

AGREEMENT BETWEEN
THE
TOWN OF WETHERSFIELD



AND

LOCAL 818-22



July 1, 2017– June 30, 2020

TABLE OF CONTENTS

| | | |
|---------------|----------------------------------------|----|
| | APPLICATION OF AGREEMENT | 1 |
| ARTICLE I | RECOGNITION | 1 |
| ARTICLE II | MANAGEMENT RIGHTS | 1 |
| ARTICLE III | UNION SECURITY & CHECK-OFF | 3 |
| ARTICLE IV | PROBATIONARY PERIOD | 4 |
| ARTICLE V | HOURS OF WORK | 5 |
| ARTICLE VI | OVERTIME | 7 |
| ARTICLE VII | SENIORITY | 8 |
| ARTICLE VII | LAYOFF | 9 |
| ARTICLE IX | DISCIPLINARY ACTIONS | 9 |
| ARTICLE X | GRIEVANCE PROCEDURES | 10 |
| ARTICLE XI | HOLIDAYS | 11 |
| ARTICLE XII | VACATIONS | 12 |
| ARTICLE XIII | SICK LEAVE PROVISIONS | 13 |
| ARTICLE XIV | LEAVE PROVISIONS | 15 |
| ARTICLE XV | FAMILY LEAVE | 16 |
| ARTICLE XVI | WAGES/COMPENSATION PLAN | 16 |
| ARTICLE XVII | INSURANCE | 18 |
| ARTICLE XVIII | LONGEVITY PAY | 23 |
| ARTICLE XIX | PENSION PLAN | 23 |
| ARTICLE XX | SAFETY & HEALTH | 26 |
| ARTICLE XXI | TUITION REIMBURSEMENT | 27 |
| ARTICLE XXII | RECLASSIFICATION PROCESS | 27 |
| ARTICLE XXIII | GENERAL PROVISIONS | 28 |
| ARTICLE XXIV | SAVING CLAUSE | 29 |
| ARTICLE XXV | MILEAGE REIMBURSEMENT | 29 |
| ARTICLE XXVI | DURATION | 29 |
| APPENDIX A | PERSONNEL CLASSIFICATIONS & PAY GRADES | 30 |
| | WAGE SCHEDULE 7/1/17 – 37½ HOURS | |
| | WAGE SCHEDULE 7/1/18 – 37½ HOURS | |
| | WAGE SCHEDULE 7/1/19 – 37½ HOURS | |
| | WAGE SCHEDULE 7/1/17 – 40 HOURS | |
| | WAGE SCHEDULE 7/1/18 – 40 HOURS | |
| | WAGE SCHEDULE 7/1/19 – 40 HOURS | |
| APPENDIX B | DENTAL PLANS DESCRIPTION | |

APPLICATION OF AGREEMENT

This agreement shall apply to all professional and technical employees of the Town of Wethersfield in those titles listed in the Certificate of Representative (Case No. ME 12591, Decision No. 2803, dated May 4, 1990), and more specifically those positions titles listed in Appendix A and excluding those employees now represented by other bargaining agents heretofore certified by the Connecticut State Board of Labor Relations, part-time employees who work less than 20 hours per week, temporary employees who work less than six months and seasonal employees.

ARTICLE I

RECOGNITION

Section 1: Local 818-22, Council 4, AFSCME, AFL-CIO, is recognized as the exclusive bargaining agent of all employees listed in the Certificate of Representative (Case No. ME 12591, Decision No. 2803, dated May 4, 1990) more specifically including the positions mentioned in the Application of Agreement, for the purposes of collective bargaining with respect to wages, hours of employment and other conditions of employment.

Section 2: The Term "Employer" shall mean the Town of Wethersfield, a municipal employer as defined in Public Act No. 159 of 1965.

Section 3: The term "Union" shall mean Local 818-22, Council 4, AFSCME, AFL-CIO.

Section 4: The term "Contract" and "Agreement" shall mean the complete Agreement and its specific terms.

ARTICLE II

MANAGEMENT RIGHTS

Section 1: Except where such rights, powers and authority are specifically relinquished, abridged or limited by the provisions of this Agreement, the Town has and will continue to retain, whether exercised or not, all the rights, powers and authority heretofore had by it and, except where such rights, powers and authority are specifically relinquished, abridged or limited by the provisions of this Agreement, it shall have the sole and unquestioned right, responsibility and prerogative of the management of the affairs of the Town and direction of the working forces, including, but not limited to the following:

- a. To determine the care, maintenance and operation of equipment and property used for and in behalf of the purposes of the Town.

- b. To establish or continue policies, practices and procedures for the conduction of Town business and, from time to time, to change or abolish such policies, practices, or procedures.
- c. To discontinue processes or operations or to discontinue their performance by employees.
- d. To select and to determine the number and types of employees required to perform the Town's operations.
- e. To employ, transfer, promote or demote employees, or to lay off, terminate or otherwise relieve employees from duty for lack of work or other legitimate reasons when it shall be in the best interests of the Town or the department.
- f. To prescribe and enforce reasonable rules and regulations for the maintenance of discipline and for the performance of work in accordance with the requirements of the Town, provided such rules and regulations are made known in a reasonable manner to the employees affected by them.
- g. To insure that related duties connected with departmental operations, whether enumerated in job descriptions or not, shall be performed by employees.
- h. To create job descriptions and revise existing job descriptions.
- i. To establish contracts or sub-contracts for municipal operations so long as such contracts are not established for the purposes of undermining the union.
- j. To exercise complete control and discretion over its organization and the technology of performing its work.
- k. Employees outside the Bargaining Unit will continue to assist the members of this group in the performance of their tasks as they have in the past to meet the needs of the Town.
- l. To fulfill all of its legal responsibilities as mandated through Local, State and Federal laws.
- m. To determine the mission of a department or office and the method and means necessary to fulfill that mission.

Section 2: The above rights, responsibilities and prerogatives are inherent in the Town Council and the Town Manager by virtue of statutory and charter provisions and are not subject to delegation in whole or in part.

Section 3: The Town and the Union recognize that the majority of positions occupied by the members of Local 818-22, Council 4, AFSCME, AFL-CIO are and have been essentially management positions. These responsibilities shall be apparent both in Unit members' supervision and

direction of subordinate employees and in their attention to the Town's mission of serving the residents of Wethersfield.

ARTICLE III

UNION SECURITY AND CHECK-OFF

Section 1: The Town agrees that, upon voluntary authorization in writing from employees in this bargaining unit, it will make a monthly deduction from the wages of such employee of an amount authorized by him/her for the purpose of Union dues. Such deduction shall be discontinued with the written request of an employee. All such requests shall be on forms provided by the Town, and shall be submitted at least 30 calendar days before they are to become effective.

Section 2: All sums deducted shall be remitted to the Union during the first pay period of the month following such deductions and shall be accompanied by a record of those from whom deductions have been made.

Section 3: All members of the bargaining unit shall, as a condition of continued employment, either become or remain members of the Union, or pay to the Union a service fee equivalent to the amount of Union dues, such requirement to become effective thirty (30) days after the employee's date of hire in the bargaining unit. Members of the bargaining unit who are Union members and who desire to withdraw from the Union shall send a notice of their intent to withdraw by certified mail to both the President of Local 818-22 and to the Town Manager.

Section 4: The obligation of the Town for funds actually deducted under this Article terminates upon delivery of the deductions so made to the person authorized to receive such amounts from the Town. Neither any employee nor the Union shall have any claim against the Town for errors in the processing of deductions unless a claim of error is made in writing to the Finance Director within thirty (30) calendar days after the date such deductions were made or should have been made.

Section 5: The Union agrees to indemnify and save harmless the Town for any sums which the Town incurs i.e. but not limited to legal fees, etc., as the result of a claim that the sums of money herein referred to have been illegally deducted, or for any liabilities which may arise from the Town's having complied with or enforced this provision.

Section 6: The Union agrees that it will not call, authorize, instigate, sanction or condone any strike, picketing, slowdown, work stoppage, mass absenteeism, mass feigned illness or any action against the Town by bargaining unit employees who are on duty. The Town agrees that it will not lock out employees.

Section 7: Any employees participating in such strike or other prohibited activity described above in Section 6 shall be subject to disciplinary action by the Town up to and including discharge. Such action will not be subject to the grievance process.

Section 8: An electronic copy of the Agreement will be available to employees.

ARTICLE IV

PROBATIONARY PERIOD

Section 1: Purpose. The probationary or working test period shall be regarded as an integral part of the examination process and shall be utilized for closely observing the employee's work for securing the most effective adjustment of a new employee whose performance does not meet the required work standards.

Section 2: All new, promotions or transfer appointments to full-time and permanent part-time positions, shall be subject to a probationary period of six (6) months, but can be extended for a period of up to one (1) year in the event that more time is needed to assess an individual's ability to perform the duties of their position. The probationary period required represents a total cumulative service time, and days may be adjusted upward so as to properly allow for authorized leaves of absence or other approved breaks in service. However, should any such leave of absence or break in service be greater than two (2) months, the Town may require that the entire probationary period be restarted at the time the employee returns to work. Probationary employees shall be subject to all provisions of this Agreement except they shall not have the right to the grievance procedure.

Section 3: At any time during the probationary period the Department Head may recommend to the Town Manager the removal of an employee if, in the opinion of the Department Head, the working test indicates that such employee is unable or unwilling to perform the duties of the position satisfactorily. Upon such recommendation, the Department Head shall report to the Town Manager and to the employee his/her actions and reasons therefore.

Section 4: During the initial probationary period, vacation days earned during the first six (6) months of employment cannot be utilized until six (6) months of employment have been completed. In the event of an unusual circumstance or emergency, vacation leave may be granted upon the request of the Department/Division Head and approval by the Town Manager. The restriction on vacation leave will be for newly hired individuals and will not apply to employees who are promoted into a new position. Promotional opportunities shall not be available to probationary employees.

Insurance shall take effect after an initial waiting period as determined by the Town's health insurance provider(s). Sick time may be accrued but not used until after the employee has worked 680 hours from their date of employment, unless there are exceptional circumstances, in which case the Town Manager shall have the final authority. This decision will not be subject to the grievance process.

ARTICLE V

HOURS OF WORK

Section 1: The regular minimum hours of work for all full-time employees in the bargaining unit is listed below:

- a. Physical Services employees shall work Monday through Friday from 7:00 a.m.-3:30 p.m. with a ½ hour unpaid lunch for a 40-hour workweek.
- b. Police Department employees shall work Monday through Friday from 8:00 a.m.- 4:00 p.m. with a ½ hour unpaid lunch for a 37.5-hour workweek.
- c. Town Hall and Community Center employees (all other departments) shall work Monday through Friday from 8:00 a.m.- 4:30 p.m. with a one hour unpaid lunch for a 37.5-hour workweek.
- d. Employees are expected to work whatever hours are required to fulfill their responsibilities to the Town as determined by the Town Manager or his designee without receiving additional pay, with the exception of Fleet Maintenance Supervisor, Highway Supervisor, Parks and Grounds Supervisor, Physical Services Foreman, and Tree Maintenance Supervisor.
- e. Employees are required to provide the Town Manager with their current telephone number and to respond when requested.
- f. Employees listed in Section 1a shall be governed by the following provisions:
 - (1) All employees are expected to respond to calls during non-regular working hours.
 - (2) Employees are required to provide the Division with current telephone numbers and to respond when called. This provision is not intended to restrict the activities of employees when off duty.
 - (3)The Town Manager or his/her representative shall determine emergencies.
 - (4)During the winter months (November 15 through April 15) all employees are expected to be reasonably available for snow and other weather-related work at all times as a condition of employment.
- g. Nothing contained herein shall be construed as preventing the Town from restructuring the regular hours of work for the purpose of promoting the efficiency of municipal government. If it becomes necessary to change work hours, the Town and Union will meet to discuss the potential impact.

Section 2: The work hours for the Part-time Youth Services Program Assistant shall be scheduled to meet the operational needs of the department as determined by the Town. For

the purposes of leave provisions in this contract, a workday shall be defined as a six (6) hour day. A normal workday for the Part-time Youth Services Program Assistant may include Saturday and/or Sunday and they shall be paid at their base hourly rate of pay. The Part-time Program Assistant shall not work more than forty (40) hours in a week unless they receive prior approval from the Town Manager or his designee.

Section 3: A rest period of fifteen (15) minutes in the first half of the workday and fifteen (15) minutes in the second half of the workday will be permitted. Such rest period shall take place at the work site to which the employee is then assigned.

Section 4: An alternate work schedule may be necessary depending on the needs of the department and with the written approval of the department head. The employee may request in writing an alternate schedule that must receive 72 hours prior written approval from the Department Head.

- a. The employee will be allowed the flexibility to alter his/her regularly scheduled workday hours, dependent on the department needs, as long as the employee is compensated for seventy-five (75) hours in a pay period.
- b. Based upon the needs of the department, and with prior approval of the department head of at least seventy-two (72) hours, to meet the needs of a significant town event, festival, or parade, the employee will be allowed the flexibility to alter his/her regular schedule for up to one full work day. Said day and flextime must occur within the same pay period.

Section 5: Summer Hours: Beginning the last week of the school year and ending on the Friday before school begins, employees at the Town Hall will work summer hours. The hours will be Monday, Tuesday, Wednesday, 8 a.m. to 4:30 p.m. with a forty-five (45) minute lunch break, Thursday 8 a.m. to 6 p.m. with a forty-five (45) minutes lunch break and Friday, 8 a.m. to 1 p.m. with no lunch break. Summer hours for Physical Services Department employees are in effect for the duration of daylight savings time.

Section 6: Emergency Overtime Meal Allowance – During period of continuous work which exceed the normal workday by three (3) hours or more, the Town shall make arrangements for meals at local restaurants. The normal work day is defined as beginning at 7:00 a.m. and ending at 3:30 p.m. The meal allowance will begin with the first supper meal for each emergency and continue until the employees are released. In order to be eligible for the breakfast meal allowance, an employee must punch in no later than 4 a.m. The meal allowances are as follows:

| <u>Meal</u> | <u>Time</u> | <u>Max. Allowance Per Employee</u> |
|-------------|-------------|----------------------------------------|
| Supper | 6:00 p.m. | \$12.50 |
| Breakfast | 6:00 a.m. | \$7.50 |
| Lunch | noon | \$10.50 |

Employees will be required to sign for their meals and will be responsible for any cost that exceeds the meal allowance.

ARTICLE VI

OVERTIME

Section 1: All time worked by non-exempt employees beyond the work day or the work week shall be compensated at one and one-half times the employee’s regular rate of pay. All paid time-off shall be counted in the calculation of time worked. For non-exempt employees, all time worked on Sundays and Holidays shall be compensated at two (2) times the employee’s rate of pay plus Holiday pay if eligible under Article XI, Section 3. There shall be no duplicate payment of overtime.

Section 2:

(a): Employees in the classifications of Assistant Director of Physical Services (Field Operations and Administration), Parks and Grounds Supervisor, and Tree Maintenance Supervisor who perform unscheduled work which immediately precedes a regularly scheduled shift by one hour or less or who work beyond their regularly scheduled work day shall be paid at the applicable overtime rate for actual time worked.

(b): Employees in the classifications of Assistant Director of Physical Services (Field Operations and Administration), Parks and Grounds Supervisor, and Tree Maintenance Supervisor who perform unscheduled work not defined in Section 2(a), not contiguous to any shift beyond their regularly scheduled work day shall be paid a minimum of three hours at the applicable overtime rate.

(c): Employees in the classifications of Assistant Director of Physical Services (Field Operations and Administration), Parks and Grounds Supervisor, and Tree Maintenance

Supervisor may elect to receive compensatory time in lieu of said compensation. This provision will be administered in accordance with the Fair Labor Standards Act and Connecticut General Statutes.

Section 3: Approval of the Department Head or Town Manager, as applicable is required to earn compensatory time. Prior approval for earning compensatory time may be broad general approval for specific types of work, or may be specific for each occasion, depending upon the position and type of work involved.

Section 4: Any exempt employee who works more than thirty-seven and one-half (37 ½) hours in any one week shall earn an hour off for each hour worked over that amount, up to a maximum of thirty-seven and one-half (37 ½) hours or one extra week per fiscal year. Scheduled or unscheduled work not contiguous to the normal workday will be awarded on an hour for hour basis with a minimum of two hours. This time must be used within a period of one (1) year from the time it is earned. Such hours may be granted only if complete, accurate accounting appears on the employee's weekly time sheet. Exceptions may be granted by the Town Manager or his designee in extremely unusual cases and may in no case exceed a maximum of two (2) weeks accrual annually and six calendar months for use of time accrued. Such time shall be taken in no less than two (2) hour blocks.

ARTICLE VII

SENIORITY

Section 1: Seniority shall be defined as an employee's length of continuous full-time service with the Town from the first day of work since his/her most recent date of hire.

An employee shall lose all seniority upon resignation, discharge, or failure to return from a layoff after ten (10) calendar days notice to return sent by the Town to the last known address.

Section 2: The Town shall provide a seniority list of bargaining unit members. The list shall be brought up to date July 1 of each year and a copy shall be delivered to the Secretary of the Local. Any objection to the seniority list, as made, shall be reported within ten (10) days to the Town Manager.

Section 3: During the term of office, the Union President shall be the last person laid off within that President's position classification.

Section 4: All positions within the Bargaining Unit to be filled shall be posted in-house for a period of at least five (5) working days on bulletin boards provided for such purpose and notice given to the Union President and Vice President via email, prior to the town filling such positions. Employees wishing to be considered for assignment to such positions must submit their application to the Personnel Officer in writing. In the event there are no qualified candidates within the Bargaining Unit, the Town shall have the right to advertise the position outside.

ARTICLE VIII

LAYOFF

Section 1: The Town, in its discretion, shall determine whether layoffs are necessary.

Section 2: The term layoff means involuntary separation from employment because of lack of funds or work, elimination of position or other legitimate reason.

Section 3: Within division and position classification, among people who are equally able, in the judgment of the Town Manager, to perform the work, in cases where there are more than one person in a position classification, layoffs shall take effect in inverse order of seniority as follows:

- a. Part-time employees doing bargaining unit work, working less than twenty (20) hours per week over a year's time.
- b. Part-time employees working twenty (20) to forty (40) hours per week.
- c. Probationary employees
- d. Full-time permanent employees.

Section 4: Employees who have been laid off shall be rehired on the basis of seniority within each position classification. No new employee shall be hired until all laid off employees have been given an opportunity to return to work. If an employee who has been laid off fails to return to work within ten (10) working days after due notice by the Town to the employee's last known address, that employee shall be considered to have chosen not to return to work.

ARTICLE IX

DISCIPLINARY ACTIONS

Section 1: No employee covered by this agreement shall be disciplined except for just cause.

Section 2: Disciplinary action may include, but not be limited to: verbal warnings; written warnings; suspension without pay; and discharge.

Section 3: In the case of any written warnings, suspension, or discharge, the affected employee shall be furnished a written statement that states the reason for such action.

Section 4: All warning letter shall be permanently removed from an employee's record on the second anniversary of the occasion giving rise to the discipline.

Section 5: The Union President shall receive and be copied on all discipline notices/letter.

ARTICLE X

GRIEVANCE PROCEDURE

Section 1: Grievances are defined as a disagreement arising out of the written Accord between the Town and the Union. Grievances will be processed in the following manner:

Step One

The employee by himself/herself or with the Union steward shall present his/her grievance to the immediate supervisor. Any grievance must be presented in writing to the immediate supervisor within fifteen (15) calendar days of the incident, or knowledge is gained that the incident occurred provided that this does not exceed thirty (30) calendar days after the incident. The grievance must set forth the following information:

- a. The specific portion of the Accord upon which the grievance is based.
- b. A statement of the facts involved in the grievance.
- c. The remedy sought.

The immediate supervisor shall notify the employee and/or the Union steward of the supervisor's decision within two (2) working days of the day the grievance was presented.

Step Two

Following the decision of the immediate supervisor made as a result of Step 1, the aggrieved party and his/her steward may file the grievance with the next level of supervision in the department involved. Such step must be taken within ten (10) working days of the date on which the supervisor made known his/her decision under Step 1. A conference under this step shall take place within five (5) working days of the receipt of the appeal and the supervisor shall provide the employee and/or Union steward with the supervisor's decision in writing within seven (7) working days of the conference.

Step Three

Should the employee wish, that employee may file an appeal from the decision rendered in Step 2 with the Human Resources Manager within ten (10) working days of such decision.

A conference on the matter shall be set within five (5) working days and the Human Resources Manager shall give a written decision to the employee and/or the Union steward. Employees appealing decisions regarding demotion, suspension of more than ten (10) days, or discharge may submit such grievance directly to this step of the Grievance Procedure without the conferences set forth in Steps 1 and 2.

Step 4

Prior to filing for arbitration and where mutually agreed by both parties, the dispute may be submitted to mediation by the State Board of Mediation and Arbitration. Such submission must be filed within fourteen (14) calendar days of the issuance of Step 3 decision. If the dispute cannot be resolved through mediation, the Union on behalf of the employee may, within 15 calendar days of the mediation meeting submit the dispute to arbitration by the State Board of Mediation and Arbitration. The Union shall notify the Town in writing of their intent to proceed to Arbitration.

If the Town or Union does not pursue mediation, the Union on behalf of the employee may submit the grievance within (15) calendar days of the issuance of the Step III response directly to the Connecticut Board of Mediation and Arbitration and the decision rendered by the Arbitrator or Arbitrators shall be binding upon the parties. The Union shall notify the Town in writing of their intent to proceed to Arbitration. The Arbitrator shall be limited to the terms of this Agreement and shall not have the power to modify, amend or delete any terms or provisions of this Agreement. The decision of the Arbitrator shall be final and binding on the parties. The Town may elect to use the services of the American Arbitration Association, instead of the State Board of Mediation and Arbitration at its own expense.

Section 2: Time extensions beyond those stipulated in this grievance procedure may be arrived at in writing by mutual agreement of both parties concerned. Absent an extension of time, failure at any step to appeal within the specified time limits shall be considered acceptance of the last decision rendered. Failure by the Town to respond within the specified time limits to a grievance will be considered a denial.

Section 3: The Union shall normally designate one member, but never more than two (2) members, for the purpose of adjusting grievances and no more than three (3) members for contract negotiations. These designated members may carry on the actual process of meeting with the Town over contract negotiations during their normal working schedule without loss of pay. The Union may have any other persons not on the Town payroll present at any Step of the grievance procedure or at contract negotiation sessions, provided that the Town is notified that such persons will be in attendance at least twenty-four (24) hours prior to the actual session. Each person designated to adjust grievances shall devote no more than two normal working hours per week to such activities.

ARTICLE XI

HOLIDAYS

Section 1: Prior to December 15 of each year, the Union and the Town shall mutually agree on the desired holiday schedule for the coming year. All regular full-time employees shall be entitled to thirteen (13) holidays, eleven (11) of which shall be selected from the following schedule, the twelfth shall be the employee's birthday and the thirteenth shall be Martin Luther King Day.

| | |
|---------------------------------------------------------|---------------------------|
| New Year's Day | Thanksgiving Day |
| Good Friday | Day after Thanksgiving |
| Christmas Day | Memorial Day |
| Independence Day | Labor Day |
| Columbus Day | Veterans Day |
| Lincoln's Birthday | Washington Birthday |
| 1/2 Day before Christmas | 1/2 Day before New Year's |
| Day before or after any of the above-mentioned holidays | |

Section 2: Whenever any scheduled holiday occurs within a period while an employee is out on sick leave or other leave with pay, such day observed as a holiday shall not be charged against the employee's accumulation of leave time.

Section 3: Any employee who is on a leave of absence without pay or absence without leave, his regular scheduled day before and/or his regular scheduled day after the holiday, will not receive his regular pay for the holiday.

ARTICLE XII

VACATIONS

Section 1: Employees shall earn annual vacation at their current rate of pay based upon length of service in accordance with the following schedule:

- 1 week for at least 6 months, but less than 1 complete year of service.
- 2 weeks for at least a year, but less than 5 complete years of service.
- 3 weeks for at least five years, but less than 15 complete years of service.
- 4 weeks for over 15 years of service.

Division Heads shall earn vacation leave at a rate of 3 weeks effective on their date of hire. After 10 years of service Division Heads shall earn vacation leave at a rate of four weeks per year.

Section 2: The employee may accumulate earned vacation up to a maximum of two (2) years worth of the employee's earned vacation. For example, an employee who is eligible to earn four (4) weeks vacation a year may accumulate up to a maximum of eight (8) weeks of vacation. Vacation leave due to be credited to an employee shall be lost to the extent that it would exceed the two (2) year credited accrual.

Section 3: Employees who resign in good standing or who are laid off for lack of work after employment of six (6) months or more or who have retired from the Town service shall be paid for

any unused vacation time up to the allowed two (2) year accumulation. In the event of an employee's death, such payment shall be made to his/her beneficiary as listed on the beneficiary form on life insurance provided by the Town. For the purposes of this Section, to resign in good standing, an employee shall give his/her Department Head or the Town Manager, whichever is applicable a minimum of two weeks notice for regular employees and three weeks for Division Heads unless the Town Manager agrees to permit a shorter period of notice. Said notice shall be in writing to the Department Head or Town Manager by the employee, stating the reasons for leaving the employ of the Town. All equipment belonging to the Town shall be returned. Normally, leave time shall not be granted during said required period of notice.

ARTICLE XIII

SICK LEAVE PROVISIONS

Section 1: Employees shall earn and accrue sick leave as follows:

6 months to 10 years = 10 days
10 years or more = 20 days

Each employee shall earn sick leave credits during paid absences.

Up to five (5) days of an employee's sick leave may be used in any fiscal year for an illness in the employee's immediate household that necessitates his/her absence from work. A doctor's statement verifying the illness of the family member will be required when the employee is absent for three (3) consecutive work days or more. "Immediate household" for purposes of this section, is defined as parents, spouse, child, or other family member residing in the employee's home or for whom the employee is legally responsible for.

Section 2: In the event of three (3) or more consecutive days of absence on authorized sick leave, a doctor's statement or other proof of illness may be required upon request. A doctor's statement shall be required from employees after five (5) consecutive working days of absence. Employees shall not be required to provide to the Town a doctor's statement for the first ten (10) day absences in any fiscal year; however, thereafter a doctor's statement shall be required from sickness or injury during such fiscal year regardless of the duration of such absence.

Section 3: The department shall be notified by the employee whenever he/she is unable to report to work because of illness not later than thirty (30) minutes after the start of the employee's scheduled workday.

Section 4: Under certain circumstances employees may suffer illness for which they no longer have accumulated sick or vacation time leave; in such instances other employees may choose to donate some of their accumulated sick-leave time in order to ensure that the affected employee has some income. In such instances, transfer of sick leave accumulation would be allowed with the permission of the Town Manager.

Section 5: Employees hired prior to December 4, 1985 shall choose only one of the following options for use of accrued sick time upon separation in good standing:

- Option A: Cash payment equal to one half their accumulated sick leave with a maximum of 60-day benefit.
- Option B: As an alternative, these employees may receive cash payment for unused sick leave at the following rate:
 - a. For separation after 40 years of service 4/5 of time accrued.
 - b. For separation after 30 years of service 3/5 of time accrued.
 - c. For separation after 20 years of service 2/5 of time accrued.
 - d. For separation after 10 years of service 1/5 of time accrued.
- Option C: For those employees who have already satisfied the Rule of 80 with the minimum age of 50, they may choose to have their accrued sick time added to their years of credited service for the purpose of computing pension benefits. Pension benefits will be based on the combined total of actual years of service plus accrued sick time in increments of full years only. For example, if an employee currently has accrued six (6) months of sick leave but needs only four (4) additional months combined to obtain a full year of credited service than the employee may utilize four (4) of the six (6) accrued months of sick leave to obtain the full year increment. The remaining two (2) months of accrued sick leave time will be lost.
- Option D: For those employees who have not yet satisfied the Rule of 80, they may choose to use sick leave to be added to their years of service to satisfy the Rule of 80 with the minimum age of 50. Total credited service may be only calculated in increments of full years. For example, if an employee has twelve (12) months of accrued sick leave and needs eleven (11) months to satisfy the Rule of 80 with the minimum age of 50, the employee may elect to use eleven (11) of the twelve (12) accrued months to satisfy the Rule of 80. The remaining one (1) month of accrued sick leave will be lost.

Employees hired between December 4, 1985 and July 1, 2008 shall choose only option C or D above for use of accrued sick time upon separation in good standing.

Employees hired after July 1, 2008 shall not be eligible to use accrued sick time for purposes of computing pension benefits or receive any payment upon separation or retirement from service.

Section 6: When an employee has no sick leave available, that employee may elect to use vacation leave as sick leave.

ARTICLE XIV

LEAVE PROVISIONS

Section 1: Funeral Leave: Up to a maximum of three (3) days special leave with pay shall be granted for death in the immediate family of the employee or the employee's spouse. "Immediate family" for purposes of this section, is defined as parents, grandparents, spouse, child, brother or sister, grandchild or any relation living in the employee's household.

Section 2: Military Leave: Each permanent employee who is a member of a unit of the Army, Navy, Marine Corps, Coast Guard, Air Force of the United States or of Connecticut shall be entitled to leave from duties while engaged in required field training in such unit. No such employee shall be subjected to any loss or reduction of vacation or holiday privileges. While engaged in such training, the Town shall pay the excess, if any, of that employee's regular compensation over the employee's compensation from military activities. The period of absence in any calendar year shall not exceed thirty (30) days.

In the case of a permanent employee who is a member of one of the aforementioned units being called to duty because of a national emergency, the Town shall pay the excess, if any, of that employee's base pay at the time of the call to duty over the compensation for military service. This shall be for the period of the emergency only.

Any permanent employee who leaves the service of the Town for the purpose of entering the armed forces of the United States shall be reinstated in his/her former position and duties provided that employee makes application for return to such service within ninety (90) days after receiving a certification of satisfactory service from the armed forces, and provided that the Human Resources Manager shall certify in writing that such employee is able and qualified to perform the work required and that the work is available. In considering the factor of availability of work, the Town shall replace by the returning employee any employee junior in service who was employed for the purpose of filling the position vacated by such returning military veteran. Any employee returning to the service of the Town shall be credited for the purpose of seniority with the period of such service in said armed forces to the same extent as though it had been part of the term of service to the Town. This section shall not apply to an employee of the Town who, because of voluntary reenlistment, has been absent from the service of the Town for a period of more than three (3) years in addition to the initial period of voluntary or compulsory service. Any of the benefits outlined above shall be revised as necessary to comply with applicable law.

Section 3: Union Leave: One (1) employee designated as a Union delegate shall be allowed leave without pay to attend annual meetings of the State Labor Council and the International Union.

Section 4: Education Leave: Up to ten (10) days per year, in two hour increments may be allowed with pay for attendance at courses at approved educational institutions. Prior approval to register must be granted by the Town Manager and in no way commits the Town to

reimbursement for such course or program except as may be possible through the Tuition Reimbursement program of the Town.

Section 5: Leave of Absence Without Pay: When the interests of the Town may be served, the manager may grant a leave of absence without pay for personal reasons for periods beyond those allowable with pay, provided that the Department or Division Head is willing to allow the employees position to remain vacant or to fill it by temporary appointment until the expiration of such leave.

Section 6: Workers' Compensation: Absence due to compensable injury on the job shall not be charged against sick leave allowance as long as Workers' Compensation payments are made. No payment shall be made when the personal injury shall have been caused by the willful and serious misconduct of the injured employee or his/her intoxication or substance abuse. Injuries arising out of an accident in the course of employment shall be immediately reported by the employee to his/her supervisor.

Section 7: Personal Leave: Each fiscal year, members of this unit shall be granted two (2) days leave of absence with pay for the purpose of attending other family obligations in their immediate family, personal leave may be used only for reasons of legitimate personal business requiring the absence of the employee other than rest, relaxation, entertainment, other vacation pursuits, illness or injury. Personal leave shall be taken and charged in increments of no less than two (2) hours and shall not accrue from year to year. Requests for personal leave must be made in advance if possible to the appropriate Department Head. Approval of such requests will not be unreasonable.

Section 8: Part-time employees shall receive all leave benefits on a pro-rated basis.

ARTICLE XV

FAMILY MEDICAL LEAVE ACT (FMLA)

Section 1: The FMLA entitles eligible employees to take job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. FMLA will be administered in accordance with the Federal Family Medical Leave Act.

ARTICLE XVI

WAGES/COMPENSATION PLAN

Section 1: For Fiscal Years 17/18, 18/19 and 19/20, the wages of all employees within the Bargaining Unit shall be in accordance with the schedules of minimums and maximums shown in Appendix A. The General Wage Increases for fiscal years 17/18, 18/19 and 19/20 are as follows:

a) General Wage Increase

The General Wage Increase effective 7-1-17, shall not be retroactive, and shall be prospectively effective the beginning of the pay period after the issuance of the Award in Case No. 2018-MBA-309.

Effective 6/25/2018: 2.00%

Effective 7/1/18: 2.00%

Effective 7/1/19: 1.50%

b) Step Movement

Effective 7/1/17: Step Movement

Effective 7/1/18: Step Movement

Effective 7/1/19: Step Movement

- c) Employees hired on or after 6/25/2018, will be placed in a pay scale schedule that will be and remain seven and one-half percent (7.50%) lower than the comparable grade and step in the existing pay scale schedule, notwithstanding any general wage increase language to the contrary.

Section 2: Step Compensation Plan:

a. Appointment Rate: The appointment rate of all newly hired Local 818-22 employees shall be at minimum rate or step one (1). Appointment at a higher rate or step may be made with the approval of the Town Manager based on recommendations of the Director of Human Resources Manager or the appointing authority. Justification for approval will be limited to recognition of exceptional qualifications of an eligible applicant or certification by the Personnel Officer of a lack of available eligible applicants. Upon receiving an appointment to permanent status in the employee's first position with the Town, the employee may receive an increase not to exceed 4% of their base salary or advanced to the next step in the range for which the employee was hired. This advance shall be based on the recommendation of the Department or Division Head and written approval of the Town Manager.

b. Annual Step Increases: Each employee who is not at the maximum of their pay range shall receive an annual one (1) step increase within the limits of the negotiated salary schedule at least once every twelve (12) months. Except for those isolated instances when the Town specifically proposes in its successor contract a proposal for no step increases for a particular fiscal year(s), bargaining unit employees otherwise eligible for a step increase will receive such step increase after a review, if given, even if the parties have not yet reached an agreement on a successor collective bargaining agreement.

This review for an employee's first year of service shall take place during the anniversary of the month in which the employee achieved permanent status, or moved to a different position with this bargaining unit. Thereafter, the performance review shall be completed and the employee is eligible for one (1) step increase during the month in which the employee received permanent status. Performance reviews shall be completed annually during the month in which the employee received permanent status, even after the employee has reached the maximum step. Employees must receive, at a minimum, an overall satisfactory performance appraisal based on the Town's Performance Evaluation System to be advanced to the next step.

ARTICLE XVII

INSURANCE

Section 1: Wellness Program: Effective July 1, 2015, each of the health insurance plans set forth in this Article shall include a wellness incentive program designed to provide early diagnosis and appropriate information to patients so that they and their health care professional can determine appropriate, timely courses of treatment as needed. The wellness program will include age-based preventive physical examinations and age-based preventive screenings. If an employee and/or the employee's enrolled dependents do not agree to participate in the wellness program and do not actually fulfill all applicable requirements of the wellness program plan for a plan year, the employee shall pay, in addition to the premium contributions set forth in this Article, an additional two and one-half percent (2.5%) of the annual premium costs for insurance coverage for the following plan year.

If such employee(s) or applicable dependent(s) chooses to appeal the determination that they have failed to participate in the wellness program, the two and one-half percent (2.5%) additional premium cost shall not be implemented until such time as an agreed upon appeal process has been completed. If it is determined after the appeal has been completed that the employee(s) and/or dependent(s) did fail to participate in the wellness program then the two and one-half percent (2.5%) additional premium cost will be incurred retroactive to the initial failure date. The two and one-half (2.5%) additional premium cost shall continue to be applied until such time as the employee(s) and/or dependent(s) participate in the wellness program. The Town and the Union agree to develop a mutually acceptable appeal process by on/or before June 30, 2015. In the unlikely event that the Town and the Union are unable to agree on an appeal process by June 30, 2015, then either side shall have the right to select an arbitrator to determine an appropriate appeal process. The arbitration shall be held pursuant to the Connecticut State Board of Mediation and Arbitration expedited arbitration hearing process.

Section 2: Medical and Dental Insurance:

- (a) The Town shall maintain and contribute towards group membership in the insurance identified below for employees and their spouse and eligible dependents and for the employee only for all other sections in this Article unless specifically referenced, as set below.

The standard Blue Cross/Blue Shield insurance package as currently provided shall be the Anthem Blue Cross/Blue Shield Century Preferred Plan (PPO) and shall be attached to the contract as an Appendix.

Prescription Drug Rider with a \$10.00 generic/\$20.00 brand/2X retail mail co-pay with unlimited prescription plan.

\$20.00 Home and Office Visit Co-pay. No Well care co-pay.

\$75.00 Co-pay per initial Hospital Emergency Room Treatment or Initial Urgent Care Facility visit.

Dental: Full Service Dental coverage, attached in Appendix B, will be offered to employees, their spouse and eligible dependents. Employees who elect the Century Preferred Health Plan shall be eligible to receive Dental Rider A with the Town paying 100% of the cost of Rider A. The Dental Rider A benefit shall become effective concurrent with the effective date of coverage under the Century Preferred Plan. Riders B, C, and D are available with the employee paying the full cost of the Riders.

Effective July 1, 2014, the Town shall contribute eight four percent (84%) of the premium cost for the insurance listed in Section (a) and the employee shall pay sixteen percent (16%) of the premium cost. Effective January 1, 2015, the Town shall contribute eighty-three percent (83.0%) of the premium cost for the insurance listed in Section (a) above and the employee shall pay seventeen percent (17%) of the premium cost. Effective July 1, 2015, the Town shall contribute eighty-two percent (82%) of the premium cost for the insurance listed in Section (a) above and the employee shall pay eighteen percent (18%) of the premium cost. Effective July 1, 2016, the Town shall contribute eighty-one percent (81%) of the premium cost for the insurance listed in Section (a) above and the employee shall pay nineteen percent (19%) of the premium cost.

All bargaining unit employees hired after November 1, 2014 must join and remain in the Town's High Deductible Health Plan provided by Anthem Blue Cross/Blue Shield Lumenos HSA Plan or other High Deductible Health Plan mutually agreed to by the Town and the Union. A summary of the Lumenos HSA Plan benefits and coverages is contained in Appendix B. The employee premium cost share is capped at fourteen

(14%) percent of the premium allocation with the Town contributing the remaining eighty-six (86%) percent.

Employees hired prior to November 1, 2014 have the option of joining the High Deductible Health Plan at the same fourteen (14%) premium cost share. Those employees that choose the option must complete a full plan year as they are receiving the Town's share of the deductible as outlined below. The High Deductible Plan shall have the following deductibles: Single - \$1500, Employee +1 and Family \$3000. The Town shall contribute the following:

Enrollment Year Town's Contribution to Deductible

| | | |
|------------|---|--------|
| Single | 1 | \$1500 |
| | 2 | \$750 |
| | 3 | \$375 |
| Employ. +1 | 1 | \$3000 |
| | 2 | \$1500 |
| | 3 | \$750 |
| Family | 1 | \$3000 |
| | 2 | \$1500 |
| | 3 | \$750 |

The Town will submit its contribution to the employees' deductible in two equal payments. The first payment will be submitted within thirty (30) days after commencement of the group insurance plan year and the remaining payment will be thereafter submitted on as close to six (6) months after commencement of the group insurance plan as practical. If an employee can demonstrate that he/she has exhausted their Town contribution due to unanticipated circumstances or undue hardship, the Town will permit an advancement of some or all of the remaining Town contributions for that year to the employee.

(b) Effective 7/1/2018, the sole medical insurance plan offered to bargaining unit employees by the Town will be the Anthem High Deductible Health Plan (HDHP) along with an Health Savings Account (HSA). A Summary of Benefits and Coverage (SBC) of the HDHP, is available on the Town's Intranet.

i. HDHP Annual Deductible:
Single \$2,000/Employee +1 and Family \$4,000.

- ii. Town Funding of Annual Deductible into HSA:
Effective with the implementation of the HDHP, the funding percentage from the Town shall be fifty percent (50%) of the applicable annual deductible.

Effective July 1, 2019: 50% of annual deductible

- iii. The Town contributions of the deductible will be made equally in July and January. Employees enrolling in the plan after the commencement of the plan year will receive a pro-rated funding contribution based on the number of months in the plan. If an employee can demonstrate that they have exhausted their Town contribution due to unanticipated circumstances or undue hardship, the Town may permit an advancement of some or all of the remaining Town contributions for that year to the employee.

- (c) Employee Percentage of Premium Cost Share:

Effective June 25, 2018: 15.00%

Effective July 1, 2018: 15.00 %

Effective July 1, 2019: 16.00%

- (d) Dental: Full Dental coverage, attached as an Appendix, will be offered to employees, their spouse and eligible dependents. Employees shall be eligible to receive Dental Rider A with the Town paying 100% of the cost of Rider A. The Dental Rider A benefit shall become effective concurrent with the effective date of coverage under the Century Preferred Plan. Riders B, C, and D are available with the employee paying the full cost of the Riders.

The Town shall provide for employee contributions to health benefits to be made on a pre-tax basis in accordance with Section 125 of the IRS code.

For purposes of this agreement, dependents shall be defined in accordance with applicable law.

Section 3: Waiver of Health Insurance Coverage: Any employee who is covered under alternate health insurance through another employer (i.e. spouse) may voluntarily elect to waive, in writing on a Town provided form, health insurance coverage and receive additional annual compensation in lieu of said coverage. The amount of annual compensation an employee may receive shall be \$3,000 for family coverage, \$2,000 for employee plus one (1) coverage, and \$1,000 for single coverage. Payment to those employees waiving such coverage shall be made in equal two (2) payments during the months of July and January of each fiscal year.

If an employee loses alternate health insurance coverage, the employee may resume Town provided health insurance coverage. Upon receipt of revocation of the waiver, insurance coverage shall be reinstated as soon as possible, subject however, to any regulations or

restrictions, including waiting periods, which may be required by the insurance carrier. Depending upon the effective date of such reinstated coverage, appropriate financial adjustments shall be made between the employee and the Town to ensure that the employee has been compensated, but not overcompensated, for any waiver elected in this section.

An Insurance Waiver Form must be completed during the Open Enrollment period and sent to the Human Resources Manager.

Section 4: Life Insurance: The Town shall provide group life insurance in the amount of one and one half times salary with a cap of \$100,000 for each employee. Division Heads will be provided with group life insurance in the amount of two and one half times salary with a cap of \$100,000. The Town shall comply with all IRS regulations as they pertain to the taxability of this benefit.

Section 5: Accidental Death & Dismemberment: The Town shall provide AD & D insurance in the amount of one and one half times salary with a cap of \$100,000 for each employee. Division Heads will be provided with AD&D insurance in the amount of two and one half times salary with a cap of \$100,000. The Town shall comply with all IRS regulations as they pertain to the taxability of this benefit.

Section 6: Long Term Disability: The Town shall provide LTD insurance with the following features: ninety (90) day waiting period, benefit of 60% of pay with \$3,000 monthly maximum and with offset for any other disability income, benefits to age 65.

Disability is defined as unable to engage in own occupation for first two years and unable to engage in any occupation thereafter.

Section 7: Retiree Benefits: Depending upon their date of hire, employees retiring from the Town shall be eligible to participate in the group medical health insurance outlined in Section 2 above or as modified in successor contracts pursuant to the conditions outlined below:

Upon becoming Medicare eligible, these retirees, and their dependents who are Medicare eligible, shall continue to receive group medical health insurance comparable to the insurance outlined in Section 2 above or as modified in successor contracts, for the purpose of making Medicare insurance primary and the Town's group health insurance secondary. An eligible retiree's spouse or eligible dependents who are not Medicare eligible shall remain in their Section 2 benefits until they become Medicare eligible, at which time they will become eligible for the post-Medicare benefits referenced above. In order to be eligible for the Medicare benefits of this subsection, the retiree and eligible dependents must have continued eligibility in the town sponsored health insurance program up to the time they become eligible for Medicare.

For employees with an original date of hire prior to July 1, 1998, the Town shall provide and pay for health insurance for all retired employees and their enrolled dependents. Additionally, such employees may add dependents to their health insurance upon retirement or while retired.

For employees with an original date of hire after July 1, 1998, the Town shall provide health insurance for retired employees subject to the following conditions:

1. Only those employees retiring with a “normal retirement benefit” (as defined in the Town of Wethersfield Pension Plan) with a minimum of ten (10) years of service to the Town shall be eligible for retiree health insurance benefits.
2. Retirees may elect to obtain health insurance for their spouse and/or dependent(s), however, the retiree shall pay one hundred percent (100%) of the cost additional coverage. The Town will fund the annual deductible for the HDHP at the single level of coverage; and
3. Retirees shall contribute the same percentage of the monthly premium cost for their individual retiree health insurance as they did as an active employee immediately prior to their retirement.

For employees with an original date of hire after July 1, 2008, the Town shall not provide and pay for any Retiree health insurance for the employee or his/her dependents. Retirees can purchase health insurance for themselves and their dependents through the Town’s COBRA plan, at 100% of the cost being borne by the employee for the period of time under the COBRA rules. There will not be any additional coverage beyond the period of time permitted under COBRA rules.

Retiree life insurance shall be provided in the amount of \$10,000.

Section 8: The Town reserves the right to change insurance, policies and carriers referred to herein for any of the benefits specified in this Article, provided that the coverage is at least equivalent to the coverage in effect immediately prior to the change.

Section 9: The Parties agree that if it appears the Town of Wethersfield will be imposed a tax under the Affordable Health Care Act’s “Cadillac Tax” there shall be negotiation reopeners, at the Town’s request, between the Parties on wages and insurance so as to address the financial impacts of the Cadillac Tax on the Town.

ARTICLE XVIII

LONGEVITY PAY

Section 1: All full-time employees shall be eligible for longevity payments as follows:

Completed:

| | |
|----------------------------------------|-------|
| Five years of service by December 1 | \$250 |
| Ten years of service by December 1 | \$300 |
| Fifteen years of service by December 1 | \$400 |

Twenty years of service by December 1 \$500

Employees hired after November 1, 2014 are not eligible for longevity pay.

ARTICLE XIX

PENSION PLANS AND OPEB

Defined Benefit Pension Plan

Section 1: With respect to all Town employees who are members of Local 818-22, Council 4, AFSCME, such employer shall pick up the employee contributions required by this section for all compensation earned on or after July 1, 1992 with approval of the Internal Revenue Service; and the contributions so picked up shall be treated as employer contributions in determining federal income tax treatment under the United States Internal Revenue Code; however, such employer shall continue to withhold federal income tax based upon these contributions until the Internal Revenue Services, or the federal courts, rule that, pursuant to Section 414(h) of the United States Internal Revenue Code (1986), as amended, these contributions shall not be included as gross income of the employee until such time as they are distributed or made available. The employer shall pay the employee contributions from the same source of funds, which is used in paying earnings to the employee. The employer may pick up these contributions by a reduction in the cash salary of the employee.

Section 2: Sections 8.1 and 8.2 of the Town of Wethersfield Pension Plan shall include members of Local 818-22, Council 4, hired prior to July 1, 2011.

Section 3: A Town employee who is a member of Local 818-22, Council 4, AFSCME shall, while he/she is included in this Plan, contribute through payroll deductions the following percentages of monthly earnings:

Effective July 1, 2017: 5.00%
Effective July 1, 2018: 5.25%
Effective July 1, 2019: 5.75%

The monthly Normal Retirement Benefit payable to Town employee who is a member of Local 818-22, Council 4, AFSCME, and who retires on his/her Normal Retirement Date shall be equal to 2% of his/her Average Monthly Earnings multiplied by the number of his/her years of Credited Service. Effective July 1, 2011, the monthly Normal Retirement Benefit payable to a Town employee who is a member of Local 818-22, Council 4, AFSCME and who retires on his/her Normal Retirement Date shall be equal to 2.25% of his/her Average Monthly Earnings multiplied by the number of his/her years of credited service, provided that the 2.25% multiplier shall only apply to years of service earned after July 1, 2011.

A Town Employee who is a member of Local 818-22, Council 4, AFSCME and whose Early Retirement Date occurs no earlier than the first day of the calendar month coincident with or next following the later of the date on which he/she has attained age fifty (50) and the sum of his/her years of age plus his/her years of Credited Service first equals at least eighty (80), shall be eligible to receive his/her Early Retirement Benefit without the reduction specified in Article V, section 5.2(b) of the Town of Wethersfield Pension Plan. In the future, if the IRS rules a change that increases the allowable age of retirement, then the Town and the Union will abide by the IRS ruling. For all employees hired before the signing of this contract, sick time accumulated can be used towards reaching retirement. (See Article XIII, Section 5)

Defined Contribution 401 (a) Pension Plan

Employees hired after July 1, 2011 will not be eligible to participate in the Wethersfield (Defined Benefit) Pension Plan but will participate in a Defined Contribution Pension Plan. Such employees shall not have to make the defined benefit pension contributions or the OPEB contributions. Employees shall contribute through payroll deductions based upon the following percentages of his/her monthly earnings and the Town shall match the employees' contributions based upon the following percentages:

Effective June 25, 2018: 5.50%

Effective July 1, 2018: 6.00%

Effective July 1, 2019: 6.50%

Other Post-Employment Benefits (OPEB)

Employees hired prior to July 1, 2008, (employees hired after July 1, 2008 are not eligible for Retiree health insurance), shall contribute through payroll, the following percentages of his/her monthly earnings into the OPEB Fund to offset retiree health benefit costs: Said contribution will be made in accordance with Section 414(h) of the United States Internal Revenue Code (1986) as amended.

Effective June 25, 2018: 3.25%

Effective July 1, 2018: 3.50%

Effective July 1, 2019: 4.00%

The amounts deposited in this fund are for the exclusive purpose of creating a reserve fund to pay for those retiree health insurance benefits. Employees who leave the Town's employ prior to meeting the eligibility requirements for retiree health insurance benefits under this section shall be eligible to recover the monies constituting their OPEB contributions to the fund along with interest at a rate of three percent (3%) per annum.

Subject to the amount of money available in the fund, the Town shall have the discretion to determine the date upon which to commence using the monies to fund the cost of retiree

health insurance benefits. The Town shall provide to the Union at least annually, a full accounting of the contributions to the fund, interest, and any expenses charged to the fund.

Section 4: The Town agrees to appoint a representative from Local 818-22 to serve on the Town's Pension Plan Committee with the right to vote on matters involving members of Local 818-22.

ARTICLE XX

SAFETY & HEALTH

Section 1: Each employee shall be responsible for checking the equipment with which that employee is working and the work procedure being followed to determine that all appropriate safety precautions have been taken. The employee shall report all safety defects to that employee's supervisor immediately.

Section 2: The Town shall provide free of charge to the employees of the Physical Services Division, medical injections for the prevention and treatment of poison ivy and tetanus.

Section 3: The Town shall provide all employees of the Physical Services Division (as needed) with tools, equipment, foul-weather gear, and cold-weather gear as currently provided.

Section 4: The employee may request, or the Town may issue, safety helmets or safety glasses to any employee assigned to a job requiring such equipment.

Section 5: Effective July 1, 2014 the Town shall provide up to a maximum of \$350 per year for approved safety shoes (which meet ASTM/ANSI Standards), payable by voucher or reimbursement for the following positions:

Chief Building Official
Fire Marshal
Parks and Grounds Supervisor
Operation Coordinator
Tree Maintenance Supervisor
Assistant Director of Physical Services (Field Operations and Administration)

Unless otherwise authorized by their supervisor, employees are required to wear safety shoes while performing their work duties.

ARTICLE XXI

TUITION REIMBURSEMENT

Section 1: All employees are eligible for tuition reimbursement at approved educational institutions. The Town will set aside a tuition fund of \$3,000 per fiscal year to be used by members of Local 818-22 to take approved courses. To be eligible for reimbursement employees must:

- a. Complete and submit the Town's Request Form for Tuition Reimbursement;
- b. Provide the Town with a course description and receive approval;
- c. Complete the Course with a grade of C or better;
- d. Submit proof of course completion and tuition payment; and
- e. Receive approval from the Town Manager or his designee.

Reimbursement to all eligible employees shall be limited to ninety percent (90%) of the tuition cost up to a maximum of \$1,000 per year.

Section 2. In addition to any tuition reimbursement from Section 1 above, the Town will pay for those conferences or training fees it deems necessary to maintain certifications/licenses required by the Town for the employee's position or reasonably related to the employee's desired knowledge, skills and ability for the position. Monies for conferences and trainings will be made available through the departmental budgets. However, in the event an employee's budgeted departmental training and conferences account is insufficient, the employee(s) may apply to utilize the funds available, if any, in Section 1 above for such training and conferences. Any application for such training or conference monies under Section 1 must be pre-approved by the employee's Department Head and the Town Manager. Reimbursement for any such pre-approved costs and expenses will be made upon written confirmation of the employee's attendance and satisfactory completion of the training or conference and subject to the maximum of \$1,000 per year.

ARTICLE XXII

RECLASSIFICATION PROCESS

Section 1: Any employee who requests that his/her position be examined for changes in his/her job description or classification shall follow the steps outlined below:

1. Complete a job analysis questionnaire (JAQ) and submit it to his/her immediate supervisor.
2. The immediate supervisor shall complete his/her section of the JAQ and submit the JAQ to his/her Division or Department Head.

3. The Division or Department Head shall complete his/her section of the JAQ and submit the JAQ to the Town Manager or his/her designee.
4. The Town Manager or his/her designee shall review the completed JAQ, interview the employee, immediate supervisor and Division or Department Head and conduct a desk audit, if appropriate.
5.
 - a. As a result of the foregoing four steps, any recommended change to the job description shall be reviewed with and approved by the Town Council before implementation.
 - b. Any recommended change in the position classification shall be reviewed with the Council, negotiated with the Union and approved by the Council before implementation. Disputes shall be subject to the grievance procedure but shall not be arbitrable. A four-person panel, two (2) union and two (2) management shall be established to hear disputes and render recommendations to the Town Manager.

Section 2: Requests for job description and/or classification change may be made at any time during the year. An employee may request a review no more than once a year on the same issue.

ARTICLE XXIII

GENERAL PROVISIONS

Section 1: This agreement contains the full and complete agreement between the Town and the Union on all bargainable issues. This agreement supersedes all previous agreements between the Town and the employees represented in this bargaining unit.

As stated in Rule 1.3 of the Personnel Rules dated 4 September 1990, the Personnel Rules apply to all employees except, in cases where a conflict exists between the Personnel Rules and the provisions of the collective bargaining agreement, the collective bargaining agreement shall prevail.

Section 2: The Town and Union representatives shall meet periodically for the purpose of discussing productivity improvement programs. The Town shall have the right to make cash or other awards for suggestions and productivity improvements.

Section 3: In the event an employee eligible to receive pension and retiree health insurance benefits under a Union contract is transferred or promoted into a Local 818-22 position from another Town position, the employee shall retain pension and retiree benefits under the other Union contract and not lose eligibility for such benefits due to the transfer or promotion into a Local 818-22 position.

ARTICLE XXIV

SAVING CLAUSE

Section 1: If any section, sentence, clause or phrase of the Agreement shall be held for any reason to be inoperative, void or invalid by court of law or an arbitrator, the validity of the remaining portions of the Agreement shall not be affected. It is the intent of the Town and the Union in agreeing to the Agreement that no portion should become inoperative or fail by reason of the invalidity of any other portion. Should both parties agree there is an impact, they shall immediately negotiate a substitute for the invalidated article, section, sentence, clause or phrase.

ARTICLE XXV

MILEAGE REIMBURSEMENT

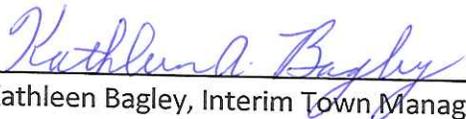
Section 1: Employees shall be eligible to request mileage reimbursement. Approved mileage reimbursement shall be reimbursed at the rate of reimbursement authorized by the Internal Revenue Service (IRS) (Publication 463, Travel, Entertainment, Gift, & Care Expenses). The rate per mile shall be readjusted within thirty (30) days of readjustment by the IRS

ARTICLE XXVI

DURATION

This Agreement shall become effective July 1, 2017 and shall continue and remain in full force and effect up to and including June 30, 2020. This contract shall be automatically renewed from contract year to contract year, according to the Act, unless either party shall notify the other in writing at least one hundred twenty (120) days prior to its expiration that it wishes to modify this Agreement.

TOWN OF WETHERSFIELD


Kathleen Bagley, Interim Town Manager

12/5/18
Date


Stephanie Askeland, Human Resources Manager

Dec 5, 2018
Date

AFSCME, COUNCIL 4, LOCAL 818-22


Anthony Dignoti, Union President

12/5/2018
Date

APPENDIX A: CLASSIFICATION & PAY GRADES

Grade Position Title

| | | | |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|-----------------------------------------------------------------------------------------------------------------------------------------------|
| 41 | Administrative Analyst (Engineering, Finance) Director's Secretary/Office Manager (P & R) Part Time Administrative Analyst Physical Services Foremen Secretary to the Police Chief/ Office Manager YS Program Assistant | 47 | Asst. Dir of Social & Youth Services Fire Marshall |
| 42 | Assistant Assessor Social Worker Tree Maintenance Supervisor | 48 | Asst. Dir of Phys Svcs Administration Asst. Dir of Phys Svcs Field Operations Chief of Engineering Data Services Coordination |
| 43 | Assistant Town Planner GIS analyst Information Specialist I Operation Administrative Analyst (Engineering) Operations Analyst (Police, Finance) Therapeutic Rec Coordinator Youth Sports Coordinator YS Counselor | 49 | Assessor Asst. Dir of Physical Services Asst Dir of Parks & Recreation Chief Bldg. Zoning Officer Town Planner/Econ. Dev. Manager |
| 44 | Accountant Administrative Analyst Administrative Analyst (YS, Phys Svcs) Elderly Services Coordinator Information Specialist II IT Analyst IT Specialist Recreation Supervisor I Senior Center Coordinator Youth Development Manager- FKA Nature Center Dir YS Program Coordinator | | |
| 45 | Community Center Director Custodial and Maintenance Supervisor Fleet Maintenance Supervisor Highway Maint. Supervisor Parks & Grounds Supervisor Recreation Supervisor II | | |
| 46 | Information Specialist III Operation Coordinator Purchasing Agent Tax Collector YS Clinical Coordinator | | |

818 Payscale Effective 6/25/2018

1.02

| Employees Hired PRIOR to 6/13/2018- Tier 1 | | 37 1/2 HOUR WORK WEEK | | | | | | |
|--------------------------------------------|----------|-----------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 2.00% GWI | | GRADE BY STEPS | | | | | | |
| GRADE | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |
| 40 | ANNUAL | \$ 62,885.76 | \$ 64,143.47 | \$ 65,426.35 | \$ 66,734.88 | \$ 68,069.58 | \$ 69,430.97 | \$ 70,819.60 |
| | BIWEEKLY | \$ 2,418.68 | \$ 2,467.06 | \$ 2,516.40 | \$ 2,566.73 | \$ 2,618.06 | \$ 2,670.42 | \$ 2,723.83 |
| | HOURLY | \$ 32.2491 | \$ 32.8941 | \$ 33.5520 | \$ 34.2230 | \$ 34.9075 | \$ 35.6056 | \$ 36.3177 |
| 41 | ANNUAL | \$ 66,030.05 | \$ 67,350.65 | \$ 68,697.65 | \$ 70,071.61 | \$ 71,473.06 | \$ 72,902.52 | \$ 74,360.57 |
| | BIWEEKLY | \$ 2,539.62 | \$ 2,590.41 | \$ 2,642.22 | \$ 2,695.06 | \$ 2,748.96 | \$ 2,803.94 | \$ 2,860.02 |
| | HOURLY | \$ 33.8616 | \$ 34.5388 | \$ 35.2296 | \$ 35.9342 | \$ 36.6529 | \$ 37.3859 | \$ 38.1336 |
| 42 | ANNUAL | \$ 69,331.54 | \$ 70,718.18 | \$ 72,132.53 | \$ 73,575.19 | \$ 75,046.69 | \$ 76,547.62 | \$ 78,078.57 |
| | BIWEEKLY | \$ 2,666.60 | \$ 2,719.93 | \$ 2,774.33 | \$ 2,829.82 | \$ 2,886.41 | \$ 2,944.14 | \$ 3,003.02 |
| | HOURLY | \$ 35.5546 | \$ 36.2657 | \$ 36.9910 | \$ 37.7309 | \$ 38.4855 | \$ 39.2552 | \$ 40.0403 |
| 43 | ANNUAL | \$ 72,798.14 | \$ 74,254.11 | \$ 75,739.19 | \$ 77,253.97 | \$ 78,799.05 | \$ 80,375.04 | \$ 81,982.54 |
| | BIWEEKLY | \$ 2,799.93 | \$ 2,855.93 | \$ 2,913.05 | \$ 2,971.31 | \$ 3,030.73 | \$ 3,091.35 | \$ 3,153.17 |
| | HOURLY | \$ 37.3324 | \$ 38.0790 | \$ 38.8406 | \$ 39.6174 | \$ 40.4098 | \$ 41.2180 | \$ 42.0423 |
| 44 | ANNUAL | \$ 76,438.05 | \$ 77,966.81 | \$ 79,526.14 | \$ 81,116.66 | \$ 82,738.99 | \$ 84,393.78 | \$ 86,081.64 |
| | BIWEEKLY | \$ 2,939.92 | \$ 2,998.72 | \$ 3,058.70 | \$ 3,119.87 | \$ 3,182.27 | \$ 3,245.91 | \$ 3,310.83 |
| | HOURLY | \$ 39.1990 | \$ 39.9830 | \$ 40.7826 | \$ 41.5983 | \$ 42.4303 | \$ 43.2789 | \$ 44.1444 |
| 45 | ANNUAL | \$ 80,259.95 | \$ 81,865.16 | \$ 83,502.45 | \$ 85,172.51 | \$ 86,875.97 | \$ 88,613.47 | \$ 90,385.74 |
| | BIWEEKLY | \$ 3,086.92 | \$ 3,148.66 | \$ 3,211.63 | \$ 3,275.87 | \$ 3,341.38 | \$ 3,408.21 | \$ 3,476.37 |
| | HOURLY | \$ 41.1590 | \$ 41.9821 | \$ 42.8218 | \$ 43.6782 | \$ 44.5518 | \$ 45.4428 | \$ 46.3517 |
| 46 | ANNUAL | \$ 84,272.95 | \$ 85,958.41 | \$ 87,677.58 | \$ 89,431.13 | \$ 91,219.75 | \$ 93,044.15 | \$ 94,905.03 |
| | BIWEEKLY | \$ 3,241.27 | \$ 3,306.09 | \$ 3,372.21 | \$ 3,439.66 | \$ 3,508.45 | \$ 3,578.62 | \$ 3,650.19 |
| | HOURLY | \$ 43.2169 | \$ 44.0812 | \$ 44.9629 | \$ 45.8621 | \$ 46.7794 | \$ 47.7149 | \$ 48.6692 |
| 47 | ANNUAL | \$ 88,486.59 | \$ 90,256.31 | \$ 92,061.45 | \$ 93,902.67 | \$ 95,780.72 | \$ 97,696.33 | \$ 99,650.27 |
| | BIWEEKLY | \$ 3,403.33 | \$ 3,471.40 | \$ 3,540.82 | \$ 3,611.64 | \$ 3,683.87 | \$ 3,757.55 | \$ 3,832.70 |
| | HOURLY | \$ 45.3777 | \$ 46.2853 | \$ 47.2110 | \$ 48.1552 | \$ 49.1183 | \$ 50.1007 | \$ 51.1027 |
| 48 | ANNUAL | \$ 92,910.93 | \$ 94,769.16 | \$ 96,664.52 | \$ 98,597.82 | \$ 100,569.78 | \$ 102,581.18 | \$ 104,632.79 |
| | BIWEEKLY | \$ 3,573.50 | \$ 3,644.97 | \$ 3,717.87 | \$ 3,792.22 | \$ 3,868.07 | \$ 3,945.43 | \$ 4,024.34 |
| | HOURLY | \$ 47.6466 | \$ 48.5996 | \$ 49.5716 | \$ 50.5630 | \$ 51.5742 | \$ 52.6057 | \$ 53.6578 |
| 49 | ANNUAL | \$ 97,556.48 | \$ 99,507.60 | \$ 101,497.76 | \$ 103,527.71 | \$ 105,598.26 | \$ 107,710.24 | \$ 109,864.44 |
| | BIWEEKLY | \$ 3,752.17 | \$ 3,827.22 | \$ 3,903.76 | \$ 3,981.83 | \$ 4,061.47 | \$ 4,142.70 | \$ 4,225.56 |
| | HOURLY | \$ 50.0290 | \$ 51.0295 | \$ 52.0501 | \$ 53.0911 | \$ 54.1530 | \$ 55.2360 | \$ 56.3407 |
| 50 | ANNUAL | \$ 102,434.34 | \$ 104,483.01 | \$ 106,572.65 | \$ 108,704.10 | \$ 110,878.19 | \$ 113,095.74 | \$ 115,357.68 |
| | BIWEEKLY | \$ 3,939.78 | \$ 4,018.58 | \$ 4,098.95 | \$ 4,180.93 | \$ 4,264.55 | \$ 4,349.84 | \$ 4,436.83 |
| | HOURLY | \$ 52.5304 | \$ 53.5810 | \$ 54.6526 | \$ 55.7457 | \$ 56.8606 | \$ 57.9978 | \$ 59.1578 |
| 51 | ANNUAL | \$ 107,556.02 | \$ 109,707.15 | \$ 111,901.29 | \$ 114,139.31 | \$ 116,422.10 | \$ 118,750.54 | \$ 121,125.56 |
| | BIWEEKLY | \$ 4,136.77 | \$ 4,219.51 | \$ 4,303.90 | \$ 4,389.97 | \$ 4,477.77 | \$ 4,567.33 | \$ 4,658.68 |
| | HOURLY | \$ 55.1569 | \$ 56.2601 | \$ 57.3853 | \$ 58.5330 | \$ 59.7036 | \$ 60.8977 | \$ 62.1157 |
| 52 | ANNUAL | \$ 112,933.81 | \$ 115,192.50 | \$ 117,496.34 | \$ 119,846.27 | \$ 122,243.20 | \$ 124,688.06 | \$ 127,181.81 |
| | BIWEEKLY | \$ 4,343.61 | \$ 4,430.48 | \$ 4,519.09 | \$ 4,609.47 | \$ 4,701.66 | \$ 4,795.69 | \$ 4,891.61 |
| | HOURLY | \$ 57.9148 | \$ 59.0731 | \$ 60.2545 | \$ 61.4596 | \$ 62.6888 | \$ 63.9426 | \$ 65.2214 |
| 53 | ANNUAL | \$ 118,580.52 | \$ 120,952.12 | \$ 123,371.16 | \$ 125,838.58 | \$ 128,355.35 | \$ 130,922.46 | \$ 133,540.91 |
| | BIWEEKLY | \$ 4,560.79 | \$ 4,652.00 | \$ 4,745.04 | \$ 4,839.95 | \$ 4,936.74 | \$ 5,035.48 | \$ 5,136.19 |
| | HOURLY | \$ 60.8105 | \$ 62.0267 | \$ 63.2673 | \$ 64.5326 | \$ 65.8233 | \$ 67.1397 | \$ 68.4825 |

| 818 Payscale Effective 07-01-18 | | | | 37 1/2 HOUR WORK WEEK | | | | 1.02 |
|--------------------------------------------|----------|---------------|---------------|-----------------------|---------------|---------------|---------------|---------------|
| Employees Hired PRIOR to 6/13/2018- Tier 1 | | | | | | | | |
| 2.00% GWI | | | | | | | | |
| GRADE BY STEPS | | | | | | | | |
| GRADE | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |
| 40 | ANNUAL | \$ 64,143.48 | \$ 65,426.33 | \$ 66,734.88 | \$ 68,069.57 | \$ 69,430.97 | \$ 70,819.59 | \$ 72,235.99 |
| | BIWEEKLY | \$ 2,467.06 | \$ 2,516.40 | \$ 2,566.73 | \$ 2,618.06 | \$ 2,670.42 | \$ 2,723.83 | \$ 2,778.31 |
| | HOURLY | \$ 32.8941 | \$ 33.5520 | \$ 34.2230 | \$ 34.9075 | \$ 35.6056 | \$ 36.3177 | \$ 37.0441 |
| 41 | ANNUAL | \$ 67,350.65 | \$ 68,697.66 | \$ 70,071.61 | \$ 71,473.05 | \$ 72,902.52 | \$ 74,360.57 | \$ 75,847.78 |
| | BIWEEKLY | \$ 2,590.41 | \$ 2,642.22 | \$ 2,695.06 | \$ 2,748.96 | \$ 2,803.94 | \$ 2,860.02 | \$ 2,917.22 |
| | HOURLY | \$ 34.5388 | \$ 35.2296 | \$ 35.9342 | \$ 36.6528 | \$ 37.3859 | \$ 38.1336 | \$ 38.8963 |
| 42 | ANNUAL | \$ 70,718.17 | \$ 72,132.54 | \$ 73,575.18 | \$ 75,046.69 | \$ 76,547.63 | \$ 78,078.58 | \$ 79,640.14 |
| | BIWEEKLY | \$ 2,719.93 | \$ 2,774.33 | \$ 2,829.81 | \$ 2,886.41 | \$ 2,944.14 | \$ 3,003.02 | \$ 3,063.08 |
| | HOURLY | \$ 36.2657 | \$ 36.9910 | \$ 37.7309 | \$ 38.4855 | \$ 39.2552 | \$ 40.0403 | \$ 40.8411 |
| 43 | ANNUAL | \$ 74,254.11 | \$ 75,739.20 | \$ 77,253.98 | \$ 78,799.05 | \$ 80,375.03 | \$ 81,982.54 | \$ 83,622.19 |
| | BIWEEKLY | \$ 2,855.93 | \$ 2,913.05 | \$ 2,971.31 | \$ 3,030.73 | \$ 3,091.35 | \$ 3,153.17 | \$ 3,216.24 |
| | HOURLY | \$ 38.0790 | \$ 38.8406 | \$ 39.6174 | \$ 40.4098 | \$ 41.2180 | \$ 42.0423 | \$ 42.8832 |
| 44 | ANNUAL | \$ 77,966.81 | \$ 79,526.15 | \$ 81,116.66 | \$ 82,739.00 | \$ 84,393.77 | \$ 86,081.66 | \$ 87,803.27 |
| | BIWEEKLY | \$ 2,998.72 | \$ 3,058.70 | \$ 3,119.87 | \$ 3,182.27 | \$ 3,245.91 | \$ 3,310.83 | \$ 3,377.05 |
| | HOURLY | \$ 39.9830 | \$ 40.7826 | \$ 41.5983 | \$ 42.4303 | \$ 43.2789 | \$ 44.1444 | \$ 45.0273 |
| 45 | ANNUAL | \$ 81,865.15 | \$ 83,502.46 | \$ 85,172.50 | \$ 86,875.96 | \$ 88,613.49 | \$ 90,385.74 | \$ 92,193.45 |
| | BIWEEKLY | \$ 3,148.66 | \$ 3,211.63 | \$ 3,275.87 | \$ 3,341.38 | \$ 3,408.21 | \$ 3,476.37 | \$ 3,545.90 |
| | HOURLY | \$ 41.9821 | \$ 42.8218 | \$ 43.6782 | \$ 44.5518 | \$ 45.4428 | \$ 46.3517 | \$ 47.2787 |
| 46 | ANNUAL | \$ 85,958.41 | \$ 87,677.58 | \$ 89,431.13 | \$ 91,219.75 | \$ 93,044.15 | \$ 94,905.03 | \$ 96,803.13 |
| | BIWEEKLY | \$ 3,306.09 | \$ 3,372.21 | \$ 3,439.66 | \$ 3,508.45 | \$ 3,578.62 | \$ 3,650.19 | \$ 3,723.20 |
| | HOURLY | \$ 44.0812 | \$ 44.9629 | \$ 45.8621 | \$ 46.7794 | \$ 47.7149 | \$ 48.6692 | \$ 49.6426 |
| 47 | ANNUAL | \$ 90,256.32 | \$ 92,061.44 | \$ 93,902.68 | \$ 95,780.72 | \$ 97,696.34 | \$ 99,650.26 | \$ 101,643.27 |
| | BIWEEKLY | \$ 3,471.40 | \$ 3,540.82 | \$ 3,611.64 | \$ 3,683.87 | \$ 3,757.55 | \$ 3,832.70 | \$ 3,909.36 |
| | HOURLY | \$ 46.2853 | \$ 47.2110 | \$ 48.1552 | \$ 49.1183 | \$ 50.1007 | \$ 51.1027 | \$ 52.1248 |
| 48 | ANNUAL | \$ 94,769.15 | \$ 96,664.54 | \$ 98,597.81 | \$ 100,569.78 | \$ 102,581.17 | \$ 104,632.80 | \$ 106,725.45 |
| | BIWEEKLY | \$ 3,644.97 | \$ 3,717.87 | \$ 3,792.22 | \$ 3,868.07 | \$ 3,945.43 | \$ 4,024.34 | \$ 4,104.82 |
| | HOURLY | \$ 48.5996 | \$ 49.5716 | \$ 50.5630 | \$ 51.5742 | \$ 52.6057 | \$ 53.6578 | \$ 54.7310 |
| 49 | ANNUAL | \$ 99,507.61 | \$ 101,497.75 | \$ 103,527.72 | \$ 105,598.26 | \$ 107,710.23 | \$ 109,864.44 | \$ 112,061.73 |
| | BIWEEKLY | \$ 3,827.22 | \$ 3,903.76 | \$ 3,981.84 | \$ 4,061.47 | \$ 4,142.70 | \$ 4,225.56 | \$ 4,310.07 |
| | HOURLY | \$ 51.0295 | \$ 52.0501 | \$ 53.0911 | \$ 54.1530 | \$ 55.2360 | \$ 56.3407 | \$ 57.4676 |
| 50 | ANNUAL | \$ 104,483.02 | \$ 106,572.67 | \$ 108,704.10 | \$ 110,878.19 | \$ 113,095.76 | \$ 115,357.66 | \$ 117,664.83 |
| | BIWEEKLY | \$ 4,018.58 | \$ 4,098.95 | \$ 4,180.93 | \$ 4,264.55 | \$ 4,349.84 | \$ 4,436.83 | \$ 4,525.57 |
| | HOURLY | \$ 53.5810 | \$ 54.6526 | \$ 55.7457 | \$ 56.8606 | \$ 57.9978 | \$ 59.1578 | \$ 60.3409 |
| 51 | ANNUAL | \$ 109,707.14 | \$ 111,901.29 | \$ 114,139.32 | \$ 116,422.09 | \$ 118,750.54 | \$ 121,125.55 | \$ 123,548.07 |
| | BIWEEKLY | \$ 4,219.51 | \$ 4,303.90 | \$ 4,389.97 | \$ 4,477.77 | \$ 4,567.33 | \$ 4,658.68 | \$ 4,751.85 |
| | HOURLY | \$ 56.2601 | \$ 57.3853 | \$ 58.5330 | \$ 59.7036 | \$ 60.8977 | \$ 62.1157 | \$ 63.3580 |
| 52 | ANNUAL | \$ 115,192.48 | \$ 117,496.35 | \$ 119,846.27 | \$ 122,243.19 | \$ 124,688.06 | \$ 127,181.83 | \$ 129,725.45 |
| | BIWEEKLY | \$ 4,430.48 | \$ 4,519.09 | \$ 4,609.47 | \$ 4,701.66 | \$ 4,795.69 | \$ 4,891.61 | \$ 4,989.44 |
| | HOURLY | \$ 59.0731 | \$ 60.2545 | \$ 61.4596 | \$ 62.6888 | \$ 63.9426 | \$ 65.2214 | \$ 66.5259 |
| 53 | ANNUAL | \$ 120,952.13 | \$ 123,371.16 | \$ 125,838.59 | \$ 128,355.35 | \$ 130,922.46 | \$ 133,540.91 | \$ 136,211.73 |
| | BIWEEKLY | \$ 4,652.00 | \$ 4,745.04 | \$ 4,839.95 | \$ 4,936.74 | \$ 5,035.48 | \$ 5,136.19 | \$ 5,238.91 |
| | HOURLY | \$ 62.0267 | \$ 63.2673 | \$ 64.5326 | \$ 65.8233 | \$ 67.1397 | \$ 68.4825 | \$ 69.8522 |

| 818 PAYSCALE EFFECTIVE 07-01-19 | | 37 1/2 HOUR WORK WEEK | | | | | | | 1.0150 |
|--------------------------------------------|----------|-----------------------|---------------|---------------|---------------|---------------|---------------|---------------|--------|
| Employees Hired PRIOR to 6/13/2018- Tier 1 | | | | | | | | | |
| 1.50% GWI | | | | | | | | | |
| | | GRADE BY STEPS | | | | | | | |
| GRADE | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | |
| 40 | ANNUAL | \$ 65,105.63 | \$ 66,407.73 | \$ 67,735.90 | \$ 69,090.62 | \$ 70,472.43 | \$ 71,881.88 | \$ 73,319.53 | |
| | BIWEEKLY | \$ 2,504.06 | \$ 2,554.14 | \$ 2,605.23 | \$ 2,657.33 | \$ 2,710.48 | \$ 2,764.69 | \$ 2,819.98 | |
| | HOURLY | \$ 33.3875 | \$ 34.0552 | \$ 34.7364 | \$ 35.4311 | \$ 36.1397 | \$ 36.8625 | \$ 37.5998 | |
| 41 | ANNUAL | \$ 68,360.91 | \$ 69,728.13 | \$ 71,122.68 | \$ 72,545.14 | \$ 73,996.06 | \$ 75,475.98 | \$ 76,985.50 | |
| | BIWEEKLY | \$ 2,629.27 | \$ 2,681.85 | \$ 2,735.49 | \$ 2,790.20 | \$ 2,846.00 | \$ 2,902.92 | \$ 2,960.98 | |
| | HOURLY | \$ 35.0569 | \$ 35.7580 | \$ 36.4732 | \$ 37.2026 | \$ 37.9467 | \$ 38.7056 | \$ 39.4797 | |
| 42 | ANNUAL | \$ 71,778.95 | \$ 73,214.53 | \$ 74,678.81 | \$ 76,172.40 | \$ 77,695.84 | \$ 79,249.75 | \$ 80,834.75 | |
| | BIWEEKLY | \$ 2,760.73 | \$ 2,815.94 | \$ 2,872.26 | \$ 2,929.71 | \$ 2,988.30 | \$ 3,048.07 | \$ 3,109.03 | |
| | HOURLY | \$ 36.8097 | \$ 37.5459 | \$ 38.2968 | \$ 39.0628 | \$ 39.8440 | \$ 40.6409 | \$ 41.4537 | |
| 43 | ANNUAL | \$ 75,367.92 | \$ 76,875.28 | \$ 78,412.79 | \$ 79,981.04 | \$ 81,580.66 | \$ 83,212.28 | \$ 84,876.52 | |
| | BIWEEKLY | \$ 2,898.77 | \$ 2,956.74 | \$ 3,015.88 | \$ 3,076.19 | \$ 3,137.72 | \$ 3,200.47 | \$ 3,264.48 | |
| | HOURLY | \$ 38.6502 | \$ 39.4232 | \$ 40.2117 | \$ 41.0159 | \$ 41.8362 | \$ 42.6730 | \$ 43.5264 | |
| 44 | ANNUAL | \$ 79,136.31 | \$ 80,719.04 | \$ 82,333.41 | \$ 83,980.08 | \$ 85,659.68 | \$ 87,372.88 | \$ 89,120.32 | |
| | BIWEEKLY | \$ 3,043.70 | \$ 3,104.58 | \$ 3,166.67 | \$ 3,230.00 | \$ 3,294.60 | \$ 3,360.50 | \$ 3,427.70 | |
| | HOURLY | \$ 40.5827 | \$ 41.3944 | \$ 42.2223 | \$ 43.0667 | \$ 43.9280 | \$ 44.8066 | \$ 45.7027 | |
| 45 | ANNUAL | \$ 83,093.13 | \$ 84,755.00 | \$ 86,450.09 | \$ 88,179.10 | \$ 89,942.69 | \$ 91,741.52 | \$ 93,576.36 | |
| | BIWEEKLY | \$ 3,195.89 | \$ 3,259.81 | \$ 3,325.00 | \$ 3,391.50 | \$ 3,459.33 | \$ 3,528.52 | \$ 3,599.09 | |
| | HOURLY | \$ 42.6119 | \$ 43.4641 | \$ 44.3334 | \$ 45.2201 | \$ 46.1245 | \$ 47.0469 | \$ 47.9879 | |
| 46 | ANNUAL | \$ 87,247.79 | \$ 88,992.74 | \$ 90,772.60 | \$ 92,588.05 | \$ 94,439.81 | \$ 96,328.60 | \$ 98,255.18 | |
| | BIWEEKLY | \$ 3,355.68 | \$ 3,422.80 | \$ 3,491.25 | \$ 3,561.08 | \$ 3,632.30 | \$ 3,704.95 | \$ 3,779.05 | |
| | HOURLY | \$ 44.7425 | \$ 45.6373 | \$ 46.5500 | \$ 47.4811 | \$ 48.4307 | \$ 49.3993 | \$ 50.3873 | |
| 47 | ANNUAL | \$ 91,610.17 | \$ 93,442.36 | \$ 95,311.22 | \$ 97,217.43 | \$ 99,161.78 | \$ 101,145.02 | \$ 103,167.92 | |
| | BIWEEKLY | \$ 3,523.47 | \$ 3,593.94 | \$ 3,665.82 | \$ 3,739.13 | \$ 3,813.91 | \$ 3,890.19 | \$ 3,968.00 | |
| | HOURLY | \$ 46.9796 | \$ 47.9192 | \$ 48.8775 | \$ 49.8551 | \$ 50.8522 | \$ 51.8692 | \$ 52.9066 | |
| 48 | ANNUAL | \$ 96,190.69 | \$ 98,114.51 | \$ 100,076.78 | \$ 102,078.32 | \$ 104,119.89 | \$ 106,202.29 | \$ 108,326.33 | |
| | BIWEEKLY | \$ 3,699.64 | \$ 3,773.64 | \$ 3,849.11 | \$ 3,926.09 | \$ 4,004.61 | \$ 4,084.70 | \$ 4,166.40 | |
| | HOURLY | \$ 49.3286 | \$ 50.3151 | \$ 51.3214 | \$ 52.3479 | \$ 53.3948 | \$ 54.4627 | \$ 55.5520 | |
| 49 | ANNUAL | \$ 101,000.23 | \$ 103,020.22 | \$ 105,080.63 | \$ 107,182.23 | \$ 109,325.88 | \$ 111,512.41 | \$ 113,742.66 | |
| | BIWEEKLY | \$ 3,884.62 | \$ 3,962.32 | \$ 4,041.56 | \$ 4,122.39 | \$ 4,204.84 | \$ 4,288.94 | \$ 4,374.72 | |
| | HOURLY | \$ 51.7950 | \$ 52.8309 | \$ 53.8875 | \$ 54.9652 | \$ 56.0646 | \$ 57.1858 | \$ 58.3296 | |
| 50 | ANNUAL | \$ 106,050.27 | \$ 108,171.26 | \$ 110,334.66 | \$ 112,541.36 | \$ 114,792.19 | \$ 117,088.02 | \$ 119,429.80 | |
| | BIWEEKLY | \$ 4,078.86 | \$ 4,160.43 | \$ 4,243.64 | \$ 4,328.51 | \$ 4,415.08 | \$ 4,503.39 | \$ 4,593.45 | |
| | HOURLY | \$ 54.3848 | \$ 55.4724 | \$ 56.5819 | \$ 57.7135 | \$ 58.8678 | \$ 60.0451 | \$ 61.2461 | |
| 51 | ANNUAL | \$ 111,352.75 | \$ 113,579.81 | \$ 115,851.41 | \$ 118,168.42 | \$ 120,531.80 | \$ 122,942.44 | \$ 125,401.29 | |
| | BIWEEKLY | \$ 4,282.80 | \$ 4,368.45 | \$ 4,455.82 | \$ 4,544.94 | \$ 4,635.84 | \$ 4,728.56 | \$ 4,823.13 | |
| | HOURLY | \$ 57.1040 | \$ 58.2461 | \$ 59.4110 | \$ 60.5992 | \$ 61.8112 | \$ 63.0474 | \$ 64.3084 | |
| 52 | ANNUAL | \$ 116,920.37 | \$ 119,258.79 | \$ 121,643.96 | \$ 124,076.84 | \$ 126,558.38 | \$ 129,089.55 | \$ 131,671.33 | |
| | BIWEEKLY | \$ 4,496.94 | \$ 4,586.88 | \$ 4,678.61 | \$ 4,772.19 | \$ 4,867.63 | \$ 4,964.98 | \$ 5,064.28 | |
| | HOURLY | \$ 59.9592 | \$ 61.1584 | \$ 62.3815 | \$ 63.6291 | \$ 64.9017 | \$ 66.1998 | \$ 67.5238 | |
| 53 | ANNUAL | \$ 122,766.41 | \$ 125,221.73 | \$ 127,726.16 | \$ 130,280.69 | \$ 132,886.30 | \$ 135,544.02 | \$ 138,254.90 | |
| | BIWEEKLY | \$ 4,721.79 | \$ 4,816.22 | \$ 4,912.54 | \$ 5,010.80 | \$ 5,111.01 | \$ 5,213.23 | \$ 5,317.50 | |
| | HOURLY | \$ 62.9571 | \$ 64.2163 | \$ 65.5006 | \$ 66.8106 | \$ 68.1468 | \$ 69.5098 | \$ 70.9000 | |

| 2.00 GWI | | 818 Payscale Effective 6/25/2018 Employees Hired on/after 6/13/18- Tier 2 | | | | | | | 37 1/2 HOUR WORK | | 1.02 |
|----------|----------|------------------------------------------------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|------------------|--|------|
| GRADE | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | | | |
| 40 | ANNUAL | \$ 58,169.33 | \$ 59,332.71 | \$ 60,519.37 | \$ 61,729.76 | \$ 62,964.36 | \$ 64,223.65 | \$ 65,508.13 | | | |
| | BIWEEKLY | \$ 2,237.28 | \$ 2,282.03 | \$ 2,327.67 | \$ 2,374.22 | \$ 2,421.71 | \$ 2,470.14 | \$ 2,519.54 | | | |
| | HOURLY | \$ 29.8304 | \$ 30.4270 | \$ 31.0356 | \$ 31.6563 | \$ 32.2894 | \$ 32.9352 | \$ 33.5939 | | | |
| 41 | ANNUAL | \$ 61,077.79 | \$ 62,299.35 | \$ 63,545.33 | \$ 64,816.24 | \$ 66,112.58 | \$ 67,434.83 | \$ 68,783.53 | | | |
| | BIWEEKLY | \$ 2,349.15 | \$ 2,396.13 | \$ 2,444.05 | \$ 2,492.93 | \$ 2,542.79 | \$ 2,593.65 | \$ 2,645.52 | | | |
| | HOURLY | \$ 31.3219 | \$ 31.9484 | \$ 32.5873 | \$ 33.2391 | \$ 33.9039 | \$ 34.5820 | \$ 35.2736 | | | |
| 42 | ANNUAL | \$ 64,131.68 | \$ 65,414.32 | \$ 66,722.59 | \$ 68,057.05 | \$ 69,418.19 | \$ 70,806.55 | \$ 72,222.68 | | | |
| | BIWEEKLY | \$ 2,466.60 | \$ 2,515.94 | \$ 2,566.25 | \$ 2,617.58 | \$ 2,669.93 | \$ 2,723.33 | \$ 2,777.80 | | | |
| | HOURLY | \$ 32.8880 | \$ 33.5458 | \$ 34.2167 | \$ 34.9011 | \$ 35.5991 | \$ 36.3111 | \$ 37.0373 | | | |
| 43 | ANNUAL | \$ 67,338.28 | \$ 68,685.05 | \$ 70,058.75 | \$ 71,459.93 | \$ 72,889.12 | \$ 74,346.91 | \$ 75,833.85 | | | |
| | BIWEEKLY | \$ 2,589.93 | \$ 2,641.73 | \$ 2,694.57 | \$ 2,748.46 | \$ 2,803.43 | \$ 2,859.50 | \$ 2,916.69 | | | |
| | HOURLY | \$ 34.5325 | \$ 35.2231 | \$ 35.9276 | \$ 36.6461 | \$ 37.3790 | \$ 38.1266 | \$ 38.8892 | | | |
| 44 | ANNUAL | \$ 70,705.19 | \$ 72,119.30 | \$ 73,561.68 | \$ 75,032.91 | \$ 76,533.57 | \$ 78,064.25 | \$ 79,625.51 | | | |
| | BIWEEKLY | \$ 2,719.43 | \$ 2,773.82 | \$ 2,829.30 | \$ 2,885.88 | \$ 2,943.60 | \$ 3,002.47 | \$ 3,062.52 | | | |
| | HOURLY | \$ 36.2591 | \$ 36.9843 | \$ 37.7239 | \$ 38.4784 | \$ 39.2480 | \$ 40.0329 | \$ 40.8336 | | | |
| 45 | ANNUAL | \$ 74,240.46 | \$ 75,725.27 | \$ 77,239.77 | \$ 78,784.57 | \$ 80,360.27 | \$ 81,967.46 | \$ 83,606.81 | | | |
| | BIWEEKLY | \$ 2,855.40 | \$ 2,912.51 | \$ 2,970.76 | \$ 3,030.18 | \$ 3,090.78 | \$ 3,152.59 | \$ 3,215.65 | | | |
| | HOURLY | \$ 38.0720 | \$ 38.8335 | \$ 39.6101 | \$ 40.4023 | \$ 41.2104 | \$ 42.0346 | \$ 42.8753 | | | |
| 46 | ANNUAL | \$ 77,952.48 | \$ 79,511.53 | \$ 81,101.76 | \$ 82,723.80 | \$ 84,378.27 | \$ 86,065.83 | \$ 87,787.16 | | | |
| | BIWEEKLY | \$ 2,998.17 | \$ 3,058.14 | \$ 3,119.30 | \$ 3,181.68 | \$ 3,245.32 | \$ 3,310.22 | \$ 3,376.43 | | | |
| | HOURLY | \$ 39.9756 | \$ 40.7751 | \$ 41.5906 | \$ 42.4225 | \$ 43.2709 | \$ 44.1363 | \$ 45.0191 | | | |
| 47 | ANNUAL | \$ 81,850.10 | \$ 83,487.09 | \$ 85,156.84 | \$ 86,859.97 | \$ 88,597.17 | \$ 90,369.11 | \$ 92,176.50 | | | |
| | BIWEEKLY | \$ 3,148.08 | \$ 3,211.04 | \$ 3,275.26 | \$ 3,340.77 | \$ 3,407.58 | \$ 3,475.73 | \$ 3,545.25 | | | |
| | HOURLY | \$ 41.9744 | \$ 42.8139 | \$ 43.6702 | \$ 44.5436 | \$ 45.4344 | \$ 46.3431 | \$ 47.2700 | | | |
| 48 | ANNUAL | \$ 85,942.61 | \$ 87,661.47 | \$ 89,414.68 | \$ 91,202.98 | \$ 93,027.04 | \$ 94,887.59 | \$ 96,785.33 | | | |
| | BIWEEKLY | \$ 3,305.49 | \$ 3,371.60 | \$ 3,439.03 | \$ 3,507.81 | \$ 3,577.96 | \$ 3,649.52 | \$ 3,722.51 | | | |
| | HOURLY | \$ 44.0731 | \$ 44.9546 | \$ 45.8537 | \$ 46.7708 | \$ 47.7062 | \$ 48.6603 | \$ 49.6335 | | | |
| 49 | ANNUAL | \$ 90,239.75 | \$ 92,044.53 | \$ 93,885.43 | \$ 95,763.13 | \$ 97,678.39 | \$ 99,631.97 | \$ 101,624.61 | | | |
| | BIWEEKLY | \$ 3,470.76 | \$ 3,540.17 | \$ 3,610.98 | \$ 3,683.20 | \$ 3,756.86 | \$ 3,832.00 | \$ 3,908.64 | | | |
| | HOURLY | \$ 46.2768 | \$ 47.2023 | \$ 48.1464 | \$ 49.1093 | \$ 50.0915 | \$ 51.0933 | \$ 52.1152 | | | |
| 50 | ANNUAL | \$ 94,751.76 | \$ 96,646.78 | \$ 98,579.70 | \$ 100,551.30 | \$ 102,562.33 | \$ 104,613.56 | \$ 106,705.85 | | | |
| | BIWEEKLY | \$ 3,644.30 | \$ 3,717.18 | \$ 3,791.53 | \$ 3,867.36 | \$ 3,944.70 | \$ 4,023.60 | \$ 4,104.07 | | | |
| | HOURLY | \$ 48.5906 | \$ 49.5625 | \$ 50.5537 | \$ 51.5648 | \$ 52.5961 | \$ 53.6480 | \$ 54.7209 | | | |
| 51 | ANNUAL | \$ 99,489.32 | \$ 101,479.11 | \$ 103,508.70 | \$ 105,578.86 | \$ 107,690.44 | \$ 109,844.25 | \$ 112,041.14 | | | |
| | BIWEEKLY | \$ 3,826.51 | \$ 3,903.04 | \$ 3,981.10 | \$ 4,060.73 | \$ 4,141.94 | \$ 4,224.78 | \$ 4,309.27 | | | |
| | HOURLY | \$ 51.0202 | \$ 52.0406 | \$ 53.0814 | \$ 54.1430 | \$ 55.2259 | \$ 56.3304 | \$ 57.4570 | | | |
| 52 | ANNUAL | \$ 104,463.77 | \$ 106,553.06 | \$ 108,684.11 | \$ 110,857.80 | \$ 113,074.96 | \$ 115,336.46 | \$ 117,643.18 | | | |
| | BIWEEKLY | \$ 4,017.84 | \$ 4,098.19 | \$ 4,180.16 | \$ 4,263.76 | \$ 4,349.04 | \$ 4,436.02 | \$ 4,524.74 | | | |
| | HOURLY | \$ 53.5712 | \$ 54.6426 | \$ 55.7354 | \$ 56.8502 | \$ 57.9872 | \$ 59.1469 | \$ 60.3298 | | | |
| 53 | ANNUAL | \$ 109,686.98 | \$ 111,880.71 | \$ 114,118.33 | \$ 116,400.69 | \$ 118,728.70 | \$ 121,103.27 | \$ 123,525.34 | | | |
| | BIWEEKLY | \$ 4,218.73 | \$ 4,303.10 | \$ 4,389.17 | \$ 4,476.95 | \$ 4,566.49 | \$ 4,657.82 | \$ 4,750.97 | | | |
| | HOURLY | \$ 56.2497 | \$ 57.3747 | \$ 58.5222 | \$ 59.6927 | \$ 60.8865 | \$ 62.1042 | \$ 63.3463 | | | |

| 2.00 GWI | | 818 PAYSCALE EFFECTIVE 07-01-18 | | | | | | | 37 1/2 HOUR WORK WEEK | |
|----------|----------|--------------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|-----------------------|--|
| | | Employees Hired on/after 6/13/2018- Tier 2 | | | | | | | 1.02 | |
| GRADE | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | | |
| 40 | ANNUAL | \$ 59,332.72 | \$ 60,519.36 | \$ 61,729.76 | \$ 62,964.36 | \$ 64,223.65 | \$ 65,508.12 | \$ 66,818.29 | | |
| | BIWEEKLY | \$ 2,282.03 | \$ 2,327.67 | \$ 2,374.22 | \$ 2,421.71 | \$ 2,470.14 | \$ 2,519.54 | \$ 2,569.93 | | |
| | HOURLY | \$ 30.4270 | \$ 31.0356 | \$ 31.6563 | \$ 32.2894 | \$ 32.9352 | \$ 33.5939 | \$ 34.2658 | | |
| 41 | ANNUAL | \$ 62,299.35 | \$ 63,545.34 | \$ 64,816.24 | \$ 66,112.57 | \$ 67,434.83 | \$ 68,783.53 | \$ 70,159.20 | | |
| | BIWEEKLY | \$ 2,396.13 | \$ 2,444.05 | \$ 2,492.93 | \$ 2,542.79 | \$ 2,593.65 | \$ 2,645.52 | \$ 2,698.43 | | |
| | HOURLY | \$ 31.9484 | \$ 32.5874 | \$ 33.2391 | \$ 33.9039 | \$ 34.5820 | \$ 35.2736 | \$ 35.9791 | | |
| 42 | ANNUAL | \$ 65,414.31 | \$ 66,722.60 | \$ 68,057.05 | \$ 69,418.19 | \$ 70,806.56 | \$ 72,222.68 | \$ 73,667.13 | | |
| | BIWEEKLY | \$ 2,515.93 | \$ 2,566.25 | \$ 2,617.58 | \$ 2,669.93 | \$ 2,723.33 | \$ 2,777.80 | \$ 2,833.35 | | |
| | HOURLY | \$ 33.5458 | \$ 34.2167 | \$ 34.9010 | \$ 35.5991 | \$ 36.3111 | \$ 37.0373 | \$ 37.7780 | | |
| 43 | ANNUAL | \$ 68,685.05 | \$ 70,058.76 | \$ 71,459.93 | \$ 72,889.12 | \$ 74,346.90 | \$ 75,833.85 | \$ 77,350.53 | | |
| | BIWEEKLY | \$ 2,641.73 | \$ 2,694.57 | \$ 2,748.46 | \$ 2,803.43 | \$ 2,859.50 | \$ 2,916.69 | \$ 2,975.02 | | |
| | HOURLY | \$ 35.2231 | \$ 35.9276 | \$ 36.6461 | \$ 37.3790 | \$ 38.1266 | \$ 38.8892 | \$ 39.6669 | | |
| 44 | ANNUAL | \$ 72,119.30 | \$ 73,561.69 | \$ 75,032.91 | \$ 76,533.57 | \$ 78,064.24 | \$ 79,625.53 | \$ 81,218.02 | | |
| | BIWEEKLY | \$ 2,773.82 | \$ 2,829.30 | \$ 2,885.88 | \$ 2,943.60 | \$ 3,002.47 | \$ 3,062.52 | \$ 3,123.77 | | |
| | HOURLY | \$ 36.9843 | \$ 37.7239 | \$ 38.4784 | \$ 39.2480 | \$ 40.0329 | \$ 40.8336 | \$ 41.6503 | | |
| 45 | ANNUAL | \$ 75,725.27 | \$ 77,239.78 | \$ 78,784.56 | \$ 80,360.26 | \$ 81,967.48 | \$ 83,606.81 | \$ 85,278.95 | | |
| | BIWEEKLY | \$ 2,912.51 | \$ 2,970.76 | \$ 3,030.18 | \$ 3,090.78 | \$ 3,152.60 | \$ 3,215.65 | \$ 3,279.96 | | |
| | HOURLY | \$ 38.8335 | \$ 39.6101 | \$ 40.4023 | \$ 41.2104 | \$ 42.0346 | \$ 42.8753 | \$ 43.7328 | | |
| 46 | ANNUAL | \$ 79,511.53 | \$ 81,101.76 | \$ 82,723.80 | \$ 84,378.27 | \$ 86,065.84 | \$ 87,787.15 | \$ 89,542.90 | | |
| | BIWEEKLY | \$ 3,058.14 | \$ 3,119.30 | \$ 3,181.68 | \$ 3,245.32 | \$ 3,310.22 | \$ 3,376.43 | \$ 3,443.96 | | |
| | HOURLY | \$ 40.7751 | \$ 41.5906 | \$ 42.4225 | \$ 43.2709 | \$ 44.1363 | \$ 45.0191 | \$ 45.9194 | | |
| 47 | ANNUAL | \$ 83,487.10 | \$ 85,156.83 | \$ 86,859.97 | \$ 88,597.17 | \$ 90,369.11 | \$ 92,176.49 | \$ 94,020.03 | | |
| | BIWEEKLY | \$ 3,211.04 | \$ 3,275.26 | \$ 3,340.77 | \$ 3,407.58 | \$ 3,475.74 | \$ 3,545.25 | \$ 3,616.15 | | |
| | HOURLY | \$ 42.8139 | \$ 43.6702 | \$ 44.5436 | \$ 45.4344 | \$ 46.3431 | \$ 47.2700 | \$ 48.2154 | | |
| 48 | ANNUAL | \$ 87,661.47 | \$ 89,414.70 | \$ 91,202.98 | \$ 93,027.04 | \$ 94,887.58 | \$ 96,785.34 | \$ 98,721.04 | | |
| | BIWEEKLY | \$ 3,371.59 | \$ 3,439.03 | \$ 3,507.81 | \$ 3,577.96 | \$ 3,649.52 | \$ 3,722.51 | \$ 3,796.96 | | |
| | HOURLY | \$ 44.9546 | \$ 45.8537 | \$ 46.7708 | \$ 47.7062 | \$ 48.6603 | \$ 49.6335 | \$ 50.6262 | | |
| 49 | ANNUAL | \$ 92,044.54 | \$ 93,885.42 | \$ 95,763.14 | \$ 97,678.39 | \$ 99,631.96 | \$ 101,624.61 | \$ 103,657.10 | | |
| | BIWEEKLY | \$ 3,540.17 | \$ 3,610.98 | \$ 3,683.20 | \$ 3,756.86 | \$ 3,832.00 | \$ 3,908.64 | \$ 3,986.81 | | |
| | HOURLY | \$ 47.2023 | \$ 48.1464 | \$ 49.1093 | \$ 50.0915 | \$ 51.0933 | \$ 52.1152 | \$ 53.1575 | | |
| 50 | ANNUAL | \$ 96,646.80 | \$ 98,579.72 | \$ 100,551.30 | \$ 102,562.32 | \$ 104,613.57 | \$ 106,705.83 | \$ 108,839.97 | | |
| | BIWEEKLY | \$ 3,717.18 | \$ 3,791.53 | \$ 3,867.36 | \$ 3,944.70 | \$ 4,023.60 | \$ 4,104.07 | \$ 4,186.15 | | |
| | HOURLY | \$ 49.5625 | \$ 50.5537 | \$ 51.5648 | \$ 52.5961 | \$ 53.6480 | \$ 54.7209 | \$ 55.8154 | | |
| 51 | ANNUAL | \$ 101,479.11 | \$ 103,508.70 | \$ 105,578.87 | \$ 107,690.43 | \$ 109,844.25 | \$ 112,041.14 | \$ 114,281.97 | | |
| | BIWEEKLY | \$ 3,903.04 | \$ 3,981.10 | \$ 4,060.73 | \$ 4,141.94 | \$ 4,224.78 | \$ 4,309.27 | \$ 4,395.46 | | |
| | HOURLY | \$ 52.0406 | \$ 53.0814 | \$ 54.1430 | \$ 55.2259 | \$ 56.3304 | \$ 57.4570 | \$ 58.6061 | | |
| 52 | ANNUAL | \$ 106,553.05 | \$ 108,684.12 | \$ 110,857.80 | \$ 113,074.95 | \$ 115,336.45 | \$ 117,643.19 | \$ 119,996.04 | | |
| | BIWEEKLY | \$ 4,098.19 | \$ 4,180.16 | \$ 4,263.76 | \$ 4,349.04 | \$ 4,436.02 | \$ 4,524.74 | \$ 4,615.23 | | |
| | HOURLY | \$ 54.6426 | \$ 55.7354 | \$ 56.8502 | \$ 57.9872 | \$ 59.1469 | \$ 60.3298 | \$ 61.5364 | | |
| 53 | ANNUAL | \$ 111,880.72 | \$ 114,118.33 | \$ 116,400.69 | \$ 118,728.70 | \$ 121,103.27 | \$ 123,525.34 | \$ 125,995.85 | | |
| | BIWEEKLY | \$ 4,303.10 | \$ 4,389.17 | \$ 4,476.95 | \$ 4,566.49 | \$ 4,657.82 | \$ 4,750.97 | \$ 4,845.99 | | |
| | HOURLY | \$ 57.3747 | \$ 58.5222 | \$ 59.6927 | \$ 60.8865 | \$ 62.1042 | \$ 63.3463 | \$ 64.6133 | | |

| 1.50% GWI | | 818 PAYSCALE EFFECTIVE 07-01-19 | | | | | | 37 1/2 HOUR WORK WEEK | |
|-----------|----------|--------------------------------------------|---------------|---------------|---------------|---------------|---------------|-----------------------|--|
| | | Employees Hired on/after 6/13/2018- Tier 2 | | | | | | 1.0150 | |
| GRADE | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | |
| 40 | ANNUAL | \$ 60,222.71 | \$ 61,427.15 | \$ 62,655.71 | \$ 63,908.82 | \$ 65,187.00 | \$ 66,490.74 | \$ 67,820.57 | |
| | BIWEEKLY | \$ 2,316.26 | \$ 2,362.58 | \$ 2,409.83 | \$ 2,458.03 | \$ 2,507.19 | \$ 2,557.34 | \$ 2,608.48 | |
| | HOURLY | \$ 30.8834 | \$ 31.5011 | \$ 32.1311 | \$ 32.7738 | \$ 33.4292 | \$ 34.0978 | \$ 34.7798 | |
| 41 | ANNUAL | \$ 63,233.84 | \$ 64,498.52 | \$ 65,788.48 | \$ 67,104.26 | \$ 68,446.36 | \$ 69,815.28 | \$ 71,211.59 | |
| | BIWEEKLY | \$ 2,432.07 | \$ 2,480.71 | \$ 2,530.33 | \$ 2,580.93 | \$ 2,632.55 | \$ 2,685.20 | \$ 2,738.91 | |
| | HOURLY | \$ 32.4276 | \$ 33.0762 | \$ 33.7377 | \$ 34.4124 | \$ 35.1007 | \$ 35.8027 | \$ 36.5188 | |
| 42 | ANNUAL | \$ 66,395.52 | \$ 67,723.44 | \$ 69,077.90 | \$ 70,459.47 | \$ 71,868.65 | \$ 73,306.02 | \$ 74,772.14 | |
| | BIWEEKLY | \$ 2,553.67 | \$ 2,604.75 | \$ 2,656.84 | \$ 2,709.98 | \$ 2,764.18 | \$ 2,819.46 | \$ 2,875.85 | |
| | HOURLY | \$ 34.0490 | \$ 34.7300 | \$ 35.4246 | \$ 36.1331 | \$ 36.8557 | \$ 37.5928 | \$ 38.3447 | |
| 43 | ANNUAL | \$ 69,715.33 | \$ 71,109.64 | \$ 72,531.83 | \$ 73,982.46 | \$ 75,462.11 | \$ 76,971.36 | \$ 78,510.79 | |
| | BIWEEKLY | \$ 2,681.36 | \$ 2,734.99 | \$ 2,789.69 | \$ 2,845.48 | \$ 2,902.39 | \$ 2,960.44 | \$ 3,019.65 | |
| | HOURLY | \$ 35.7514 | \$ 36.4665 | \$ 37.1958 | \$ 37.9397 | \$ 38.6985 | \$ 39.4725 | \$ 40.2619 | |
| 44 | ANNUAL | \$ 73,201.09 | \$ 74,665.11 | \$ 76,158.40 | \$ 77,681.57 | \$ 79,235.20 | \$ 80,819.91 | \$ 82,436.29 | |
| | BIWEEKLY | \$ 2,815.43 | \$ 2,871.74 | \$ 2,929.17 | \$ 2,987.75 | \$ 3,047.51 | \$ 3,108.46 | \$ 3,170.63 | |
| | HOURLY | \$ 37.5390 | \$ 38.2898 | \$ 39.0556 | \$ 39.8367 | \$ 40.6334 | \$ 41.4461 | \$ 42.2750 | |
| 45 | ANNUAL | \$ 76,861.15 | \$ 78,398.37 | \$ 79,966.33 | \$ 81,565.67 | \$ 83,196.99 | \$ 84,860.91 | \$ 86,558.13 | |
| | BIWEEKLY | \$ 2,956.20 | \$ 3,015.32 | \$ 3,075.63 | \$ 3,137.14 | \$ 3,199.88 | \$ 3,263.88 | \$ 3,329.16 | |
| | HOURLY | \$ 39.4160 | \$ 40.2043 | \$ 41.0084 | \$ 41.8285 | \$ 42.6651 | \$ 43.5184 | \$ 44.3888 | |
| 46 | ANNUAL | \$ 80,704.20 | \$ 82,318.29 | \$ 83,964.65 | \$ 85,643.95 | \$ 87,356.82 | \$ 89,103.96 | \$ 90,886.04 | |
| | BIWEEKLY | \$ 3,104.01 | \$ 3,166.09 | \$ 3,229.41 | \$ 3,294.00 | \$ 3,359.88 | \$ 3,427.08 | \$ 3,495.62 | |
| | HOURLY | \$ 41.3868 | \$ 42.2145 | \$ 43.0588 | \$ 43.9200 | \$ 44.7984 | \$ 45.6943 | \$ 46.6082 | |
| 47 | ANNUAL | \$ 84,739.41 | \$ 86,434.18 | \$ 88,162.87 | \$ 89,926.13 | \$ 91,724.65 | \$ 93,559.14 | \$ 95,430.33 | |
| | BIWEEKLY | \$ 3,259.21 | \$ 3,324.39 | \$ 3,390.88 | \$ 3,458.70 | \$ 3,527.87 | \$ 3,598.43 | \$ 3,670.40 | |
| | HOURLY | \$ 43.4561 | \$ 44.3252 | \$ 45.2117 | \$ 46.1160 | \$ 47.0383 | \$ 47.9790 | \$ 48.9386 | |
| 48 | ANNUAL | \$ 88,976.39 | \$ 90,755.92 | \$ 92,571.02 | \$ 94,422.45 | \$ 96,310.90 | \$ 98,237.12 | \$ 100,201.86 | |
| | BIWEEKLY | \$ 3,422.17 | \$ 3,490.61 | \$ 3,560.42 | \$ 3,631.63 | \$ 3,704.27 | \$ 3,778.35 | \$ 3,853.92 | |
| | HOURLY | \$ 45.6289 | \$ 46.5415 | \$ 47.4723 | \$ 48.4218 | \$ 49.3902 | \$ 50.3780 | \$ 51.3856 | |
| 49 | ANNUAL | \$ 93,425.21 | \$ 95,293.70 | \$ 97,199.59 | \$ 99,143.57 | \$ 101,126.44 | \$ 103,148.98 | \$ 105,211.96 | |
| | BIWEEKLY | \$ 3,593.28 | \$ 3,665.14 | \$ 3,738.45 | \$ 3,813.21 | \$ 3,889.48 | \$ 3,967.27 | \$ 4,046.61 | |
| | HOURLY | \$ 47.9104 | \$ 48.8686 | \$ 49.8459 | \$ 50.8429 | \$ 51.8597 | \$ 52.8969 | \$ 53.9549 | |
| 50 | ANNUAL | \$ 98,096.50 | \$ 100,058.41 | \$ 102,059.56 | \$ 104,100.76 | \$ 106,182.78 | \$ 108,306.42 | \$ 110,472.57 | |
| | BIWEEKLY | \$ 3,772.94 | \$ 3,848.40 | \$ 3,925.37 | \$ 4,003.88 | \$ 4,083.95 | \$ 4,165.63 | \$ 4,248.94 | |
| | HOURLY | \$ 50.3059 | \$ 51.3120 | \$ 52.3382 | \$ 53.3850 | \$ 54.4527 | \$ 55.5418 | \$ 56.6526 | |
| 51 | ANNUAL | \$ 103,001.29 | \$ 105,061.33 | \$ 107,162.55 | \$ 109,305.79 | \$ 111,491.91 | \$ 113,721.75 | \$ 115,996.20 | |
| | BIWEEKLY | \$ 3,961.59 | \$ 4,040.82 | \$ 4,121.64 | \$ 4,204.07 | \$ 4,288.15 | \$ 4,373.91 | \$ 4,461.39 | |
| | HOURLY | \$ 52.8212 | \$ 53.8776 | \$ 54.9552 | \$ 56.0543 | \$ 57.1753 | \$ 58.3188 | \$ 59.4852 | |
| 52 | ANNUAL | \$ 108,151.34 | \$ 110,314.38 | \$ 112,520.66 | \$ 114,771.08 | \$ 117,066.50 | \$ 119,407.84 | \$ 121,795.98 | |
| | BIWEEKLY | \$ 4,159.67 | \$ 4,242.86 | \$ 4,327.72 | \$ 4,414.27 | \$ 4,502.56 | \$ 4,592.61 | \$ 4,684.46 | |
| | HOURLY | \$ 55.4622 | \$ 56.5715 | \$ 57.7029 | \$ 58.8570 | \$ 60.0341 | \$ 61.2348 | \$ 62.4595 | |
| 53 | ANNUAL | \$ 113,558.93 | \$ 115,830.10 | \$ 118,146.70 | \$ 120,509.63 | \$ 122,919.82 | \$ 125,378.22 | \$ 127,885.79 | |
| | BIWEEKLY | \$ 4,367.65 | \$ 4,455.00 | \$ 4,544.10 | \$ 4,634.99 | \$ 4,727.69 | \$ 4,822.24 | \$ 4,918.68 | |
| | HOURLY | \$ 58.2353 | \$ 59.4001 | \$ 60.5881 | \$ 61.7998 | \$ 63.0358 | \$ 64.2965 | \$ 65.5825 | |

818 Payscale Effective 6/25/2018
 Employees Hired PRIOR to 6/13/18- Tier 1

1.02

| 2.00% GWI | | GRADE BY STEPS | | | | | | | 40 HOUR WORK WEEK | |
|-----------|----------|----------------|---------------|---------------|---------------|---------------|---------------|---------------|-------------------|--|
| GRADE | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | | |
| 40 | ANNUAL | \$ 62,885.76 | \$ 64,143.47 | \$ 65,426.35 | \$ 66,734.88 | \$ 68,069.58 | \$ 69,430.97 | \$ 70,819.60 | | |
| | BIWEEKLY | \$ 2,418.68 | \$ 2,467.06 | \$ 2,516.40 | \$ 2,566.73 | \$ 2,618.06 | \$ 2,670.42 | \$ 2,723.83 | | |
| | HOURLY | \$ 30.2335 | \$ 30.8382 | \$ 31.4550 | \$ 32.0841 | \$ 32.7258 | \$ 33.3803 | \$ 34.0479 | | |
| 41 | ANNUAL | \$ 66,030.05 | \$ 67,350.65 | \$ 68,697.65 | \$ 70,071.61 | \$ 71,473.06 | \$ 72,902.52 | \$ 74,360.57 | | |
| | BIWEEKLY | \$ 2,539.62 | \$ 2,590.41 | \$ 2,642.22 | \$ 2,695.06 | \$ 2,748.96 | \$ 2,803.94 | \$ 2,860.02 | | |
| | HOURLY | \$ 31.7452 | \$ 32.3801 | \$ 33.0277 | \$ 33.6883 | \$ 34.3620 | \$ 35.0493 | \$ 35.7503 | | |
| 42 | ANNUAL | \$ 69,331.54 | \$ 70,718.18 | \$ 72,132.53 | \$ 73,575.19 | \$ 75,046.69 | \$ 76,547.62 | \$ 78,078.57 | | |
| | BIWEEKLY | \$ 2,666.60 | \$ 2,719.93 | \$ 2,774.33 | \$ 2,829.82 | \$ 2,886.41 | \$ 2,944.14 | \$ 3,003.02 | | |
| | HOURLY | \$ 33.3325 | \$ 33.9991 | \$ 34.6791 | \$ 35.3727 | \$ 36.0801 | \$ 36.8017 | \$ 37.5378 | | |
| 43 | ANNUAL | \$ 72,798.14 | \$ 74,254.11 | \$ 75,739.19 | \$ 77,253.97 | \$ 78,799.05 | \$ 80,375.04 | \$ 81,982.54 | | |
| | BIWEEKLY | \$ 2,799.93 | \$ 2,855.93 | \$ 2,913.05 | \$ 2,971.31 | \$ 3,030.73 | \$ 3,091.35 | \$ 3,153.17 | | |
| | HOURLY | \$ 34.9991 | \$ 35.6991 | \$ 36.4131 | \$ 37.1413 | \$ 37.8842 | \$ 38.6418 | \$ 39.4147 | | |
| 44 | ANNUAL | \$ 76,438.05 | \$ 77,966.81 | \$ 79,526.14 | \$ 81,116.66 | \$ 82,738.99 | \$ 84,393.78 | \$ 86,081.64 | | |
| | BIWEEKLY | \$ 2,939.92 | \$ 2,998.72 | \$ 3,058.70 | \$ 3,119.87 | \$ 3,182.27 | \$ 3,245.91 | \$ 3,310.83 | | |
| | HOURLY | \$ 36.7491 | \$ 37.4840 | \$ 38.2337 | \$ 38.9984 | \$ 39.7784 | \$ 40.5739 | \$ 41.3854 | | |
| 45 | ANNUAL | \$ 80,259.95 | \$ 81,865.16 | \$ 83,502.45 | \$ 85,172.51 | \$ 86,875.97 | \$ 88,613.47 | \$ 90,385.74 | | |
| | BIWEEKLY | \$ 3,086.92 | \$ 3,148.66 | \$ 3,211.63 | \$ 3,275.87 | \$ 3,341.38 | \$ 3,408.21 | \$ 3,476.37 | | |
| | HOURLY | \$ 38.5865 | \$ 39.3582 | \$ 40.1454 | \$ 40.9483 | \$ 41.7673 | \$ 42.6026 | \$ 43.4547 | | |
| 46 | ANNUAL | \$ 84,272.95 | \$ 85,958.41 | \$ 87,677.58 | \$ 89,431.13 | \$ 91,219.75 | \$ 93,044.15 | \$ 94,905.03 | | |
| | BIWEEKLY | \$ 3,241.27 | \$ 3,306.09 | \$ 3,372.21 | \$ 3,439.66 | \$ 3,508.45 | \$ 3,578.62 | \$ 3,650.19 | | |
| | HOURLY | \$ 40.5158 | \$ 41.3262 | \$ 42.1527 | \$ 42.9957 | \$ 43.8557 | \$ 44.7328 | \$ 45.6274 | | |
| 47 | ANNUAL | \$ 88,486.59 | \$ 90,256.31 | \$ 92,061.45 | \$ 93,902.67 | \$ 95,780.72 | \$ 97,696.33 | \$ 99,650.27 | | |
| | BIWEEKLY | \$ 3,403.33 | \$ 3,471.40 | \$ 3,540.82 | \$ 3,611.64 | \$ 3,683.87 | \$ 3,757.55 | \$ 3,832.70 | | |
| | HOURLY | \$ 42.5416 | \$ 43.3925 | \$ 44.2603 | \$ 45.1455 | \$ 46.0484 | \$ 46.9694 | \$ 47.9088 | | |
| 48 | ANNUAL | \$ 92,910.93 | \$ 94,769.16 | \$ 96,664.52 | \$ 98,597.82 | \$ 100,569.78 | \$ 102,581.18 | \$ 104,632.79 | | |
| | BIWEEKLY | \$ 3,573.50 | \$ 3,644.97 | \$ 3,717.87 | \$ 3,792.22 | \$ 3,868.07 | \$ 3,945.43 | \$ 4,024.34 | | |
| | HOURLY | \$ 44.6687 | \$ 45.5621 | \$ 46.4733 | \$ 47.4028 | \$ 48.3509 | \$ 49.3179 | \$ 50.3042 | | |
| 49 | ANNUAL | \$ 97,556.48 | \$ 99,507.60 | \$ 101,497.76 | \$ 103,527.71 | \$ 105,598.26 | \$ 107,710.24 | \$ 109,864.44 | | |
| | BIWEEKLY | \$ 3,752.17 | \$ 3,827.22 | \$ 3,903.76 | \$ 3,981.83 | \$ 4,061.47 | \$ 4,142.70 | \$ 4,225.56 | | |
| | HOURLY | \$ 46.9022 | \$ 47.8402 | \$ 48.7970 | \$ 49.7729 | \$ 50.7684 | \$ 51.7838 | \$ 52.8194 | | |
| 50 | ANNUAL | \$ 102,434.34 | \$ 104,483.01 | \$ 106,572.65 | \$ 108,704.10 | \$ 110,878.19 | \$ 113,095.74 | \$ 115,357.68 | | |
| | BIWEEKLY | \$ 3,939.78 | \$ 4,018.58 | \$ 4,098.95 | \$ 4,180.93 | \$ 4,264.55 | \$ 4,349.84 | \$ 4,436.83 | | |
| | HOURLY | \$ 49.2473 | \$ 50.2322 | \$ 51.2369 | \$ 52.2616 | \$ 53.3068 | \$ 54.3730 | \$ 55.4604 | | |
| 51 | ANNUAL | \$ 107,556.02 | \$ 109,707.15 | \$ 111,901.29 | \$ 114,139.31 | \$ 116,422.10 | \$ 118,750.54 | \$ 121,125.56 | | |
| | BIWEEKLY | \$ 4,136.77 | \$ 4,219.51 | \$ 4,303.90 | \$ 4,389.97 | \$ 4,477.77 | \$ 4,567.33 | \$ 4,658.68 | | |
| | HOURLY | \$ 51.7096 | \$ 52.7438 | \$ 53.7987 | \$ 54.8747 | \$ 55.9722 | \$ 57.0916 | \$ 58.2334 | | |
| 52 | ANNUAL | \$ 112,933.81 | \$ 115,192.50 | \$ 117,496.34 | \$ 119,846.27 | \$ 122,243.20 | \$ 124,688.06 | \$ 127,181.81 | | |
| | BIWEEKLY | \$ 4,343.61 | \$ 4,430.48 | \$ 4,519.09 | \$ 4,609.47 | \$ 4,701.66 | \$ 4,795.69 | \$ 4,891.61 | | |
| | HOURLY | \$ 54.2951 | \$ 55.3810 | \$ 56.4886 | \$ 57.6184 | \$ 58.7708 | \$ 59.9462 | \$ 61.1451 | | |
| 53 | ANNUAL | \$ 118,580.52 | \$ 120,952.12 | \$ 123,371.16 | \$ 125,838.58 | \$ 128,355.35 | \$ 130,922.46 | \$ 133,540.91 | | |
| | BIWEEKLY | \$ 4,560.79 | \$ 4,652.00 | \$ 4,745.04 | \$ 4,839.95 | \$ 4,936.74 | \$ 5,035.48 | \$ 5,136.19 | | |
| | HOURLY | \$ 57.0099 | \$ 58.1501 | \$ 59.3131 | \$ 60.4993 | \$ 61.7093 | \$ 62.9435 | \$ 64.2024 | | |

818 Payscale Effective 07-01-18

40 HOUR WORK WEEK

1.02

Employees Hired PRIOR to 6/13/18- Tier 1

| 2.00% GWI | | GRADE BY STEPS | | | | | | |
|-----------|----------|----------------|---------------|---------------|---------------|---------------|---------------|---------------|
| GRADE | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |
| 40 | ANNUAL | \$ 64,143.48 | \$ 65,426.33 | \$ 66,734.88 | \$ 68,069.57 | \$ 69,430.97 | \$ 70,819.59 | \$ 72,235.99 |
| | BIWEEKLY | \$ 2,467.06 | \$ 2,516.40 | \$ 2,566.73 | \$ 2,618.06 | \$ 2,670.42 | \$ 2,723.83 | \$ 2,778.31 |
| | HOURLY | \$ 30.8382 | \$ 31.4550 | \$ 32.0841 | \$ 32.7258 | \$ 33.3803 | \$ 34.0479 | \$ 34.7288 |
| 41 | ANNUAL | \$ 67,350.65 | \$ 68,697.66 | \$ 70,071.61 | \$ 71,473.05 | \$ 72,902.52 | \$ 74,360.57 | \$ 75,847.78 |
| | BIWEEKLY | \$ 2,590.41 | \$ 2,642.22 | \$ 2,695.06 | \$ 2,748.96 | \$ 2,803.94 | \$ 2,860.02 | \$ 2,917.22 |
| | HOURLY | \$ 32.3801 | \$ 33.0277 | \$ 33.6883 | \$ 34.3620 | \$ 35.0493 | \$ 35.7503 | \$ 36.4653 |
| 42 | ANNUAL | \$ 70,718.17 | \$ 72,132.54 | \$ 73,575.18 | \$ 75,046.69 | \$ 76,547.63 | \$ 78,078.58 | \$ 79,640.14 |
| | BIWEEKLY | \$ 2,719.93 | \$ 2,774.33 | \$ 2,829.81 | \$ 2,886.41 | \$ 2,944.14 | \$ 3,003.02 | \$ 3,063.08 |
| | HOURLY | \$ 33.9991 | \$ 34.6791 | \$ 35.3727 | \$ 36.0801 | \$ 36.8017 | \$ 37.5378 | \$ 38.2885 |
| 43 | ANNUAL | \$ 74,254.11 | \$ 75,739.20 | \$ 77,253.98 | \$ 78,799.05 | \$ 80,375.03 | \$ 81,982.54 | \$ 83,622.19 |
| | BIWEEKLY | \$ 2,855.93 | \$ 2,913.05 | \$ 2,971.31 | \$ 3,030.73 | \$ 3,091.35 | \$ 3,153.17 | \$ 3,216.24 |
| | HOURLY | \$ 35.6991 | \$ 36.4131 | \$ 37.1413 | \$ 37.8842 | \$ 38.6418 | \$ 39.4147 | \$ 40.2030 |
| 44 | ANNUAL | \$ 77,966.81 | \$ 79,526.15 | \$ 81,116.66 | \$ 82,739.00 | \$ 84,393.77 | \$ 86,081.66 | \$ 87,803.27 |
| | BIWEEKLY | \$ 2,998.72 | \$ 3,058.70 | \$ 3,119.87 | \$ 3,182.27 | \$ 3,245.91 | \$ 3,310.83 | \$ 3,377.05 |
| | HOURLY | \$ 37.4840 | \$ 38.2337 | \$ 38.9984 | \$ 39.7784 | \$ 40.5739 | \$ 41.3854 | \$ 42.2131 |
| 45 | ANNUAL | \$ 81,865.15 | \$ 83,502.46 | \$ 85,172.50 | \$ 86,875.96 | \$ 88,613.49 | \$ 90,385.74 | \$ 92,193.45 |
| | BIWEEKLY | \$ 3,148.66 | \$ 3,211.63 | \$ 3,275.87 | \$ 3,341.38 | \$ 3,408.21 | \$ 3,476.37 | \$ 3,545.90 |
| | HOURLY | \$ 39.3582 | \$ 40.1454 | \$ 40.9483 | \$ 41.7673 | \$ 42.6026 | \$ 43.4547 | \$ 44.3238 |
| 46 | ANNUAL | \$ 85,958.41 | \$ 87,677.58 | \$ 89,431.13 | \$ 91,219.75 | \$ 93,044.15 | \$ 94,905.03 | \$ 96,803.13 |
| | BIWEEKLY | \$ 3,306.09 | \$ 3,372.21 | \$ 3,439.66 | \$ 3,508.45 | \$ 3,578.62 | \$ 3,650.19 | \$ 3,723.20 |
| | HOURLY | \$ 41.3262 | \$ 42.1527 | \$ 42.9957 | \$ 43.8557 | \$ 44.7328 | \$ 45.6274 | \$ 46.5400 |
| 47 | ANNUAL | \$ 90,256.32 | \$ 92,061.44 | \$ 93,902.68 | \$ 95,780.72 | \$ 97,696.34 | \$ 99,650.26 | \$ 101,643.27 |
| | BIWEEKLY | \$ 3,471.40 | \$ 3,540.82 | \$ 3,611.64 | \$ 3,683.87 | \$ 3,757.55 | \$ 3,832.70 | \$ 3,909.36 |
| | HOURLY | \$ 43.3925 | \$ 44.2603 | \$ 45.1455 | \$ 46.0484 | \$ 46.9694 | \$ 47.9088 | \$ 48.8670 |
| 48 | ANNUAL | \$ 94,769.15 | \$ 96,664.54 | \$ 98,597.81 | \$ 100,569.78 | \$ 102,581.17 | \$ 104,632.80 | \$ 106,725.45 |
| | BIWEEKLY | \$ 3,644.97 | \$ 3,717.87 | \$ 3,792.22 | \$ 3,868.07 | \$ 3,945.43 | \$ 4,024.34 | \$ 4,104.82 |
| | HOURLY | \$ 45.5621 | \$ 46.4733 | \$ 47.4028 | \$ 48.3509 | \$ 49.3179 | \$ 50.3042 | \$ 51.3103 |
| 49 | ANNUAL | \$ 99,507.61 | \$ 101,497.75 | \$ 103,527.72 | \$ 105,598.26 | \$ 107,710.23 | \$ 109,864.44 | \$ 112,061.73 |
| | BIWEEKLY | \$ 3,827.22 | \$ 3,903.76 | \$ 3,981.84 | \$ 4,061.47 | \$ 4,142.70 | \$ 4,225.56 | \$ 4,310.07 |
| | HOURLY | \$ 47.8402 | \$ 48.7970 | \$ 49.7729 | \$ 50.7684 | \$ 51.7838 | \$ 52.8194 | \$ 53.8758 |
| 50 | ANNUAL | \$ 104,483.02 | \$ 106,572.67 | \$ 108,704.10 | \$ 110,878.19 | \$ 113,095.76 | \$ 115,357.66 | \$ 117,664.83 |
| | BIWEEKLY | \$ 4,018.58 | \$ 4,098.95 | \$ 4,180.93 | \$ 4,264.55 | \$ 4,349.84 | \$ 4,436.83 | \$ 4,525.57 |
| | HOURLY | \$ 50.2322 | \$ 51.2369 | \$ 52.2616 | \$ 53.3068 | \$ 54.3730 | \$ 55.4604 | \$ 56.5696 |
| 51 | ANNUAL | \$ 109,707.14 | \$ 111,901.29 | \$ 114,139.32 | \$ 116,422.09 | \$ 118,750.54 | \$ 121,125.55 | \$ 123,548.07 |
| | BIWEEKLY | \$ 4,219.51 | \$ 4,303.90 | \$ 4,389.97 | \$ 4,477.77 | \$ 4,567.33 | \$ 4,658.68 | \$ 4,751.85 |
| | HOURLY | \$ 52.7438 | \$ 53.7987 | \$ 54.8747 | \$ 55.9722 | \$ 57.0916 | \$ 58.2334 | \$ 59.3981 |
| 52 | ANNUAL | \$ 115,192.48 | \$ 117,496.35 | \$ 119,846.27 | \$ 122,243.19 | \$ 124,688.06 | \$ 127,181.83 | \$ 129,725.45 |
| | BIWEEKLY | \$ 4,430.48 | \$ 4,519.09 | \$ 4,609.47 | \$ 4,701.66 | \$ 4,795.69 | \$ 4,891.61 | \$ 4,989.44 |
| | HOURLY | \$ 55.3810 | \$ 56.4886 | \$ 57.6184 | \$ 58.7708 | \$ 59.9462 | \$ 61.1451 | \$ 62.3680 |
| 53 | ANNUAL | \$ 120,952.13 | \$ 123,371.16 | \$ 125,838.59 | \$ 128,355.35 | \$ 130,922.46 | \$ 133,540.91 | \$ 136,211.73 |
| | BIWEEKLY | \$ 4,652.00 | \$ 4,745.04 | \$ 4,839.95 | \$ 4,936.74 | \$ 5,035.48 | \$ 5,136.19 | \$ 5,238.91 |
| | HOURLY | \$ 58.1501 | \$ 59.3131 | \$ 60.4993 | \$ 61.7093 | \$ 62.9435 | \$ 64.2024 | \$ 65.4864 |

818 Payscale Effective 07-01-19
 Employees Hired PRIOR to 6/13/18- Tier 1

40 HOUR WORK WEEK

1.0150

| GRADE | 1.50% GWI | GRADE BY STEPS | | | | | | |
|-------|-----------|----------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |
| 40 | ANNUAL | \$ 65,105.63 | \$ 66,407.73 | \$ 67,735.90 | \$ 69,090.62 | \$ 70,472.43 | \$ 71,881.88 | \$ 73,319.53 |
| | BIWEEKLY | \$ 2,504.06 | \$ 2,554.14 | \$ 2,605.23 | \$ 2,657.33 | \$ 2,710.48 | \$ 2,764.69 | \$ 2,819.98 |
| | HOURLY | \$ 31.3008 | \$ 31.9268 | \$ 32.5653 | \$ 33.2166 | \$ 33.8610 | \$ 34.5586 | \$ 35.2498 |
| 41 | ANNUAL | \$ 68,360.91 | \$ 69,728.13 | \$ 71,122.68 | \$ 72,545.14 | \$ 73,996.06 | \$ 75,475.98 | \$ 76,985.50 |
| | BIWEEKLY | \$ 2,629.27 | \$ 2,681.85 | \$ 2,735.49 | \$ 2,790.20 | \$ 2,846.00 | \$ 2,902.92 | \$ 2,960.98 |
| | HOURLY | \$ 32.8658 | \$ 33.5231 | \$ 34.1936 | \$ 34.8775 | \$ 35.5750 | \$ 36.2865 | \$ 37.0123 |
| 42 | ANNUAL | \$ 71,778.95 | \$ 73,214.53 | \$ 74,678.81 | \$ 76,172.40 | \$ 77,695.84 | \$ 79,249.75 | \$ 80,834.75 |
| | BIWEEKLY | \$ 2,760.73 | \$ 2,815.94 | \$ 2,872.26 | \$ 2,929.71 | \$ 2,988.30 | \$ 3,048.07 | \$ 3,109.03 |
| | HOURLY | \$ 34.5091 | \$ 35.1993 | \$ 35.9033 | \$ 36.6213 | \$ 37.3538 | \$ 38.1008 | \$ 38.8629 |
| 43 | ANNUAL | \$ 75,367.92 | \$ 76,875.28 | \$ 78,412.79 | \$ 79,981.04 | \$ 81,580.66 | \$ 83,212.28 | \$ 84,876.52 |
| | BIWEEKLY | \$ 2,898.77 | \$ 2,956.74 | \$ 3,015.88 | \$ 3,076.19 | \$ 3,137.72 | \$ 3,200.47 | \$ 3,264.48 |
| | HOURLY | \$ 36.2346 | \$ 36.9593 | \$ 37.6985 | \$ 38.4524 | \$ 39.2215 | \$ 40.0059 | \$ 40.8060 |
| 44 | ANNUAL | \$ 79,136.31 | \$ 80,719.04 | \$ 82,333.41 | \$ 83,980.08 | \$ 85,659.68 | \$ 87,372.88 | \$ 89,120.32 |
| | BIWEEKLY | \$ 3,043.70 | \$ 3,104.58 | \$ 3,166.67 | \$ 3,230.00 | \$ 3,294.60 | \$ 3,360.50 | \$ 3,427.70 |
| | HOURLY | \$ 38.0463 | \$ 38.8072 | \$ 39.5834 | \$ 40.3750 | \$ 41.1825 | \$ 42.0062 | \$ 42.8463 |
| 45 | ANNUAL | \$ 83,093.13 | \$ 84,755.00 | \$ 86,450.09 | \$ 88,179.10 | \$ 89,942.69 | \$ 91,741.52 | \$ 93,576.36 |
| | BIWEEKLY | \$ 3,195.89 | \$ 3,259.81 | \$ 3,325.00 | \$ 3,391.50 | \$ 3,459.33 | \$ 3,528.52 | \$ 3,599.09 |
| | HOURLY | \$ 39.9486 | \$ 40.7476 | \$ 41.5625 | \$ 42.3938 | \$ 43.2417 | \$ 44.1065 | \$ 44.9886 |
| 46 | ANNUAL | \$ 87,247.79 | \$ 88,992.74 | \$ 90,772.60 | \$ 92,588.05 | \$ 94,439.81 | \$ 96,328.60 | \$ 98,255.18 |
| | BIWEEKLY | \$ 3,355.68 | \$ 3,422.80 | \$ 3,491.25 | \$ 3,561.08 | \$ 3,632.30 | \$ 3,704.95 | \$ 3,779.05 |
| | HOURLY | \$ 41.9461 | \$ 42.7850 | \$ 43.6407 | \$ 44.5135 | \$ 45.4038 | \$ 46.3118 | \$ 47.2381 |
| 47 | ANNUAL | \$ 91,610.17 | \$ 93,442.36 | \$ 95,311.22 | \$ 97,217.43 | \$ 99,161.78 | \$ 101,145.02 | \$ 103,167.92 |
| | BIWEEKLY | \$ 3,523.47 | \$ 3,593.94 | \$ 3,665.82 | \$ 3,739.13 | \$ 3,813.91 | \$ 3,890.19 | \$ 3,968.00 |
| | HOURLY | \$ 44.0433 | \$ 44.9242 | \$ 45.8227 | \$ 46.7392 | \$ 47.6739 | \$ 48.6274 | \$ 49.6000 |
| 48 | ANNUAL | \$ 96,190.69 | \$ 98,114.51 | \$ 100,076.78 | \$ 102,078.32 | \$ 104,119.89 | \$ 106,202.29 | \$ 108,326.33 |
| | BIWEEKLY | \$ 3,699.64 | \$ 3,773.64 | \$ 3,849.11 | \$ 3,926.09 | \$ 4,004.61 | \$ 4,084.70 | \$ 4,166.40 |
| | HOURLY | \$ 46.2455 | \$ 47.1704 | \$ 48.1138 | \$ 49.0761 | \$ 50.0576 | \$ 51.0588 | \$ 52.0800 |
| 49 | ANNUAL | \$ 101,000.23 | \$ 103,020.22 | \$ 105,080.63 | \$ 107,182.23 | \$ 109,325.88 | \$ 111,512.41 | \$ 113,742.66 |
| | BIWEEKLY | \$ 3,884.62 | \$ 3,962.32 | \$ 4,041.56 | \$ 4,122.39 | \$ 4,204.84 | \$ 4,288.94 | \$ 4,374.72 |
| | HOURLY | \$ 48.5578 | \$ 49.5290 | \$ 50.5195 | \$ 51.5299 | \$ 52.5605 | \$ 53.6117 | \$ 54.6840 |
| 50 | ANNUAL | \$ 106,050.27 | \$ 108,171.26 | \$ 110,334.66 | \$ 112,541.36 | \$ 114,792.19 | \$ 117,088.02 | \$ 119,429.80 |
| | BIWEEKLY | \$ 4,078.86 | \$ 4,160.43 | \$ 4,243.64 | \$ 4,328.51 | \$ 4,415.08 | \$ 4,503.39 | \$ 4,593.45 |
| | HOURLY | \$ 50.9857 | \$ 52.0054 | \$ 53.0455 | \$ 54.1064 | \$ 55.1886 | \$ 56.2923 | \$ 57.4182 |
| 51 | ANNUAL | \$ 111,352.75 | \$ 113,579.81 | \$ 115,851.41 | \$ 118,168.42 | \$ 120,531.80 | \$ 122,942.44 | \$ 125,401.29 |
| | BIWEEKLY | \$ 4,282.80 | \$ 4,368.45 | \$ 4,455.82 | \$ 4,544.94 | \$ 4,635.84 | \$ 4,728.56 | \$ 4,823.13 |
| | HOURLY | \$ 53.5350 | \$ 54.6057 | \$ 55.6978 | \$ 56.8117 | \$ 57.9480 | \$ 59.1069 | \$ 60.2891 |
| 52 | ANNUAL | \$ 116,920.37 | \$ 119,258.79 | \$ 121,643.96 | \$ 124,076.84 | \$ 126,558.38 | \$ 129,089.55 | \$ 131,671.33 |
| | BIWEEKLY | \$ 4,496.94 | \$ 4,586.88 | \$ 4,678.61 | \$ 4,772.19 | \$ 4,867.63 | \$ 4,964.98 | \$ 5,064.28 |
| | HOURLY | \$ 56.2117 | \$ 57.3360 | \$ 58.4827 | \$ 59.6523 | \$ 60.8454 | \$ 62.0623 | \$ 63.3035 |
| 53 | ANNUAL | \$ 122,766.41 | \$ 125,221.73 | \$ 127,726.16 | \$ 130,280.69 | \$ 132,886.30 | \$ 135,544.02 | \$ 138,254.90 |
| | BIWEEKLY | \$ 4,721.79 | \$ 4,816.22 | \$ 4,912.54 | \$ 5,010.80 | \$ 5,111.01 | \$ 5,213.23 | \$ 5,317.50 |
| | HOURLY | \$ 59.0223 | \$ 60.2028 | \$ 61.4068 | \$ 62.6349 | \$ 63.8876 | \$ 65.1654 | \$ 66.4687 |

2.00% GWI

818 Payscale Effective 6/25/2018
Employees Hired on/after 6/13/18- Tier 2

1.02

| GRADE | | 40 HOUR WORK WEEK | | | | | | |
|-------|----------|-------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |
| 40 | ANNUAL | \$ 58,169.33 | \$ 59,332.71 | \$ 60,519.37 | \$ 61,729.76 | \$ 62,964.36 | \$ 64,223.65 | \$ 65,508.13 |
| | BIWEEKLY | \$ 2,237.28 | \$ 2,282.03 | \$ 2,327.67 | \$ 2,374.22 | \$ 2,421.71 | \$ 2,470.14 | \$ 2,519.54 |
| | HOURLY | \$ 27.9660 | \$ 28.5253 | \$ 29.0959 | \$ 29.6778 | \$ 30.2713 | \$ 30.8768 | \$ 31.4943 |
| 41 | ANNUAL | \$ 61,077.79 | \$ 62,299.35 | \$ 63,545.33 | \$ 64,816.24 | \$ 66,112.58 | \$ 67,434.83 | \$ 68,783.53 |
| | BIWEEKLY | \$ 2,349.15 | \$ 2,396.13 | \$ 2,444.05 | \$ 2,492.93 | \$ 2,542.79 | \$ 2,593.65 | \$ 2,645.52 |
| | HOURLY | \$ 29.36 | \$ 29.95 | \$ 30.55 | \$ 31.16 | \$ 31.78 | \$ 32.42 | \$ 33.07 |
| 42 | ANNUAL | \$ 64,131.68 | \$ 65,414.32 | \$ 66,722.59 | \$ 68,057.05 | \$ 69,418.19 | \$ 70,806.55 | \$ 72,222.68 |
| | BIWEEKLY | \$ 2,466.60 | \$ 2,515.94 | \$ 2,566.25 | \$ 2,617.58 | \$ 2,669.93 | \$ 2,723.33 | \$ 2,777.80 |
| | HOURLY | \$ 30.83 | \$ 31.45 | \$ 32.08 | \$ 32.72 | \$ 33.37 | \$ 34.04 | \$ 34.72 |
| 43 | ANNUAL | \$ 67,338.28 | \$ 68,685.05 | \$ 70,058.75 | \$ 71,459.93 | \$ 72,889.12 | \$ 74,346.91 | \$ 75,833.85 |
| | BIWEEKLY | \$ 2,589.93 | \$ 2,641.73 | \$ 2,694.57 | \$ 2,748.46 | \$ 2,803.43 | \$ 2,859.50 | \$ 2,916.69 |
| | HOURLY | \$ 32.37 | \$ 33.02 | \$ 33.68 | \$ 34.36 | \$ 35.04 | \$ 35.74 | \$ 36.46 |
| 44 | ANNUAL | \$ 70,705.19 | \$ 72,119.30 | \$ 73,561.68 | \$ 75,032.91 | \$ 76,533.57 | \$ 78,064.25 | \$ 79,625.51 |
| | BIWEEKLY | \$ 2,719.43 | \$ 2,773.82 | \$ 2,829.30 | \$ 2,885.88 | \$ 2,943.60 | \$ 3,002.47 | \$ 3,062.52 |
| | HOURLY | \$ 33.99 | \$ 34.67 | \$ 35.37 | \$ 36.07 | \$ 36.79 | \$ 37.53 | \$ 38.28 |
| 45 | ANNUAL | \$ 74,240.46 | \$ 75,725.27 | \$ 77,239.77 | \$ 78,784.57 | \$ 80,360.27 | \$ 81,967.46 | \$ 83,606.81 |
| | BIWEEKLY | \$ 2,855.40 | \$ 2,912.51 | \$ 2,970.76 | \$ 3,030.18 | \$ 3,090.78 | \$ 3,152.59 | \$ 3,215.65 |
| | HOURLY | \$ 35.69 | \$ 36.41 | \$ 37.13 | \$ 37.88 | \$ 38.63 | \$ 39.41 | \$ 40.20 |
| 46 | ANNUAL | \$ 77,952.48 | \$ 79,511.53 | \$ 81,101.76 | \$ 82,723.80 | \$ 84,378.27 | \$ 86,065.83 | \$ 87,787.16 |
| | BIWEEKLY | \$ 2,998.17 | \$ 3,058.14 | \$ 3,119.30 | \$ 3,181.68 | \$ 3,245.32 | \$ 3,310.22 | \$ 3,376.43 |
| | HOURLY | \$ 37.48 | \$ 38.23 | \$ 38.99 | \$ 39.77 | \$ 40.57 | \$ 41.38 | \$ 42.21 |
| 47 | ANNUAL | \$ 81,850.10 | \$ 83,487.09 | \$ 85,156.84 | \$ 86,859.97 | \$ 88,597.17 | \$ 90,369.11 | \$ 92,176.50 |
| | BIWEEKLY | \$ 3,148.08 | \$ 3,211.04 | \$ 3,275.26 | \$ 3,340.77 | \$ 3,407.58 | \$ 3,475.73 | \$ 3,545.25 |
| | HOURLY | \$ 39.35 | \$ 40.14 | \$ 40.94 | \$ 41.76 | \$ 42.59 | \$ 43.45 | \$ 44.32 |
| 48 | ANNUAL | \$ 85,942.61 | \$ 87,661.47 | \$ 89,414.68 | \$ 91,202.98 | \$ 93,027.04 | \$ 94,887.59 | \$ 96,785.33 |
| | BIWEEKLY | \$ 3,305.49 | \$ 3,371.60 | \$ 3,439.03 | \$ 3,507.81 | \$ 3,577.96 | \$ 3,649.52 | \$ 3,722.51 |
| | HOURLY | \$ 41.32 | \$ 42.14 | \$ 42.99 | \$ 43.85 | \$ 44.72 | \$ 45.62 | \$ 46.53 |
| 49 | ANNUAL | \$ 90,239.75 | \$ 92,044.53 | \$ 93,885.43 | \$ 95,763.13 | \$ 97,678.39 | \$ 99,631.97 | \$ 101,624.61 |
| | BIWEEKLY | \$ 3,470.76 | \$ 3,540.17 | \$ 3,610.98 | \$ 3,683.20 | \$ 3,756.86 | \$ 3,832.00 | \$ 3,908.64 |
| | HOURLY | \$ 43.38 | \$ 44.25 | \$ 45.14 | \$ 46.04 | \$ 46.96 | \$ 47.90 | \$ 48.86 |
| 50 | ANNUAL | \$ 94,751.76 | \$ 96,646.78 | \$ 98,579.70 | \$ 100,551.30 | \$ 102,562.33 | \$ 104,613.56 | \$ 106,705.85 |
| | BIWEEKLY | \$ 3,644.30 | \$ 3,717.18 | \$ 3,791.53 | \$ 3,867.36 | \$ 3,944.70 | \$ 4,023.60 | \$ 4,104.07 |
| | HOURLY | \$ 45.55 | \$ 46.46 | \$ 47.39 | \$ 48.34 | \$ 49.31 | \$ 50.29 | \$ 51.30 |
| 51 | ANNUAL | \$ 99,489.32 | \$ 101,479.11 | \$ 103,508.70 | \$ 105,578.86 | \$ 107,690.44 | \$ 109,844.25 | \$ 112,041.14 |
| | BIWEEKLY | \$ 3,826.51 | \$ 3,903.04 | \$ 3,981.10 | \$ 4,060.73 | \$ 4,141.94 | \$ 4,224.78 | \$ 4,309.27 |
| | HOURLY | \$ 47.83 | \$ 48.79 | \$ 49.76 | \$ 50.76 | \$ 51.77 | \$ 52.81 | \$ 53.87 |
| 52 | ANNUAL | \$ 104,463.77 | \$ 106,553.06 | \$ 108,684.11 | \$ 110,857.80 | \$ 113,074.96 | \$ 115,336.46 | \$ 117,643.18 |
| | BIWEEKLY | \$ 4,017.84 | \$ 4,098.19 | \$ 4,180.16 | \$ 4,263.76 | \$ 4,349.04 | \$ 4,436.02 | \$ 4,524.74 |
| | HOURLY | \$ 50.22 | \$ 51.23 | \$ 52.25 | \$ 53.30 | \$ 54.36 | \$ 55.45 | \$ 56.56 |
| 53 | ANNUAL | \$ 109,686.98 | \$ 111,880.71 | \$ 114,118.33 | \$ 116,400.69 | \$ 118,728.70 | \$ 121,103.27 | \$ 123,525.34 |
| | BIWEEKLY | \$ 4,218.73 | \$ 4,303.10 | \$ 4,389.17 | \$ 4,476.95 | \$ 4,566.49 | \$ 4,657.82 | \$ 4,750.97 |
| | HOURLY | \$ 52.73 | \$ 53.79 | \$ 54.86 | \$ 55.96 | \$ 57.08 | \$ 58.22 | \$ 59.39 |

2.00% GWI

818 PAYSCALE EFFECTIVE 07-01-18
Employees Hired on/after 6/13/18- Tier 2

40 HOUR WORK WEEK

1.02

| GRADE | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |
|-------|----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 40 | ANNUAL | \$ 59,332.72 | \$ 60,519.36 | \$ 61,729.76 | \$ 62,964.36 | \$ 64,223.65 | \$ 65,508.12 | \$ 66,818.29 |
| | BIWEEKLY | \$ 2,282.03 | \$ 2,327.67 | \$ 2,374.22 | \$ 2,421.71 | \$ 2,470.14 | \$ 2,519.54 | \$ 2,569.93 |
| | HOURLY | \$ 28.5253 | \$ 29.0958 | \$ 29.6778 | \$ 30.2713 | \$ 30.8768 | \$ 31.4943 | \$ 32.1242 |
| 41 | ANNUAL | \$ 62,299.35 | \$ 63,545.34 | \$ 64,816.24 | \$ 66,112.57 | \$ 67,434.83 | \$ 68,783.53 | \$ 70,159.20 |
| | BIWEEKLY | \$ 2,396.13 | \$ 2,444.05 | \$ 2,492.93 | \$ 2,542.79 | \$ 2,593.65 | \$ 2,645.52 | \$ 2,698.43 |
| | HOURLY | \$ 29.9516 | \$ 30.5506 | \$ 31.1617 | \$ 31.7849 | \$ 32.4206 | \$ 33.0690 | \$ 33.7304 |
| 42 | ANNUAL | \$ 65,414.31 | \$ 66,722.60 | \$ 68,057.05 | \$ 69,418.19 | \$ 70,806.56 | \$ 72,222.68 | \$ 73,667.13 |
| | BIWEEKLY | \$ 2,515.93 | \$ 2,566.25 | \$ 2,617.58 | \$ 2,669.93 | \$ 2,723.33 | \$ 2,777.80 | \$ 2,833.35 |
| | HOURLY | \$ 31.4492 | \$ 32.0782 | \$ 32.7197 | \$ 33.3741 | \$ 34.0416 | \$ 34.7224 | \$ 35.4169 |
| 43 | ANNUAL | \$ 68,685.05 | \$ 70,058.76 | \$ 71,459.93 | \$ 72,889.12 | \$ 74,346.90 | \$ 75,833.85 | \$ 77,350.53 |
| | BIWEEKLY | \$ 2,641.73 | \$ 2,694.57 | \$ 2,748.46 | \$ 2,803.43 | \$ 2,859.50 | \$ 2,916.69 | \$ 2,975.02 |
| | HOURLY | \$ 33.0217 | \$ 33.6821 | \$ 34.3557 | \$ 35.0428 | \$ 35.7437 | \$ 36.4586 | \$ 37.1878 |
| 44 | ANNUAL | \$ 72,119.30 | \$ 73,561.69 | \$ 75,032.91 | \$ 76,533.57 | \$ 78,064.24 | \$ 79,625.53 | \$ 81,218.02 |
| | BIWEEKLY | \$ 2,773.82 | \$ 2,829.30 | \$ 2,885.88 | \$ 2,943.60 | \$ 3,002.47 | \$ 3,062.52 | \$ 3,123.77 |
| | HOURLY | \$ 34.6727 | \$ 35.3662 | \$ 36.0735 | \$ 36.7950 | \$ 37.5309 | \$ 38.2815 | \$ 39.0471 |
| 45 | ANNUAL | \$ 75,725.27 | \$ 77,239.78 | \$ 78,784.56 | \$ 80,360.26 | \$ 81,967.48 | \$ 83,606.81 | \$ 85,278.95 |
| | BIWEEKLY | \$ 2,912.51 | \$ 2,970.76 | \$ 3,030.18 | \$ 3,090.78 | \$ 3,152.60 | \$ 3,215.65 | \$ 3,279.96 |
| | HOURLY | \$ 36.4064 | \$ 37.1345 | \$ 37.8772 | \$ 38.6347 | \$ 39.4074 | \$ 40.1956 | \$ 40.9995 |
| 46 | ANNUAL | \$ 79,511.53 | \$ 81,101.76 | \$ 82,723.80 | \$ 84,378.27 | \$ 86,065.84 | \$ 87,787.15 | \$ 89,542.90 |
| | BIWEEKLY | \$ 3,058.14 | \$ 3,119.30 | \$ 3,181.68 | \$ 3,245.32 | \$ 3,310.22 | \$ 3,376.43 | \$ 3,443.96 |
| | HOURLY | \$ 38.2267 | \$ 38.9912 | \$ 39.7711 | \$ 40.5665 | \$ 41.3778 | \$ 42.2054 | \$ 43.0495 |
| 47 | ANNUAL | \$ 83,487.10 | \$ 85,156.83 | \$ 86,859.97 | \$ 88,597.17 | \$ 90,369.11 | \$ 92,176.49 | \$ 94,020.03 |
| | BIWEEKLY | \$ 3,211.04 | \$ 3,275.26 | \$ 3,340.77 | \$ 3,407.58 | \$ 3,475.74 | \$ 3,545.25 | \$ 3,616.15 |
| | HOURLY | \$ 40.1380 | \$ 40.9408 | \$ 41.7596 | \$ 42.5948 | \$ 43.4467 | \$ 44.3156 | \$ 45.2019 |
| 48 | ANNUAL | \$ 87,661.47 | \$ 89,414.70 | \$ 91,202.98 | \$ 93,027.04 | \$ 94,887.58 | \$ 96,785.34 | \$ 98,721.04 |
| | BIWEEKLY | \$ 3,371.59 | \$ 3,439.03 | \$ 3,507.81 | \$ 3,577.96 | \$ 3,649.52 | \$ 3,722.51 | \$ 3,796.96 |
| | HOURLY | \$ 42.1449 | \$ 42.9878 | \$ 43.8476 | \$ 44.7245 | \$ 45.6190 | \$ 46.5314 | \$ 47.4620 |
| 49 | ANNUAL | \$ 92,044.54 | \$ 93,885.42 | \$ 95,763.14 | \$ 97,678.39 | \$ 99,631.96 | \$ 101,624.61 | \$ 103,657.10 |
| | BIWEEKLY | \$ 3,540.17 | \$ 3,610.98 | \$ 3,683.20 | \$ 3,756.86 | \$ 3,832.00 | \$ 3,908.64 | \$ 3,986.81 |
| | HOURLY | \$ 44.2522 | \$ 45.1372 | \$ 46.0400 | \$ 46.9608 | \$ 47.9000 | \$ 48.8580 | \$ 49.8351 |
| 50 | ANNUAL | \$ 96,646.80 | \$ 98,579.72 | \$ 100,551.30 | \$ 102,562.32 | \$ 104,613.57 | \$ 106,705.83 | \$ 108,839.97 |
| | BIWEEKLY | \$ 3,717.18 | \$ 3,791.53 | \$ 3,867.36 | \$ 3,944.70 | \$ 4,023.60 | \$ 4,104.07 | \$ 4,186.15 |
| | HOURLY | \$ 46.4648 | \$ 47.3941 | \$ 48.3420 | \$ 49.3088 | \$ 50.2950 | \$ 51.3009 | \$ 52.3269 |
| 51 | ANNUAL | \$ 101,479.11 | \$ 103,508.70 | \$ 105,578.87 | \$ 107,690.43 | \$ 109,844.25 | \$ 112,041.14 | \$ 114,281.97 |
| | BIWEEKLY | \$ 3,903.04 | \$ 3,981.10 | \$ 4,060.73 | \$ 4,141.94 | \$ 4,224.78 | \$ 4,309.27 | \$ 4,395.46 |
| | HOURLY | \$ 48.7880 | \$ 49.7638 | \$ 50.7591 | \$ 51.7742 | \$ 52.8097 | \$ 53.8659 | \$ 54.9433 |
| 52 | ANNUAL | \$ 106,553.05 | \$ 108,684.12 | \$ 110,857.80 | \$ 113,074.95 | \$ 115,336.45 | \$ 117,643.19 | \$ 119,996.04 |
| | BIWEEKLY | \$ 4,098.19 | \$ 4,180.16 | \$ 4,263.76 | \$ 4,349.04 | \$ 4,436.02 | \$ 4,524.74 | \$ 4,615.23 |
| | HOURLY | \$ 51.2274 | \$ 52.2520 | \$ 53.2970 | \$ 54.3630 | \$ 55.4502 | \$ 56.5592 | \$ 57.6904 |
| 53 | ANNUAL | \$ 111,880.72 | \$ 114,118.33 | \$ 116,400.69 | \$ 118,728.70 | \$ 121,103.27 | \$ 123,525.34 | \$ 125,995.85 |
| | BIWEEKLY | \$ 4,303.10 | \$ 4,389.17 | \$ 4,476.95 | \$ 4,566.49 | \$ 4,657.82 | \$ 4,750.97 | \$ 4,845.99 |
| | HOURLY | \$ 53.7888 | \$ 54.8646 | \$ 55.9619 | \$ 57.0811 | \$ 58.2227 | \$ 59.3872 | \$ 60.5749 |

1.50% GWI

818 Payscale Effective 07-01-19
Employees Hired on/after 6/13/18- Tier 2

40 HOUR WORK WEEK

1.0150

| GRADE | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |
|-------|----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 40 | ANNUAL | \$ 60,222.71 | \$ 61,427.15 | \$ 62,655.71 | \$ 63,908.82 | \$ 65,187.00 | \$ 66,490.74 | \$ 67,820.57 |
| | BIWEEKLY | \$ 2,316.26 | \$ 2,362.58 | \$ 2,409.83 | \$ 2,458.03 | \$ 2,507.19 | \$ 2,557.34 | \$ 2,608.48 |
| | HOURLY | \$ 28.9532 | \$ 29.5323 | \$ 30.1229 | \$ 30.7254 | \$ 31.3399 | \$ 31.9667 | \$ 32.6060 |
| 41 | ANNUAL | \$ 63,233.84 | \$ 64,498.52 | \$ 65,788.48 | \$ 67,104.26 | \$ 68,446.36 | \$ 69,815.28 | \$ 71,211.59 |
| | BIWEEKLY | \$ 2,432.07 | \$ 2,480.71 | \$ 2,530.33 | \$ 2,580.93 | \$ 2,632.55 | \$ 2,685.20 | \$ 2,738.91 |
| | HOURLY | \$ 30.4009 | \$ 31.0089 | \$ 31.6291 | \$ 32.2617 | \$ 32.9069 | \$ 33.5650 | \$ 34.2363 |
| 42 | ANNUAL | \$ 66,395.52 | \$ 67,723.44 | \$ 69,077.90 | \$ 70,459.47 | \$ 71,868.65 | \$ 73,306.02 | \$ 74,772.14 |
| | BIWEEKLY | \$ 2,553.67 | \$ 2,604.75 | \$ 2,656.84 | \$ 2,709.98 | \$ 2,764.18 | \$ 2,819.46 | \$ 2,875.85 |
| | HOURLY | \$ 31.9209 | \$ 32.5593 | \$ 33.2105 | \$ 33.8747 | \$ 34.5522 | \$ 35.2433 | \$ 35.9481 |
| 43 | ANNUAL | \$ 69,715.33 | \$ 71,109.64 | \$ 72,531.83 | \$ 73,982.46 | \$ 75,462.11 | \$ 76,971.36 | \$ 78,510.79 |
| | BIWEEKLY | \$ 2,681.36 | \$ 2,734.99 | \$ 2,789.69 | \$ 2,845.48 | \$ 2,902.39 | \$ 2,960.44 | \$ 3,019.65 |
| | HOURLY | \$ 33.5170 | \$ 34.1873 | \$ 34.8711 | \$ 35.5685 | \$ 36.2799 | \$ 37.0055 | \$ 37.7456 |
| 44 | ANNUAL | \$ 73,201.09 | \$ 74,665.11 | \$ 76,158.40 | \$ 77,681.57 | \$ 79,235.20 | \$ 80,819.91 | \$ 82,436.29 |
| | BIWEEKLY | \$ 2,815.43 | \$ 2,871.74 | \$ 2,929.17 | \$ 2,987.75 | \$ 3,047.51 | \$ 3,108.46 | \$ 3,170.63 |
| | HOURLY | \$ 35.1928 | \$ 35.8967 | \$ 36.6146 | \$ 37.3469 | \$ 38.0938 | \$ 38.8557 | \$ 39.6328 |
| 45 | ANNUAL | \$ 76,861.15 | \$ 78,398.37 | \$ 79,966.33 | \$ 81,565.67 | \$ 83,196.99 | \$ 84,860.91 | \$ 86,558.13 |
| | BIWEEKLY | \$ 2,956.20 | \$ 3,015.32 | \$ 3,075.63 | \$ 3,137.14 | \$ 3,199.88 | \$ 3,263.88 | \$ 3,329.16 |
| | HOURLY | \$ 36.9525 | \$ 37.6915 | \$ 38.4454 | \$ 39.2143 | \$ 39.9986 | \$ 40.7985 | \$ 41.6145 |
| 46 | ANNUAL | \$ 80,704.20 | \$ 82,318.29 | \$ 83,964.65 | \$ 85,643.95 | \$ 87,356.82 | \$ 89,103.96 | \$ 90,886.04 |
| | BIWEEKLY | \$ 3,104.01 | \$ 3,166.09 | \$ 3,229.41 | \$ 3,294.00 | \$ 3,359.88 | \$ 3,427.08 | \$ 3,495.62 |
| | HOURLY | \$ 38.8001 | \$ 39.5761 | \$ 40.3676 | \$ 41.1750 | \$ 41.9985 | \$ 42.8384 | \$ 43.6952 |
| 47 | ANNUAL | \$ 84,739.41 | \$ 86,434.18 | \$ 88,162.87 | \$ 89,926.13 | \$ 91,724.65 | \$ 93,559.14 | \$ 95,430.33 |
| | BIWEEKLY | \$ 3,259.21 | \$ 3,324.39 | \$ 3,390.88 | \$ 3,458.70 | \$ 3,527.87 | \$ 3,598.43 | \$ 3,670.40 |
| | HOURLY | \$ 40.7401 | \$ 41.5549 | \$ 42.3860 | \$ 43.2337 | \$ 44.0984 | \$ 44.9804 | \$ 45.8800 |
| 48 | ANNUAL | \$ 88,976.39 | \$ 90,755.92 | \$ 92,571.02 | \$ 94,422.45 | \$ 96,310.90 | \$ 98,237.12 | \$ 100,201.86 |
| | BIWEEKLY | \$ 3,422.17 | \$ 3,490.61 | \$ 3,560.42 | \$ 3,631.63 | \$ 3,704.27 | \$ 3,778.35 | \$ 3,853.92 |
| | HOURLY | \$ 42.7771 | \$ 43.6327 | \$ 44.5053 | \$ 45.3954 | \$ 46.3033 | \$ 47.2294 | \$ 48.1740 |
| 49 | ANNUAL | \$ 93,425.21 | \$ 95,293.70 | \$ 97,199.59 | \$ 99,143.57 | \$ 101,126.44 | \$ 103,148.98 | \$ 105,211.96 |
| | BIWEEKLY | \$ 3,593.28 | \$ 3,665.14 | \$ 3,738.45 | \$ 3,813.21 | \$ 3,889.48 | \$ 3,967.27 | \$ 4,046.61 |
| | HOURLY | \$ 44.9160 | \$ 45.8143 | \$ 46.7306 | \$ 47.6652 | \$ 48.6185 | \$ 49.5909 | \$ 50.5827 |
| 50 | ANNUAL | \$ 98,096.50 | \$ 100,058.41 | \$ 102,059.56 | \$ 104,100.76 | \$ 106,182.78 | \$ 108,306.42 | \$ 110,472.57 |
| | BIWEEKLY | \$ 3,772.94 | \$ 3,848.40 | \$ 3,925.37 | \$ 4,003.88 | \$ 4,083.95 | \$ 4,165.63 | \$ 4,248.94 |
| | HOURLY | \$ 47.1618 | \$ 48.1050 | \$ 49.0671 | \$ 50.0484 | \$ 51.0494 | \$ 52.0704 | \$ 53.1118 |
| 51 | ANNUAL | \$ 103,001.29 | \$ 105,061.33 | \$ 107,162.55 | \$ 109,305.79 | \$ 111,491.91 | \$ 113,721.75 | \$ 115,996.20 |
| | BIWEEKLY | \$ 3,961.59 | \$ 4,040.82 | \$ 4,121.64 | \$ 4,204.07 | \$ 4,288.15 | \$ 4,373.91 | \$ 4,461.39 |
| | HOURLY | \$ 49.5199 | \$ 50.5103 | \$ 51.5205 | \$ 52.5509 | \$ 53.6019 | \$ 54.6739 | \$ 55.7674 |
| 52 | ANNUAL | \$ 108,151.34 | \$ 110,314.38 | \$ 112,520.66 | \$ 114,771.08 | \$ 117,066.50 | \$ 119,407.84 | \$ 121,795.98 |
| | BIWEEKLY | \$ 4,159.67 | \$ 4,242.86 | \$ 4,327.72 | \$ 4,414.27 | \$ 4,502.56 | \$ 4,592.61 | \$ 4,684.46 |
| | HOURLY | \$ 51.9958 | \$ 53.0358 | \$ 54.0965 | \$ 55.1784 | \$ 56.2820 | \$ 57.4076 | \$ 58.5558 |
| 53 | ANNUAL | \$ 113,558.93 | \$ 115,830.10 | \$ 118,146.70 | \$ 120,509.63 | \$ 122,919.82 | \$ 125,378.22 | \$ 127,885.79 |
| | BIWEEKLY | \$ 4,367.65 | \$ 4,455.00 | \$ 4,544.10 | \$ 4,634.99 | \$ 4,727.69 | \$ 4,822.24 | \$ 4,918.68 |
| | HOURLY | \$ 54.5956 | \$ 55.6875 | \$ 56.8013 | \$ 57.9373 | \$ 59.0961 | \$ 60.2780 | \$ 61.4836 |