.80	7,750.40			
	Approx. Mon	12,486.93	12,797.20	13,116.13	13,445.47	13,783.47	14,126.67	14,480.27	14,840.80	15,215.20	15,596.53	15,983.07	16,381.73	16,792.53			
	Annual	149,843.20	153,566.40	157,393.60	161,345.60	165,401.60	169,520.00	173,763.20	178,089.60	182,582.40	187,158.40	191,796.80	196,580.80	201,510.40	206,523.20	211,702.40	216,985.60
71	Hourly	73.83	75.67	77.57	79.52	81.50	83.54	85.62	87.78	89.98	92.21	94.51	96.88	99.29	101.79	104.34	106.95
	Approx Bi-Wk	5,906.40	6,053.60	6,205.60	6,361.60	6,520.00	6,683.20	6,849.60	7,022.40	7,198.40	7,376.80	7,560.80	7,750.40	7,943.20	8,143.20	8,347.20	8,556.00
	Approx. Mon	12,797.20	13,116.13	13,445.47	13,783.47	14,126.67	14,480.27	14,840.80	15,215.20	15,596.53	15,983.07	16,381.73	16,792.53	17,210.27	17,643.60	18,085.60	18,538.00
	Annual	153,566.40	157,393.60	161,345.60	165,401.60	169,520.00	173,763.20	178,089.60	182,582.40	187,158.40	191,796.80	196,580.80	201,510.40	206,523.20	211,723.20	217,027.20	222,456.00
71T	Hourly	73.83	75.67	77.57	79.52	81.50	83.54	85.62	87.78	89.98	92.21	94.51	96.88	99.29			
	Approx Bi-Wk	5,906.40	6,053.60	6,205.60	6,361.60	6,520.00	6,683.20	6,849.60	7,022.40	7,198.40	7,376.80	7,560.80	7,750.40	7,943.20			
	Approx. Mon	12,797.20	13,116.13	13,445.47	13,783.47	14,126.67	14,480.27	14,840.80	15,215.20	15,596.53	15,983.07	16,381.73	16,792.53	17,210.27			
	Annual	153,566.40	157,393.60	161,345.60	165,401.60	169,520.00	173,763.20	178,089.60	182,582.40	187,158.40	191,796.80	196,580.80	201,510.40	206,523.20	211,723.20	217,027.20	222,456.00
72	Hourly	75.67	77.57	79.52	81.50	83.54	85.62	87.78	89.98	92.21	94.51	96.88	99.29	101.79	104.34	106.95	109.63
	Approx Bi-Wk	6,053.60	6,205.60	6,361.60	6,520.00	6,683.20	6,849.60	7,022.40	7,198.40	7,376.80	7,560.80	7,750.40	7,943.20	8,143.20	8,347.20	8,556.00	8,770.40
	Approx. Mon	13,116.13	13,445.47	13,783.47	14,126.67	14,480.27	14,840.80	15,215.20	15,596.53	15,983.07	16,381.73	16,792.53	17,210.27	17,643.60	18,085.60	18,538.00	19,002.53
	Annual	157,393.60	161,345.60	165,401.60	169,520.00	173,763.20	178,089.60	182,582.40	187,158.40	191,796.80	196,580.80	201,510.40	206,523.20	211,723.20	217,027.20	222,456.00	228,030.40
72T	Hourly	75.67	77.57	79.52	81.50	83.54	85.62	87.78	89.98	92.21	94.51	96.88	99.29	101.79			
	Approx Bi-Wk	6,053.60	6,205.60	6,361.60	6,520.00	6,683.20	6,849.60	7,022.40	7,198.40	7,376.80	7,560.80	7,750.40	7,943.20	8,143.20			
	Approx. Mon	13,116.13	13,445.47	13,783.47	14,126.67	14,480.27	14,840.80	15,215.20	15,596.53	15,983.07	16,381.73	16,792.53	17,210.27	17,643.60			
	Annual	157,393.60	161,345.60	165,401.60	169,520.00	173,763.20	178,089.60	182,582.40	187,158.40	191,796.80	196,580.80	201,510.40	206,523.20	211,723.20	217,027.20	222,456.00	228,030.40
73	Hourly	77.57	79.52	81.50	83.54	85.62	87.78	89.98	92.21	94.51	96.88	99.29	101.79	104.34	106.94	109.62	112.36
	Approx Bi-Wk	6,205.60	6,361.60	6,520.00	6,683.20	6,849.60	7,022.40	7,198.40	7,376.80	7,560.80	7,750.40	7,943.20	8,143.20	8,347.20	8,555.20	8,769.60	8,988.00
	Approx. Mon	13,445.47	13,783.47	14,126.67	14,480.27	14,840.80	15,215.20	15,596.53	15,983.07	16,381.73	16,792.53	17,210.27	17,643.60	18,085.60	18,536.27	19,000.80	19,475.73
	Annual	161,345.60	165,401.60	169,520.00	173,763.20	178,089.60	182,582.40	187,158.40	191,796.80	196,580.80	201,510.40	206,523.20	211,723.20	217,027.20	222,435.20	228,009.60	233,708.80
73T	Hourly	77.57	79.52	81.50	83.54	85.62	87.78	89.98	92.21	94.51	96.88	99.29	101.79	104.34			
	Approx Bi-Wk	6,205.60	6,361.60	6,520.00	6,683.20	6,849.60	7,022.40	7,198.40	7,376.80	7,560.80	7,750.40	7,943.20	8,143.20	8,347.20			
	Approx. Mon	13,445.47	13,783.47	14,126.67	14,480.27	14,840.80	15,215.20	15,596.53	15,983.07	16,381.73	16,792.53	17,210.27	17,643.60	18,085.60			
	Annual	161,345.60	165,401.60	169,520.00	173,763.20	178,089.60	182,582.40	187,158.40	191,796.80	196,580.80	201,510.40	206,523.20	211,723.20	217,027.20	222,435.20	228,009.60	233,708.80
74	Hourly	79.52	81.50	83.54	85.62	87.78	89.98	92.21	94.51	96.88	99.29	101.79	104.34	106.94	109.62	112.36	115.16
	Approx Bi-Wk	6,361.60	6,520.00	6,683.20	6,849.60	7,022.40	7,198.40	7,376.80	7,560.80	7,750.40	7,943.20	8,143.20	8,347.20	8,555.20	8,769.60	8,988.00	9,212.80
	Approx. Mon	13,783.47	14,126.67	14,480.27	14,840.80	15,215.20	15,596.53	15,983.07	16,381.73	16,792.53	17,210.27	17,643.60	18,085.60	18,536.27	19,000.80	19,475.73	19,961.07
	Annual	165,401.60	169,520.00	173,763.20	178,089.60	182,582.40	187,158.40	191,796.80	196,580.80	201,510.40	206,523.20	211,723.20	217,027.20	222,435.20	228,009.60	233,708.80	239,532.80
74T	Hourly	79.52	81.50	83.54	85.62	87.78	89.98	92.21	94.51	96.88	99.29	101.79	104.34	106.94			
	Approx Bi-Wk	6,361.60	6,520.00	6,683.20	6,849.60	7,022.40	7,198.40	7,376.80	7,560.80	7,750.40	7,943.20	8,143.20	8,347.20	8,555.20			
	Approx. Mon	13,783.47	14,126.67	14,480.27	14,840.80	15,215.20	15,596.53	15,983.07	16,381.73	16,792.53	17,210.27	17,643.60	18,085.60	18,536.27			
	Annual	165,401.60	169,520.00	173,763.20	178,089.60	182,582.40	187,158.40	191,796.80	196,580.80	201,510.40	206,523.20	211,723.20	217,027.20	222,435.20	228,009.60	233,708.80	239,532.80
75	Hourly	81.50	83.54	85.62	87.78	89.98	92.21	94.51	96.88	99.29	101.79	104.34	106.94	109.62	112.35	115.15	118.03
	Approx Bi-Wk	6,520.00	6,683.20	6,849.60	7,022.40	7,198.40	7,376.80	7,560.80	7,750.40	7,943.20	8,143.20	8,347.20	8,555.20	8,769.60	8,988.00	9,212.00	9,442.40
	Approx. Mon	14,126.67	14,480.27	14,840.80	15,215.20	15,596.53	15,983.07	16,381.73	16,792.53	17,210.27	17,643.60	18,085.60	18,536.27	19,000.80	19,474.00	19,959.33	20,458.53
	Annual	169,520.00	173,763.20	178,089.60	182,582.40	187,158.40	191,796.80	196,580.80	201,510.40	206,523.20	211,723.20	217,027.20	222,435.20	228,009.60	233,688.00	239,512.00	245,502.40
75T	Hourly	81.50	83.54	85.62	87.78	89.98	92.21	94.51	96.88	99.29	101.79	104.34	106.94	109.62			
	Approx Bi-Wk	6,520.00	6,683.20	6,849.60	7,022.40	7,198.40	7,376.80	7,560.80	7,750.40	7,943.20	8,143.20	8,347.20	8,555.20	8,769.60			
	Approx. Mon	14,126.67	14,480.27	14,840.80	15,215.20	15,596.53	15,983.07	16,381.73	16,792.53	17,210.27	17,643.60						

APPENDIX C – SALARY SCHEDULES

Effective 02/25/2025



Table with 17 columns (Eff. 02/22/2025 to Step 17) and multiple rows for each step, detailing hourly, bi-weekly, and annual salaries for various positions (e.g., 17T, 18T, 19T, 20T, 21T, 22T, 23T, 24T, 25T, 26T, 27).

APPENDIX C – SALARY SCHEDULES

Effective 02/25/2025



Eff. 02/22/2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	
27T	Hourly	25.91	26.57	27.21	27.93	28.57	29.33	30.07	30.83	31.58	32.35	33.18	34.02	34.87			
	Approx Bi-Wk	2,072.80	2,125.60	2,176.80	2,234.40	2,285.60	2,346.40	2,405.60	2,466.40	2,526.40	2,588.00	2,654.40	2,721.60	2,789.60			
	Approx. Mon	4,491.07	4,605.47	4,716.40	4,841.20	4,952.13	5,083.87	5,212.13	5,343.87	5,473.87	5,607.33	5,751.20	5,896.80	6,044.13			
	Annual	53,892.80	55,265.60	56,596.80	58,094.40	59,425.60	61,006.40	62,545.60	64,126.40	65,686.40	67,288.00	69,014.40	70,761.60	72,529.60			
28	Hourly	26.57	27.21	27.93	28.57	29.33	30.07	30.83	31.58	32.35	33.18	34.02	34.87	35.74	36.63	37.55	38.48
	Approx Bi-Wk	2,125.60	2,176.80	2,234.40	2,285.60	2,346.40	2,405.60	2,466.40	2,526.40	2,588.00	2,654.40	2,721.60	2,789.60	2,859.20	2,930.40	3,004.00	3,078.40
	Approx. Mon	4,605.47	4,716.40	4,841.20	4,952.13	5,083.87	5,212.13	5,343.87	5,473.87	5,607.33	5,751.20	5,896.80	6,044.13	6,194.93	6,349.20	6,508.67	6,669.87
	Annual	55,265.60	56,596.80	58,094.40	59,425.60	61,006.40	62,545.60	64,126.40	65,686.40	67,288.00	69,014.40	70,761.60	72,529.60	74,339.20	76,190.40	78,104.00	80,038.40
28T	Hourly	26.57	27.21	27.93	28.57	29.33	30.07	30.83	31.58	32.35	33.18	34.02	34.87	35.74	36.63	37.55	38.48
	Approx Bi-Wk	2,125.60	2,176.80	2,234.40	2,285.60	2,346.40	2,405.60	2,466.40	2,526.40	2,588.00	2,654.40	2,721.60	2,789.60	2,859.20	2,930.40	3,004.00	3,078.40
	Approx. Mon	4,605.47	4,716.40	4,841.20	4,952.13	5,083.87	5,212.13	5,343.87	5,473.87	5,607.33	5,751.20	5,896.80	6,044.13	6,194.93	6,349.20	6,508.67	6,669.87
	Annual	55,265.60	56,596.80	58,094.40	59,425.60	61,006.40	62,545.60	64,126.40	65,686.40	67,288.00	69,014.40	70,761.60	72,529.60	74,339.20	76,190.40	78,104.00	80,038.40
29	Hourly	27.21	27.93	28.57	29.33	30.07	30.83	31.58	32.35	33.18	34.02	34.87	35.74	36.63	37.52	38.46	39.43
	Approx Bi-Wk	2,176.80	2,234.40	2,285.60	2,346.40	2,405.60	2,466.40	2,526.40	2,588.00	2,654.40	2,721.60	2,789.60	2,859.20	2,930.40	3,001.60	3,076.80	3,154.40
	Approx. Mon	4,716.40	4,841.20	4,952.13	5,083.87	5,212.13	5,343.87	5,473.87	5,607.33	5,751.20	5,896.80	6,044.13	6,194.93	6,349.20	6,503.47	6,664.40	6,834.53
	Annual	56,596.80	58,094.40	59,425.60	61,006.40	62,545.60	64,126.40	65,686.40	67,288.00	69,014.40	70,761.60	72,529.60	74,339.20	76,190.40	78,041.60	79,996.80	82,014.40
29T	Hourly	27.21	27.93	28.57	29.33	30.07	30.83	31.58	32.35	33.18	34.02	34.87	35.74	36.63	37.52	38.46	39.43
	Approx Bi-Wk	2,176.80	2,234.40	2,285.60	2,346.40	2,405.60	2,466.40	2,526.40	2,588.00	2,654.40	2,721.60	2,789.60	2,859.20	2,930.40	3,001.60	3,076.80	3,154.40
	Approx. Mon	4,716.40	4,841.20	4,952.13	5,083.87	5,212.13	5,343.87	5,473.87	5,607.33	5,751.20	5,896.80	6,044.13	6,194.93	6,349.20	6,503.47	6,664.40	6,834.53
	Annual	56,596.80	58,094.40	59,425.60	61,006.40	62,545.60	64,126.40	65,686.40	67,288.00	69,014.40	70,761.60	72,529.60	74,339.20	76,190.40	78,041.60	79,996.80	82,014.40
30	Hourly	27.93	28.57	29.33	30.07	30.83	31.58	32.35	33.18	34.02	34.87	35.74	36.63	37.52	38.46	39.44	40.43
	Approx Bi-Wk	2,234.40	2,285.60	2,346.40	2,405.60	2,466.40	2,526.40	2,588.00	2,654.40	2,721.60	2,789.60	2,859.20	2,930.40	3,001.60	3,076.80	3,155.20	3,234.40
	Approx. Mon	4,841.20	4,952.13	5,083.87	5,212.13	5,343.87	5,473.87	5,607.33	5,751.20	5,896.80	6,044.13	6,194.93	6,349.20	6,503.47	6,666.40	6,836.27	7,007.87
	Annual	58,094.40	59,425.60	61,006.40	62,545.60	64,126.40	65,686.40	67,288.00	69,014.40	70,761.60	72,529.60	74,339.20	76,190.40	78,041.60	80,038.40	82,038.20	84,094.40
30T	Hourly	27.93	28.57	29.33	30.07	30.83	31.58	32.35	33.18	34.02	34.87	35.74	36.63	37.52	38.46	39.44	40.43
	Approx Bi-Wk	2,234.40	2,285.60	2,346.40	2,405.60	2,466.40	2,526.40	2,588.00	2,654.40	2,721.60	2,789.60	2,859.20	2,930.40	3,001.60	3,076.80	3,155.20	3,234.40
	Approx. Mon	4,841.20	4,952.13	5,083.87	5,212.13	5,343.87	5,473.87	5,607.33	5,751.20	5,896.80	6,044.13	6,194.93	6,349.20	6,503.47	6,666.40	6,836.27	7,007.87
	Annual	58,094.40	59,425.60	61,006.40	62,545.60	64,126.40	65,686.40	67,288.00	69,014.40	70,761.60	72,529.60	74,339.20	76,190.40	78,041.60	80,038.20	82,038.40	84,094.40
31	Hourly	28.57	29.33	30.07	30.83	31.58	32.35	33.18	34.02	34.87	35.74	36.63	37.52	38.46	39.45	40.43	41.43
	Approx Bi-Wk	2,285.60	2,346.40	2,405.60	2,466.40	2,526.40	2,588.00	2,654.40	2,721.60	2,789.60	2,859.20	2,930.40	3,001.60	3,076.80	3,156.00	3,234.40	3,314.40
	Approx. Mon	4,952.13	5,083.87	5,212.13	5,343.87	5,473.87	5,607.33	5,751.20	5,896.80	6,044.13	6,194.93	6,349.20	6,503.47	6,666.40	6,836.27	7,007.87	7,181.20
	Annual	59,425.60	61,006.40	62,545.60	64,126.40	65,686.40	67,288.00	69,014.40	70,761.60	72,529.60	74,339.20	76,190.40	78,041.60	79,996.80	82,056.00	84,094.40	86,174.40
31T	Hourly	28.57	29.33	30.07	30.83	31.58	32.35	33.18	34.02	34.87	35.74	36.63	37.52	38.46	39.45	40.43	41.43
	Approx Bi-Wk	2,285.60	2,346.40	2,405.60	2,466.40	2,526.40	2,588.00	2,654.40	2,721.60	2,789.60	2,859.20	2,930.40	3,001.60	3,076.80	3,156.00	3,234.40	3,314.40
	Approx. Mon	4,952.13	5,083.87	5,212.13	5,343.87	5,473.87	5,607.33	5,751.20	5,896.80	6,044.13	6,194.93	6,349.20	6,503.47	6,666.40	6,836.27	7,007.87	7,181.20
	Annual	59,425.60	61,006.40	62,545.60	64,126.40	65,686.40	67,288.00	69,014.40	70,761.60	72,529.60	74,339.20	76,190.40	78,041.60	79,996.80	82,056.00	84,094.40	86,174.40
32	Hourly	29.33	30.07	30.83	31.58	32.35	33.18	34.02	34.87	35.74	36.63	37.52	38.46	39.45	40.42	41.42	42.45
	Approx Bi-Wk	2,346.40	2,405.60	2,466.40	2,526.40	2,588.00	2,654.40	2,721.60	2,789.60	2,859.20	2,930.40	3,001.60	3,076.80	3,156.00	3,233.60	3,313.60	3,396.00
	Approx. Mon	5,083.87	5,212.13	5,343.87	5,473.87	5,607.33	5,751.20	5,896.80	6,044.13	6,194.93	6,349.20	6,503.47	6,666.40	6,838.00	7,006.13	7,179.47	7,358.00
	Annual	61,006.40	62,545.60	64,126.40	65,686.40	67,288.00	69,014.40	70,761.60	72,529.60	74,339.20	76,190.40	78,041.60	79,996.80	82,056.00	84,073.60	86,153.60	88,296.00
32T	Hourly	29.33	30.07	30.83	31.58	32.35	33.18	34.02	34.87	35.74	36.63	37.52	38.46	39.45	40.42	41.43	42.45
	Approx Bi-Wk	2,346.40	2,405.60	2,466.40	2,526.40	2,588.00	2,654.40	2,721.60	2,789.60	2,859.20	2,930.40	3,001.60	3,076.80	3,156.00	3,233.60	3,313.60	3,396.00
	Approx. Mon	5,083.87	5,212.13	5,343.87	5,473.87	5,607.33	5,751.20	5,896.80	6,044.13	6,194.93	6,349.20	6,503.47	6,666.40	6,838.00	7,006.13	7,179.47	7,358.00
	Annual	61,006.40	62,545.60	64,126.40	65,686.40	67,288.00	69,014.40	70,761.60	72,529.60	74,339.20	76,190.40	78,041.60	79,996.80	82,056.00	84,073.60	86,153.60	88,296.00
Eff. 02/22/2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	
33	Hourly	30.07	30.83	31.58	32.35	33.18	34.02	34.87	35.74	36.63	37.52	38.46	39.45	40.42	41.43	42.46	43.54
	Approx Bi-Wk	2,405.60	2,466.40	2,526.40	2,588.00	2,654.40	2,721.60	2,789.60	2,859.20	2,930.40	3,001.60	3,076.80	3,156.00	3,233.60	3,314.40	3,396.80	3,483.20
	Approx. Mon	5,212.13	5,343.87	5,473.87	5,607.33	5,751.20	5,896.80	6,044.13	6,194.93	6,349.20	6,503.47	6,666.40	6,838.00	7,006.13	7,181.20	7,359.73	7,546.93
	Annual	62,545.60	64,126.40	65,686.40	67,288.00	69,014.40	70,761.60	72,529.60	74,339.20	76,190.40	78,041.60	79,996.80	82,056.00	84,073.60	86,174.40	88,316.80	90,563.20
33T	Hourly	30.07	30.83	31.58	32.35	33.18	34.02	34.87	35.74	36.63	37.52	38.46	39.45	40.42	41.43	42.46	43.54
	Approx Bi-Wk	2,405.60	2,466.40	2,526.40	2,588.00	2,654.40	2,721.60	2,789.60									

APPENDIX C – SALARY SCHEDULES

Effective 02/25/2025



Table with columns for Eff. 02/22/2025, Step 1-16, and rows for hourly, bi-weekly, monthly, and annual salaries for positions 38 through 48T.

APPENDIX C – SALARY SCHEDULES

Effective 02/25/2025



Eff. 02/22/2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	
48T	Hourly	43.53	44.63	45.73	46.87	48.07	49.25	50.50	51.73	53.03	54.37	55.72	57.14	58.55			
	Approx Bi-Wk	3,482.40	3,570.40	3,658.40	3,749.60	3,845.60	3,940.00	4,040.00	4,138.40	4,242.40	4,349.60	4,457.60	4,571.20	4,684.00			
	Approx. Mon	7,545.20	7,735.87	7,926.53	8,124.13	8,332.13	8,536.67	8,753.33	8,966.53	9,191.87	9,424.13	9,658.13	9,904.27	10,148.67			
	Annual	90,542.40	92,830.40	95,118.40	97,489.60	99,985.60	102,440.00	105,040.00	107,598.40	110,302.40	113,089.60	115,897.60	118,851.20	121,784.00			
49	Hourly	44.63	45.73	46.87	48.07	49.25	50.50	51.73	53.03	54.37	55.72	57.14	58.55	60.01	61.50	63.06	64.63
	Approx Bi-Wk	3,570.40	3,658.40	3,749.60	3,845.60	3,940.00	4,040.00	4,138.40	4,242.40	4,349.60	4,457.60	4,571.20	4,684.00	4,800.80	4,920.00	5,044.80	5,170.40
	Approx. Mon	7,735.87	7,926.53	8,124.13	8,332.13	8,536.67	8,753.33	8,966.53	9,191.87	9,424.13	9,658.13	9,904.27	10,148.67	10,401.73	10,660.00	10,930.40	11,202.53
	Annual	92,830.40	95,118.40	97,489.60	99,985.60	102,440.00	105,040.00	107,598.40	110,302.40	113,089.60	115,897.60	118,851.20	121,784.00	124,820.80	127,920.00	131,164.80	134,430.40
49T	Hourly	44.63	45.73	46.87	48.07	49.25	50.50	51.73	53.03	54.37	55.72	57.14	58.55	60.01			
	Approx Bi-Wk	3,570.40	3,658.40	3,749.60	3,845.60	3,940.00	4,040.00	4,138.40	4,242.40	4,349.60	4,457.60	4,571.20	4,684.00	4,800.80			
	Approx. Mon	7,735.87	7,926.53	8,124.13	8,332.13	8,536.67	8,753.33	8,966.53	9,191.87	9,424.13	9,658.13	9,904.27	10,148.67	10,401.73			
	Annual	92,830.40	95,118.40	97,489.60	99,985.60	102,440.00	105,040.00	107,598.40	110,302.40	113,089.60	115,897.60	118,851.20	121,784.00	124,820.80			
50	Hourly	45.73	46.87	48.07	49.25	50.50	51.73	53.03	54.37	55.72	57.14	58.55	60.01	61.50	63.05	64.62	66.25
	Approx Bi-Wk	3,658.40	3,749.60	3,845.60	3,940.00	4,040.00	4,138.40	4,242.40	4,349.60	4,457.60	4,571.20	4,684.00	4,800.80	4,920.00	5,044.00	5,169.60	5,300.00
	Approx. Mon	7,926.53	8,124.13	8,332.13	8,536.67	8,753.33	8,966.53	9,191.87	9,424.13	9,658.13	9,904.27	10,148.67	10,401.73	10,660.00	10,928.67	11,200.80	11,483.33
	Annual	95,118.40	97,489.60	99,985.60	102,440.00	105,040.00	107,598.40	110,302.40	113,089.60	115,897.60	118,851.20	121,784.00	124,820.80	127,920.00	131,144.00	134,409.60	137,800.00
50T	Hourly	45.73	46.87	48.07	49.25	50.50	51.73	53.03	54.37	55.72	57.14	58.55	60.01	61.50			
	Approx Bi-Wk	3,658.40	3,749.60	3,845.60	3,940.00	4,040.00	4,138.40	4,242.40	4,349.60	4,457.60	4,571.20	4,684.00	4,800.80	4,920.00			
	Approx. Mon	7,926.53	8,124.13	8,332.13	8,536.67	8,753.33	8,966.53	9,191.87	9,424.13	9,658.13	9,904.27	10,148.67	10,401.73	10,660.00			
	Annual	95,118.40	97,489.60	99,985.60	102,440.00	105,040.00	107,598.40	110,302.40	113,089.60	115,897.60	118,851.20	121,784.00	124,820.80	127,920.00			
51	Hourly	46.87	48.07	49.25	50.50	51.73	53.03	54.37	55.72	57.14	58.55	60.01	61.50	63.05	64.63	66.26	67.90
	Approx Bi-Wk	3,749.60	3,845.60	3,940.00	4,040.00	4,138.40	4,242.40	4,349.60	4,457.60	4,571.20	4,684.00	4,800.80	4,920.00	5,044.00	5,170.40	5,300.80	5,432.00
	Approx. Mon	8,124.13	8,332.13	8,536.67	8,753.33	8,966.53	9,191.87	9,424.13	9,658.13	9,904.27	10,148.67	10,401.73	10,660.00	10,928.67	11,202.53	11,485.07	11,769.33
	Annual	97,489.60	99,985.60	102,440.00	105,040.00	107,598.40	110,302.40	113,089.60	115,897.60	118,851.20	121,784.00	124,820.80	127,920.00	131,144.00	134,430.40	137,820.80	141,232.00
51T	Hourly	46.87	48.07	49.25	50.50	51.73	53.03	54.37	55.72	57.14	58.55	60.01	61.50	63.05			
	Approx Bi-Wk	3,749.60	3,845.60	3,940.00	4,040.00	4,138.40	4,242.40	4,349.60	4,457.60	4,571.20	4,684.00	4,800.80	4,920.00	5,044.00			
	Approx. Mon	8,124.13	8,332.13	8,536.67	8,753.33	8,966.53	9,191.87	9,424.13	9,658.13	9,904.27	10,148.67	10,401.73	10,660.00	10,928.67			
	Annual	97,489.60	99,985.60	102,440.00	105,040.00	107,598.40	110,302.40	113,089.60	115,897.60	118,851.20	121,784.00	124,820.80	127,920.00	131,144.00			
52	Hourly	48.07	49.25	50.50	51.73	53.03	54.37	55.72	57.14	58.55	60.01	61.50	63.05	64.63	66.25	67.89	69.60
	Approx Bi-Wk	3,845.60	3,940.00	4,040.00	4,138.40	4,242.40	4,349.60	4,457.60	4,571.20	4,684.00	4,800.80	4,920.00	5,044.00	5,170.40	5,300.00	5,431.20	5,568.00
	Approx. Mon	8,332.13	8,536.67	8,753.33	8,966.53	9,191.87	9,424.13	9,658.13	9,904.27	10,148.67	10,401.73	10,660.00	10,928.67	11,202.53	11,483.33	11,767.60	12,064.00
	Annual	99,985.60	102,440.00	105,040.00	107,598.40	110,302.40	113,089.60	115,897.60	118,851.20	121,784.00	124,820.80	127,920.00	131,144.00	134,430.40	137,800.00	141,211.20	144,768.00
52T	Hourly	48.07	49.25	50.50	51.73	53.03	54.37	55.72	57.14	58.55	60.01	61.50	63.05	64.63			
	Approx Bi-Wk	3,845.60	3,940.00	4,040.00	4,138.40	4,242.40	4,349.60	4,457.60	4,571.20	4,684.00	4,800.80	4,920.00	5,044.00	5,170.40			
	Approx. Mon	8,332.13	8,536.67	8,753.33	8,966.53	9,191.87	9,424.13	9,658.13	9,904.27	10,148.67	10,401.73	10,660.00	10,928.67	11,202.53			
	Annual	99,985.60	102,440.00	105,040.00	107,598.40	110,302.40	113,089.60	115,897.60	118,851.20	121,784.00	124,820.80	127,920.00	131,144.00	134,430.40			
53	Hourly	49.25	50.50	51.73	53.03	54.37	55.72	57.14	58.55	60.01	61.50	63.05	64.63	66.25	67.89	69.59	71.34
	Approx Bi-Wk	3,940.00	4,040.00	4,138.40	4,242.40	4,349.60	4,457.60	4,571.20	4,684.00	4,800.80	4,920.00	5,044.00	5,170.40	5,300.00	5,431.20	5,567.20	5,707.20
	Approx. Mon	8,536.67	8,753.33	8,966.53	9,191.87	9,424.13	9,658.13	9,904.27	10,148.67	10,401.73	10,660.00	10,928.67	11,202.53	11,483.33	11,767.60	12,062.27	12,365.60
	Annual	102,440.00	105,040.00	107,598.40	110,302.40	113,089.60	115,897.60	118,851.20	121,784.00	124,820.80	127,920.00	131,144.00	134,430.40	137,800.00	141,211.20	144,747.20	148,387.20
53T	Hourly	49.25	50.50	51.73	53.03	54.37	55.72	57.14	58.55	60.01	61.50	63.05	64.63	66.25			
	Approx Bi-Wk	3,940.00	4,040.00	4,138.40	4,242.40	4,349.60	4,457.60	4,571.20	4,684.00	4,800.80	4,920.00	5,044.00	5,170.40	5,300.00			
	Approx. Mon	8,536.67	8,753.33	8,966.53	9,191.87	9,424.13	9,658.13	9,904.27	10,148.67	10,401.73	10,660.00	10,928.67	11,202.53	11,483.33			
	Annual	102,440.00	105,040.00	107,598.40	110,302.40	113,089.60	115,897.60	118,851.20	121,784.00	124,820.80	127,920.00	131,144.00	134,430.40	137,800.00			
Eff. 02/22/2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	
54	Hourly	50.50	51.73	53.03	54.37	55.72	57.14	58.55	60.01	61.50	63.05	64.63	66.25	67.89	69.58	71.33	73.11
	Approx Bi-Wk	4,040.00	4,138.40	4,242.40	4,349.60	4,457.60	4,571.20	4,684.00	4,800.80	4,920.00	5,044.00	5,170.40	5,300.00	5,431.20	5,566.40	5,706.40	5,848.80
	Approx. Mon	8,753.33	8,966.53	9,191.87	9,424.13	9,658.13	9,904.27	10,148.67	10,401.73	10,660.00	10,928.67	11,202.53	11,483.33	11,767.60	12,060.53	12,363.87	12,672.40
	Annual	105,040.00	107,598.40	110,302.40	113,089.60	115,897.60	118,851.20	121,784.00	124,820.80	127,920.00	131,144.00	134,430.40	137,800.00	141,211.20	144,726.40	148,366.40	152,068.80
54T	Hourly	50.50	51.73	53.03	54.37	55.72	57.14	58.55	60.01	61.50	63.05	64.63	66.25	67.89			
	Approx Bi-Wk	4,040.00	4,138.40	4,242.40	4,349.60	4,457.60	4,571.20	4,684.00	4,800.80	4,920.00	5,044.00	5,170.40	5,300.00	5,431.20			
	Approx. Mon	8,753.33	8,966.53	9,191.87	9,424.13	9,658.13	9,904.27	10,148.67	10,401.73	10,660.00	10,928.67	11,202.53	11,483.33	11,767.60			
	Annual	105,040.00	107,598.40	110,302.40	113,089.60	115,897.60	118,851										

APPENDIX C – SALARY SCHEDULES

Effective 02/25/2025



Eff. 02/22/2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	
59	Hourly	57.14	58.55	60.01	61.50	63.05	64.63	66.25	67.89	69.58	71.34	73.12	74.94	76.80	78.72	80.69	82.69
	Approx Bi-Wk	4,571.20	4,684.00	4,800.80	4,920.00	5,044.00	5,170.40	5,300.00	5,431.20	5,566.40	5,707.20	5,849.60	5,995.20	6,144.00	6,297.60	6,455.20	6,615.20
	Approx. Mon	9,904.27	10,148.67	10,401.73	10,660.00	10,928.67	11,202.53	11,483.33	11,767.60	12,060.53	12,365.60	12,674.13	12,989.60	13,312.00	13,644.80	13,988.27	14,332.93
	Annual	118,851.20	121,784.00	124,820.80	127,920.00	131,144.00	134,430.40	137,800.00	141,211.20	144,726.40	148,387.20	152,089.60	155,875.20	159,744.00	163,737.60	167,835.20	171,995.20
59T	Hourly	57.14	58.55	60.01	61.50	63.05	64.63	66.25	67.89	69.58	71.34	73.12	74.94	76.80			
	Approx Bi-Wk	4,571.20	4,684.00	4,800.80	4,920.00	5,044.00	5,170.40	5,300.00	5,431.20	5,566.40	5,707.20	5,849.60	5,995.20	6,144.00			
	Approx. Mon	9,904.27	10,148.67	10,401.73	10,660.00	10,928.67	11,202.53	11,483.33	11,767.60	12,060.53	12,365.60	12,674.13	12,989.60	13,312.00			
	Annual	118,851.20	121,784.00	124,820.80	127,920.00	131,144.00	134,430.40	137,800.00	141,211.20	144,726.40	148,387.20	152,089.60	155,875.20	159,744.00			
60	Hourly	58.55	60.01	61.50	63.05	64.63	66.25	67.89	69.58	71.34	73.12	74.94	76.80	78.72	80.70	82.72	84.79
	Approx Bi-Wk	4,684.00	4,800.80	4,920.00	5,044.00	5,170.40	5,300.00	5,431.20	5,566.40	5,707.20	5,849.60	5,995.20	6,144.00	6,297.60	6,456.00	6,618.40	6,783.20
	Approx. Mon	10,148.67	10,401.73	10,660.00	10,928.67	11,202.53	11,483.33	11,767.60	12,060.53	12,365.60	12,674.13	12,989.60	13,312.00	13,644.80	13,988.00	14,338.13	14,696.93
	Annual	121,784.00	124,820.80	127,920.00	131,144.00	134,430.40	137,800.00	141,211.20	144,726.40	148,387.20	152,089.60	155,875.20	159,744.00	163,737.60	167,856.00	172,057.60	176,363.20
60T	Hourly	58.55	60.01	61.50	63.05	64.63	66.25	67.89	69.58	71.34	73.12	74.94	76.80	78.72			
	Approx Bi-Wk	4,684.00	4,800.80	4,920.00	5,044.00	5,170.40	5,300.00	5,431.20	5,566.40	5,707.20	5,849.60	5,995.20	6,144.00	6,297.60			
	Approx. Mon	10,148.67	10,401.73	10,660.00	10,928.67	11,202.53	11,483.33	11,767.60	12,060.53	12,365.60	12,674.13	12,989.60	13,312.00	13,644.80			
	Annual	121,784.00	124,820.80	127,920.00	131,144.00	134,430.40	137,800.00	141,211.20	144,726.40	148,387.20	152,089.60	155,875.20	159,744.00	163,737.60			
61	Hourly	60.01	61.50	63.05	64.63	66.25	67.89	69.58	71.34	73.12	74.94	76.80	78.72	80.70	82.73	84.79	86.91
	Approx Bi-Wk	4,800.80	4,920.00	5,044.00	5,170.40	5,300.00	5,431.20	5,566.40	5,707.20	5,849.60	5,995.20	6,144.00	6,297.60	6,456.00	6,618.40	6,783.20	6,952.80
	Approx. Mon	10,401.73	10,660.00	10,928.67	11,202.53	11,483.33	11,767.60	12,060.53	12,365.60	12,674.13	12,989.60	13,312.00	13,644.80	13,988.00	14,339.87	14,696.93	15,064.40
	Annual	124,820.80	127,920.00	131,144.00	134,430.40	137,800.00	141,211.20	144,726.40	148,387.20	152,089.60	155,875.20	159,744.00	163,737.60	167,856.00	172,078.40	176,363.20	180,772.80
61T	Hourly	60.01	61.50	63.05	64.63	66.25	67.89	69.58	71.34	73.12	74.94	76.80	78.72	80.70			
	Approx Bi-Wk	4,800.80	4,920.00	5,044.00	5,170.40	5,300.00	5,431.20	5,566.40	5,707.20	5,849.60	5,995.20	6,144.00	6,297.60	6,456.00			
	Approx. Mon	10,401.73	10,660.00	10,928.67	11,202.53	11,483.33	11,767.60	12,060.53	12,365.60	12,674.13	12,989.60	13,312.00	13,644.80	13,988.00			
	Annual	124,820.80	127,920.00	131,144.00	134,430.40	137,800.00	141,211.20	144,726.40	148,387.20	152,089.60	155,875.20	159,744.00	163,737.60	167,856.00			
62	Hourly	61.50	63.05	64.63	66.25	67.89	69.58	71.34	73.12	74.94	76.80	78.72	80.70	82.73	84.79	86.91	89.08
	Approx Bi-Wk	4,920.00	5,044.00	5,170.40	5,300.00	5,431.20	5,566.40	5,707.20	5,849.60	5,995.20	6,144.00	6,297.60	6,456.00	6,618.40	6,783.20	6,952.80	7,126.40
	Approx. Mon	10,660.00	10,928.67	11,202.53	11,483.33	11,767.60	12,060.53	12,365.60	12,674.13	12,989.60	13,312.00	13,644.80	13,988.00	14,339.87	14,696.93	15,064.40	15,440.53
	Annual	127,920.00	131,144.00	134,430.40	137,800.00	141,211.20	144,726.40	148,387.20	152,089.60	155,875.20	159,744.00	163,737.60	167,856.00	172,078.40	176,363.20	180,772.80	185,286.40
62T	Hourly	61.50	63.05	64.63	66.25	67.89	69.58	71.34	73.12	74.94	76.80	78.72	80.70	82.73			
	Approx Bi-Wk	4,920.00	5,044.00	5,170.40	5,300.00	5,431.20	5,566.40	5,707.20	5,849.60	5,995.20	6,144.00	6,297.60	6,456.00	6,618.40			
	Approx. Mon	10,660.00	10,928.67	11,202.53	11,483.33	11,767.60	12,060.53	12,365.60	12,674.13	12,989.60	13,312.00	13,644.80	13,988.00	14,339.87			
	Annual	127,920.00	131,144.00	134,430.40	137,800.00	141,211.20	144,726.40	148,387.20	152,089.60	155,875.20	159,744.00	163,737.60	167,856.00	172,078.40			
63	Hourly	63.05	64.63	66.25	67.89	69.58	71.34	73.12	74.94	76.80	78.72	80.70	82.73	84.79	86.91	89.08	91.30
	Approx Bi-Wk	5,044.00	5,170.40	5,300.00	5,431.20	5,566.40	5,707.20	5,849.60	5,995.20	6,144.00	6,297.60	6,456.00	6,618.40	6,783.20	6,952.80	7,126.40	7,304.00
	Approx. Mon	10,928.67	11,202.53	11,483.33	11,767.60	12,060.53	12,365.60	12,674.13	12,989.60	13,312.00	13,644.80	13,988.00	14,339.87	14,696.93	15,064.40	15,440.53	15,825.33
	Annual	131,144.00	134,430.40	137,800.00	141,211.20	144,726.40	148,387.20	152,089.60	155,875.20	159,744.00	163,737.60	167,856.00	172,078.40	176,363.20	180,772.80	185,286.40	189,904.00
63T	Hourly	63.05	64.63	66.25	67.89	69.58	71.34	73.12	74.94	76.80	78.72	80.70	82.73	84.79			
	Approx Bi-Wk	5,044.00	5,170.40	5,300.00	5,431.20	5,566.40	5,707.20	5,849.60	5,995.20	6,144.00	6,297.60	6,456.00	6,618.40	6,783.20			
	Approx. Mon	10,928.67	11,202.53	11,483.33	11,767.60	12,060.53	12,365.60	12,674.13	12,989.60	13,312.00	13,644.80	13,988.00	14,339.87	14,696.93			
	Annual	131,144.00	134,430.40	137,800.00	141,211.20	144,726.40	148,387.20	152,089.60	155,875.20	159,744.00	163,737.60	167,856.00	172,078.40	176,363.20			
64	Hourly	64.63	66.25	67.89	69.58	71.34	73.12	74.94	76.80	78.72	80.70	82.73	84.79	86.91	89.07	91.29	93.59
	Approx Bi-Wk	5,170.40	5,300.00	5,431.20	5,566.40	5,707.20	5,849.60	5,995.20	6,144.00	6,297.60	6,456.00	6,618.40	6,783.20	6,952.80	7,125.60	7,303.20	7,487.20
	Approx. Mon	11,202.53	11,483.33	11,767.60	12,060.53	12,365.60	12,674.13	12,989.60	13,312.00	13,644.80	13,988.00	14,339.87	14,696.93	15,064.40	15,438.80	15,823.60	16,222.27
	Annual	134,430.40	137,800.00	141,211.20	144,726.40	148,387.20	152,089.60	155,875.20	159,744.00	163,737.60	167,856.00	172,078.40	176,363.20	180,772.80	185,265.60	189,883.20	194,667.20
Eff. 02/22/2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	
64T	Hourly	64.63	66.25	67.89	69.58	71.34	73.12	74.94	76.80	78.72	80.70	82.73	84.79	86.91			
	Approx Bi-Wk	5,170.40	5,300.00	5,431.20	5,566.40	5,707.20	5,849.60	5,995.20	6,144.00	6,297.60	6,456.00	6,618.40	6,783.20	6,952.80			
	Approx. Mon	11,202.53	11,483.33	11,767.60	12,060.53	12,365.60	12,674.13	12,989.60	13,312.00	13,644.80	13,988.00	14,339.87	14,696.93	15,064.40			
	Annual	134,430.40	137,800.00	141,211.20	144,726.40	148,387.20	152,089.60	155,875.20	159,744.00	163,737.60	167,856.00	172,078.40	176,363.20	180,772.80			
65	Hourly	66.25	67.89	69.58	71.34	73.12	74.94	76.80	78.72	80.70	82.73	84.79	86.91	89.07	91.31	93.61	95.94
	Approx Bi-Wk	5,300.00	5,431.20	5,566.40	5,707.20	5,849.60	5,995.20	6,144.00	6,297.60	6,456.00	6,618.40	6,783.20	6,952.80	7,125.60	7,304.00	7,488.80	7,675.20
	Approx. Mon	11,483.33	11,767.60	12,060.53	12,365.60	12,674.13	12,989.60	13,312.00	13,644.80	13,988.00	14,339.87						

APPENDIX C – SALARY SCHEDULES

Effective 02/25/2025



Eff. 02/22/2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
69T Hourly	73.12	74.94	76.80	78.72	80.70	82.73	84.79	86.91	89.07	91.31	93.61	95.93	98.32			
Approx Bi-Wk	5,849.60	5,995.20	6,144.00	6,297.60	6,456.00	6,618.40	6,783.20	6,952.80	7,125.60	7,304.80	7,488.80	7,674.40	7,865.60			
Approx. Mon	12,674.13	12,989.60	13,312.00	13,644.80	13,988.00	14,339.87	14,696.93	15,064.40	15,438.80	15,827.07	16,225.73	16,627.87	17,042.13			
Annual	152,089.60	155,875.20	159,744.00	163,737.60	167,856.00	172,078.40	176,363.20	180,772.80	185,265.60	189,924.80	194,708.80	199,534.40	204,505.60			
70 Hourly	74.94	76.80	78.72	80.70	82.73	84.79	86.91	89.07	91.31	93.61	95.93	98.32	100.79	103.29	105.88	108.52
Approx Bi-Wk	5,995.20	6,144.00	6,297.60	6,456.00	6,618.40	6,783.20	6,952.80	7,125.60	7,304.80	7,488.80	7,674.40	7,865.60	8,063.20	8,263.20	8,470.40	8,681.60
Approx. Mon	12,989.60	13,312.00	13,644.80	13,988.00	14,339.87	14,696.93	15,064.40	15,438.80	15,827.07	16,225.73	16,627.87	17,042.13	17,470.27	17,903.60	18,352.53	18,810.13
Annual	155,875.20	159,744.00	163,737.60	167,856.00	172,078.40	176,363.20	180,772.80	185,265.60	189,924.80	194,708.80	199,534.40	204,505.60	209,643.20	214,843.20	220,230.40	225,721.60
70T Hourly	74.94	76.80	78.72	80.70	82.73	84.79	86.91	89.07	91.31	93.61	95.93	98.32	100.79			
Approx Bi-Wk	5,995.20	6,144.00	6,297.60	6,456.00	6,618.40	6,783.20	6,952.80	7,125.60	7,304.80	7,488.80	7,674.40	7,865.60	8,063.20			
Approx. Mon	12,989.60	13,312.00	13,644.80	13,988.00	14,339.87	14,696.93	15,064.40	15,438.80	15,827.07	16,225.73	16,627.87	17,042.13	17,470.27			
Annual	155,875.20	159,744.00	163,737.60	167,856.00	172,078.40	176,363.20	180,772.80	185,265.60	189,924.80	194,708.80	199,534.40	204,505.60	209,643.20			
71 Hourly	76.80	78.72	80.70	82.73	84.79	86.91	89.07	91.31	93.61	95.93	98.32	100.79	103.29	105.89	108.54	111.26
Approx Bi-Wk	6,144.00	6,297.60	6,456.00	6,618.40	6,783.20	6,952.80	7,125.60	7,304.80	7,488.80	7,674.40	7,865.60	8,063.20	8,263.20	8,471.20	8,683.20	8,900.80
Approx. Mon	13,312.00	13,644.80	13,988.00	14,339.87	14,696.93	15,064.40	15,438.80	15,827.07	16,225.73	16,627.87	17,042.13	17,470.27	17,903.60	18,354.27	18,813.60	19,285.07
Annual	159,744.00	163,737.60	167,856.00	172,078.40	176,363.20	180,772.80	185,265.60	189,924.80	194,708.80	199,534.40	204,505.60	209,643.20	214,843.20	220,251.20	225,763.20	231,420.80
71T Hourly	76.80	78.72	80.70	82.73	84.79	86.91	89.07	91.31	93.61	95.93	98.32	100.79	103.29			
Approx Bi-Wk	6,144.00	6,297.60	6,456.00	6,618.40	6,783.20	6,952.80	7,125.60	7,304.80	7,488.80	7,674.40	7,865.60	8,063.20	8,263.20			
Approx. Mon	13,312.00	13,644.80	13,988.00	14,339.87	14,696.93	15,064.40	15,438.80	15,827.07	16,225.73	16,627.87	17,042.13	17,470.27	17,903.60			
Annual	159,744.00	163,737.60	167,856.00	172,078.40	176,363.20	180,772.80	185,265.60	189,924.80	194,708.80	199,534.40	204,505.60	209,643.20	214,843.20			
72 Hourly	78.72	80.70	82.73	84.79	86.91	89.07	91.31	93.61	95.93	98.32	100.79	103.29	105.89	108.54	111.26	114.05
Approx Bi-Wk	6,297.60	6,456.00	6,618.40	6,783.20	6,952.80	7,125.60	7,304.80	7,488.80	7,674.40	7,865.60	8,063.20	8,263.20	8,471.20	8,683.20	8,900.80	9,124.00
Approx. Mon	13,644.80	13,988.00	14,339.87	14,696.93	15,064.40	15,438.80	15,827.07	16,225.73	16,627.87	17,042.13	17,470.27	17,903.60	18,354.27	18,813.60	19,285.07	19,768.67
Annual	163,737.60	167,856.00	172,078.40	176,363.20	180,772.80	185,265.60	189,924.80	194,708.80	199,534.40	204,505.60	209,643.20	214,843.20	220,251.20	225,763.20	231,420.80	237,224.00
72T Hourly	78.72	80.70	82.73	84.79	86.91	89.07	91.31	93.61	95.93	98.32	100.79	103.29	105.89			
Approx Bi-Wk	6,297.60	6,456.00	6,618.40	6,783.20	6,952.80	7,125.60	7,304.80	7,488.80	7,674.40	7,865.60	8,063.20	8,263.20	8,471.20			
Approx. Mon	13,644.80	13,988.00	14,339.87	14,696.93	15,064.40	15,438.80	15,827.07	16,225.73	16,627.87	17,042.13	17,470.27	17,903.60	18,354.27			
Annual	163,737.60	167,856.00	172,078.40	176,363.20	180,772.80	185,265.60	189,924.80	194,708.80	199,534.40	204,505.60	209,643.20	214,843.20	220,251.20			
73 Hourly	80.70	82.73	84.79	86.91	89.07	91.31	93.61	95.93	98.32	100.79	103.29	105.89	108.54	111.25	114.04	116.89
Approx Bi-Wk	6,456.00	6,618.40	6,783.20	6,952.80	7,125.60	7,304.80	7,488.80	7,674.40	7,865.60	8,063.20	8,263.20	8,471.20	8,683.20	8,900.00	9,123.20	9,351.20
Approx. Mon	13,988.00	14,339.87	14,696.93	15,064.40	15,438.80	15,827.07	16,225.73	16,627.87	17,042.13	17,470.27	17,903.60	18,354.27	18,813.60	19,283.33	19,766.93	20,260.93
Annual	167,856.00	172,078.40	176,363.20	180,772.80	185,265.60	189,924.80	194,708.80	199,534.40	204,505.60	209,643.20	214,843.20	220,251.20	225,763.20	231,400.00	237,203.20	243,131.20
73T Hourly	80.70	82.73	84.79	86.91	89.07	91.31	93.61	95.93	98.32	100.79	103.29	105.89	108.54			
Approx Bi-Wk	6,456.00	6,618.40	6,783.20	6,952.80	7,125.60	7,304.80	7,488.80	7,674.40	7,865.60	8,063.20	8,263.20	8,471.20	8,683.20			
Approx. Mon	13,988.00	14,339.87	14,696.93	15,064.40	15,438.80	15,827.07	16,225.73	16,627.87	17,042.13	17,470.27	17,903.60	18,354.27	18,813.60			
Annual	167,856.00	172,078.40	176,363.20	180,772.80	185,265.60	189,924.80	194,708.80	199,534.40	204,505.60	209,643.20	214,843.20	220,251.20	225,763.20			
74 Hourly	82.73	84.79	86.91	89.07	91.31	93.61	95.93	98.32	100.79	103.29	105.89	108.54	111.25	114.04	116.89	119.80
Approx Bi-Wk	6,618.40	6,783.20	6,952.80	7,125.60	7,304.80	7,488.80	7,674.40	7,865.60	8,063.20	8,263.20	8,471.20	8,683.20	8,900.00	9,123.20	9,351.20	9,584.00
Approx. Mon	14,339.87	14,696.93	15,064.40	15,438.80	15,827.07	16,225.73	16,627.87	17,042.13	17,470.27	17,903.60	18,354.27	18,813.60	19,283.33	19,766.93	20,260.93	20,765.33
Annual	172,078.40	176,363.20	180,772.80	185,265.60	189,924.80	194,708.80	199,534.40	204,505.60	209,643.20	214,843.20	220,251.20	225,763.20	231,400.00	237,203.20	243,131.20	249,184.00
74T Hourly	82.73	84.79	86.91	89.07	91.31	93.61	95.93	98.32	100.79	103.29	105.89	108.54	111.25			
Approx Bi-Wk	6,618.40	6,783.20	6,952.80	7,125.60	7,304.80	7,488.80	7,674.40	7,865.60	8,063.20	8,263.20	8,471.20	8,683.20	8,900.00			
Approx. Mon	14,339.87	14,696.93	15,064.40	15,438.80	15,827.07	16,225.73	16,627.87	17,042.13	17,470.27	17,903.60	18,354.27	18,813.60	19,283.33			
Annual	172,078.40	176,363.20	180,772.80	185,265.60	189,924.80	194,708.80	199,534.40	204,505.60	209,643.20	214,843.20	220,251.20	225,763.20	231,400.00			
75 Hourly	84.79	86.91	89.07	91.31	93.61	95.93	98.32	100.79	103.29	105.89	108.54	111.25	114.04	116.88	119.79	122.79
Approx Bi-Wk	6,783.20	6,952.80	7,125.60	7,304.80	7,488.80	7,674.40	7,865.60	8,063.20	8,263.20	8,471.20	8,683.20	8,900.00	9,123.20	9,350.40	9,583.20	9,823.20
Approx. Mon	14,696.93	15,064.40	15,438.80	15,827.07	16,225.73	16,627.87	17,042.13	17,470.27	17,903.60	18,354.27	18,813.60	19,283.33	19,766.93	20,259.20	20,763.60	21,283.60
Annual	176,363.20	180,772.80	185,265.60	189,924.80	194,708.80	199,534.40	204,505.60	209,643.20	214,843.20	220,251.20	225,763.20	231,400.00	237,203.20	243,110.40	249,163.20	255,403.20
75T Hourly	84.79	86.91	89.07	91.31	93.61	95.93	98.32	100.79	103.29	105.89	108.54	111.25	114.04			
Approx Bi-Wk	6,783.20	6,952.80	7,125.60	7,304.80	7,488.80	7,674.40	7,865.60	8,063.20	8,263.20	8,471.20	8,683.20	8,900.00	9,123.20			
Approx. Mon	14,696.93	15,064.40	15,438.80	15,827.07	16,225.73	16,627.87	17,042.13	17,470.27	17,903.60	18,354.27	18,813.60	19,283.33	19,766.93			
Annual	176,363.20	180,772.80	185,265.60	189,924.80	194,708.80	199,534.40	204,505.60	209,643.20	214,843.20	220,251.20	225,763.20	231,400.00	237,203			

APPENDIX C – SALARY SCHEDULES

Effective 02/21/2026



Eff. 02/21/2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	
17	Hourly	20.82	21.35	21.87	22.44	22.99	23.58	24.18	24.79	25.41	26.03	26.69	27.37	28.03	28.77	29.48	30.21
	Approx Bi-Wk	1,665.60	1,708.00	1,749.60	1,795.20	1,839.20	1,886.40	1,934.40	1,983.20	2,032.80	2,082.40	2,135.20	2,189.60	2,242.40	2,301.60	2,358.40	2,416.80
	Approx. Mon	3,608.80	3,700.67	3,790.80	3,889.60	3,984.93	4,087.20	4,191.20	4,296.93	4,404.40	4,511.87	4,626.27	4,744.13	4,858.53	4,986.80	5,109.87	5,236.40
	Annual	43,305.60	44,408.00	45,489.60	46,675.20	47,819.20	49,046.40	50,294.40	51,563.20	52,852.80	54,142.40	55,515.20	56,929.60	58,302.40	59,841.60	61,318.40	62,836.80
17T	Hourly	20.82	21.35	21.87	22.44	22.99	23.58	24.18	24.79	25.41	26.03	26.69	27.37	28.03			
	Approx Bi-Wk	1,665.60	1,708.00	1,749.60	1,795.20	1,839.20	1,886.40	1,934.40	1,983.20	2,032.80	2,082.40	2,135.20	2,189.60	2,242.40			
	Approx. Mon	3,608.80	3,700.67	3,790.80	3,889.60	3,984.93	4,087.20	4,191.20	4,296.93	4,404.40	4,511.87	4,626.27	4,744.13	4,858.53			
	Annual	43,305.60	44,408.00	45,489.60	46,675.20	47,819.20	49,046.40	50,294.40	51,563.20	52,852.80	54,142.40	55,515.20	56,929.60	58,302.40			
18	Hourly	21.35	21.87	22.44	22.99	23.58	24.18	24.79	25.41	26.03	26.69	27.37	28.03	28.77	29.43	30.16	30.92
	Approx Bi-Wk	1,708.00	1,749.60	1,795.20	1,839.20	1,886.40	1,934.40	1,983.20	2,032.80	2,082.40	2,135.20	2,189.60	2,242.40	2,301.60	2,354.40	2,412.80	2,473.60
	Approx. Mon	3,700.67	3,790.80	3,889.60	3,984.93	4,087.20	4,191.20	4,296.93	4,404.40	4,511.87	4,626.27	4,744.13	4,858.53	4,986.80	5,101.20	5,227.73	5,359.47
	Annual	44,408.00	45,489.60	46,675.20	47,819.20	49,046.40	50,294.40	51,563.20	52,852.80	54,142.40	55,515.20	56,929.60	58,302.40	59,841.60	61,214.40	62,732.80	64,313.60
18T	Hourly	21.35	21.87	22.44	22.99	23.58	24.18	24.79	25.41	26.03	26.69	27.37	28.03	28.77			
	Approx Bi-Wk	1,708.00	1,749.60	1,795.20	1,839.20	1,886.40	1,934.40	1,983.20	2,032.80	2,082.40	2,135.20	2,189.60	2,242.40	2,301.60			
	Approx. Mon	3,700.67	3,790.80	3,889.60	3,984.93	4,087.20	4,191.20	4,296.93	4,404.40	4,511.87	4,626.27	4,744.13	4,858.53	4,986.80			
	Annual	44,408.00	45,489.60	46,675.20	47,819.20	49,046.40	50,294.40	51,563.20	52,852.80	54,142.40	55,515.20	56,929.60	58,302.40	59,841.60			
19	Hourly	21.87	22.44	22.99	23.58	24.18	24.79	25.41	26.03	26.69	27.37	28.03	28.77	29.43	30.16	30.96	31.74
	Approx Bi-Wk	1,749.60	1,795.20	1,839.20	1,886.40	1,934.40	1,983.20	2,032.80	2,082.40	2,135.20	2,189.60	2,242.40	2,301.60	2,354.40	2,416.80	2,476.80	2,539.20
	Approx. Mon	3,790.80	3,889.60	3,984.93	4,087.20	4,191.20	4,296.93	4,404.40	4,511.87	4,626.27	4,744.13	4,858.53	4,986.80	5,101.20	5,236.40	5,366.40	5,501.60
	Annual	45,489.60	46,675.20	47,819.20	49,046.40	50,294.40	51,563.20	52,852.80	54,142.40	55,515.20	56,929.60	58,302.40	59,841.60	61,214.40	62,836.80	64,396.80	66,019.20
19T	Hourly	21.87	22.44	22.99	23.58	24.18	24.79	25.41	26.03	26.69	27.37	28.03	28.77	29.43			
	Approx Bi-Wk	1,749.60	1,795.20	1,839.20	1,886.40	1,934.40	1,983.20	2,032.80	2,082.40	2,135.20	2,189.60	2,242.40	2,301.60	2,354.40			
	Approx. Mon	3,790.80	3,889.60	3,984.93	4,087.20	4,191.20	4,296.93	4,404.40	4,511.87	4,626.27	4,744.13	4,858.53	4,986.80	5,101.20			
	Annual	45,489.60	46,675.20	47,819.20	49,046.40	50,294.40	51,563.20	52,852.80	54,142.40	55,515.20	56,929.60	58,302.40	59,841.60	61,214.40			
20	Hourly	22.44	22.99	23.58	24.18	24.79	25.41	26.03	26.69	27.37	28.03	28.77	29.43	30.21	30.97	31.75	32.54
	Approx Bi-Wk	1,795.20	1,839.20	1,886.40	1,934.40	1,983.20	2,032.80	2,082.40	2,135.20	2,189.60	2,242.40	2,301.60	2,354.40	2,416.80	2,477.60	2,540.00	2,603.20
	Approx. Mon	3,889.60	3,984.93	4,087.20	4,191.20	4,296.93	4,404.40	4,511.87	4,626.27	4,744.13	4,858.53	4,986.80	5,101.20	5,236.40	5,368.13	5,503.33	5,640.27
	Annual	46,675.20	47,819.20	49,046.40	50,294.40	51,563.20	52,852.80	54,142.40	55,515.20	56,929.60	58,302.40	59,841.60	61,214.40	62,836.80	64,417.60	66,040.00	67,683.20
20T	Hourly	22.44	22.99	23.58	24.18	24.79	25.41	26.03	26.69	27.37	28.03	28.77	29.43	30.21			
	Approx Bi-Wk	1,795.20	1,839.20	1,886.40	1,934.40	1,983.20	2,032.80	2,082.40	2,135.20	2,189.60	2,242.40	2,301.60	2,354.40	2,416.80			
	Approx. Mon	3,889.60	3,984.93	4,087.20	4,191.20	4,296.93	4,404.40	4,511.87	4,626.27	4,744.13	4,858.53	4,986.80	5,101.20	5,236.40			
	Annual	46,675.20	47,819.20	49,046.40	50,294.40	51,563.20	52,852.80	54,142.40	55,515.20	56,929.60	58,302.40	59,841.60	61,214.40	62,836.80			
21	Hourly	22.99	23.58	24.18	24.79	25.41	26.03	26.69	27.37	28.03	28.77	29.43	30.21	30.97	31.75	32.53	33.33
	Approx Bi-Wk	1,839.20	1,886.40	1,934.40	1,983.20	2,032.80	2,082.40	2,135.20	2,189.60	2,242.40	2,301.60	2,354.40	2,416.80	2,477.60	2,540.00	2,602.40	2,666.40
	Approx. Mon	3,984.93	4,087.20	4,191.20	4,296.93	4,404.40	4,511.87	4,626.27	4,744.13	4,858.53	4,986.80	5,101.20	5,236.40	5,368.13	5,503.33	5,638.53	5,777.20
	Annual	47,819.20	49,046.40	50,294.40	51,563.20	52,852.80	54,142.40	55,515.20	56,929.60	58,302.40	59,841.60	61,214.40	62,836.80	64,417.60	66,040.00	67,662.40	69,326.40
21T	Hourly	22.99	23.58	24.18	24.79	25.41	26.03	26.69	27.37	28.03	28.77	29.43	30.21	30.97			
	Approx Bi-Wk	1,839.20	1,886.40	1,934.40	1,983.20	2,032.80	2,082.40	2,135.20	2,189.60	2,242.40	2,301.60	2,354.40	2,416.80	2,477.60			
	Approx. Mon	3,984.93	4,087.20	4,191.20	4,296.93	4,404.40	4,511.87	4,626.27	4,744.13	4,858.53	4,986.80	5,101.20	5,236.40	5,368.13			
	Annual	47,819.20	49,046.40	50,294.40	51,563.20	52,852.80	54,142.40	55,515.20	56,929.60	58,302.40	59,841.60	61,214.40	62,836.80	64,417.60			
22	Hourly	23.58	24.18	24.79	25.41	26.03	26.69	27.37	28.03	28.77	29.43	30.21	30.97	31.75	32.53	33.34	34.19
	Approx Bi-Wk	1,886.40	1,934.40	1,983.20	2,032.80	2,082.40	2,135.20	2,189.60	2,242.40	2,301.60	2,354.40	2,416.80	2,477.60	2,540.00	2,602.40	2,667.20	2,735.20
	Approx. Mon	4,087.20	4,191.20	4,296.93	4,404.40	4,511.87	4,626.27	4,744.13	4,858.53	4,986.80	5,101.20	5,236.40	5,368.13	5,503.33	5,638.53	5,778.93	5,926.27
	Annual	49,046.40	50,294.40	51,563.20	52,852.80	54,142.40	55,515.20	56,929.60	58,302.40	59,841.60	61,214.40	62,836.80	64,417.60	66,040.00	67,662.40	69,347.20	71,115.20
22T	Hourly	23.58	24.18	24.79	25.41	26.03	26.69	27.37	28.03	28.77	29.43	30.21	30.97	31.75	32.53	33.32	34.17
	Approx Bi-Wk	1,886.40	1,934.40	1,983.20	2,032.80	2,082.40	2,135.20	2,189.60	2,242.40	2,301.60	2,354.40	2,416.80	2,477.60	2,540.00	2,602.40	2,667.20	2,735.20
	Approx. Mon	4,087.20	4,191.20	4,296.93	4,404.40	4,511.87	4,626.27	4,744.13	4,858.53	4,986.80	5,101.20	5,236.40	5,368.13	5,503.33	5,638.53	5,775.47	5,923.60
	Annual	49,046.40	50,294.40	51,563.20	52,852.80	54,142.40	55,515.20	56,929.60	58,302.40	59,841.60	61,214.40	62,836.80	64,417.60	66,040.00	67,662.40	69,305.60	71,094.40
23	Hourly	24.18	24.79	25.41	26.03	26.69	27.37	28.03	28.77	29.43	30.21	30.97	31.75	32.53	33.32	34.17	35.02
	Approx Bi-Wk	1,934.40	1,983.20	2,032.80	2,082.40	2,135.20	2,189.60	2,242.40	2,301.60	2,354.40	2,416.80	2,477.60	2,540.00	2,602.40	2,665.60	2,733.60	2,801.60
	Approx. Mon	4,191.20	4,296.93	4,404.40	4,511.87	4,626.27	4,744.13	4,858.53	4,986.80	5,101.20	5,236.40	5,368.13	5,503.33	5,638.53	5,775.47	5,922.80	6,070.13
	Annual	50,294.40	51,563.20	52,852.80	54,142.40	55,515.20	56,929.60	58,302.40	59,841.60	61,214.40	62,836.80	64,41					

APPENDIX C – SALARY SCHEDULES

Effective 02/21/2026



A large table with 16 columns representing salary steps (Step 1 to Step 16) and multiple rows for different job categories and time periods. Each row includes labels such as 'Eff. 02/21/2026', 'Hourly', 'Approx Bi-Wk', 'Approx. Mon', and 'Annual' followed by 16 numerical values corresponding to the salary steps. The table is organized into groups of three rows for each step, with the first row being the base salary and the following two rows representing approximate bi-weekly and monthly earnings, and an annual total. The table covers job categories from 27T to 37T.

APPENDIX C – SALARY SCHEDULES

Effective 02/21/2026



Table with 17 columns (Step 1-16) and multiple rows for each grade (38T-48T). Each row includes 'Hourly', 'Approx Bi-Wk', 'Approx. Mon', and 'Annual' salary values.

APPENDIX C – SALARY SCHEDULES

Effective 02/21/2026

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Eff. 02/21/2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16		
48T	Hourly	44.84	45.97	47.10	48.28	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31				
	Approx Bi-Wk	3,587.20	3,677.60	3,768.00	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80				
	Approx. Mon	7,772.27	7,968.13	8,164.00	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73				
	Annual	93,267.20	95,617.60	97,968.00	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80				
49	Hourly	45.97	47.10	48.28	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.95	66.57	
	Approx Bi-Wk	3,677.60	3,768.00	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,196.00	5,325.60	
	Approx. Mon	7,968.13	8,164.00	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,258.00	11,538.80	
	Annual	95,617.60	97,968.00	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,096.00	138,465.60	
49T	Hourly	45.97	47.10	48.28	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81				
	Approx Bi-Wk	3,677.60	3,768.00	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80				
	Approx. Mon	7,968.13	8,164.00	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73				
	Annual	95,617.60	97,968.00	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80				
50	Hourly	47.10	48.28	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.94	66.56	68.24	
	Approx Bi-Wk	3,768.00	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,324.80	5,459.20	
	Approx. Mon	8,164.00	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,537.07	11,828.27	
	Annual	97,968.00	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,444.80	141,939.20	
50T	Hourly	47.10	48.28	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35				
	Approx Bi-Wk	3,768.00	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00				
	Approx. Mon	8,164.00	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67				
	Annual	97,968.00	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00				
51	Hourly	48.28	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.94	66.57	68.25	69.94	
	Approx Bi-Wk	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60	5,460.00	5,595.20	
	Approx. Mon	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27	12,122.93	
	Annual	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,465.60	141,960.00	145,475.20	
51T	Hourly	48.28	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.94				
	Approx Bi-Wk	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20				
	Approx. Mon	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27				
	Annual	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20				
52	Hourly	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.94	66.57	68.24	69.93	71.69	
	Approx Bi-Wk	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,600.00	5,735.20	
	Approx. Mon	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,426.27	
	Annual	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40	149,115.20	
52T	Hourly	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.94	66.57				
	Approx Bi-Wk	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60				
	Approx. Mon	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80				
	Annual	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,465.60				
53	Hourly	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.94	66.57	68.24	69.93	71.68	73.48	
	Approx Bi-Wk	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,600.00	5,744.00	5,878.40	
	Approx. Mon	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,424.53	12,736.53	
	Annual	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40	149,094.40	152,838.40	
53T	Hourly	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.94	66.57	68.24				
	Approx Bi-Wk	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20				
	Approx. Mon	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27				
	Annual	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,465.60	141,939.20				
Eff. 02/21/2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16		
	54	Hourly	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.94	66.57	68.24	69.93	71.67	73.47	75.30
	Approx Bi-Wk	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,594.40	5,733.60	5,877.60	6,024.00	
	Approx. Mon	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,422.80	12,734.80	13,052.00	
Annual	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40	149,073.60	152,817.60	156,624.00		
54T	Hourly	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.94	66.57	68.24	69.93				
	Approx Bi-Wk	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,594.40				
	Approx. Mon	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20				
	Annual	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40				

APPENDIX C – SALARY SCHEDULES

Effective 02/21/2026



Eff. 02/21/2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
59 Hourly	58.85	60.31	61.81	63.35	64.94	66.57	68.24	69.93	71.67	73.48	75.31	77.19	79.10	81.08	83.11	85.17
Approx Bi-Wk	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,648.80	6,813.60
Approx. Mon	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,405.73	14,762.80
Annual	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40	149,073.60	152,838.40	156,644.80	160,555.20	164,528.00	168,646.40	172,868.80	177,153.60
59T Hourly	58.85	60.31	61.81	63.35	64.94	66.57	68.24	69.93	71.67	73.48	75.31	77.19	79.10			
Approx Bi-Wk	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00			
Approx. Mon	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67			
Annual	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40	149,073.60	152,838.40	156,644.80	160,555.20	164,528.00			
60 Hourly	60.31	61.81	63.35	64.94	66.57	68.24	69.93	71.67	73.48	75.31	77.19	79.10	81.08	83.12	85.20	87.33
Approx Bi-Wk	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.00	6,986.40
Approx. Mon	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.47	14,768.00	15,137.20
Annual	125,444.80	128,564.80	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40	149,073.60	152,838.40	156,644.80	160,555.20	164,528.00	168,646.40	172,889.60	177,216.00	181,646.40
60T Hourly	60.31	61.81	63.35	64.94	66.57	68.24	69.93	71.67	73.48	75.31	77.19	79.10	81.08			
Approx Bi-Wk	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40			
Approx. Mon	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87			
Annual	125,444.80	128,564.80	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40	149,073.60	152,838.40	156,644.80	160,555.20	164,528.00	168,646.40			
61 Hourly	61.81	63.35	64.94	66.57	68.24	69.93	71.67	73.48	75.31	77.19	79.10	81.08	83.12	85.21	87.33	89.52
Approx Bi-Wk	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.80	6,986.40	7,161.60
Approx. Mon	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.47	14,769.73	15,137.20	15,516.80
Annual	128,564.80	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40	149,073.60	152,838.40	156,644.80	160,555.20	164,528.00	168,646.40	172,889.60	177,236.80	181,646.40	186,201.60
61T Hourly	61.81	63.35	64.94	66.57	68.24	69.93	71.67	73.48	75.31	77.19	79.10	81.08	83.12			
Approx Bi-Wk	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60			
Approx. Mon	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.47			
Annual	128,564.80	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40	149,073.60	152,838.40	156,644.80	160,555.20	164,528.00	168,646.40	172,889.60			
62 Hourly	63.35	64.94	66.57	68.24	69.93	71.67	73.48	75.31	77.19	79.10	81.08	83.12	85.21	87.33	89.52	91.75
Approx Bi-Wk	5,068.00	5,195.20	5,325.60	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.80	6,986.40	7,161.60	7,340.00
Approx. Mon	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.47	14,769.73	15,137.20	15,516.80	15,903.33
Annual	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40	149,073.60	152,838.40	156,644.80	160,555.20	164,528.00	168,646.40	172,889.60	177,236.80	181,646.40	186,201.60	190,840.00
62T Hourly	63.35	64.94	66.57	68.24	69.93	71.67	73.48	75.31	77.19	79.10	81.08	83.12	85.21			
Approx Bi-Wk	5,068.00	5,195.20	5,325.60	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.80			
Approx. Mon	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.47	14,769.73			
Annual	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40	149,073.60	152,838.40	156,644.80	160,555.20	164,528.00	168,646.40	172,889.60	177,236.80			
63 Hourly	64.94	66.57	68.24	69.93	71.67	73.48	75.31	77.19	79.10	81.08	83.12	85.21	87.33	89.52	91.75	94.04
Approx Bi-Wk	5,195.20	5,325.60	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.80	6,986.40	7,161.60	7,340.00	7,523.20
Approx. Mon	11,256.27	11,538.80	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.47	14,769.73	15,137.20	15,516.80	15,903.33	16,300.27
Annual	135,075.20	138,465.60	141,939.20	145,454.40	149,073.60	152,838.40	156,644.80	160,555.20	164,528.00	168,646.40	172,889.60	177,236.80	181,646.40	186,201.60	190,840.00	195,603.20
63T Hourly	64.94	66.57	68.24	69.93	71.67	73.48	75.31	77.19	79.10	81.08	83.12	85.21	87.33			
Approx Bi-Wk	5,195.20	5,325.60	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.80	6,986.40			
Approx. Mon	11,256.27	11,538.80	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.47	14,769.73	15,137.20			
Annual	135,075.20	138,465.60	141,939.20	145,454.40	149,073.60	152,838.40	156,644.80	160,555.20	164,528.00	168,646.40	172,889.60	177,236.80	181,646.40			
64 Hourly	66.57	68.24	69.93	71.67	73.48	75.31	77.19	79.10	81.08	83.12	85.21	87.33	89.52	91.74	94.03	96.40
Approx Bi-Wk	5,325.60	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.80	6,986.40	7,161.60	7,339.20	7,522.40	7,712.00
Approx. Mon	11,538.80	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.47	14,769.73	15,137.20	15,516.80	15,901.60	16,292.00	16,709.33
Annual	138,465.60	141,939.20	145,454.40	149,073.60	152,838.40	156,644.80	160,555.20	164,528.00	168,646.40	172,889.60	177,236.80	181,646.40	186,201.60	190,819.20	195,582.40	200,512.00
Eff. 02/21/2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
64T Hourly	66.57	68.24	69.93	71.67	73.48	75.31	77.19	79.10	81.08	83.12	85.21	87.33	89.52			
Approx Bi-Wk	5,325.60	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.80	6,986.40	7,161.60			
Approx. Mon	11,538.80	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.47	14,769.73	15,137.20	15,516.80			
Annual	138,465.60	141,939.20	145,454.40	149,073.60	152,838.40	156,644.80	160,555.20	164,528.00	168,646.40	172,889.60	177,236.80	181,646.40	186,201.60			
65 Hourly	68.24	69.93	71.67	73.48	75.31	77.19	79.10	81.08	83.12	85.21	87.33	89.52	91.74	94.05	96.42	98.82
Approx Bi-Wk	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.80	6,986.40	7,161.60	7,339.20	7,524.00	7,713.60	7,905.60
Approx. Mon	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.47	14,769.73	15,137.20	15,516.80	15,901.60	16,302.00	16,712.80	17,128.80
Annual	141,939.20	145,454.4														

APPENDIX C – SALARY SCHEDULES

Effective 02/21/2026



Eff. 02/21/2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
69T Hourly	75.31	77.19	79.10	81.08	83.12	85.21	87.33	89.52	91.74	94.05	96.42	98.81	101.27			
Approx Bi-Wk	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.80	6,986.40	7,161.60	7,339.20	7,524.00	7,713.60	7,904.80	8,101.60			
Approx. Mon	13,053.73	13,379.60	13,710.67	14,053.87	14,407.47	14,769.73	15,137.20	15,516.80	15,901.60	16,302.00	16,712.80	17,127.07	17,553.47			
Annual	156,644.80	160,555.20	164,528.00	168,646.40	172,889.60	177,236.80	181,646.40	186,201.60	190,819.20	195,624.00	200,553.60	205,524.80	210,641.60			
70 Hourly	77.19	79.10	81.08	83.12	85.21	87.33	89.52	91.74	94.05	96.42	98.81	101.27	103.81	106.39	109.06	111.78
Approx Bi-Wk	6,175.20	6,328.00	6,486.40	6,649.60	6,816.80	6,986.40	7,161.60	7,339.20	7,524.00	7,713.60	7,904.80	8,101.60	8,304.80	8,511.20	8,724.80	8,942.40
Approx. Mon	13,379.60	13,710.67	14,053.87	14,407.47	14,769.73	15,137.20	15,516.80	15,901.60	16,302.00	16,712.80	17,127.07	17,553.47	17,993.73	18,440.93	18,905.47	19,375.20
Annual	160,555.20	164,528.00	168,646.40	172,889.60	177,236.80	181,646.40	186,201.60	190,819.20	195,624.00	200,553.60	205,524.80	210,641.60	215,924.80	221,291.20	226,844.80	232,502.40
70T Hourly	77.19	79.10	81.08	83.12	85.21	87.33	89.52	91.74	94.05	96.42	98.81	101.27	103.81			
Approx Bi-Wk	6,175.20	6,328.00	6,486.40	6,649.60	6,816.80	6,986.40	7,161.60	7,339.20	7,524.00	7,713.60	7,904.80	8,101.60	8,304.80			
Approx. Mon	13,379.60	13,710.67	14,053.87	14,407.47	14,769.73	15,137.20	15,516.80	15,901.60	16,302.00	16,712.80	17,127.07	17,553.47	17,993.73			
Annual	160,555.20	164,528.00	168,646.40	172,889.60	177,236.80	181,646.40	186,201.60	190,819.20	195,624.00	200,553.60	205,524.80	210,641.60	215,924.80			
71 Hourly	79.10	81.08	83.12	85.21	87.33	89.52	91.74	94.05	96.42	98.81	101.27	103.81	106.39	109.07	111.80	114.60
Approx Bi-Wk	6,328.00	6,486.40	6,649.60	6,816.80	6,986.40	7,161.60	7,339.20	7,524.00	7,713.60	7,904.80	8,101.60	8,304.80	8,511.20	8,725.60	8,944.00	9,168.00
Approx. Mon	13,710.67	14,053.87	14,407.47	14,769.73	15,137.20	15,516.80	15,901.60	16,302.00	16,712.80	17,127.07	17,553.47	17,993.73	18,440.93	18,905.47	19,378.67	19,864.00
Annual	164,528.00	168,646.40	172,889.60	177,236.80	181,646.40	186,201.60	190,819.20	195,624.00	200,553.60	205,524.80	210,641.60	215,924.80	221,291.20	226,865.60	232,544.00	238,368.00
71T Hourly	79.10	81.08	83.12	85.21	87.33	89.52	91.74	94.05	96.42	98.81	101.27	103.81	106.39			
Approx Bi-Wk	6,328.00	6,486.40	6,649.60	6,816.80	6,986.40	7,161.60	7,339.20	7,524.00	7,713.60	7,904.80	8,101.60	8,304.80	8,511.20			
Approx. Mon	13,710.67	14,053.87	14,407.47	14,769.73	15,137.20	15,516.80	15,901.60	16,302.00	16,712.80	17,127.07	17,553.47	17,993.73	18,440.93			
Annual	164,528.00	168,646.40	172,889.60	177,236.80	181,646.40	186,201.60	190,819.20	195,624.00	200,553.60	205,524.80	210,641.60	215,924.80	221,291.20			
72 Hourly	81.08	83.12	85.21	87.33	89.52	91.74	94.05	96.42	98.81	101.27	103.81	106.39	109.07	111.80	114.60	117.47
Approx Bi-Wk	6,486.40	6,649.60	6,816.80	6,986.40	7,161.60	7,339.20	7,524.00	7,713.60	7,904.80	8,101.60	8,304.80	8,511.20	8,725.60	8,944.00	9,168.00	9,397.60
Approx. Mon	14,053.87	14,407.47	14,769.73	15,137.20	15,516.80	15,901.60	16,302.00	16,712.80	17,127.07	17,553.47	17,993.73	18,440.93	18,905.47	19,378.67	19,864.00	20,361.47
Annual	168,646.40	172,889.60	177,236.80	181,646.40	186,201.60	190,819.20	195,624.00	200,553.60	205,524.80	210,641.60	215,924.80	221,291.20	226,865.60	232,544.00	238,368.00	244,337.60
72T Hourly	81.08	83.12	85.21	87.33	89.52	91.74	94.05	96.42	98.81	101.27	103.81	106.39	109.07			
Approx Bi-Wk	6,486.40	6,649.60	6,816.80	6,986.40	7,161.60	7,339.20	7,524.00	7,713.60	7,904.80	8,101.60	8,304.80	8,511.20	8,725.60			
Approx. Mon	14,053.87	14,407.47	14,769.73	15,137.20	15,516.80	15,901.60	16,302.00	16,712.80	17,127.07	17,553.47	17,993.73	18,440.93	18,905.47			
Annual	168,646.40	172,889.60	177,236.80	181,646.40	186,201.60	190,819.20	195,624.00	200,553.60	205,524.80	210,641.60	215,924.80	221,291.20	226,865.60			
73 Hourly	83.12	85.21	87.33	89.52	91.74	94.05	96.42	98.81	101.27	103.81	106.39	109.07	111.80	114.59	117.46	120.40
Approx Bi-Wk	6,649.60	6,816.80	6,986.40	7,161.60	7,339.20	7,524.00	7,713.60	7,904.80	8,101.60	8,304.80	8,511.20	8,725.60	8,944.00	9,167.20	9,396.80	9,632.00
Approx. Mon	14,407.47	14,769.73	15,137.20	15,516.80	15,901.60	16,302.00	16,712.80	17,127.07	17,553.47	17,993.73	18,440.93	18,905.47	19,378.67	19,862.27	20,359.73	20,869.33
Annual	172,889.60	177,236.80	181,646.40	186,201.60	190,819.20	195,624.00	200,553.60	205,524.80	210,641.60	215,924.80	221,291.20	226,865.60	232,544.00	238,347.20	244,316.80	250,432.00
73T Hourly	83.12	85.21	87.33	89.52	91.74	94.05	96.42	98.81	101.27	103.81	106.39	109.07	111.80			
Approx Bi-Wk	6,649.60	6,816.80	6,986.40	7,161.60	7,339.20	7,524.00	7,713.60	7,904.80	8,101.60	8,304.80	8,511.20	8,725.60	8,944.00			
Approx. Mon	14,407.47	14,769.73	15,137.20	15,516.80	15,901.60	16,302.00	16,712.80	17,127.07	17,553.47	17,993.73	18,440.93	18,905.47	19,378.67			
Annual	172,889.60	177,236.80	181,646.40	186,201.60	190,819.20	195,624.00	200,553.60	205,524.80	210,641.60	215,924.80	221,291.20	226,865.60	232,544.00			
74 Hourly	85.21	87.33	89.52	91.74	94.05	96.42	98.81	101.27	103.81	106.39	109.07	111.80	114.59	117.46	120.40	123.39
Approx Bi-Wk	6,816.80	6,986.40	7,161.60	7,339.20	7,524.00	7,713.60	7,904.80	8,101.60	8,304.80	8,511.20	8,725.60	8,944.00	9,167.20	9,396.80	9,632.00	9,871.20
Approx. Mon	14,769.73	15,137.20	15,516.80	15,901.60	16,302.00	16,712.80	17,127.07	17,553.47	17,993.73	18,440.93	18,905.47	19,378.67	19,862.27	20,359.73	20,869.33	21,387.60
Annual	177,236.80	181,646.40	186,201.60	190,819.20	195,624.00	200,553.60	205,524.80	210,641.60	215,924.80	221,291.20	226,865.60	232,544.00	238,347.20	244,316.80	250,432.00	256,651.20
74T Hourly	85.21	87.33	89.52	91.74	94.05	96.42	98.81	101.27	103.81	106.39	109.07	111.80	114.59			
Approx Bi-Wk	6,816.80	6,986.40	7,161.60	7,339.20	7,524.00	7,713.60	7,904.80	8,101.60	8,304.80	8,511.20	8,725.60	8,944.00	9,167.20			
Approx. Mon	14,769.73	15,137.20	15,516.80	15,901.60	16,302.00	16,712.80	17,127.07	17,553.47	17,993.73	18,440.93	18,905.47	19,378.67	19,862.27			
Annual	177,236.80	181,646.40	186,201.60	190,819.20	195,624.00	200,553.60	205,524.80	210,641.60	215,924.80	221,291.20	226,865.60	232,544.00	238,347.20			
Eff. 02/21/2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
75 Hourly	87.33	89.52	91.74	94.05	96.42	98.81	101.27	103.81	106.39	109.07	111.80	114.59	117.46	120.39	123.38	126.47
Approx Bi-Wk	6,986.40	7,161.60	7,339.20	7,524.00	7,713.60	7,904.80	8,101.60	8,304.80	8,511.20	8,725.60	8,944.00	9,167.20	9,396.80	9,631.20	9,870.40	10,117.60
Approx. Mon	15,137.20	15,516.80	15,901.60	16,302.00	16,712.80	17,127.07	17,553.47	17,993.73	18,440.93	18,905.47	19,378.67	19,862.27	20,359.73	20,867.60	21,385.87	21,921.47
Annual	181,646.40	186,201.60	190,819.20	195,624.00	200,553.60	205,524.80	210,641.60	215,924.80	221,291.20	226,865.60	232,544.00	238,347.20	244,316.80	250,411.20	256,630.40	263,057.60
75T Hourly	87.33	89.52	91.74	94.05	96.42	98.81	101.27	103.81	106.39	109.07	111.80	114.59	117.46			
Approx Bi-Wk	6,986.40	7,161.60	7,339.20	7,524.00	7,713.60	7,904.80	8,101.60	8,304.80	8,511.20	8,725.60	8,944.00	9,167.20	9,396.80			
Approx. Mon	15,137.20	15,516.80	15,901.60	16,302.00	16,712.80	17,127.07	17,553.47	17,993.73	18,440.93	18,905.47	19,378.67	19,862.27	20,359.73			
Annual	181,646.40	186,201.														

APPENDIX C – SALARY SCHEDULES

Effective 07/25/2026



Table with columns for Eff. 07/25/2026, Step 1-17, and rows for each grade (17-27) including Hourly, Approx Bi-Wk, Approx. Mon, and Annual rates.

APPENDIX C – SALARY SCHEDULES

Effective 07/25/2026



Eff. 07/25/2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
27T Hourly	26.69	27.37	28.03	28.77	29.43	30.21	30.97	31.75	32.53	33.32	34.18	35.04	35.92				
Approx Bi-Wk	2,135.20	2,189.60	2,242.40	2,301.60	2,354.40	2,416.80	2,477.60	2,540.00	2,602.40	2,665.60	2,734.40	2,803.20	2,873.60				
Approx. Mon	4,626.27	4,744.13	4,858.53	4,986.80	5,101.20	5,236.40	5,368.13	5,503.33	5,638.53	5,775.47	5,924.53	6,073.60	6,226.13				
Annual	55,515.20	56,929.60	58,302.40	59,841.60	61,214.40	62,836.80	64,417.60	66,040.00	67,662.40	69,305.60	71,094.40	72,883.20	74,713.60				
28 Hourly	27.37	28.03	28.77	29.43	30.21	30.97	31.75	32.53	33.32	34.18	35.04	35.92	36.81	37.73	38.68	39.63	40.62
Approx Bi-Wk	2,189.60	2,242.40	2,301.60	2,354.40	2,416.80	2,477.60	2,540.00	2,602.40	2,665.60	2,734.40	2,803.20	2,873.60	2,944.80	3,018.40	3,094.40	3,170.40	3,249.60
Approx. Mon	4,744.13	4,858.53	4,986.80	5,101.20	5,236.40	5,368.13	5,503.33	5,638.53	5,775.47	5,924.53	6,073.60	6,226.13	6,380.40	6,539.87	6,704.53	6,869.20	7,040.80
Annual	56,929.60	58,302.40	59,841.60	61,214.40	62,836.80	64,417.60	66,040.00	67,662.40	69,305.60	71,094.40	72,883.20	74,713.60	76,564.80	78,478.40	80,454.40	82,430.40	84,489.60
28T Hourly	27.37	28.03	28.77	29.43	30.21	30.97	31.75	32.53	33.32	34.18	35.04	35.92	36.81				
Approx Bi-Wk	2,189.60	2,242.40	2,301.60	2,354.40	2,416.80	2,477.60	2,540.00	2,602.40	2,665.60	2,734.40	2,803.20	2,873.60	2,944.80				
Approx. Mon	4,744.13	4,858.53	4,986.80	5,101.20	5,236.40	5,368.13	5,503.33	5,638.53	5,775.47	5,924.53	6,073.60	6,226.13	6,380.40				
Annual	56,929.60	58,302.40	59,841.60	61,214.40	62,836.80	64,417.60	66,040.00	67,662.40	69,305.60	71,094.40	72,883.20	74,713.60	76,564.80				
29 Hourly	28.03	28.77	29.43	30.21	30.97	31.75	32.53	33.32	34.18	35.04	35.92	36.81	37.73	38.65	39.61	40.61	41.63
Approx Bi-Wk	2,242.40	2,301.60	2,354.40	2,416.80	2,477.60	2,540.00	2,602.40	2,665.60	2,734.40	2,803.20	2,873.60	2,944.80	3,018.40	3,092.00	3,168.80	3,248.80	3,330.40
Approx. Mon	4,858.53	4,986.80	5,101.20	5,236.40	5,368.13	5,503.33	5,638.53	5,775.47	5,924.53	6,073.60	6,226.13	6,380.40	6,539.87	6,699.33	6,865.73	7,039.07	7,215.87
Annual	58,302.40	59,841.60	61,214.40	62,836.80	64,417.60	66,040.00	67,662.40	69,305.60	71,094.40	72,883.20	74,713.60	76,564.80	78,478.40	80,392.00	82,388.80	84,468.80	86,590.40
29T Hourly	28.03	28.77	29.43	30.21	30.97	31.75	32.53	33.32	34.18	35.04	35.92	36.81	37.73				
Approx Bi-Wk	2,242.40	2,301.60	2,354.40	2,416.80	2,477.60	2,540.00	2,602.40	2,665.60	2,734.40	2,803.20	2,873.60	2,944.80	3,018.40				
Approx. Mon	4,858.53	4,986.80	5,101.20	5,236.40	5,368.13	5,503.33	5,638.53	5,775.47	5,924.53	6,073.60	6,226.13	6,380.40	6,539.87				
Annual	58,302.40	59,841.60	61,214.40	62,836.80	64,417.60	66,040.00	67,662.40	69,305.60	71,094.40	72,883.20	74,713.60	76,564.80	78,478.40				
30 Hourly	28.77	29.43	30.21	30.97	31.75	32.53	33.32	34.18	35.04	35.92	36.81	37.73	38.65	39.61	40.62	41.64	42.68
Approx Bi-Wk	2,301.60	2,354.40	2,416.80	2,477.60	2,540.00	2,602.40	2,665.60	2,734.40	2,803.20	2,873.60	2,944.80	3,018.40	3,092.00	3,168.80	3,249.60	3,331.20	3,414.40
Approx. Mon	4,986.80	5,101.20	5,236.40	5,368.13	5,503.33	5,638.53	5,775.47	5,924.53	6,073.60	6,226.13	6,380.40	6,539.87	6,699.33	6,865.73	7,040.80	7,217.60	7,397.87
Annual	59,841.60	61,214.40	62,836.80	64,417.60	66,040.00	67,662.40	69,305.60	71,094.40	72,883.20	74,713.60	76,564.80	78,478.40	80,392.00	82,388.80	84,489.60	86,611.20	88,774.40
30T Hourly	28.77	29.43	30.21	30.97	31.75	32.53	33.32	34.18	35.04	35.92	36.81	37.73	38.65				
Approx Bi-Wk	2,301.60	2,354.40	2,416.80	2,477.60	2,540.00	2,602.40	2,665.60	2,734.40	2,803.20	2,873.60	2,944.80	3,018.40	3,092.00				
Approx. Mon	4,986.80	5,101.20	5,236.40	5,368.13	5,503.33	5,638.53	5,775.47	5,924.53	6,073.60	6,226.13	6,380.40	6,539.87	6,699.33				
Annual	59,841.60	61,214.40	62,836.80	64,417.60	66,040.00	67,662.40	69,305.60	71,094.40	72,883.20	74,713.60	76,564.80	78,478.40	80,392.00				
31 Hourly	29.43	30.21	30.97	31.75	32.53	33.32	34.18	35.04	35.92	36.81	37.73	38.65	39.61	40.63	41.64	42.67	43.74
Approx Bi-Wk	2,354.40	2,416.80	2,477.60	2,540.00	2,602.40	2,665.60	2,734.40	2,803.20	2,873.60	2,944.80	3,018.40	3,092.00	3,168.80	3,250.40	3,332.00	3,416.60	3,499.20
Approx. Mon	5,101.20	5,236.40	5,368.13	5,503.33	5,638.53	5,775.47	5,924.53	6,073.60	6,226.13	6,380.40	6,539.87	6,699.33	6,865.73	7,042.53	7,219.60	7,396.13	7,581.60
Annual	61,214.40	62,836.80	64,417.60	66,040.00	67,662.40	69,305.60	71,094.40	72,883.20	74,713.60	76,564.80	78,478.40	80,392.00	82,388.80	84,510.40	86,611.20	88,753.60	90,979.20
31T Hourly	29.43	30.21	30.97	31.75	32.53	33.32	34.18	35.04	35.92	36.81	37.73	38.65	39.61				
Approx Bi-Wk	2,354.40	2,416.80	2,477.60	2,540.00	2,602.40	2,665.60	2,734.40	2,803.20	2,873.60	2,944.80	3,018.40	3,092.00	3,168.80				
Approx. Mon	5,101.20	5,236.40	5,368.13	5,503.33	5,638.53	5,775.47	5,924.53	6,073.60	6,226.13	6,380.40	6,539.87	6,699.33	6,865.73				
Annual	61,214.40	62,836.80	64,417.60	66,040.00	67,662.40	69,305.60	71,094.40	72,883.20	74,713.60	76,564.80	78,478.40	80,392.00	82,388.80				
32 Hourly	30.21	30.97	31.75	32.53	33.32	34.18	35.04	35.92	36.81	37.73	38.65	39.61	40.63	41.63	42.66	43.72	44.81
Approx Bi-Wk	2,416.80	2,477.60	2,540.00	2,602.40	2,665.60	2,734.40	2,803.20	2,873.60	2,944.80	3,018.40	3,092.00	3,168.80	3,250.40	3,330.40	3,412.80	3,497.60	3,584.80
Approx. Mon	5,236.40	5,368.13	5,503.33	5,638.53	5,775.47	5,924.53	6,073.60	6,226.13	6,380.40	6,539.87	6,699.33	6,865.73	7,042.53	7,215.87	7,394.40	7,578.13	7,767.07
Annual	62,836.80	64,417.60	66,040.00	67,662.40	69,305.60	71,094.40	72,883.20	74,713.60	76,564.80	78,478.40	80,392.00	82,388.80	84,510.40	86,590.40	88,732.80	90,937.60	93,204.80
32T Hourly	30.21	30.97	31.75	32.53	33.32	34.18	35.04	35.92	36.81	37.73	38.65	39.61	40.63				
Approx Bi-Wk	2,416.80	2,477.60	2,540.00	2,602.40	2,665.60	2,734.40	2,803.20	2,873.60	2,944.80	3,018.40	3,092.00	3,168.80	3,250.40				
Approx. Mon	5,236.40	5,368.13	5,503.33	5,638.53	5,775.47	5,924.53	6,073.60	6,226.13	6,380.40	6,539.87	6,699.33	6,865.73	7,042.53				
Annual	62,836.80	64,417.60	66,040.00	67,662.40	69,305.60	71,094.40	72,883.20	74,713.60	76,564.80	78,478.40	80,392.00	82,388.80	84,510.40				
Eff. 07/25/2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 16
33 Hourly	30.97	31.75	32.53	33.32	34.18	35.04	35.92	36.81	37.73	38.65	39.61	40.63	41.63	42.67	43.73	44.85	45.97
Approx Bi-Wk	2,477.60	2,540.00	2,602.40	2,665.60	2,734.40	2,803.20	2,873.60	2,944.80	3,018.40	3,092.00	3,168.80	3,250.40	3,330.40	3,413.60	3,498.40	3,588.00	3,677.60
Approx. Mon	5,368.13	5,503.33	5,638.53	5,775.47	5,924.53	6,073.60	6,226.13	6,380.40	6,539.87	6,699.33	6,865.73	7,042.53	7,215.87	7,396.13	7,579.87	7,774.00	7,968.13
Annual	64,417.60	66,040.00	67,662.40	69,305.60	71,094.40	72,883.20	74,713.60	76,564.80	78,478.40	80,392.00	82,388.80	84,510.40	86,590.40	88,753.60	90,958.40	93,288.00	95,617.60
33T Hourly	30.97	31.75	32.53	33.32	34.18	35.04	35.92	36.81	37.73	38.65	39.61	40.63	41.63				
Approx Bi-Wk	2,477.60	2,540.00	2,602.40	2,665.60	2,734.40	2,803.20	2,873.60	2,944.80	3,018.40	3,092.00	3,168.80	3,250.40	3,330.40				
Approx. Mon	5,368.13	5,503.33	5,638.53	5,775.47	5,924.53	6,073.60	6,226.13	6,380.40	6,539.87	6,699.33	6,865.73	7,042.53	7,215.87	</			

APPENDIX C – SALARY SCHEDULES

Effective 07/25/2026



Eff. 07/25/2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	
38	Hourly	35.04	35.92	36.81	37.73	38.65	39.61	40.63	41.63	42.67	43.74	44.84	45.97	47.10	48.28	49.50	50.74	52.01
	Approx Bi-Wk	2,803.20	2,873.60	2,944.80	3,018.40	3,092.00	3,168.80	3,250.40	3,330.40	3,413.60	3,499.20	3,587.20	3,677.60	3,768.00	3,862.40	3,960.00	4,059.20	4,160.80
	Approx. Mon	6,073.60	6,226.13	6,380.40	6,539.87	6,699.33	6,865.73	7,042.53	7,215.87	7,396.13	7,581.60	7,772.27	7,968.13	8,164.00	8,368.53	8,580.00	8,794.93	9,015.07
	Annual	72,883.20	74,713.60	76,564.80	78,478.40	80,392.00	82,388.80	84,510.40	86,590.40	88,753.60	90,979.20	93,267.20	95,617.60	97,968.00	100,422.40	102,960.00	105,539.20	108,180.80
39	Hourly	35.92	36.81	37.73	38.65	39.61	40.63	41.63	42.67	43.74	44.84	45.97	47.10	48.28	49.51	50.74	52.00	53.30
	Approx Bi-Wk	2,873.60	2,944.80	3,018.40	3,092.00	3,168.80	3,250.40	3,330.40	3,413.60	3,499.20	3,587.20	3,677.60	3,768.00	3,862.40	3,960.00	4,059.20	4,160.80	4,264.00
	Approx. Mon	6,226.13	6,380.40	6,539.87	6,699.33	6,865.73	7,042.53	7,215.87	7,396.13	7,581.60	7,772.27	7,968.13	8,164.00	8,368.53	8,581.73	8,794.93	9,013.33	9,238.67
	Annual	74,713.60	76,564.80	78,478.40	80,392.00	82,388.80	84,510.40	86,590.40	88,753.60	90,979.20	93,267.20	95,617.60	97,968.00	100,422.40	102,980.80	105,539.20	108,160.00	110,864.00
40	Hourly	36.81	37.73	38.65	39.61	40.63	41.63	42.67	43.74	44.84	45.97	47.10	48.28	49.51	50.74	52.00	53.29	54.62
	Approx Bi-Wk	2,944.80	3,018.40	3,092.00	3,168.80	3,250.40	3,330.40	3,413.60	3,499.20	3,587.20	3,677.60	3,768.00	3,862.40	3,960.80	4,058.40	4,160.00	4,263.20	4,369.60
	Approx. Mon	6,380.40	6,539.87	6,699.33	6,865.73	7,042.53	7,215.87	7,396.13	7,581.60	7,772.27	7,968.13	8,164.00	8,368.53	8,581.73	8,793.20	9,013.33	9,236.93	9,467.47
	Annual	76,564.80	78,478.40	80,392.00	82,388.80	84,510.40	86,590.40	88,753.60	90,979.20	93,267.20	95,617.60	97,968.00	100,422.40	102,980.80	105,518.40	108,160.00	110,843.20	113,609.60
41	Hourly	37.73	38.65	39.61	40.63	41.63	42.67	43.74	44.84	45.97	47.10	48.28	49.51	50.73	52.02	53.30	54.64	56.01
	Approx Bi-Wk	3,018.40	3,092.00	3,168.80	3,250.40	3,330.40	3,413.60	3,499.20	3,587.20	3,677.60	3,768.00	3,862.40	3,960.80	4,058.40	4,161.60	4,264.00	4,371.20	4,480.80
	Approx. Mon	6,539.87	6,699.33	6,865.73	7,042.53	7,215.87	7,396.13	7,581.60	7,772.27	7,968.13	8,164.00	8,368.53	8,581.73	8,793.20	9,016.80	9,238.67	9,470.93	9,708.40
	Annual	78,478.40	80,392.00	82,388.80	84,510.40	86,590.40	88,753.60	90,979.20	93,267.20	95,617.60	97,968.00	100,422.40	102,980.80	105,518.40	108,201.60	110,864.00	113,651.20	116,500.80
42	Hourly	38.65	39.61	40.63	41.63	42.67	43.74	44.84	45.97	47.10	48.28	49.51	50.73	52.02	53.28	54.62	55.98	57.38
	Approx Bi-Wk	3,092.00	3,168.80	3,250.40	3,330.40	3,413.60	3,499.20	3,587.20	3,677.60	3,768.00	3,862.40	3,960.80	4,058.40	4,161.60	4,264.00	4,369.60	4,478.40	4,590.40
	Approx. Mon	6,699.33	6,865.73	7,042.53	7,215.87	7,396.13	7,581.60	7,772.27	7,968.13	8,164.00	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,703.20	9,945.87
	Annual	80,392.00	82,388.80	84,510.40	86,590.40	88,753.60	90,979.20	93,267.20	95,617.60	97,968.00	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,438.40	119,350.40
43	Hourly	39.61	40.63	41.63	42.67	43.74	44.84	45.97	47.10	48.28	49.51	50.73	52.02	53.28	54.62	55.99	57.39	58.82
	Approx Bi-Wk	3,168.80	3,250.40	3,330.40	3,413.60	3,499.20	3,587.20	3,677.60	3,768.00	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,479.20	4,591.20	4,705.60
	Approx. Mon	6,865.73	7,042.53	7,215.87	7,396.13	7,581.60	7,772.27	7,968.13	8,164.00	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,704.93	9,947.60	10,195.47
	Annual	82,388.80	84,510.40	86,590.40	88,753.60	90,979.20	93,267.20	95,617.60	97,968.00	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,459.20	119,371.20	122,345.60
44	Hourly	40.63	41.63	42.67	43.74	44.84	45.97	47.10	48.28	49.51	50.73	52.02	53.28	54.62	56.00	57.41	58.84	60.31
	Approx Bi-Wk	3,250.40	3,330.40	3,413.60	3,499.20	3,587.20	3,677.60	3,768.00	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,592.80	4,707.20	4,824.80
	Approx. Mon	7,042.53	7,215.87	7,396.13	7,581.60	7,772.27	7,968.13	8,164.00	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,951.07	10,198.93	10,453.73
	Annual	84,510.40	86,590.40	88,753.60	90,979.20	93,267.20	95,617.60	97,968.00	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,412.80	122,387.20	125,444.80
45	Hourly	41.63	42.67	43.74	44.84	45.97	47.10	48.28	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.82	60.30	61.81
	Approx Bi-Wk	3,330.40	3,413.60	3,499.20	3,587.20	3,677.60	3,768.00	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,705.60	4,824.00	4,944.80
	Approx. Mon	7,215.87	7,396.13	7,581.60	7,772.27	7,968.13	8,164.00	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,195.47	10,452.00	10,713.73
	Annual	86,590.40	88,753.60	90,979.20	93,267.20	95,617.60	97,968.00	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,345.60	125,424.00	128,564.80
46	Hourly	42.67	43.74	44.84	45.97	47.10	48.28	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.32	61.82	63.37
	Approx Bi-Wk	3,413.60	3,499.20	3,587.20	3,677.60	3,768.00	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,825.60	4,945.60	5,069.60
	Approx. Mon	7,396.13	7,581.60	7,772.27	7,968.13	8,164.00	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,455.47	10,715.47	10,984.13
	Annual	88,753.60	90,979.20	93,267.20	95,617.60	97,968.00	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,465.60	128,585.60	131,809.60
47	Hourly	43.74	44.84	45.97	47.10	48.28	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.93
	Approx Bi-Wk	3,499.20	3,587.20	3,677.60	3,768.00	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,194.40
	Approx. Mon	7,581.60	7,772.27	7,968.13	8,164.00	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,254.53
	Annual	90,979.20	93,267.20	95,617.60	97,968.00	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,054.40
48	Hourly	44.84	45.97	47.10	48.28	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.94	66.56
	Approx Bi-Wk	3,587.20	3,677.60	3,768.00	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,324.80
	Approx. Mon	7,772.27	7,968.13	8,164.00	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,537.07
	Annual	93,267.20	95,617.60	97,968.00	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,444.80

APPENDIX C – SALARY SCHEDULES

Effective 07/25/2026



Eff. 07/25/2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
48T Hourly	44.84	45.97	47.10	48.28	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31				
Approx Bi-Wk	3,587.20	3,677.60	3,768.00	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80				
Approx. Mon	7,772.27	7,968.13	8,164.00	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73				
Annual	93,267.20	95,617.60	97,968.00	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80				
49 Hourly	45.97	47.10	48.28	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.95	66.57	68.23
Approx Bi-Wk	3,677.60	3,768.00	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,196.00	5,325.60	5,458.40
Approx. Mon	7,968.13	8,164.00	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,258.00	11,538.80	11,826.53
Annual	95,617.60	97,968.00	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,096.00	138,465.60	141,918.40
49T Hourly	45.97	47.10	48.28	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.95	66.57	68.23
Approx Bi-Wk	3,677.60	3,768.00	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,196.00	5,325.60	5,458.40
Approx. Mon	7,968.13	8,164.00	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,258.00	11,538.80	11,826.53
Annual	95,617.60	97,968.00	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,096.00	138,465.60	141,918.40
50 Hourly	47.10	48.28	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.94	66.56	68.24	69.95
Approx Bi-Wk	3,768.00	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,324.80	5,459.20	5,596.00
Approx. Mon	8,164.00	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,537.07	11,828.27	12,124.67
Annual	97,968.00	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,444.80	141,939.20	145,496.00
50T Hourly	47.10	48.28	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.94	66.56	68.24	69.95
Approx Bi-Wk	3,768.00	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,324.80	5,459.20	5,596.00
Approx. Mon	8,164.00	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,537.07	11,828.27	12,124.67
Annual	97,968.00	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,444.80	141,939.20	145,496.00
51 Hourly	48.28	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.94	66.57	68.25	69.94	71.69
Approx Bi-Wk	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,595.20	5,735.20
Approx. Mon	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80	11,830.00	12,122.93	12,426.27
Annual	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,465.60	141,960.00	145,475.20	149,115.20
51T Hourly	48.28	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.94	66.57	68.25	69.94	71.69
Approx Bi-Wk	3,862.40	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,595.20	5,735.20
Approx. Mon	8,368.53	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80	11,830.00	12,122.93	12,426.27
Annual	100,422.40	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,465.60	141,960.00	145,475.20	149,115.20
52 Hourly	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.94	66.57	68.24	69.93	71.69	73.48
Approx Bi-Wk	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,594.40	5,735.20	5,878.40
Approx. Mon	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,424.53	12,736.53
Annual	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40	149,115.20	152,838.40
52T Hourly	49.51	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.94	66.57	68.24	69.93	71.68	73.48
Approx Bi-Wk	3,960.80	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,594.40	5,735.20	5,878.40
Approx. Mon	8,581.73	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,424.53	12,736.53
Annual	102,980.80	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40	149,115.20	152,838.40
53 Hourly	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.94	66.57	68.24	69.93	71.68	73.48	75.32
Approx Bi-Wk	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,594.40	5,734.40	5,878.40	6,025.60
Approx. Mon	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,424.53	12,736.53	13,055.47
Annual	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40	149,094.40	152,838.40	156,665.60
53T Hourly	50.73	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.94	66.57	68.24	69.93	71.68	73.48	75.32
Approx Bi-Wk	4,058.40	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,594.40	5,734.40	5,878.40	6,025.60
Approx. Mon	8,793.20	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,424.53	12,736.53	13,055.47
Annual	105,518.40	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40	149,094.40	152,838.40	156,665.60
54 Hourly	52.02	53.28	54.62	56.00	57.39	58.85	60.31	61.81	63.35	64.94	66.57	68.24	69.93	71.67	73.47	75.30	77.18
Approx Bi-Wk	4,161.60	4,262.40	4,369.60	4,480.00	4,591.20	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,594.40	5,733.60	5,877.60	6,024.00	6,174.40
Approx. Mon	9,016.80	9,235.20	9,467.47	9,706.67	9,947.60	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,422.80	12,734.80	13,052.00	13,377.87
Annual	108,201.60	110,822.40	113,609.60	116,480.00	119,371.20	122,408.00	125,444.80	128,564.80	131,768.00</								

APPENDIX C – SALARY SCHEDULES

Effective 07/25/2026



Eff. 07/25/2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	
59	Hourly	58.85	60.31	61.81	63.35	64.94	66.57	68.24	69.93	71.67	73.48	75.31	77.19	79.10	81.08	83.11	85.17	87.30
	Approx Bi-Wk	4,708.00	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,648.80	6,813.60	6,984.00
	Approx. Mon	10,200.67	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.73	14,768.00	15,132.00
	Annual	122,408.00	125,444.80	128,564.80	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40	149,073.60	152,838.40	156,644.80	160,552.00	164,528.00	168,646.40	172,868.80	177,153.60	181,584.00
60	Hourly	60.31	61.81	63.35	64.94	66.57	68.24	69.93	71.67	73.48	75.31	77.19	79.10	81.08	83.12	85.20	87.33	89.51
	Approx Bi-Wk	4,824.80	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.00	6,986.40	7,160.80
	Approx. Mon	10,453.73	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.73	14,768.00	15,137.20	15,515.07
	Annual	125,444.80	128,564.80	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40	149,073.60	152,838.40	156,644.80	160,552.00	164,528.00	168,646.40	172,868.80	177,216.00	181,646.40	186,180.80
61	Hourly	61.81	63.35	64.94	66.57	68.24	69.93	71.67	73.48	75.31	77.19	79.10	81.08	83.12	85.21	87.33	89.52	91.76
	Approx Bi-Wk	4,944.80	5,068.00	5,195.20	5,325.60	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.00	6,986.40	7,160.80	7,340.80
	Approx. Mon	10,713.73	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.73	14,769.73	15,137.20	15,516.80	15,905.07
	Annual	128,564.80	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40	149,073.60	152,838.40	156,644.80	160,552.00	164,528.00	168,646.40	172,868.80	177,236.80	181,646.40	186,201.60	190,860.80
62	Hourly	63.35	64.94	66.57	68.24	69.93	71.67	73.48	75.31	77.19	79.10	81.08	83.12	85.21	87.33	89.52	91.75	94.04
	Approx Bi-Wk	5,068.00	5,195.20	5,325.60	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.00	6,986.40	7,160.80	7,340.80	7,523.20
	Approx. Mon	10,980.67	11,256.27	11,538.80	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.73	14,769.73	15,137.20	15,516.80	15,903.33	16,300.27
	Annual	131,768.00	135,075.20	138,465.60	141,939.20	145,454.40	149,073.60	152,838.40	156,644.80	160,552.00	164,528.00	168,646.40	172,868.80	177,236.80	181,646.40	186,201.60	190,840.00	195,603.20
63	Hourly	64.94	66.57	68.24	69.93	71.67	73.48	75.31	77.19	79.10	81.08	83.12	85.21	87.33	89.52	91.75	94.04	96.39
	Approx Bi-Wk	5,195.20	5,325.60	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.00	6,986.40	7,160.80	7,340.80	7,523.20	7,712.00
	Approx. Mon	11,256.27	11,538.80	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.73	14,769.73	15,137.20	15,516.80	15,903.33	16,300.27	16,707.60
	Annual	135,075.20	138,465.60	141,939.20	145,454.40	149,073.60	152,838.40	156,644.80	160,552.00	164,528.00	168,646.40	172,868.80	177,236.80	181,646.40	186,201.60	190,840.00	195,603.20	200,491.20
64	Hourly	66.57	68.24	69.93	71.67	73.48	75.31	77.19	79.10	81.08	83.12	85.21	87.33	89.52	91.74	94.03	96.40	98.81
	Approx Bi-Wk	5,325.60	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.00	6,986.40	7,160.80	7,339.20	7,522.40	7,712.00	7,904.80
	Approx. Mon	11,538.80	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.73	14,769.73	15,137.20	15,516.80	15,901.60	16,298.53	16,709.33	17,127.07
	Annual	138,465.60	141,939.20	145,454.40	149,073.60	152,838.40	156,644.80	160,552.00	164,528.00	168,646.40	172,807.40	177,236.80	181,646.40	186,201.60	190,819.20	195,582.40	200,512.00	205,524.80
65	Hourly	68.24	69.93	71.67	73.48	75.31	77.19	79.10	81.08	83.12	85.21	87.33	89.52	91.74	94.05	96.42	98.82	101.29
	Approx Bi-Wk	5,459.20	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.00	6,986.40	7,160.80	7,339.20	7,524.00	7,713.60	7,905.60	8,103.20
	Approx. Mon	11,828.27	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.73	14,769.73	15,137.20	15,516.80	15,901.60	16,300.20	16,712.80	17,128.80	17,556.93
	Annual	141,939.20	145,454.40	149,073.60	152,838.40	156,644.80	160,552.00	164,528.00	168,646.40	172,889.60	177,236.80	181,646.40	186,201.60	190,819.20	195,624.00	200,553.60	205,544.80	210,683.20
66	Hourly	69.93	71.67	73.48	75.31	77.19	79.10	81.08	83.12	85.21	87.33	89.52	91.74	94.05	96.42	98.83	101.30	103.83
	Approx Bi-Wk	5,594.40	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.00	6,986.40	7,160.80	7,339.20	7,524.00	7,713.60	7,906.40	8,104.00	8,306.40
	Approx. Mon	12,121.20	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.73	14,769.73	15,137.20	15,516.80	15,901.60	16,300.20	16,712.80	17,130.53	17,558.67	17,997.20
	Annual	145,454.40	149,073.60	152,838.40	156,644.80	160,552.00	164,528.00	168,646.40	172,889.60	177,236.80	181,646.40	186,201.60	190,819.20	195,624.00	200,553.60	205,566.40	210,704.00	215,966.40
67	Hourly	71.67	73.48	75.31	77.19	79.10	81.08	83.12	85.21	87.33	89.52	91.74	94.05	96.42	98.81	101.28	103.81	106.41
	Approx Bi-Wk	5,733.60	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.00	6,986.40	7,160.80	7,339.20	7,524.00	7,713.60	7,904.80	8,102.40	8,304.80	8,512.80
	Approx. Mon	12,422.80	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.73	14,769.73	15,137.20	15,516.80	15,901.60	16,300.20	16,712.80	17,127.07	17,555.20	17,993.73	18,444.40
	Annual	149,073.60	152,838.40	156,644.80	160,552.00	164,528.00	168,646.40	172,889.60	177,236.80	181,646.40	186,201.60	190,819.20	195,624.00	200,553.60	205,524.80	210,662.40	215,924.80	221,332.80
68	Hourly	73.48	75.31	77.19	79.10	81.08	83.12	85.21	87.33	89.52	91.74	94.05	96.42	98.81	101.27	103.81	106.40	109.06
	Approx Bi-Wk	5,878.40	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.00	6,986.40	7,161.60	7,339.20	7,524.00	7,713.60	7,904.80	8,101.60	8,304.80	8,512.00	8,724.80
	Approx. Mon	12,736.53	13,053.73	13,379.60	13,710.67	14,053.87	14,407.73	14,769.73	15,137.20	15,516.80	15,901.60	16,300.20	16,712.80	17,127.07	17,553.47	17,993.73	18,442.67	18,903.73
	Annual	152,838.40	156,644.80	160,552.00	164,528.00	168,646.40	172,889.60	177,236.80	181,646.40	186,201.60	190,819.20	195,624.00	200,553.60	205,524.80	210,641.60	215,924.80	221,312.00	226,844.80
69	Hourly	75.31	77.19	79.10	81.08	83.12	85.21	87.33	89.52	91.74	94.05	96.42	98.81	101.27	103.81	106.39	109.06	111.79
	Approx Bi-Wk	6,024.80	6,175.20	6,328.00	6,486.40	6,649.60	6,816.00	6,986.40	7,161.60	7,339.20	7,524.00	7,713.60	7,904.80	8,101.60	8,304.80	8,511.20	8,724.80	8,943.20
	Approx. Mon	13,053.73	13,379.60	13,710.67	14,053.87	14,407.73	14,769.73	15,137.20	15,516.80	15,901.60	16,300.20	16,712.80	17,127.07	17,553.47	17,993.73	18,440.93	18,903.73	19,376.93
	Annual	156,644.80	160,552.00	164,528.00	168,646.40	172,889.60	177,236.80	181,646.40	186,201.60	190,819.20	195,624.00	200,553.60	205,524.80	210,641.60	215,924.80	221,291.20	226,844.80	232,523.20

APPENDIX C – SALARY SCHEDULES

Effective 07/25/2026



Table with 17 columns (Step 1 to Step 17) and multiple rows for each grade (69T, 70, 70T, 71, 71T, 72, 72T, 73, 73T, 74, 74T, 75, 75T, 76, 76T). Rows include Hourly, Approx Bi-Wk, and Annual salary values.