COLLECTIVE BARGAINING AGREEMENT

THE STATE OF WASHINGTON

AND

COALITION
(AIAJ, AWP, FOP, FWOG, IAFF, IBEW, MMP, Teamsters 174, Teamsters 760, , TNG/CWA 37082, UA, UPW, WSNA, WSPCMA, WSPTA, WSPTSA)

EFFECTIVE
JULY 1, 2015 THROUGH JUNE 30, 2017

2015-2017

COALITON
2015-2017

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PREAMBLE

This Agreement is entered into by the State of Washington, referred to as the "Employer," and a coalition of all of the exclusive bargaining representatives described in Appendix A, "Coalition Exclusive Bargaining Representatives," who are subject to RCW 41.80.010 and represent fewer than a total of five hundred (500) employees each, referred to as the "Union."

If a new general government bargaining unit is certified by the Public Employment Relations Commission during the term of this Agreement and that exclusive bargaining representative represents fewer than a total of five hundred (500) employees, the terms of this Agreement will apply.

If a Coalition exclusive bargaining representative exceeds five hundred (500) members during the term of this Agreement, the Agreement will remain in full force and effect for that union until the expiration of the Agreement and negotiation of a successor Agreement.

ARTICLE 1
RECOGNITION CLAUSE

1.1 This Agreement covers the employees in the bargaining units described in Appendix A, "Bargaining Units Represented by the Coalition Exclusive Bargaining Representatives," but it does not cover any statutorily excluded positions or any positions excluded in Appendix A. The titles of the classifications listed in Appendix A are listed for descriptive purposes only.

1.2 If the Public Employment Relations Commission certifies a new bargaining unit in general government during the term of this Agreement and the exclusive bargaining representative represents fewer than a total of five hundred (500) employees, the terms of this Agreement will apply. The Employer agrees to enter into negotiations regarding mandatory subjects with the newly added group to discuss any bargaining unit specific concerns which are not addressed in this Agreement. The Employer shall provide copies of any agreement reached with that group to the remaining representatives.

1.3 The parties recognize that PERC has the exclusive authority to determine appropriate bargaining unit composition and exclusive representation.

ARTICLE 2
NON-DISCRIMINATION

2.1 Under this Agreement, neither party will discriminate against employees on the basis of religion, age, sex, marital status, race, color, genetic information, creed, national origin, political affiliation, military status, status as a veteran who has received an honorable discharge or been discharged with an honorable record, a disabled veteran or Vietnam era veteran, sexual orientation, any real or perceived sensory, mental or physical disability, or union activities. Bona fide occupational qualifications based on the above traits do not violate this Article.

2.2 Both parties agree that unlawful harassment will not be tolerated, including disparate treatment and hostile work environment on the basis of any of the categories listed in section 2.1.

2.3 Employees who feel they have been the subjects of discrimination are encouraged to discuss such issues with their supervisor or other management staff, or file a complaint in accordance with agency policy. In cases where an employee files both a grievance and an internal complaint regarding the alleged discrimination, the grievance process will be immediately suspended until the internal complaint process has been completed. Following completion of the internal complaint process, the Union may request the grievance process be continued. Such request must be made within seven (7) calendar days of the employee and the Union being notified in writing of the findings of the internal complaint.

2.4 Both parties agree that nothing in this Agreement will prevent the implementation of an approved affirmative action plan.

ARTICLE 3
BID SYSTEM

3.1 Applicability

A. This Article applies only to employees in the Master, Mates & Pilots (MM&P), Washington State Nurses Association (WSNA), Union of Physicians of Washington (UPW), Washington State Patrol Communication Manager's Association (WSPCMA), Affiliated Washington Pharmacists (AWP), International Association of Fire Fighters (IAFF), Teamsters Enforcement Sergeants (Section 3.15 only), and FWOG Enforcement Officers bargaining units (Section 3.15 only).

B. This Article does not apply to the filling of non-permanent, on-call, project or career seasonal positions.

C. The Employer will comply with the provisions of this Article prior to filling vacancies in accordance with Article 4, Filling of Vacancies.

3.2 Definitions

For purposes of this Article only, the following definitions apply:

A. Bid Positions
Positions filled as a result of a bid.

B. Bid System
A process allowing employees with permanent status to submit bids to other positions within their employing institution in the same job classification in which they currently hold permanent status or to a lower classification within the bargaining unit for which they have previously held status. A permanent part-time employee will be eligible to bid for full-time positions after completing one thousand and forty (1,040) hours of employment within the job classification. A permanent full-time employee will be eligible to bid to a part-time position in the same job classification in which he/she currently holds permanent status or to a lower classification within the bargaining unit for which they have previously held status. Exceptions to these parameters are noted herein.

C. Position
A particular combination of shifts and days off.

3.3 Components of a Bid

Bids shall indicate the employee's choice of shift, days off and job classification. Employees shall be responsible for the accuracy of their bids. Each bid shall remain active for a period of twelve (12) months from the date submitted by the employee.

3.4 Submittal, Withdrawal and Denial of Bids

Any bids submitted after the date a vacancy is considered to have occurred shall not be considered for that vacancy. Employees may withdraw their bids, in writing, at any time prior to the referral. An employee's bid request may be denied if the employee has documented attendance or performance problems or if he/she has not demonstrated he/she has the skills and abilities or licensing for that position as determined by Management.

A. MM&P

Bids will be submitted to the Marine Manager and upon receipt will be dated with a copy returned to the employee and the original maintained on file in the Marine Manager's Office.

B. IAFF

Bids will be submitted to the Fire Chief and upon receipt will be dated with a copy returned to the employee and the original maintained on file in the Fire Chief's Office.

C. WSNA

WSNA members may submit a bid during the first seven (7) days of the posting period.

3.5 New Positions or Reallocated Positions

When a new position is established or a current vacant position is changed, the Employer will post the position for seven (7) calendar days if the combination of shift and days off does not currently exist.

3.6 Vacancy

For purposes of this Article, a vacancy occurs when:

A. An employee notifies management, in writing, that he/she intends to vacate his/her position; or

B. Management notifies an employee, in writing, that the employee will be removed from his/her position.

C. Masters, Mates and Pilots:

A position's assigned day(s) off change by one (1) or more days, or shift hours change by more than two (2) hours. In these cases, if the position is filled at the time of the change, the incumbent may elect to remain in the position. If the incumbent elects not to remain in the position, he/she may elect to assume a position currently occupied by an employee with less seniority than themselves within the same job classification providing they have demonstrated the skills and abilities or licensing for that position as determined by Management. This process shall continue until all bargaining unit positions are filled.

3.7 Awarding a Bid for Washington State Nurses Association (WSNA)

When a permanent vacancy occurs, the Employer shall determine if any employee has submitted a bid request for the shift and days off. Seniority shall prevail provided the employee has the skills and abilities necessary to perform the duties of the position.

3.8 Awarding a Bid for Masters, Mates and Pilots (MM&P)

When a permanent vacancy occurs, the Employer shall determine if any employee has submitted a bid request for the shift and days off. Seniority within the Marine Department shall prevail provided the employee has the skills and abilities necessary to perform the duties of the position.

3.9 Awarding a Bid for Union of Physicians of Washington (UPW)

When a permanent vacancy occurs, the Employer shall determine if any physician has submitted a bid for that particular opening. Management shall consider all bids according to seniority provided the physician has the skills and abilities necessary to perform the duties of the opening. Each senior physician considered, but not appointed, shall be notified in writing of the reasons why he/she was not appointed.

3.10 Awarding a Bid for Washington State Patrol Communication Manager's Association (WSPCMA)

When a permanent vacancy occurs, the Employer shall determine if any Communication Officer Manager (CO 4) has submitted a transfer request for that particular position. Management shall consider all requests in order of receipt provided the employee has the skills and abilities necessary to perform the duties of the position. Each employee considered, but not appointed, shall be notified in writing of the reasons why he/she was not appointed.

3.11 Awarding a Bid for International Association of Firefighters (IAFF)

When a permanent vacancy occurs, with the exception of position WV98 (working title Assistant Fire Chief), the Employer shall determine if any employee has submitted a bid request for the shift. Seniority within the Fire Dept shall prevail.

3.12 Awarding a Bid for Affiliated Washington Pharmacists (AWP)

When a permanent vacancy occurs, the Employer shall determine if any pharmacist has submitted a bid for that particular opening. Management shall consider all bids according to seniority provided the pharmacist has the skills and abilities necessary to perform the duties of the opening. Each senior pharmacist considered, but not appointed, shall be notified in writing of the reasons why he/she was not appointed.

3.13 Commitment Following an Award or Employee Refusal of a Bid

When an employee has been awarded a bid, or refuses an awarded bid, the employee will be prohibited from requesting other bids for a minimum of six (6) months. The six (6) month period will begin on the first day the employee is

assigned the new shift and/or days off. All other active bids the employee has on file will be removed from the bid system.

3.14 Reassignment from a Bid Position

Nothing in this Article shall preclude management's right to reassign an employee from his/her bid position to another position on a different shift or to a position with different days off, provided the employee is notified, in writing, of the reason(s) for the reassignment. Employees may request a reassignment into a position regardless of bid eligibility status.

3.15 Department of Fish and Wildlife – Enforcement Division Sergeants and Officers

A. Openings will be posted via department intranet and e-mail for a period of not less than fourteen (14) calendar days. Eligible employees may bid on openings during the posting period. Eligible employees are defined as those who hold permanent status in the level of the bid position. Employees without permanent status in the level of the bid position may bid only: (a) when there are no permanent status bids, and (b) when it is deemed beneficial to the program by the Chief.

B. If a new or vacant position is to be filled, time in grade will prevail provided the employee has the basic skills and abilities necessary to perform the duties of the specific position. Time in grade includes all non-permanent, probationary, trial service and permanent time in the employee's job classification within the Department of Fisheries, Department of Game/Wildlife, and Department of Fish and Wildlife.

An employee's bid request may be turned down if the employee has had documented performance problems of an on-going nature within the past two (2) years.

C. Employees who are awarded a bid will fill the position thirty (30) calendar days following the notification of selection. Sergeants will be paid travel in accordance with Article 22, Travel, with prior written approval by the Chief or designee.

D. Employees will have a ninety (90) calendar day period to establish a permanent residence after filling the bid.

Sergeants must establish a permanent residence within thirty five (35) miles of the detachment office and within their assigned detachment boundaries. In the event the Department relocates a detachment office that increases the mileage from a Sergeant's current residence, the Sergeant will not be required to relocate. In the event the Department has not established a detachment office, a Sergeant may use his/her residence as the office. The Department shall establish a clearly defined geographical area within which a Sergeant must establish a permanent residence.

Officers must establish a permanent residence within twenty (20) miles of the legal boundary of the city and within the boundaries of the detachment as designated by the Department during the bid process The Chief or designee will select a city or town from which the mile limit will be measured. The Employer will not pay for any moving expenses related to employee requested moves.

E. Permanent residence is defined as where an employee physically lives or physically resides. The methods normally used to determine residency will be as follows:

1. Mailing address;
2. Utility and service bills;
3. Residence, rental or ownership agreement; and
4. Telephone number.

F. The parties agree that the permanent residence will be the official duty station.

G. Employees Assigned to Headquarters

For employees assigned to headquarters, Natural Resource Building, 1111 Washington Street SE, Olympia, WA, commute time will not be considered work time unless the time is part of a response to an enforcement action taken diving to or from headquarters.

H. Hardship Transfers

For purposes of this Article, a hardship transfer is defined as a medical or safety-threatening situation causing specific loss or suffering to an employee or the employee's spouse, children, parents, or spouse's parents. This provision includes stepchildren and stepparents. Employees who have a hardship may request a hardship transfer to a vacant or new position. Requests for hardship will be submitted to the Union. Those supported by the Union will be forwarded with a written record of support, including the original employee request and all supporting documentation, to the Appointing Authority/Chief for consideration. The Appointing Authority/Chief's decision on the request for a hardship transfer will be final and is not subject to the grievance procedure.

I. Measuring Distance for Residency Compliance

The Internet program MapQuest.com (fastest route) will be the official measurement of the distance from the boundary of the assigned geographic area, or from the detachment office or duty station, to the employee's residence. If MapQuest.com does not recognize a street name or address, the employee will be responsible for finding the nearest address that MapQuest.com does recognize and then driving the remaining

distance with the supervisor to determine whether the residence is within the mileage limitations.

The mileage determination on MapQuest.com will not contain water (ferry) miles, airline, straight line or any other method of mileage measurement other than all season, paved, maintained streets recognized by MapQuest.com that are generally open, passable, and available to be used by employees to travel to and from their duty station.

ARTICLE 4
FILLING OF VACANCIES

4.1 The Employer will determine when a position will be filled, the type of appointment to be used when filling the position, and the skills and abilities necessary to perform the duties of the specific position within a job classification that is being filled. If the Employer intends to convert a position which results in it no longer being in the bargaining unit, the Employer will fulfill its obligation to bargain. Only those candidates who have the position-specific skills and abilities required to perform the duties of the vacant position will be referred for further consideration by the employing agency.

4.2 An agency's internal layoff list will consist of employees who have elected to place their name on the layoff list through Article 35, Layoff and Recall, of this Agreement and are confined to each individual agency.

4.3 The statewide layoff list will consist of employees who have elected to place their name on the statewide layoff list in accordance with WAC 357-46-080.

4.4 A promotional candidate is defined as an employee who has completed the probationary period within a permanent appointment and has attained permanent status within the Agency.

4.5 A transfer candidate is defined as an employee in permanent status in the same classification as the vacancy within the Agency.

4.6 A voluntary demotion candidate is defined as an employee in permanent status moving to a class in a lower salary range maximum within the Agency.

4.7 When filling a vacant position with a permanent appointment, candidates will be certified for further consideration in the following manner:

A. The most senior candidate on the Agency's internal layoff list with the required skills and abilities who has indicated an appropriate geographic availability will be appointed to the position.

B. If there are no names on the internal layoff list, the Agency will certify up to twenty (20) candidates for further consideration. Up to seventy-five percent (75%) of those candidates will be statewide layoff, agency promotional, internal transfers, and agency voluntary demotions. All

candidates certified must have the position-specific skills and abilities to perform the duties of the position to be filled. If there is a tie for the last position on the certification for either promotional or other candidates, the Agency may consider up to ten (10) additional tied candidates. The Agency may supplement the certification with additional tied candidates and replace other candidates who waive consideration with like candidates from the original pool.

C. Employees in the General Government Transition Pool Program who have the skills and abilities to perform the duties of the vacant position may be considered along with all other candidates who have the skills and abilities to perform the duties of the position.

D. If the certified candidate pool does not contain at least three (3) affirmative action candidates, the Agency may add up to three (3) affirmative action candidates to the names certified for the position.

E. When recruiting for multiple positions, the Agency may add an additional five (5) agency candidates and five (5) other candidates to the certified list for each additional position.

ARTICLE 5
HIRING AND APPOINTMENTS

5.1 Filling Positions

The Employer will determine when a position will be filled, the recruitment process that will be utilized, the type of appointment to be used when filling the position, and the skills and abilities necessary to perform the duties of the specific position within a job classification. When recruiting for a permanent bargaining unit appointment, the recruitment announcement will be open for a minimum of seven (7) calendar days.

A. <u>IBEW/UA</u>

Recruitment announcements will remain open for a minimum of fourteen (14) calendar days for the following job classifications:

1. Electrical Construction Field Supervisor/Technical Specialist;
2. Electrical Construction Inspector/Electrical Construction Inspector Lead;
3. Electrical Plans Examiner;
4. Compliance Specialty Supervisor;
5. Specialty Compliance Technical Specialist;
6. Construction Compliance Inspector; and
7. Factory and Mobile Home Plans Examiner.

B. <u>IBEW</u>

Posted permanent positions may be filled after a minimum of three (3) qualified applicants, if available, have participated in the hiring process.

C. IAFF

When position WV98 (working title Assistant Fire Chief) becomes vacant, Fire Captains who apply will be interviewed for the opening. Each Fire Captain interviewed, but not appointed, shall be notified in writing of the reasons why they were not appointed.

5.2 Internal Movement – Permanent Employees

A. Prior to certifying candidates in accordance with Article 4, Filling of Vacancies, an Appointing Authority may grant an administrative transfer, voluntary demotion or elevation within an agency as long as the permanent employee has the skills and abilities required to perform the duties of the position. Employees desiring a transfer, voluntary demotion or elevation will initiate a request in writing, and appointing authorities will consider these individuals for an opening. Candidates interviewed will be notified of the hiring decision. This subsection does not apply to those positions that have a required bid system established in accordance with Article 3, Bid System.

B. For LNI only, when an internal transfer is granted, employees who previously held permanent status in the location and job classification for which they are applying, and had been displaced by the layoff process outlined in Article 35, shall be granted the transfer unless there are documented performance or attendance issues which disqualify them as a viable candidate. If more than one (1) candidate has the skills and abilities required to perform the duties of the position, then the most senior candidate shall be granted the position. This section applies only to employees that have been displaced by the layoff process during 2009-2011 and 2011-2013 biennia.

5.3 Permanent Status

An employee will attain permanent status in a job classification upon his/her successful completion of a probationary, trial service or transition review period.

5.4 Types of Appointment

A. Non-Permanent

1. The Employer may make non-permanent appointments. A non-permanent appointee must have the skills and abilities required for the position. When the employer converts a non-permanent appointment to a permanent appointment, the employee will serve a probationary or trial service period.

2. An employee with permanent status may accept a non-permanent appointment. At least fourteen (14) calendar days prior to accepting the appointment, the employee must notify his/her current Appointing Authority of the intent to accept a non-permanent appointment. Upon notification of the employee's intent, the employee's permanent agency will notify the employee, in writing, of any return rights to the Agency and the duration of

those return rights. At a minimum, the Agency must provide the employee access to the Agency's internal layoff list. After receipt of this notification the employee may elect to accept or turn down the appointment offer.

3. The Employer may end a non-permanent appointment at any time by giving one (1) working day's notice to the employee, however if practicable, the Employer may provide more than one (1) working day's notice. Non-permanent appointments normally will not exceed twenty-four (24) consecutive months in duration.

B. On-Call Employment

The Employer may fill a position with an on-call appointment where the work is intermittent in nature, is sporadic and it does not fit a particular pattern. The Employer may end on-call employment at any time by giving one (1) day's notice to the employee.

1. WSNA

Registered Nurses employed as on-call employees shall be available for at least four (4) full shifts per month. The availability for these shifts must be submitted to the employer at least one month prior to the schedule being posted. This does not entitle on-call employees to work a minimum number of shifts in any given month.

C. In-Training Employment

1. The Employer may designate specific positions, groups of positions, or all positions in a job classification or series as in-training. The Employer will document the training program, including a description and length of the program.

2. A candidate who is initially hired into an in-training position must successfully complete the job requirements of the appointment. The Employer may separate from state service, any employee who has completed the probationary period for an in-training appointment but does not successfully complete the subsequent trial service periods required by the in-training program. Employees who are not successful may be separated at any time with three (3) working day's notice from the Employer.

3. An employee with permanent status who accepts an in-training appointment will serve a trial service period or periods, depending on the requirements of the in-training program. The Employer may revert an employee who does not successfully complete the trial service period or periods at any time with three (3) working day's notice. The employee's reversion right will be to the job classification that the employee held permanent status in prior to

his/her in-training appointment, in accordance with Subsection 5.5 B of this Article.

4. A trial service period may be required for each level of the in-training appointment, or the entire in-training appointment may be designated as the trial service period. The Employer will determine the length of the trial service period or periods to be served by an employee in an in-training appointment.

5. If a trial service period is required for each level of the in-training appointment, the employee will attain permanent status upon successful completion of the training program at each level.

6. If the entire in-training program—meaning all levels within the in-training appointment—is designated as a trial service period, the employee will attain permanent status upon successful completion of the training requirements for the entire in-training program.

D. Project Employment

1. The Employer may appoint employees into project positions for which employment is contingent upon state, federal, local, grant, or other special funding of specific and of time-limited duration. The Employer will notify the employees, in writing, of the expected ending date of the project employment.

2. Employees who have entered into project employment without previously attaining permanent status will serve a probationary period. Employees will gain permanent project status upon successful completion of their probationary period.

   Employees with permanent project status will serve a trial service period when they:

   a. Promote to another job classification within the project; or

   b. Transfer or voluntarily demote within the project to another job classification in which they have not attained permanent status.

3. The Employer may consider project employees with permanent project status for transfer, voluntary demotion, or promotion to non-project positions. Employees will serve a trial service period upon transfer, voluntary demotion, or promotion to a non-project position in a job classification that the employees have not previously attained permanent status in.

4. When the Employer converts a project appointment into a permanent appointment, the employee will serve a probationary or

trial service period, unless a permanent project employee has already completed the probationary period for that classification.

5. The layoff and recall rights of project employees will be in accordance with the provisions in Article 35, Layoff and Recall.

E. Seasonal Career Employment

1. The Employer may make seasonal career appointments that are cyclical in nature, recur at the same agency at approximately the same time each year, and last for a minimum of five (5) months but are less than twelve (12) months in duration during any consecutive twelve (12) month period.

2. Upon completion of a twelve (12) month probationary period completed in consecutive seasons at the same agency, employees in seasonal career employment will assume the rights of employees with permanent status.

3. The layoff and recall rights of seasonal career employees will be in accordance with the provisions in Article 35, Layoff and Recall.

F. Terminations during probationary periods, non-permanent appointments, or reversions of trial service periods are not subject to the grievance procedure in Article 31.

5.5 Review Periods

A. Probationary Period

1. Every part-time and full-time employee, following his/her initial appointment to a permanent position, will serve a probationary period of twelve (12) consecutive months (except that AWP, UPW, WSNA, AIAJ, CWA, WSPTA and WSPSTA will serve a probationary period of six (6) consecutive months, which may be extended by the Employer for written, performance-based reasons to no more than twelve (12) consecutive months.)

2. The Employer may separate a probationary employee at any time during the probationary period. The employer will provide the employee five (5) working days' notice prior to the effective date of the separation. The day that notification is given is considered the first day of notice. If the Employer fails to provide five (5) working days' notice, the separation will stand and the employee will be entitled to payment of salary for up to five (5) working days, which the employee would have worked had notice been given. Under no circumstances will notice deficiencies result in an employee gaining permanent status. The separation of the probationary employee will not be subject to the grievance procedure in Article 31.

3. The Employer will extend an employee's probationary period, on a day-for-a-day basis, for any day(s) or hours rounded to equivalent days that the employee is on leave without pay, sick leave or shared leave, except for leave taken for military service.

4. An employee who transfers or is promoted prior to completing his/her initial probationary period will serve a new probationary period. The length of the new probationary period may be adjusted by the Appointing Authority for time already served in probationary status. In no case, however, will the total probationary period be less than as defined in Subsection A.1, above.

5. If the Employer converts the status of a non-permanent appointment to a permanent appointment, the incumbent employee will serve a probationary period. However, the Employer may credit time worked in a non-permanent appointment toward completion of a probationary period within the same job classification.

B. Trial Service Period

1. Except for those employees in an in-training appointment, all other employees with permanent status who are promoted, or who voluntarily accept a transfer or demotion into a job classification for which they have not previously attained permanent status, will serve a trial service period of six (6) consecutive months. The Employer may extend the trial service period to no more than twelve (12) consecutive months, provided the employee is given written, performance based reasons for the extension. The Employer agrees to notify the employee when it intends to extend the trial service period beyond six (6) months. The employee may choose to notify the union.

2. Any employee serving a trial service period will have his/her trial service period extended, on a day-for-day basis, for any day(s) that the employee is on leave without pay or shared leave, except for leave taken for military service.

3. An employee serving a trial service period may voluntarily revert to his/her former position within fifteen (15) days of the appointment, provided that the position has not been filled or an offer has not been made to an applicant. With the Appointing Authority's approval, an employee serving a trial service period may voluntarily revert at any time to a funded permanent position in the same agency that is:

   a. Vacant or filled by a non-permanent employee and is within the employee's previously held job classification.

b. Vacant or filled by a non-permanent employee at or below the employee's previous salary range.

The reversion option, if any, will be determined by the Employer using the order listed above. In both (a) and (b) above, the Employer will determine the position the employee may revert to and the employee must have the skills and abilities required for the position.

4. With a minimum three (3) days written notice by the Employer, an employee who does not successfully complete his/her trial service period has the right to revert to a position, if available, in the same agency that is:

a. Vacant or filled by a non-permanent employee and is within the employee's previously held job classification; or

b. Vacant or filled by a non-permanent employee at or below the employee's previous salary range.

In both (a) and (b) above, the Employer will determine the position the employee may revert to and the employee must have the skills and abilities required for the position.

5. Any unsuccessful employee who has no reversion options may request that his/her name be placed on the Agency's internal layoff list and into the General Government Transition Pool Program for positions in job classifications where he/she had previously attained permanent status.

6. The reversion of employees who are unsuccessful during their trial service period is not subject to the grievance procedure in Article 31.

ARTICLE 6
PERFORMANCE EVALUATION

6.1 Objective

The performance evaluation process gives supervisors an opportunity to discuss performance goals and expectations with their employees, assess and review their performance with regard to those goals and expectations, and provide support to employees in their professional development, so that skills and abilities can be aligned with agency requirements. It is the responsibility of the supervisor to complete the employee's evaluation.

6.2

A. Employee work performance will be evaluated prior to the completion of his or her probationary and trial service periods and at least annually thereafter. Immediate supervisors will meet with employees at the start of their review period to discuss performance goals and expectations. Employees will receive copies of their performance goals and expectations as well as notification of any modifications made during the review period.

B. The performance evaluation process will include, but not be limited to, a performance evaluation on forms used by the Employer, the employee's signature or electronic acknowledgment of the forms, and any comments by the employee. A copy of the performance evaluation will be provided to the employee at the time of the review. If the need arises, the reviewer (typically the second line supervisor) may function as a mediator upon the request of either the supervisor or the employee. The employee has the right to submit a written rebuttal to the content of the evaluation. The completed and signed/acknowledged performance evaluation forms, including the employee's comments, will be maintained in the employee's personnel file.

C. To recognize employee accomplishments and address performance issues in a timely manner, discussions between the employee and supervisor will occur throughout the evaluation period. Performance problems will be brought to the attention of the employee to give the employee the opportunity to correct the behavior. Such discussions will be documented in the supervisor's file. Nothing in this section is intended to limit the ability of the Employer to take corrective or disciplinary action pursuant to the terms of Article 30 herein.

D. The evaluation process is subject to the grievance procedure. The specific content of performance evaluations are not subject to the grievance procedure in Article 31.

ARTICLE 7
HOURS OF WORK

7.1 Definitions

A. Full-time Employees
Employees who are scheduled to work an average of forty (40) hours per workweek.

B. Law Enforcement Employees
Employees who work in positions that meet the law enforcement criteria of Section 7 (k) of the Fair Labor Standards Act (FLSA).

C. Part-time Employees

Employees who are scheduled to work less than an average of forty (40) hours per workweek.

D. Workday

One of seven (7) consecutive, twenty-four (24) hour periods in a workweek.

E. Work Schedules

The number of days and hours an employee is scheduled to work in a workweek as established by the Employer in order to meet business and customer service needs, as long as the work schedules meet federal and state laws and Executive Order 14-02.

F. Work Shift

The hours an employee is scheduled to work each workday in a workweek.

G. Workweek

Workweeks will normally begin at 12:00 a.m. on Sunday and end at 12:00 midnight the following Saturday.

1. WSNA

Workweeks will normally consist of forty (40) hours in a seven (7) day workweek, which will normally consist of five (5) workdays followed by two (2) consecutive days off or eighty (80) hours in a fourteen (14) day work period.

2. MM&P

Workweek will be defined as seven (7) consecutive days commencing on the employee's first day of work and concluding with either two (2) or three (3) consecutive days off, depending on the employee's shift.

The current schedule configurations will be deemed to conform to this Section.

3. IBEW/UA

a. The workweek shall normally consist of forty (40) hours scheduled between Monday and Friday. Employees shall normally work five (5) consecutive days followed by two (2) consecutive days off. Alternative schedules will be allowed at the Employers discretion. Changes to current schedules will not be implemented without discussion with the union regarding the impact of that decision.

b. The ECORE and Compliance Team may be required to work a workweek and work schedule that does not begin at 12:00 a.m. on Sunday and end at 12:00 midnight the

following Saturday and which consists of five (5) consecutive workdays beginning on Monday followed by two (2) consecutive days off. However, members of the ECORE and Compliance Teams will have two (2) consecutive days off per week which will normally include one (1) weekend day. Alternative schedules will be allowed at the Employer's discretion and in accordance with Subsection 7.3 B of this Article.

4. FOP
The workweek is defined as Monday 12:00am through Sunday 11:59pm.

7.2 Determination

A. The Employer will designate and comply with, the Fair Labor Standards Act, regarding whether a position is overtime-eligible or overtime-exempt. In addition, the Employer will determine if an overtime-eligible position is a law-enforcement position, with or without an extended work period. The employee and Union will be notified in writing if a change in overtime-eligible status is made to a position.

B. MM&P
Except in emergency conditions, Management and the Union agree that no employee covered by the United States Coast Guard regulations will work more than twelve (12) hours in a consecutive twenty-four (24) hour period.

C. IAFF – Employees of the McNeil Island Fire Department

1. The regular work schedule for full-time overtime eligible firefighters will be one hundred and ninety two (192) hours in a twenty-seven (27) day work period. The Employer may adjust the work schedule with prior notice to the employees.

2. Employees will normally be scheduled to work twenty-four consecutive hour shifts.

3. Employees working twenty-four (24) hour shifts will not work more than forty-eight (48) consecutive hours if a total of eight (8) hours sleep time has not been available during each twenty-four (24) hour periods.

4. Employees will not work more than seventy-two (72) consecutive hours.

5. Employees who are required to work in excess of forty-eight (48) consecutive hours will not be required to return to work until they have had at least twelve (12) hours off duty.

6. Employees may exchange full shifts for positions in which they are qualified in accordance with the following:

   a. Requests for shift exchanges will be submitted on appropriate DSHS forms, seven (7) calendar days in advance of the exchange, when practicable.

   b. The requested shift exchange is voluntary, and is agreed to in writing by both employees, and approved in writing by the supervisor for exchange.

   c. Requested shift exchanges will be considered on a case by case basis.

   d. Employees will not submit requests for shift exchanges which would result in overtime.

   e. For shift exchanges that occur on an employee's designated holiday, the employee who is regularly scheduled to work on that holiday will receive the holiday compensation, regardless of who physically worked on that day.

D. UPW

Physicians are expected to work as many hours as necessary to accomplish their assignment or fulfill their core responsibilities. However, because DSHS has a unique situation that requires physicians to work hours over and above those necessary to accomplish their assignment and fulfill their core responsibilities, physicians will receive additional straight time pay at their regular rate of pay for working these "extra duty" hours.

"Extra Duty" is defined as work hours that are hours over and above those necessary to accomplish the physician's regular assignment and fulfill their core responsibility. These "extra duty" hours typically include covering hours/shifts not regularly assigned to any other physician, on-call work, covering patient loads due to vacancies or working hours that are not covered because of leave usage by the regularly assigned physician. When seeking to fill the extra duty hours, the Employer retains the right to assign any physician who has the appropriate skills and abilities required for the extra duty to create equitable distribution of work. Management will ask for volunteers for the extra duty, but retains the right to select any physician for the extra duty regardless of whether there are volunteers or not and retains the right to restrict the number of extra duty assignments that any one physician works.

E. AWP

Pharmacists are expected to work as many hours as necessary to accomplish and fulfill clinical or core responsibilities. Pharmacists assigned to perform work outside of their normal work hours or while in

standby status in order to accomplish their assignments and fulfill clinical responsibilities, will receive additional straight time pay at their regular rate of pay for actual work performed. The Employer will grant exchange time in lieu of straight time pay, upon mutual agreement between the Employer and the employee.

Pharmacists performing on-call work such as responding to phone calls, monitoring for new orders and awaiting physician responses shall be compensated for the time spent completing these tasks. Time submitted and approved will be paid on a straight time basis at the employee's regular rate of pay. The Employer will grant exchange time in lieu of straight time, upon mutual agreement between the Employer and employee.

F. Washington State Patrol CVEO

The regular work day for CVEO4s shall consist of eight (8) or ten (10) consecutive hours worked within a twenty-four (24) hour period.

7.3 Overtime-Eligible Employees (excluding law enforcement employees working 160 hours or 171 hours in a 28-day period and firefighters working 192 hours in a 27-day cycle)

A. Regular Work Schedules

The regular work schedule for overtime-eligible employees will not be more than forty (40) hours in a workweek, as defined above, with starting and ending times as determined by the requirements of the position. Part time employees will be paid at their regular rate for all hours worked up to forty (40) hours in the workweek.

WSNA

Monthly work schedules will be posted one (1) month in advance. Changes in regular monthly work schedules and days off will be posted one (1) week in advance when possible.

In scheduling work assignments, and under normal facility operations, employees will not be required to work more than sixteen (16) hours in a twenty-four (24) hour period. An employee will not be required to work overtime after working a regular shift prior to an approved vacation day.

B. Alternate Work Schedules

1. Employees may request adjustments to their regular schedule and supervisors will adjust work hours during a workday or workdays during a workweek providing business and customer needs are met and there are no documented performance or attendance concerns.

2. Workweeks and work shifts of different numbers of hours may be established for overtime-eligible employees in order to meet business and customer service needs, as long as the alternate work schedules meet federal and state laws.

3. Previously approved alternate work schedules may be permanently rescinded by the Employer if business and customer service needs are no longer being met, or if performance or attendance concerns occur. In such case, the Employer will provide notice to the employee with written confirmation to follow.

C. Temporary Schedule Changes

Employees' workweeks and/or work schedules may be temporarily changed with prior notice from the Employer. A temporary schedule change is defined as a change lasting thirty (30) calendar days or less. Overtime-eligible employees will receive three (3) calendar days' written notice of any temporary schedule change. The day that notification is given is considered the first day of notice. Adjustments in the hours of work of daily work shifts during a workweek do not constitute a temporary schedule change.

D. Permanent Schedule Changes

Employees' workweeks and work schedules may be permanently changed with prior notice from the Employer. Overtime-eligible employees will receive seven (7) calendar days' written notice of a permanent schedule change. The day notification is given is considered the first day of notice. Adjustments in the hours of work of daily work shifts during a workweek do not constitute a permanent schedule change. Changes in schedule subject to Article 3, Bid System, will be subject to the terms of that Article.

E. Emergency Schedule Changes

The Employer may adjust an overtime-eligible employee's workweek and work schedule without prior notice in emergencies. The employee will be paid callback pay in accordance with Article 41, Compensation, and overtime pay as applicable.

F. Employee-Requested Schedule Changes

Overtime-eligible employees' workweeks and work schedules may be changed at the employee's request and with the Employer's approval.

7.4 Overtime-Eligible Law Enforcement Employee Work Schedules Sergeants Only

The regular work schedule for full-time overtime-eligible law enforcement employees, who are receiving assignment pay for an extended work period, will not be more than one hundred and seventy-one (171) hours in thirteen (13) twenty-eight (28) day periods per year.

A. Sergeants will attend a monthly planning meeting scheduled by their immediate supervisor to identify, prioritize and plan upcoming workload issues and scheduled days off. A Sergeant's immediate supervisor may deny requests for scheduled days off to provide necessary supervision or

patrol priorities. The result of the meeting will be a draft twenty-eight (28) day regional plan.

B. Detachment Sergeants will take the resulting plan and meet with Detachment Officers prior to the beginning of the twenty-eight (28) day work period, as soon as possible, to schedule patrols and other assignments and to identify officers' days off, ensuring the regional plan will be accomplished. The resulting detachment plan will be forwarded to the Sergeant's immediate supervisor for review and final approval.

C. Sergeants will provide weekly updates to their immediate supervisor, to include deviations from the plan and anticipated changes for the upcoming week. Sergeants will manage their Detachments to accomplish the Agency mission, regional plans, detachment plans and emergent situations.

D. A "Scheduled Day Off" is defined as a day off during the upcoming twenty-eight (28) day period approved by the Sergeant's immediate supervisor. Prior to the beginning of the upcoming twenty-eight (28) day work period, Sergeants may identify eight (8) scheduled days off for said twenty-eight (28) day work period, normally two (2) days off per week. For the twenty-eight (28) day period, four (4) of the scheduled days off will be weekend days. The Sergeant's immediate supervisor may approve requests for additional weekend days. The Sergeant's immediate supervisor may deny the requests for scheduled days off in accordance with Subsection 7.4 A of this Article; however, the specific or personal needs of the Sergeants will be taken into consideration. When mutually agreed, changes to scheduled days off may be approved.

Work schedules may be changed on a temporary, permanent, emergency or employee-requested basis in accordance with Subsections 7.3 C through F, above.

E. Sick and annual leave taken will not exceed nine (9) hours in any twenty-four (24) hour period or forty-five (45) hours in any consecutive seven (7) day period. If leave is taken in conjunction with hours worked, the combination of hours worked and sick or annual leave taken will not exceed nine (9) hours in any twenty-four (24) hour period or forty-five (45) hours in any consecutive seven (7) day period. Exceptions to the rule described within Article 7.4 E may be approved by the Captain, or, in the Captain's absence, the Deputy Chief.

F. Each workday will include a thirty (30) minute paid meal period as near the middle of the workday as practical. Paid rest breaks shall consist of two (2) fifteen (15) minute periods, one during the first one-half (1/2) of the shift and one in the second one-half (1/2) of the shift. One of the fifteen (15) minute breaks may be combined with the lunch period for a total of forty five (45) minutes.

7.5 Overtime-Eligible Law Enforcement Employee Work Schedules Officers Only

A. Designated Work Period

The regular work schedule for full-time overtime-eligible law enforcement officers, who are receiving assignment pay for an extended work period, will not be more than one hundred and seventy-one (171) hours in thirteen (13) twenty-eight (28) day periods per year.

B. Planning Meeting

Bargaining unit members will attend and participate in a twenty-eight (28) day detachment or unit planning meeting scheduled by the supervisor. The detachment or unit will identify and prioritize detachment or unit work to determine methods, times, locations, and days off. Based on program needs, each supervisor has the authority to make final decisions necessary to plan and schedule the time, place and methods of the work to be performed by employees of his or her detachment or unit; however, supervisors will attempt to meet officers' personal needs. The result of the meeting will be a twenty-eight (28) day detachment or unit plan that will be forwarded to the Captain for final approval. The approved plan will be forwarded to regional staff and the appropriate emergency communication center(s).

C. Days Off

Officers will request days off as Scheduled Days Off (SDO) at the planning meeting. Supervisors may deny requests for days off to provide for and schedule patrol priorities. When the supervisor has approved requests for SDOs, they may be cancelled by the supervisor within seventy-two (72) hours' notice without incurring callback pay. If a SDO is cancelled with less than seventy-two (72) hours' notice, the Department will compensate the officer in accordance with Section 41.15 of Article 41, Compensation. Additional hours worked on a cancelled SDO will be compensated at the regular rate of salary and will be part of the normal one hundred seventy-one (171) hour work period. Officers wishing to change a SDO must also provide seventy-two (72) hours' notice to their supervisor. Approvals with shorter notice may be granted by mutual agreement between the supervisor and the officer. Cancellation of a SDO by the supervisor will not result in callback compensation. Officers that wish to adjust SDOs may request those changes in advance from their supervisor. Officers will normally work at least four (4) weekend days (Saturday or Sunday) each work period consistent with the twenty-eight (28) day detachment or unit plan as identified in subsection B of Article 7.5. Normally, four (4) of the SDOs in a twenty-eight (28) day period will be weekend days; however, supervisors may approve additional weekend days off. Non-weekend days off will be consecutive unless otherwise selected by the officer. Officers who do not participate in the planning process may have their days off unilaterally set by their supervisor.

D. Sick and Annual Leave

Sick and annual leave taken will not exceed nine (9) hours in any twenty-four (24) hour period or forty-five (45) hours in any consecutive seven (7) day period. If leave is taken in conjunction with hours worked, the combination of hours worked and sick or annual leave taken will not exceed nine (9) hours in any twenty-four (24) hour period or forty-five (45) hours in any consecutive seven (7) day period. Exceptions to the rule described within Article 7.5 D may be approved by the Sergeant, or, in the Sergeant's absence, the Captain or Deputy Chief.

E. Meal Periods

Each workday will include a thirty (30) minute paid meal period as near the middle of the workday as practical. Paid rest breaks shall consist of two (2) fifteen (15) minute periods, one during the first one-half (1/2) of the shift and one in the second one-half (1/2) of the shift. One of the fifteen (15) minute breaks may be combined with the lunch period for a total of forty five (45) minutes.

F. Bona Fide Emergency

A bona fide emergency is an unforeseen circumstance that requires immediate action by the officer. In the event of a bona fide emergency and when the officer's actual supervisor or designated supervisor (other Sergeants or the Captain) within the region is not available to grant approval, an officer may exercise discretion in determining the need to work time not previously designated on their schedule. Not later than the next working day the Officer will report to their actual or designated supervisor the nature of bona fide emergency justifying the schedule modification. Such modification may qualify for callback in accordance with Article 41.15.

7.6 Overtime-Eligible Law Enforcement Work Schedules, LCB Lieutenants Only

A. Work Period

The work period is one hundred sixty (160) hours in a twenty-eight (28) day period. Officers who work in excess of forty (40) hours in one (1) week shall adjust their schedule in a future work week within the work block to maintain an average of forty (40) hours per week.

7.7 Overtime-Eligible Unpaid Meal Periods

The Employer and the Union agree to unpaid meal periods that vary from and supersede the unpaid meal period requirements of WAC 296-126-092. Unpaid meal periods for employees working more than five (5) consecutive hours, if entitled, will be a minimum of thirty (30) minutes and will be scheduled as close to the middle of the work shift as possible. When an employee's unpaid meal period is interrupted by work duties, the employee will be allowed to resume his/her unpaid meal period following the interruption, if possible, to complete the unpaid meal period. In the event an employee is unable to complete the unpaid

meal period due to operational necessity, the employee will be entitled to compensation, which will be computed based on the actual number of minutes worked within the unpaid meal period. Meal periods may not be used for late arrival or early departure from work and meal and rest periods will not be combined.

Washington State Patrol Communication Managers Association (WSPCMA)
The normal workday shall consist of an eight (8) hour period which includes a thirty (30) minute paid lunch, as long as during the eight (8) hours employees remain at the Communication Center or conduct agency business. However, if they leave the Communication Center for lunch or if they are attending to any other Washington State Patrol (WSP) business that involves a lunch hour, then they shall work a nine (9) hour day with a one (1) hour unpaid lunch period.

7.8 Overtime-Eligible Paid Meal Periods and Rest Periods for Straight Shift Schedules

The Employer and the Union agree to paid meal periods that vary from and supersede the paid meal period requirements of WAC 296-126-092. Employees working straight shifts will be permitted to eat intermittently as time allows during their shifts while remaining on duty. Paid meal periods and rest periods for employees on straight shifts do not require relief from duty.

7.9 Overtime-Eligible Rest Periods

The Employer and the Union agree to rest periods that vary from and supersede the rest periods required by WAC 296-126-092. Employees will be allowed rest periods of fifteen (15) minutes for each one-half (1/2) shift of four (4) or more hours worked at or near the middle of each one-half (1/2) shift of four (4) or more hours. Rest periods do not require relief from duty. Rest periods may not be used for late arrival or early departure from work and rest and meal periods will not be combined.

7.10 Time Reporting

The Employer may require employees to accurately report time worked in accordance with a positive time reporting process as determined by the Agency.

7.11 Overtime-Exempt Employees

The Employer's policy for all overtime-exempt employees is as follows:

A. The Employer determines the products, services, and standards, which must be met by overtime-exempt employees.

B. Overtime-exempt employees are expected to work as many hours as necessary to accomplish their assignments or fulfill their responsibilities. Full-time overtime-exempt employees are expected to work a minimum of forty (40) hours in a workweek and part-time overtime-exempt employees are expected to work proportionate hours. Overtime-exempt employees may be required to work specific hours to provide services, when deemed necessary by the Employer.

C. The salary paid to overtime-exempt employees is full compensation for all hours worked, except:

1. All overtime-exempt employees will receive pay when required by the employer to work on a holiday, as identified in Article 11, Holidays at an additional rate of one and one-half (1-1/2) times the employee's salary for the time worked.

2. UPW
Compensation for physicians working "Extra Duty" as defined in Section 7.2 D will be given on an hour for hour straight time basis at their regular rate of pay for the time they are assigned to the extra duty. The physician may request exchange time in lieu of payment as compensation for the extra duty hours worked.

3. AWP
Work performed in accordance with Section 7.2 E will be compensated on an hour for hour straight time basis. The Employer will grant exchange time in lieu of straight time, upon mutual agreement between the Employer and the employee.

D. With approval of the Appointing Authority, overtime-exempt employees will accrue exchange time for hours worked in excess of the normal forty (40) hour workweek. Exchange time may be accrued at straight time to a maximum of eighty (80) hours. Exchange time has no cash value and cannot be transferred between agencies.

E. Exchange time will be used and scheduled in the same manner as vacation leave, as in Article 12, Vacation Leave. The Employer may schedule an employee to use his/her exchange time with seven (7) calendar days notice.

F. If they give notification and receive prior approval from the Employer, overtime-exempt employees may adjust their work hours. Employees are responsible for keeping management apprised of their schedules and their whereabouts.

G. Prior approval from the Employer for the use of paid or unpaid leave for absences of two (2) or more hours is required, except for unanticipated sick leave.

ARTICLE 8
OVERTIME

8.1 Definitions

A. Overtime

Overtime is defined as time that an overtime-eligible employee:

1. Works in excess of forty (40) hours per workweek (excluding law enforcement employees working one hundred and sixty (160) hours or one hundred seventy-one (171) hours in a 28-day period). This includes WSNA RN3 employees.

2. Works in excess of the employee's regular shift or works in excess of forty (40) hours in a workweek (For full-time MM&P, CWA,) and WSNA RN2 employees only).

3. Works in excess of one hundred and seventy-one (171) hours in a twenty-eight (28) day period and the employee is a law enforcement employee receiving assignment pay for an extended work period.

4. Works in excess of one-hundred and ninety-two (192) hours in a twenty-seven day cycle and the employee is an IAFF represented employee of the McNeil Island Fire Department approved for working twenty-four (24) hour shifts and covered under Section 7 (k) of the Fair Labor Standards Act (FLSA).

5. Works in excess of one hundred sixty (160) hours in twenty-eight (28) day period and the employee is a LCB law enforcement employee not receiving assignment pay for an extended work period.

B. Overtime Rate

In accordance with the applicable wage and hour laws, the overtime rate will be one and one-half (1-1/2) of an employee's regular rate of pay in one tenth (1/10th) hour increments. The regular rate of pay will not include any allowable exclusions.

C. Work

The definition of work, for overtime purposes only, includes:

1. All hours actually spent performing the duties of the assigned job;

2. Travel time required by the Employer during normal work hours from one work site to another or travel time outside the employee's normal work hours to a different work location that is greater than the employee's normal home-to-work travel time;

3. Vacation leave;

4. Sick leave;

5. Compensatory time;

6. Holidays; and

7. Any other paid time not listed below.

D. Work does **not** include:

1. Shared leave;
2. Leave without pay;
3. Additional compensation for time worked on a holiday; and
4. Time compensated as standby, call back, or any other penalty pay.

8.2 Overtime-Eligibility Compensation

Employees who are overtime-eligible will receive compensation under the following circumstances:

A. Employees who work more than forty (40) hours in a workweek will be compensated at the overtime rate. In accordance with Article 36, Management Rights, only the Employer has the authority to determine when overtime will be performed. This includes WSNA RN3 employees.

B. Full-time employees in the MM&P, CWA, and WSNA (RN2) bargaining units, who work in excess of the employee's regular shift or work in excess of forty (40) hours in a workweek.

C. An employee whose workweek is less than forty (40) hours will be paid at their regular rate of pay for all work performed up to forty (40) hours in a workweek and paid at the overtime rate for authorized work of more than forty (40) hours in a workweek.

D. Fish and Wildlife Enforcement Employees:

1. Overtime-eligible law enforcement employees, receiving assignment pay for an extended work period, who have prior approval and work in excess of one hundred and seventy-one (171) hours in a twenty-eight (28) day period, will be compensated at the overtime rate.

2. In the event of a bona fide emergency and when the employee's actual and designated supervisors are unavailable to grant approval, an employee may exercise discretion in determining the need to incur overtime. Not later than the next working day the employee will report to his/her actual or designated supervisor the nature of the bona fide emergency justifying overtime. A bona fide emergency is an unforeseen circumstance that requires immediate action by the employee.

E. IAFF – Employees of the McNeil Island Fire Department

Overtime eligible employees who work twenty-four (24) hour shifts and have prior approval and work in excess of one hundred ninety-two (192) hours in a twenty-seven (27) day period.

F. LCB/FOP

Overtime eligible law enforcement employees are eligible for overtime compensation when they work in excess of one hundred sixty (160) hours in a twenty-eight (28) day period and the employee is a law enforcement employee not receiving assignment pay of an extended work period.

G. Overtime Computation:

Computation of overtime will be rounded upward to the nearest one-tenth (1/10th) of an hour.

8.3 General Provisions

A. The Employer will determine whether work will be performed on regular work time or overtime, the number, the skills and abilities of the employees required to perform the work, and the duration of the work. The Employer will first attempt to meet its overtime requirements on a voluntary basis with qualified employees who are currently working. In the event there are not enough employees volunteering to work, the supervisor may require employees to work overtime unless prohibited by law.

B. If an employee was not offered overtime for which he/she was qualified, the employee will be offered the next available overtime opportunity for which he/she is qualified. Under no circumstances will an employee be compensated for overtime that was not worked. There will be no pyramiding of overtime.

C. WSNA

The Employer agrees to record each instance of voluntary and mandatory overtime including the shift, reason and nurse required to work. The employer will provide the information to WSNA each quarter.

8.4 Scheduling Overtime – MM&P and IAFF

A. Voluntary Overtime

Employees will be provided the opportunity to volunteer to work overtime. The opportunity shall be first provided to an eligible employee on shift. If no on-shift employee volunteers to work overtime, an eligible full-time employee who is off-shift shall be provided the opportunity, based on seniority. If no full time employee volunteers the Employer may offer the overtime to on-call employees. If there are no volunteers, mandatory overtime will be assigned to the employee with the least seniority who is eligible to work. The Marine employees must be eligible to work based on the limitations set forth by the U.S. Coast Guard.

B. Assignment of On-Call Employees

Management may assign on-call employees to work prior to offering or assigning overtime.

C. Shifting Boat

Boat crew members who are assigned (on the day that it is to occur) to shift boats from Steilacoom to McNeil Island, that requires starting early, will either receive the additional time at the overtime rate or may adjust their work schedule if mutually agreed to by the employee and the employer. Call back penalty is not authorized if the crew has already arrived at the dock house when the assignment is made.

D. Calls to Return to Work

When employees are required to return to work after completing a regular shift and are released prior to starting their next regular shift, they shall be paid at the overtime rate of pay.

E. Early Call Outs

Employees may be called out early, prior to commencing their regular shift, at the overtime rate of pay.

8.5 Scheduling Overtime – IBEW

Where there are known work activities that will require overtime, those overtime hours for assignments will be offered to full-time employees first based on seniority.

This sub-section is not intended to prohibit the Employer from hiring and assigning work to non-permanent employees.

8.6 Employers' Right to Assign

Nothing in this article precludes the Employer from utilizing an individual to complete a specific assignment or assigning work to an on-call or non-permanent employee prior to assigning overtime.

8.7 Compensatory Time for Overtime-Eligible Employees

A. Compensatory Time Eligibility

The Employer will grant compensatory time in lieu of cash payment for overtime to an overtime-eligible employee, upon agreement between the Employer and the employee. Compensatory time must be granted at the rate of one and one-half (1-1/2) hours of compensatory time for each hour of overtime worked.

B. Maximum Compensatory Time

All Employees except IAFF

Employees may accumulate no more than the maximum number of hours of compensatory time allowed under the federal Fair Labor Standards Act.

IAFF

Employees may accumulate no more than four hundred eighty (480) hours of compensatory time. IAFF members may accrue compensatory time throughout the biennium. The employee's compensatory time balance will be cashed out on the last day of the biennium or when the employee:

1. Leaves state service for any reason;
2. Transfers to a position in their agency with different funding sources; or
3. Transfers to another state agency

C. Compensatory Time Use

Employees must use compensatory time prior to using vacation leave, unless this would result in the loss of their vacation leave or the employee is using vacation leave for Domestic Violence Leave. Employees may use compensatory time for leave as required by the Domestic Violence Leave Act, RCW 49.76. Compensatory time must be used and scheduled in the same manner as vacation leave, as in Article 12, Vacation Leave. The Employer may schedule an employee to use his/her compensatory time with seven (7) calendar days' notice.

D. Compensatory Time Cash Out Except IAFF Employees

All compensatory time must be used by June 30th of each year. If compensatory time balances are not scheduled to be used by the employee by April of each year, the supervisor will contact the employee to review his/her schedule. The employee's compensatory time balance will be cashed out every June 30th or when the employee:

1. Leaves state service for any reason;
2. Transfers to a position in their agency with different funding sources; or
3. Transfers to another state agency.

ARTICLE 9
TRAINING AND EMPLOYEE DEVELOPMENT

9.1 The Employer and the Union recognize the value and benefit of education and training designed to enhance employees' abilities to perform their job duties. Training and employee development opportunities will be provided to employees in accordance with agency policies and available resources.

9.2 Participation in education and/or training programs required by the Employer, including travel, will be compensated as time worked. The Employer will pay for all required training as determined by agency policy.

9.3 The Employer may approve additional professional or technical training and/or education courses. Additional courses will normally include those that will enhance employees' technical proficiency and future performance. When

approved, the Agency will pay costs in accordance with agency policy. If an employee's request for training is denied, a reason for the denial shall be provided to the employee.

9.4 The Employer will provide or make available, and the employees will participate in, training approved by management in order to maintain their professional skills, standards and proficiencies as established by the Agency and their profession.

9.5 The Masters, Mates and Pilots, International Association of Fire Fighters, Teamsters Enforcement Sergeants, Fish and Wildlife Officers Guild, The Affiliated Washington Pharmacists, Association of Industrial Appeals Judges, and Union of Physicians of Washington bargaining unit employees will participate in agency provided or approved training to maintain agency required certification.

For AIAJ: The State will provide or approve CLE training to maintain expertise and licensing. Judges shall be allowed to suggest particular CLE programs to the Judicial Staff Training Committee for approval within the travel guidelines of the State. Travel and attendance will be considered work time.

9.6 Employees will not lose work time if approved to attend a professional conference. Travel and other expenses will be reimbursed in accordance with Article 22, Travel, of this Agreement.

9.7 MM&P

The Employer will establish a training plan for each Marine employee which will include required training based on the job duties. Upon approval, each Marine employee who successfully completes a Management required course, not already provided by the agency will be eligible for reimbursement. These courses may include, but not be limited to STCW, HAZWOPER, first aid, radar, bridge management, fire training and safety courses.

9.8 WSNA

The Department of Veteran's Affairs (DVA) will request continuing education approval recognition for appropriate DVA in-service programs. The parties recognize that because of the unique responsibilities of nurses, they must have the opportunity for substantial continuing education in order to provide quality service. Upon request and supervisory approval, nurses will be granted three (3) days, and may be granted up to ten (10) days per year to attend work-related professional training or CME courses. If it becomes necessary to deny a request, the nurse will be given priority consideration on their next request.

9.9 WSPCMA

The Washington State Patrol will pay for employees to belong to the Association of Public Safety Communications Officials International and to attend organization meetings on work time.

9.10 WSPTA/WSPSTA

As provided in the Washington State Patrol Regulation Manual, employer approved training shall be accomplished without loss in pay or benefits. The Employer shall provide training and certification in tower climbing/tower rescue to employees assigned tower climbing duties. The employer will provide snow cat/winter survival training to permanent Maintenance Mechanic 4 employees and the Law Enforcement Communications Systems Supervisor.

9.11 UPW

The Department of Social and Health Services will grant, upon request of the physician, up to eight (8) working days per year for travel to and attendance at continuing education courses necessary for the maintenance of a license that is relevant to patient care at Eastern State Hospital and Western State Hospital. Full-time physicians may use CME time on an hourly basis. The Department of Social and Health Services may pay for courses when deemed beneficial to patient care and in accordance with agency policy. A request will normally be made at least one (1) month in advance of the date of the course. For CME classes out of state the request must be made one (1) month in advance, unless a shorter time period is authorized. If the supervisor is unable to arrange adequate clinical coverage or if it is determined that the absence of the physician is detrimental to patient care within the hospital, the request can be denied. If it becomes necessary to deny a request, the physician will be given priority consideration on their next request. Within available resources, DSHS may reimburse each physician up to $3000 per year for CME courses.

The Employer may grant a physician additional paid time for the purpose of presenting a lecture in an area of their professional expertise to schools, government agencies and non-profit organizations in the state of Washington.

9.12 AWP

The Department of Social and Health Services will grant, upon request of the pharmacist, up to five (5) working days per year for travel to and attendance at continuing education courses necessary for the maintenance of a license that is relevant to patient care at the pharmacist's respective agency facility. Full-time pharmacists may use CME time on an hourly basis. The Department of Social and Health Services may pay for courses when deemed beneficial to patient care and in accordance with agency policy. A request will normally be made at least one (1) month in advance of the date of the course. For CME classes out of state the request must be made one (1) month in advance, unless a shorter time period is authorized. If the supervisor is unable to arrange adequate clinical coverage or if it is determined that the absence of the pharmacist is detrimental to patient care within the hospital, the request can be denied. If it becomes necessary to deny a request, the pharmacist will be given priority consideration on their next request. Within available resources, DSHS may reimburse each pharmacist up to $3000 per year for CME courses.

The Employer may grant a pharmacist additional paid time for the purpose of presenting a lecture in an area of their professional expertise to schools, government agencies and non-profit organizations in the state of Washington.

9.13 IBEW

The Department of Labor & Industries is committed to having technically proficient staff and will approve technical training such as those recognized by the state Electrical Board. The Department of Labor & Industries shall furnish a minimum of eight (8) hours of electrical courses per year, over and above mandatory code and WAC training, to each bargaining unit employee, subject to other provisions contained in this Article.

In addition, the State shall provide a minimum of eight hours of hands on electrical technical courses (for example, courses on new techniques or new products) per contract term. This training can be provided in one block or broken up over the contract term in order to facilitate the receipt of hands on training in an economical manner.

The IBEW may establish and maintain a training committee to recommend training standards, requirements, methods, curriculum and additional specialized training to be discussed at Labor Management Communication Committee meetings. The training committee shall operate with a written training plan.

9.14 UA

The Department of Labor & Industries shall furnish a minimum of eight (8) hours of electrical technical courses per year for those employees and their supervisors whose inspection duties include inspection of electrical systems. The Department of Labor & Industries shall provide a minimum of eight (8) hours of Technical Plumbing Courses per contract cycle for those employees and their supervisors whose inspection duties include inspection of plumbing systems over and above any mandatory code and WAC training to each employee, and/or supervisor subject to other provisions contained in this Article.

For those employees whose duties involve Factory Assembled Structures (FAS) field inspection or supervision of FAS field inspectors, the Department of Labor & Industries will provide eight (8) hours or more per year of technical training that may include but not be limited to codes governing FAS, recreational vehicles, recreational park trailers, vendor/mobile medical trailer, mobile home installer and temporary worker housing.

The UA may establish and maintain a training committee to recommend training standards and requirements. The training committee shall operate with a written training plan.

9.15 Master Agreement Training

A. The Employer and the Union agree that training for managers, supervisors and union stewards responsible for the day-to-day administration of this Agreement is important. The union will provide training to current union

stewards, and the Employer will provide training to managers and supervisors on this Agreement.

B. The Union will present the training to current union stewards within each bargaining unit. The training will last no longer than four (4) hours. The training will be considered time worked for those union stewards who attend the training during their scheduled work shift. Union stewards who attend the training during their non-work hours will not be compensated. The parties will agree on the date, time, number and names of stewards attending each session. The training will be completed by the parties within ninety (90) days of publishing or posting of this Agreement.

9.16 Tuition Reimbursement

A. The Agency may approve full or partial tuition reimbursement, consistent with agency policy and within available resources.

B. The Agency will reimburse eligible employees who provide proof of satisfactory completion of a course that was previously approved for tuition reimbursement.

C. Agency funds expanded for tuition reimbursement will be limited to tuition or registration fees, and will not include textbooks, supplies or other school expenses, except in accordance with agency policy.

D. Absent an agreement to the contrary, when an employee moves to another agency prior to completion of an approved course, the approving agency will retain the obligation for reimbursement if the course is satisfactorily completed. When payment is not made by the approving agency the gaining agency may, at its option, reimburse the employee.

9.17 AWP - Health Professional Loan Repayment Program

The Department of Social and Health Services will complete and submit the State Institution Site Application to the Washington State Department of Health on an annual basis. The submission of the site application does not obligate the Employer to loan repayment for any employee.

9.18 Fish and Wildlife Sergeants

The Department of Fish and Wildlife will provide at least twenty-four (24) hours of supervisory/leadership and/or liability training per contract cycle for Fish and Wildlife Sergeants. At a supervisory in-service, at least one supervisory/leadership and/or liability training topic will be provided by an outside vendor. Prior to selecting an outside vendor the Employer will consult with the Union.

9.19 LCB/FOP

The Washington State Liquor Control Board will provide, or allow Lieutenants to attend, a minimum of sixteen (16) hours of supervisor/leadership or liability training per contract cycle. Lieutenants are encouraged to provide input and make

recommendations on both training topics and outside vendors. The Employer reserves the right to designate or approve all training.

9.20 AIAJ/Board of Industrial Insurance Appeals
BIIA will certify that it is a public sector employer for the purposes of student loan forgiveness programs.

ARTICLE 10
LICENSURE AND CERTIFICATION

10.1 Employees are expected to update and maintain any license and/or certification that is required as part of the minimum qualifications for their position. Such requirement will be waived if the certification and/or license is not required to be maintained after date of hire. When the position requires any specialized license, including a driver's license, the employee shall be responsible for the cost of the license and/or certification and for all renewal costs.

Employees are required to provide a copy of their required license(s) and/or certification(s) to their Appointing Authority or designee.

10.2 When the Employer requires a new license and/or certification, the Employer will reimburse the employee for the initial cost of the new license and/or certification. Thereafter, the employee shall be responsible for maintaining the license and/or certification. The Employer will reimburse the employee for the renewal costs of licenses and/or certifications not required as a condition of employment upon appointment.

10.3 Employees will notify their Appointing Authority or designee if the license and/or certification has expired, or has been restricted, revoked or suspended, within twenty-four (24) hours of knowledge of the expiration or prior to their next scheduled shift, whichever occurs first.

10.4 Employees for whom a license and/or certification is required and for whom that license or certification has expired or been restricted, revoked or suspended may be placed on leave without pay, in accordance with Article 18, Leave Without Pay until the license and/or certification is renewed or restored, whichever comes first and/or disciplined (up to and including termination) in accordance with Article 30, Discipline.

10.5 IBEW – All employees shall have a valid and unexpired Washington State General Journeyman (EL01) electrician certificate or Master General Journeyman (ME01) electrician certificate. Employees who reach an inactive status due to failure to participate in Department provided CEU courses will be required to obtain necessary CEU's within ninety (90) days after reaching inactive status at their own cost.

10.6 MM&P – If budget allows, the Employer will reimburse employees for TWIC renewal fee.

ARTICLE 11
HOLIDAYS

11.1 Paid Holidays

The following days are legal holidays as designated by state statute:

New Year's Day	January 1
Martin Luther King Jr.'s Birthday	Third Monday in January
Presidents' Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veterans' Day	November 11
Thanksgiving Day	Fourth Thursday in November
Native American Heritage Day	Friday Following the Fourth Thursday in November
Christmas Day	December 25

If the above legal holidays are amended during the term of this Agreement, the amended legal holidays will apply.

11.2 Holiday Rules

The following rules apply to all holidays except the personal holiday:

A. Employees will be paid at a straight-time rate even though they do not work.

B. In addition to Subsection A above, employees will be paid for the hours actually worked on a holiday at the overtime rate, in accordance with Article 8, Overtime.

C. For full-time or part-time employees with a Monday-through-Friday work schedule:

1. When a holiday falls on a Saturday, the Friday before will be the holiday.

2. When a holiday falls on a Sunday, the following Monday will be the holiday.

D. For full-time or part-time employees who do not have a Monday-through-Friday work schedule:

1. When a holiday falls on the employee's scheduled workday, that day will be considered the holiday.

2. When a holiday falls on the employee's scheduled day off, the Agency will treat the employee's workday before or after as the

holiday. An employee may request an alternate day off as his/her holiday as long as the requested day off falls within the same pay period as the holiday. The Employer may approve or disapprove the request.

Fish & Wildlife Enforcement Sergeants and Officers who work one hundred seventy-one (171) hours in a twenty-eight (28) day period: Each enforcement detachment will provide a yearly plan for holiday and adjoining weekend day coverage to the regional captain no later than December 1 each year. Consolidated plans will be submitted to Headquarters for approval. The approved minimum staffing plan for holiday overtime will be distributed by December 15 for the following year. Additional staffing may be approved by Headquarters. At each 28-day planning meeting, specific Officers and Sergeants will be identified and assigned to work the holiday(s), if any, and the adjoining weekend days for the next 28-day cycle.

E. The holiday for night shift employees whose work schedule begins on one calendar day and ends on the next will be determined by the Agency. It will start either at:

1. The beginning of the scheduled night shift that begins on the holiday, or

2. The beginning of the shift that precedes the holiday.

The decision will be the same for all employees in a facility unless there is agreement to do otherwise between the Agency and one (1) or more affected employees, or with the Union, which will constitute agreement of the employees.

F. Part-time employees who begin employment before and remain employed after the holiday will be compensated in cash or compensatory time for the holiday in an amount proportionate to the time in pay status during the month to that required for full-time employment.

G. A full-time employee who would otherwise be entitled to a holiday but is on leave without pay will receive compensation for the holiday provided he/she has been in pay status for eighty (80) non-overtime or non-standby hours during the month, not counting the holiday. Compensation for holidays for other than full-time employees during leave without pay will be proportionate to the time in pay status required for full-time employment. All employees must be employed before and after the holiday and for a period of at least twelve (12) calendar days during the month in addition to the holiday.

H. For IAFF members working twenty-four (24) hour shifts, only one shift will be designated for each holiday. Employees shall only be deemed as working on the Holiday if the employee work hours constitute a majority of that Holiday. An employee who works less than a majority of their shift on the holiday will have their designated holiday determined by 11.2.D.

For example, if an employee is scheduled to start work at 8:00 a.m. on the holiday and scheduled to finish their shift at 8:00 a.m. the following day, they will be treated as working on the holiday. An employee scheduled to start work at 8:00 a.m. on the day before the holiday and scheduled to finish their shift at 8:00 a.m. on the holiday would be given a designated holiday under 11.2.D.

11.3 Personal Holidays

An employee may select one (1) workday as a personal holiday during the calendar year if the employee has been or is scheduled to be, continuously employed by the State for more than four (4) months.

A. An employee who is scheduled to work less than six (6) continuous months over a period covering two (2) calendar years will receive only one (1) personal holiday during this period.

B. The Employer will release the employee from work on the day selected as the personal holiday provided:

1. The employee has given at least fourteen (14) calendar days' written notice to the supervisor. However, the employee and supervisor may agree upon less notice, and

2. The number of employees selecting a particular day off does not prevent the Agency from providing continued public service.

C. Personal holidays must be taken during the calendar year or the entitlement to the day will lapse, except that the entitlement will carry over to the following year when an otherwise qualified employee has requested a personal holiday and the request has been denied.

D. Agencies may establish qualifying policies for determining which of the requests for a particular date will or will not be granted when the number of requests for a personal holiday would impair operational necessity. Failure to do so cannot be used as the basis for denial of time off.

E. Part-time employees who are employed during the month in which the personal holiday is taken will be compensated for the personal holiday in an amount proportionate to the time in pay status during the month to that required for full-time employment.

F. A personal holiday for full-time employees will be equivalent to their work shift on the day selected for personal holiday absence.

G. Part or all of a personal holiday may be donated as shared leave in accordance with Article 14, Shared Leave. Any portion of a personal holiday that remains will be taken by the employee in one absence, not to exceed the work shift on the day of the absence, subject to the request and approval as described in Subsections B, C and D above.

H. Upon request, an employee will be approved to use part or all of his/her personal holiday for:

1. The care of family members in accordance with the Family Care Act and WAC 296-130;

2. Leave as required by the Military Family Act, RCW 49.77; or

3. Leave as required by the Domestic Violence Leave Act RCW 49.76.

Any portion of a personal holiday that remains will be taken by the employee in one (1) absence, not to exceed the work shift on the day of the absence, subject to request and approval as described in Subsections B, C and D above.

11.4 CWA – Observance of Holidays

A. When operational necessity requires employees to work on any holiday during legislative session, at the option of the employee, they shall be compensated at their applicable straight time rate and another day off, with pay. The substitute day off shall be at a time that is mutually agreeable to both the employee and the employer, provided however, the substitute day will be used by the employee prior to the use of vacation time.

B. Employees terminating their employment with the Department shall be entitled to take any unused holiday or receive equivalent cash compensation.

ARTICLE 12
VACATION LEAVE

12.1 Employees will retain and carry forward any eligible and unused vacation leave that was accrued prior to the effective date of this Agreement.

12.2 Vacation Leave Credits

After six (6) months of continuous state employment, full-time and part-time employees will be credited with the vacation leave they accrued during the previous six (6) months, according to the rate schedule and accrual eligibility below. Thereafter, full-time and part-time employees will be credited with vacation leave accrued monthly, according to the rate schedule and vacation leave

accrual below. Employees cannot use or be compensated for leave accrued during the first six (6) months of employment.

12.3 Vacation Leave Accrual

After a full-time employee has been in pay status for eighty (80) non-overtime hours in a calendar month, the employee will accrue vacation leave according to the rate schedule below. Vacation leave accrual for part-time employees will be proportionate to the number of hours the part-time employee is in pay status during the month to that required for full-time employment.

12.4 Vacation Leave Accrual Rate Schedule

Full Years of Service	**Hours Per Year**
During the first year of current continuous employment	Ninety-six (96)
During the second year of current continuous employment	One hundred four (104)
During the third and fourth years of current continuous employment	One hundred twelve (112)
During the fifth, sixth, and seventh years of total employment	One hundred twenty (120)
During the eighth, ninth, and tenth years of total employment	One hundred twenty-eight (128)
During the eleventh year of total employment	One hundred thirty-six (136)
During the twelfth year of total employment	One hundred forty-four (144)
During the thirteenth year of total employment	One hundred fifty-two (152)
During the fourteenth year of total employment	One hundred sixty (160)
During the fifteenth year of total employment	One hundred sixty-eight (168)
During the sixteenth year of total employment and thereafter	One hundred seventy-six (176)

12.5 Vacation Leave Usage

A. Vacation leave will be charged by rounding upward to the nearest one-tenth (1/10th) of an hour increments.

B. Employees may request vacation leave at any time on a first come, first served basis; however, posted vacation schedules shall take precedence.

C. Employees will not request or be authorized to take scheduled vacation leave if they will not have accrued sufficient vacation leave credits to cover the absence at the time of the scheduled leave.

12.6 Vacation Scheduling for Masters, Mates and Pilots

A. This Section applies to all leave that has been requested and approved in advance of the planned absence.

B. A chart will be posted on November 15th of each calendar year that indicates the number of employees within each job classification who may be approved scheduled leave for a given period of time. This chart will be posted in a readily accessible area by classification and shall remain posted until January 1st.

C. Vacations will be scheduled within the limitations of the available relief allocated for each shift. Beginning January 2nd of each calendar year, employees who desire to take their vacation at a specific period of time shall be scheduled a time, based on the longest period of time in grade in the Masters, Mates and Pilots bargaining unit, to request and may be awarded up to three (3) segments of vacations during the time period of April 1st through March 31st.

A "segment" is one (1) day or more contiguous days of vacation leave. Off-shift times to select a vacation shall not be considered as "time worked" for purposes of computing callback or overtime. If an employee is unable to be present during their scheduled time, they may make their choice by telephone or another individual with written documentation of designation may select a vacation segment(s) for the employee.

If an employee fails to select their vacation during his/her assigned time, Management may proceed with scheduling. The employee will be provided an opportunity to select his/her segment(s) from the remaining available dates at a later date when he/she is available. Management will not approve a vacation leave segment when it is known the employee will not have accrued sufficient vacation leave for the segment of time. Local Management will publish the vacation schedule by March 1st.

D. Nothing in the above paragraphs shall preclude the right of an employee to request vacation leave at any time. Management shall consider said request in relation to program needs and the existing published vacation schedule, both of which take precedence. Any conflicts between two (2) or more employees' vacation requests, other than those on the above referenced vacation schedule, shall be resolved on a first come, first served basis.

E. No employee on approved vacation leave shall be required to return to his/her place of employment until the scheduled leave has ended, except in an emergency situation.

F. Management acknowledges that canceling an employee's approved vacation segment is an extraordinary action and will not do so if other qualified staff within the same job classification is available, on an

overtime basis or otherwise. Each employee will be granted vacation for the time stipulated on the vacation schedule, except that Management with reasonable notice, may cancel or otherwise adjust vacation periods when it is determined the program of the Agency will be adversely impacted by the employee being absent from duty. Employees, whose leave has been cancelled or adjusted, shall be allowed to request alternative leave dates pursuant to this Section.

G. Accrued vacation time, not to exceed two (2) shifts in any calendar year, shall be granted to an employee with thirty (30) calendar days' written notification by the employee. Such time off must normally be granted provided:

1. Such leave shall be used in increments of not less than one (1) shift.

2. Supervisory denials of the use of such leave are subject to the review of the Superintendent at the employee's written request.

H. Employee-requested cancellations of any portion of an approved segment to the annual vacation schedule must be submitted in writing no later than fifteen (15) calendar days in advance of his/her scheduled vacation except in bona fide emergencies. The request is subject to approval by Management, but will not be unreasonably withheld.

12.7 Vacation Scheduling for Washington State Nurses Association (WSNA)

A. Posted Vacation Schedule

Employees who work in operations that are twenty-four (24) hours, seven (7) days per week, may submit in writing to their supervisor their preferences for different segments of vacation for the period March 1 of the current year through the end of February of the next year. Such requests must be submitted no later than January 1st. The Employer will compile and post an approved vacation leave schedule. Employees on this schedule will have priority and will be granted vacation leave at times specified, if possible.

B. Employees will be granted no more than four (4) segments during the annual vacation scheduling process. In the event that two (2)or more employees request the same vacation period and the supervisor must limit the number of people who may take vacation leave at one time due to business needs and work requirements, preference will be determined by seniority. A "segment" is three (3) or more contiguous days of vacation leave.

C. Employees may request additional vacation leave at any time on a first come, first served basis; however, the posted vacation schedule shall take precedence. The Employer will normally respond to all such requests within fourteen (14) days of the request.

12.8 Vacation Scheduling for All Other Employees

A. Employees who desire to take vacation leave at a specific period of time will submit their requests to their supervisor prior to December 15th for the following calendar year. Employees will be granted their requested period of leave by bargaining unit seniority in so far as possible. The supervisor will compile and post the schedule by January 15th. Should Management be required to cancel previously scheduled annual leave due to an emergency, employees so affected will be given top priority for rescheduling Employees may request additional vacation leave at any time on a first come, first served basis; however, the posted vacation schedule shall take precedence. The Employer will normally respond to all such requests within fourteen (14) days of the request.

B. An employee who is reassigned or bumped to a new position due to a layoff action will retain his/her approved vacation schedule.

C. Teamsters

The Department of Fish and Wildlife will provide a minimum of one (1) vacation position fifty-two (52) weeks per calendar year in regions with three (3) or fewer sergeants. The Department of Fish and Wildlife will provide a minimum of two (2) vacation positions fifty-two (52) weeks per year in regions with four (4) or more sergeants.

C. FOP

Employees will request vacation leave at least fourteen (14) days in advance. For leave requests submitted less than fourteen (14) days in advance, the supervisor may approve the vacation leave request on a case by case basis. When considering requests for any vacation leave, LCB will give due regard to the needs of the employee but may require that leave be taken when it least interferes with the work of the agency.

12.9 Family Care

Employees may use vacation leave for care of family members as required by the Family Care Act, WAC 296-130.

12.10 Military Family Leave

Employees may use vacation leave for leave as required by the Military Family Leave Act, RCW 49.77 and in accordance with Article 18.11.

12.11 Domestic Violence Leave

Employees may use vacation leave for leave as required by the Domestic Violence Leave Act RCW 49.76.

12.12 Vacation Cancellation

A. Employer Initiated

Should the Employer be required to cancel scheduled vacation leave because of an emergency, the affected employee may select new vacation leave from available dates. In addition, in those cases where an employee

will not have sufficient leave to cover the absence at the time it commences, the Employer may cancel the approved vacation or authorize leave without pay.

B. Employee Initiated
Employee requested cancellations of scheduled vacation leave must be submitted in writing and is subject to prior approval by the Employer.

12.13 Vacation Leave Maximum

Employees may accumulate maximum vacation balances not to exceed two hundred forty (240) hours. However, there are two (2) exceptions that allow vacation leave to accumulate above the maximum:

A. If an employee's request for vacation leave is denied by the Appointing Authority or designee, and the employee has not exceeded the vacation leave maximum two hundred forty (240) hours, the Appointing Authority may grant an exception to the maximum. If the Appointing Authority grants an exception, the employee's vacation leave maximum will be extended for each month that the Employer must defer the employee's request for vacation leave.

B. An employee may also accumulate vacation leave days in excess of two hundred forty (240) hours as long as the employee uses the excess balance prior to his/her anniversary date. Any leave in excess of the maximum that is not deferred in advance of its accrual as described above, will be lost on the employee's anniversary date.

12.14 Separation

Any employee, who resigns with adequate notice, retires, is laid-off, or is terminated by the Employer, will be entitled to payment for vacation leave credits. In addition, the estate of a deceased employee will be entitled to payment for vacation leave credits.

ARTICLE 13
SICK LEAVE

13.1 Sick Leave Accrual

After an employee has been in pay status for eighty (80) non-overtime hours in a calendar month, the employee will accrue eight (8) hours of sick leave.

Part-time employees will accrue sick leave proportionate to the number of hours the part-time employee is in pay status in the calendar month to that required for full-time employment.

13.2 Sick Leave Use

Sick leave will be charged by rounding upward to the nearest one-tenth (1/10th) of an hour increments and may be used for the following reasons:

A. A personal illness, injury or medical disability that prevents the employee from performing his/her job, or personal medical or dental appointments.

B. Care of family members for illness, injury, and medical or dental appointments as required by the Family Care Act, WAC 296-130.

C. Exposure of the employee to a contagious disease when attendance at work would jeopardize the health of others.

D. Qualified Absence under the Family Medical Leave Act.

E. Death of a relative. In addition to relatives defined in Article 17.5 D relatives include foster child, aunt, uncle, niece, nephew, first cousin and corresponding relatives of employee's spouse, state registered domestic partner as defined by RCW 26.60.020 and 26.60.030, or significant other.

F. Leave for Military Family Leave as required by RCW 49.77 and in accordance with Article 18.11.

G. Leave for Domestic Violence Leave as required by RCW 49.76.

H. Preventative health care appointments of family members or household members, up to one (1) day for each occurrence, when the employee attends the appointment, if arranged in advance with the Employer. Family member is defined as parent, step-parent, sister, brother, parent-in-law, spouse, registered domestic partner as defined by RCW 26.60.020 and 26.60.030, grandparent, grandchild, minor/dependent child, and child.

I. To care for a minor/dependent child with a health condition requiring treatment or supervision.

J. When an employee is absent from work to be with member(s) of the employee's household or relatives of the employee, employee's spouse, or state registered domestic partner as defined by RCW 26.60.020 and 26.60.030, who experience an illness or injury, up to five (5) days for each occurrence or as extended by the Employer. For purposes of this sub-section, "relatives" is limited to spouse, state registered domestic partner as defined by RCW 26.60.020 and 26.60.030, child, grandchild, grandparent, parent, step-parent, sister, brother or parent-in-law.

13.3 Use of Compensatory Time, Exchange Time or Vacation Leave for Sick Leave Purposes

The Employer will allow an employee who has used all of his/her sick leave to use compensatory time, exchange time, personal holiday, personal leave day or vacation leave for sick leave purposes. An employee may be denied the ability to use compensatory time, exchange time, personal holiday, personal leave day or vacation leave for sick leave purposes if the employee has documented attendance problems. All compensatory time, exchange time, personal holiday, personal leave day or vacation leave requests for sick leave purposes will indicate that

compensatory time, exchange time, personal holiday, personal leave day or vacation leave is being requested in lieu of sick leave. For full-time employees, a personal holiday must be used in full shift increments. For part-time employees the use of a personal holiday for sick leave purposes will be calculated in accordance with section 11.3 E.

13.4 Restoration of Vacation Leave

In the event an employee is injured or becomes ill while on vacation leave, the employee may submit a written request to use sick leave and have the equivalent amount of vacation leave restored. The supervisor may require a written medical certificate.

13.5 Sick Leave Reporting and Verification

An employee must promptly notify his/her supervisor on the first day of sick leave and each day after, unless there is mutual agreement to do otherwise. If the employee is in a position where a relief replacement is necessary, the employee will notify his/her supervisor at least two (2) hours prior to his/her scheduled time to report to work (excluding leave taken in accordance with the Domestic Violence Leave). If the Employer suspects abuse, the Employer may require a written medical certificate for that sick leave absence. An employee returning to work after any sick leave absence may be required to provide written certification from his/her health care provider that the employee is able to return to work and perform the essential functions of the job with or without reasonable accommodation.

13.6 Sick Leave Annual Cash Out

Each January, employees are eligible to receive cash on a one (1) hour for four (4) hours basis for ninety-six (96) hours or less of their accrued sick leave, if:

A. Their sick leave balance at the end of the previous calendar year exceeds four hundred and eighty (480) hours;

B. The converted sick leave hours do not reduce their previous calendar year sick leave balance below four hundred and eighty (480) hours; and

C. They notify their payroll office by January 31st that they would like to convert their sick leave hours earned during the previous calendar year, minus any sick leave hours used during the previous year, to cash.

All converted hours will be deducted from the employee's sick leave balance.

13.7 Carry Forward and Transfer

Employees will be allowed to carry forward, from year to year of service, any unused sick leave allowed under this provision, and will retain and carry forward any unused sick leave accumulated prior to the effective date of this Agreement. When an employee moves from one state agency to another, regardless of status,

the employee's accrued sick leave will be transferred to the new agency for the employee's use.

13.8 Sick Leave Separation Cash Out

At the time of retirement from state service or at death, an eligible employee or the employee's estate will receive cash for his/her total sick leave balance on a one (1) hour for four (4) hours basis. For the purposes of this Section, retirement will not include "vested out of service" employees who leave funds on deposit with the retirement system. In accordance with state and federal law, agencies and employees in bargaining units may agree to form Voluntary Employee Beneficiary Associations (tax-free medical spending accounts) funded by the retiree sick leave cash out described above. Voluntary Employees' Beneficiary Association will be implemented only by written agreement with the Union.

13.9 Reemployment

Former state employees who are re-employed within five (5) years of leaving state service will be granted all unused sick leave credits they had at separation.

ARTICLE 14
SHARED LEAVE

14.1 State employees may donate vacation leave, sick leave, or personal holidays to a fellow state employee who has been called to service in the uniformed services, who is responding to a state of emergency anywhere within the United States declared by the federal or any state government, or who is a victim of domestic violence, sexual assault, or stalking, or who is suffering from or has a relative or household member suffering from an extraordinary or severe illness, injury, impairment, or physical or mental condition which has caused or is likely to cause the employee to take leave without pay or terminate his/her employment. An employee is eligible to request participation in the shared leave program when the employee is entitled to accrue vacation leave, sick leave, or a personal holiday. For purposes of the state leave sharing program, the following definitions apply:

A. Employee means any employee who is entitled to accrue sick leave or vacation leave and for whom accurate leave records are maintained.

B. Employee's relative is limited to the employee's spouse, state registered domestic partner as defined by RCW 26.60.020 and 26.60.030, child, stepchild, grandchild, grandparent, or parent.

C. Household members are defined as persons who reside in the same home who have reciprocal duties to and do provide financial support for one another. This term will include foster children and legal wards even if they do not live in the household. The term does not include persons sharing the same general house, when the living style is primarily that of a dormitory or commune.

D. Severe or extraordinary condition is defined as serious or extreme and/or life threatening.

E. Service in the uniformed services means the performance of duty on a voluntary or involuntary basis in a uniformed service under competent authority and includes active duty, active duty for training, initial active duty for training, inactive duty training, full-time national guard duty including state-ordered active duty, and a period for which a person is absent from a position of employment for the purpose of an examination to determine the fitness of the person to perform any such duty.

F. Uniformed services means the armed forces, the army national guard, and the air national guard of any state, territory, commonwealth, possession, or district when engaged in active duty for training, inactive duty training, full-time national guard duty, or state active duty, the commissioned corps of the public health service, the coast guard, and any other category of persons designated by the President of the United States in time of war or national emergency.

G. "Domestic violence" means physical harm, bodily injury, assault, or the infliction of fear of imminent physical harm, bodily injury, or assault, between family or household members as defined in RCW 26.50.010; sexual assault of one family or household member by another family or household member; or stalking as defined in RCW 9A.46.110 of one family or household member by another family or household member.

H. "Sexual assault" has the same meaning as in RCW 70.125.030.

I. "Stalking" has the same meaning as in RCW 9A.46.110.

J. "Victim" means a person that domestic violence, sexual assault, or stalking has been committed against as defined in this Section.

14.2 An employee may be eligible to receive shared leave under the following conditions:

A. The employee's Agency Head or designee determines that the employee meets the criteria described in this Section.

B. For work-related illness or injury, the employee has diligently pursued and been found to be ineligible for benefits under RCW 51.32 if the employee qualifies under Section 14.3.

C. The employee has abided by agency policies regarding the use of sick leave if the employee qualifies under Section 14.3 A.1 or Section 14.3 A. 4.

D. The employee has abided by agency policies regarding the use of vacation leave and paid military leave if the employee qualifies under Subsection 14.3 A.2.

E. A state of emergency has been declared anywhere within the United States by the federal government or any state government if the employee qualifies under subsection 14.3 A.3.

F. Donated leave may be transferred from employees within the same agency, or with the approval of the heads or designees of both state agencies, higher education institutions, or school districts/educational service districts, to an employee of another state agency, higher education institution, or school district/educational district.

14.3 An employee may donate vacation leave, sick leave, or personal holiday to another employee only under the following conditions:

A. The receiving employee either:

1. Suffers from or has a relative or household member suffering from an illness, injury, impairment, or physical or mental condition which is of an extraordinary or severe nature; or

2. Has been called to service in the uniformed services; or

3. Has the needed skills to assist in responding to an emergency or its aftermath and volunteers his/her services to either a governmental agency or to a nonprofit organization engaged in humanitarian relief in the devastated area, and the governmental agency or nonprofit organization accepts the employee's offer of volunteer services; or

4. Is a victim of domestic violence, sexual assault, or stalking.

B. The illness, injury, impairment, condition, call to service, or emergency volunteer service, or consequence of domestic violence, sexual assault, or stalking has caused, or is likely to cause, the receiving employee to:

1. Go on leave without pay status; or

2. Terminate state employment.

C. The receiving employee's absence and the use of shared leave are justified.

D. The receiving employee has depleted or will shortly deplete his/her:

1. Vacation leave, sick leave, and personal holiday reserves if the employee qualifies under Section 14.3; or

2. Vacation leave and paid military leave allowed under RCW 38.40.060 if the employee qualifies under Section 14.3; or

3. Vacation leave if the employee qualifies under subsection 14.3 A.3.

E. The Agency Head or designee permits the leave to be shared with an eligible employee.

F. The donating employee may donate any amount of vacation leave, provided the donation does not cause the employee's vacation leave balance to fall below eighty (80) hours. For part-time employees, requirements for annual leave balances will be prorated.

G. Employees may not donate excess vacation leave that the donor would not be able to take due to an approaching anniversary date.

H. The donating employee may donate any specified amount of sick leave provided the donation does not cause the employee's sick leave balance to fall below one hundred seventy-six (176) hours after the transfer. For purposes of sick leave donation, a day equals the donor's monthly sick leave accrual.

I. The donating employee may donate all or part of a personal holiday. Any portion of a personal holiday that is not used will be returned to the donating employee.

14.4 The Agency Head will determine the amount of donated leave an employee may receive and may only authorize an employee to use up to a maximum of five hundred twenty-two (522) days of shared leave during total state employment. The Employer may authorize leave in excess of five hundred twenty-two (522) days in extraordinary circumstances for an employee qualifying for the program because he/she is suffering from an illness, injury, impairment or physical or mental condition which is of an extraordinary or severe nature. A non-permanent or on-call employee who is eligible to use accrued leave or personal holiday may not use shared leave beyond the termination date specified in the non-permanent or on-call employee's appointment letter.

14.5 The Agency Head or designee will require the employee to submit, prior to approval or disapproval, a medical certificate from a licensed physician or health care practitioner verifying the severe or extraordinary nature and expected duration of the condition when the employee is qualified under Section 14.3 A.4. The Agency Head will require the employee to submit, prior to approval or disapproval, a copy of the military orders verifying the employee's required absence when the employee is qualified for shared leave under Section 14.3 A.2. The Agency Head or designee will require the employee to submit, prior to approval or disapproval, proof of acceptance of an employee’s offer to volunteer for either a governmental agency or a nonprofit organization during a declared

state of emergency when the employee is qualified for shared leave under Section 14.2 A.3. The Agency Head or designee will require the employee to submit, prior to approval or disapproval, verification of the employee's status as a victim of domestic violence, sexual assault or stalking when the employee is qualified for shared leave under Section 14.3 A.4.

14.6 Any donated leave may only be used by the recipient for the purposes specified in this Section.

14.7 The receiving employee will be paid his/her regular rate of pay; therefore, one (1) hour of shared leave may cover more or less than one (1) hour of the recipient's salary. The calculation of the recipient's leave value will be in accordance with Office of Financial Management policies, regulations, and procedures. The dollar value of the leave is converted from the donor to the recipient. The leave received will be coded as shared leave and be maintained separately from all other leave balances.

14.8 All forms of paid leave available for use by the recipient must be used prior to using shared leave when qualified under Section 14.3. All forms of paid leave, except sick leave, available for use by the recipient must be used prior to using shared leave when qualified under Section 14.3 A.2 or 14.3 A.3.

14.9 Any shared leave not used by the recipient during each incident/occurrence as determined by the Agency Head or designee will be returned to the donor(s). Before returning unused leave in connection with an illness or injury, the Agency Head or designee must receive from the receiving employee a doctor's statement verifying the need for shared leave is resolved. The shared leave remaining will be divided among the donors on a prorated basis based on the original donated value and returned at its original donor value and reinstated to each donor's appropriate leave balance. The return will be prorated back based on the donor's original donation.

14.10 All donated leave must be given voluntarily. No employee will be coerced, threatened, intimidated, or financially induced into donating leave for purposes of this program.

14.11 The Agency will maintain records which contain sufficient information to provide for legislative review.

14.12 An employee who uses leave that is transferred under this Section will not be required to repay the value of the leave that he/she used.

ARTICLE 15
FAMILY AND MEDICAL LEAVE - PREGNANCY DISABILITY LEAVE

15.1

A. Consistent with the federal Family and Medical Leave Act of 1993 (FMLA) and any amendments thereto and the Washington State Family Leave Act of 2006 (WFLA), an employee who has worked for the state for at least twelve (12) months and for at least one thousand two hundred fifty (1,250) hours during the twelve (12) months prior to the requested leave is entitled to up to twelve (12) workweeks of family medical leave in a twelve (12) month period for any one or more of the following reasons 1-4:

1. Parental leave for the birth and to care for a newborn child, or placement for adoption or foster care of a child and to care for that child;

2. Personal medical leave due to the employee's own serious health condition that requires the employee's absence from work;

3. Family medical leave to care for a spouse, son, daughter, parent, or state registered domestic partner as defined by RCW 26.60.020 and 26.60.030, who suffers from a serious health condition that requires on-site care or supervision by the employee. Because the FMLA does not recognize state registered domestic partners, an absence to care for an employee's state registered domestic partner in accordance with the WFLA will not be counted towards the twelve (12) weeks of FMLA.

4. Family medical leave for a qualifying exigency when the employee's spouse, state registered domestic partner as defined by RCW 26.60.020 and 26.60.030, child of any age, or parent is on active duty or call to active duty status of the Reserves or National Guard for deployment to a foreign country. Qualifying exigencies include attending certain military events, arranging for alternate childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

5. Military Caregiver Leave will be provided to an eligible employee who is the spouse, child of any age, parent or next of kin of a covered service member to take up to twenty-six (26) workweeks of leave in a single twelve (12) month period to care for the covered service member or veteran who is suffering from a serious illness or injury incurred in the line of duty.

   During the single twelve (12) month period during which Military Caregiver Leave is taken, the employee may only take a combined

total of twenty-six (26) weeks of leave for Military Caregiver Leave and leave taken for the other FMLA qualifying reasons.

The single twelve (12) month period to care for a covered service member begins on the first day the employee takes leave for this reason and ends twelve (12) months later, regardless of the twelve (12) month period established for other types of FMLA leave.

B. Entitlement to family medical leave for the care of a newborn child or newly adopted or foster child ends twelve (12) months from the date of birth or the placement of the foster or adopted child.

C. The one thousand two hundred fifty (1,250) hour eligibility requirement noted above does not count paid time off such as time used as vacation leave, sick leave, exchange time, personal holidays, compensatory time off, or shared leave.

15.2 The family medical leave entitlement period will be a rolling twelve (12) month period measured forward from the date an employee begins family medical leave. Each time an employee takes family medical leave during the twelve (12) month period, the leave will be subtracted from the twelve (12) weeks of available leave.

15.3 The Employer will continue the employee's existing employer-paid health insurance, life insurance and disability insurance benefits during the period of leave covered by family medical leave. The employee will be required to pay his/her share of health insurance, life insurance and disability insurance premiums.

15.4 The Employer has the authority to designate absences that meet the criteria of the family medical leave. The use of any paid or unpaid leave (excluding leave for a work-related illness or injury covered by workers' compensation or assault benefits and compensatory time) for an family medical leave qualifying event will run concurrently with, not in addition to, the use of the family medical leave for that event. Any employee using paid leave for a family medical leave qualifying event must follow the notice and certification requirements relating to family medical leave usage in addition to any notice and certification requirements relating to paid leave.

15.5 The Employer may require certification from the employee's, the family member's, or the covered service member's health care provider for the purpose of qualifying for family medical leave.

15.6 Personal medical leave, serious health condition leave or serious injury or illness leave covered by the family medical leave may be taken intermittently when certified as medically necessary. Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the Employer's operations. Leave due to qualifying exigencies may also be taken on an intermittent basis.

15.7 Upon returning to work after the employee's own family medical leave-qualifying illness, the employee may be required to provide a fitness for duty certificate from a health care provider. Once the employee provides the fitness for duty certification, the agency will not delay the return to work while the agency seeks clarification and authentication from the employee's health care provider.

15.8 The employee will provide the Employer with not less than thirty (30) days' notice before the family medical leave is to begin. If the need for the leave is unforeseeable thirty (30) days in advance, then the employee will provide such notice as is reasonable and practicable.

15.9 Parental Leave

A. Parental leave will be granted to the employee for the purpose of bonding with his/her natural newborn, adoptive or foster child. Parental leave may extend up to six (6) months, including time covered by the family medical leave, during the first year after the child's birth or placement. Leave beyond the period covered by family medical leave may only be denied by the Employer due to operational necessity. Such denial may be grieved beginning at the agency director step of the grievance procedure in Article 31.

B. Parental leave may be a combination of the employee's accrued vacation leave, sick leave, personal holiday, compensatory time, or leave without pay. Sick leave may only be used for the same time period the employee is approved and using FMLA or WFLA leave for baby bonding purposes.

15.10 Pregnancy Disability Leave

A. Leave for pregnancy or childbirth related disability is in addition to any leave granted under FMLA or WFLA.

B. Pregnancy disability leave will be granted for the period of time that an employee is sick or temporarily disabled because of pregnancy and/or childbirth. An employee must submit a written request for disability leave due to pregnancy and/or childbirth in accordance with agency policy. An employee may be required to submit medical certification or verification for the period of the disability. Such leave due to pregnancy and/or childbirth may be a combination of sick leave, vacation leave, personal holiday, compensatory time, exchange time and leave without pay. The combination and use of paid and unpaid leave will be the choice of the employee.

15.11 The parties recognize that the Department of Labor could further define the amendments to FMLA. The Employer and employees will comply with existing and any newly developed federal FMLA regulations, interpretations and/or definitions.

ARTICLE 16
SEVERE INCLEMENT WEATHER AND NATURAL DISASTER LEAVE

16.1 If the Employer decides that a state office or work location is non-operational or inaccessible due to severe inclement weather or natural disaster, the following will apply:

A. Non-emergency (or emergency, if applicable) employees may be released with no loss of pay during the disruption of services.

B. Non-emergency (or emergency, if applicable) employees may be reassigned to similar positions at locations within a reasonable driving distance from the non-operational location during the disruption of services.

C. If affected state offices or work locations are reasonably believed to be temporarily non-operational, employees will be allowed to utilize accrued leave for up to four (4) weeks. The employee's leave will be charged in the following order:

1. Any earned compensatory time, or exchange time unless this would result in the loss of their vacation leave;

2. Any accrued vacation leave;

3. Accrued sick leave, up to a maximum of three (3) days in any calendar year;

4. Leave without pay.

D. At the discretion of the Employer, if, after four (4) weeks, the state office or work location is still non-operational, non-emergency employees may be subject to a temporary reduction of work hours or temporary layoff consistent with Section 35.5 of Article 35, Layoff and Recall, of this Agreement.

16.2 If a work location remains fully operational but an employee is unable to report to work or remain at work because of severe inclement weather or a natural disaster, the employee's leave will be charged in the following order:

A. Any earned compensatory time, or exchange time unless this would result in the loss of their vacation leave;

B. Any accrued vacation leave;

C. Any accrued sick leave, up to a maximum of three (3) days in any calendar year; then

D. Leave without pay

Although the types of paid leave will be used in the order listed above, and each type of paid leave will be exhausted before the next is used, employees will be permitted to use leave without pay rather than vacation or sick leave at their request.

16.3 Employees who report to work late due to severe inclement weather or a natural disaster will be allowed up to one (1) hour of paid time (up to two (2) hours for employees who work on McNeil Island). The State may grant additional paid time if deemed reasonable under the circumstances. Section 16.2 will apply to any additional late time.

ARTICLE 17
MISCELLANEOUS LEAVE

17.1 Subject to the Employer's prior approval, employees will be allowed paid leave, during scheduled work time, for:

A. Examinations or interviews for state employment;

Each employee will be allowed paid leave during his/her scheduled work hours for examinations and interviews for state employment. Approval cannot be denied for up to four times in a calendar year**,** unless it interferes with the business needs of the agency. Any additional examinations and interviews are subject to the Employer's prior approval. The employer may approve reasonable travel time.

B. Assessment from the Employee Assistance Program (EAP);

C. Life-giving procedures;

D. Jury Duty as outlined in 17.2;

E. To appear in court or administrative hearing, as specifically provided below in Section 17.3;

F. For bereavement leave, as specifically provided below in Section 17.5.

17.2 Jury Duty

Employees will receive paid leave and be allowed to retain any compensation paid to them for their jury duty service. Employees will promptly inform the Employer when notified of his/her jury duty summons. If selected to be on a jury, employee-requested schedule changes will be approved, to accommodate jury duty service. If employees are released from jury duty and there are more than two (2) hours remaining on their work shift, they may be required to return to work.

17.3 A subpoenaed employee will receive paid leave, during scheduled work time, to appear as a witness in a court or an administrative hearing for work-related cases, unless he/she:

A. Is a party in the matter and is not represented by the Attorney General's Office of the state of Washington, or

B. Has an economic interest in the matter.

Nothing in this Section will preclude an employee from receiving regular pay, travel expenses and per diem to appear in court or an administrative hearing on behalf of the Employer.

17.4 Employees will not be eligible for per diem or travel expenses under this Article.

17.5 Bereavement Leave

A. An employee is entitled to three (3) days of paid bereavement leave if his/her family member or household member dies. An employee may request less than three (3) days of bereavement leave.

B. The Employer may require verification of the family member's or household member's death.

C. In addition to paid bereavement leave, the Employer may approve an employee's request to use compensatory time, sick leave, vacation leave, exchange time, his/her personal holiday or leave without pay for purposes of bereavement and in accordance with this Agreement.

D. For purposes of this sub-article a family member is defined as parent, step-parent, sister, brother, parent-in-law, spouse, state registered domestic partner as defined by RCW 26.60.020 and 26.60.030, grandparent, grandchild, and child. A household member is defined as persons who reside in the same home who have reciprocal duties to and do provide financial support for one another. This term does not include persons sharing the same house when the living style is primarily that of a dormitory or commune.

17.6 Personal Leave

A. An employee may choose one (1) workday as a personal leave day per fiscal year during the life of this Agreement if the employee has been continuously employed for more than six (6) months.

B. The Employer will release the employee from work on the day selected for personal leave if:

1. The employee has given at least fourteen (14) calendar days' written notice to his/her supervisor. However, the supervisor has the discretion to allow a shorter notice period.

2. The number of employees selecting a particular day off does not prevent the agency from providing continued public service.

C. Personal leave may not be carried over.

D. Part-time and on-call employees who are employed during the month in which the personal leave day is taken will be compensated for the personal leave day in an amount proportionate to the time in pay status during the month to that required for full-time employment.

E. Upon request, an employee will be approved to use part or all of his/her personal leave day for:

1. The care for family members as required by the Family Care Act, WAC 296-130;

2. Leave as required by the Military Family Leave Act, RCW 49.77 and in accordance with Article 18.11; or

3. Leave as required by the Domestic Violence Leave Act, RCW 49.76.

F. This provision will expire on June 30, 2017.

17.7 Life-Giving Procedures

When approved employees will receive paid leave, not to exceed five (5) working days in a two (2) year period, for participating in life-giving procedures. "Life-giving procedure" is defined as a medically-supervised procedure involving the testing, sampling, or donation of blood, platelets, organs, fluids, tissues, and other human body components for the purposes of donation, without compensation, to a person or organization for medically necessary treatments. Employees will provide reasonable advance notice and written proof from an accredited medical institution, physician or other medical professional that the employee participated in a life-giving procedure. Agencies may take into account program and staffing replacement requirements in the scheduling of leave for life-giving procedures.

ARTICLE 18
LEAVE WITHOUT PAY

18.1 Leave without pay will be granted for the following reasons:

A. Family and medical leave-pregnancy disability leave (Article 15);
B. Compensable work-related injury or illness leave;
C. Military leave;
D. Volunteer firefighting leave;
E. Military family leave;
F. Domestic violence leave.

18.2 Leave without pay will be granted for holidays of faith and conscience for up to two (2) days per calendar year provided the employee's absence will not impose an undue hardship on the Employer as defined by WAC 82-56-020 or the employee is not necessary to maintain public safety.

18.3 Leave without pay may be granted for the following reasons:

A. Educational leave;

B. Child and elder care emergencies;

C. Governmental Service Leave;

D. Conditions applicable for leave with pay;

E. Seasonal career employment;

F. Voluntary leave in the state's Reduction-in-Force plan to reduce the effect of an agency reduction in force;

G. Injury or illness which prevents the employee from returning within the FMLA time periods;

H. Professional growth opportunity of immediate or future benefit to the agency; or,

I. As otherwise provided for in this Agreement.

18.4 Limitations

Leave without pay may be limited to no more than twelve (12) months in any consecutive five (5) year period, except for:

A. Compensable work-related injury or illness;

B. Educational leave;

C. Governmental Service Leave;

D. Military;

E. Seasonal career employment leaves;

F. Volunteer fire fighting;

G. Domestic violence leave;

H. Leave authorized in advance by an Appointing Authority as a part of a plan to accommodate a person with a disability; or

I. Leave taken under the provisions of Article 15, Family and Medical Leave.

18.5 Returning Employee Rights

Employees returning from authorized leave without pay will be employed in the same position or if the leave is for an extended period, in another position in the same job classification and the same geographical area, as determined by the Employer, provided that such reemployment is not in conflict with other articles in this Agreement.

18.6 Military Leave

In addition to the twenty-one (21) days of paid leave granted to employees for required military duty or to take part in training, or drills including those in the National Guard or active status, unpaid military leave will be granted in accordance with RCW 38.40.060 and applicable federal law. Employees on military leave will be reinstated as provided in RCW 73.16 and applicable federal law. In addition to the twenty-one (21) days, employees called to active military duty will continue to accrue seniority within the state system.

18.7 Educational Leave

Leave without pay may be granted for educational leave for the duration of actual attendance in an educational program.

18.8 Child and Elder Care Emergencies

Leave without pay may be granted for child and elder care emergencies and is limited to a maximum of three (3) days per calendar year. Compensatory time, exchange time or paid leave may also be used for child and elder care emergencies, subject to the limitations above.

18.9 Seasonal Career Employment

Leave without pay may be granted to seasonal career employees during their off-season.

18.10 Governmental Service Leave

Leave without pay may be granted for government service in the public interest, including but not limited to the U.S. Public Health Service or Peace Corps leave.

18.11 Volunteer Firefighting Leave

Leave without pay will be granted when an employee who is a volunteer firefighter is called to duty to respond to a fire, natural disaster or medical emergency.

18.12 Professional Growth Opportunity

Leave without pay may be granted for an employee to engage in a professional growth opportunity that will demonstrably provide an immediate or future benefit to the agency that grants the leave without pay.

18.13 Military Family Leave

Leave without pay will be granted to an employee whose spouse or state registered domestic partner as defined by RCW 26.60.020 and 26.60.030 is on leave from deployment or before and up to deployment, during a period of military conflict. Use of leave without pay, compensatory time, vacation leave, sick leave, and all or part of a personal holiday is limited to a combined maximum of fifteen (15) business days per deployment. Employees must provide the Employer with five (5) business days notice after receipt of official notice that the employee's spouse or state registered domestic partner as defined by RCW 26.60.020 and 26.60.030 will be on leave or of an impending call to active duty.

18.14 Domestic Violence Leave

Leave without pay, including intermittent leave, will be granted to an employee who is a victim of domestic violence, sexual assault or stalking. Family members of a victim of domestic violence, sexual assault or stalking will be granted leave without pay to help the victim obtain treatment or seek help. Family members for the purpose of domestic violence leave include child, spouse, state registered domestic partner as defined by RCW 26.60.020 and 26.60.030, parent, parent-in-law, grandparent or a person the employee is dating. The Employer may require verification from the employee requesting leave.

18.15 Loss of a Required License and/or Certification

Employees whose license and/or certification has expired may be placed on leave without pay until the license and/or certification is renewed.

18.16 Use of Paid Leave

With the approval of the Appointing Authority, employees will be allowed to utilize accrued sick leave, personal holiday or vacation leave when on authorized leave without pay due to illness or injury.

ARTICLE 19
SAFETY AND HEALTH

19.1 It is to the mutual benefit of the Employer and the employees that safe work practices are followed. The Employer, Employee and Union have a significant responsibility for workplace safety and health.

A. The Employer will provide a work environment in accordance with safety standards established by the Washington Industrial Safety and Health Act (WISHA). It is agreed that the WISHA regulations now and hereafter amended will continue to be complied with by both parties.

B. Employees will comply with all safety and health practices and standards established by the Employer and will report unsafe working conditions immediately. The Employer will investigate reported unsafe working conditions and take appropriate action.

C. Employees will contribute to a healthy workplace, including not knowingly exposing co-workers and the public to conditions that would jeopardize their health or the health of others. The Employer may direct employees to use leave in accordance with Article 13, Sick Leave, when employees self-report a contagious health condition.

D. The Union will work cooperatively with the Employer on safety and health related matters and encourage employees to work in a safe manner.

19.2 The Employer will determine and provide the required safety devices, personal protective equipment and apparel, and training necessary for employees to perform their job.

19.3 Washington State Patrol WSPTA & WSPSTA

Physicals

Management will pay for all employer required physicals. In addition if time and travel are required, management will provide release and pay for travel related expenses.

19.4 Each agency will form joint safety committees in accordance with WISHA requirements at each permanent work location where there are eleven (11) or more employees.

19.5 Safety committees will consist of employees selected by the Union and Employer-selected members. The number of employees selected by the Union must equal or exceed the number of Employer-selected members. The number of Union-designated employee representatives on the committee(s) will be proportionate to the number of employees represented by the Union at the permanent work location. Meetings will be conducted in accordance with WAC 296-800-13020. Committee recommendations will be forwarded to the appropriate Appointing Authority for review and action, as necessary. The Appointing Authority or designee will report follow-up action/information to the Safety Committee.

19.6 Ergonomic Assessments

At the request of the employee, the Employer will ensure that an ergonomic assessment of the employee's workstation is completed. Solutions to identified issues will be implemented within available resources.

19.7 Air Quality Assessments

Air quality concerns brought to the Safety Committee will be evaluated and processed in accordance with Article 19.5.

ARTICLE 20
UNIFORMS, TOOLS AND EQUIPMENT

20.1 Uniforms

As established by current practice, the Employer may require employees to wear uniforms. Where required, the Employer will determine and provide the uniform, or an equivalent clothing allowance. Employees may be required to return all provided uniform upon separation from employment.

20.2 Tools and Equipment

As established by current practices, the Employer may determine and provide necessary tools, tool allowance, equipment and foul weather gear. The Employer will repair or replace employer-provided tools and equipment if damaged or worn out beyond usefulness in the normal course of business. Employees are accountable for equipment and/or tools assigned to them and will maintain them in a clean and serviceable condition. Employees who misuse, vandalize, lose or damage state property may be subject to disciplinary action. Employees will be required to return all tools, equipment and foul weather gear upon separation from employment.

20.3 International Organization of Masters, Mates and Pilots (MM&P)

Management and the Union agree that a professional image is important. All staff are expected to maintain personal appearance consistent with each employee's job duties.

All marine personnel shall be required to wear a standard uniform at all times while on duty consisting of:

A. Black trousers (no jeans);

B. White polyester/cotton blend shirt for passenger/tug boat operators;

C. Medium gray cotton shirt with insignia designated by management for Deckhands/Engineers;

D. Medium gray cotton shirt for shipyard personnel;

E. Black dress shoes or boots with dark hosiery;

F. Black belt or black suspenders;

G. Black baseball cap with insignia as designated by Management. Insignia designed by Management for Captains shall be different than other marine personnel. Captains may wear as optional dress, a formal hard billed "Captain's hat: with black cover and insignia.

H. Passenger/tug boat operators will be required to wear epaulettes of rank on their shirt and coat.

In view of Management requiring the above uniform to be worn at all times while on duty, each permanent passenger/tug boat operator shall be provided the sum of four hundred dollars ($400.00). Upon request by employee, Management will provide foul weather gear.

Permanent shipyard personnel and Deckhand/Engineers will be provided six (6) shirts annually with emblems designated by management and the sum of two hundred dollars ($200.00). Upon request by employee, Management will provide foul weather gear and/or coveralls to employees.

Such sums shall be divided into two (2) equal semiannual payments to be made during the months of April and October of each year. Employees must perform the duties of their position for four (4) out of the previous six (6) months to be eligible for the uniform allowance.

This money shall be utilized for the purchase, cleaning and maintenance of the required uniform. Management will provide non-permanent, on-call and probationary employees with a uniform until such time he/she obtains permanent status.

When needed for additional warmth, a black sweater, black sweatshirt, or black thermal type shirt may be worn under the uniform shirt or jacket, or a heavy-duty overcoat of the same color may be worn over it. During inclement weather, black or blue rain gear or a black heavy-duty overcoat may be worn over the standard uniform.

20.4 International Association of Fire Fighters (IAFF)

Management and the Union agree that a professional image is important. All employees are expected to maintain a personal appearance consistent with each employee's job duties.

All fire department personnel shall be required to wear a standard uniform at all times while on duty which meets NFPA standards consisting of:

A. Black or Navy Blue Trousers;

B. White or Navy Blue duty shirt with Fire Department insignia designated by Management;

C. White or Navy Blue Polo Shirt;

D. Baseball cap with Fire Department insignia designated by Management;

E. Duty Belt;

F. Duty and Float Coat with Fire Department insignia designated by Management when conducting marine duties; and

G. Wild land fire rated boots;

H. One (1) quarter zip sweatshirt with appropriate insignia;

I. Four (4) t-shirts with appropriate insignia.

In view of Management requiring the above uniform to be worn at all times while on duty, each permanent fire department employee shall be issued uniform attire to include three (3) trousers, three (3) of each type of shirt, one (1) pair wild land boots, one (1) baseball cap, one (1) duty belt, one (1) each coat. All badges, insignias and patches will be designated and provided by Management.

State issued items may be exchanged on a one (1) for one (1) basis as needed due to damage or normal wear and tear at Management's discretion.

20.5 Washington State Nurses Association (WSNA)

The Employer shall reimburse nurses for clothes irreparably damaged or torn by patients. Such reimbursement will be based on the estimated value of the clothing damaged.

20.6 Department of Fish and Wildlife Enforcement

The Department will define with input from the Union and provide the necessary equipment to perform assigned work. At a minimum, the Department will hold two (2) Uniform/Equipment Committee Meetings per calendar year. The Chief or designee will have final approval on proposed changes to uniforms and equipment based upon Department need and feasibility. At a minimum, the Department will provide the following:

A. Handgun;
B. Belts and holsters;
C. Shotgun;
D. Patrol Rifle
E. Service ammunition;
F. Handcuffs;
G. Ballistic vest;
H. Spotting scope;
I. Binoculars;
J. Two (2) flashlights;
K. Three (3) complete winter uniforms;
L. One (1) jumpsuit;
M. All weather jacket
N. One (1) pair of non-insulated boots;
O. One (1) pair of insulated boots.

In addition, based on the Employee's assigned duties and geographic location, the Department may issue:

A. Winter head gear;
B. One (1) pair of winter gloves;

C. One (1) pair of boat shoes;
D. One (1) pair of snowshoes; or
E. One (1) pair of uniform shorts.
F. One (1) set of raingear;
G. One (1) pair of hip boots and/or chest waders.

The Department agrees to pay for dry cleaning of class A and B uniforms or for the repair or replacement of defective or unserviceable uniform items, unless there was negligence on the part of the employee.

The Department agrees to reimburse employees in permanent appointments in a Detective position as follows:

A. On initial appointment into a Detective position, the Department will reimburse up to five hundred dollars ($500) for the first year of appointment for the purchase, cleaning and maintenance of clothing.

B. Following the first year of appointment into a Detective position, the Department will reimburse up to three hundred and fifty dollars ($350) per year for the purchase, cleaning and maintenance of clothing.

C. Employees serving a non-permanent appointment in a Detective position will not be eligible to receive reimbursement unless their non-permanent assignment is expected to last six (6) months.

20.7 International Brotherhood of Electrical Workers/United Association of Plumbers and Pipefitters Local 32 (IBEW/UA)

The Department of Labor and Industries will provide inspectors with the following clothing with L&I Logo as needed;

A. identifiable vest;
B. a hard hat and liner.

The Department of Labor and Industries will provide inspectors with the following clothing as needed;

A. coveralls and/or logging pants;
B. shop coat;
C. foul weather jacket and pants;
D. cold weather jacket;
E. safety gloves;

The Department of Labor and Industries will provide inspectors with the following:

A. one (1) pair of work boots per year;

B. footwear appropriate for the hazard;

C. safety glasses/eye protection (prescription only to include frames and lenses every two (2) years, where required); transition lenses if requested; and

D. hearing protection.

The department will pay for laundering and maintaining agency purchased coveralls, logging pants and shop coats as needed. The Employer will reimburse employees for destroyed personal clothing.

The Employer will assign vehicles to field employees in accordance with State, agency policies and procedures for work related travel exclusively. Employer assigned vehicles will be suitably equipped for the expected duties as determined by the Employer. Usage of assigned vehicles that is inconsistent with OFM regulations, agency policies or procedures is subject to disciplinary action and loss of assigned vehicle.

Field employees with permanently assigned vehicles will be permitted to park the vehicle at their home provided the necessary documentation has been reviewed and approved by the Employer and in accordance with OFM regulations. The Employer will discuss with the Union prior to any changes to previously justified vehicles. The Union may request to bargain the impacts of such changes.

20.8 Washington State Patrol Communication Managers Association (WSPCMA)

A. The Employer will attempt to provide each manager's office with the necessary equipment, tools and devices that will allow the manager to carry out his/her daily responsibilities in a productive and business-like manner.

B. The State Patrol will issue each manager a cardigan or pullover-style Communications sweater to be worn with the issued uniform. The sweater may be worn in the Communications Center or in lieu of the issued jacket when outside the Communications Center. The option to wear professional civilian attire shall be retained.

C. <u>Replacement of Employee-Owned Equipment</u>

1. The Employer agrees to process an employee's claim to repair or replace employee-owned equipment damaged or destroyed beyond normal wear while on duty, unless gross negligence can be shown on the part of the employee.

2. The Employer is only obligated to reimburse the employee for personal property when the employee has received prior written approval to use the personal property while on duty.

3. Repair or replacement of watches will be for actual cost not to exceed thirty dollars ($30.00). Other items will be at fair market value.

4. Claims for damaged eyeglasses or contacts shall be processed through the Department of Labor and Industries.

5. The employee may submit a sundry claim for repair or replacement of employee-owned equipment damaged or destroyed while on duty with the Office of Financial Management (OFM) Division of Risk Management.

20.9 Washington State Patrol Supervisor Trades Association (WSPSTA) and Washington State Patrol Trades Association (WSPTA)

A. Safety Footwear and Prescription Safety Glasses

Management agrees to reimburse employees up to two hundred dollars ($200.00) per year, or up to four hundred dollars ($400.00) for a two (2) year period for the purchase of safety footwear and/or prescription safety glasses.

B. Special Equipment

The Employer agrees to provide specialty tools, emergency supplies/equipment, testing equipment and safety equipment as needed to perform required duties as determined and authorized by the Chief or designee. The emergency supplies/equipment will include appropriate survival provisions and equipment for each permanent Maintenance Mechanic 4 and the Law Enforcement Communications Systems Supervisor when they are performing duties that would require such provisions and equipment. When necessary, the employer will replenish used or expired survival provisions and damaged and unusable equipment. All supplies and equipment will be returned to the employer when the employee is no longer performing the duties that would require the survival provisions and/or equipment.

C. Vehicles

Department vehicles shall be used for official business and in a manner consistent with applicable state travel regulations. Use of state owned or operated vehicles shall be authorized by the Chief or designee. The Chief or designee may assign Facility Management vehicles to WSP facilities to expedite responses as necessary. With prior approval of the Chief or designee, WSPSTA employees may drive state vehicles to and from their residence so long as that use is consistent with OFM regulations.

D. Tool Replacement

Personal tools worn out and/or broken on the job will be replaced on a like for like basis by the Employer provided the tool is turned in to the Employer and the Employer had knowledge the tool was being used on the job. If an employee has his/her tools stolen from a State vehicle, the Employer will replace those tools, as long as no employee negligence has occurred.

E. Uniforms

The Employer will continue to provide coveralls and adequate inclement weather gear and safety clothing.

20.10 Affiliated Washington Pharmacists (AWP)

The Employer will provide a remote work station kit that includes the equipment and references necessary to work at a remote location, as determined by management after input from the local union management communication meeting.

The Employer will work with local Information Technology (IT) Department to increase the number of computers or other electronic devices for pharmacists to use on wards, meeting spaces, conference rooms and treatment areas.

20.11 Acquisition of New Equipment in DES Printing Plant

Management maintains its right to determine the methods, means, and kinds of work and equipment to perform its production and provide customer service.

A New Equipment Committee is established consisting of two (2) persons mutually selected by the local Union and Management; and two (2) persons mutually selected by the Director of DES or his or her designee. This Committee shall evaluate all questions related to introducing new equipment or creating significant changes in present equipment and manual tasks raised by the Union. The Committee will make a recommendation to Management within ten (10) full business days after the question has been presented to the Committee.

The Employer agrees to provide sixty (60) days notice to the Union that it will be changing equipment. Management will consider feedback provided but retains the full authority to make the final decision. When practicable, staff will be retrained, trained, or given reasonable time to adapt to a new work process or equipment, evolved equipment, or operation and maintenance of such equipment.

20.12 The Liquor Control Board will provide all Lieutenants the equipment and tools necessary to conduct agency business. At a minimum, LCB Lieutenants will be issued the following:

A. Handgun
B. Ballistic Vest
C. Service Ammunition
D. Handcuffs

Additional items will be provided based upon individual assignment and determined by the Employer in accordance with agency policy. Division management and FOP Lieutenants will have at least two (2) Uniform/Equipment meetings per calendar year. Any material modifications to the uniform and/or equipment will be introduced at the Uniform/Equipment meeting.

Lieutenants will participate in training and demonstrate proficiency with issued firearms and defensive tactics in accordance with agency policy.

20.13 Washington State Patrol CVEO4 – Assigned Vehicles

The Employer agrees to bargain over changes to assigned take home vehicles that are mandatory subjects of bargaining.

20.14 Taxability

The Employer will comply with applicable IRS regulations regarding taxing of Employer provided items.

ARTICLE 21
DRUG AND ALCOHOL FREE WORKPLACE

21.1 All employees must report to work in a condition fit to perform their assigned duties unimpaired by alcohol or drugs.

21.2 Possession of Alcohol, Marijuana, and Illegal Drugs

A. Employees may not use or possess alcohol in state vehicles, on agency premises, or other governmental or private worksites where employees are assigned to conduct official state business except when:

1. The premises are considered residences; or

2. The premises or state vehicles are used for the transportation, purchase, distribution and sale of alcohol pursuant to state law.

B. Employees may not use or possess marijuana in state vehicles, on agency premises, or other governmental or private worksites where employees are assigned to conduct official state business except when the premises are considered residences or the possession is required pursuant to a lawful investigation.

C. The unlawful use, possession, delivery, dispensation, distribution, manufacture or sale of drugs, including marijuana, in state vehicles, on agency premises, or on official business is prohibited.

21.3 Prescription, Medical Marijuana, and Over-the-Counter Medications

Employees taking physician-prescribed or over-the-counter medications, including medical marijuana, must notify their supervisor or other designated official of the fact that they are taking a medication and side effects of the medication if there is a substantial likelihood that such medication will affect job safety.

21.4 Drug and Alcohol Testing – Safety Sensitive Functions

A. Employees required to have a Commercial Driver's License (CDL) or to be tested by the United States Coast Guard, are subject to pre-employment, post-accident, random and reasonable suspicion testing in accordance with the U.S. Department of Transportation Rules, Coast Guard Regulations (46 CFR Part 16) or the Federal Omnibus

Transportation Employee Testing Act of 1991. The testing will be conducted in accordance with current agency policy.

B. In addition, employees who perform other safety-sensitive functions are subject to pre-employment, post-accident, post-firearm shooting incidents, and reasonable suspicion testing in accordance with agency policy. For the purposes of this Article, employees who perform other safety-sensitive functions are those issued firearms, licensed emergency medical technicians (EMT) and those licensed health care professionals who prescribe, administer or dispense medications as part of their job duties.

1. For employees who perform other safety-sensitive functions, a post-firearm shooting drug and alcohol testing may be conducted for any shooting incident involving a person for any accidental discharge of a firearm.

2. For employees who perform other safety-sensitive functions, a post-accident drug and alcohol test may be conducted when a work-related incident has occurred involving death, serious bodily injury or significant property/environmental damage, or the potential for death, serious injury, or significant property/environmental damage, and when the employee's action(s) or inaction(s) either contributed to the incident or cannot be completely discounted as a contributing factor.

21.5 Reasonable Suspicion Testing

A. Reasonable suspicion testing for alcohol, marijuana or controlled substances may be directed by the Employer for any employee when there is reason to suspect that alcohol, marijuana or controlled substance usage may be adversely affecting the employee's job performance or that the employee may present a danger to the physical safety of the employee or others. Specific objective grounds must be stated in writing that support the reasonable suspicion.

B. <u>Referral</u>

Referral for testing will be made on the basis of specific written objective grounds documented by a supervisor who has completed the training on detecting the signs/symptoms of being affected by controlled substances, marijuana, and/or alcohol.

C. <u>Testing</u>

1. When reasonable suspicion exists, employees must submit to alcohol, marijuana, and/or controlled substance testing when required by the Employer. A refusal to test is considered the same as a positive test. When an employee is referred for testing, he/she will be removed immediately from duty and transported to the collection site. The cost of reasonable suspicion testing, including the employee's salary will be paid by the Employer.

2. Testing will be conducted in such a way to ensure maximum accuracy and reliability by using the techniques, chain of custody procedures, equipment and laboratory facilities, which have been approved by the U.S. Department of Health and Human Services. All employees notified of a positive controlled substance, marijuana or alcohol test result may request an independent test of their split sample at the employee's expense. If the test result is negative, the Employer will reimburse the employee for the cost of the split sample test.

3. An employee who has a positive alcohol test, marijuana test, and/or a positive controlled substance test may be subject to disciplinary action, up to and including discharge based on the incident that prompted the testing.

21.6 Training

Training will be made available to managers, supervisors and lead-workers. Each Union may designate one (1) union steward or representative to attend training and provide training materials to the Union. Any additional requests for training will need Appointing Authority approval. The training will include:

A. The elements of the Employer's Drug and Alcohol Free Workplace Program;

B. The effects of drugs and alcohol in the workplace;

C. Behavioral symptoms of being affected by alcohol, marijuana, and/or controlled substances; and

D. Rehabilitation services available.

21.7 Rehabilitation

The Employer may use the results of the drug and alcohol test to require the employee to successfully complete a rehabilitation plan.

ARTICLE 22
TRAVEL

22.1 Employees will be reimbursed for any authorized travel expenses (e.g. mileage, lodging and/or per diem), in accordance with the regulations established by the Office of Financial Management and agency policy. When determining whether or not a hotel stay for an employee who will be in travel status is warranted, the Agency will take into consideration the health and safety of the employee traveling. This may include consideration of hazardous inclement weather, extraordinary number of hours worked, the nature of the work required, and/or other travel-related circumstances which could threaten the safety of the employee.

22.2 Employees shall be notified upon hire of the necessity to use their personal vehicle for state business, if such use is on a regular/frequent basis. The employer agrees to compensate employees in accordance with OFM regulations for the use of their personal vehicle when authorized in advance by the Appointing Authority or a designee. Employees shall not be required to ride in another employee's personal vehicle.

22.3 Employees with permanently assigned vehicles may be permitted to park the vehicle at their home provided all necessary documentation has been reviewed and approved by the Employer and in accordance with the Office of Financial Management regulations.

ARTICLE 23
MEALS

23.1 For the Washington State Nurses Association (WSNA), Union of Physicians of Washington (UPW), Masters, Mates and Pilots (MM&P), International Association of Firefighter (IAFF), Affiliated Washington Pharmacists (AWP), Teamsters Fish and Wildlife Enforcement Sergeants (23.2 only), FWOG Fish and Wildlife Enforcement Officers (23.2 only) bargaining unit members and IBEW/UA (23.3 only) bargaining unit members:

A. Employees having to respond to unscheduled overtime or unscheduled "extra duty" as defined in Article 7, Hours of Work, requiring work during breakfast, lunch or dinner meals, which would have otherwise been eaten at home, shall receive said meal at institution expense, whether or not such meal occurs during the overtime period.

B. Food shall be made available and shall be provided, at institution expense, to those swing shift staff required to work two (2) hours or more into the next succeeding shift.

C. Employees purchasing meals in institution dining facilities who must return to duty without benefit of finishing the meal shall be reimbursed for its cost.

D. Overtime eligible employees who are on a scheduled meal period and are directed to perform work shall be compensated at the overtime rate.

23.2 Fish and Wildlife Enforcement Sergeants and Officers shall be entitled to appropriate per diem while on duty for a continuous twelve (12) hours or more in a twenty-four (24) hour period while in travel status in accordance with OFM travel regulations. The amount of reimbursement shall be equal to the published OFM regulations.

23.3 Labor and Industries employees represented by the IBEW/UA shall be entitled to appropriate per diem during an Employer declared emergency when the employer requires the employee to work three (3) hours past their scheduled shift.

23.4 Per diem for meals will not be reduced if the employee's travel schedule necessitates leaving before the breakfast is available or if an employee elects not to eat the continental breakfast provided as part of the lodging rate. A continental breakfast generally consists of juice, bread, and a hot beverage (typically coffee or tea). Fruit is sometimes included as part of the price or as a priced item.

ARTICLE 24
UNIFORMED SERVICE SHARED LEAVE POOL

24.1 Purpose

The uniformed service shared leave pool allows state employees to donate leave to be used as shared leave to fellow state employees called to service in the uniformed services. Employee participation will be voluntary at all times. The Military Department and Office of Financial Management administer the pool.

24.2 Definitions

For purposes of this Article only, the following definitions apply:

A. "Employee" means any employee who is entitled to accrue sick leave or vacation leave and for whom accurate leave records are maintained.

B. "Military salary" includes base, specialty and other pay, but does not include allowances like the basic allowance for housing.

C. "Monthly salary" includes monthly salary, special pay and shift differential, or the monthly equivalent for hourly employees. "Monthly salary" does not include overtime pay, callback pay, standby pay or performance bonuses.

D. "Service in the uniformed services" means the performance of duty on a voluntary or involuntary basis in a uniformed service under competent authority and includes active duty, active duty for training, initial active duty for training, inactive duty training, full-time national guard duty including state-ordered active duty, and a period for which a person is absent from a position of employment for the purpose of an examination to determine the fitness of the person to perform any such duty.

E. "Uniformed services" means the armed forces, the army national guard, and the air national guard of any state, territory, commonwealth, possession, or district when engaged in active duty for training, inactive duty for training, full-time national guard duty, or state active duty, the commissioned corps of the public health service, the coast guard and any other category of persons designated by the president of the United States in time of war or national emergency.

24.3 Participation

A. An employee may be eligible to receive leave from the uniformed service shared leave pool under the following conditions:

1. The employee is entitled to accrue vacation leave, sick leave, or a personal holiday.

2. The employee has been called to service in the uniformed services.

3. The call to service has caused, or is likely to cause, the employee to go on leave without pay status or terminate state employment.

4. The employee's absence and the use of shared leave are justified.

5. The employee has depleted or will shortly deplete his/her vacation leave and paid military leave allowed under RCW 38.40.060.

6. The employee has followed agency rules regarding military leave.

B. An employee may donate vacation leave, sick leave, or all or part of a personal holiday to the uniformed service shared leave pool under the following conditions:

1. The donating employee may donate any amount of vacation leave, provided the donation does not cause the employee's vacation leave balance to fall below eighty (80) hours. For part-time employees, requirements for vacation leave balances will be prorated.

2. The donating employee may donate any specified amount of sick leave, provided the donation does not cause the employee's sick leave balance to fall below one hundred seventy-six (176) hours after the transfer.

3. The donating employee may donate all or part of a personal holiday.

24.4 Process

A. Employees requesting to donate to or receive leave from the uniformed service shared leave pool must follow their agency policies and procedures addressing uniformed service shared leave.

B. Employees requesting to receive leave from the uniformed service shared leave pool must also comply with Military Department procedures for requesting and receiving leave from the uniformed service shared leave pool. Employees requesting leave from the uniformed service shared leave pool should provide to their Agency Head or designee an earnings statement verifying military salary and orders of service, most current state leave and earnings statement, a completed uniformed service shared leave pool recipient request form, and notification of any change. The employee must also provide copies of earnings statements and orders of service when requested by the Military Department.

C. Shared leave may not be granted unless the pool has a sufficient balance to fund the requested leave for the expected term of service.

D. Shared leave, in combination with military salary, will not exceed the level of the employee's state monthly salary. Up to eight (8) hours per month of shared leave may be withdrawn and used to continue coverage under the Public Employees' Benefit Board, regardless of the employee's monthly salary and military salary.

E. The receiving employee continues to be classified as a state employee and receives the same treatment in respect to salary, wages, and employee benefits as the employee would normally receive if using accrued vacation or sick leave.

F. Agencies will investigate any alleged abuse of the uniformed service shared leave pool. If there is a finding of wrongdoing the employee may be required to repay all of the shared leave received from the pool.

24.5 This article is not subject to the grievance procedure.

ARTICLE 25
OFFICIAL DUTY STATION

25.1 IBEW/UA

A. It shall be the duty of Management to establish the permanent duty station of each employee.

B. Official Duty Station

Each employee's official duty station shall be the service location or a designated office or address in such other community, as may be designated, for employees assigned to a Region. For employees whose home is designated as their official duty station, the Employer will conduct an assessment to determine the supplies and equipment needed to perform their official duties. Based on the assessment completed by the Employer, all identified necessary equipment will be provided. Such equipment may include, but not be limited to a:

1. Dedicated telephone line,
2. Telephone,
3. Voice mail,
4. Fax,
5. Computer,
6. Printer,
7. Internet access, and
8. Necessary office furniture.

Employees working out of their home will have a signed "work from home" agreement in place.

C. The Department will not close, consolidate or effect a change in an official duty station of an employee, without notification to the Union regarding that decision. The Union may demand to bargain the impact of these decisions.

D. Management will provide a reasonable amount of time for employees to complete their tasks such as inspections, paperwork, and compliance activities. The parties agree to report on their experience under this subsection at Union Management Communication meetings.

25.2 UPW

A. DSHS will maintain an extra duty room at ESH and WSH for physicians performing "extra duty" work as defined in Article 7.2 D. Where possible, one room will be provided for physician use and one for psychiatrist use.

B. Private shower facilities will be made available for physicians working extra duty.

25.3 Washington State Patrol CVEO4 and FOP

Official Duty Station

The Employer shall assign each employee an official duty station in accordance with OFM regulations. The Employer will determine and provide the employee with the necessary equipment, tools and devices. The parties will discuss and attempt to resolve any issues at Labor Management Communication Committee meetings.

ARTICLE 26
OFF-DUTY CONDUCT

26.1 The off-duty activities of an employee will not be grounds for disciplinary action unless said activities are a conflict of interest as set forth in state law or are detrimental to the employee's work performance or the program of the Agency.

26.2 All Employees (excluding the Washington State Patrol and Department of Fish and Wildlife and Liquor Control Board)

Employees will report all arrests and any court-imposed sanctions or conditions that would prevent or negatively affect their ability to perform assigned duties to their Appointing Authority or designee within twenty-four (24) hours or prior to their scheduled work shift or work period, whichever occurs first.

26.3 Off Duty Employment

Employees will notify the employer prior to engaging in any off-duty employment. Employees may engage in off-duty employment that is in accordance with agency/program policy and will not interfere with the performance of their duties or result in a conflict of interest.

26.4 Washington State Patrol (WSP), Department of Fish and Wildlife (DFW) and Liquor Control Board (LCB) employees will continue to abide by their agency specific regulations relating to off-duty conduct and off-duty employment.

ARTICLE 27
COMMUTE TRIP REDUCTION AND PARKING

27.1 The Employer will continue to encourage but not require employees covered by this Agreement to use alternate means of transportation to commute to and from work in order to reduce traffic congestion, improve air quality and reduce the need for parking.

27.2 Agencies may provide commute trip reduction incentives consistent with agency policies and within available resources.

27.3 Pursuant to Executive Order 14-02, the Employer may allow employees to work from home in order to reduce their commute by one or more days a week if the employer determines that their position and work is conducive to a work from home agreement. During the term of this Agreement, agency-administered parking rates charged to employees who work at facilities located off the Capital Campus will not be increased from the facility parking rates in existence as of June 30, 2009.

27.4 The Appointing Authority or designee may approve modified schedules which further trip reduction goals.

27.5 Masters, Mates and Pilots (MM&P) and International Association of Firefighters (IAFF)
Management shall ensure adequate parking space adjacent to or within reasonable distance from each work location. Where a work location is separated from the parking location by a body of water management shall ensure adequate parking space.

27.6 CWA
Before imposing any parking fees or changing procedures that may be required by law or Washington Administrative Code, the employer shall discuss any changes with the Union and endeavor to address any concerns raised by the Union.

ARTICLE 28
NURSE PRACTICE AND MEDICATIONS

28.1 Management recognizes the responsibility of Registered Nurses, pursuant to the Nurse Practice Act RCW 18.79. To facilitate this responsibility, the parties agree to the following procedure for issues not resolved at the immediate supervisory level.

28.2 Nurse practice issues shall first be brought to the attention of Local Management for resolution.

28.3 Unresolved issues shall be appropriate items for discussion by the local and/or statewide Labor Management Communications Committee. Either party at such meetings may utilize appropriate resource individuals.

The local and statewide committee may discuss and exchange information regarding nurse staffing issues, the use of mandatory overtime and other staffing issues mutually agreed upon.

28.4 Nurses who raise nurse practice issues shall be free from restraint, interference, discrimination or reprisal.

28.5 Medications
Management agrees that the administration of medications shall be conducted in compliance with state regulations and applicable State Practice Acts. Management shall enforce state laws concerning the administration of medications.

28.6 Management agrees to provide adequate training to allow nurses to safely perform new protocols and procedures. Appropriate orientation will be provided for nurses to function safely when floated to a different unit.

ARTICLE 29
DEFENSE AND INDEMNIFICATION

29.1 Employee Liability
In the event an employee becomes a defendant in a civil liability suit arising out of actions taken or not taken in the course of his/her employment for the state, he/she has the right to request representation and indemnification through his/her agency in accordance with RCW 4.92.060 and 070 and agency policy.

29.2 MM&P
All permanent licensed Masters may purchase insurance to defend himself or herself in any Coast Guard investigation of a marine incident, or Coast Guard action against the employee's license resulting from such incident. Upon proof of purchase, Management will reimburse each Master on a quarterly basis, one hundred twenty-five dollars ($125.00).

ARTICLE 30
DISCIPLINE

30.1 Just Cause
The Employer will not discipline any permanent employee without just cause.

30.2 Employee Privacy
When disciplining an employee, the Employer will make a reasonable effort to protect the privacy of the employee.

30.3 Forms of Discipline

Discipline includes oral and written reprimands, reduction in pay, suspension, demotion, and discharge.

30.4 Investigative Process

A. The Employer has the authority to determine the method and develop appropriate guidelines for conducting investigations and notify the Union of those guidelines.

B. Upon written request of the Union, if an investigation lasts longer than sixty (60) days from the date the employee was notified of the investigation, the Employer will notify the Union of the current status of the investigation (for example: interviews pending, drafting of investigative report, waiting for analysis of data) and the Employer will provide an anticipated timeframe for completion. The Employer will provide its response to the Union's request for the current status of the investigation at least ten (10) days from the date of request by the union. However, in the event the Employer does not respond to the Union's request for a status of the investigation within ten (10) days, the failure to meet this timeframe will not be a basis for challenging the disciplinary action or precluding admissibility of evidence.

C. At the conclusion of any investigation where the Employer elects not to take disciplinary action, the employee will be provided with a notification when the investigation is completed and that no discipline will be imposed.

30.5 Investigatory Interviews

A. The Employer will notify the employee in advance of an investigatory interview and the nature of the interview.

B. Upon request, an employee has the right to a union representative at an investigatory interview called by the Employer, if the employee reasonably believes discipline could result. An employee may also have a union representative at a pre-disciplinary meeting. If the requested representative is not reasonably available, the employee will select another representative who is available. Employees seeking representation are responsible for contacting their representative. The role of the representative is to provide assistance and counsel to the employee, rather than serve as an adversary to the investigator. The exercise of rights in this Article must not interfere with the Employer's right to conduct the investigation.

C. Employees have a duty to cooperate with an Agency investigation. Employees retain the rights afforded to them by the Constitution of the United States and the State of Washington, as well as all of the protections of the statutes of Washington and this collective bargaining agreement.

D. The Employer will allow a reasonable break for an employee participating in an investigatory interview.

30.6 Alternative Assignments

An employee placed on an alternate assignment during an investigation will be informed of the general reason(s) for the alternative assignment, unless it would compromise the integrity of the investigation, and will not be prohibited from contacting his or her union representative unless there is a conflict of interest, in which case the employee may contact another union representative. This does not preclude the Employer from restricting an employee's access to agency premises. Upon completion of the investigation process(es), the employee will be notified.

30.7 Pre-Disciplinary Meetings

Prior to imposing discipline, except oral or written reprimands, the Employer will offer the opportunity to schedule a pre-disciplinary meeting with the employee. Five (5) days prior to the pre-disciplinary meeting, the Employer will inform the employee and the Union of the reasons for the contemplated discipline and an explanation of the evidence and copies of written documents relied upon to take the action. Employees may request a shorter timeframe for the pre-disciplinary meeting. The employee will be provided an opportunity to respond in writing or in person.

30.8 Notice Prior to Reduction in Pay or Demotion

The Employer will provide an employee with fifteen (15) calendar days written notice prior to the effective date of the reduction in pay or demotion.

30.9 Ability to Grieve Specific Discipline

The Employer has the authority to impose discipline, which is then subject to the grievance procedure set forth in Article 31. Oral reprimands, however, may only be processed through the Agency Head step of the grievance procedure.

30.10 Copy of Disciplinary Action Provided to Union

Copies of disciplinary actions, except for oral reprimands, will be sent to the Union at the time it is given to the employee.

ARTICLE 31
GRIEVANCE PROCEDURE

31.1 The purpose of this Article is to provide for an orderly method of resolving disputes over the provisions of this Agreement. Whenever possible, disputes should be resolved informally, at the lowest level. To that end, all supervisors and employees are encouraged to engage in free and open discussions about disputes.

31.2 Terms and Requirements

A. Grievance Definition

A grievance is an allegation by an employee or a group of employees that there has been an act that violates this Agreement which occurred during

the term of this Agreement. The term "grievant" as used in this Article includes the term "grievants."

B. Filing a Grievance

Grievances may be filed by the Union on behalf of an employee or on behalf of a group of employees. If the Union does so, it will set forth the name of the employee or the names of the group of employees.

C. Computation of Time

Days are calendar days, and will be counted by excluding the first day and including the last day of timelines. When the last day falls on a Saturday, Sunday or holiday, the last day will be the next day which is not a Saturday, Sunday or holiday. Transmittal of grievances, appeals and responses will be in writing, and timelines will apply to the date of receipt, not the date of postmarking.

D. Failure to Meet Timelines

The time limits in this Article must be strictly adhered to unless mutually modified in writing. Failure by the Union to comply with the timelines will result in the automatic withdrawal of the grievance. Failure by the Employer to comply with the timelines will entitle the Union to move the grievance to the next step of the procedure.

E. Contents

The written grievance must include the following information:

1. The nature of the grievance;

2. All pertinent facts or issues, including date of occurrence, upon which the grievance is based;

3. The specific article and section of the Agreement violated;

4. The specific remedy requested; and

5. The name and signature of the grievant(s) or the Union representative.

F. Modifications

No newly alleged violations may be made after the initial written grievance is filed, except by written mutual agreement.

G. Resolution

If the Employer provides the requested remedy or a mutually agreed-upon alternative, the grievance will be considered resolved and may not be moved to the next step.

H. Withdrawal

A grievance may be withdrawn at any time.

I. Resubmission

If terminated, resolved or withdrawn, a grievance cannot be resubmitted.

J. Pay

Grievants will not lose pay for attending grievance meetings or arbitration hearings held during their work time. Grievants will not be paid for meetings held during their off-duty time.

K. Consolidation

The Employer may consolidate grievances arising out of the same set of facts.

L. Bypass

Any of the steps in this procedure may be bypassed with mutual written consent of the parties involved at the time the bypass is sought.

M. Discipline

Disciplinary grievances will be initiated at the level at which the disputed action was taken.

31.3 Filing and Processing

A. Filing

A grievance must be filed within fifteen (15) days of the occurrence giving rise to the grievance, or the date the grievant knew or could reasonably have known of the occurrence.

The employee may first discuss the issue with the immediate supervisor in an attempt to informally resolve the issue. The employee may elect to have a union representative or union steward present.

Even when informal discussions occur, the written grievance must be filed no later than the fifteen (15) days described above.

B. Alternative Resolution Methods

Any time during the grievance process, by mutual consent, the parties may use alternative methods to resolve the dispute. If the parties agree to use alternative methods, the time frames in this Article are suspended. If the selected alternative method does not result in a resolution, the Union may return to the grievance process and the time frames resume. Any expenses and fees of alternative methods will be shared equally by the parties.

C. Processing

Step 1: Responsible Supervisor, Manager or Designee:

If the issue is not resolved informally, the Union may file a written grievance with the employee's supervisor or designee with a copy to the Human Resources Office, within the fifteen (15) day period described above. The Employer will designate a responsible supervisor, manager or designee who will, upon agreement of the parties, meet or confer by telephone with a union steward and/or staff representative and the grievant

within fifteen (15) days of receipt of the grievance, and will respond in writing to the Union within fifteen (15) days after the meeting. If the parties cannot agree on the meeting process, the Union may move the grievance to Step 2 of the grievance procedure.

Note: The Departments of Fish and Wildlife, Department of Corrections, Social and Health Services, Enterprise Services, Liquor Control Board and the Washington State Patrol will bypass Step 1.

Step 2: Appointing Authority or Designee:
If the grievance is not resolved at Step 1, the Union may move it to Step 2 by filing the written grievance, with the Appointing Authority or designee, with a copy to the Human Resources Office, within fifteen (15) days of the Union's receipt of the Step 1 decision.

For agencies bypassing Step 1: If the issue is not resolved informally, the Union may file a written grievance with the employee's Appointing Authority or designee, with a copy to the Human Resources Office within the fifteen (15) day period described in 31.3 A.

In either case, the Appointing Authority or designee will meet (or if mutually agreeable confer by telephone), with a union steward and/or staff representative and the grievant within fifteen (15) days of receipt of the appeal and will respond in writing to the Union within fifteen (15) days after the meeting.

Step 3: Agency Head or Designee:
If the grievance is not resolved at Step 2, the Union may move it to Step 3 by filing the written grievance with the Agency Head, with a copy to the Human Resources Office, within fifteen (15) days of the Union's receipt of the Step 2 decision. Upon agreement of the parties, the Agency Head or designee will meet or confer by telephone with a union steward and/or staff representative and the grievant within fifteen (15) days of receipt of the Step 2 decision. Management will provide a written response to the Union within fifteen (15) days after the meeting and if the remedies are denied the response will include an explanation.

Note: If the Agency Head is the only Appointing Authority for the Agency, Step 3 will be bypassed.

Step 4: Mediation or Pre-Arbitration Review Meeting:
If the grievance is not resolved at Step 3, the Union may either file a request for mediation with Public Employment Relations Commission (PERC) or file a demand for arbitration with a copy of the grievance and all responses attached.

A. Request for Mediation

The Union may choose to file a request for mediation with PERC in accordance with WAC 391-55-020, with a copy to State Human Resources, Labor Relations (SHR/LR) at the email address labor.relations@ofm.wa.gov and the agency's Human Resources Office within fifteen (15) days of receipt of the Step 3 decision.

B. Request for Pre-Arbitration Review Meeting (PARM)

As an alternative to requesting mediation, the Union may request a PARM. The PARM shall be filed with the State Human Resources, Labor Relations (SHR/LR) at the email address labor.relations@ofm.wa.gov and the Agency's Human Resource Office within fifteen (15) days of the Union's receipt of the Step 3 decision. Within fifteen (15) days of the receipt of the arbitration demand, the SHR/LR will either:

1. Schedule a pre-arbitration review meeting with the SHR/LR Assistant Director or designee, an agency representative, and the Union's representative to review and attempt to settle the dispute. If the matter is not resolved in this pre-arbitration review, within fifteen (15) days of the meeting, the Union may file a demand to arbitrate the dispute with the American Arbitration Association (AAA), Federal Mediation and Conciliation Service (FMCS), or through a mutually agreed upon list of arbitrators, or

2. Notify the Union in writing that no pre-arbitration review meeting will be scheduled. Within fifteen (15) days of receipt of this notice, the Union may file a demand to arbitrate the matter with the AAA, FMCS, or through a mutually agreed upon list of arbitrators.

Step 5: Arbitration:

Filing Demand to Arbitrate

If the grievance is not resolved at Step 4, the Union may file a request for arbitration. The demand to arbitrate the dispute must be filed with the appropriate organization within fifteen (15) days of the mediation session or PARM.

C. Selecting an Arbitrator

The parties will select an arbitrator by mutual agreement or by alternately striking names from the list of arbitrators, and will follow the Labor Arbitration Rules of the AAA unless they agree otherwise in writing.

D. Authority of the Arbitrator

1. The arbitrator will:

   a. Have no authority to add to, subtract from, or modify any of the provisions of this Agreement;

   b. Be limited in his/her decision to the grievance issue(s) set forth in the original written grievance unless the parties agree to modify it;

   c. Not make any decision that would result in the violation of this Agreement;

2. The arbitrator will hear arguments on and decide issues of arbitrability before the first day of arbitration at a time convenient for the parties, immediately prior to hearing the case on its merits, or as part of the entire hearing and decision-making process. If the issue of arbitrability is argued prior to the first day of arbitration, it may be argued in writing or by telephone, at the discretion of the arbitrator. Although the decision may be made orally, it will be put in writing and provided to the parties.

3. The decision of the arbitrator will be final and binding upon the Union, the Employer and the grievant.

E. Arbitration Costs

1. The expenses and fees of the arbitrator, and the cost (if any) of the hearing room will be shared equally by the parties.

2. If the arbitration hearing is postponed or canceled because of one party, that party will bear the cost of the postponement or cancellation. The costs of any mutually agreed upon postponements or cancellations will be shared equally by the parties.

3. If either party desires a record of the arbitration, a court reporter may be used. If that party purchases a transcript, a copy will be provided to the arbitrator, free of charge. If the other party desires a copy of the transcript, it will pay for one-half (1/2) of the costs of the fee for the court reporter, the original transcript and a copy.

4. Each party is responsible for the costs of its attorneys, representatives, witnesses, travel expenses and any fees. Grievants will be paid for participation in arbitration hearings and may use leave for preparation for and travel to or from arbitration hearings.

ARTICLE 32
PERSONNEL FILES

32.1 There will be one (1) official personnel file maintained by the Employer for each employee. Additional employee files may include supervisory, attendance, payroll and medical files. The location of personnel files will be determined by the Agency. Medical files will be kept separate and confidential in accordance with state and federal law. An employee will have the right to examine his/her own personnel file. Written authorization from the employee is required before any representative of the employee will be granted access to the personnel file. The employee and/or representative may not remove any contents; however, an employee may provide a written rebuttal to any information in the file that he/she considers objectionable. The Employer may charge a reasonable fee for copying any materials beyond the first copy requested by the employee or his/her representative.

32.2 When documents in an employee's personnel file are the subject of a public disclosure request, the Employer will provide the employee notice of the request at least ten (10) calendar days in advance of the intended release date.

32.3 Adverse material or information related to alleged misconduct that is determined to be false, and all such information in situations where the employee has been fully exonerated of wrongdoing, will be promptly removed from the official personnel file.

32.4 Prior to any document that may be deemed derogatory to the employee being placed into the employee's personnel file, the employee will be provided a copy.

32.5 Removal of Documents

A. Written reprimands and their related documentation will be removed from an employee's personnel file or WSP Office of Professional Standards file after two (2) years if:

1. Circumstances do not warrant a longer retention period, such as sexual harassment or criminal conduct; and

2. There has been no subsequent discipline; and

3. The employee submits a written request for its removal.

B. Records of disciplinary actions involving reductions-in-pay, suspensions or demotions, and written reprimands not removed after two (2) years, will be removed after six (6) years if:

1. Circumstances do not warrant a longer retention period, such as sexual harassment, or criminal conduct; and

2. There has been no subsequent discipline; and

3. The employee submits a written request for its removal.

C. Nothing in this Section will prevent the Employer and employee from agreeing to an earlier removal date, unless to do so would violate RCW 41.06.450.

D. Any disciplinary actions removed from an Employee's personnel file may not be considered for progressive purposes.

32.6 Supervisory Files

Supervisory files will be purged of the previous year's job performance information following the completion of the annual performance evaluation, unless circumstances warrant otherwise. If circumstances warrant retention of a document past an annual performance evaluation, it shall be purged upon the next annual performance evaluation. Employees retain a right to review their supervisory file.

ARTICLE 33
REASONABLE ACCOMMODATION AND DISABILITY SEPARATION

33.1 The Employer and the Union will comply with all relevant federal and state laws, regulations and executive orders providing reasonable accommodations to qualified individuals with disabilities.

33.2 An employee who believes that he/she suffers a disability and requires a reasonable accommodation to perform the essential functions of his/her position may request such an accommodation by submitting a request to the Agency.

33.3 Employees requesting accommodation must cooperate with the Agency in discussing the need for and possible form of any accommodation. The Agency may require supporting medical documentation and may require the employee to obtain a second medical opinion at agency expense. Medical information disclosed to the Agency will be kept confidential.

33.4 The Agency will determine whether an employee is eligible for a reasonable accommodation and the final form of any accommodation to be provided. An employee may request a status update after thirty (30) days of their request for a reasonable accommodation. The Employer will provide a response to the employee within five (5) working days of the employee's update request.

33.5 An employee with permanent status may be separated from service when the Agency determines that the employee is unable to perform the essential functions of the employee's position due to a mental, sensory, or physical disability, which cannot be reasonably accommodated. Determinations of disability may be made by the Agency based on an employee's written request for disability separation or after obtaining a written statement from a physician or licensed mental health professional. The Agency must make a disability determination within a

reasonable amount of time after the submittal of this paperwork. The Agency can require an employee to obtain an independent medical examination at the Agency's expense, including paid time, from a physician or licensed mental health professional of the Agency's choice. Evidence may be requested from the physician or licensed mental health professional regarding the employee's limitations.

An employee may elect to have a second medical examination, at the employee's expense, if the employee disagrees with the results of the Agency's physician's exam. The employee must use approved leave for the second exam. Upon request, the Agency will provide a copy of the documents which were provided to the Agency's examining professional to the employee's selected examining physician The results of this examination will be taken into consideration when making an accommodation or separation determination.

33.6 The Agency may separate an employee when the Agency has medical documentation of the employee's disability and has determined that the employee cannot be reasonably accommodated in any available position, or when the employee requests separation due to disability.

33.7 An employee separated due to disability, will be placed in the General Government Transition Pool Program if he/she submits a written request for reemployment and has met the reemployment requirements of WAC 357-46-090 through 105. Employees participating in the transition pool program shall have no right of appeal within the program.

33.8 Disability separation is not a disciplinary action. An employee who has been separated due to disability may grieve his/her disability separation in accordance with Article 31, Grievance Procedure, unless separation was at the employee's request. Upon written request, an employee who grieves a disability separation will be provided a copy of the medical information the Agency used to make the disability separation determination.

ARTICLE 34
SENIORITY

34.1 Definition

A. Seniority for full-time employees will be defined as the employee's length of unbroken state service. Seniority for part-time or on call employees will be based on actual hours worked. Leave without pay of fifteen (15) consecutive calendar days or less will not affect an employee's seniority. When an employee is on leave without pay for more than fifteen (15) consecutive calendar days, the employee's seniority will not be affected when leave without pay is taken for:

1. Military leave or United States Public Health Services Workers' compensation;

2. Governmental service leave and leave to enter the Peace Corps, not to exceed two (2) years and three (3) months;

3. Educational leave, contingent upon successful completion of the coursework;

4. Reducing the effects of layoff; and/or

5. Compensable work related injury or illness leave.

When an employee is on leave without pay for more than fifteen (15) consecutive calendar days and the absence is not due to one of the reasons listed above, the employee's seniority date will be moved forward to an amount equal to the duration of the leave without pay. Time spent on a temporary layoff or when an employee's work hours are reduced in accordance with Article 35, Layoff and Recall, will not be deducted from the calculation of seniority. Employees who are separated from state service due to layoff and are reemployed within three (3) years of their separation date will not be considered to have a break in service.

B. For the purposes of layoffs and recall, a maximum of five (5) years' credit will be added to the seniority of permanent employees who are veterans or to their surviving spouse, or surviving state registered domestic partners as defined by RCW 26.60.020 and 26.60.030, as provided for in RCW 41.06.133.

34.2 Ties

If two (2) or more employees have the same date, ties will be broken in the following order:

A. Longest continuous time within their current job classification;
B. Longest continuous time with the Agency;
C. Longest continuous time with the State; and
D. By lot.

34.3 Semi-Annual Seniority List Posting

The Employer will prepare and post a seniority list and provide a copy to the Union by April 15th and September 15th of each year. The list will be updated annually and will contain each employee's name, job classification and seniority date. The list will be arranged in descending order of seniority. For the purpose of this posting, the seniority list will not include military service credit. Employees will have thirty (30) calendar days in which to appeal their seniority date to their Human Resources Office, after which time the date will be presumed correct.

34.4 For purposes of layoff, the Employer will, at least thirty (30) days prior to the layoff or upon request by the union, provide the Union headquarters with the seniority list adjusted for military service credit. without dates specified. The

Union will provide the Employer with any known discrepancies in seniority as soon as known. The list will be arranged in descending order of seniority. The parties recognize that the list may change as new information is provided and therefore the parties agree that the list provided to the union is an unofficial document intended only to supply general information based on DD214(s) on file with the agency.

ARTICLE 35
LAYOFF AND RECALL

35.1 Definition

Layoff is an Employer-initiated action, taken in accordance with Section 35.3 below, that results in:

A. Separation from service with the Employer,
B. Employment in a class with a lower salary range,
C. Reduction in the work year,
D. Reduction in the number of work hours.

35.2 The Agency will determine the basis for, extent, effective date and the length of layoffs in accordance with the provisions of this Article Thirty (30) calendar days prior to any layoff, with the exception of those resulting from subsection 35.6 below, each affected Agency will notify its respective union of its intent to lay off bargaining unit members. This notice shall include: the anticipated position(s) to be eliminated; an electronic list of the seniority of all bargaining unit employees including employee's job class and program; and a list of all known vacancies.

35.3 Basis for Layoff

Layoffs may occur for any of the following reasons:

A. Lack of funds
B. Lack of work
C. Good faith reorganization
D. Ineligibility to continue in a position that was reallocated
E. Termination of a project
F. Fewer positions available than the number of employees entitled to such positions either by statute or other provision.

35.4 Voluntary Layoff, Leave Without Pay or Reduction in Hours

Appointing authorities may allow an employee to volunteer to be laid off, take leave without pay or reduce his/her hours of work in order to reduce layoffs. If it is necessary to limit the number of employees in an agency on unpaid leave at the same time, the Appointing Authority will determine who will be granted leave without pay and/or reduction in hours based on seniority if all staffing needs are equal. Employees who volunteer to be laid off may request to participate in the General Government Transition Pool Program and/or have their names placed on the internal layoff list for the job classifications in which they held permanent status.

35.5 Permanent, Non-Permanent and Probationary Employees

Employees with permanent status will not be separated from state service through a layoff action without first being offered positions they have the skills and abilities to perform within their current job classification within the layoff unit currently held by non-permanent and probationary employees. Non-permanent employees will be separated from employment before probationary employees.

35.6 Temporary Reduction of Work Hours or Layoff – Agency Option

A. The Agency may temporarily reduce the work hours of an employee to no less than twenty (20) per week, up to thirty (30) calendar days, due to severe and inclement weather or natural disaster and unanticipated loss of funding, or lack of work. Employees will normally receive notice of seven (7) calendar days of a temporary reduction of work hours.

B. The Agency may temporarily layoff an employee for up to thirty (30) calendar days due to an unanticipated loss of funding, revenue shortfall, lack of work, shortage of material or equipment, or severe and inclement weather or natural disaster. Employees will receive notice of seven (7) calendar days of a temporary layoff.

C. An employee whose work hours are temporarily reduced or who is temporarily laid off will not be entitled to:

1. Be paid any leave balance;
2. Bump to any other position; or
3. Be placed on the internal layoff list.

D. A temporary reduction of work hours or layoff will not affect an employee's periodic increment date and the employee will continue to accrue vacation and sick leave credit at their normal rate.

35.7 Layoff Units

A. A layoff unit is defined as the geographical entity or administrative/ organizational unit in each agency used for determining available options for employees who are being laid off.

B. The layoff unit(s) for each agency covered by this Agreement are described in Appendix B, Layoff Units.

35.8 Skills and Abilities

Skills and abilities are documented criteria found in license/certification requirements, federal and state requirements, position descriptions, bona fide occupational qualifications approved by the Human Rights Commission or recruitment announcements that have been identified prior to the layoff.

For the purposes of layoff, the Agency will use the most current completed position description form (reviewed, approved and signed by the appropriate chain of command) as the primary basis for determining the skills and abilities necessary to perform the duties of the position. Agencies will ensure that position

description forms accurately reflect the job duties of the position. The union may challenge the use of any PDF within the bargaining unit that shows a significant change in the required skills and abilities for the position within three months of the layoff notice.

35.9 Formal Options

A. Employees will be laid off in accordance with seniority, as defined in Article 34, Seniority, among the group of employees with the required skills and abilities as defined in Section 35.8 of this Article. The Agency will determine if the employee possesses the required skills and abilities for the position. Employees being laid off will be provided an option to a comparable position in descending order within the layoff unit. Once an option as described in 1 – 3 below is available and offered, no further formal option will be provided.

1. A funded vacant position for which the employee has the skills and abilities, within his/her current job classification. If there are multiple funded vacancies within the layoff unit, the employee(s) will be afforded a choice of vacancies according to seniority and the required skills and abilities.

2. A funded filled position held by the least senior employee for which the employee has the skills and abilities, within his/her current job classification.

3. A funded vacant position or filled position held by the least senior employee for which the employee has the skills and abilities, at the same or lower salary range as his/her current permanent position, within a job classification in which the employee has held permanent status, or, at the employee's written request, to a lower classification within his or her current job classification series even if the employee has not held permanent status in the lower job classification.

B. For multi-employee layoffs, more than one (1) employee may be offered the same funded, vacant or filled position. In this case, the most senior employee with the skills and abilities who accepts the position will be appointed. Appointments will be made in descending order of seniority of the employees with the skills and abilities of the position(s).

C. If a job classification in which an employee has previously held status has been abolished or revised, a cross-walk to the class series will be used to identify layoff options. The employee must have the skills and abilities of any identified positions(s).

Options will be provided in descending order of salary range and one (1) progressively lower level at a time. Vacant positions will be offered prior to filled positions.

35.10 Informal Options

An employee being laid off may be offered a funded vacant position to job classifications he/she has not held permanent status within his/her layoff unit provided the employee meets the skills and abilities required of the position and it is at the same or lower salary range as the position in which the employee currently holds permanent status. The Agency will determine if the employee possesses the required skills and abilities for the position.

An employee may request an informal option to job classifications through the agency's Human Resources Office within five (5) calendar days of receipt of a written notice of a permanent layoff. The award or denial of an informal option is not subject to the grievance procedure.

35.11 Notification to Employees With Permanent Status

A. Except for temporary reduction in work hours and temporary layoffs as provided in Section 31.5, employees with permanent status will receive written notice at least fifteen (15) calendar days before the effective layoff date. The notice will include the basis for the layoff and any options available to the employee. The Union/Association will be provided with a copy of the notice at the same time the employee is notified.

B. Except for temporary reduction in work hours and temporary layoffs as provided in Section 31.5, if the agency chooses to implement a layoff action without providing fifteen (15) calendar days notice, the employee will be paid his/her salary for the days that he/she would have worked had full notice been given.

C. Employees will be provided seven (7) calendar days to accept or decline, in writing, any option provided to them. This time period will run concurrent with the fifteen (15) calendar days' notice provided by the agency to the employee.

D. The day that notification is given constitutes the first day of notice.

35.12 Moving Expenses

An employee whose layoff option requires an increase of thirty-five (35) additional commute miles and who chooses to move the permanent residence to reduce the commute will be entitled to reimbursement of moving expenses as defined in OFM regulation.

35.13 Salary

Employees appointed to a position as a result of a layoff action will have their salary determined as follows:

A. <u>Transfer or Bump</u>

An employee who accepts a transfer or bumps to another position within his/her current job classification will retain his/her current salary.

B. Voluntary Demotion in Lieu of Layoff or Bump to a Lower Position

An employee who voluntarily demotes in lieu of layoff or who bumps to another position with a lower salary range will be paid an amount equal to his/her current salary provided it is within the salary range of the new position. In those cases where the employee's current salary exceeds the maximum amount of the salary range for the new position, the employee will be compensated at the maximum salary of the new salary range.

C. Appointment from a Layoff List

1. Employees who are appointed from a layoff list to a position with the same salary range from which they were laid off will be paid the amount in which they were compensated when laid off plus any general wage increase or step increase that occurred during the time they were laid off.

2. Employees who are appointed from a layoff list to a position with a lower salary range than the position from which they were laid off will be paid an amount equal to the salary they were receiving at the time they were laid off, provided it is within the salary range of the new position. In those cases where the employee's prior salary exceeds the maximum amount of the salary range for the new position, the employee will be compensated at the maximum salary of the new salary range.

35.14 Transition Review Period

A. The Agency may require an employee to complete a six(6) month transition review period when the employee accepts a layoff option to a job classification in which he/she has:

1. Not held permanent status;
2. Been appointed from the General Government Transition Pool Program;
3. Been appointed from a layoff list.

B. The Agency will have the authority to extend or shorten an employee's review period as long as the extension does not cause the review period to exceed twelve (12) months. In such case, the Employer will provide written notice of the extension to the union and employee of the basis for an extension. Employees will receive a permanent appointment to the position upon successful completion of the transition review period.

C. The Agency may separate an employee or an employee may voluntarily separate during the transition review period. Upon separation, and at the employee's request, the employee's name will be placed on or returned to the layoff list. The employee will remain on the list until such time as his/her eligibility expires or he/she has been rehired, whichever occurs first. Separation during, or extension of, the transition review period will not be subject to the grievance procedure in Article 31.

35.15 Recall

A. The Agency will maintain layoff lists for each job classification that will include geographic availability. Permanent employees who are laid off will, at their request, have their name placed on the list for the job classification from which they were laid off and will indicate the geographic areas they are willing to accept employment. Additionally, employees may request to have their name placed on the layoff list for other job classifications in which they have held permanent status. An employee will remain on layoff lists for three (3) years from the effective date of his/her layoff.

B. When a vacancy occurs within an agency and when there are names on a layoff list, the agency will fill the position in accordance with Article 4, Filling of Vacancies. An employee who is offered a position two (2) times and refuses the offer each time will have his/her name removed from the layoff list. Once an employee accepts an offer, his/her name is removed from the layoff list for that classification unless returned to the list in accordance with other sections of this contract.

35.16 General Government Transition Pool Program

Employees who are notified that they are at risk of being laid off or have been laid off may request their names be placed into the General Government Transition Pool Program administered by the Department of Personnel. When a vacancy occurs within an agency, the Agency will consider employees in the General Government Transition Pool Program along with all other candidates, all of whom must have the skills and abilities to perform the duties of a position being filled.

35.17 Project Employment

A. Project employees have layoff rights within their project. Formal options will be determined using the procedure outlined in Section 35.9, above.

B. Permanent status employees who left regular classified positions to accept project employment without a break in service have layoff rights within the agency in which they held permanent status. The employee's return rights are to the job classification they last held permanent status in prior to accepting project employment using the procedure outlined in Section 35.9.

C. Project employees who are separated from state service due to layoff and have not held permanent status in classified service may request their names be placed into the General Government Transition Pool Program.

35.18 Seasonal Career Employment

A. Seasonal career employees have layoff rights within their agency to other seasonal career positions within their layoff unit as provided in Appendix B. Employees will be given no less than two (2) working days' notice of a layoff.

B. Formal options will be determined using the procedure outlined in Section 35.9, above, to other seasonal career positions. Employees separated due to layoffs will be placed on a separate seasonal layoff list for the season in which they were laid off. Employees who have the skills and abilities to perform the duties of the position to be filled will be recalled based on seniority for other seasonal career positions.

ARTICLE 36
MANAGEMENT RIGHTS

36.1 Except as modified by this Agreement and applicable law, the Employer retains all rights of management, including, but not limited to, the right to:

A. Determine the Employer's functions, programs, organizational structure and use of technology;

B. Determine the Employer's budget and size of the Agency's workforce and the financial basis for layoffs;

C. Direct and supervise employees;

D. Take all necessary actions to carry out the mission of the state and its agencies during emergencies;

E. Determine the Employer's mission and strategic plans;

F. Develop, enforce, modify or terminate any policy, procedure, manual or work method associated with the operations of the Employer;

G. Determine or consolidate the location of operations, offices, work sites, including permanently or temporarily moving operations in whole or part to other locations;

H. Establish or modify the workweek, daily work shift, hours of work and days off;

I. Establish work performance standards, which include, but are not limited to, the priority, quality and quantity of work;

J. Establish, allocate, reallocate or abolish positions, and determine the skills and abilities necessary to perform the duties of such positions;

K. Select, hire, assign, reassign, evaluate, retain, promote, demote, transfer, and temporarily or permanently lay off employees;

L. Determine, prioritize and assign work to be performed;

M. Determine the need for and the method of scheduling, assigning, authorizing and approving overtime;

N. Determine training needs, methods of training and employees to be trained;

O. Determine the reasons for and methods by which employees will be laid-off; and

P. Suspend, demote, reduce pay, discharge, and/or take other disciplinary actions.

ARTICLE 37
LABOR/MANAGEMENT COMMUNICATION COMMITTEE

37.1 Purpose

The purpose of the Labor/Management Communication Committee(s) is to provide continuing communication between the parties and to promote constructive labor/management relations.

37.2 Committees

Agency statewide Labor/Management Communication Committees with each exclusive bargaining representative will be established to discuss and exchange information of a group nature and general interest to both parties. In addition to an agency statewide committee, in the Department of Veteran's Affairs each Institution will form a Labor/Management Communication Committee which will meet no more than four (4) times per year unless agreed otherwise.

A. Composition

Labor/Management Communication Committees will consist of:

1. For Department of Social Health Services/MM&P – up to two (2) employee representatives and up to two (2) employer representatives;

2. For Department of Social and Health Services/IAFF – up to two (2) employee representatives and up to two (2) employer representatives;

3. For Department of Fish and Wildlife/Teamsters – up to four (4) employee representatives and up to four (4) employer representatives;

4. For Department of Fish and Wildlife/FWOG – up to four (4) employee representatives and up to four (4) employer representatives.

5. For Labor and Industries/IBEW – up to seven (7) employee representatives and up to seven (7) employer representatives;

6. For Labor and Industries/UA – up to seven (7) employee representatives and up to seven (7) employer representatives;

7. For Veterans Affairs/WSNA – up to three (3) employee representatives and up to three (3) employer representatives;

8. For Washington State Patrol/WSPCMA – up to two (2) employee representatives and up to two (2) employer representatives;

9. For Washington State Patrol/WSPTA – up to two (2) employee representatives and up to two (2) employer representatives;

10. For Washington State Patrol/WSPSTA – up to two (2) employee representatives and up to two (2) employer representatives;

11. For Department of Social and Health Services/UPW – up to three (3) employee representatives and up to three (3) employer representatives; and

12. For Department of Social and Health Services/AWP – up to two (2) employee representatives and up to two (2) employer representatives.

13. For the Department of Enterprise Services/CWA – up to two (2) employee representatives and up to two (2) employer representatives.

14. For the Board of Industrial Insurance Appeals/AIAJ – up to three (3) employee representatives and up to three (3) employer representatives.

    The Employer and Union will be responsible for the selection of their own representatives. Additional paid staff of the Union and the Employer may also attend. If agreed to by both parties, additional representatives may be added.

15. For the Liquor Control Board/FOP up to two (2) employee representatives and up to two (2) employer representatives.

16. For the Washington State Patrol, Commercial Vehicle Enforcement Officer 4 – one (1) employee representative, one (1) union representative and up to two (2) Agency representatives.

B. Participation

1. The Union will provide the Employer with the names of their committee members at least ten (10) calendar days in advance of the date of the meeting in order to facilitate the release of employees. The Employer will release employee representatives to attend committee meetings if their absences do not cause a disruption of work. Employees will be granted reasonable time during their normal working hours, as determined by the

Employer, to prepare for union management communication committee meetings.

2. On the day of the Communication Committee Meeting, employees traveling to and from and attending committee meetings during their regularly scheduled work time will have no loss in pay. Travel to and from, and attendance at meetings during employees' non-work time will not be compensated for or considered as time worked. The Union is responsible for paying any mileage, lodging and/or per diem expenses of employee representatives, unless a state vehicle is available and authorized for employee's use to conduct official state business.

C. Meetings
Committee meetings will be conducted up to four (4) times per year, unless agreed otherwise. All committee meetings will be scheduled on mutually acceptable dates and times.

D. Each party will provide the other with any topics for discussion ten (10) calendar days prior to a scheduled meeting. During the meeting, notes may be taken by either party.

E. Scope of Authority
Committee meetings will be used for discussions and issue resolution only, and the committee will have no authority to conduct any negotiations, bargain collectively or modify any provision of this Agreement. The Employer will inform the Union of changes in policies that affect mandatory subjects and the Union may request bargaining on mandatory topics. Nothing in this Article or any committee's activities will be subject to the grievance procedure in Article 31.

Nothing in this Article will restrict or inhibit the Union's right to demand to bargain on changes to mandatory subjects of bargaining not covered by this Agreement.

ARTICLE 38
UNION ACTIVITIES

38.1 Staff Representatives

A. Within thirty (30) calendar days from the effective date of this Agreement, the Union will provide the Employer with a written list of staff representatives and the geographic jurisdictions for which they are responsible. The Union will provide written notice to the Employer of any changes within thirty (30) calendar days of the changes.

B. Staff representatives will have access to the Employer's offices or facilities in areas designated by the Employer to carry out representational

activities. The representatives will notify local management prior to their arrival and will not interrupt the normal operations of the Agency.

38.2 Union Stewards/Association Representatives

All references to "stewards" will also refer to Association Representatives.

A. Within thirty (30) calendar days from the effective date of this Agreement, the Union will provide the Employer with a written list of current union stewards. The Union will maintain the list. The Employer will not recognize an employee as a union steward if his/her name does not appear on the list.

B. Union stewards will be released during their normal working hours to attend meetings scheduled with management within the steward's designated area or facility, for the following representational activities:

1. Grievance meetings, including attempts at informal resolution; and/or

2. Investigatory interviews and pre-disciplinary meetings, in accordance with Article 30, Discipline.

The union steward will notify and receive approval from his/her supervisor before attending a meeting. Stewards will receive approval unless there is a compelling reason. Notification will include the approximate amount of time the steward expects the activity to take. Any agency business requiring the employee's immediate attention will be completed prior to attending the meeting. Attendance at meetings during the union steward's non-work hours will not be considered as time worked. Union stewards may not use state vehicles to travel to and from a work site in order to perform representational activities, unless authorized by the Agency.

C. If the amount of time a union steward spends performing representational responsibilities is affecting his/her ability to accomplish assigned duties, the Employer will discuss potential remedies with the employee and the Union.

38.3 Use of State Facilities, Resources and Equipment

A. Meeting Space and Facilities

The Employer's offices and facilities may be used by the Union to hold meetings, subject to agency policy, availability of the space and with prior written authorization from the Employer.

B. Supplies and Equipment

The Union and its membership will not use state-purchased supplies or equipment to conduct union business or representational activities. This does not preclude the use of the telephone for representational activities if

there is no cost to the Employer, the call is brief in duration and it does not disrupt or distract from agency business.

C. E-mail, Fax Machines, the Internet, and Intranets

The Union and its members will not use state-owned or operated e-mail, fax machines, the Internet, or intranets to communicate with one another, except as provided in this agreement. Employees may use state operated e-mail to request union representation. Union stewards may utilize state owned/operated equipment to communicate with the affected employees and/or the Employer for the exclusive purpose of administration of this Agreement. Such use will:

1. Result in little or no cost to the Employer;

2. Be brief in duration and frequency;

3. Not interfere with the performance of their official duties;

4. Not distract from the conduct of state business;

5. Not disrupt other state employees and will not obligate other employees to make a personal use of state resources;

6. Not compromise the security or integrity of state information or software; and

7. Not include general communication and/or solicitation with employees.

The Union and its union stewards will not use the above-referenced state equipment for Union organizing, internal Union business, advocating for or against the Union in an election or any other purpose prohibited by the Executive Ethics Board.

38.4 Bulletin Boards

The Employer will maintain bulletin board(s) or space on existing bulletin boards currently provided to the Union for union communication. In bargaining units where no bulletin board or space on existing bulletin boards has been provided, the Employer will supply the Union with a board or space. Material posted on the bulletin board will be appropriate to the workplace, politically non-partisan, in compliance with state ethics laws, and identified as union literature. Union communications may not be posted in any other location in the Agency.

38.5 Union Training

The State agrees to release with pay all designated shop stewards and representatives for a bona fide training by the Union regarding labor relations with the State, for two (2) days per fiscal year, provided the absence does not cause a workload coverage issue. The stewards/representatives agree to provide their supervisors with fourteen (14) days' notice of the date of the training.

38.6 Contract Negotiations

Each Union may designate no more than two (2) bargaining unit members who will serve as the negotiation committee and will be allowed to attend up to ten (10) negotiation sessions, agreed upon by the union and management, without loss of pay. The Union will notify the State of those members who will be designated as the bargaining team.

38.7 New Employee Orientation

When the Employer provides a formal new employee orientation program, the Union will be given an opportunity to have a Union representative speak to their members for not more than thirty (30) minutes to provide information about the Union and Agreement.

38.8 Information Requests

The Employer agrees to provide the Union, upon written request, access to available materials and information necessary for the Union to fulfill its statutory responsibility to administer this Agreement. When the Union submits a request for information that the Employer believes is unclear or unreasonable, or which requires the creation or compilation of a report, the Employer will contact the Union representative and the parties will discuss the relevance, necessity and costs associated with the request and the amount the Union will pay for the receipt of the information.

ARTICLE 39
DUES DEDUCTION

39.1 Union Dues

When an employee provides written authorization to the Employer, the Employer will deduct from the employee's salary, an amount equal to the fees and dues required to be a member of the Union.

39.2 Agency Shop

All employees in the Bargaining Units identified in Appendix C covered by this Agreement will, as a condition of employment, either become members of the Union and pay membership dues or, as non-members, pay a fee as described in B, C and D below, no later than the 30th day following the effective date of this Agreement or the beginning of their employment.

A. When the Employer hires, transfers, or promotes an employee into a classification represented by the Union, the Employer will notify the employee of his/her obligation under an agency shop provision and will notify the Union of that hire, transfer or promotion.

B. Employees who choose not to become union members must pay to the Union, no later than the 30th day following the beginning of employment, an agency shop fee equal to the amount required to be a member in good standing of the Union.

C. An employee who does not join the Union based on bona fide religious tenets, or teachings of a church or religious body of which they are members, will make payments to the Union that are equal to its membership dues, less monthly union insurance premiums, if any. These payments will be used for purposes within the program of the Union that are in harmony with the employee's conscience. Such employees will not be members of the Union, but are entitled to all of the representational rights of union members.

D. The Union will establish a procedure that any employee who makes a request may pay a representation fee equal to a pro rata share of collective bargaining expenses, rather than the full membership fee.

E. The Union will notify new employees of the above provisions. If an employee fails to meet these conditions, the Union will notify the Employer and inform the employee that his/her employment will be discharged if the employee does not comply with the requirements in this Section.

39.3 Dues Cancellation

An employee may cancel his/her payroll deduction of dues by written notice to the Employer and the Union. The cancellation will become effective on the second payroll after receipt of the notice. However, the cancellation may cause the employee to be discharged, subject to Subsection 39.2 E, above.

39.4 Indemnification

The Employer will be held harmless by the Union and employees for compliance with this Article and any issues related to the deduction of dues and fees.

39.5 Employee Status Reports

A. Every three (3) months beginning July 1, 2005, the Employer will provide to each Coalition Exclusive Bargaining Representative a list of all employees in their bargaining units. The written list shall contain the Agency, employee's name, mailing address, job classification, work unit and bargaining unit code. The Coalition Exclusive Bargaining Representative shall maintain the confidentiality of all employees' mailing addresses.

B. Monthly, the Employer will provide each Coalition Exclusive Bargaining Representative a list of all employees who have been appointed to, separated from, or promoted in or out of their bargaining units.

ARTICLE 40
CLASSIFICATION

40.1 Classification Plan Revisions

A. The Employer will provide to the Union, in writing, any proposed changes to the classification plan including descriptions for newly created classifications. Agency initiated requests will be provided to the Union. The parties may then meet to discuss the assignment of new bargaining unit classes or the reassignment of existing bargaining unit classes to pay ranges.

B. The Employer will assign newly created positions to the appropriate classification within the classification plan.

40.2 Position Review

Employee Initiated Review:

An individual employee who believes that the duties of his/her position have changed, or that his/her position is improperly classified may request a review according to the following procedure:

A. The employee and/or the employee's immediate supervisor will complete and sign the appropriate form.

B. The supervisor will then send the completed form to the Agency's Human Resources Office. The Agency's Human Resources Office will review the completed form. A decision regarding appropriate classification will then be made by the Agency.

C. In the event the employee disagrees with the reallocation decision of the Agency, he/she may appeal the decision to the State Human Resources Director within thirty (30) calendar days of being provided the results of a position review or the notice of reallocation. The State Human Resources Director or designee will then make a written determination which will be provided to the employee.

D. The employee or the employer may appeal the determination of the State Human Resources Director or designee to the Washington Personnel Resources Board within thirty (30) calendar days of being provided the written decision of the State Human Resources Director or designee. The appropriate board will render a decision which will be final and binding.

E. The effective date of a reallocation resulting from an employee request for a position review is the date the request was filed with the Agency.

40.3 Effect of Reallocation

A. Reallocation to a Class with a Higher Salary Range Maximum

1. If the employee has performed the higher level duties for at least twelve (12) months and meets the skills and abilities required of

the position, the employee will remain in the position and retain existing appointment status.

2. If the reallocation is the result of a change in the duties of the position and the employee has not performed the higher level duties for at least twelve (12) months, the Employer must give the employee the opportunity to compete for the position if he/she possesses the required skills and abilities. If the employee is not selected for the position, or does not have the required skills and abilities, the layoff procedure specified in Article 35, Layoff and Recall, of this Agreement applies. If the employee is appointed, he/she must serve a trial service period.

B. Reallocation to a Class with an Equal Salary Range Maximum

1. If the employee meets the skills and abilities requirements of the position, the employee remains in the position and retains existing appointment status.

2. If the employee does not meet the skills and abilities requirements of the position, the layoff procedure specified in Article 35 of this Agreement applies.

C. Reallocation to a Class with a Lower Salary Range Maximum

1. If the employee meets the skills and abilities requirements of the position and chooses to remain in the reallocated position, the employee retains the existing appointment status and has the right to be placed on the Employer's internal layoff list for the classification occupied prior to the reallocation.

2. If the employee chooses to vacate the position or does not meet the skills and abilities requirements of the position, the layoff procedure specified in Article 35 of this Agreement applies.

40.4 Salary Impact of Reallocation

An employee whose position is reallocated will have his/her salary determined as follows:

A. Reallocation to a Class with a Higher Salary Range Maximum

Upon appointment to the higher class, the employee's base salary will be increased to a step of the range for the new class that is nearest to five percent (5%) higher than the amount of the pre-promotional step. The Appointing Authority may authorize, at his/her discretion, an increase of the base salary not to exceed the top of the range.

B. Reallocation to a Class with an Equal Salary Range Maximum

The employee retains his/her previous base salary.

C. Reallocation to a Class with a Lower Salary Range Maximum
The employee will be paid an amount equal to his/her current salary until the new salary range equals the employee's pay at the time of reallocation.

40.5 Decisions regarding appropriate classification will go through the appeal process described in this Article and are not subject to the grievance and arbitration procedure specified in this Agreement.

ARTICLE 41
COMPENSATION

41.1 Pay Range Assignments

A. Effective July 1, 2015, each classification represented by the Union will continue to be assigned to the same salary range of the "Washington State General Service Salary Schedule Effective July 1, 2013 through June 30, 2015" as it was assigned on June 30, 2015. Effective July 1, 2015, each employee will continue to be assigned to the same range and step of the 2015 General Service Salary Schedule that he/she was assigned on June 30, 2015.

B. Effective July 1, 2015, all ranges and steps of the General Service Salary Schedule will be increased by three percent (3%) as shown in Compensation Appendix A. This salary increase is based on the General Service Salary Schedule in effect on June 30, 2015.C. Effective July 1, 2016, all salary ranges and steps of the General Service Salary Schedule will be increased by one percent (1%) as shown in Compensation Appendix D. This salary increase is based on the General Service Salary Schedule in effect on June 30, 2016.

D. In addition to C above, effective July 1, 2016, all salary ranges and steps of the General Service Salary Schedule will be increased by eight tenths of a percent (0.8%) or twenty dollars ($20.00) per month, whichever is greater. NOTE: Twenty dollars ($20.00) per month is about eleven and one-half cents ($0.11½) per hour.

E. Employees who are paid above the maximum for their range on the effective date of the increases described in Subsections B, C, and D above will not receive the specified increase to their current pay unless the new range encompasses their current rate of pay.

F. All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

41.2 "N1" Pay Range Assignments

A. Effective July 1, 2015, each classification represented by the Union will continue to be assigned to the same salary range of the "N1" Range Salary Schedule Effective July 1, 2013 through June 30, 2015, as it was assigned on June 30, 2015. Effective July 1, 2015, each employee will continue to

be assigned to the same range and step of the "N1" Range Salary Schedule that he/she was assigned on June 30, 2015.

B. Effective July 1, 2015, all salary ranges and steps of the "N1" Range Salary Schedule will be increased by three percent (3%) as shown in Compensation Appendix B. This salary increase is based on the General Service Salary Schedule in effect on June 30, 2015.

C. Effective July 1, 2016, all salary ranges and steps of the "N1" Range Salary Schedule will be increased by one percent (1%), as shown in Compensation Appendix E. This salary increase is based on General Service Salary Schedule in effect on June 30, 2016.

D. In addition to C above, effective July 1, 2016, all salary ranges and steps of the General Service Salary Schedule will be increased by eight tenths of a percent (0.8%) or twenty dollars ($20.00) per month, whichever is greater. NOTE: Twenty dollars ($20.00) per month is about eleven and one-half cents ($0.11½) per hour.

E. Employees who are paid above the maximum for their range on the effective date of the increases described in Subsections B, C, and D above will not receive the specified increase to their current pay unless the new range encompasses their current rate of pay.

F. All employees who have been at Step T for six (6) years or more will progress to Step U.

41.3 "SP" Pay Range Assignments

A. Effective July 1, 2015, each classification represented by the Union will continue to be assigned to the same salary range of the "SP" Range Salary Schedule – Effective July 1, 2013 through June 30, 2015, as it was assigned on June 30, 2015. Effective July 1, 2015, each employee will continue to be assigned to the same range and step of the "SP" Range Salary Schedule that he/she was assigned on June 30, 2015.

B. Effective July 1, 2015, all salary ranges and steps of the "SP" Range Salary Schedule will be increased by three percent (3%) as shown in Compensation Appendix C. This salary increase is based on the General Service Salary Schedule in effect on June 30, 2015.

C. Effective July 1, 2016, all salary ranges and steps of the "SP" Range Salary Schedule will be increased by one percent (1%), as show in Compensation Appendix F. This salary increase is based on the General Service Salary Schedule in effect on June 30, 2016.

D. In addition to C. above, effective July 1, 2016, all salary ranges and steps of the General Service Salary Schedule will be increased by eight tenths of a percent (.8%) or twenty dollars ($20.00) per month, whichever is

greater. NOTE: Twenty dollars ($20.00) per month is about eleven and one-half cents ($0.11.5) per hour.

E. Employees who are paid above the maximum for their range on the effective date of the increases described in Subsections B, C, and D above will not receive the specified increase to their current pay unless the new range encompasses their current rate of pay.

F. All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

41.4 Recruitment or Retention – Compression or Inversion – Increased Duties and Responsibilities – Inequities

Effective July 1, 2015, targeted job classifications will be assigned to a higher salary range due to documented recruitment or retention difficulties, compression or inversion, increased duties and responsibilities or inequities. Appendix D identifies the impacted job classifications and the salary range for which it will be assigned.

41.5 Pay for Performing the Duties of a Higher Classification

A. Employees who are temporarily assigned the full scope of duties and responsibilities for more than thirty (30) calendar days to a higher level classification whose range is less than six (6) ranges higher than the range of the former class will be notified in writing and will be advanced to a step of the range for the new class that is nearest to five percent (5%) higher than the amount of the pre-promotional step. The increase will become effective on the first day the employee was performing the higher level duties.

B. Employees who are temporarily assigned the full scope of duties and responsibilities for more than thirty (30) calendar days to a higher level classification whose range is six (6) or more ranges higher than the range of the former class will be notified in writing and will be advanced to a step of the range for the new class that is nearest to ten percent (10%) higher than the amount of the pre-promotional step. The increase will become effective on the first day the employee was performing the higher level duties.

41.6 Establishing Salaries for New Employees and New Classifications

A. The Employer will assign newly hired employees to the appropriate range and step of the appropriate General Service Salary Schedules as described in Sections 41.1, 41.2 and 41.3 above.

B. The salary of employees in classes requiring licensure as a registered nurse will be governed by the "N1" Range Salary Schedule.

1. An employee's experience as a Registered Nurse (RN), Physicians Assistant (PA)/Advanced Registered Nurse Practitioner (ARNP)

and/or Licensed Practical Nurse (LPN), calculated as follows, will determine the placement of an employee on the proper step within an "N1" range:

a. RN, and PA/ARNP experience will be credited year for year.

b. Up to ten (10) years LPN experience will be credited at the rate of two (2) years LPN experience equals one (1) year of RN or ARNP experience, for a maximum credit of five (5) years.

C. In the event the Employer creates new classifications during the term of this Agreement, the Union may exercise its right to bargain assignment of new bargaining unit classes or the reassignment of existing bargaining unit classes to pay ranges if a change in pay is proposed.

41.7 Periodic Increases

An employee's periodic increment date will be set and remain the same for any period of continuous service in accordance with the following:

A. Employees will receive a two (2) step increase to base salary annually, on their periodic increment date, until they reach the top step of the pay range.

B. Employees who are hired, at the minimum step of their pay range will receive a two (2) step increase to base salary following completion of six (6) months of continuous service and the date they receive that increase will be the employee's periodic increment date. Thereafter, employees will receive a two (2) step increase annually, on their periodic increment date, until they reach the top of the pay range.

C. Employees who are hired, above the minimum step of the pay range will receive a two (2) step increase to base salary following completion of twelve (12) months of continuous service and the date they receive that increase will be the employee's periodic increment date. Thereafter, employees will receive a two (2) step increase annually, on their periodic increment date, until they reach the top of the pay range.

D. Employees governed by the "N1" range salary schedule that have reached Step K, will receive a one (1) step increase based on years of experience up to the maximum of the range.

E. Employees who are appointed to another position with a different salary range maximum will retain their periodic increment date and will receive step increases in accordance with paragraphs A-C above.

F. Seasonal career/cyclic employees periodic increment dates will be adjusted for time not worked.

41.8 Salary Assignment Upon Promotion

A. Employees promoted to a position in a class whose range is less than six (6) ranges higher than the range of the former class will be advanced to a step of the range for the new class that is nearest to five percent (5%) higher than the amount of the pre-promotional step. The Appointing Authority may approve an increase beyond this minimum requirement, not to exceed the maximum of the salary range.

B. Employees promoted to a position in a class whose range is six (6) or more ranges higher than the range of the former class will be advanced to a step of the range for the new class that is nearest to ten percent (10%) higher than the amount of the pre-promotional step. The Appointing Authority may approve an increase beyond this minimum requirement, not to exceed the maximum of the salary range.

C. Geographic Adjustments

The appointing authority may authorize more than the step increases specified in Subsections A and B, above, when an employee's promotion requires a change of residence to another geographic area to be within a reasonable commuting distance of the new place of work. Such an increase may not result in a salary greater than the range maximum.

D. Promotions for Registered Nurses

1. Promotional increases for classes requiring licensure as a registered nurse or Physicians Assistant/Advanced Register Nurse Practitioner ("N1" ranges) are calculated in the manner described below.

2. An employee who is promoted into or between classes that have pay range "N1" will advance to the step in the new range, as shown in the "N1" Range Salary Schedule, as described in Section 41.2, which represents the greater of (a), (b) or (c) below.

a. Placement on the step which coincides with the employee's total length of experience as a Registered Nurse (RN), Physicians Assistant/Advanced Registered Nurse Practitioner, and/or Licensed Practical Nurse (LPN). Experience will be credited as follows:

i. RN and PA/ARNP experience will be credited year for year.

ii. Up to ten (10) years LPN experience will be credited at the rate of two (2) years LPN experience equals one (1) year of RN or PA/ARNP experience, for a maximum credit of five (5) years; or

b. Placement on the step of the new range that is nearest to a minimum of five percent (5%) higher than the amount of the pre-promotional step. The appointing authority may authorize more than a five percent (5%) increase, but the amount must be on a step within the salary range for the class; or

c. The appointing authority will advance an employee who is promoted under any one (1) or more of the following conditions to the step of the range for the new class that is nearest to a minimum of ten percent (10%) higher than the amount of the pre-promotional step. The appointing authority may authorize more than a ten percent (10%) increase, but the amount must be on a step within the salary range for the class.

i. When the employee is promoted to a class whose base range is six (6) or more ranges higher than the base range of the employee's former class.

ii. When the employee is promoted over an intervening class in the same class series.

iii. When the employee is promoted from one class series to a higher class in a different series and over an intervening class in the new series, which would have represented a promotion.

iv. When an employee's promotion requires a change of residence to another geographic area to be within a reasonable commuting distance of the new place of work.

41.9 Salary Increases to Enhance Recruitment and Retention

The Employer may adjust an employee's base salary within their salary range to address issues that are related to recruitment, retention, or other business-related reasons.

41.10 Demotion

An employee who voluntarily demotes to another position with a lower salary range maximum will be placed in the new range at a salary equal to his/her previous base salary. If the previous base salary exceeds the new range, the employee's base salary will be set equal to the new range maximum.

41.11 Transfer

A transfer is defined as an employee-initiated move of an employee from a position to another position within or between agencies in the same class or a

different class with the same salary range maximum. Transferred employees will retain their current base salary.

41.12 Reassignment

Reassignment is defined as an agency–initiated move of an employee within the agency from one position to another in the same class or a different class with the same salary range maximum. Upon reassignment, an employee retains his/her current base salary.

41.13 Reversion

Reversion is defined as voluntary or involuntary movement of an employee during the trial service period to the class the employee most recently held permanent status in, to a class in the same or lower salary range, or separation placement onto the Employer's internal layoff list. Upon reversion, the base salary the employee was receiving prior to promotion will be reinstated.

41.14 Elevation

Elevation is defined as restoring an employee to the higher classification, with permanent status, which was held prior to being granted a demotion or to a class that is between the current class and the class from which the employee was demoted. Upon elevation, an employee's salary will be determined in the same manner that is provided for promotion in Subsection 41.8, above.

41.15 Part-Time Employment

Monthly compensation for part-time employment will be pro-rated based on the ratio of hours worked to hours required for full-time employment. In the alternative, part-time employees may elect to be paid the appropriate hourly rate for all hours worked.

41.16 Callback

A. Work Preceding or Following a Scheduled Work Shift

Overtime-eligible employees will be notified prior to their scheduled quitting time either to return to work after departing the worksite or to change the starting time of their next scheduled work shift.

1. Lack of such notice for such work will be considered callback and will result in a penalty of three (3) hours of pay at the basic salary in addition to all other compensation due. This penalty will apply to each call.

2. The Employer may cancel a callback notification to work extra hours at any time but cancellation will not waive the penalty cited in this Subsection.

3. These provisions will not apply to the mid-shift interval in a split shift and an employee called back while in standby status.

B. Work on Scheduled Days Off or Holidays

The Employer may assign employees to work on a day off or holiday. Overtime-eligible employees will be notified of such assignments at least prior to the employees' normal quitting times on their second workday preceding the day off or holiday (except Sunday when it is within the assigned work shift).

1. If the Employer does not give such notice, affected employees will receive a penalty payment of three (3) hours pay at the basic salary in addition to all other compensation due them.

2. The Employer may cancel work assigned on a day off or holiday. However, if the Employer does not notify affected employees of such cancellation at least prior to their normal quitting times on their second workday preceding the day off or holiday work assignment, affected employees will receive a penalty payment of three (3) hours pay at the basic salary.

   These provisions will apply to employees on paid leave status.

C. An employee who is receiving standby pay is not entitled to callback penalty pay if required to return to work after departing the worksite or is directed to report to duty prior to the starting time of his/her next scheduled work shift.

41.17 Shift Premium

A. For purposes of this Section, the following definitions apply:

1. Evening shift is a work shift of eight (8) or more hours which ends at or after 10:00 p.m.

2. Night shift is a work shift of eight (8) or more hours which begins by 3:00 a.m.

B. Effective July 1, 2009, a basic shift premium of sixty-five cents ($0.65) per hour will be paid to full-time employees and effective July 1, 2010 a basic shift premium of sixty-five cents ($0.65) per hour will be paid to full-time employees under the following circumstances:

1. Regularly scheduled evening and night shift employees are entitled to shift premium for all hours worked.

2. Regularly scheduled day shift employees are not entitled to shift premium unless:

   a. The employee's regular or temporary scheduled work shift includes hours after 6:00 p.m. and before 6:00 a.m. where no overtime, schedule change pay, or callback compensation is received. Shift premium is paid only for

those hours actually worked after 6:00 p.m. and before 6:00 a.m.

b. The employee is temporarily assigned a full evening or night shift where no overtime, schedule change pay, or callback compensation is received. Shift premium is paid only for all evening or night shift hours worked in this circumstance.

3. Employees regularly scheduled to work at least one (1), but not all, evening and/or night shifts are entitled to shift premium for those shifts. Additionally, these employees are entitled to shift premium for all hours adjoining that evening or night shift which are worked.

4. Those employees who work evening and night shift, who are in travel status, will be provided a meal per diem equal to that per diem allotted to day shift workers while in travel status as authorized by OFM regulation.

C. Part-time and on-call employees will be entitled to basic shift premium under the following circumstances:

1. For all assigned hours of work after 6:00 p.m. and before 6:00 a.m.

2. For assigned full evening or night shifts, as defined in Subsection B.2, above.

D. In cases where shift premium hours are regularly scheduled over a year, agencies may pay shift premium at a monthly rate which is equal for all months of the year. Monthly rates will be calculated by dividing twelve (12) into the amount of shift premium an employee would earn in a year if the hourly rules in Subsection B.2 of this Section were applied.

E. When an employee is compensated for working overtime during hours for which shift premium is authorized in this Section, the overtime rate shall be calculated using the "regular rate."

F. Employees eligible for shift premium for their regularly scheduled shifts will receive the same proportion of shift premium for respective periods of authorized paid leave and for holidays not worked which fall within their regularly scheduled shift.

41.18 Shift Premium for Registered Nurses and Related Classes

Registered nurses 1-4 and related job classes requiring licensure as a registered nurse will receive one dollar and fifty cents ($1.50) per hour shift differential for evening shift and night shift work.

41.19 Supplemental Shift Premium for Nurses

For the classes of registered nurse 1-4 and related job classes requiring licensure as a registered nurse, supplemental shift premium will be paid in the amounts and under the conditions described below. Employees may qualify for one (1) or both of these supplemental shift premiums.

A. One dollar ($1.00) per hour during any hours assigned to work or while on paid leave for night shift.

B. Three dollars ($3.00) per hour during any hours worked or while on paid leave from Friday midnight to Sunday midnight.

C. Supplemental shift premiums are payable regardless of employment status and/or whether the work was prescheduled.

D. Supplemental shift premiums are not payable during hours other than those specified.

41.20 Standby

A. An overtime-eligible employee is in standby status while waiting to be engaged to work by the Employer and both of the following conditions exist:

1. The employee is required to be present at a specified location or is immediately available to be contacted. The location may be the employee's home or other specific location, but not a work site away from home. When the standby location is the employee's home, and the home is on the same state property where the employee works, the home is not considered a work site; and

2. The agency requires the employee to be prepared to report immediately for work if the need arises, although the need might not arise.

B. Standby status will not be concurrent with work time.

C. When the nature of a work assignment confines an employee during off duty hours and that confinement is a normal condition of work in the employee's position, standby compensation is not required merely because the employee is confined.

D. Overtime-eligible employees on standby status will be compensated at a rate of seven percent (7%) of their hourly base salary for time spent in standby status.

E. Clinical Pharmacists, who are assigned to standby status, will be compensated at the rate of seven percent (7%) of their hourly base salary for time spent in assigned standby status. Standby status will not be

concurrent with work time. Actual hours worked during standby status will be compensated at the pharmacist's straight time rate.

F. Overtime-exempt employees, with the exception those identified in Article 7.2 D and Article 41.20 E, will be compensated twenty-five dollars ($25.00) for each day or portion thereof spent in assigned standby status. A day is defined as a twenty-four (24) hour period beginning on the first hour an employee is assigned standby status.

41.21 Relocation Compensation

A. The Employer may authorize lump sum relocation compensation, within existing budgetary resources, under the following conditions:

1. When it is reasonably necessary that a person make a domiciliary move in accepting a reassignment or appointment; or

2. It is necessary to successfully recruit or retain a qualified candidate or employee who will have to make a domiciliary move in order to accept the position.

B. If the employee receiving the relocation payment terminates or causes termination of his/her employment with the state within one (1) year of the date of employment, the state will be entitled to reimbursement for the moving costs which have been paid and may withhold such sum as necessary from any amounts due the employee. Termination as a result of layoff or disability separation will not require the employee to repay the relocation compensation.

41.22 Salary Overpayment Recovery

All recovery under this Section shall be limited to a maximum of six (6) months from the date of notification to the employee of the error.

A. When an agency has determined that an employee has been overpaid wages, the agency will provide written notice to the employee, which will include the following items:

1. The amount of the overpayment;
2. The basis for the claim; and
3. The rights of the employee under the terms of this Agreement.

B. Method of Payback

The employee must choose one of the following options for paying back the overpayment:

1. Voluntary wage deduction;
2. Cash; or
3. Check.

The employee will have the option to repay the overpayment over a period of time equal to the number of pay periods during which the overpayment was made, unless a longer period is agreed to by the employee and the agency.

C. If the employee fails to choose one of the three options described above, within the timeframe specified in the agency's written notice of overpayment, the agency will deduct the overpayment owed from the employee's wages. This overpayment recovery will take place over a period of time equal to the number of pay periods during which the overpayment was made.

D. Any overpayment amount still outstanding at separation of employment will be deducted from their final pay.

E. Appeal Rights
Any dispute concerning the occurrence or amount of the overpayment will be resolved through the grievance procedure in Article 31 of this Agreement.

41.23 Assignment Pay Provisions

Assignment pay is a premium added to base salary and is intended to be used only as long as the skills, duties, or circumstances it is based on are in effect.

A. The Employer may grant assignment pay to a position to recognize specialized skill, assigned duties, and/or unique circumstances that exceed the ordinary. The Employer determines which positions qualify for the premium.

B. Classes approved for assignment pay have the letters "AP" appearing after their class title in the compensation plan. All Assignment Pay Rates and Special Pay Ranges and Notes are attached as Compensation Appendices G and H to this Agreement.

41.24 Medical/Dental Expense Account

The Employer agrees to allow insurance eligible employees, covered by this Agreement, to participate in a medical and dental expense reimbursement program to cover co-payments, deductibles and other medical and dental expenses, if employees have such costs, or expenses for services not covered by health or dental insurance on a pretax basis as permitted by federal tax laws or regulations.

41.25 Dependent Care Salary Reduction Plan

The Employer agrees to maintain the current dependent care salary reduction plan that allows eligible employees, covered by this Agreement, the option to participate in a dependent care reimbursement program for work-related dependent care expenses on a pretax basis as permitted by federal tax law or regulation.

41.26 Pretax Health Care Premiums

The Employer agrees to provide eligible employees with the option to pay the employee portion of health premiums on a pretax basis as permitted by federal tax law or regulation.

41.27 Voluntary Separation Incentive – Voluntary Retirement Incentives

Agencies will have the discretion to participate in a Voluntary Separation Incentive Program or a Voluntary Retirement Incentive Program, if such program is provided for in the 2015-2017 operating budget. Such participation must be in accordance with the program guidelines. Program incentives or offering of such incentives are not subject to the grievance procedure.

41.28 Emergency/Disaster Operations Compensation

All employees performing emergency/disaster duties when working full-time under a phase II or higher activation level designated by the State Emergency Operating Center will be compensated as follows:

A. Employees will be paid at one and one-half (1-1/2) times the sum of their regular hourly rate for those hours worked in excess of forty (40) hours in a workweek as a result of full-time work in support of a significant emergency, declared disaster, or Emergency Management Assistance Compact (EMAC) or other Mutual Aid activations/deployments as determined by the agency head or designee. During federally declared disasters overtime compensation will be limited to cash payments.

B. For those hours worked during the activation, one dollar ($1.00) is added to an employee's regular rate in lieu of any other forms of additional compensation including, but not limited to, callback, standby, shift differential, split shift differential, assignment pay, and/or schedule change.

C. Unless otherwise noted in writing, employees will retain the assigned workweek while supporting emergency/disaster operations. However, employees' assigned work hours may be different from their regularly assigned work hours.

D. These provisions are limited to qualifying work performed in the Washington Emergency Operations Center, in a Joint Field Office, and work in direct support of EMAC or other Mutual Aid activations/deployments.

41.29 Board Certification Payment – UPW

Payment for any currently board certified physician 3 or psychiatrist 4 in an area relevant to patient care of $10,000, to be added to his or her base rate and paid out in twelve (12) equal monthly installments each fiscal year of the collective bargaining agreement and will be prorated based on 1.0 Full-Time Equivalent. The board certification must come from an accredited program by the American Board of Medical Specialties, the American Board of Psychiatry and Neurology

and/or the American Osteopathic Board in one of the following areas: Neurology & Psychiatry, Child Psychiatry, Forensic Psychiatry, Geriatric Psychiatry, Internal Medicine, Pathology, or Family Medicine.

ARTICLE 42
HEALTHCARE BENEFITS AMOUNTS

42.1

A. For the 2015-2017 biennium, the Employer will contribute an amount equal to eighty-five percent (85%) of the total weighted average of the projected health care premium for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board. The projected health care premium is the weighted average across all plans, across all tiers.

B. The point-of-service costs of the Classic Uniform Medical Plan (deductible, out-of-pocket maximums and co-insurance/co-payment) may not be changed for the purpose of shifting health care costs to plan participants, but may be changed from the 2014 plan under two (2) circumstances:

1. In ways to support value-based benefits designs; and
2. To comply with or manage the impacts of federal mandates.

Value-based benefits designs will:

1. Be designed to achieve higher quality, lower aggregate health care services cost (as opposed to plan costs);

2. Use clinical evidence; and

3. Be the decision of the PEB Board.

C. Article 42.1 (B) will expire June 30, 2017.

42.2 The PEB Program shall provide information on the Employer Sponsored Insurance Premium Payment Program on its website and in an open enrollment publication annually.

42.3 The Employer will pay the entire premium costs for each bargaining unit employee for basic life, basic long-term disability and dental insurance coverage.

42.4 Wellness

A. To support the statewide goal for a healthy and productive workforce, employees are encouraged to participate in a Well-Being Assessment survey. Employees will be granted work time and may use a state computer to complete the survey.

B. The Coalition of Unions agrees to partner with the Employer to educate their members on the wellness program and encourage participation. Eligible, enrolled subscribers shall have the option to earn an annual one hundred twenty-five dollars ($125.00) or more wellness incentive in the form of reduction in deductible or deposit into the Health Savings Account upon successful completion of required Smart Health Program activities. During the term of this Agreement, the Steering Committee created by Executive Order 13-06 shall make recommendations to the PEBB regarding changes to the wellness incentive or the elements of the Smart Health Program.

ARTICLE 43
STRIKE AND LOCKOUT PROHIBITION

43.1 Strikes, slowdowns, work stoppages or any other interference with the performance of work by the employees are prohibited.

43.2 The Employer may discharge and/or discipline any employee who violates Section 43.1, above. No employee shall be entitled to pay and/or benefits for the period in which he/she engaged in any strike, slowdown or work stoppage.

43.3 Nothing contained herein shall preclude the Employer from obtaining judicial restraint and damages in the event of a violation of this Article.

43.4 No lockout of employees shall be instituted by the Employer.

ARTICLE 44
WORK-RELATED INJURY OR ILLNESS

44.1 Compensable Work-Related Injury or Illness Leave

An employee who sustains a work-related illness or injury that is compensable under the state workers' compensation law may select time-loss compensation exclusively or leave payments in addition to time-loss compensation. Employees who take vacation leave, sick leave or compensatory time during a period in which they receive time-loss compensation will receive full vacation leave, sick leave or compensatory time pay in addition to any time-loss payments, unless the employee is receiving assault benefit compensation equal to full pay.

44.2 Assault Benefits

The Employer will follow the provisions of RCW 72.01.045 and agency policy with respect to employees of the Departments of Social and Health Services and Veterans Affairs who are victims of assault by residents or patients. The Employer will follow the provisions of RCW 72.09.240 and agency policy with respect to employees of the Departments of Corrections who are victims of assault by offenders.

44.3 General Provisions

Employees will not be required to use Family and Medical Leave for work-related illness or injuries covered by workers' compensation or assault benefits. Notwithstanding Section 18.1, the Employer may separate an employee in accordance with Article 33, Reasonable Accommodation and Disability Separation.

44.4 Return to Work (Excluding Department of Fish and Wildlife – Enforcement)

The Employer will follow the provisions of WAC 357-19-505 through 535 and agency policy related to a return-to-work program.

44.5 Return to Work for Department of Fish and Wildlife – Enforcement Only and Liquor Control Board Lieutenants.

A. If an Officer, Detective, Sergeant, or LCB Lieutenant becomes temporarily disabled he or she may be eligible to return to work in a modified duty assignment. The assignment may permit the Officer, Detective, or Sergeant to work within the program in a modified capacity at the current rate of salary.

B. Opportunity for modified duty assignments are limited and are subject to approval and conditioning by the Chief or designee. Possible assignments will be based upon program needs and the employee's limitation(s). Assignments may be denied when an employee is deemed not capable of fulfilling all of the requirements of the modified duty assignment, or if the Chief or designee determines that there is insufficient need for the assignment. The Chief or designee's decision is final and is not subject to Article 31, Grievance Procedure.

C. Modified duty assignments must be presented to the Chief by the Captain or designee within seven (7) days of written submission and will only be considered when the request is accompanied by a medical release to work and description of limitations as determined by a licensed physician. If an assignment is available, a written description of the assignment will be provided to the requesting employee and to his/her chain of command and will require a physician's approval that the employee is able to perform the modified duties.

D. Modified duty assignments do not affect the essential job functions defined by the agency for the classifications covered by this Agreement. Employees in modified duty assignments may not exercise the authority of their commission, wear agency uniforms, or drive marked patrol vehicles unless authorized by the Chief or designee.

E. Non-work Related Injury or Illness: Nothing in this article precludes an employee who becomes temporarily disabled due to a non-work-related illness or injury from requesting to return to work in a modified duty assignment. The cost of the medical evaluations and recommendations

will be the employee's responsibility. The opportunity for modified duty assignments are limited and are subject to approval and conditioning by the Chief or designee. The Chief's decision is final and is not subject to Article 31, Grievance Procedure.

ARTICLE 45
PRESUMPTION OF RESIGNATION

45.1 Unauthorized Absence

When an employee has been absent without authorized leave and has failed to contact the Employer for a period of three (3) consecutive working days, the employee is presumed to have resigned from his/her position. The Employer will make reasonable attempts to contact the employee in order to determine the reason for the absence.

45.2 Notice of Separation

When an employee is presumed to have resigned from his/her position, the Employer will separate the employee by sending a separation notice to the employee by certified mail to the last known address of the employee.

45.3 Petition for Reinstatement

An employee who has received a separation notice may petition the Employer in writing to consider reinstatement. The employee must provide proof that the absence was involuntary or unavoidable. The petition must be received by the Employer or postmarked within fourteen (14) calendar days after the separation notice was deposited in the United States mail. The Appointing Authority may extend the time for an employee to respond due to extenuating circumstances beyond the employee's control. The Employer must respond in writing to an employee's petition for reinstatement within seven (7) calendar days of receipt of the employee's petition.

45.4 Grievability

Denial of a petition for reinstatement may be processed only through the Agency Head step of the grievance procedure in Article 31.

ARTICLE 46
AGENCY POLICIES

46.1 The employer agrees, prior to making any change in written agency policy that is a mandatory subject of bargaining not otherwise covered by this Agreement, to notify the Union and satisfy our collective bargaining obligation in accordance with Article 47.5 of this agreement.

46.2 Agencies will provide to the Union any policies or updates to existing policies affecting the represented employees at least fourteen (14) calendar days prior to implementation.

ARTICLE 47
ENTIRE AGREEMENT

47.1 This Agreement constitutes the entire agreement and any past practice or past agreement between the parties prior to July 1, 2005 is null and void, unless specifically preserved in this Agreement.

47.2 With regard to WAC 357, this Agreement preempts all subjects addressed, in whole or in part, by its provisions.

47.3 This Agreement supersedes specific provisions of agency policies with which it conflicts.

47.4 During the negotiations of the Agreement, each party had the opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining. Therefore, each party voluntarily and unqualifiedly waives the right and will not be obligated to bargain collectively, during the term of this Agreement, with respect to any subject matter specifically referred to or covered in this Agreement.

47.5 The Employer will satisfy its collective bargaining obligation before changing a matter that is a mandatory subject. The Employer will notify the Union of these changes and the Union may request discussions about and/or negotiations within the notice period. In the event the Union does not request discussions and/or negotiations within the notice period, the Employer may implement the changes without further discussions and/or negotiations. There may be emergency conditions that are outside the Employer's control requiring immediate implementation, in which case the Employer will notify the Union as soon as possible.

The parties will agree to the location and time of the discussions and/or negotiations. Each party is responsible for choosing its own representatives for these activities.

ARTICLE 48
SAVINGS CLAUSE

48.1 If any court or administrative agency of competent jurisdiction finds any article, section or portion of this Agreement to be unlawful or invalid, the remainder of the Agreement will remain in full force and effect. If such a finding is made, the parties agree to make themselves available to negotiate a substitute for the invalid article, section or portion.

ARTICLE 49
PRINTING OF AGREEMENT

The Employer and the Union will share the cost of printing this Agreement. The Employer will distribute one (1) copy of this Agreement to each current and new Union employee. The Employer will also post the Agreement electronically.

ARTICLE 50
DURATION

50.1 All provisions of this Agreement will become effective July 1, 2015, and will remain in full force and effect through June 30, 2017.

50.2 If this Agreement expires while negotiations between the Union and Employer are underway for a successor agreement, the terms and conditions of this Agreement shall remain in full force and effect for one (1) year from the expiration date. Thereafter, the Employer may unilaterally implement according to law.

50.3 Either party may request negotiations of a successor Agreement by notifying the other party in writing no sooner than January 1, 2016, and no later than January 31, 2016. In the event that such notice is given, negotiations will begin at a time agreed upon by the parties.

APPENDIX A
BARGAINING UNITS REPRESENTED BY THE COALITION AS OF JULY 1, 2015

Masters, Mates & Pilots Marine Department (MM&P)		
DOC	Non-Supervisory Marine Dept.	11089
Teamsters 760		
DFW	Fish & Wildlife Sergeants	RU-531
IBEW		
L&I	Non-Supervisory Electrical Inspectors	8465
	Supervisory Electrical Inspectors	8465
UA 32		
L&I	Non-Supervisory Construction Compliance & Factory-Assembled Structures Inspectors	8485
	Supervisory Construction Compliance & Factory-Assembled Structures Inspectors	8485
Washington State Patrol Communication Managers (WSPCMA)		
WSP	Supervisory Communications Officers	8578
Washington State Patrol Trades Association		
WSP	Non-Supervisory Facilities Management (**WSPTA**)	8865
	Supervisory Facilities Management (**WSPSTA**)	8866
Washington State Nurses Association (WSNA)		
WDVA	Non-Supervisory Registered Nurses	8484
	Supervisory Registered Nurses	8484
Union of Physicians of Washington (UPW)		
DSHS	Non-Supervisory Physicians & Psychiatrists	9006
	Supervisory Physicians & Psychiatrists	9007
International Association of Fire Fighters (IAFF)		
DSHS	Non-Supervisory Officers at McNeil Island	11088
Affiliated Washington Pharmacists (AWP)		
DSHS	Pharmacists (Clinical 295L)	10099
Fish and Wildlife Officers Guild		
DFW	Non-Supervisory Officers, Detectives, and Airplane Pilots in Enforcement Program	11100
Communications Workers of America 37082 (CWA)		
DES	Printing and Imaging Services Pre-Press	11345

Teamsters Local 174		
WSP	Commercial Vehicle Enforcement Officer 4	11953
Fraternal Order of Police Lodge 34 (FOP)		
LCB	Lieutenants	117744
Association of Industrial Appeals Judges (AIAJ)		
BIIA	Industrial Insurance Appeals Judges 3 and 4	12154

APPENDIX B
LAYOFF UNITS

1. Department of Fish and Wildlife

The following shall constitute separate layoff units.

A. All classified support staff.

B. Programs headed by an Assistant Director, except all classified support staff.

C. Director's office, except all classified support staff.

D. All project employees have layoff rights within their project; bumping options will be limited to positions for which they have the skills and abilities, within the project boundaries.

E. Seasonal career employees have layoff rights within the agency to other seasonal career positions of similar length for which they have the skills and abilities, within their layoff unit. For seasonal career employees, the layoff unit will be defined as either A, B, or C above.

A reasonable commute for layoff purposes is considered to be approximately forty (40) miles from the employee's permanent duty station. If no option is available within a reasonable commute, the search expands to the state within the layoff unit. If no option is available in the state within the layoff unit, the search expands to the department statewide.

2. Department of Labor and Industries

The county in which an employee's workstation is located shall be the primary layoff unit. If no option is available within the county layoff unit, the unit expands to adjourning counties within the region. If no option is available within the adjourning counties, the unit expands to the region. If no option is available within the regional layoff unit, the unit expands to the department statewide.

3. Department of Veterans Affairs

The following shall constitute the layoff units for the department.

A. For employees in Western Washington, the county in which the employee's permanent workstation is located is the initial layoff unit. If there are no options in the county, the layoff unit expands to Western Washington. If there are no options in Western Washington, the layoff unit expands to the department statewide.

B. For employees in Eastern Washington, the county in which the employee's permanent workstation is located is the initial layoff unit. If there are no options in the county, the layoff unit expands to Eastern

Washington. If there are no options in Eastern Washington, the layoff unit expands to the department statewide.

4. Washington State Patrol

The layoff unit shall first be district wide in which the position is located, and if no options are available, then to the department statewide.

5. Department of Social & Health Services

The institution in which employee's workstation is located will be the primary layoff unit. If no option is available within the institution, the unit expands to the county. If no option is available within the county layoff unit, the unit expands to the region. If no option is available within the regional layoff unit, the unit expands to the agency statewide.

6. Department of Enterprise Services

Western Washington Region

The layoff unit will first be the county in which the employee's permanent workstation is located. If there are no options in the county, the layoff unit expands to Western Washington. If there are no options in Western Washington, the layoff unit expands to the department statewide

Eastern Washington Region

The layoff unit will first be the county in which the employee's permanent workstation is located. If there are no options in the county, the layoff unit expands to Eastern Washington. If there are no options in Eastern Washington, the layoff unit expands to the department statewide.

7. Liquor Control Board

The layoff unit shall first be within a forty-five (45) miles radius of an employee's duty station. If no option is available within a forty-five (45) miles radius, the unit expands to the region the position is located in. If no option is available within the region the position is located inn, then the unit expands to the agency statewide.

8. Department of Corrections

The county in which the employee's workstation is located will be the primary layoff unit. If no option is available in the county, the unit expands to the region. If no option is available within the region, the unit expands to the agency statewide.

APPENDIX C

In accordance with Article 39 of this Agreement the following Union bargaining units are afforded Union Security:

Master, Mates and Pilots Marine Department (MM&P)	11089
Teamsters 760	RU 531
International Brotherhood of Electrical Workers (IBEW)	8465
United Association of Plumbers and Pipefitters Local 32 (UA 32)	8485
Washington State Nurses Association (WSNA)	8484
Union of Physicians of Washington (UPW)	9006 & 9007
International Association of Fire Fighters (IAFF)	11088
Affiliated Washington Pharmacists (AWP)	10099
Communication Workers of America (CWA)	11345
Fish and Wildlife Officers Guild	11100
Teamsters Local 174	11953
Fraternal Order of Police	11774
Association of Industrial Appeals Judges	12154

APPENDIX D
SPECIFIC INCREASES
EFFECTIVE JULY 1, 2015

Class Code	Classification	Current Range	New Range	Reason	% Increase
390I	LEO4	57	61	Classification Package	10%
New	Fish and Wildlife Enforcement Sergeant	64	67	Classification Package	7.5%
457N	Commercial Vehicle Enforcement Officer 4	50SP	58SP	Classification Package	20%
654F	Aircraft Pilot 2	52	53	MOU Settlement	2.5%
451I	Communications Officer 4	49SP	50SP	MOU Settlement	2.5%
288I	Physician 3	92	93	MOU Settlement	2.5%
290D	Psychiatrist 4	95	96	MOU Settlement	2.5%

COMPENSATION APPENDIX A

General Service Salary Schedule

Effective July 1, 2015 through June 30, 2016

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
18	Annual	20364	20376	20856	21312	21792	22284	22812	23304	23844	24408	24912	25560	26112
	Monthly	1697	1698	1738	1776	1816	1857	1901	1942	1987	2034	2076	2130	2176
	Hourly	9.75	9.76	9.99	10.21	10.44	10.67	10.93	11.16	11.42	11.69	11.93	12.24	12.51
	Standby	0.68	0.68	0.70	0.71	0.73	0.75	0.76	0.78	0.80	0.82	0.84	0.86	0.88
19	Annual	20376	20856	21312	21792	22284	22812	23304	23844	24408	24912	25560	26112	26712
	Monthly	1698	1738	1776	1816	1857	1901	1942	1987	2034	2076	2130	2176	2226
	Hourly	9.76	9.99	10.21	10.44	10.67	10.93	11.16	11.42	11.69	11.93	12.24	12.51	12.79
	Standby	0.68	0.70	0.71	0.73	0.75	0.76	0.78	0.80	0.82	0.84	0.86	0.88	0.90
20	Annual	20856	21312	21792	22284	22812	23304	23844	24408	24912	25560	26112	26712	27336
	Monthly	1738	1776	1816	1857	1901	1942	1987	2034	2076	2130	2176	2226	2278
	Hourly	9.99	10.21	10.44	10.67	10.93	11.16	11.42	11.69	11.93	12.24	12.51	12.79	13.09
	Standby	0.70	0.71	0.73	0.75	0.76	0.78	0.80	0.82	0.84	0.86	0.88	0.90	0.92
21	Annual	21312	21792	22284	22812	23304	23844	24408	24912	25560	26112	26712	27336	28008
	Monthly	1776	1816	1857	1901	1942	1987	2034	2076	2130	2176	2226	2278	2334
	Hourly	10.21	10.44	10.67	10.93	11.16	11.42	11.69	11.93	12.24	12.51	12.79	13.09	13.41
	Standby	0.71	0.73	0.75	0.76	0.78	0.80	0.82	0.84	0.86	0.88	0.90	0.92	0.94
22	Annual	21792	22284	22812	23304	23844	24408	24912	25560	26112	26712	27336	28008	28644
	Monthly	1816	1857	1901	1942	1987	2034	2076	2130	2176	2226	2278	2334	2387
	Hourly	10.44	10.67	10.93	11.16	11.42	11.69	11.93	12.24	12.51	12.79	13.09	13.41	13.72
	Standby	0.73	0.75	0.76	0.78	0.80	0.82	0.84	0.86	0.88	0.90	0.92	0.94	0.96
23	Annual	22284	22812	23304	23844	24408	24912	25560	26112	26712	27336	28008	28644	29292
	Monthly	1857	1901	1942	1987	2034	2076	2130	2176	2226	2278	2334	2387	2441
	Hourly	10.67	10.93	11.16	11.42	11.69	11.93	12.24	12.51	12.79	13.09	13.41	13.72	14.03
	Standby	0.75	0.76	0.78	0.80	0.82	0.84	0.86	0.88	0.90	0.92	0.94	0.96	0.98
24	Annual	22812	23304	23844	24408	24912	25560	26112	26712	27336	28008	28644	29292	29988
	Monthly	1901	1942	1987	2034	2076	2130	2176	2226	2278	2334	2387	2441	2499
	Hourly	10.93	11.16	11.42	11.69	11.93	12.24	12.51	12.79	13.09	13.41	13.72	14.03	14.36
	Standby	0.76	0.78	0.80	0.82	0.84	0.86	0.88	0.90	0.92	0.94	0.96	0.98	1.01
25	Annual	23304	23844	24408	24912	25560	26112	26712	27336	28008	28644	29292	29988	30672
	Monthly	1942	1987	2034	2076	2130	2176	2226	2278	2334	2387	2441	2499	2556
	Hourly	11.16	11.42	11.69	11.93	12.24	12.51	12.79	13.09	13.41	13.72	14.03	14.36	14.69
	Standby	0.78	0.80	0.82	0.84	0.86	0.88	0.90	0.92	0.94	0.96	0.98	1.01	1.03

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
26	Annual	23844	24408	24912	25560	26112	26712	27336	28008	28644	29292	29988	30672	31416
	Monthly	1987	2034	2076	2130	2176	2226	2278	2334	2387	2441	2499	2556	2618
	Hourly	11.42	11.69	11.93	12.24	12.51	12.79	13.09	13.41	13.72	14.03	14.36	14.69	15.05
	Standby	0.80	0.82	0.84	0.86	0.88	0.90	0.92	0.94	0.96	0.98	1.01	1.03	1.05
27	Annual	24408	24912	25560	26112	26712	27336	28008	28644	29292	29988	30672	31416	32112
	Monthly	2034	2076	2130	2176	2226	2278	2334	2387	2441	2499	2556	2618	2676
	Hourly	11.69	11.93	12.24	12.51	12.79	13.09	13.41	13.72	14.03	14.36	14.69	15.05	15.38
	Standby	0.82	0.84	0.86	0.88	0.90	0.92	0.94	0.96	0.98	1.01	1.03	1.05	1.08
28	Annual	24912	25560	26112	26712	27336	28008	28644	29292	29988	30672	31416	32112	32916
	Monthly	2076	2130	2176	2226	2278	2334	2387	2441	2499	2556	2618	2676	2743
	Hourly	11.93	12.24	12.51	12.79	13.09	13.41	13.72	14.03	14.36	14.69	15.05	15.38	15.76
	Standby	0.84	0.86	0.88	0.90	0.92	0.94	0.96	0.98	1.01	1.03	1.05	1.08	1.10
29	Annual	25560	26112	26712	27336	28008	28644	29292	29988	30672	31416	32112	32916	33672
	Monthly	2130	2176	2226	2278	2334	2387	2441	2499	2556	2618	2676	2743	2806
	Hourly	12.24	12.51	12.79	13.09	13.41	13.72	14.03	14.36	14.69	15.05	15.38	15.76	16.13
	Standby	0.86	0.88	0.90	0.92	0.94	0.96	0.98	1.01	1.03	1.05	1.08	1.10	1.13
30	Annual	26112	26712	27336	28008	28644	29292	29988	30672	31416	32112	32916	33672	34476
	Monthly	2176	2226	2278	2334	2387	2441	2499	2556	2618	2676	2743	2806	2873
	Hourly	12.51	12.79	13.09	13.41	13.72	14.03	14.36	14.69	15.05	15.38	15.76	16.13	16.51
	Standby	0.88	0.90	0.92	0.94	0.96	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16
31	Annual	26712	27336	28008	28644	29292	29988	30672	31416	32112	32916	33672	34476	35292
	Monthly	2226	2278	2334	2387	2441	2499	2556	2618	2676	2743	2806	2873	2941
	Hourly	12.79	13.09	13.41	13.72	14.03	14.36	14.69	15.05	15.38	15.76	16.13	16.51	16.90
	Standby	0.90	0.92	0.94	0.96	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18
32	Annual	27336	28008	28644	29292	29988	30672	31416	32112	32916	33672	34476	35292	36096
	Monthly	2278	2334	2387	2441	2499	2556	2618	2676	2743	2806	2873	2941	3008
	Hourly	13.09	13.41	13.72	14.03	14.36	14.69	15.05	15.38	15.76	16.13	16.51	16.90	17.29
	Standby	0.92	0.94	0.96	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21
33	Annual	28008	28644	29292	29988	30672	31416	32112	32916	33672	34476	35292	36096	37008
	Monthly	2334	2387	2441	2499	2556	2618	2676	2743	2806	2873	2941	3008	3084
	Hourly	13.41	13.72	14.03	14.36	14.69	15.05	15.38	15.76	16.13	16.51	16.90	17.29	17.72
	Standby	0.94	0.96	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24
34	Annual	28644	29292	29988	30672	31416	32112	32916	33672	34476	35292	36096	37008	37860
	Monthly	2387	2441	2499	2556	2618	2676	2743	2806	2873	2941	3008	3084	3155
	Hourly	13.72	14.03	14.36	14.69	15.05	15.38	15.76	16.13	16.51	16.90	17.29	17.72	18.13
	Standby	0.96	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
35	Annual	29292	29988	30672	31416	32112	32916	33672	34476	35292	36096	37008	37860	38748
	Monthly	2441	2499	2556	2618	2676	2743	2806	2873	2941	3008	3084	3155	3229
	Hourly	14.03	14.36	14.69	15.05	15.38	15.76	16.13	16.51	16.90	17.29	17.72	18.13	18.56
	Standby	0.98	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30
36	Annual	29988	30672	31416	32112	32916	33672	34476	35292	36096	37008	37860	38748	39708
	Monthly	2499	2556	2618	2676	2743	2806	2873	2941	3008	3084	3155	3229	3309
	Hourly	14.36	14.69	15.05	15.38	15.76	16.13	16.51	16.90	17.29	17.72	18.13	18.56	19.02
	Standby	1.01	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33
37	Annual	30672	31416	32112	32916	33672	34476	35292	36096	37008	37860	38748	39708	40704
	Monthly	2556	2618	2676	2743	2806	2873	2941	3008	3084	3155	3229	3309	3392
	Hourly	14.69	15.05	15.38	15.76	16.13	16.51	16.90	17.29	17.72	18.13	18.56	19.02	19.49
	Standby	1.03	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36
38	Annual	31416	32112	32916	33672	34476	35292	36096	37008	37860	38748	39708	40704	41736
	Monthly	2618	2676	2743	2806	2873	2941	3008	3084	3155	3229	3309	3392	3478
	Hourly	15.05	15.38	15.76	16.13	16.51	16.90	17.29	17.72	18.13	18.56	19.02	19.49	19.99
	Standby	1.05	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.40
39	Annual	32112	32916	33672	34476	35292	36096	37008	37860	38748	39708	40704	41736	42756
	Monthly	2676	2743	2806	2873	2941	3008	3084	3155	3229	3309	3392	3478	3563
	Hourly	15.38	15.76	16.13	16.51	16.90	17.29	17.72	18.13	18.56	19.02	19.49	19.99	20.48
	Standby	1.08	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43
40	Annual	32916	33672	34476	35292	36096	37008	37860	38748	39708	40704	41736	42756	43860
	Monthly	2743	2806	2873	2941	3008	3084	3155	3229	3309	3392	3478	3563	3655
	Hourly	15.76	16.13	16.51	16.90	17.29	17.72	18.13	18.56	19.02	19.49	19.99	20.48	21.01
	Standby	1.10	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.47
41	Annual	33672	34476	35292	36096	37008	37860	38748	39708	40704	41736	42756	43860	44880
	Monthly	2806	2873	2941	3008	3084	3155	3229	3309	3392	3478	3563	3655	3740
	Hourly	16.13	16.51	16.90	17.29	17.72	18.13	18.56	19.02	19.49	19.99	20.48	21.01	21.49
	Standby	1.13	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.47	1.50
42	Annual	34476	35292	36096	37008	37860	38748	39708	40704	41736	42756	43860	44880	46056
	Monthly	2873	2941	3008	3084	3155	3229	3309	3392	3478	3563	3655	3740	3838
	Hourly	16.51	16.90	17.29	17.72	18.13	18.56	19.02	19.49	19.99	20.48	21.01	21.49	22.06
	Standby	1.16	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.47	1.50	1.54
43	Annual	35292	36096	37008	37860	38748	39708	40704	41736	42756	43860	44880	46056	47208
	Monthly	2941	3008	3084	3155	3229	3309	3392	3478	3563	3655	3740	3838	3934
	Hourly	16.90	17.29	17.72	18.13	18.56	19.02	19.49	19.99	20.48	21.01	21.49	22.06	22.61
	Standby	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.47	1.50	1.54	1.58

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
44	Annual	36096	37008	37860	38748	39708	40704	41736	42756	43860	44880	46056	47208	48432
	Monthly	3008	3084	3155	3229	3309	3392	3478	3563	3655	3740	3838	3934	4036
	Hourly	17.29	17.72	18.13	18.56	19.02	19.49	19.99	20.48	21.01	21.49	22.06	22.61	23.20
	Standby	1.21	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.47	1.50	1.54	1.58	1.62
45	Annual	37008	37860	38748	39708	40704	41736	42756	43860	44880	46056	47208	48432	49608
	Monthly	3084	3155	3229	3309	3392	3478	3563	3655	3740	3838	3934	4036	4134
	Hourly	17.72	18.13	18.56	19.02	19.49	19.99	20.48	21.01	21.49	22.06	22.61	23.20	23.76
	Standby	1.24	1.27	1.30	1.33	1.36	1.40	1.43	1.47	1.50	1.54	1.58	1.62	1.66
46	Annual	37860	38748	39708	40704	41736	42756	43860	44880	46056	47208	48432	49608	50844
	Monthly	3155	3229	3309	3392	3478	3563	3655	3740	3838	3934	4036	4134	4237
	Hourly	18.13	18.56	19.02	19.49	19.99	20.48	21.01	21.49	22.06	22.61	23.20	23.76	24.35
	Standby	1.27	1.30	1.33	1.36	1.40	1.43	1.47	1.50	1.54	1.58	1.62	1.66	1.70
47	Annual	38748	39708	40704	41736	42756	43860	44880	46056	47208	48432	49608	50844	52080
	Monthly	3229	3309	3392	3478	3563	3655	3740	3838	3934	4036	4134	4237	4340
	Hourly	18.56	19.02	19.49	19.99	20.48	21.01	21.49	22.06	22.61	23.20	23.76	24.35	24.94
	Standby	1.30	1.33	1.36	1.40	1.43	1.47	1.50	1.54	1.58	1.62	1.66	1.70	1.75
48	Annual	39708	40704	41736	42756	43860	44880	46056	47208	48432	49608	50844	52080	53424
	Monthly	3309	3392	3478	3563	3655	3740	3838	3934	4036	4134	4237	4340	4452
	Hourly	19.02	19.49	19.99	20.48	21.01	21.49	22.06	22.61	23.20	23.76	24.35	24.94	25.59
	Standby	1.33	1.36	1.40	1.43	1.47	1.50	1.54	1.58	1.62	1.66	1.70	1.75	1.79
49	Annual	40704	41736	42756	43860	44880	46056	47208	48432	49608	50844	52080	53424	54744
	Monthly	3392	3478	3563	3655	3740	3838	3934	4036	4134	4237	4340	4452	4562
	Hourly	19.49	19.99	20.48	21.01	21.49	22.06	22.61	23.20	23.76	24.35	24.94	25.59	26.22
	Standby	1.36	1.40	1.43	1.47	1.50	1.54	1.58	1.62	1.66	1.70	1.75	1.79	1.84
50	Annual	41736	42756	43860	44880	46056	47208	48432	49608	50844	52080	53424	54744	56136
	Monthly	3478	3563	3655	3740	3838	3934	4036	4134	4237	4340	4452	4562	4678
	Hourly	19.99	20.48	21.01	21.49	22.06	22.61	23.20	23.76	24.35	24.94	25.59	26.22	26.89
	Standby	1.40	1.43	1.47	1.50	1.54	1.58	1.62	1.66	1.70	1.75	1.79	1.84	1.88
51	Annual	42756	43860	44880	46056	47208	48432	49608	50844	52080	53424	54744	56136	57516
	Monthly	3563	3655	3740	3838	3934	4036	4134	4237	4340	4452	4562	4678	4793
	Hourly	20.48	21.01	21.49	22.06	22.61	23.20	23.76	24.35	24.94	25.59	26.22	26.89	27.55
	Standby	1.43	1.47	1.50	1.54	1.58	1.62	1.66	1.70	1.75	1.79	1.84	1.88	1.93
52	Annual	43860	44880	46056	47208	48432	49608	50844	52080	53424	54744	56136	57516	58956
	Monthly	3655	3740	3838	3934	4036	4134	4237	4340	4452	4562	4678	4793	4913
	Hourly	21.01	21.49	22.06	22.61	23.20	23.76	24.35	24.94	25.59	26.22	26.89	27.55	28.24
	Standby	1.47	1.50	1.54	1.58	1.62	1.66	1.70	1.75	1.79	1.84	1.88	1.93	1.98

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
53	Annual	44880	46056	47208	48432	49608	50844	52080	53424	54744	56136	57516	58956	60420
	Monthly	3740	3838	3934	4036	4134	4237	4340	4452	4562	4678	4793	4913	5035
	Hourly	21.49	22.06	22.61	23.20	23.76	24.35	24.94	25.59	26.22	26.89	27.55	28.24	28.94
	Standby	1.50	1.54	1.58	1.62	1.66	1.70	1.75	1.79	1.84	1.88	1.93	1.98	2.03
54	Annual	46056	47208	48432	49608	50844	52080	53424	54744	56136	57516	58956	60420	61920
	Monthly	3838	3934	4036	4134	4237	4340	4452	4562	4678	4793	4913	5035	5160
	Hourly	22.06	22.61	23.20	23.76	24.35	24.94	25.59	26.22	26.89	27.55	28.24	28.94	29.66
	Standby	1.54	1.58	1.62	1.66	1.70	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08
55	Annual	47208	48432	49608	50844	52080	53424	54744	56136	57516	58956	60420	61920	63480
	Monthly	3934	4036	4134	4237	4340	4452	4562	4678	4793	4913	5035	5160	5290
	Hourly	22.61	23.20	23.76	24.35	24.94	25.59	26.22	26.89	27.55	28.24	28.94	29.66	30.40
	Standby	1.58	1.62	1.66	1.70	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13
56	Annual	48432	49608	50844	52080	53424	54744	56136	57516	58956	60420	61920	63480	65088
	Monthly	4036	4134	4237	4340	4452	4562	4678	4793	4913	5035	5160	5290	5424
	Hourly	23.20	23.76	24.35	24.94	25.59	26.22	26.89	27.55	28.24	28.94	29.66	30.40	31.17
	Standby	1.62	1.66	1.70	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18
57	Annual	49608	50844	52080	53424	54744	56136	57516	58956	60420	61920	63480	65088	66684
	Monthly	4134	4237	4340	4452	4562	4678	4793	4913	5035	5160	5290	5424	5557
	Hourly	23.76	24.35	24.94	25.59	26.22	26.89	27.55	28.24	28.94	29.66	30.40	31.17	31.94
	Standby	1.66	1.70	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24
58	Annual	50844	52080	53424	54744	56136	57516	58956	60420	61920	63480	65088	66684	68412
	Monthly	4237	4340	4452	4562	4678	4793	4913	5035	5160	5290	5424	5557	5701
	Hourly	24.35	24.94	25.59	26.22	26.89	27.55	28.24	28.94	29.66	30.40	31.17	31.94	32.76
	Standby	1.70	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29
59	Annual	52080	53424	54744	56136	57516	58956	60420	61920	63480	65088	66684	68412	70056
	Monthly	4340	4452	4562	4678	4793	4913	5035	5160	5290	5424	5557	5701	5838
	Hourly	24.94	25.59	26.22	26.89	27.55	28.24	28.94	29.66	30.40	31.17	31.94	32.76	33.55
	Standby	1.75	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35
60	Annual	53424	54744	56136	57516	58956	60420	61920	63480	65088	66684	68412	70056	71844
	Monthly	4452	4562	4678	4793	4913	5035	5160	5290	5424	5557	5701	5838	5987
	Hourly	25.59	26.22	26.89	27.55	28.24	28.94	29.66	30.40	31.17	31.94	32.76	33.55	34.41
	Standby	1.79	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41
61	Annual	54744	56136	57516	58956	60420	61920	63480	65088	66684	68412	70056	71844	73644
	Monthly	4562	4678	4793	4913	5035	5160	5290	5424	5557	5701	5838	5987	6137
	Hourly	26.22	26.89	27.55	28.24	28.94	29.66	30.40	31.17	31.94	32.76	33.55	34.41	35.27
	Standby	1.84	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47

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RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
62	Annual	56136	57516	58956	60420	61920	63480	65088	66684	68412	70056	71844	73644	75456
	Monthly	4678	4793	4913	5035	5160	5290	5424	5557	5701	5838	5987	6137	6288
	Hourly	26.89	27.55	28.24	28.94	29.66	30.40	31.17	31.94	32.76	33.55	34.41	35.27	36.14
	Standby	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53
63	Annual	57516	58956	60420	61920	63480	65088	66684	68412	70056	71844	73644	75456	77340
	Monthly	4793	4913	5035	5160	5290	5424	5557	5701	5838	5987	6137	6288	6445
	Hourly	27.55	28.24	28.94	29.66	30.40	31.17	31.94	32.76	33.55	34.41	35.27	36.14	37.04
	Standby	1.93	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59
64	Annual	58956	60420	61920	63480	65088	66684	68412	70056	71844	73644	75456	77340	79296
	Monthly	4913	5035	5160	5290	5424	5557	5701	5838	5987	6137	6288	6445	6608
	Hourly	28.24	28.94	29.66	30.40	31.17	31.94	32.76	33.55	34.41	35.27	36.14	37.04	37.98
	Standby	1.98	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66
65	Annual	60420	61920	63480	65088	66684	68412	70056	71844	73644	75456	77340	79296	81264
	Monthly	5035	5160	5290	5424	5557	5701	5838	5987	6137	6288	6445	6608	6772
	Hourly	28.94	29.66	30.40	31.17	31.94	32.76	33.55	34.41	35.27	36.14	37.04	37.98	38.92
	Standby	2.03	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72
66	Annual	61920	63480	65088	66684	68412	70056	71844	73644	75456	77340	79296	81264	83316
	Monthly	5160	5290	5424	5557	5701	5838	5987	6137	6288	6445	6608	6772	6943
	Hourly	29.66	30.40	31.17	31.94	32.76	33.55	34.41	35.27	36.14	37.04	37.98	38.92	39.90
	Standby	2.08	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79
67	Annual	63480	65088	66684	68412	70056	71844	73644	75456	77340	79296	81264	83316	85380
	Monthly	5290	5424	5557	5701	5838	5987	6137	6288	6445	6608	6772	6943	7115
	Hourly	30.40	31.17	31.94	32.76	33.55	34.41	35.27	36.14	37.04	37.98	38.92	39.90	40.89
	Standby	2.13	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86
68	Annual	65088	66684	68412	70056	71844	73644	75456	77340	79296	81264	83316	85380	87528
	Monthly	5424	5557	5701	5838	5987	6137	6288	6445	6608	6772	6943	7115	7294
	Hourly	31.17	31.94	32.76	33.55	34.41	35.27	36.14	37.04	37.98	38.92	39.90	40.89	41.92
	Standby	2.18	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93
69	Annual	66684	68412	70056	71844	73644	75456	77340	79296	81264	83316	85380	87528	89712
	Monthly	5557	5701	5838	5987	6137	6288	6445	6608	6772	6943	7115	7294	7476
	Hourly	31.94	32.76	33.55	34.41	35.27	36.14	37.04	37.98	38.92	39.90	40.89	41.92	42.97
	Standby	2.24	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01
70		68412	70056	71844	73644	75456	77340	79296	81264	83316	85380	87528	89712	91956
	Monthly	5701	5838	5987	6137	6288	6445	6608	6772	6943	7115	7294	7476	7663
	Hourly	32.76	33.55	34.41	35.27	36.14	37.04	37.98	38.92	39.90	40.89	41.92	42.97	44.04
	Standby	2.29	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08

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RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
71	Annual	70056	71844	73644	75456	77340	79296	81264	83316	85380	87528	89712	91956	94272
	Monthly	5838	5987	6137	6288	6445	6608	6772	6943	7115	7294	7476	7663	7856
	Hourly	33.55	34.41	35.27	36.14	37.04	37.98	38.92	39.90	40.89	41.92	42.97	44.04	45.15
	Standby	2.35	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16
72	Annual	71844	73644	75456	77340	79296	81264	83316	85380	87528	89712	91956	94272	96636
	Monthly	5987	6137	6288	6445	6608	6772	6943	7115	7294	7476	7663	7856	8053
	Hourly	34.41	35.27	36.14	37.04	37.98	38.92	39.90	40.89	41.92	42.97	44.04	45.15	46.28
	Standby	2.41	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24
73	Annual	73644	75456	77340	79296	81264	83316	85380	87528	89712	91956	94272	96636	99024
	Monthly	6137	6288	6445	6608	6772	6943	7115	7294	7476	7663	7856	8053	8252
	Hourly	35.27	36.14	37.04	37.98	38.92	39.90	40.89	41.92	42.97	44.04	45.15	46.28	47.43
	Standby	2.47	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32
74	Annual	75456	77340	79296	81264	83316	85380	87528	89712	91956	94272	96636	99024	101532
	Monthly	6288	6445	6608	6772	6943	7115	7294	7476	7663	7856	8053	8252	8461
	Hourly	36.14	37.04	37.98	38.92	39.90	40.89	41.92	42.97	44.04	45.15	46.28	47.43	48.63
	Standby	2.53	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40
75	Annual	77340	79296	81264	83316	85380	87528	89712	91956	94272	96636	99024	101532	104040
	Monthly	6445	6608	6772	6943	7115	7294	7476	7663	7856	8053	8252	8461	8670
	Hourly	37.04	37.98	38.92	39.90	40.89	41.92	42.97	44.04	45.15	46.28	47.43	48.63	49.83
	Standby	2.59	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49
76	Annual	79296	81264	83316	85380	87528	89712	91956	94272	96636	99024	101532	104040	106632
	Monthly	6608	6772	6943	7115	7294	7476	7663	7856	8053	8252	8461	8670	8886
	Hourly	37.98	38.92	39.90	40.89	41.92	42.97	44.04	45.15	46.28	47.43	48.63	49.83	51.07
	Standby	2.66	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57
77	Annual	81264	83316	85380	87528	89712	91956	94272	96636	99024	101532	104040	106632	109308
	Monthly	6772	6943	7115	7294	7476	7663	7856	8053	8252	8461	8670	8886	9109
	Hourly	38.92	39.90	40.89	41.92	42.97	44.04	45.15	46.28	47.43	48.63	49.83	51.07	52.35
	Standby	2.72	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66
78	Annual	83316	85380	87528	89712	91956	94272	96636	99024	101532	104040	106632	109308	112056
	Monthly	6943	7115	7294	7476	7663	7856	8053	8252	8461	8670	8886	9109	9338
	Hourly	39.90	40.89	41.92	42.97	44.04	45.15	46.28	47.43	48.63	49.83	51.07	52.35	53.67
	Standby	2.79	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.76
79	Annual	85380	87528	89712	91956	94272	96636	99024	101532	104040	106632	109308	112056	114816
	Monthly	7115	7294	7476	7663	7856	8053	8252	8461	8670	8886	9109	9338	9568
	Hourly	40.89	41.92	42.97	44.04	45.15	46.28	47.43	48.63	49.83	51.07	52.35	53.67	54.99
	Standby	2.86	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.76	3.85

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RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
80	Annual	87528	89712	91956	94272	96636	99024	101532	104040	106632	109308	112056	114816	117684
	Monthly	7294	7476	7663	7856	8053	8252	8461	8670	8886	9109	9338	9568	9807
	Hourly	41.92	42.97	44.04	45.15	46.28	47.43	48.63	49.83	51.07	52.35	53.67	54.99	56.36
	Standby	2.93	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.76	3.85	3.95
81	Annual	89712	91956	94272	96636	99024	101532	104040	106632	109308	112056	114816	117684	120648
	Monthly	7476	7663	7856	8053	8252	8461	8670	8886	9109	9338	9568	9807	10054
	Hourly	42.97	44.04	45.15	46.28	47.43	48.63	49.83	51.07	52.35	53.67	54.99	56.36	57.78
	Standby	3.01	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.76	3.85	3.95	4.04
82	Annual	91956	94272	96636	99024	101532	104040	106632	109308	112056	114816	117684	120648	123648
	Monthly	7663	7856	8053	8252	8461	8670	8886	9109	9338	9568	9807	10054	10304
	Hourly	44.04	45.15	46.28	47.43	48.63	49.83	51.07	52.35	53.67	54.99	56.36	57.78	59.22
	Standby	3.08	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.76	3.85	3.95	4.04	4.15
83	Annual	94272	96636	99024	101532	104040	106632	109308	112056	114816	117684	120648	123648	126732
	Monthly	7856	8053	8252	8461	8670	8886	9109	9338	9568	9807	10054	10304	10561
	Hourly	45.15	46.28	47.43	48.63	49.83	51.07	52.35	53.67	54.99	56.36	57.78	59.22	60.70
	Standby	3.16	3.24	3.32	3.40	3.49	3.57	3.66	3.76	3.85	3.95	4.04	4.15	4.25
84	Annual	96636	99024	101532	104040	106632	109308	112056	114816	117684	120648	123648	126732	129936
	Monthly	8053	8252	8461	8670	8886	9109	9338	9568	9807	10054	10304	10561	10828
	Hourly	46.28	47.43	48.63	49.83	51.07	52.35	53.67	54.99	56.36	57.78	59.22	60.70	62.23
	Standby	3.24	3.32	3.40	3.49	3.57	3.66	3.76	3.85	3.95	4.04	4.15	4.25	4.36
85	Annual	99024	101532	104040	106632	109308	112056	114816	117684	120648	123648	126732	129936	133128
	Monthly	8252	8461	8670	8886	9109	9338	9568	9807	10054	10304	10561	10828	11094
	Hourly	47.43	48.63	49.83	51.07	52.35	53.67	54.99	56.36	57.78	59.22	60.70	62.23	63.76
	Standby	3.32	3.40	3.49	3.57	3.66	3.76	3.85	3.95	4.04	4.15	4.25	4.36	4.46
86	Annual	101532	104040	106632	109308	112056	114816	117684	120648	123648	126732	129936	133128	136500
	Monthly	8461	8670	8886	9109	9338	9568	9807	10054	10304	10561	10828	11094	11375
	Hourly	48.63	49.83	51.07	52.35	53.67	54.99	56.36	57.78	59.22	60.70	62.23	63.76	65.37
	Standby	3.40	3.49	3.57	3.66	3.76	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58
87	Annual	104040	106632	109308	112056	114816	117684	120648	123648	126732	129936	133128	136500	139944
	Monthly	8670	8886	9109	9338	9568	9807	10054	10304	10561	10828	11094	11375	11662
	Hourly	49.83	51.07	52.35	53.67	54.99	56.36	57.78	59.22	60.70	62.23	63.76	65.37	67.02
	Standby	3.49	3.57	3.66	3.76	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69
88	Annual	106632	109308	112056	114816	117684	120648	123648	126732	129936	133128	136500	139944	143424
	Monthly	8886	9109	9338	9568	9807	10054	10304	10561	10828	11094	11375	11662	11952
	Hourly	51.07	52.35	53.67	54.99	56.36	57.78	59.22	60.70	62.23	63.76	65.37	67.02	68.69
	Standby	3.57	3.66	3.76	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
89	Annual	109308	112056	114816	117684	120648	123648	126732	129936	133128	136500	139944	143424	147036
	Monthly	9109	9338	9568	9807	10054	10304	10561	10828	11094	11375	11662	11952	12253
	Hourly	52.35	53.67	54.99	56.36	57.78	59.22	60.70	62.23	63.76	65.37	67.02	68.69	70.42
	Standby	3.66	3.76	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93
90	Annual	112056	114816	117684	120648	123648	126732	129936	133128	136500	139944	143424	147036	150660
	Monthly	9338	9568	9807	10054	10304	10561	10828	11094	11375	11662	11952	12253	12555
	Hourly	53.67	54.99	56.36	57.78	59.22	60.70	62.23	63.76	65.37	67.02	68.69	70.42	72.16
	Standby	3.76	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05
91	Annual	114816	117684	120648	123648	126732	129936	133128	136500	139944	143424	147036	150660	154452
	Monthly	9568	9807	10054	10304	10561	10828	11094	11375	11662	11952	12253	12555	12871
	Hourly	54.99	56.36	57.78	59.22	60.70	62.23	63.76	65.37	67.02	68.69	70.42	72.16	73.97
	Standby	3.85	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18
92	Annual	117684	120648	123648	126732	129936	133128	136500	139944	143424	147036	150660	154452	158292
	Monthly	9807	10054	10304	10561	10828	11094	11375	11662	11952	12253	12555	12871	13191
	Hourly	56.36	57.78	59.22	60.70	62.23	63.76	65.37	67.02	68.69	70.42	72.16	73.97	75.81
	Standby	3.95	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31
93	Annual	120648	123648	126732	129936	133128	136500	139944	143424	147036	150660	154452	158292	162300
	Monthly	10054	10304	10561	10828	11094	11375	11662	11952	12253	12555	12871	13191	13525
	Hourly	57.78	59.22	60.70	62.23	63.76	65.37	67.02	68.69	70.42	72.16	73.97	75.81	77.73
	Standby	4.04	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44
94	Annual	123648	126732	129936	133128	136500	139944	143424	147036	150660	154452	158292	162300	166320
	Monthly	10304	10561	10828	11094	11375	11662	11952	12253	12555	12871	13191	13525	13860
	Hourly	59.22	60.70	62.23	63.76	65.37	67.02	68.69	70.42	72.16	73.97	75.81	77.73	79.66
	Standby	4.15	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58
95	Annual	126732	129936	133128	136500	139944	143424	147036	150660	154452	158292	162300	166320	170496
	Monthly	10561	10828	11094	11375	11662	11952	12253	12555	12871	13191	13525	13860	14208
	Hourly	60.70	62.23	63.76	65.37	67.02	68.69	70.42	72.16	73.97	75.81	77.73	79.66	81.66
	Standby	4.25	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72
96	Annual	129936	133128	136500	139944	143424	147036	150660	154452	158292	162300	166320	170496	174768
	Monthly	10828	11094	11375	11662	11952	12253	12555	12871	13191	13525	13860	14208	14564
	Hourly	62.23	63.76	65.37	67.02	68.69	70.42	72.16	73.97	75.81	77.73	79.66	81.66	83.70
	Standby	4.36	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86
97	Annual	133128	136500	139944	143424	147036	150660	154452	158292	162300	166320	170496	174768	179148
	Monthly	11094	11375	11662	11952	12253	12555	12871	13191	13525	13860	14208	14564	14929
	Hourly	63.76	65.37	67.02	68.69	70.42	72.16	73.97	75.81	77.73	79.66	81.66	83.70	85.80
	Standby	4.46	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
98	Annual	136500	139944	143424	147036	150660	154452	158292	162300	166320	170496	174768	179148	183624
	Monthly	11375	11662	11952	12253	12555	12871	13191	13525	13860	14208	14564	14929	15302
	Hourly	65.37	67.02	68.69	70.42	72.16	73.97	75.81	77.73	79.66	81.66	83.70	85.80	87.94
	Standby	4.58	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.16
99	Annual	139944	143424	147036	150660	154452	158292	162300	166320	170496	174768	179148	183624	188208
	Monthly	11662	11952	12253	12555	12871	13191	13525	13860	14208	14564	14929	15302	15684
	Hourly	67.02	68.69	70.42	72.16	73.97	75.81	77.73	79.66	81.66	83.70	85.80	87.94	90.14
	Standby	4.69	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.16	6.31
100	Annual	143424	147036	150660	154452	158292	162300	166320	170496	174768	179148	183624	188208	192912
	Monthly	11952	12253	12555	12871	13191	13525	13860	14208	14564	14929	15302	15684	16076
	Hourly	68.69	70.42	72.16	73.97	75.81	77.73	79.66	81.66	83.70	85.80	87.94	90.14	92.39
	Standby	4.81	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.16	6.31	6.47
101	Annual	147036	150660	154452	158292	162300	166320	170496	174768	179148	183624	188208	192912	197736
	Monthly	12253	12555	12871	13191	13525	13860	14208	14564	14929	15302	15684	16076	16478
	Hourly	70.42	72.16	73.97	75.81	77.73	79.66	81.66	83.70	85.80	87.94	90.14	92.39	94.70
	Standby	4.93	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.16	6.31	6.47	6.63
102	Annual	150660	154452	158292	162300	166320	170496	174768	179148	183624	188208	192912	197736	202680
	Monthly	12555	12871	13191	13525	13860	14208	14564	14929	15302	15684	16076	16478	16890
	Hourly	72.16	73.97	75.81	77.73	79.66	81.66	83.70	85.80	87.94	90.14	92.39	94.70	97.07
	Standby	5.05	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.16	6.31	6.47	6.63	6.79
103	Annual	154452	158292	162300	166320	170496	174768	179148	183624	188208	192912	197736	202680	207744
	Monthly	12871	13191	13525	13860	14208	14564	14929	15302	15684	16076	16478	16890	17312
	Hourly	73.97	75.81	77.73	79.66	81.66	83.70	85.80	87.94	90.14	92.39	94.70	97.07	99.49
	Standby	5.18	5.31	5.44	5.58	5.72	5.86	6.01	6.16	6.31	6.47	6.63	6.79	6.96
104	Annual	158292	162300	166320	170496	174768	179148	183624	188208	192912	197736	202680	207744	212940
	Monthly	13191	13525	13860	14208	14564	14929	15302	15684	16076	16478	16890	17312	17745
	Hourly	75.81	77.73	79.66	81.66	83.70	85.80	87.94	90.14	92.39	94.70	97.07	99.49	101.98
	Standby	5.31	5.44	5.58	5.72	5.86	6.01	6.16	6.31	6.47	6.63	6.79	6.96	7.14
105	Annual	162300	166320	170496	174768	179148	183624	188208	192912	197736	202680	207744	212940	218268
	Monthly	13525	13860	14208	14564	14929	15302	15684	16076	16478	16890	17312	17745	18189
	Hourly	77.73	79.66	81.66	83.70	85.80	87.94	90.14	92.39	94.70	97.07	99.49	101.98	104.53
	Standby	5.44	5.58	5.72	5.86	6.01	6.16	6.31	6.47	6.63	6.79	6.96	7.14	7.32
106	Annual	166320	170496	174768	179148	183624	188208	192912	197736	202680	207744	212940	218268	223716
	Monthly	13860	14208	14564	14929	15302	15684	16076	16478	16890	17312	17745	18189	18643
	Hourly	79.66	81.66	83.70	85.80	87.94	90.14	92.39	94.70	97.07	99.49	101.98	104.53	107.14
	Standby	5.58	5.72	5.86	6.01	6.16	6.31	6.47	6.63	6.79	6.96	7.14	7.32	7.50

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
107	Annual	170496	174768	179148	183624	188208	192912	197736	202680	207744	212940	218268	223716	229320
	Monthly	14208	14564	14929	15302	15684	16076	16478	16890	17312	17745	18189	18643	19110
	Hourly	81.66	83.70	85.80	87.94	90.14	92.39	94.70	97.07	99.49	101.98	104.53	107.14	109.83
	Standby	5.72	5.86	6.01	6.16	6.31	6.47	6.63	6.79	6.96	7.14	7.32	7.50	7.69
108	Annual	174768	179148	183624	188208	192912	197736	202680	207744	212940	218268	223716	229320	235056
	Monthly	14564	14929	15302	15684	16076	16478	16890	17312	17745	18189	18643	19110	19588
	Hourly	83.70	85.80	87.94	90.14	92.39	94.70	97.07	99.49	101.98	104.53	107.14	109.83	112.57
	Standby	5.86	6.01	6.16	6.31	6.47	6.63	6.79	6.96	7.14	7.32	7.50	7.69	7.88
109	Annual	179148	183624	188208	192912	197736	202680	207744	212940	218268	223716	229320	235056	240924
	Monthly	14929	15302	15684	16076	16478	16890	17312	17745	18189	18643	19110	19588	20077
	Hourly	85.80	87.94	90.14	92.39	94.70	97.07	99.49	101.98	104.53	107.14	109.83	112.57	115.39
	Standby	6.01	6.16	6.31	6.47	6.63	6.79	6.96	7.14	7.32	7.50	7.69	7.88	8.08
110	Annual	183624	188208	192912	197736	202680	207744	212940	218268	223716	229320	235056	240924	246948
	Monthly	15302	15684	16076	16478	16890	17312	17745	18189	18643	19110	19588	20077	20579
	Hourly	87.94	90.14	92.39	94.70	97.07	99.49	101.98	104.53	107.14	109.83	112.57	115.39	118.27
	Standby	6.16	6.31	6.47	6.63	6.79	6.96	7.14	7.32	7.50	7.69	7.88	8.08	8.28

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

COMPENSATION APPENDIX B

"N1" Range Salary Schedule

Effective July 1, 2015 through June 30, 2016

RANGE						Years of Experience 0		1		2		3	4	5	6	7	8	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
	Annual	34320	35124	35988	36816	37680	38568	39504	40428	41424	42396	43500	44580	45684	46860	47964	49176	50412	51684	53004	54300	55656
39E1	Monthly	2860	2927	2999	3068	3140	3214	3292	3369	3452	3533	3625	3715	3807	3905	3997	4098	4201	4307	4417	4525	4638
	Hourly	16.44	16.82	17.24	17.63	18.05	18.47	18.92	19.36	19.84	20.30	20.83	21.35	21.88	22.44	22.97	23.55	24.14	24.75	25.39	26.01	26.66
	Standby	1.15	1.18	1.21	1.23	1.26	1.29	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87
	Annual	35988	36816	37680	38568	39504	40428	41424	42396	43500	44580	45684	46860	47964	49176	50412	51684	53004	54300	55656	57024	58512
41E1	Monthly	2999	3068	3140	3214	3292	3369	3452	3533	3625	3715	3807	3905	3997	4098	4201	4307	4417	4525	4638	4752	4876
	Hourly	17.24	17.63	18.05	18.47	18.92	19.36	19.84	20.30	20.83	21.35	21.88	22.44	22.97	23.55	24.14	24.75	25.39	26.01	26.66	27.31	28.02
	Standby	1.21	1.23	1.26	1.29	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96
	Annual	42396	43500	44580	45684	46860	47964	49176	50412	51684	53004	54300	55656	57024	58512	59928	61440	62988	64536	66156	67824	69528
48E1	Monthly	3533	3625	3715	3807	3905	3997	4098	4201	4307	4417	4525	4638	4752	4876	4994	5120	5249	5378	5513	5652	5794
	Hourly	20.30	20.83	21.35	21.88	22.44	22.97	23.55	24.14	24.75	25.39	26.01	26.66	27.31	28.02	28.70	29.43	30.17	30.91	31.68	32.48	33.30
	Standby	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33

		Years of Experience 0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
	Annual	39504	40428	41424	42396	43500	44580	45684	46860	47964	49176	50412	51684	53004	54300	55656	57024	58512	59928	61440	62988	64536
45N1	Monthly	3292	3369	3452	3533	3625	3715	3807	3905	3997	4098	4201	4307	4417	4525	4638	4752	4876	4994	5120	5249	5378
	Hourly	18.92	19.36	19.84	20.30	20.83	21.35	21.88	22.44	22.97	23.55	24.14	24.75	25.39	26.01	26.66	27.31	28.02	28.70	29.43	30.17	30.91
	Standby	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16
	Annual	41424	42396	43500	44580	45684	46860	47964	49176	50412	51684	53004	54300	55656	57024	58512	59928	61440	62988	64536	66156	67824
47N1	Monthly	3452	3533	3625	3715	3807	3905	3997	4098	4201	4307	4417	4525	4638	4752	4876	4994	5120	5249	5378	5513	5652
	Hourly	19.84	20.30	20.83	21.35	21.88	22.44	22.97	23.55	24.14	24.75	25.39	26.01	26.66	27.31	28.02	28.70	29.43	30.17	30.91	31.68	32.48
	Standby	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27

RANGE						Years of Experience																
						0		1		2		3	4	5	6	7	8	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
	Annual	34320	35124	35988	36816	37680	38568	39504	40428	41424	42396	43500	44580	45684	46860	47964	49176	50412	51684	53004	54300	55656
39E1	Monthly	2860	2927	2999	3068	3140	3214	3292	3369	3452	3533	3625	3715	3807	3905	3997	4098	4201	4307	4417	4525	4638
	Hourly	16.44	16.82	17.24	17.63	18.05	18.47	18.92	19.36	19.84	20.30	20.83	21.35	21.88	22.44	22.97	23.55	24.14	24.75	25.39	26.01	26.66
	Standby	1.15	1.18	1.21	1.23	1.26	1.29	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87
	Annual	35988	36816	37680	38568	39504	40428	41424	42396	43500	44580	45684	46860	47964	49176	50412	51684	53004	54300	55656	57024	58512
41E1	Monthly	2999	3068	3140	3214	3292	3369	3452	3533	3625	3715	3807	3905	3997	4098	4201	4307	4417	4525	4638	4752	4876
	Hourly	17.24	17.63	18.05	18.47	18.92	19.36	19.84	20.30	20.83	21.35	21.88	22.44	22.97	23.55	24.14	24.75	25.39	26.01	26.66	27.31	28.02
	Standby	1.21	1.23	1.26	1.29	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96
	Annual	42396	43500	44580	45684	46860	47964	49176	50412	51684	53004	54300	55656	57024	58512	59928	61440	62988	64536	66156	67824	69528
48E1	Monthly	3533	3625	3715	3807	3905	3997	4098	4201	4307	4417	4525	4638	4752	4876	4994	5120	5249	5378	5513	5652	5794
	Hourly	20.30	20.83	21.35	21.88	22.44	22.97	23.55	24.14	24.75	25.39	26.01	26.66	27.31	28.02	28.70	29.43	30.17	30.91	31.68	32.48	33.30
	Standby	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
	Annual	39504	40428	41424	42396	43500	44580	45684	46860	47964	49176	50412	51684	53004	54300	55656	57024	58512	59928	61440	62988	64536
45N1	Monthly	3292	3369	3452	3533	3625	3715	3807	3905	3997	4098	4201	4307	4417	4525	4638	4752	4876	4994	5120	5249	5378
	Hourly	18.92	19.36	19.84	20.30	20.83	21.35	21.88	22.44	22.97	23.55	24.14	24.75	25.39	26.01	26.66	27.31	28.02	28.70	29.43	30.17	30.91
	Standby	1.32	1.36	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16
	Annual	41424	42396	43500	44580	45684	46860	47964	49176	50412	51684	53004	54300	55656	57024	58512	59928	61440	62988	64536	66156	67824
47N1	Monthly	3452	3533	3625	3715	3807	3905	3997	4098	4201	4307	4417	4525	4638	4752	4876	4994	5120	5249	5378	5513	5652
	Hourly	19.84	20.30	20.83	21.35	21.88	22.44	22.97	23.55	24.14	24.75	25.39	26.01	26.66	27.31	28.02	28.70	29.43	30.17	30.91	31.68	32.48
	Standby	1.39	1.42	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27

RANGE		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
	Annual	43500	44580	45684	46860	47964	49176	50412	51684	53004	54300	55656	57024	58512	59928	61440	62988	64536	66156	67824	69528	71232
49N1	Monthly	3625	3715	3807	3905	3997	4098	4201	4307	4417	4525	4638	4752	4876	4994	5120	5249	5378	5513	5652	5794	5936
	Hourly	20.83	21.35	21.88	22.44	22.97	23.55	24.14	24.75	25.39	26.01	26.66	27.31	28.02	28.70	29.43	30.17	30.91	31.68	32.48	33.30	34.11
	Standby	1.46	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39
	Annual	44580	45684	46860	47964	49176	50412	51684	53004	54300	55656	57024	58512	59928	61440	62988	64536	66156	67824	69528	71232	73056
50N1	Monthly	3715	3807	3905	3997	4098	4201	4307	4417	4525	4638	4752	4876	4994	5120	5249	5378	5513	5652	5794	5936	6088
	Hourly	21.35	21.88	22.44	22.97	23.55	24.14	24.75	25.39	26.01	26.66	27.31	28.02	28.70	29.43	30.17	30.91	31.68	32.48	33.30	34.11	34.99
	Standby	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45
	Annual	45684	46860	47964	49176	50412	51684	53004	54300	55656	57024	58512	59928	61440	62988	64536	66156	67824	69528	71232	73056	74868
51N1	Monthly	3807	3905	3997	4098	4201	4307	4417	4525	4638	4752	4876	4994	5120	5249	5378	5513	5652	5794	5936	6088	6239
	Hourly	21.88	22.44	22.97	23.55	24.14	24.75	25.39	26.01	26.66	27.31	28.02	28.70	29.43	30.17	30.91	31.68	32.48	33.30	34.11	34.99	35.86
	Standby	1.53	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51
	Annual	46860	47964	49176	50412	51684	53004	54300	55656	57024	58512	59928	61440	62988	64536	66156	67824	69528	71232	73056	74868	76728
52N1	Monthly	3905	3997	4098	4201	4307	4417	4525	4638	4752	4876	4994	5120	5249	5378	5513	5652	5794	5936	6088	6239	6394
	Hourly	22.44	22.97	23.55	24.14	24.75	25.39	26.01	26.66	27.31	28.02	28.70	29.43	30.17	30.91	31.68	32.48	33.30	34.11	34.99	35.86	36.75
	Standby	1.57	1.61	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57
	Annual	47964	49176	50412	51684	53004	54300	55656	57024	58512	59928	61440	62988	64536	66156	67824	69528	71232	73056	74868	76728	78684
53N1	Monthly	3997	4098	4201	4307	4417	4525	4638	4752	4876	4994	5120	5249	5378	5513	5652	5794	5936	6088	6239	6394	6557
	Hourly	22.97	23.55	24.14	24.75	25.39	26.01	26.66	27.31	28.02	28.70	29.43	30.17	30.91	31.68	32.48	33.30	34.11	34.99	35.86	36.75	37.68
	Standby	1.61	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64
	Annual	49176	50412	51684	53004	54300	55656	57024	58512	59928	61440	62988	64536	66156	67824	69528	71232	73056	74868	76728	78684	80604
54N1	Monthly	4098	4201	4307	4417	4525	4638	4752	4876	4994	5120	5249	5378	5513	5652	5794	5936	6088	6239	6394	6557	6717
	Hourly	23.55	24.14	24.75	25.39	26.01	26.66	27.31	28.02	28.70	29.43	30.17	30.91	31.68	32.48	33.30	34.11	34.99	35.86	36.75	37.68	38.60
	Standby	1.65	1.69	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70
	Annual	50412	51684	53004	54300	55656	57024	58512	59928	61440	62988	64536	66156	67824	69528	71232	73056	74868	76728	78684	80604	82620
55N1	Monthly	4201	4307	4417	4525	4638	4752	4876	4994	5120	5249	5378	5513	5652	5794	5936	6088	6239	6394	6557	6717	6885
	Hourly	24.14	24.75	25.39	26.01	26.66	27.31	28.02	28.70	29.43	30.17	30.91	31.68	32.48	33.30	34.11	34.99	35.86	36.75	37.68	38.60	39.57
	Standby	1.69	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77

		Years of Experience																				
RANGE		**0**		**1**		**2**		**3**		**4**		**5**	**6**	**7**	**8**	**9**	**10**	**12**	**15**	**18**	**20**	**26**
		A	**B**	**C**	**D**	**E**	**F**	**G**	**H**	**I**	**J**	**K**	**L**	**M**	**N**	**O**	**P**	**Q**	**R**	**S**	**T**	**U**
	Annual	51684	53004	54300	55656	57024	58512	59928	61440	62988	64536	66156	67824	69528	71232	73056	74868	76728	78684	80604	82620	84672
56N1	Monthly	4307	4417	4525	4638	4752	4876	4994	5120	5249	5378	5513	5652	5794	5936	6088	6239	6394	6557	6717	6885	7056
	Hourly	24.75	25.39	26.01	26.66	27.31	28.02	28.70	29.43	30.17	30.91	31.68	32.48	33.30	34.11	34.99	35.86	36.75	37.68	38.60	39.57	40.55
	Standby	1.73	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84
	Annual	53004	54300	55656	57024	58512	59928	61440	62988	64536	66156	67824	69528	71232	73056	74868	76728	78684	80604	82620	84672	86796
57N1	Monthly	4417	4525	4638	4752	4876	4994	5120	5249	5378	5513	5652	5794	5936	6088	6239	6394	6557	6717	6885	7056	7233
	Hourly	25.39	26.01	26.66	27.31	28.02	28.70	29.43	30.17	30.91	31.68	32.48	33.30	34.11	34.99	35.86	36.75	37.68	38.60	39.57	40.55	41.57
	Standby	1.78	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91
	Annual	54300	55656	57024	58512	59928	61440	62988	64536	66156	67824	69528	71232	73056	74868	76728	78684	80604	82620	84672	86796	88992
58N1	Monthly	4525	4638	4752	4876	4994	5120	5249	5378	5513	5652	5794	5936	6088	6239	6394	6557	6717	6885	7056	7233	7416
	Hourly	26.01	26.66	27.31	28.02	28.70	29.43	30.17	30.91	31.68	32.48	33.30	34.11	34.99	35.86	36.75	37.68	38.60	39.57	40.55	41.57	42.62
	Standby	1.82	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98
	Annual	55656	57024	58512	59928	61440	62988	64536	66156	67824	69528	71232	73056	74868	76728	78684	80604	82620	84672	86796	88992	91212
59N1	Monthly	4638	4752	4876	4994	5120	5249	5378	5513	5652	5794	5936	6088	6239	6394	6557	6717	6885	7056	7233	7416	7601
	Hourly	26.66	27.31	28.02	28.70	29.43	30.17	30.91	31.68	32.48	33.30	34.11	34.99	35.86	36.75	37.68	38.60	39.57	40.55	41.57	42.62	43.68
	Standby	1.87	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06
	Annual	57024	58512	59928	61440	62988	64536	66156	67824	69528	71232	73056	74868	76728	78684	80604	82620	84672	86796	88992	91212	93504
60N1	Monthly	4752	4876	4994	5120	5249	5378	5513	5652	5794	5936	6088	6239	6394	6557	6717	6885	7056	7233	7416	7601	7792
	Hourly	27.31	28.02	28.70	29.43	30.17	30.91	31.68	32.48	33.30	34.11	34.99	35.86	36.75	37.68	38.60	39.57	40.55	41.57	42.62	43.68	44.78
	Standby	1.91	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13
	Annual	58512	59928	61440	62988	64536	66156	67824	69528	71232	73056	74868	76728	78684	80604	82620	84672	86796	88992	91212	93504	95856
61N1	Monthly	4876	4994	5120	5249	5378	5513	5652	5794	5936	6088	6239	6394	6557	6717	6885	7056	7233	7416	7601	7792	7988
	Hourly	28.02	28.70	29.43	30.17	30.91	31.68	32.48	33.30	34.11	34.99	35.86	36.75	37.68	38.60	39.57	40.55	41.57	42.62	43.68	44.78	45.91
	Standby	1.96	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21

		Years of Experience																				
RANGE		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
	Annual	59928	61440	62988	64536	66156	67824	69528	71232	73056	74868	76728	78684	80604	82620	84672	86796	88992	91212	93504	95856	98244
62N1	Monthly	4994	5120	5249	5378	5513	5652	5794	5936	6088	6239	6394	6557	6717	6885	7056	7233	7416	7601	7792	7988	8187
	Hourly	28.70	29.43	30.17	30.91	31.68	32.48	33.30	34.11	34.99	35.86	36.75	37.68	38.60	39.57	40.55	41.57	42.62	43.68	44.78	45.91	47.05
	Standby	2.01	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29
	Annual	61440	62988	64536	66156	67824	69528	71232	73056	74868	76728	78684	80604	82620	84672	86796	88992	91212	93504	95856	98244	100704
63N1	Monthly	5120	5249	5378	5513	5652	5794	5936	6088	6239	6394	6557	6717	6885	7056	7233	7416	7601	7792	7988	8187	8392
	Hourly	29.43	30.17	30.91	31.68	32.48	33.30	34.11	34.99	35.86	36.75	37.68	38.60	39.57	40.55	41.57	42.62	43.68	44.78	45.91	47.05	48.23
	Standby	2.06	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.38
	Annual	62988	64536	66156	67824	69528	71232	73056	74868	76728	78684	80604	82620	84672	86796	88992	91212	93504	95856	98244	100704	103236
64N1	Monthly	5249	5378	5513	5652	5794	5936	6088	6239	6394	6557	6717	6885	7056	7233	7416	7601	7792	7988	8187	8392	8603
	Hourly	30.17	30.91	31.68	32.48	33.30	34.11	34.99	35.86	36.75	37.68	38.60	39.57	40.55	41.57	42.62	43.68	44.78	45.91	47.05	48.23	49.44
	Standby	2.11	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.38	3.46
	Annual	64536	66156	67824	69528	71232	73056	74868	76728	78684	80604	82620	84672	86796	88992	91212	93504	95856	98244	100704	103236	105816
65N1	Monthly	5378	5513	5652	5794	5936	6088	6239	6394	6557	6717	6885	7056	7233	7416	7601	7792	7988	8187	8392	8603	8818
	Hourly	30.91	31.68	32.48	33.30	34.11	34.99	35.86	36.75	37.68	38.60	39.57	40.55	41.57	42.62	43.68	44.78	45.91	47.05	48.23	49.44	50.68
	Standby	2.16	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.38	3.46	3.55
	Annual	66156	67824	69528	71232	73056	74868	76728	78684	80604	82620	84672	86796	88992	91212	93504	95856	98244	100704	103236	105816	108456
66N1	Monthly	5513	5652	5794	5936	6088	6239	6394	6557	6717	6885	7056	7233	7416	7601	7792	7988	8187	8392	8603	8818	9038
	Hourly	31.68	32.48	33.30	34.11	34.99	35.86	36.75	37.68	38.60	39.57	40.55	41.57	42.62	43.68	44.78	45.91	47.05	48.23	49.44	50.68	51.94
	Standby	2.22	2.27	2.33	2.39	2.45	2.51	2.57	2.64	2.70	2.77	2.84	2.91	2.98	3.06	3.13	3.21	3.29	3.38	3.46	3.55	3.64

COMPENSATION APPENDIX C

"SP" Range Salary Schedule

Effective July 1, 2015 through June 30, 2016

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
35SP	Annual	33564	34332	35136	35988	36804	37704	38580	39468	40404	41340	42372	43368	44412
	Monthly	2797	2861	2928	2999	3067	3142	3215	3289	3367	3445	3531	3614	3701
	Hourly	16.07	16.44	16.83	17.24	17.63	18.06	18.48	18.90	19.35	19.80	20.29	20.77	21.27
	Standby	1.13	1.15	1.18	1.21	1.23	1.26	1.29	1.32	1.35	1.39	1.42	1.45	1.49
36SP	Annual	34332	35136	35988	36804	37704	38580	39468	40404	41340	42372	43368	44412	45504
	Monthly	2861	2928	2999	3067	3142	3215	3289	3367	3445	3531	3614	3701	3792
	Hourly	16.44	16.83	17.24	17.63	18.06	18.48	18.90	19.35	19.80	20.29	20.77	21.27	21.79
	Standby	1.15	1.18	1.21	1.23	1.26	1.29	1.32	1.35	1.39	1.42	1.45	1.49	1.53
37SP	Annual	35136	35988	36804	37704	38580	39468	40404	41340	42372	43368	44412	45504	46632
	Monthly	2928	2999	3067	3142	3215	3289	3367	3445	3531	3614	3701	3792	3886
	Hourly	16.83	17.24	17.63	18.06	18.48	18.90	19.35	19.80	20.29	20.77	21.27	21.79	22.33
	Standby	1.18	1.21	1.23	1.26	1.29	1.32	1.35	1.39	1.42	1.45	1.49	1.53	1.56
38SP	Annual	35988	36804	37704	38580	39468	40404	41340	42372	43368	44412	45504	46632	47808
	Monthly	2999	3067	3142	3215	3289	3367	3445	3531	3614	3701	3792	3886	3984
	Hourly	17.24	17.63	18.06	18.48	18.90	19.35	19.80	20.29	20.77	21.27	21.79	22.33	22.90
	Standby	1.21	1.23	1.26	1.29	1.32	1.35	1.39	1.42	1.45	1.49	1.53	1.56	1.60
39SP	Annual	36804	37704	38580	39468	40404	41340	42372	43368	44412	45504	46632	47808	48984
	Monthly	3067	3142	3215	3289	3367	3445	3531	3614	3701	3792	3886	3984	4082
	Hourly	17.63	18.06	18.48	18.90	19.35	19.80	20.29	20.77	21.27	21.79	22.33	22.90	23.46
	Standby	1.23	1.26	1.29	1.32	1.35	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64
40SP	Annual	37704	38580	39468	40404	41340	42372	43368	44412	45504	46632	47808	48984	50232
	Monthly	3142	3215	3289	3367	3445	3531	3614	3701	3792	3886	3984	4082	4186
	Hourly	18.06	18.48	18.90	19.35	19.80	20.29	20.77	21.27	21.79	22.33	22.90	23.46	24.06
	Standby	1.26	1.29	1.32	1.35	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68
41SP	Annual	38580	39468	40404	41340	42372	43368	44412	45504	46632	47808	48984	50232	51456
	Monthly	3215	3289	3367	3445	3531	3614	3701	3792	3886	3984	4082	4186	4288
	Hourly	18.48	18.90	19.35	19.80	20.29	20.77	21.27	21.79	22.33	22.90	23.46	24.06	24.64
	Standby	1.29	1.32	1.35	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.73
42SP	Annual	39468	40404	41340	42372	43368	44412	45504	46632	47808	48984	50232	51456	52764
	Monthly	3289	3367	3445	3531	3614	3701	3792	3886	3984	4082	4186	4288	4397
	Hourly	18.90	19.35	19.80	20.29	20.77	21.27	21.79	22.33	22.90	23.46	24.06	24.64	25.27
	Standby	1.32	1.35	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.73	1.77

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
43SP	Annual	40404	41340	42372	43368	44412	45504	46632	47808	48984	50232	51456	52764	54060
	Monthly	3367	3445	3531	3614	3701	3792	3886	3984	4082	4186	4288	4397	4505
	Hourly	19.35	19.80	20.29	20.77	21.27	21.79	22.33	22.90	23.46	24.06	24.64	25.27	25.89
	Standby	1.35	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.73	1.77	1.81
44SP	Annual	41340	42372	43368	44412	45504	46632	47808	48984	50232	51456	52764	54060	55440
	Monthly	3445	3531	3614	3701	3792	3886	3984	4082	4186	4288	4397	4505	4620
	Hourly	19.80	20.29	20.77	21.27	21.79	22.33	22.90	23.46	24.06	24.64	25.27	25.89	26.55
	Standby	1.39	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.73	1.77	1.81	1.86
45SP	Annual	42372	43368	44412	45504	46632	47808	48984	50232	51456	52764	54060	55440	56844
	Monthly	3531	3614	3701	3792	3886	3984	4082	4186	4288	4397	4505	4620	4737
	Hourly	20.29	20.77	21.27	21.79	22.33	22.90	23.46	24.06	24.64	25.27	25.89	26.55	27.22
	Standby	1.42	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.73	1.77	1.81	1.86	1.91
46SP	Annual	43368	44412	45504	46632	47808	48984	50232	51456	52764	54060	55440	56844	58212
	Monthly	3614	3701	3792	3886	3984	4082	4186	4288	4397	4505	4620	4737	4851
	Hourly	20.77	21.27	21.79	22.33	22.90	23.46	24.06	24.64	25.27	25.89	26.55	27.22	27.88
	Standby	1.45	1.49	1.53	1.56	1.60	1.64	1.68	1.73	1.77	1.81	1.86	1.91	1.95
47SP	Annual	44412	45504	46632	47808	48984	50232	51456	52764	54060	55440	56844	58212	59664
	Monthly	3701	3792	3886	3984	4082	4186	4288	4397	4505	4620	4737	4851	4972
	Hourly	21.27	21.79	22.33	22.90	23.46	24.06	24.64	25.27	25.89	26.55	27.22	27.88	28.57
	Standby	1.49	1.53	1.56	1.60	1.64	1.68	1.73	1.77	1.81	1.86	1.91	1.95	2.00
48SP	Annual	45504	46632	47808	48984	50232	51456	52764	54060	55440	56844	58212	59664	61188
	Monthly	3792	3886	3984	4082	4186	4288	4397	4505	4620	4737	4851	4972	5099
	Hourly	21.79	22.33	22.90	23.46	24.06	24.64	25.27	25.89	26.55	27.22	27.88	28.57	29.30
	Standby	1.53	1.56	1.60	1.64	1.68	1.73	1.77	1.81	1.86	1.91	1.95	2.00	2.05
49SP	Annual	46632	47808	48984	50232	51456	52764	54060	55440	56844	58212	59664	61188	62700
	Monthly	3886	3984	4082	4186	4288	4397	4505	4620	4737	4851	4972	5099	5225
	Hourly	22.33	22.90	23.46	24.06	24.64	25.27	25.89	26.55	27.22	27.88	28.57	29.30	30.03
	Standby	1.56	1.60	1.64	1.68	1.73	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.10
50SP	Annual	47808	48984	50232	51456	52764	54060	55440	56844	58212	59664	61188	62700	64308
	Monthly	3984	4082	4186	4288	4397	4505	4620	4737	4851	4972	5099	5225	5359
	Hourly	22.90	23.46	24.06	24.64	25.27	25.89	26.55	27.22	27.88	28.57	29.30	30.03	30.80
	Standby	1.60	1.64	1.68	1.73	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.10	2.16

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
51SP	Annual	48984	50232	51456	52764	54060	55440	56844	58212	59664	61188	62700	64308	65892
	Monthly	4082	4186	4288	4397	4505	4620	4737	4851	4972	5099	5225	5359	5491
	Hourly	23.46	24.06	24.64	25.27	25.89	26.55	27.22	27.88	28.57	29.30	30.03	30.80	31.56
	Standby	1.64	1.68	1.73	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.10	2.16	2.21
52SP	Annual	50232	51456	52764	54060	55440	56844	58212	59664	61188	62700	64308	65892	67560
	Monthly	4186	4288	4397	4505	4620	4737	4851	4972	5099	5225	5359	5491	5628
	Hourly	24.06	24.64	25.27	25.89	26.55	27.22	27.88	28.57	29.30	30.03	30.80	31.56	32.36
	Standby	1.68	1.73	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.10	2.16	2.21	2.26
53SP	Annual	51456	52764	54060	55440	56844	58212	59664	61188	62700	64308	65892	67536	69192
	Monthly	4288	4397	4505	4620	4737	4851	4972	5099	5225	5359	5491	5628	5766
	Hourly	24.64	25.27	25.89	26.55	27.22	27.88	28.57	29.30	30.03	30.80	31.56	32.34	33.14
	Standby	1.73	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.10	2.16	2.21	2.26	2.32
54SP	Annual	52764	54060	55440	56844	58212	59664	61188	62700	64308	65892	67536	69192	70944
	Monthly	4397	4505	4620	4737	4851	4972	5099	5225	5359	5491	5628	5766	5912
	Hourly	25.27	25.89	26.55	27.22	27.88	28.57	29.30	30.03	30.80	31.56	32.34	33.14	33.98
	Standby	1.77	1.81	1.86	1.91	1.95	2.00	2.05	2.10	2.16	2.21	2.26	2.32	2.38
55SP	Annual	54060	55440	56844	58212	59664	61188	62700	64308	65892	67536	69192	70944	72696
	Monthly	4505	4620	4737	4851	4972	5099	5225	5359	5491	5628	5766	5912	6058
	Hourly	25.89	26.55	27.22	27.88	28.57	29.30	30.03	30.80	31.56	32.34	33.14	33.98	34.82
	Standby	1.81	1.86	1.91	1.95	2.00	2.05	2.10	2.16	2.21	2.26	2.32	2.38	2.44
56SP	Annual	55440	56844	58212	59664	61188	62700	64308	65892	67536	69192	70944	72696	74520
	Monthly	4620	4737	4851	4972	5099	5225	5359	5491	5628	5766	5912	6058	6210
	Hourly	26.55	27.22	27.88	28.57	29.30	30.03	30.80	31.56	32.34	33.14	33.98	34.82	35.69
	Standby	1.86	1.91	1.95	2.00	2.05	2.10	2.16	2.21	2.26	2.32	2.38	2.44	2.50
57SP	Annual	56844	58212	59664	61188	62700	64308	65892	67536	69192	70944	72696	74520	76380
	Monthly	4737	4851	4972	5099	5225	5359	5491	5628	5766	5912	6058	6210	6365
	Hourly	27.22	27.88	28.57	29.30	30.03	30.80	31.56	32.34	33.14	33.98	34.82	35.69	36.58
	Standby	1.91	1.95	2.00	2.05	2.10	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56
58SP	Annual	58212	59664	61188	62700	64308	65892	67536	69192	70944	72696	74520	76380	78288
	Monthly	4851	4972	5099	5225	5359	5491	5628	5766	5912	6058	6210	6365	6524
	Hourly	27.88	28.57	29.30	30.03	30.80	31.56	32.34	33.14	33.98	34.82	35.69	36.58	37.49
	Standby	1.95	2.00	2.05	2.10	2.16	2.21	2.26	2.32	2.38	2.44	2.50	2.56	2.62

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

COMPENSATION APPENDIX D

General Service Salary Schedule

Effective July 1, 2016 through June 30, 2017

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
18	Annual	20808	20820	21300	21768	22248	22752	23280	23772	24324	24888	25404	26052	26616
	Monthly	1734	1735	1775	1814	1854	1896	1940	1981	2027	2074	2117	2171	2218
	Hourly	9.97	9.97	10.20	10.43	10.66	10.90	11.15	11.39	11.65	11.92	12.17	12.48	12.75
	Standby	0.70	0.70	0.71	0.73	0.75	0.76	0.78	0.80	0.82	0.83	0.85	0.87	0.89
19	Annual	20820	21300	21768	22248	22752	23280	23772	24324	24888	25404	26052	26616	27216
	Monthly	1735	1775	1814	1854	1896	1940	1981	2027	2074	2117	2171	2218	2268
	Hourly	9.97	10.20	10.43	10.66	10.90	11.15	11.39	11.65	11.92	12.17	12.48	12.75	13.03
	Standby	0.70	0.71	0.73	0.75	0.76	0.78	0.80	0.82	0.83	0.85	0.87	0.89	0.91
20	Annual	21300	21768	22248	22752	23280	23772	24324	24888	25404	26052	26616	27216	27852
	Monthly	1775	1814	1854	1896	1940	1981	2027	2074	2117	2171	2218	2268	2321
	Hourly	10.20	10.43	10.66	10.90	11.15	11.39	11.65	11.92	12.17	12.48	12.75	13.03	13.34
	Standby	0.71	0.73	0.75	0.76	0.78	0.80	0.82	0.83	0.85	0.87	0.89	0.91	0.93
21	Annual	21768	22248	22752	23280	23772	24324	24888	25404	26052	26616	27216	27852	28524
	Monthly	1814	1854	1896	1940	1981	2027	2074	2117	2171	2218	2268	2321	2377
	Hourly	10.43	10.66	10.90	11.15	11.39	11.65	11.92	12.17	12.48	12.75	13.03	13.34	13.66
	Standby	0.73	0.75	0.76	0.78	0.80	0.82	0.83	0.85	0.87	0.89	0.91	0.93	0.96
22	Annual	22248	22752	23280	23772	24324	24888	25404	26052	26616	27216	27852	28524	29172
	Monthly	1854	1896	1940	1981	2027	2074	2117	2171	2218	2268	2321	2377	2431
	Hourly	10.66	10.90	11.15	11.39	11.65	11.92	12.17	12.48	12.75	13.03	13.34	13.66	13.97
	Standby	0.75	0.76	0.78	0.80	0.82	0.83	0.85	0.87	0.89	0.91	0.93	0.96	0.98
23	Annual	22752	23280	23772	24324	24888	25404	26052	26616	27216	27852	28524	29172	29820
	Monthly	1896	1940	1981	2027	2074	2117	2171	2218	2268	2321	2377	2431	2485
	Hourly	10.90	11.15	11.39	11.65	11.92	12.17	12.48	12.75	13.03	13.34	13.66	13.97	14.28
	Standby	0.76	0.78	0.80	0.82	0.83	0.85	0.87	0.89	0.91	0.93	0.96	0.98	1.00
24	Annual	23280	23772	24324	24888	25404	26052	26616	27216	27852	28524	29172	29820	30528
	Monthly	1940	1981	2027	2074	2117	2171	2218	2268	2321	2377	2431	2485	2544
	Hourly	11.15	11.39	11.65	11.92	12.17	12.48	12.75	13.03	13.34	13.66	13.97	14.28	14.62
	Standby	0.78	0.80	0.82	0.83	0.85	0.87	0.89	0.91	0.93	0.96	0.98	1.00	1.02
25	Annual	23772	24324	24888	25404	26052	26616	27216	27852	28524	29172	29820	30528	31224
	Monthly	1981	2027	2074	2117	2171	2218	2268	2321	2377	2431	2485	2544	2602
	Hourly	11.39	11.65	11.92	12.17	12.48	12.75	13.03	13.34	13.66	13.97	14.28	14.62	14.95
	Standby	0.80	0.82	0.83	0.85	0.87	0.89	0.91	0.93	0.96	0.98	1.00	1.02	1.05

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
26	Annual	24324	24888	25404	26052	26616	27216	27852	28524	29172	29820	30528	31224	31980
	Monthly	2027	2074	2117	2171	2218	2268	2321	2377	2431	2485	2544	2602	2665
	Hourly	11.65	11.92	12.17	12.48	12.75	13.03	13.34	13.66	13.97	14.28	14.62	14.95	15.32
	Standby	0.82	0.83	0.85	0.87	0.89	0.91	0.93	0.96	0.98	1.00	1.02	1.05	1.07
27	Annual	24888	25404	26052	26616	27216	27852	28524	29172	29820	30528	31224	31980	32688
	Monthly	2074	2117	2171	2218	2268	2321	2377	2431	2485	2544	2602	2665	2724
	Hourly	11.92	12.17	12.48	12.75	13.03	13.34	13.66	13.97	14.28	14.62	14.95	15.32	15.66
	Standby	0.83	0.85	0.87	0.89	0.91	0.93	0.96	0.98	1.00	1.02	1.05	1.07	1.10
28	Annual	25404	26052	26616	27216	27852	28524	29172	29820	30528	31224	31980	32688	33504
	Monthly	2117	2171	2218	2268	2321	2377	2431	2485	2544	2602	2665	2724	2792
	Hourly	12.17	12.48	12.75	13.03	13.34	13.66	13.97	14.28	14.62	14.95	15.32	15.66	16.05
	Standby	0.85	0.87	0.89	0.91	0.93	0.96	0.98	1.00	1.02	1.05	1.07	1.10	1.12
29	Annual	26052	26616	27216	27852	28524	29172	29820	30528	31224	31980	32688	33504	34284
	Monthly	2171	2218	2268	2321	2377	2431	2485	2544	2602	2665	2724	2792	2857
	Hourly	12.48	12.75	13.03	13.34	13.66	13.97	14.28	14.62	14.95	15.32	15.66	16.05	16.42
	Standby	0.87	0.89	0.91	0.93	0.96	0.98	1.00	1.02	1.05	1.07	1.10	1.12	1.15
30	Annual	26616	27216	27852	28524	29172	29820	30528	31224	31980	32688	33504	34284	35100
	Monthly	2218	2268	2321	2377	2431	2485	2544	2602	2665	2724	2792	2857	2925
	Hourly	12.75	13.03	13.34	13.66	13.97	14.28	14.62	14.95	15.32	15.66	16.05	16.42	16.81
	Standby	0.89	0.91	0.93	0.96	0.98	1.00	1.02	1.05	1.07	1.10	1.12	1.15	1.18
31	Annual	27216	27852	28524	29172	29820	30528	31224	31980	32688	33504	34284	35100	35928
	Monthly	2268	2321	2377	2431	2485	2544	2602	2665	2724	2792	2857	2925	2994
	Hourly	13.03	13.34	13.66	13.97	14.28	14.62	14.95	15.32	15.66	16.05	16.42	16.81	17.21
	Standby	0.91	0.93	0.96	0.98	1.00	1.02	1.05	1.07	1.10	1.12	1.15	1.18	1.20
32	Annual	27852	28524	29172	29820	30528	31224	31980	32688	33504	34284	35100	35928	36744
	Monthly	2321	2377	2431	2485	2544	2602	2665	2724	2792	2857	2925	2994	3062
	Hourly	13.34	13.66	13.97	14.28	14.62	14.95	15.32	15.66	16.05	16.42	16.81	17.21	17.60
	Standby	0.93	0.96	0.98	1.00	1.02	1.05	1.07	1.10	1.12	1.15	1.18	1.20	1.23
33	Annual	28524	29172	29820	30528	31224	31980	32688	33504	34284	35100	35928	36744	37680
	Monthly	2377	2431	2485	2544	2602	2665	2724	2792	2857	2925	2994	3062	3140
	Hourly	13.66	13.97	14.28	14.62	14.95	15.32	15.66	16.05	16.42	16.81	17.21	17.60	18.05
	Standby	0.96	0.98	1.00	1.02	1.05	1.07	1.10	1.12	1.15	1.18	1.20	1.23	1.26
34	Annual	29172	29820	30528	31224	31980	32688	33504	34284	35100	35928	36744	37680	38544
	Monthly	2431	2485	2544	2602	2665	2724	2792	2857	2925	2994	3062	3140	3212
	Hourly	13.97	14.28	14.62	14.95	15.32	15.66	16.05	16.42	16.81	17.21	17.60	18.05	18.46
	Standby	0.98	1.00	1.02	1.05	1.07	1.10	1.12	1.15	1.18	1.20	1.23	1.26	1.29

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
35	Annual	29820	30528	31224	31980	32688	33504	34284	35100	35928	36744	37680	38544	39444
	Monthly	2485	2544	2602	2665	2724	2792	2857	2925	2994	3062	3140	3212	3287
	Hourly	14.28	14.62	14.95	15.32	15.66	16.05	16.42	16.81	17.21	17.60	18.05	18.46	18.89
	Standby	1.00	1.02	1.05	1.07	1.10	1.12	1.15	1.18	1.20	1.23	1.26	1.29	1.32
36	Annual	30528	31224	31980	32688	33504	34284	35100	35928	36744	37680	38544	39444	40428
	Monthly	2544	2602	2665	2724	2792	2857	2925	2994	3062	3140	3212	3287	3369
	Hourly	14.62	14.95	15.32	15.66	16.05	16.42	16.81	17.21	17.60	18.05	18.46	18.89	19.36
	Standby	1.02	1.05	1.07	1.10	1.12	1.15	1.18	1.20	1.23	1.26	1.29	1.32	1.36
37	Annual	31224	31980	32688	33504	34284	35100	35928	36744	37680	38544	39444	40428	41436
	Monthly	2602	2665	2724	2792	2857	2925	2994	3062	3140	3212	3287	3369	3453
	Hourly	14.95	15.32	15.66	16.05	16.42	16.81	17.21	17.60	18.05	18.46	18.89	19.36	19.84
	Standby	1.05	1.07	1.10	1.12	1.15	1.18	1.20	1.23	1.26	1.29	1.32	1.36	1.39
38	Annual	31980	32688	33504	34284	35100	35928	36744	37680	38544	39444	40428	41436	42492
	Monthly	2665	2724	2792	2857	2925	2994	3062	3140	3212	3287	3369	3453	3541
	Hourly	15.32	15.66	16.05	16.42	16.81	17.21	17.60	18.05	18.46	18.89	19.36	19.84	20.35
	Standby	1.07	1.10	1.12	1.15	1.18	1.20	1.23	1.26	1.29	1.32	1.36	1.39	1.42
39	Annual	32688	33504	34284	35100	35928	36744	37680	38544	39444	40428	41436	42492	43524
	Monthly	2724	2792	2857	2925	2994	3062	3140	3212	3287	3369	3453	3541	3627
	Hourly	15.66	16.05	16.42	16.81	17.21	17.60	18.05	18.46	18.89	19.36	19.84	20.35	20.84
	Standby	1.10	1.12	1.15	1.18	1.20	1.23	1.26	1.29	1.32	1.36	1.39	1.42	1.46
40	Annual	33504	34284	35100	35928	36744	37680	38544	39444	40428	41436	42492	43524	44652
	Monthly	2792	2857	2925	2994	3062	3140	3212	3287	3369	3453	3541	3627	3721
	Hourly	16.05	16.42	16.81	17.21	17.60	18.05	18.46	18.89	19.36	19.84	20.35	20.84	21.39
	Standby	1.12	1.15	1.18	1.20	1.23	1.26	1.29	1.32	1.36	1.39	1.42	1.46	1.50
41	Annual	34284	35100	35928	36744	37680	38544	39444	40428	41436	42492	43524	44652	45684
	Monthly	2857	2925	2994	3062	3140	3212	3287	3369	3453	3541	3627	3721	3807
	Hourly	16.42	16.81	17.21	17.60	18.05	18.46	18.89	19.36	19.84	20.35	20.84	21.39	21.88
	Standby	1.15	1.18	1.20	1.23	1.26	1.29	1.32	1.36	1.39	1.42	1.46	1.50	1.53
42	Annual	35100	35928	36744	37680	38544	39444	40428	41436	42492	43524	44652	45684	46884
	Monthly	2925	2994	3062	3140	3212	3287	3369	3453	3541	3627	3721	3807	3907
	Hourly	16.81	17.21	17.60	18.05	18.46	18.89	19.36	19.84	20.35	20.84	21.39	21.88	22.45
	Standby	1.18	1.20	1.23	1.26	1.29	1.32	1.36	1.39	1.42	1.46	1.50	1.53	1.57
43	Annual	35928	36744	37680	38544	39444	40428	41436	42492	43524	44652	45684	46884	48060
	Monthly	2994	3062	3140	3212	3287	3369	3453	3541	3627	3721	3807	3907	4005
	Hourly	17.21	17.60	18.05	18.46	18.89	19.36	19.84	20.35	20.84	21.39	21.88	22.45	23.02
	Standby	1.20	1.23	1.26	1.29	1.32	1.36	1.39	1.42	1.46	1.50	1.53	1.57	1.61

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RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
44	Annual	36744	37680	38544	39444	40428	41436	42492	43524	44652	45684	46884	48060	49308
	Monthly	3062	3140	3212	3287	3369	3453	3541	3627	3721	3807	3907	4005	4109
	Hourly	17.60	18.05	18.46	18.89	19.36	19.84	20.35	20.84	21.39	21.88	22.45	23.02	23.61
	Standby	1.23	1.26	1.29	1.32	1.36	1.39	1.42	1.46	1.50	1.53	1.57	1.61	1.65
45	Annual	37680	38544	39444	40428	41436	42492	43524	44652	45684	46884	48060	49308	50496
	Monthly	3140	3212	3287	3369	3453	3541	3627	3721	3807	3907	4005	4109	4208
	Hourly	18.05	18.46	18.89	19.36	19.84	20.35	20.84	21.39	21.88	22.45	23.02	23.61	24.18
	Standby	1.26	1.29	1.32	1.36	1.39	1.42	1.46	1.50	1.53	1.57	1.61	1.65	1.69
46	Annual	38544	39444	40428	41436	42492	43524	44652	45684	46884	48060	49308	50496	51756
	Monthly	3212	3287	3369	3453	3541	3627	3721	3807	3907	4005	4109	4208	4313
	Hourly	18.46	18.89	19.36	19.84	20.35	20.84	21.39	21.88	22.45	23.02	23.61	24.18	24.79
	Standby	1.29	1.32	1.36	1.39	1.42	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74
47	Annual	39444	40428	41436	42492	43524	44652	45684	46884	48060	49308	50496	51756	53016
	Monthly	3287	3369	3453	3541	3627	3721	3807	3907	4005	4109	4208	4313	4418
	Hourly	18.89	19.36	19.84	20.35	20.84	21.39	21.88	22.45	23.02	23.61	24.18	24.79	25.39
	Standby	1.32	1.36	1.39	1.42	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78
48	Annual	40428	41436	42492	43524	44652	45684	46884	48060	49308	50496	51756	53016	54384
	Monthly	3369	3453	3541	3627	3721	3807	3907	4005	4109	4208	4313	4418	4532
	Hourly	19.36	19.84	20.35	20.84	21.39	21.88	22.45	23.02	23.61	24.18	24.79	25.39	26.05
	Standby	1.36	1.39	1.42	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82
49	Annual	41436	42492	43524	44652	45684	46884	48060	49308	50496	51756	53016	54384	55728
	Monthly	3453	3541	3627	3721	3807	3907	4005	4109	4208	4313	4418	4532	4644
	Hourly	19.84	20.35	20.84	21.39	21.88	22.45	23.02	23.61	24.18	24.79	25.39	26.05	26.69
	Standby	1.39	1.42	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87
50	Annual	42492	43524	44652	45684	46884	48060	49308	50496	51756	53016	54384	55728	57144
	Monthly	3541	3627	3721	3807	3907	4005	4109	4208	4313	4418	4532	4644	4762
	Hourly	20.35	20.84	21.39	21.88	22.45	23.02	23.61	24.18	24.79	25.39	26.05	26.69	27.37
	Standby	1.42	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92
51	Annual	43524	44652	45684	46884	48060	49308	50496	51756	53016	54384	55728	57144	58548
	Monthly	3627	3721	3807	3907	4005	4109	4208	4313	4418	4532	4644	4762	4879
	Hourly	20.84	21.39	21.88	22.45	23.02	23.61	24.18	24.79	25.39	26.05	26.69	27.37	28.04
	Standby	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96
52	Annual	44652	45684	46884	48060	49308	50496	51756	53016	54384	55728	57144	58548	60012
	Monthly	3721	3807	3907	4005	4109	4208	4313	4418	4532	4644	4762	4879	5001
	Hourly	21.39	21.88	22.45	23.02	23.61	24.18	24.79	25.39	26.05	26.69	27.37	28.04	28.74
	Standby	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
53	Annual	45684	46884	48060	49308	50496	51756	53016	54384	55728	57144	58548	60012	61512
	Monthly	3807	3907	4005	4109	4208	4313	4418	4532	4644	4762	4879	5001	5126
	Hourly	21.88	22.45	23.02	23.61	24.18	24.79	25.39	26.05	26.69	27.37	28.04	28.74	29.46
	Standby	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06
54	Annual	46884	48060	49308	50496	51756	53016	54384	55728	57144	58548	60012	61512	63036
	Monthly	3907	4005	4109	4208	4313	4418	4532	4644	4762	4879	5001	5126	5253
	Hourly	22.45	23.02	23.61	24.18	24.79	25.39	26.05	26.69	27.37	28.04	28.74	29.46	30.19
	Standby	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.11
55	Annual	48060	49308	50496	51756	53016	54384	55728	57144	58548	60012	61512	63036	64620
	Monthly	4005	4109	4208	4313	4418	4532	4644	4762	4879	5001	5126	5253	5385
	Hourly	23.02	23.61	24.18	24.79	25.39	26.05	26.69	27.37	28.04	28.74	29.46	30.19	30.95
	Standby	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.11	2.17
56	Annual	49308	50496	51756	53016	54384	55728	57144	58548	60012	61512	63036	64620	66264
	Monthly	4109	4208	4313	4418	4532	4644	4762	4879	5001	5126	5253	5385	5522
	Hourly	23.61	24.18	24.79	25.39	26.05	26.69	27.37	28.04	28.74	29.46	30.19	30.95	31.74
	Standby	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.11	2.17	2.22
57	Annual	50496	51756	53016	54384	55728	57144	58548	60012	61512	63036	64620	66264	67884
	Monthly	4208	4313	4418	4532	4644	4762	4879	5001	5126	5253	5385	5522	5657
	Hourly	24.18	24.79	25.39	26.05	26.69	27.37	28.04	28.74	29.46	30.19	30.95	31.74	32.51
	Standby	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.11	2.17	2.22	2.28
58	Annual	51756	53016	54384	55728	57144	58548	60012	61512	63036	64620	66264	67884	69648
	Monthly	4313	4418	4532	4644	4762	4879	5001	5126	5253	5385	5522	5657	5804
	Hourly	24.79	25.39	26.05	26.69	27.37	28.04	28.74	29.46	30.19	30.95	31.74	32.51	33.36
	Standby	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.11	2.17	2.22	2.28	2.33
59	Annual	53016	54384	55728	57144	58548	60012	61512	63036	64620	66264	67884	69648	71316
	Monthly	4418	4532	4644	4762	4879	5001	5126	5253	5385	5522	5657	5804	5943
	Hourly	25.39	26.05	26.69	27.37	28.04	28.74	29.46	30.19	30.95	31.74	32.51	33.36	34.16
	Standby	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.11	2.17	2.22	2.28	2.33	2.39
60	Annual	54384	55728	57144	58548	60012	61512	63036	64620	66264	67884	69648	71316	73140
	Monthly	4532	4644	4762	4879	5001	5126	5253	5385	5522	5657	5804	5943	6095
	Hourly	26.05	26.69	27.37	28.04	28.74	29.46	30.19	30.95	31.74	32.51	33.36	34.16	35.03
	Standby	1.82	1.87	1.92	1.96	2.01	2.06	2.11	2.17	2.22	2.28	2.33	2.39	2.45
61	Annual	55728	57144	58548	60012	61512	63036	64620	66264	67884	69648	71316	73140	74964
	Monthly	4644	4762	4879	5001	5126	5253	5385	5522	5657	5804	5943	6095	6247
	Hourly	26.69	27.37	28.04	28.74	29.46	30.19	30.95	31.74	32.51	33.36	34.16	35.03	35.90
	Standby	1.87	1.92	1.96	2.01	2.06	2.11	2.17	2.22	2.28	2.33	2.39	2.45	2.51

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
62	Annual	57144	58548	60012	61512	63036	64620	66264	67884	69648	71316	73140	74964	76812
	Monthly	4762	4879	5001	5126	5253	5385	5522	5657	5804	5943	6095	6247	6401
	Hourly	27.37	28.04	28.74	29.46	30.19	30.95	31.74	32.51	33.36	34.16	35.03	35.90	36.79
	Standby	1.92	1.96	2.01	2.06	2.11	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58
63	Annual	58548	60012	61512	63036	64620	66264	67884	69648	71316	73140	74964	76812	78732
	Monthly	4879	5001	5126	5253	5385	5522	5657	5804	5943	6095	6247	6401	6561
	Hourly	28.04	28.74	29.46	30.19	30.95	31.74	32.51	33.36	34.16	35.03	35.90	36.79	37.71
	Standby	1.96	2.01	2.06	2.11	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64
64	Annual	60012	61512	63036	64620	66264	67884	69648	71316	73140	74964	76812	78732	80724
	Monthly	5001	5126	5253	5385	5522	5657	5804	5943	6095	6247	6401	6561	6727
	Hourly	28.74	29.46	30.19	30.95	31.74	32.51	33.36	34.16	35.03	35.90	36.79	37.71	38.66
	Standby	2.01	2.06	2.11	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71
65	Annual	61512	63036	64620	66264	67884	69648	71316	73140	74964	76812	78732	80724	82728
	Monthly	5126	5253	5385	5522	5657	5804	5943	6095	6247	6401	6561	6727	6894
	Hourly	29.46	30.19	30.95	31.74	32.51	33.36	34.16	35.03	35.90	36.79	37.71	38.66	39.62
	Standby	2.06	2.11	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77
66	Annual	63036	64620	66264	67884	69648	71316	73140	74964	76812	78732	80724	82728	84816
	Monthly	5253	5385	5522	5657	5804	5943	6095	6247	6401	6561	6727	6894	7068
	Hourly	30.19	30.95	31.74	32.51	33.36	34.16	35.03	35.90	36.79	37.71	38.66	39.62	40.62
	Standby	2.11	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84
67	Annual	64620	66264	67884	69648	71316	73140	74964	76812	78732	80724	82728	84816	86916
	Monthly	5385	5522	5657	5804	5943	6095	6247	6401	6561	6727	6894	7068	7243
	Hourly	30.95	31.74	32.51	33.36	34.16	35.03	35.90	36.79	37.71	38.66	39.62	40.62	41.63
	Standby	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.91
68	Annual	66264	67884	69648	71316	73140	74964	76812	78732	80724	82728	84816	86916	89100
	Monthly	5522	5657	5804	5943	6095	6247	6401	6561	6727	6894	7068	7243	7425
	Hourly	31.74	32.51	33.36	34.16	35.03	35.90	36.79	37.71	38.66	39.62	40.62	41.63	42.67
	Standby	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.91	2.99
69	Annual	67884	69648	71316	73140	74964	76812	78732	80724	82728	84816	86916	89100	91332
	Monthly	5657	5804	5943	6095	6247	6401	6561	6727	6894	7068	7243	7425	7611
	Hourly	32.51	33.36	34.16	35.03	35.90	36.79	37.71	38.66	39.62	40.62	41.63	42.67	43.74
	Standby	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.91	2.99	3.06
70	Annual	69648	71316	73140	74964	76812	78732	80724	82728	84816	86916	89100	91332	93612
	Monthly	5804	5943	6095	6247	6401	6561	6727	6894	7068	7243	7425	7611	7801
	Hourly	33.36	34.16	35.03	35.90	36.79	37.71	38.66	39.62	40.62	41.63	42.67	43.74	44.83
	Standby	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.91	2.99	3.06	3.14

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
71	Annual	71316	73140	74964	76812	78732	80724	82728	84816	86916	89100	91332	93612	95964
	Monthly	5943	6095	6247	6401	6561	6727	6894	7068	7243	7425	7611	7801	7997
	Hourly	34.16	35.03	35.90	36.79	37.71	38.66	39.62	40.62	41.63	42.67	43.74	44.83	45.96
	Standby	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.91	2.99	3.06	3.14	3.22
72	Annual	73140	74964	76812	78732	80724	82728	84816	86916	89100	91332	93612	95964	98376
	Monthly	6095	6247	6401	6561	6727	6894	7068	7243	7425	7611	7801	7997	8198
	Hourly	35.03	35.90	36.79	37.71	38.66	39.62	40.62	41.63	42.67	43.74	44.83	45.96	47.11
	Standby	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.91	2.99	3.06	3.14	3.22	3.30
73	Annual	74964	76812	78732	80724	82728	84816	86916	89100	91332	93612	95964	98376	100812
	Monthly	6247	6401	6561	6727	6894	7068	7243	7425	7611	7801	7997	8198	8401
	Hourly	35.90	36.79	37.71	38.66	39.62	40.62	41.63	42.67	43.74	44.83	45.96	47.11	48.28
	Standby	2.51	2.58	2.64	2.71	2.77	2.84	2.91	2.99	3.06	3.14	3.22	3.30	3.38
74	Annual	76812	78732	80724	82728	84816	86916	89100	91332	93612	95964	98376	100812	103356
	Monthly	6401	6561	6727	6894	7068	7243	7425	7611	7801	7997	8198	8401	8613
	Hourly	36.79	37.71	38.66	39.62	40.62	41.63	42.67	43.74	44.83	45.96	47.11	48.28	49.50
	Standby	2.58	2.64	2.71	2.77	2.84	2.91	2.99	3.06	3.14	3.22	3.30	3.38	3.47
75	Annual	78732	80724	82728	84816	86916	89100	91332	93612	95964	98376	100812	103356	105912
	Monthly	6561	6727	6894	7068	7243	7425	7611	7801	7997	8198	8401	8613	8826
	Hourly	37.71	38.66	39.62	40.62	41.63	42.67	43.74	44.83	45.96	47.11	48.28	49.50	50.72
	Standby	2.64	2.71	2.77	2.84	2.91	2.99	3.06	3.14	3.22	3.30	3.38	3.47	3.55
76	Annual	80724	82728	84816	86916	89100	91332	93612	95964	98376	100812	103356	105912	108552
	Monthly	6727	6894	7068	7243	7425	7611	7801	7997	8198	8401	8613	8826	9046
	Hourly	38.66	39.62	40.62	41.63	42.67	43.74	44.83	45.96	47.11	48.28	49.50	50.72	51.99
	Standby	2.71	2.77	2.84	2.91	2.99	3.06	3.14	3.22	3.30	3.38	3.47	3.55	3.64
77	Annual	82728	84816	86916	89100	91332	93612	95964	98376	100812	103356	105912	108552	111276
	Monthly	6894	7068	7243	7425	7611	7801	7997	8198	8401	8613	8826	9046	9273
	Hourly	39.62	40.62	41.63	42.67	43.74	44.83	45.96	47.11	48.28	49.50	50.72	51.99	53.29
	Standby	2.77	2.84	2.91	2.99	3.06	3.14	3.22	3.30	3.38	3.47	3.55	3.64	3.73
78	Annual	84816	86916	89100	91332	93612	95964	98376	100812	103356	105912	108552	111276	114072
	Monthly	7068	7243	7425	7611	7801	7997	8198	8401	8613	8826	9046	9273	9506
	Hourly	40.62	41.63	42.67	43.74	44.83	45.96	47.11	48.28	49.50	50.72	51.99	53.29	54.63
	Standby	2.84	2.91	2.99	3.06	3.14	3.22	3.30	3.38	3.47	3.55	3.64	3.73	3.82
79	Annual	86916	89100	91332	93612	95964	98376	100812	103356	105912	108552	111276	114072	116880
	Monthly	7243	7425	7611	7801	7997	8198	8401	8613	8826	9046	9273	9506	9740
	Hourly	41.63	42.67	43.74	44.83	45.96	47.11	48.28	49.50	50.72	51.99	53.29	54.63	55.98
	Standby	2.91	2.99	3.06	3.14	3.22	3.30	3.38	3.47	3.55	3.64	3.73	3.82	3.92

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
80	Annual	89100	91332	93612	95964	98376	100812	103356	105912	108552	111276	114072	116880	119808
	Monthly	7425	7611	7801	7997	8198	8401	8613	8826	9046	9273	9506	9740	9984
	Hourly	42.67	43.74	44.83	45.96	47.11	48.28	49.50	50.72	51.99	53.29	54.63	55.98	57.38
	Standby	2.99	3.06	3.14	3.22	3.30	3.38	3.47	3.55	3.64	3.73	3.82	3.92	4.02
81	Annual	91332	93612	95964	98376	100812	103356	105912	108552	111276	114072	116880	119808	122820
	Monthly	7611	7801	7997	8198	8401	8613	8826	9046	9273	9506	9740	9984	10235
	Hourly	43.74	44.83	45.96	47.11	48.28	49.50	50.72	51.99	53.29	54.63	55.98	57.38	58.82
	Standby	3.06	3.14	3.22	3.30	3.38	3.47	3.55	3.64	3.73	3.82	3.92	4.02	4.12
82	Annual	93612	95964	98376	100812	103356	105912	108552	111276	114072	116880	119808	122820	125868
	Monthly	7801	7997	8198	8401	8613	8826	9046	9273	9506	9740	9984	10235	10489
	Hourly	44.83	45.96	47.11	48.28	49.50	50.72	51.99	53.29	54.63	55.98	57.38	58.82	60.28
	Standby	3.14	3.22	3.30	3.38	3.47	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22
83	Annual	95964	98376	100812	103356	105912	108552	111276	114072	116880	119808	122820	125868	129012
	Monthly	7997	8198	8401	8613	8826	9046	9273	9506	9740	9984	10235	10489	10751
	Hourly	45.96	47.11	48.28	49.50	50.72	51.99	53.29	54.63	55.98	57.38	58.82	60.28	61.79
	Standby	3.22	3.30	3.38	3.47	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33
84	Annual	98376	100812	103356	105912	108552	111276	114072	116880	119808	122820	125868	129012	132276
	Monthly	8198	8401	8613	8826	9046	9273	9506	9740	9984	10235	10489	10751	11023
	Hourly	47.11	48.28	49.50	50.72	51.99	53.29	54.63	55.98	57.38	58.82	60.28	61.79	63.35
	Standby	3.30	3.38	3.47	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.43
85	Annual	100812	103356	105912	108552	111276	114072	116880	119808	122820	125868	129012	132276	135528
	Monthly	8401	8613	8826	9046	9273	9506	9740	9984	10235	10489	10751	11023	11294
	Hourly	48.28	49.50	50.72	51.99	53.29	54.63	55.98	57.38	58.82	60.28	61.79	63.35	64.91
	Standby	3.38	3.47	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.43	4.54
86	Annual	103356	105912	108552	111276	114072	116880	119808	122820	125868	129012	132276	135528	138960
	Monthly	8613	8826	9046	9273	9506	9740	9984	10235	10489	10751	11023	11294	11580
	Hourly	49.50	50.72	51.99	53.29	54.63	55.98	57.38	58.82	60.28	61.79	63.35	64.91	66.55
	Standby	3.47	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.43	4.54	4.66
87	Annual	105912	108552	111276	114072	116880	119808	122820	125868	129012	132276	135528	138960	142464
	Monthly	8826	9046	9273	9506	9740	9984	10235	10489	10751	11023	11294	11580	11872
	Hourly	50.72	51.99	53.29	54.63	55.98	57.38	58.82	60.28	61.79	63.35	64.91	66.55	68.23
	Standby	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.43	4.54	4.66	4.78
88	Annual	108552	111276	114072	116880	119808	122820	125868	129012	132276	135528	138960	142464	146004
	Monthly	9046	9273	9506	9740	9984	10235	10489	10751	11023	11294	11580	11872	12167
	Hourly	51.99	53.29	54.63	55.98	57.38	58.82	60.28	61.79	63.35	64.91	66.55	68.23	69.93
	Standby	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.43	4.54	4.66	4.78	4.89

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RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
89	Annual	111276	114072	116880	119808	122820	125868	129012	132276	135528	138960	142464	146004	149688
	Monthly	9273	9506	9740	9984	10235	10489	10751	11023	11294	11580	11872	12167	12474
	Hourly	53.29	54.63	55.98	57.38	58.82	60.28	61.79	63.35	64.91	66.55	68.23	69.93	71.69
	Standby	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.43	4.54	4.66	4.78	4.89	5.02
90	Annual	114072	116880	119808	122820	125868	129012	132276	135528	138960	142464	146004	149688	153372
	Monthly	9506	9740	9984	10235	10489	10751	11023	11294	11580	11872	12167	12474	12781
	Hourly	54.63	55.98	57.38	58.82	60.28	61.79	63.35	64.91	66.55	68.23	69.93	71.69	73.45
	Standby	3.82	3.92	4.02	4.12	4.22	4.33	4.43	4.54	4.66	4.78	4.89	5.02	5.14
91	Annual	116880	119808	122820	125868	129012	132276	135528	138960	142464	146004	149688	153372	157236
	Monthly	9740	9984	10235	10489	10751	11023	11294	11580	11872	12167	12474	12781	13103
	Hourly	55.98	57.38	58.82	60.28	61.79	63.35	64.91	66.55	68.23	69.93	71.69	73.45	75.30
	Standby	3.92	4.02	4.12	4.22	4.33	4.43	4.54	4.66	4.78	4.89	5.02	5.14	5.27
92	Annual	119808	122820	125868	129012	132276	135528	138960	142464	146004	149688	153372	157236	161136
	Monthly	9984	10235	10489	10751	11023	11294	11580	11872	12167	12474	12781	13103	13428
	Hourly	57.38	58.82	60.28	61.79	63.35	64.91	66.55	68.23	69.93	71.69	73.45	75.30	77.17
	Standby	4.02	4.12	4.22	4.33	4.43	4.54	4.66	4.78	4.89	5.02	5.14	5.27	5.40
93	Annual	122820	125868	129012	132276	135528	138960	142464	146004	149688	153372	157236	161136	165216
	Monthly	10235	10489	10751	11023	11294	11580	11872	12167	12474	12781	13103	13428	13768
	Hourly	58.82	60.28	61.79	63.35	64.91	66.55	68.23	69.93	71.69	73.45	75.30	77.17	79.13
	Standby	4.12	4.22	4.33	4.43	4.54	4.66	4.78	4.89	5.02	5.14	5.27	5.40	5.54
94	Annual	125868	129012	132276	135528	138960	142464	146004	149688	153372	157236	161136	165216	169308
	Monthly	10489	10751	11023	11294	11580	11872	12167	12474	12781	13103	13428	13768	14109
	Hourly	60.28	61.79	63.35	64.91	66.55	68.23	69.93	71.69	73.45	75.30	77.17	79.13	81.09
	Standby	4.22	4.33	4.43	4.54	4.66	4.78	4.89	5.02	5.14	5.27	5.40	5.54	5.68
95	Annual	129012	132276	135528	138960	142464	146004	149688	153372	157236	161136	165216	169308	173568
	Monthly	10751	11023	11294	11580	11872	12167	12474	12781	13103	13428	13768	14109	14464
	Hourly	61.79	63.35	64.91	66.55	68.23	69.93	71.69	73.45	75.30	77.17	79.13	81.09	83.13
	Standby	4.33	4.43	4.54	4.66	4.78	4.89	5.02	5.14	5.27	5.40	5.54	5.68	5.82
96	Annual	132276	135528	138960	142464	146004	149688	153372	157236	161136	165216	169308	173568	177912
	Monthly	11023	11294	11580	11872	12167	12474	12781	13103	13428	13768	14109	14464	14826
	Hourly	63.35	64.91	66.55	68.23	69.93	71.69	73.45	75.30	77.17	79.13	81.09	83.13	85.21
	Standby	4.43	4.54	4.66	4.78	4.89	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.96
97	Annual	135528	138960	142464	146004	149688	153372	157236	161136	165216	169308	173568	177912	182376
	Monthly	11294	11580	11872	12167	12474	12781	13103	13428	13768	14109	14464	14826	15198
	Hourly	64.91	66.55	68.23	69.93	71.69	73.45	75.30	77.17	79.13	81.09	83.13	85.21	87.34
	Standby	4.54	4.66	4.78	4.89	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.96	6.11

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RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
98	Annual	138960	142464	146004	149688	153372	157236	161136	165216	169308	173568	177912	182376	186924
	Monthly	11580	11872	12167	12474	12781	13103	13428	13768	14109	14464	14826	15198	15577
	Hourly	66.55	68.23	69.93	71.69	73.45	75.30	77.17	79.13	81.09	83.13	85.21	87.34	89.52
	Standby	4.66	4.78	4.89	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.96	6.11	6.27
99	Annual	142464	146004	149688	153372	157236	161136	165216	169308	173568	177912	182376	186924	191592
	Monthly	11872	12167	12474	12781	13103	13428	13768	14109	14464	14826	15198	15577	15966
	Hourly	68.23	69.93	71.69	73.45	75.30	77.17	79.13	81.09	83.13	85.21	87.34	89.52	91.76
	Standby	4.78	4.89	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.96	6.11	6.27	6.42
100	Annual	146004	149688	153372	157236	161136	165216	169308	173568	177912	182376	186924	191592	196380
	Monthly	12167	12474	12781	13103	13428	13768	14109	14464	14826	15198	15577	15966	16365
	Hourly	69.93	71.69	73.45	75.30	77.17	79.13	81.09	83.13	85.21	87.34	89.52	91.76	94.05
	Standby	4.89	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.96	6.11	6.27	6.42	6.58
101	Annual	149688	153372	157236	161136	165216	169308	173568	177912	182376	186924	191592	196380	201300
	Monthly	12474	12781	13103	13428	13768	14109	14464	14826	15198	15577	15966	16365	16775
	Hourly	71.69	73.45	75.30	77.17	79.13	81.09	83.13	85.21	87.34	89.52	91.76	94.05	96.41
	Standby	5.02	5.14	5.27	5.40	5.54	5.68	5.82	5.96	6.11	6.27	6.42	6.58	6.75
102	Annual	153372	157236	161136	165216	169308	173568	177912	182376	186924	191592	196380	201300	206328
	Monthly	12781	13103	13428	13768	14109	14464	14826	15198	15577	15966	16365	16775	17194
	Hourly	73.45	75.30	77.17	79.13	81.09	83.13	85.21	87.34	89.52	91.76	94.05	96.41	98.82
	Standby	5.14	5.27	5.40	5.54	5.68	5.82	5.96	6.11	6.27	6.42	6.58	6.75	6.92
103	Annual	157236	161136	165216	169308	173568	177912	182376	186924	191592	196380	201300	206328	211488
	Monthly	13103	13428	13768	14109	14464	14826	15198	15577	15966	16365	16775	17194	17624
	Hourly	75.30	77.17	79.13	81.09	83.13	85.21	87.34	89.52	91.76	94.05	96.41	98.82	101.29
	Standby	5.27	5.40	5.54	5.68	5.82	5.96	6.11	6.27	6.42	6.58	6.75	6.92	7.09
104	Annual	161136	165216	169308	173568	177912	182376	186924	191592	196380	201300	206328	211488	216768
	Monthly	13428	13768	14109	14464	14826	15198	15577	15966	16365	16775	17194	17624	18064
	Hourly	77.17	79.13	81.09	83.13	85.21	87.34	89.52	91.76	94.05	96.41	98.82	101.29	103.82
	Standby	5.40	5.54	5.68	5.82	5.96	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27
105	Annual	165216	169308	173568	177912	182376	186924	191592	196380	201300	206328	211488	216768	222192
	Monthly	13768	14109	14464	14826	15198	15577	15966	16365	16775	17194	17624	18064	18516
	Hourly	79.13	81.09	83.13	85.21	87.34	89.52	91.76	94.05	96.41	98.82	101.29	103.82	106.41
	Standby	5.54	5.68	5.82	5.96	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45
106	Annual	169308	173568	177912	182376	186924	191592	196380	201300	206328	211488	216768	222192	227748
	Monthly	14109	14464	14826	15198	15577	15966	16365	16775	17194	17624	18064	18516	18979
	Hourly	81.09	83.13	85.21	87.34	89.52	91.76	94.05	96.41	98.82	101.29	103.82	106.41	109.07
	Standby	5.68	5.82	5.96	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
107	Annual	173568	177912	182376	186924	191592	196380	201300	206328	211488	216768	222192	227748	233448
	Monthly	14464	14826	15198	15577	15966	16365	16775	17194	17624	18064	18516	18979	19454
	Hourly	83.13	85.21	87.34	89.52	91.76	94.05	96.41	98.82	101.29	103.82	106.41	109.07	111.80
	Standby	5.82	5.96	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64	7.83
108	Annual	177912	182376	186924	191592	196380	201300	206328	211488	216768	222192	227748	233448	239292
	Monthly	14826	15198	15577	15966	16365	16775	17194	17624	18064	18516	18979	19454	19941
	Hourly	85.21	87.34	89.52	91.76	94.05	96.41	98.82	101.29	103.82	106.41	109.07	111.80	114.60
	Standby	5.96	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64	7.83	8.02
109	Annual	182376	186924	191592	196380	201300	206328	211488	216768	222192	227748	233448	239292	245256
	Monthly	15198	15577	15966	16365	16775	17194	17624	18064	18516	18979	19454	19941	20438
	Hourly	87.34	89.52	91.76	94.05	96.41	98.82	101.29	103.82	106.41	109.07	111.80	114.60	117.46
	Standby	6.11	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64	7.83	8.02	8.22
110	Annual	186924	191592	196380	201300	206328	211488	216768	222192	227748	233448	239292	245256	251388
	Monthly	15577	15966	16365	16775	17194	17624	18064	18516	18979	19454	19941	20438	20949
	Hourly	89.52	91.76	94.05	96.41	98.82	101.29	103.82	106.41	109.07	111.80	114.60	117.46	120.40
	Standby	6.27	6.42	6.58	6.75	6.92	7.09	7.27	7.45	7.64	7.83	8.02	8.22	8.43

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

COMPENSATION APPENDIX E

"N1" Range Salary Schedule

Effective July 1, 2016 through June 30, 2017

RANGE						Years of Experience 0		1		2		3	4	5	6	7	8	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
	Annual	34932	35760	36636	37476	38364	39264	40212	41160	42168	43164	44280	45384	46512	47700	48828	50064	51324	52620	53964	55272	56652
39E1	Monthly	2911	2980	3053	3123	3197	3272	3351	3430	3514	3597	3690	3782	3876	3975	4069	4172	4277	4385	4497	4606	4721
	Hourly	16.73	17.13	17.55	17.95	18.37	18.80	19.26	19.71	20.20	20.67	21.21	21.74	22.28	22.84	23.39	23.98	24.58	25.20	25.84	26.47	27.13
	Standby	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90
	Annual	36636	37476	38364	39264	40212	41160	42168	43164	44280	45384	46512	47700	48828	50064	51324	52620	53964	55272	56652	58056	59568
41E1	Monthly	3053	3123	3197	3272	3351	3430	3514	3597	3690	3782	3876	3975	4069	4172	4277	4385	4497	4606	4721	4838	4964
	Hourly	17.55	17.95	18.37	18.80	19.26	19.71	20.20	20.67	21.21	21.74	22.28	22.84	23.39	23.98	24.58	25.20	25.84	26.47	27.13	27.80	28.53
	Standby	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00
	Annual	43164	44280	45384	46512	47700	48828	50064	51324	52620	53964	55272	56652	58056	59568	61008	62544	64116	65700	67344	69048	70776
48E1	Monthly	3597	3690	3782	3876	3975	4069	4172	4277	4385	4497	4606	4721	4838	4964	5084	5212	5343	5475	5612	5754	5898
	Hourly	20.67	21.21	21.74	22.28	22.84	23.39	23.98	24.58	25.20	25.84	26.47	27.13	27.80	28.53	29.22	29.95	30.71	31.47	32.25	33.07	33.90
	Standby	1.45	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.31	2.37

		Years of Experience 0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
	Annual	40212	41160	42168	43164	44280	45384	46512	47700	48828	50064	51324	52620	53964	55272	56652	58056	59568	61008	62544	64116	65700
45N1	Monthly	3351	3430	3514	3597	3690	3782	3876	3975	4069	4172	4277	4385	4497	4606	4721	4838	4964	5084	5212	5343	5475
	Hourly	19.26	19.71	20.20	20.67	21.21	21.74	22.28	22.84	23.39	23.98	24.58	25.20	25.84	26.47	27.13	27.80	28.53	29.22	29.95	30.71	31.47
	Standby	1.35	1.38	1.41	1.45	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20
	Annual	42168	43164	44280	45384	46512	47700	48828	50064	51324	52620	53964	55272	56652	58056	59568	61008	62544	64116	65700	67344	69048
47N1	Monthly	3514	3597	3690	3782	3876	3975	4069	4172	4277	4385	4497	4606	4721	4838	4964	5084	5212	5343	5475	5612	5754
	Hourly	20.20	20.67	21.21	21.74	22.28	22.84	23.39	23.98	24.58	25.20	25.84	26.47	27.13	27.80	28.53	29.22	29.95	30.71	31.47	32.25	33.07
	Standby	1.41	1.45	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.31

		Years of Experience																				
RANGE		**0**		**1**		**2**		**3**		**4**		**5**	**6**	**7**	**8**	**9**	**10**	**12**	**15**	**18**	**20**	**26**
		A	**B**	**C**	**D**	**E**	**F**	**G**	**H**	**I**	**J**	**K**	**L**	**M**	**N**	**O**	**P**	**Q**	**R**	**S**	**T**	**U**
	Annual	44280	45384	46512	47700	48828	50064	51324	52620	53964	55272	56652	58056	59568	61008	62544	64116	65700	67344	69048	70776	72516
49N1	Monthly	3690	3782	3876	3975	4069	4172	4277	4385	4497	4606	4721	4838	4964	5084	5212	5343	5475	5612	5754	5898	6043
	Hourly	21.21	21.74	22.28	22.84	23.39	23.98	24.58	25.20	25.84	26.47	27.13	27.80	28.53	29.22	29.95	30.71	31.47	32.25	33.07	33.90	34.73
	Standby	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.31	2.37	2.43
	Annual	45384	46512	47700	48828	50064	51324	52620	53964	55272	56652	58056	59568	61008	62544	64116	65700	67344	69048	70776	72516	74376
50N1	Monthly	3782	3876	3975	4069	4172	4277	4385	4497	4606	4721	4838	4964	5084	5212	5343	5475	5612	5754	5898	6043	6198
	Hourly	21.74	22.28	22.84	23.39	23.98	24.58	25.20	25.84	26.47	27.13	27.80	28.53	29.22	29.95	30.71	31.47	32.25	33.07	33.90	34.73	35.62
	Standby	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49
	Annual	46512	47700	48828	50064	51324	52620	53964	55272	56652	58056	59568	61008	62544	64116	65700	67344	69048	70776	72516	74376	76212
51N1	Monthly	3876	3975	4069	4172	4277	4385	4497	4606	4721	4838	4964	5084	5212	5343	5475	5612	5754	5898	6043	6198	6351
	Hourly	22.28	22.84	23.39	23.98	24.58	25.20	25.84	26.47	27.13	27.80	28.53	29.22	29.95	30.71	31.47	32.25	33.07	33.90	34.73	35.62	36.50
	Standby	1.56	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.56
	Annual	47700	48828	50064	51324	52620	53964	55272	56652	58056	59568	61008	62544	64116	65700	67344	69048	70776	72516	74376	76212	78108
52N1	Monthly	3975	4069	4172	4277	4385	4497	4606	4721	4838	4964	5084	5212	5343	5475	5612	5754	5898	6043	6198	6351	6509
	Hourly	22.84	23.39	23.98	24.58	25.20	25.84	26.47	27.13	27.80	28.53	29.22	29.95	30.71	31.47	32.25	33.07	33.90	34.73	35.62	36.50	37.41
	Standby	1.60	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.56	2.62
	Annual	48828	50064	51324	52620	53964	55272	56652	58056	59568	61008	62544	64116	65700	67344	69048	70776	72516	74376	76212	78108	80100
53N1	Monthly	4069	4172	4277	4385	4497	4606	4721	4838	4964	5084	5212	5343	5475	5612	5754	5898	6043	6198	6351	6509	6675
	Hourly	23.39	23.98	24.58	25.20	25.84	26.47	27.13	27.80	28.53	29.22	29.95	30.71	31.47	32.25	33.07	33.90	34.73	35.62	36.50	37.41	38.36
	Standby	1.64	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.56	2.62	2.69
	Annual	50064	51324	52620	53964	55272	56652	58056	59568	61008	62544	64116	65700	67344	69048	70776	72516	74376	76212	78108	80100	82056
54N1	Monthly	4172	4277	4385	4497	4606	4721	4838	4964	5084	5212	5343	5475	5612	5754	5898	6043	6198	6351	6509	6675	6838
	Hourly	23.98	24.58	25.20	25.84	26.47	27.13	27.80	28.53	29.22	29.95	30.71	31.47	32.25	33.07	33.90	34.73	35.62	36.50	37.41	38.36	39.30
	Standby	1.68	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.56	2.62	2.69	2.75

RANGE		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
	Annual	51324	52620	53964	55272	56652	58056	59568	61008	62544	64116	65700	67344	69048	70776	72516	74376	76212	78108	80100	82056	84108
55N1	Monthly	4277	4385	4497	4606	4721	4838	4964	5084	5212	5343	5475	5612	5754	5898	6043	6198	6351	6509	6675	6838	7009
	Hourly	24.58	25.20	25.84	26.47	27.13	27.80	28.53	29.22	29.95	30.71	31.47	32.25	33.07	33.90	34.73	35.62	36.50	37.41	38.36	39.30	40.28
	Standby	1.72	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.56	2.62	2.69	2.75	2.82

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
	Annual	52620	53964	55272	56652	58056	59568	61008	62544	64116	65700	67344	69048	70776	72516	74376	76212	78108	80100	82056	84108	86196
56N1	Monthly	4385	4497	4606	4721	4838	4964	5084	5212	5343	5475	5612	5754	5898	6043	6198	6351	6509	6675	6838	7009	7183
	Hourly	25.20	25.84	26.47	27.13	27.80	28.53	29.22	29.95	30.71	31.47	32.25	33.07	33.90	34.73	35.62	36.50	37.41	38.36	39.30	40.28	41.28
	Standby	1.76	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.56	2.62	2.69	2.75	2.82	2.89
	Annual	53964	55272	56652	58056	59568	61008	62544	64116	65700	67344	69048	70776	72516	74376	76212	78108	80100	82056	84108	86196	88356
57N1	Monthly	4497	4606	4721	4838	4964	5084	5212	5343	5475	5612	5754	5898	6043	6198	6351	6509	6675	6838	7009	7183	7363
	Hourly	25.84	26.47	27.13	27.80	28.53	29.22	29.95	30.71	31.47	32.25	33.07	33.90	34.73	35.62	36.50	37.41	38.36	39.30	40.28	41.28	42.32
	Standby	1.81	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.56	2.62	2.69	2.75	2.82	2.89	2.96
	Annual	55272	56652	58056	59568	61008	62544	64116	65700	67344	69048	70776	72516	74376	76212	78108	80100	82056	84108	86196	88356	90588
58N1	Monthly	4606	4721	4838	4964	5084	5212	5343	5475	5612	5754	5898	6043	6198	6351	6509	6675	6838	7009	7183	7363	7549
	Hourly	26.47	27.13	27.80	28.53	29.22	29.95	30.71	31.47	32.25	33.07	33.90	34.73	35.62	36.50	37.41	38.36	39.30	40.28	41.28	42.32	43.39
	Standby	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.56	2.62	2.69	2.75	2.82	2.89	2.96	3.04
	Annual	56652	58056	59568	61008	62544	64116	65700	67344	69048	70776	72516	74376	76212	78108	80100	82056	84108	86196	88356	90588	92856
59N1	Monthly	4721	4838	4964	5084	5212	5343	5475	5612	5754	5898	6043	6198	6351	6509	6675	6838	7009	7183	7363	7549	7738
	Hourly	27.13	27.80	28.53	29.22	29.95	30.71	31.47	32.25	33.07	33.90	34.73	35.62	36.50	37.41	38.36	39.30	40.28	41.28	42.32	43.39	44.47
	Standby	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.56	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11
	Annual	58056	59568	61008	62544	64116	65700	67344	69048	70776	72516	74376	76212	78108	80100	82056	84108	86196	88356	90588	92856	95184
60N1	Monthly	4838	4964	5084	5212	5343	5475	5612	5754	5898	6043	6198	6351	6509	6675	6838	7009	7183	7363	7549	7738	7932
	Hourly	27.80	28.53	29.22	29.95	30.71	31.47	32.25	33.07	33.90	34.73	35.62	36.50	37.41	38.36	39.30	40.28	41.28	42.32	43.39	44.47	45.59
	Standby	1.95	2.00	2.05	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.56	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
	Annual	59568	61008	62544	64116	65700	67344	69048	70776	72516	74376	76212	78108	80100	82056	84108	86196	88356	90588	92856	95184	97584
61N1	Monthly	4964	5084	5212	5343	5475	5612	5754	5898	6043	6198	6351	6509	6675	6838	7009	7183	7363	7549	7738	7932	8132
	Hourly	28.53	29.22	29.95	30.71	31.47	32.25	33.07	33.90	34.73	35.62	36.50	37.41	38.36	39.30	40.28	41.28	42.32	43.39	44.47	45.59	46.74
	Standby	2.00	2.05	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.56	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27

		Years of Experience																				
		0		1		2		3		4		5	6	7	8	9	10	12	15	18	20	26
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
	Annual	61008	62544	64116	65700	67344	69048	70776	72516	74376	76212	78108	80100	82056	84108	86196	88356	90588	92856	95184	97584	100008
62N1	Monthly	5084	5212	5343	5475	5612	5754	5898	6043	6198	6351	6509	6675	6838	7009	7183	7363	7549	7738	7932	8132	8334
	Hourly	29.22	29.95	30.71	31.47	32.25	33.07	33.90	34.73	35.62	36.50	37.41	38.36	39.30	40.28	41.28	42.32	43.39	44.47	45.59	46.74	47.90
	Standby	2.05	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.56	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35
	Annual	62544	64116	65700	67344	69048	70776	72516	74376	76212	78108	80100	82056	84108	86196	88356	90588	92856	95184	97584	100008	102516
63N1	Monthly	5212	5343	5475	5612	5754	5898	6043	6198	6351	6509	6675	6838	7009	7183	7363	7549	7738	7932	8132	8334	8543
	Hourly	29.95	30.71	31.47	32.25	33.07	33.90	34.73	35.62	36.50	37.41	38.36	39.30	40.28	41.28	42.32	43.39	44.47	45.59	46.74	47.90	49.10
	Standby	2.10	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.56	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44
	Annual	64116	65700	67344	69048	70776	72516	74376	76212	78108	80100	82056	84108	86196	88356	90588	92856	95184	97584	100008	102516	105096
64N1	Monthly	5343	5475	5612	5754	5898	6043	6198	6351	6509	6675	6838	7009	7183	7363	7549	7738	7932	8132	8334	8543	8758
	Hourly	30.71	31.47	32.25	33.07	33.90	34.73	35.62	36.50	37.41	38.36	39.30	40.28	41.28	42.32	43.39	44.47	45.59	46.74	47.90	49.10	50.33
	Standby	2.15	2.20	2.26	2.31	2.37	2.43	2.49	2.56	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52
	Annual	65700	67344	69048	70776	72516	74376	76212	78108	80100	82056	84108	86196	88356	90588	92856	95184	97584	100008	102516	105096	107724
65N1	Monthly	5475	5612	5754	5898	6043	6198	6351	6509	6675	6838	7009	7183	7363	7549	7738	7932	8132	8334	8543	8758	8977
	Hourly	31.47	32.25	33.07	33.90	34.73	35.62	36.50	37.41	38.36	39.30	40.28	41.28	42.32	43.39	44.47	45.59	46.74	47.90	49.10	50.33	51.59
	Standby	2.20	2.26	2.31	2.37	2.43	2.49	2.56	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61
	Annual	67344	69048	70776	72516	74376	76212	78108	80100	82056	84108	86196	88356	90588	92856	95184	97584	100008	102516	105096	107724	110412
66N1	Monthly	5612	5754	5898	6043	6198	6351	6509	6675	6838	7009	7183	7363	7549	7738	7932	8132	8334	8543	8758	8977	9201
	Hourly	32.25	33.07	33.90	34.73	35.62	36.50	37.41	38.36	39.30	40.28	41.28	42.32	43.39	44.47	45.59	46.74	47.90	49.10	50.33	51.59	52.88
	Standby	2.26	2.31	2.37	2.43	2.49	2.56	2.62	2.69	2.75	2.82	2.89	2.96	3.04	3.11	3.19	3.27	3.35	3.44	3.52	3.61	3.70

COMPENSATION APPENDIX F

"SP" Range Salary Schedule

Effective July 1, 2016 through June 30, 2017

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
35SP	Annual	34164	34944	35772	36636	37464	38388	39276	40176	41136	42084	43140	44148	45216
	Monthly	2847	2912	2981	3053	3122	3199	3273	3348	3428	3507	3595	3679	3768
	Hourly	16.36	16.74	17.13	17.55	17.94	18.39	18.81	19.24	19.70	20.16	20.66	21.14	21.66
	Standby	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52
36SP	Annual	34944	35772	36636	37464	38388	39276	40176	41136	42084	43140	44148	45216	46320
	Monthly	2912	2981	3053	3122	3199	3273	3348	3428	3507	3595	3679	3768	3860
	Hourly	16.74	17.13	17.55	17.94	18.39	18.81	19.24	19.70	20.16	20.66	21.14	21.66	22.18
	Standby	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55
37SP	Annual	35772	36636	37464	38388	39276	40176	41136	42084	43140	44148	45216	46320	47472
	Monthly	2981	3053	3122	3199	3273	3348	3428	3507	3595	3679	3768	3860	3956
	Hourly	17.13	17.55	17.94	18.39	18.81	19.24	19.70	20.16	20.66	21.14	21.66	22.18	22.74
	Standby	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59
38SP	Annual	36636	37464	38388	39276	40176	41136	42084	43140	44148	45216	46320	47472	48672
	Monthly	3053	3122	3199	3273	3348	3428	3507	3595	3679	3768	3860	3956	4056
	Hourly	17.55	17.94	18.39	18.81	19.24	19.70	20.16	20.66	21.14	21.66	22.18	22.74	23.31
	Standby	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63
39SP	Annual	37464	38388	39276	40176	41136	42084	43140	44148	45216	46320	47472	48672	49860
	Monthly	3122	3199	3273	3348	3428	3507	3595	3679	3768	3860	3956	4056	4155
	Hourly	17.94	18.39	18.81	19.24	19.70	20.16	20.66	21.14	21.66	22.18	22.74	23.31	23.88
	Standby	1.26	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67
40SP	Annual	38388	39276	40176	41136	42084	43140	44148	45216	46320	47472	48672	49860	51132
	Monthly	3199	3273	3348	3428	3507	3595	3679	3768	3860	3956	4056	4155	4261
	Hourly	18.39	18.81	19.24	19.70	20.16	20.66	21.14	21.66	22.18	22.74	23.31	23.88	24.49
	Standby	1.29	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71
41SP	Annual	39276	40176	41136	42084	43140	44148	45216	46320	47472	48672	49860	51132	52380
	Monthly	3273	3348	3428	3507	3595	3679	3768	3860	3956	4056	4155	4261	4365
	Hourly	18.81	19.24	19.70	20.16	20.66	21.14	21.66	22.18	22.74	23.31	23.88	24.49	25.09
	Standby	1.32	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.76
42SP	Annual	40176	41136	42084	43140	44148	45216	46320	47472	48672	49860	51132	52380	53712
	Monthly	3348	3428	3507	3595	3679	3768	3860	3956	4056	4155	4261	4365	4476
	Hourly	19.24	19.70	20.16	20.66	21.14	21.66	22.18	22.74	23.31	23.88	24.49	25.09	25.72
	Standby	1.35	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.76	1.80

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
43SP	Annual	41136	42084	43140	44148	45216	46320	47472	48672	49860	51132	52380	53712	55032
	Monthly	3428	3507	3595	3679	3768	3860	3956	4056	4155	4261	4365	4476	4586
	Hourly	19.70	20.16	20.66	21.14	21.66	22.18	22.74	23.31	23.88	24.49	25.09	25.72	26.36
	Standby	1.38	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.76	1.80	1.84
44SP	Annual	42084	43140	44148	45216	46320	47472	48672	49860	51132	52380	53712	55032	56436
	Monthly	3507	3595	3679	3768	3860	3956	4056	4155	4261	4365	4476	4586	4703
	Hourly	20.16	20.66	21.14	21.66	22.18	22.74	23.31	23.88	24.49	25.09	25.72	26.36	27.03
	Standby	1.41	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.76	1.80	1.84	1.89
45SP	Annual	43140	44148	45216	46320	47472	48672	49860	51132	52380	53712	55032	56436	57864
	Monthly	3595	3679	3768	3860	3956	4056	4155	4261	4365	4476	4586	4703	4822
	Hourly	20.66	21.14	21.66	22.18	22.74	23.31	23.88	24.49	25.09	25.72	26.36	27.03	27.71
	Standby	1.45	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.76	1.80	1.84	1.89	1.94
46SP	Annual	44148	45216	46320	47472	48672	49860	51132	52380	53712	55032	56436	57864	59256
	Monthly	3679	3768	3860	3956	4056	4155	4261	4365	4476	4586	4703	4822	4938
	Hourly	21.14	21.66	22.18	22.74	23.31	23.88	24.49	25.09	25.72	26.36	27.03	27.71	28.38
	Standby	1.48	1.52	1.55	1.59	1.63	1.67	1.71	1.76	1.80	1.84	1.89	1.94	1.99
47SP	Annual	45216	46320	47472	48672	49860	51132	52380	53712	55032	56436	57864	59256	60732
	Monthly	3768	3860	3956	4056	4155	4261	4365	4476	4586	4703	4822	4938	5061
	Hourly	21.66	22.18	22.74	23.31	23.88	24.49	25.09	25.72	26.36	27.03	27.71	28.38	29.09
	Standby	1.52	1.55	1.59	1.63	1.67	1.71	1.76	1.80	1.84	1.89	1.94	1.99	2.04
48SP	Annual	46320	47472	48672	49860	51132	52380	53712	55032	56436	57864	59256	60732	62292
	Monthly	3860	3956	4056	4155	4261	4365	4476	4586	4703	4822	4938	5061	5191
	Hourly	22.18	22.74	23.31	23.88	24.49	25.09	25.72	26.36	27.03	27.71	28.38	29.09	29.83
	Standby	1.55	1.59	1.63	1.67	1.71	1.76	1.80	1.84	1.89	1.94	1.99	2.04	2.09
49SP	Annual	47472	48672	49860	51132	52380	53712	55032	56436	57864	59256	60732	62292	63828
	Monthly	3956	4056	4155	4261	4365	4476	4586	4703	4822	4938	5061	5191	5319
	Hourly	22.74	23.31	23.88	24.49	25.09	25.72	26.36	27.03	27.71	28.38	29.09	29.83	30.57
	Standby	1.59	1.63	1.67	1.71	1.76	1.80	1.84	1.89	1.94	1.99	2.04	2.09	2.14
50SP	Annual	48672	49860	51132	52380	53712	55032	56436	57864	59256	60732	62292	63828	65460
	Monthly	4056	4155	4261	4365	4476	4586	4703	4822	4938	5061	5191	5319	5455
	Hourly	23.31	23.88	24.49	25.09	25.72	26.36	27.03	27.71	28.38	29.09	29.83	30.57	31.35
	Standby	1.63	1.67	1.71	1.76	1.80	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*
51SP	Annual	49860	51132	52380	53712	55032	56436	57864	59256	60732	62292	63828	65460	67080
	Monthly	4155	4261	4365	4476	4586	4703	4822	4938	5061	5191	5319	5455	5590
	Hourly	23.88	24.49	25.09	25.72	26.36	27.03	27.71	28.38	29.09	29.83	30.57	31.35	32.13
	Standby	1.67	1.71	1.76	1.80	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25
52SP	Annual	51132	52380	53712	55032	56436	57864	59256	60732	62292	63828	65460	67080	68748
	Monthly	4261	4365	4476	4586	4703	4822	4938	5061	5191	5319	5455	5590	5729
	Hourly	24.49	25.09	25.72	26.36	27.03	27.71	28.38	29.09	29.83	30.57	31.35	32.13	32.93
	Standby	1.71	1.76	1.80	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30
53SP	Annual	52380	53712	55032	56436	57864	59256	60732	62292	63828	65460	67080	68748	70440
	Monthly	4365	4476	4586	4703	4822	4938	5061	5191	5319	5455	5590	5729	5870
	Hourly	25.09	25.72	26.36	27.03	27.71	28.38	29.09	29.83	30.57	31.35	32.13	32.93	33.74
	Standby	1.76	1.80	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36
54SP	Annual	53712	55032	56436	57864	59256	60732	62292	63828	65460	67080	68748	70440	72216
	Monthly	4476	4586	4703	4822	4938	5061	5191	5319	5455	5590	5729	5870	6018
	Hourly	25.72	26.36	27.03	27.71	28.38	29.09	29.83	30.57	31.35	32.13	32.93	33.74	34.59
	Standby	1.80	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42
55SP	Annual	55032	56436	57864	59256	60732	62292	63828	65460	67080	68748	70440	72216	74004
	Monthly	4586	4703	4822	4938	5061	5191	5319	5455	5590	5729	5870	6018	6167
	Hourly	26.36	27.03	27.71	28.38	29.09	29.83	30.57	31.35	32.13	32.93	33.74	34.59	35.44
	Standby	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42	2.48
56SP	Annual	56436	57864	59256	60732	62292	63828	65460	67080	68748	70440	72216	74004	75864
	Monthly	4703	4822	4938	5061	5191	5319	5455	5590	5729	5870	6018	6167	6322
	Hourly	27.03	27.71	28.38	29.09	29.83	30.57	31.35	32.13	32.93	33.74	34.59	35.44	36.33
	Standby	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42	2.48	2.54
57SP	Annual	57864	59256	60732	62292	63828	65460	67080	68748	70440	72216	74004	75864	77760
	Monthly	4822	4938	5061	5191	5319	5455	5590	5729	5870	6018	6167	6322	6480
	Hourly	27.71	28.38	29.09	29.83	30.57	31.35	32.13	32.93	33.74	34.59	35.44	36.33	37.24
	Standby	1.94	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42	2.48	2.54	2.61
58SP	Annual	59256	60732	62292	63828	65460	67080	68748	70440	72216	74004	75864	77760	79704
	Monthly	4938	5061	5191	5319	5455	5590	5729	5870	6018	6167	6322	6480	6642
	Hourly	28.38	29.09	29.83	30.57	31.35	32.13	32.93	33.74	34.59	35.44	36.33	37.24	38.17
	Standby	1.99	2.04	2.09	2.14	2.19	2.25	2.30	2.36	2.42	2.48	2.54	2.61	2.67

*All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range.

COMPENSATION APPENDIX G
ASSIGNMENT PAY

AP is granted in recognition of assigned duties which exceed ordinary conditions. The "premium" is stated in ranges or a specific dollar amount. If stated in ranges, the number of ranges would be added to the base range of the class. The "reference number" indicates the specific conditions for which AP is to be paid.

Group A indicates those classes which have been granted assignment pay; Group B indicates those assigned duties granted AP which are not class specific; Group C applies only to Ref #29.

Class Title	Class Code	Premium	Reference #
	GROUP A		
Fish & Wildlife Sergeants/Detectives	388D	4 ranges	7, 37A
Fish & Wildlife Officers	388A-C	4 ranges	7, 37A
Liquor Enforcement Officer	390I	$10.00 per hour	37A
Marine Boat/Tug Operator	652R	4 ranges	32
Marine Engine Mechanic Supervisor	653Q	4 ranges	32
Ferry Operator Ferry Operator Assistant	652P 653P	4 ranges	32
Assistant Fire Chief	396E	4 ranges	32

REFERENCE #7: Within the Department of Fish and Wildlife only. Combines with base salary as total pay for 171-hour, 28-day work period. See 356-15-030(4)(D). (Eff. 12/85; Rev. 12/89; 12/97)

REFERENCE #32: Within the Department Corrections, for employees located on McNeil Island, who are fully trained and qualified, assignment pay will be paid when performing fuel oil transfer duties at the McNeil Island Oil Transfer Facility.

Entitlement to assignment pay under this reference shall be on an hour-for-hour basis for all hours while actually performing all relevant fuel transfer duties. These duties include: maintenance of all tanks and affiliated systems, the transfer of fuel from bulk storage tanks to oil tankers, and relevant training. Basic salary range plus four ranges. (Eff. 09/01, Rev. 11/01)

REFERENCE #37A: Within the Washington State Parks and Recreation Commission, Department of Corrections Community Corrections Officers and Specialists (excluding those assigned to the Performance unit), Liquor Enforcement Officer 4s at the Liquor Control Board and the Department of Fish and Wildlife Enforcement Program certified instructors of defensive tactics, firearms, fitness, bicycle, boating safety, EVOC, and pistol maintenance, will be compensated an additional $10.00 (ten dollars) per hour, over and above regular salary and benefits, for every hour engaged in giving instruction to or in receiving re-certification training. Pistol maintenance instructors are eligible for this additional compensation when they are instructing in a classroom setting, providing one-on-one instruction or repairing at the firing range.

GROUP B

REFERENCE #3A: For required SCUBA diving. Basic salary range plus $7.50 per diving hour to employees in any class.

REFERENCE #18: Employees in any position whose current, assigned job responsibilities include proficient use of written and oral English and proficiency in speaking and/or writing one or more foreign languages, American Sign Language, or Braille, provided that proficiency or formal training in such additional language is not required in the specifications for the job class. Basic salary plus two additional ranges. (Rev. 5/92)

Group C

Class Title	Class Code	Premium	Reference #
Psychiatrist 4 (ESH & WSH)	290D	6 ranges	29

REFERENCE #29: Upon review and approval from the State Human Resources Director, up to four (4) ranges payable to employees in any position located where the cost of living impacts the agency's ability to recruit and/or retain employees, which would severely impair the effective operation of the agency. In extraordinary circumstances, where more than ten percent (10%) is required, a unique AP range will be used.

COMPENSATION APPENDIX H
SPECIAL PAY RANGES AND NOTES

These ranges are used to equal or approximate prevailing rate practices found in private industry or other governmental units. An affected class is identified by a letter designation following the basic salary range number or by a letter designation preceding a number. In the latter case, a special salary schedule will be used for such classes.

"E" RANGE: This range is used for classes having a prevailing pay range that is shorter than Washington's standard range. An "E" range is a standard range with the first four (4) steps removed. Thus, the first step is the same as Step E of the standard range having the same range number. Periodic increases are made at the same intervals as through standard ranges.

"G" RANGE: This range is used for classes having a prevailing pay range which is shorter than Washington's standard ranges. A "G" range is a standard range with the first six steps removed. Thus, the first step of such a range is the same as Step G of the standard range having the same range number. Periodic increases are made at the same intervals as through standard ranges.

"N1" RANGE: This range applies to nurses represented by the Coalition and is used for classes requiring licensure as a registered nurse and having a prevailing pay range which is longer than Washington's standard ranges. An "N1" range is a standard range, step A through K, with ten (10) added steps, L through U. Periodic increases through step K of these ranges are made at the same intervals as through standard ranges. Thereafter, an employee receives a one-step increase based on years of experience up to the maximum step of the range.

COMPENSATION APPENDIX H
SPECIAL PAY RANGES AND NOTES

These ranges are used to equal or approximate prevailing rate practices found in private industry or other governmental units. An affected class is identified by a letter designation following the basic salary range number or by a letter designation preceding a number. In the latter case, a special salary schedule will be used for such classes.

"E" RANGE: This range is used for classes having a prevailing pay range that is shorter than Washington's standard range. An "E" range is a standard range with the first four (4) steps removed. Thus, the first step is the same as Step E of the standard range having the same range number. Periodic increases are made at the same intervals as through standard ranges.

"G" RANGE: This range is used for classes having a prevailing pay range which is shorter than Washington's standard ranges. A "G" range is a standard range with the first six steps removed. Thus, the first step of such a range is the same as Step G of the standard range having the same range number. Periodic increases are made at the same intervals as through standard ranges.

"N1" RANGE: This range applies to nurses represented by the Coalition and is used for classes requiring licensure as a registered nurse and having a prevailing pay range which is longer than Washington's standard ranges. An "N1" range is a standard range, step A through K, with ten (10) added steps, L through U. Periodic increases through step K of these ranges are made at the same intervals as through standard ranges. Thereafter, an employee receives a one-step increase based on years of experience up to the maximum step of the range.

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
THE COALITION OF UNIONS

During negotiations for the 2015-2017 successor agreement, the parties agreed to discuss, at a Labor Management Communications Committee (LMCC) meeting in 2014, potential means of enhancing bargaining unit member's safety, for employees in the AIAJ bargaining unit.

Dated September 9, 2014

/s/	/s/
Ann Mitchell	Rhonda Fenrich
For the Employer	For the Union

MEMORANDUM OF UNDERSTANDING
BETWEEN THE STATE OF WASHINGTON
AND
DEPARTMENT OF FISH AND WILDLIFE
SERGEANTS AND OFFICERS

The Agency will develop guidelines to describe the process for Agency personnel administrative investigations by July 15, 2015. The agency will seek input from the Teamsters 760 and Fish and Wildlife Officers Guild at least ninety (90) calendar days prior to the effective date of the guidelines. The guidelines are not subjected to negotiation by the Teamsters 760 and the Fish and Wildlife Officers Guild.

Dated July 31, 2014

/s/	/s/
Ann Mitchell	Rhonda Fenrich
For the Employer	For the Union

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
COALITION

The parties agree that the Department of Veteran's Affairs and the Washington State Nurses' Association will work together to implement a VEBA election process for the bargaining unit(s) represented by WSNA. If the majority of the eligible WSNA bargaining unit members vote for VEBA, the parties agree to work together in order to implement a VEBA process within the 2015-2017 biennium.

Dated September 9, 2014

/s/	/s/
Ann Mitchell	Rhonda Fenrich

THE PARTIES, BY THEIR SIGNATURES BELOW, ACCEPT AND AGREE TO THE TERMS AND CONDITIONS OF THIS COLLECTIVE BARGAINING AGREEMENT.

Executed this 1st day of July, 2015.

For the Coalition of Unions (AIAJ, AWP, FOP, FWOG, IBEW, IAFF, MM&P, TNG/CWA, Teamsters 174, Teamsters 760, UPW, WSNA, WSPCMA, WSPTA, WSPTSA):

/s/
Dominique Jinhong, President
AIAJ

/s/
David Ward, President
AWP

/s/
Joshua Bolender, President
FOP

/s/
Hwa Kim, President
FWOG

/s/
Clint Bryson, Business Representative
IBEW

/s/
Patrick Teaford, President
IAFF

/s/
Captain Mike Murray, Vice President
MM&P

/s/
Darryl Sclater, President
TNG/CWA 37082

/s/
Rick Hicks, Secretary-Treasurer
Teamsters 174

/s/
Leonard Crouch, Secretary-Treasurer
Teamsters 760

/s/
Dr. Vasant Halankar, President
UPW

/s/
Michele Rose, Nurse Representative
WSNA Retsil

/s/
Jaclyn Perkins, Nurse Representative
WSNA Spokane

/s/
Jo Baumgartner, Communications Manager
WSPCMA

/s/

Jim Gilbert, President
WSPTA

/s/

Tracy Boyer, President
WSPTSA Trades

For the State of Washington:

/s/

Jay Inslee
Governor

/s/

Diane Lutz, Section Chief
OFM/SHR, Labor Relations Section

/s/

Ann Mitchell, Chief Negotiator
OFM/SHR, Labor Relations Section