

**AGREEMENT
BETWEEN**



**AMERICAN FEDERATION OF STATE COUNTY AND MUNICIPAL
EMPLOYEES LOCAL 101
AFL-CIO**

And



SANTA CLARA VALLEY TRANSPORTATION AUTHORITY

June 20, 2016

THROUGH

June 19, 2019

TABLE OF CONTENTS

PREAMBLE	1
ARTICLE 1 – RECOGNITION.....	1
ARTICLE 2 – NON-DISCRIMINATION	1
ARTICLE 3 – MEMBERSHIP RIGHTS	1
Section 3.1 Agency Shop	1
Section 3.2 Charity Fee	2
Section 3.3 Payroll Deduction.....	2
Section 3.4 Public Employees Organized to Promote Legislative Equality (PEOPLE) .	2
Section 3.5 Transaction of Union Business.....	2
Section 3.6 Maintenance of Membership.....	2
ARTICLE 4 – MANAGEMENT RIGHTS	3
ARTICLE 5 – UNION RIGHTS	3
Section 5.1 Official Representatives	3
Section 5.2 Executive Board and Stewards	4
Section 5.3 President and Vice-President.....	4
Section 5.4 Negotiating Committee	5
ARTICLE 6 – UNION NOTICES AND ACTIVITIES	5
Section 6.1 Advance Notice	5
Section 6.2 Bulletin Boards.....	5
Section 6.3 Distribution.....	5
Section 6.4 Visits by Union Representatives	5
Section 6.5 Use of Facilities	6
Section 6.6 Employee Lists	6
Section 6.7 Personnel Records	6
Section 6.8 Classification Specifications	6
Section 6.9 Turnover List	7
Section 6.10 Seniority Lists.....	7
Section 6.11 New Employees.....	7
Section 6.12 AFSCME Orientation of New Members.....	7
ARTICLE 7 – CONFLICT OF INTEREST	7
ARTICLE 8 – PROBATIONARY PERIOD	8
Section 8.1 New Employees.....	8
Section 8.2 Subsequent Probationary Periods	8
ARTICLE 9 – PAY PRACTICES	9
Section 9.1 Salaries	9
Section 9.2 Basic Pay Plan	9
Section 9.3 Salary Review.....	10

ARTICLE 10 – HOURS OF WORK, OVERTIME, PREMIUM PAY	10
Section 10.1 Overtime Work.....	10
Section 10.2 Bilingual Pay	11
Section 10.3 On-Call Pay.....	11
ARTICLE 11 – LEAVES.....	12
Section 11.1 STO.....	12
Section 11.2 Sick Leave	12
Section 11.3 Administrative Time Off	14
Section 11.4 Legal Holidays.....	14
Section 11.5 Approved Leave	15
Section 11.6 Bereavement Leave	16
ARTICLE 12 – BENEFITS PROGRAMS.....	17
Section 12.1 Health Benefits	17
Section 12.2 Vision, Dental, and Life Insurance Coverage	18
Section 12.3 Benefits Coverage	18
Section 12.4 Workers’ Compensation.....	19
Section 12.5 Wage Replacement Benefits and the Integration of Pay	19
Section 12.6 Safety Shoes	20
Section 12.7 Uniform Allowance	21
Section 12.8 Driver’s License Fee Reimbursement	21
Section 12.9 Tuition Reimbursement and Professional Development Program	21
Section 12.10 Free Transportation	22
Section 12.11 Wellness Program.....	22
ARTICLE 13 – RETIREMENT PROGRAMS	22
Section 13.1 California Public Employees’ Retirement System (PERS).....	22
Section 13.2 401 (a) Money Purchase Plan.....	22
Section 13.3 Retirement Program Meetings.....	22
Section 13.4 PEPRA Implementation	23
ARTICLE 14 – PROFESSIONAL DEVELOPMENT COMMITTEE.....	23
ARTICLE 15 – LABOR MANAGEMENT COMMITTEE.....	23
Section 15.1 Labor Management Committee.....	23
Section 15.2 Entry Level Position Discussion.....	24
ARTICLE 16 – WORK OUT OF CLASS (WOOC) AND ALTERNATE WORK WEEK	24
Section 16.1 Work Out Of Class	24
Section 16.2 Alternate Work Week.....	24
ARTICLE 17– TRANSFERS, PROMOTIONS, and DEMOTIONS	24
ARTICLE 18 – FIELD/OCC SUPERVISOR SHIFT BIDDING (SIGN-UP).....	25

ARTICLE 19 – LAYOFF	25
Section 19.1 Vacancy and Staffing Committee.....	25
Section 19.2 Seniority Defined.....	25
Section 19.3 Order of Layoff.....	25
Section 19.4 Specific Skills.....	25
Section 19.5 Changes to Classes	26
Section 19.6 Notice of Layoff	26
Section 19.7 Reassignment in Lieu of Layoff.....	26
Section 19.8 Layoff	26
Section 19.9 Reemployment List	26
Section 19.10 Temporary Work for Laid-Off Workers.....	27
Section 19.11 Names Dropped from Reemployment List.....	27
Section 19.12 Rights Restored	27
ARTICLE 20 – DISCIPLINE AND DISCHARGE.....	27
ARTICLE 21 – GRIEVANCE PROCEDURE	28
Section 21.1 Grievance Defined.....	28
Section 21.2 Just Cause	28
Section 21.3 Matters Excluded From Consideration Under the Grievance Procedure	28
Section 21.4 Grievance Presentation.....	28
Section 21.5 Selection of Arbitrator.....	29
Section 21.6 Arbitrator’s Decision	29
Section 21.7 Procedure	29
Section 21.8 Continuous Dispute Resolution.....	30
ARTICLE 22 – STRIKES AND LOCKOUTS	30
ARTICLE 23 – TERM OF AGREEMENT	30
Section 23.1 Printing of Agreement.....	30
APPENDIX A – CLASSIFICATIONS LISTING	32
APPENDIX B – SALARY TABLES FOR 2016-2018.....	35
APPENDIX C – SALARY TABLES FOR 2016-2018.....	47
APPENDIX D – SAFETY SHOES ELIGIBLE CLASSIFICATIONS	65
APPENDIX E – RAIN GEAR ELIGIBLE CLASSIFICATIONS	66
SIDELETTER – RETIREMENT HEALTH SAVINGS ACCOUNT	67
SIDELETTER – SALARY REALIGNMENTS	68

PREAMBLE

This is a Memorandum of Agreement (Agreement) between the Santa Clara Valley Transportation Authority (VTA) and the VTA Chapter of the American Federation of State, County and Municipal Employees, Local 101, AFL-CIO, (AFSCME). VTA and AFSCME acknowledge that this Agreement complies with the California Court of Appeals decision in VTA v. Rea (American Federation of State, County and Municipal Employees) 140 Cal.App.4th 1303 (2006).

This Agreement is the result of both parties meeting and discussing in good faith.

ARTICLE 1 - RECOGNITION

Pursuant to a representation election held on March 30, 2004, by the California State Conciliation and Mediation Services, VTA recognizes American Federation of State, County, and Municipal Employees (AFSCME) as the exclusive bargaining representative for all classified and unclassified employees in classifications within the Supervisory-Administrative bargaining unit.

For the purposes of this Agreement, an “employee” shall be defined as a person employed in a classification in the bargaining unit covered by this Agreement. The classifications covered by this Agreement are listed in Appendix A.

Those employees designated as FLSA exempt are considered management employees and are expected to perform the duties and responsibilities required to accomplish their jobs. Those employees designated as non FLSA exempt shall receive compensation for overtime in accordance with State and Federal Law except as may be provided for elsewhere in this agreement.

ARTICLE 2 - NON-DISCRIMINATION

VTA and AFSCME agree that the provisions of this Agreement shall be applied equally to all employees without discrimination due to age, ancestry, sex, marital status, religion, race, color, creed, national origin, sexual orientation, mental or physical disability, disabled veteran/Vietnam era veteran status, genetic information, gender identity, political beliefs, organizational affiliation or union affiliation.

ARTICLE 3 - MEMBERSHIP RIGHTS

Section 3.1 - Agency Shop

As a condition of employment, all employees covered by this contract on and after the effective date of this agreement shall execute an authorization for payroll deductions of one of the following: union membership dues, agency fee or charity fee.

If any employee covered by this contract fails to authorize one of the above deductions, VTA shall automatically deduct the agency fee from the employee's paycheck beginning with the first complete pay period following the date of this agreement for current employees, and any new employees covered by this agreement the first complete pay period following entry into the unit.

If, after all other involuntary and insurance premium deductions are made in any pay period, the balance is not sufficient to pay the deduction of union membership dues, agency fee or charity fee required, no such deduction shall be made for the current pay period.

AFSCME agrees to indemnify, defend and hold VTA harmless from all claims, demands, suits or any other action arising from the Agency Shop provisions.

Section 3.2 - Charity Fee

To qualify for deduction of the charity fee; the employee must certify to AFSCME and VTA that he/she is a member of a bona fide religion, body or sect which has historically held conscientious objections to joining or financially supporting public employee organizations. Such exempt member of the unit will be required to submit to the Union Office and VTA a notarized letter signed by an official of the bona fide religion, body or sect certifying that person's membership. The deduction shall not be forwarded to the chosen charity that is exempt from taxation under Section 501(c)(3) of the Internal Revenue Code until the Union has approved of the exemption and sent VTA written notification of their approval. The Union will receive quarterly statements from VTA as proof of payment of the charity fee to one of the following charities:

1. Gardner Family Health
2. Building Peaceful Families
3. MLK National Foundation

The charity fee is equal to the rate for agency fee.

Section 3.3 - Payroll Deductions

VTA agrees to make payroll deductions according to the terms and conditions of the authorization to deduct membership fees, dues and assessments as may be levied by AFSCME. AFSCME will hold VTA harmless from any claims on account of any such deductions.

Section 3.4 - Public Employees Organized to Promote Legislative Equality (P.E.O.P.L.E)

VTA agrees to allow voluntary payroll deductions according to the terms and conditions of the authorization to deduct P.E.O.P.L.E contributions.

Section 3.5 - Transaction of Union Business

The AFSCME President or authorized representative shall be permitted by VTA to transact any AFSCME business on the premises of VTA, but the transaction of AFSCME business shall not delay the scheduled work assignments of any employee.

Section 3.6 – Maintenance of Membership

All employees who are members of AFSCME as of the effective date of this MOU shall remain members in good standing as a condition of employment. For a period of thirty (30) calendar days prior to the expiration of the current MOU, any employee who is a member of AFSCME shall have the right to withdraw from the Union by discontinuing dues deduction. Said withdrawal shall be communicated by the employee during that period of time in writing to the Union and Human Resources Director; such written communication shall be delivered by certified mail and must be postmarked during the thirty calendar day period before expiration of the MOU. Should this clause, or any portion thereof, be rendered inoperable due to legislation, regulation or court

decision effected during the term of this MOU, the clause shall be re-opened for further negotiations between the parties.

ARTICLE 4 - MANAGEMENT RIGHTS

All matters pertaining to the management of operations, such as the type and kind of service rendered to the public, the equipment used, workload, the administration of discipline and efficiency, the standards for hire, promotion and transfer of employees, and their discharge or discipline for cause, are within the discretion of VTA, subject to such limitations that are set forth elsewhere in this Agreement.

VTA rules and procedures, as may be amended from time to time, are necessary for efficient operations, and infraction of these rules shall constitute cause for progressive discipline up to and including discharge. Depending on the facts and circumstances involved in each situation, VTA may choose to begin disciplinary action at any step up to and including termination. No rules or procedures promulgated or enforced by VTA shall be valid if they violate any provisions set forth in this Agreement.

ARTICLE 5 - UNION RIGHTS

Section 5.1 - Official Representatives

a) Notification of Official Representatives

AFSCME agrees to notify VTA of their Official Representatives and changes in such Representatives. They may also designate alternates to such Official Representatives for purposes of specific meetings by advance notice to the appropriate level of management. Notice to VTA shall be issued within five (5) work days from selection.

b) Meetings with Management

VTA agrees to provide release time for Official Representatives or their designated alternates for attendance at mutually agreed upon meetings. Each Division shall notify AFSCME of the person(s) to be contacted for approval of release time. AFSCME agrees to notify VTA at least 24 hours in advance of the request for release time and the names of the Official Representative(s) to be released. VTA agrees to arrange for release time with the appropriate supervisor(s). Release time arrangements shall include a reasonable amount of travel time.

For purposes of VTA-wide meetings with Management, requests for release time shall be made through Employee Relations (ER).

c) Number for Release

The parties agree that no more than three AFSCME Official Representatives shall be recognized for the purpose of release time at any single meeting.

Section 5.2 – Executive Board and Stewards

a) Notification of Executive Board Officers and Stewards

AFSCME agrees to notify VTA with the names of their Executive Board Officers and Stewards. The Executive Board (including the AFSCME President, Vice President, and Secretary, etc.) shall not exceed ten (10) in number. Stewards shall not exceed a total of 8. AFSCME shall provide periodic (bi-annual) listings of employees identified as Executive Board Officers and Stewards. VTA will notify AFSCME of the appropriate department management representatives the Executive Board Officer or Steward may contact in carrying out their duties as a Steward. For the purposes of this section Executive Board Officers and Stewards will be referred to as Stewards.

b) Grievance/Discipline Related Release Time

VTA agrees to provide release time for:

- 1) A meeting with an employee at the worksite of either the Steward or the employee concerning a grievance or appeal;
- 2) A meeting with VTA.

c) Grievance/Discipline Related Employee Release

If an employee has a grievance and wishes to discuss it on VTA time with a designated Steward, he/she shall be allowed the opportunity within a reasonable amount of time to verify if his/her designated Steward is present and available to be seen. If the Steward is present and available, the employee shall obtain approval from his/her immediate supervisor prior to leaving his/her work station.

d) Grievance/Discipline Investigation

A reasonable amount of time will be granted the employee and Steward to handle the initial investigation of the grievance. The parties agree that in handling grievances, the employee and Steward will use only the amount of time necessary to handle the grievance. Upon request, the employee shall be provided one copy of his/her personnel file to assist in preparing for a disciplinary hearing.

e) Steward Council Meetings

AFSCME agrees that VTA will be notified of Steward council meetings at least one week in advance. VTA shall not unreasonably deny time off requests by Stewards to attend monthly Steward council meetings.

f) Meetings with Management

AFSCME agrees that meetings with VTA will be arranged in advance, with notification to the appropriate level of Management, of the Stewards, and employees planning to attend. VTA agrees to arrange for release time with the appropriate level of supervision.

Section 5.3 - President and Vice-President

a) AFSCME may designate one President and one Vice-President.

- b) The President, Vice-President, or their designee, shall be entitled to release time to replace a Steward when the Steward is not available or to accompany a new Steward for training purposes.
- c) VTA agrees to provide release time for attendance at Board of Directors meetings and/or Board committees only to the President, Vice-President, or in their absence, their designee.
- d) The President, Vice-President, or in their absence, their designee, shall be entitled to attend arbitration and disciplinary hearings, upon request.

Section 5.4 - Negotiating Committee

There shall be no more than six (6) official Representatives on the AFSCME negotiating committee and VTA agrees to release them upon request. The six (6) official Representatives does not include the AFSCME Business Agent, who may also attend the negotiations.

- a) Those negotiators who are on their own time during the meetings will not be paid.
- b) Resource people for the negotiations shall be allowed to use leave without pay or vacation to attend scheduled negotiation meetings to provide information to the Negotiation Committee on specific items on an as needed basis by the Negotiation Committee. VTA shall facilitate arranging time off for resource people attending negotiations.

ARTICLE 6 - UNION NOTICES AND ACTIVITIES

Section 6.1 - Advance Notice

Whenever VTA changes personnel policies and procedures, AFSCME, absent an emergency, will be given written notice at least fourteen (14) calendar days before the effective date of the change. This notice is provided in order that AFSCME may discuss the changes with VTA before they become effective. If AFSCME does not respond within the fourteen (14) calendar day period, the opportunity to discuss these changes will be waived by AFSCME. If AFSCME responds within the fourteen (14) calendar day period that they wish to meet and discuss the change, the meeting shall be held within ten (10) calendar days of the request, unless the parties mutually agree, in writing, to extend the deadline.

Policies or procedures that affect terms and conditions of employment are subject to meet and negotiate.

Section 6.2 - Bulletin Boards

AFSCME shall be provided use of adequate and accessible space on bulletin boards for communications.

Section 6.3 - Distribution

AFSCME may distribute material to employees through normal channels.

Section 6.4 - Visits by Union Representatives

Any Representative of AFSCME shall give advance notice to a department head or their designated representative when entering departmental facilities. The Representative shall be

allowed reasonable contact with employees on VTA facilities provided such contact does not interfere with the employee's work. Solicitation for membership or other internal employee organization business shall not be conducted during work time. Pre-arrangement for routine contact may be made on an annual basis, through the Employee Relations Department.

Section 6.5 - Use of Facilities

VTA's buildings and facilities shall be made available for use by AFSCME or their Representatives in accordance with administrative procedures governing such use.

Section 6.6 - Employee Lists

VTA shall provide at no charge to AFSCME a monthly electronic list of all bargaining unit employee names and their employee status, date of hire, rate of pay, address on record, worksite location, and job classification. AFSCME agrees that such information will be treated in a confidential manner.

Section 6.7 - Personnel Records

Employees shall have the right to review their personnel file directly and/or to or authorize review by their Union Representative. All requests to examine personnel records must be made to VTA Human Resources Department to schedule an appointment to review their personnel file.

No adverse material will be inserted into the employees personnel file without prior written notice to the employee. Employees may have documents placed in their personnel files in response to adverse material inserted therein and correspondence related to their job performance.

Materials relating to disciplinary actions recommended but not taken, or disciplinary actions overturned, shall not be retained in an employee's personnel file.

All adverse material shall be removed from the employee's personnel file at the end of two (2) years upon written request by the employee, except adverse material involving charges relating to fighting, serious misconduct, discrimination or harassment, or criminal acts and provided no additional material has been issued during the intervening period.

Materials relating to suspension which become final will be removed after five (5) years, upon request by the employee, if no other suspensions have occurred during the five (5) year period except those involving charges relating to fighting, serious misconduct, discrimination or harassment, or criminal acts.

Section 6.8 - Classification Specifications

- A. VTA will provide AFSCME with copies of all newly created AFSCME and Non-Represented job classifications or substantially revised job classifications prior to posting to fill a vacant position in the classification. If the classification is not designated by VTA as an AFSCME represented classification and AFSCME believes that the classification should be AFSCME represented, it shall notify VTA in writing within fourteen (14) calendar days after the Union's receipt of the classification description.
- B. If VTA creates a new AFSCME represented job classification or substantially revises an existing AFSCME job classification, VTA shall forward such new classification and wage scale to the Union. AFSCME shall have fourteen (14) calendar days to request bargaining on the wage scale. The meeting shall be held within ten (10) calendar days of the request, unless

the parties mutually agree, in writing, to extend the deadline. In any event, VTA shall not be precluded from implementing the new classification or change.

Section 6.9 - Turnover List

Each month, VTA shall forward to the AFSCME Union Office the names of all persons in positions covered by this Agreement who enter or leave VTA employment or change classification. Such lists shall include the designated organizational unit to which persons are assigned, and the effective date of the change.

Section 6.10 - Seniority Lists

Upon written request, VTA shall provide at no charge to AFSCME or their designated representative, a seniority list of classifications. The list will be provided no more than once annually.

Section 6.11 - New Employees

VTA shall inform new employees at the time of their employment in a classification covered by this Agreement of the existence of this Agreement. VTA shall refer newly hired or promoted AFSCME employees to AFSCME. The Union shall be provided with a copy of the offer letter within ten (10) calendar days after an employee has signed said letter. The offer letter shall include the salary, the step level, and the employee's start date.

Section 6.12 – AFSCME Orientation of New Members

A Union Officer or designee may meet with new AFSCME employees to introduce them to the Union and the AFSCME/VTA agreement. This meeting shall take place during the new employees' benefits orientation that is typically held on the employees' first day of work. There shall be one meeting for all new AFSCME employees per orientation. The meeting shall not last more than thirty (30) minutes in duration and shall be considered paid time for both new employees and the Union Officer or designee. For current employees who become new AFSCME members and are not required to attend the benefits orientation, a Union Officer or designee at the employees' respective work location may meet with the employees for no more than 30 minutes. Such time shall be considered paid time for both the current employees and the Union Officer or designee. If a Union Representative is not available at the employees' same work location, AFSCME will designate a time to meet and inform Operations Administration of the meeting time and the AFSCME Officer who will be attending the meeting.

ARTICLE 7 – CONFLICT OF INTEREST

Employees are to abide by all applicable Federal, State, and Local Statutes or Agreement requirements regarding conflict of interest in outside employment. Employees intending to engage in outside employment shall file an advance statement of such intent for the approval of the appointing authority.

ARTICLE 8 - PROBATIONARY PERIOD

Section 8.1 - New Employees

Original probationary periods for employees shall be nine calendar months, moved to the beginning date of the next pay period; A probationary period may be extended an equivalent number of days to allow the employee to complete the full probationary period if an employee is absent from work during the original probation. If the probation is going to be extended due to absences the employer shall notice the employee in writing of the new/adjusted probation end date.

The supervisor shall use the Probationary Performance Discussion Form to document performance discussions with newly hired employees. Formal discussions shall take place on at least two (2) occasions spread throughout the probationary period. The first shall be completed prior to the completion of the fourth month of the probationary period and the second shall be completed after the fourth month and prior to the completion of the eighth month. Nothing shall preclude the completion of more than two evaluations. Two evaluations are not required if the employee is terminated prior to the end of probation. Both the supervisor and employee will sign and date the Probationary Performance Discussion Form upon completion and discussion.

The original signed Probationary Performance Discussion Form shall be forwarded to Employee Services and placed in the employee's personnel file. A copy shall be given to the employee.

Employees who are terminated during an original probation shall receive five working days' notice of termination or five days' pay in lieu of notice. VTA shall provide the Union a copy of the notice, at the same time as the AFSCME represented employee.

Section 8.2 – Subsequent Probationary Periods

Subsequent probationary periods for employees shall be six calendar months, moved to the beginning date of the next pay period. A subsequent probationary period may be extended an equivalent number of days to allow the employee to complete the full probationary period if an employee is absent from work during the subsequent probation.

If the probation is going to be extended due to absences the employer shall notice the employee in writing of the new/adjusted probation end date.

The supervisor shall use the Probationary Performance Discussion form to document performance discussions with promoted/transferred employees. Formal discussions shall take place on at least two (2) occasions prior to the completion of the fourth and sixth month of the probationary period. Both the supervisor and employee will sign and date the Probationary Performance Discussion Form upon completion and discussion.

The original signed Probationary Performance Discussion Form shall be forwarded to Employee Services and placed in the employee's personnel file. A copy shall be given to the employee.

At the time of the last discussion, the supervisor shall inform the employee in writing whether probation is to be completed or if the employee is to be returned to former classification.

ARTICLE 9 - PAY PRACTICES

Section 9.1 - Salaries

Effective the pay period beginning June 20, 2016, and upon ratification by the Union, AFSCME represented employees shall receive a 3.5% general wage increase.

In 2017, effective the first full pay period one year after the initial wage increase, AFSCME represented employees shall receive a 4% general wage increase.

In 2018, effective the first full pay period one year after the 2017 wage increase, AFSCME represented employees shall receive a subsequent 3% general wage increase.

Section 9.2 - Basic Pay Plan

The Basic Pay Plan shall consist of the step progressions and the assignment of classes to such progressions as provided in the appendices B and C. Each employee shall be paid within the progression for his/her class according to the following provisions. An employee's salary shall not exceed the top of the step progression.

Salary adjustments shall be made on the first day of the pay period in which the required accumulation of months of competent service occurs.

a) **Step One**

The first step in each progression is the minimum rate and shall normally be the hiring rate for the class. In cases where it is difficult to secure qualified personnel or a person with unusual qualifications is engaged, the Human Resources Director may approve appointment at the second or third step, and with the approval of the Chief Administrative Officer, appointment at the fourth or fifth step.

b) **Step Two**

The second step shall be paid after the accumulation of 6 months of competent service at the first step.

c) **Step Three**

The third step shall be paid after the accumulation of 12 months of competent service at the second step.

d) **Step Four**

The fourth step shall be paid after the accumulation of 12 months of competent service at the third step.

e) **Step Five**

The fifth step shall be paid after the accumulation of 12 months of competent service at the fourth step.

f) **Promotional Increases**

Upon promotion, a worker's salary shall be adjusted as follows:

- 1) For a promotion of less than 10%, the salary shall be adjusted to the step in the new range which provides for a corresponding percentage increase in salary.
- 2) For a promotion of 10% or more, the salary shall be adjusted to the step in the new range which provides for 10% increase in salary, or to the first step in the new range, whichever is greater.
- 3) Upon promotion/reclassification the employee's salary anniversary date shall be adjusted to the date of such action. Future salary increases shall be computed from the date of promotion/reclassification to a different class.

g) Salary Upon Demotion/ Downward Reclassification

- 1) Should an employee fail to pass probation for a higher classification, and be returned to his/her former classification, the employee's salary shall revert to what it was prior to the promotion.
- 2) If an employee is demoted/downward reclassified after completing the probation period for the class from which he/she is being demoted, the employee's salary shall be adjusted to the highest step in the new class that does not exceed the salary in the former class.
- 3) Future salary increases shall be computed from the date of demotion/downward reclassification.

Section 9.3 - Salary Review

VTA shall conduct a salary review of thirteen (13) AFSCME benchmark classes. AFSCME and VTA shall meet to determine the benchmark classifications to be studied and to identify the transit and public agencies to be surveyed. VTA shall then conduct a salary review of the agreed to benchmark classes with the written reports posted to AFSCME no later than ninety (90) calendar days prior to the expiration of the Agreement.

ARTICLE 10 – HOURS OF WORK, OVERTIME, PREMIUM PAY

Section 10.1 – Overtime Work

For FLSA non-exempt classifications, overtime shall be paid at the rate of one and one-half (1-1/2) times the employee's regular hourly rate. The overtime rate shall be paid for work in excess of eight hours in any regular work day or in excess of 40 hours in any work week.

For the purposes of computing overtime only actual on-duty time spent in the performance of assigned duties will be included. Time off for which pay is received but the time is not worked (such as sick leave or industrial injury time) or time off for which no pay is received (such as approved or unapproved leaves of absence) shall not be counted as time worked for purposes of computing overtime.

FLSA non-exempt employees who are assigned to work an observed holiday will be paid at the rate of one and one-half (1 ½) times the employee's straight time rate plus any holiday pay to which the employee may be entitled.

Section 10.2 - Bilingual Pay

On the recommendation of the appointing authority and the Human Resources Administration Manager, VTA shall approve payments of \$190 per month to a bilingual employee whose abilities have been determined by the Human Resources Administration Manager as qualifying to fill positions requiring bilingual speaking and/or writing ability. Employees shall be tested within thirty (30) days of the date they are deemed eligible by the Human Resources Administration Manager. If VTA fails to test the employee within thirty (30) days from the date they were determined eligible for testing, the employee shall be paid retroactively from the last date they should have been tested, provided the employee passes the test.

Bilingual skill payments will be made when:

- a) Public contact requires continual eliciting and explaining information in a language other than English; or in sign language (ASL or SEE); or
- b) Where translation of written material in another language is a continuous assignment; or
- c) The position is the only one in the work location where there is a demonstrated need for language translation in providing services to the public.

VTA shall provide a list of eligible positions covered by this Agreement and shall review, not less than annually, to determine the number and location of positions to be designated as requiring bilingual abilities.

The differential may be removed when the criteria ceases to be met for two pay periods.

Section 10.3 – On-Call Pay

Management has full discretion in assigning on-call work. On-call work will be assigned as needed. On-call pay will be \$50 per week (defined as 7 consecutive calendar days), or \$10 per day if not assigned to a full week (but no more than \$50 within a 7 day period), for the following job classifications:

- Assistant Superintendent of Service Management
- Assistant Superintendent of Transit Communications
- Transit Systems Safety Officer
- Customer Services Supervisor

Only the primary employee on-call will be eligible for on-call pay. This does not preclude other employees in the same job title from taking and receiving calls.

The assigned employee on-call will be required to respond to all calls and report to work as needed. On-call pay will be rotated equitably between all employees in the job classification.

If an alternate receives a call and/or responds to an issue, they shall not be eligible for on-call pay. Those assigned on-call work and who fail to respond to calls or report to work as needed may be subject to discipline up to and including termination.

ARTICLE 11 – LEAVES

Section 11.1 - STO

a) STO Bank Accrual

Each employee shall be entitled to annual STO. STO shall be earned on an hourly basis. For purposes of this Section, a day is defined as eight work hours. Upon the effective date of this contract the accrual schedule shall be as follows:

SERVICE YEARS & WORK DAY EQUIVALENT	YEARLY ACCRUAL IN WORK DAYS	MAXIMUM CARRYOVER
1st year 1st through 261 days	17	17
2nd through 4th year 262 through 1044 days	19	63
5th through 9th year 1045 through 2349 days	23	75
10th through 14th year 2350 through 3654 days	25	81
15th through 19th year 3655 through 4959 days	27	87
20th and thereafter 4960 days	29	93

b) Pre-Scheduled Usage

STO may be used for any lawful purpose by the employee, however; the time requested shall require the advance approval of management with due consideration of both employee convenience and administrative requirements.

c) STO Bank Carry Over

Employees shall be allowed to carry over the maximum number of days as indicated in the preceding chart. Any accruals exceeding the maximum will be paid off in the first complete pay period of January of the following year.

d) STO Bank Pay-Off

Upon termination of employment, an employee shall be paid the monetary value of the earned and unused STO balance as of the actual date of termination of employment.

e) STO Cash Out

Employees may cash out available STO balance. Cash outs may be requested at any time during the year. Cash outs must be for a minimum of 40 hours.

Section 11.2 - Sick Leave

a) Sick Leave Bank Accrual

Each employee shall be entitled to an annual sick leave bank accrual. Upon the effective date of this contract employees shall earn sick leave on an hourly basis at the rate of 80 hours per year. Sick leave may be accrued without limitation.

b) Personal Sick Leave Usage

Absences due to verified personal illness may be charged to the Sick Leave Bank, provided a sufficient balance is available.

c) Family Care Usage

Employees may use sick leave to attend to a sick family member as provided by California law. For subsequent incidents, an employee may use up to three working days of earned and unused sick leave per incident in order to care for a sick or injured member of the employee's immediate family requiring care "Immediate family" shall mean the mother, father, grandmother, grandfather of the employee or of the spouse of the employee and the spouse, son, son-in-law, daughter, daughter-in-law, brother or sister of the employee or any person living in the immediate household of the employee.

d) Sick Leave Approval and Verification

Management must approve sick leave bank usage. Requests for sick leave with pay in excess of three working days (for either self or family) must be supported by a statement from an accredited physician. Management may require such a supporting statement for absences less than three days.

e) Sick Leave Bank Pay Off

Upon death, retirement or resignation in good standing, an employee shall be paid for any balance in the sick leave bank at the following rate.

<u>Days of Service</u>	<u>% Paid at</u>
0 through 2610	0%
2611 " 2871	20%
2872 " 3132	22%
3133 " 3393	24%
3394 " 3654	26%
3655 " 3915	28%
3916 " 4176	30%
4177 " 4437	32%
4438 " 4698	34%
4699 " 4959	36%
4960 " 5220	38%
5221 " 5481	40%
5482 " 5742	42%
5743 " 6003	44%
6004 " 6264	46%
6265 " 6525	48%
6526 " accumulation	50%

f) Reinstatement Pay Back

Employees receiving a sick leave bank pay off in accordance with Section e) may, if reinstated within one year, repay the full amount of sick leave bank payoff received and have the former sick leave bank balance restored. Repayment in full must be made prior to reinstatement.

g) **Sick Leave Bank Cash Out**

Employees may cash out sick leave balances in excess of 320 hours in accordance with the existing Section e) schedule. Cash outs must be for a minimum of 40 hours.

Section 11.3 – Administrative Time Off

AFSCME represented employees in classifications that are designated as “exempt” are ineligible for overtime under the Fair Labor Standards Act (FLSA) are salaried employees and are expected to work the number of hours necessary to fulfill the duties of the position. Depending on the circumstances, AFSCME represented employees in exempt classifications may work more or less than 40 hours in any particular week.

In recognition of the flexible demands of AFSCME “exempt” classifications, employees may be granted administrative time off without charge to any leave bank under “administrative leave” if the manager determines that service delivery and performance of job functions will not be impaired because of the absence. Such time off should not be calculated on an hour-for-hour basis in relation to excess hours worked.

Administrative time off must be:

- scheduled in advance, and
- approved as administrative time off by their Non-Represented Manager, or designee.

Employees need not state reasons for requesting the time off. Either it is or is not appropriate to grant the time under the circumstances outlined above. An employee can use the time for any lawful purpose to include personal business.

For a full day's absence under “administrative leave” an executive manager's approval is required.

Section 11.4 – Legal Holidays

The following shall be observed as legal holidays:

- 1) January 1st (New Year's Day)
- 2) Third Monday in January (Martin Luther King, Jr. Birthday)
- 3) Third Monday in February (President's Day)
- 4) Last Monday in May (Memorial Day)
- 5) July 4th (Independence Day)
- 6) First Monday in September (Labor Day)
- 7) Second Monday in October (Columbus Day)
- 8) Veteran's Day to be observed on the date State of California employees observe the holiday
- 9) Fourth Thursday in November (Thanksgiving Day)
- 10) The Friday following Thanksgiving Day (Day after Thanksgiving)
- 11) December 25th (Christmas Day)
- 12) Other such holidays as may be designated by the Board of Directors

a) **Observance**

Holidays which fall on Sunday shall be observed on the following Monday. Holidays which fall on Saturdays shall be observed on the preceding Friday.

When the holidays fall on an employee's scheduled day off, other than Saturday or Sunday, eight (8) hours (or ten (10) hours for employees who work a 4/10 shift) of STO shall be added to the employee's STO balance.

b) Holiday Work

An employee may be assigned to work a Holiday. Employees in FLSA Exempt classifications who work a Holiday shall be paid at straight time and shall have time added to their STO balance on an hour for hour basis of time worked up to 8 hours (or ten (10) hours for employees who work a 4/10 shift).

Section 11.5 - Approved Leave

Leave of Absence without pay may be granted and, if granted, seniority shall accumulate during leave for:

a) Union Business

Upon 30 days advance notice a long term leave without pay to accept employment with AFSCME shall be granted by the appointing authority for a period of up to 12 months. A leave may only be denied if the notice requirement is not met.

b) Physical and Mental Conditions

Physical and mental conditions rendering the employee unable to perform their duties, whether work related or not (for example, FMLA, CFRA, Workers Compensation, Pregnancy Disability).

Such leave shall be limited to a 24-month period. If an employee returns to work and performs the functions of their classifications for less than 30 consecutive calendar days, this shall not break the 24-month period. If an employee is unable to return to the employee's current classification or secure another job at VTA within this 24-month period, the employee will be released from employment.

c) Personal Reasons

The department manager may, at his or her discretion, grant an employee a Personal Leave of Absence to handle pressing personal obligations. A Personal Leave of Absence may not exceed 12 months. To be eligible, the employee must have maintained a satisfactory record of employment with VTA for a minimum of 12 months.

d) Military Duty

The provisions of the Military and Veterans Code of the State of California shall govern the military leave of employees of VTA.

e) Jury Duty

An employee shall be allowed to take leave from his/her VTA duties without loss of wages, STO or benefits for the purpose of responding to summons to jury service, provided that he/she executes a written waiver of all compensation other than the mileage allowance. The employee shall supply a copy of the Summons and verification of time served. No employee shall be paid more than his/her regular shift pay or regular work week pay as a result of jury duty service. The employee shall notify his/her supervisor when he/she has received a jury duty summons and when his/her jury duty service is completed.

Nothing shall prevent any VTA employee from serving voluntarily on a jury more than once per calendar year, provided, however, that such additional periods of absence from regular VTA duties as a result thereof shall be charged, at the option of such employee, to either accrued STO or leave without pay.

An employee who responds to a summons to jury duty and who is not selected as a juror, shall return to work as soon as possible.

Employees who are on telephone standby shall report to work if permitted by the court.

At times there may be extraordinary cases in which it will be necessary for a Supervisor to request that an employee delay their jury service. If an employee feels that a delay in jury service is necessary, he/she should immediately consult with their Supervisor. When appropriate, VTA will make a formal request to the Jury Commissioner to delay the employee's jury duty.

f) Court Appearances

No employee shall suffer loss of wages or benefits in responding to a subpoena by VTA to testify in court or while providing a deposition at the request of VTA.

g) Voting

If an employee does not have sufficient time outside of working hours to vote at a statewide election, the employee may take off enough working time which, when added to the voting time available outside of working hours, will enable the employee to vote. No more than two hours of the time taken off for voting shall be without loss of pay. The time off for voting shall be only at the beginning or end of the regular working shift, whichever allows the most free time for voting and the least time off from the regular working shift, unless otherwise mutually agreed.

The employee shall give at least two working days' notice that time off for voting is desired in accordance with the provisions of this Section.

VTA may elect, at its discretion, where allowable by law, to administer these leaves concurrently.

Section 11.6 - Bereavement Leave

Leaves of absence with pay shall be granted to employees in order that they may discharge the customary obligations arising from the death of a member of their immediate family. "Immediate family" shall mean the mother, father, grandmother, grandfather, son, or daughter of the employee or of the spouse of the employee and the spouse, stepparent, son-in-law, daughter-in-law, brother, sister, brother-in-law, sister-in-law, or grandchild of the employee or any person living in the immediate household of the employee. Up to 40 hours of pay shall be granted which shall consist of 24 hours not charged to any accumulated balance followed by 16 hours chargeable to sick leave, if necessary. If 250 miles of travel is required, up to 72 hours pay shall be granted which will consist of 32 hours not charged to any accumulated balance and 40 hours chargeable to sick leave. Any travel exceeding 250 miles from the VTA River Oaks campus must be supported with written verifiable documentation including mileage and location of services, upon return to work, within the pay-period.

ARTICLE 12 – BENEFITS PROGRAMS

Section 12.1 - Health Benefits

a) Medical Coverage

VTA offers CalPERS medical plans to employees. Only those medical plans offered under the CalPERS medical programs will be offered to employees and retirees. It is understood that CalPERS determines, from year to year, which medical plans will be offered, including premiums, plan design, co-payments, co-insurance, and deductibles for each plan, if any.

VTA will contribute up to the Kaiser Bay Area Family rate for employees. Employees will pay the excess above the Kaiser Bay Area Family rate.

b) Dual Coverage

VTA employees and their spouses or registered domestic partners who are also employed by VTA shall not be eligible for dual medical coverage though they may choose separate medical plans. Non-employee eligible dependents may be covered on either employee's medical plan (at the employee's choice), but cannot be covered on both. All non-employee eligible dependents must be covered on the same plan. VTA reserves the right to select the least costly method of implementing the medical plan chosen by each employee.

c) Medical Opt Out

Employees with other medical coverage may opt out of VTA offered coverage. VTA shall pay employees who opt out of medical coverage 50% of VTA's cost for the least expensive single medical premium. Verification of other coverage is required to initially qualify for payment and may be required on an annual basis. Employees married to or the registered domestic partner of another VTA employee are not eligible for a medical opt out payment.

In the event that CalPERS offers a high deductible plan that becomes the least expensive single medical premium, the parties shall re-open negotiations on section c) Medical Opt Out.

I. Defined Benefit Retiree Medical Program:

- a) VTA shall provide a premium allowance toward the cost of the medical plan for employees who become eligible by having 1) completed 5 years of service (1,305 days of accrued service) or more with PERS and who 2) retire directly from VTA (date of retirement must be within 120 days of separation of employment).
- b) All retirees eligible for the defined benefit retiree medical program shall pay according to the following:
 - For retirees and survivors in California: VTA will contribute up to the Kaiser Bay Area Single Party Rate for CalPERS medical plans for retirees and eligible survivors residing in California. Retirees and eligible survivors will pay the excess above the Kaiser Bay Area Single Party Rate.
 - For retirees and survivors living outside of California: VTA will contribute up to the Kaiser Out of State Single Party Rate for CalPERS medical plans for retirees and eligible survivors residing outside of California. Retirees and eligible survivors will pay the excess above the Kaiser Out of State Single Party Rate.

- c) Retirees eligible for the defined benefit retiree medical program may purchase coverage for their eligible dependents at their own cost. Dependents must be enrolled in the plan that covers the retiree.
- d) Upon becoming eligible, due to age or disability, retirees eligible for the defined benefit retiree medical program and their Medicare eligible dependents shall be required to enroll in Medicare in order to maintain medical coverage. Retirees or dependents who fail to enroll in Medicare and the Medicare supplement plan shall be dropped from coverage. Retirees shall be reimbursed for the cost of their own Medicare Part B premium, excluding penalties/late enrollment fees. VTA shall not reimburse Medicare Part D premiums, and shall continue to cover Part D Premiums for prescription drug coverage through the Medicare Supplement Plans.
- e) Employees who do not complete the required years of service and retire directly from VTA shall not receive any retiree medical benefit.

Section 12.2 - Vision, Dental, and Life Insurance Coverage

a) Vision Coverage

VTA agrees to provide a vision plan for all employees and eligible dependents. The Plan will be the Vision Plan – Option 2 (frame/contact allowance of \$150). VTA will pay the full monthly premium for the employee and eligible dependents.

b) Dental Coverage

VTA shall provide an indemnity and an HMO dental plan. VTA shall pay the full premium for the employee and eligible dependents on either plan.

c) Life Insurance Coverage

VTA shall provide a basic group Life Insurance Plan of \$50,000 per employee.

d) Flex Spending Accounts (FSA)

Effective January 1, 2017, VTA will contribute \$300 per employee into a FSA each year for the term of the agreement. VTA will pay the full cost of the administrative fee for each employee for the FSA. If an employee elects to contribute additional funds into the account (up to the IRS maximum) the employee must complete an FSA enrollment form during open enrollment per calendar year. VTA will offer a Benefits card with the FSA.

Section 12.3 - Benefits Coverage

a) Benefits Coverage While on Unpaid Leave

VTA paid portions of premiums for employee only benefits coverage will be maintained for up to 13 pay periods during an unpaid disability leave. For employees on pregnancy disability, benefits will continue as if the employee was on a paid status.

As long as the employee is in paid status during a leave, the employee's portion of the premiums for benefits coverage will be deducted from the employee's paycheck. Once the employee is no longer in a paid status, the employee must make arrangements with Human Resources to pre-pay his/her portion of the premiums for benefits coverage.

A return to work for at least 30 consecutive calendar days shall be required to “break” a leave of absence for purposes of determining an employee’s entitlement to benefits continuation or restoration.

b) Changes in Medical Plans

The parties understand that the medical plan providers may amend their plans from time to time.

Should a provider cease to offer a health plan, the parties shall meet and discuss a replacement plan. VTA, however, will not be required to provide a customized plan.

Should VTA change the medical plans for other VTA employees not represented by AFSCME, nothing herein shall preclude the parties from discussing the plans, and, with mutual agreement, extending them to AFSCME represented VTA employees.

c) Benefits Committee

Not later than July 31, 2013 , a Joint Labor – Management Committee with representation of not more than four Management and not more than four AFSCME representatives will begin meeting to discuss and explore current and alternative medical, dental, and vision plans. The agenda for each meeting and the ultimate goals of the Committee will be determined by mutual agreement of the Committee members.

Section 12.4 – Workers’ Compensation

a) All employees shall continue to be covered by Social Security, Workers’ Compensation, State Disability and Unemployment Compensation.

b) Industrial Injury or Illness:

Workers’ Compensation shall be administered and paid as provided for by statutes of the State of California. If an employee has an industrial injury or illness, the injury or illness must be reported to VTA immediately.

If the injury is certified to be an industrial injury or illness by the Workers’ Compensation Division or the Workers’ Compensation Appeals Board, the employee shall be compensated for work days lost due to the injury pursuant to law, VTA shall apply Section 12.5, Wage Replacement Benefits and the Integration of Pay, for any statutory benefits owed to the employee.

Instances where employees are injured but are able to continue work, or who see a doctor and within three (3) hours return to work on the same day as the injury, shall not be considered industrial injuries for purposes of this Section and the employee shall not suffer a loss of pay on the day of the injury.

Section 12.5 - Wage Replacement Benefits and the Integration of Pay

a) VTA will continue registration of employees with the Director of Employment Development Department for the purposes of State Disability Insurance (SDI) coverage.

- b) The Payroll Office shall withhold wage earner contributions each pay period at the rate set pursuant to the Unemployment Insurance Code and forward the funds to the State Disability Fund.
- c) Within one week of being disabled from work, the employee or his/her representative must contact the office designated by VTA to provide information on the following:
 1. Date the disability/illness commenced;
 2. Estimated duration of the disability;
 3. Telephone number where the employee can be reached;
 4. Election of sick leave/scheduled time off usage during the first week of disability;
 5. Whether or not the employee is planning to file for SDI.
- d) Once an employee is determined to be eligible to receive SDI or any statutory (example – SDI, Workers Compensation, paid family leave) benefit, VTA will automatically integrate those benefits with accrued sick leave/scheduled time off benefits, unless the employee requests in writing, that integration does not take place. The employee shall be paid a biweekly amount (sick leave/scheduled time off) which, when added to those benefits, shall approximately equal his/her normal biweekly net pay after taxes. Such checks will be issued on normal VTA paydays.
- e) Overpayment:
If an overpayment of wages occurs as a result of the employee's collection of those benefits, the employee shall establish a repayment schedule with a maximum repayment duration of 12 months, beginning the date the employee was notified in writing. Employees have the option to make direct payments to VTA or sign an authorization for automatic withdrawal from their paychecks.

The employee has the responsibility of notifying their immediate supervisor of any change in status (either health or length of disability) that may affect his/her return to VTA employment.

Section 12.6 - Safety Shoes

AFSCME represented employees shall be eligible for VTA approved safety shoes, in accordance with the Occupational Injury and Illness Prevention Program (IIPP). Classification eligibility and determination of eligibility for either annual or biennial voucher distribution shall be established by review/approval of the Division Head, Risk Management and the Employee Relations Department on an annual basis.

Employees in eligible classifications shall purchase safety shoes through the voucher system at the established voucher rate, or a minimum of \$200, whichever is greater, from an approved safety shoe vendor, not to exceed either one voucher in any rolling 24 months for specified classifications, or not to exceed one voucher in any rolling 12 month period as listed in Appendix E. Eligible employees with specialized fitting needs may be referred to additional approved vendors by Risk Management. In addition to the purchase of Safety Shoes, the employee may purchase socks and inserts with the remaining amount, not to exceed the voucher amount.

Annual (12 month rolling period) shoe vouchers will be issued automatically. Employees eligible for shoe vouchers on a 24 month rolling period will be issued vouchers upon request.

Section 12.7 - Uniform Allowance

VTA agrees to provide a complete set of basic uniform articles (as listed below) for newly hired employees in the Transportation Supervisor, Technical Trainer and Assistant Transportation Superintendent classifications.

<u>Basic Uniform Articles</u>	<u>Number of Items</u>
Sweater (button, zipper, pull over or vest)	1
Pants or Skirts	5
Shirts or Blouses	5
Tie, Bow or Loop Ascot	2
Rain gear (Pants, Jacket and hood)	1 set*

A yearly \$350.00 uniform voucher, provided on the last payday in September, shall be issued to all uniformed AFSCME Employees with one or more years of service in the classification.

Non-uniformed AFSCME employees shall dress professionally and maintain proper grooming standards during the course of their work. During the duration of this Agreement, Management will review the Transit Division Supervisor class and its adherence to professional dress and grooming standards. Management is responsible for determining what constitutes proper attire.

*Any uniformed AFSCME employee participating in this voucher program shall, with Executive level authorization or their designee, receive a special issue voucher for the purchase of approved rain gear. Following receipt of the initial rain gear allotment, upon approval, subsequent rain gear allowances shall be limited to \$225.00, no more frequently than once every two years for eligible employees as listed in exhibit E.

Section 12.8 - Driver's License Fee Reimbursement

Employees in service for one year or more shall be reimbursed for the renewal fees of the Class A or Class B California Driver's License required for the proper performance of the employee's job for VTA.

Employees required to maintain a current VTT Card shall be reimbursed for the renewal fees of such card.

Physical examinations required for such licenses shall be taken on the employee's own time and paid for by VTA when given by a physician selected by VTA. If the employee elects to select his own physician, the employee shall pay the cost of the examination.

Section 12.9 - Tuition Reimbursement and Professional Development Program

- a) VTA shall maintain the Tuition Reimbursement and the Professional Development Programs for the term of this Agreement in accordance with VTA's Educational and Development Program.
- b) VTA shall provide tuition reimbursement in an amount not to exceed \$2,000 per employee, per fiscal year.
- c) VTA shall fund an amount not to exceed \$3,500 on a matching basis (dollar for dollar) on contributions made by employees for individual professional development and education. The amount is over and above the Tuition Reimbursement Program and tuition reimbursement

cannot be used as matching funds. At the discretion of VTA, eligible expenditures may include professional registration fees; travel related expenses, such as lodging and transportation, for college level courses, certificated programs and/or continuing educational credits. All courses, education programs, seminars, conferences, etc. must receive prior approval by the Chief of the Division, the Manager for Employee Development and Training, and when required, by the General Manager. Paid time off may be provided during normal work hours with prior approval by the Division Chief. If paid time off is granted, it will serve as VTA's matching funds.

Section 12.10 - Free Transportation

VTA will grant free transportation on VTA operated lines to all employees, spouses/registered domestic partners and dependent children of all employees, retirees, retirees' spouses/registered domestic partners and dependent children, widows or widowers/registered domestic partners of retirees and widows or widowers/registered domestic partners of employees.

Section 12.11 – Wellness Program

VTA and AFSCME are interested in enhancing the wellness program to assist employees in improving their personal health and fitness choices. The Wellness Program Committee's objective is to move beyond the conceptual program discussion and to provide program design. The Committee's recommendation shall be submitted to the Director of Business Services or designee for review and comment prior to final approval.

ARTICLE 13 - RETIREMENT PROGRAMS

Section 13.1 - California Public Employees' Retirement System (PERS)

Employees hired prior to January 1, 2012:

Employees shall pay a total of 6% of salary toward the required employee contribution to PERS.

VTA shall pay the entire employer contribution to PERS.

Employees hired in or after the first full pay period in January 2012:

VTA shall pay the entire employer contribution to PERS. Employees shall pay the employee contribution to PERS (7% of salary).

To the extent permitted by the Public Employees' Retirement Law and applicable State and Federal tax laws, employee contributions shall be made on a pre-tax basis.

Section 13.2 - 401 (a) Money Purchase Plan

VTA will offer an IRS Section 401 (a) money purchase plan to AFSCME represented employees.

Section 13.3 – Retirement Program Meetings

The parties agree to meet and discuss annually VTA retirement programs, including the PERS pension program and the tax deferred savings programs.

Section 13.4 – PEPRA Implementation

On January 1, 2013, the California Public Employee's Pension Reform Act (PEPRA) was enacted which applies to VTA employees. Should subsequent pension reform legislation be adopted by the State of California which modifies PEPRA, VTA shall meet with the Union to discuss any negotiable impacts arising from the revised legislation and VTA shall implement any new laws according to applicable Federal, State, and Local Statutes.

ARTICLE 14 - PROFESSIONAL DEVELOPMENT COMMITTEE

VTA and AFSCME shall maintain a joint Professional Development committee. The purpose of the committee shall be to work collaboratively with the Employee Development Department to:

- Review current management, supervisory, and internal practices training,
- Recommend new management, supervisory, and internal practices training programs, as needs arise,
- Assess the training needs of the AFSCME bargaining unit, and
- Recommend training and organizational improvements that support the strategic goals of employee ownership and enhanced customer focus.

The committee shall meet at least quarterly and shall be composed of three members appointed by AFSCME, two members from the executive management team, or designee and the Employee Relations Manager, or designee.

ARTICLE 15 - LABOR MANAGEMENT COMMITTEE

Section 15.1 – Labor Management Committee

VTA and AFSCME agree to create a Labor Management Committee (LMC) that will be an ongoing problem solving forum designed to institutionalize a problem solving model to administer this Agreement. The parties understand that in order to make the problem solving model work, they must have a sincere desire to resolve an issue without resorting to the grievance/arbitration process. This committee should demonstrate an example of team work, and the ability to foster goodwill between VTA management and AFSCME.

LMC Meeting:

1. The LMC shall meet once a month, unless the parties mutually agree to have more frequent meetings or to postpone a monthly meeting as business requires.
2. A mutually agreed upon agenda will be distributed to the parties in sufficient time prior to the scheduled meeting, to allow for adequate preparation to discuss the issues.
3. At the monthly meetings, the participants will review and discuss the agenda item(s).
4. The LMC shall consist of three (3) core representatives from AFSCME and three (3) core representatives from VTA in order to provide consistency. They will be

- representatives who have the authority to act on behalf of the parties or to effectively recommend action to the appropriate decision maker.
5. Meeting and Ground rules will be mutually agreed upon at the first meeting of the LMC committee.

Section 15.2 – Entry Level Position Discussion

Within 90 days of the ratification by both parties of the new contract, AFSCME and VTA shall schedule a Labor Management Committee (LMC) meeting solely to discuss the potential need for classification(s) that can serve as entry level position(s) with promotional opportunities within VTA.

ARTICLE 16 - WORK OUT OF CLASS (WOOC) AND ALTERNATE WORK WEEK

Section 16.1 - Work Out Of Class (WOOC)

An authorized Non-Represented Manager within the Division shall approve all WOOC assignments in advance. The Human Resources Department shall review the application to confirm the employee meets the minimum qualifications for the assignment. Employees within the bargaining unit assigned WOOC will receive compensation for additional higher-level duties assigned and performed during the temporary absence of an incumbent or to cover a vacant position in a higher class. Such payment shall be made consistent with the promotional pay procedures under Article 9, Pay Practices, Section 9.3 f), and will commence from the first day of assignment and continue throughout the duration thereof (including holidays). Employees assigned WOOC shall receive the WOOC rate of pay for a holiday or absence when the employee works out of class the day prior to and the day following the holiday or absence. No WOOC assignment may be made to a position for longer than 26 pay periods.

Section 16.2 - Alternate Work Week

VTA has established alternate work schedules for certain classifications. VTA, at its sole discretion shall determine the implementation of any alternative work schedule. VTA shall meet and discuss with AFSCME regarding any proposed changes to existing alternate schedules or to create new alternate schedules. Neither the failure of VTA to enter into an alternative schedule agreement, nor the termination by VTA of such an agreement shall be subject to the Grievance Procedure provided in Article 18.

ARTICLE 17 - TRANSFERS, PROMOTIONS, and DEMOTIONS

In order to move to a different class, employees shall be required to demonstrate that they meet the minimum qualifications of such class. In addition to meeting the minimum qualifications, an employee moving to a different class may be required to compete in a selection process.

Movement to a different position includes:

1. **Promotion:** The advancement from a position in one class to a position in another class with a higher salary range (including upward reclassifications).

2. Lateral Transfer: The movement to a position within the same class or to a position in a different class with the same salary range.
3. Demotion: The movement from a position in one class to a position in another class with a lower salary range (including downward reclassifications).

ARTICLE 18 – FIELD/OCC SUPERVISOR SHIFT BIDDING (SIGN-UP)

Transportation Supervisor shift bidding will occur three (3) times per year for an effective period of four (4) months. The shifts shall become effective the first Monday in April, August and December. The bidding shall be completed no less than thirty (30) days prior to the effective date of the sign-up.

Special assignments shall be in compliance with established bid instructions.

While it is understood that Field/OCC Supervisor Shift Bidding shall occur as described above, Management reserves the right to modify schedules and assignments based on business needs, with the exception of the bid days off which shall not be changed. Employees shall have consecutive scheduled days off. No employee's regular days off shall be cancelled or changed without the consent of the employee, except in case of an emergency.

ARTICLE 19 - LAYOFF

Section 19.1 - Vacancy and Staffing Committee

VTA and AFSCME will form a Joint Vacancy and Staffing Committee and, when requested, will meet and discuss vacancies and staffing during each fiscal year budget cycle. VTA will provide a written vacancy list to the AFSCME Union Office upon request no more than one time per month.

VTA shall meet and discuss with AFSCME prior to contracting out work whenever such contracting out will result in material reduction of work performed by bargaining unit members that will result in the layoff of bargaining unit members.

Section 19.2 - Seniority Defined

Seniority shall be based on total elapsed time within any coded classification within VTA.

Section 19.3 - Order of Layoff

When one or more employees in the same class are to be laid off, the order of layoff will be as follows:

- a) Provisional employees in reverse order of seniority;
- b) Probationary employees in reverse order of seniority;
- c) Regular employees in reverse order of seniority.

Section 19.4 - Specific Skills

Each department will annually determine the number of positions in each classification that require a specific skill. The Chief Administrative Officer must approve the plan. Every July, a list will be mailed to the AFSCME Union Office for employees who are certified in a specific skill. AFSCME

shall have twenty (20) calendar days to request to meet and discuss the list. In all cases, the employees in the department certified in that skill shall be retained in order of seniority until the requisite number of positions are filled.

Section 19.5 - Changes to Classes

To the extent possible, employees should not lose their rights under this Article because classes have been revised, established, abolished or re-titled.

Section 19.6 - Notice of Layoff

Employees will be given at least thirty 30 calendar days written notice prior to the effective date of layoff.

Section 19.7 - Reassignment in Lieu of Layoff

a) Vacant Positions

Any employee who receives a notice of layoff will be allowed to transfer to a vacant position that VTA has determined to be filled in the same classification.

b) Former Classification

If there are no vacancies as listed in a) above, an employee will be offered a vacant position in any classification at the same level, in which regular status had formerly been held.

c) Displacement

If there are no vacancies as listed in a) or b) above, the employee shall, upon request, be returned to a position in any classification at the same level, in which regular status had formerly been held. The regular layoff procedure in that same level shall apply.

d) Lower Level Classifications

If an employee does not have enough seniority to claim a position under b) or c) above, those procedures set forth in those Sections shall be applied to each subsequent lower level classification in which regular status had formerly been held.

Any reassignment must be implemented prior to the effective date of layoff.

Section 19.8 - Layoff

If an employee is not reassigned in lieu of layoff as described in Section 19.7 above, the employee shall be laid off. If an employee elects not to exercise the rights described in Section 19.7 he/she may be deemed to have been offered and to have declined such work.

Section 19.9 - Reemployment List

The names of employees reassigned or laid off shall be placed on a reemployment list in order of seniority. When a position is authorized to be filled, the person with the most seniority on the reemployment list when a vacancy exists in that classification in any department shall be offered the position. (VTA has the right to first fill the position from a transfer list and then use the reemployment list to fill all remaining vacancies.) Employees on reemployment lists shall retain the right to apply for positions that are open only to VTA employees.

When required by the needs of the department and approved by the Chief Administrative Officer, VTA may utilize selective certification to reemploy employees with particular skills.

Section 19.10 - Temporary Work for Laid-off Workers

Interested employees who are placed on the reemployment list due to layoff and who elect to be available for temporary work shall be given preference for such work in their former department in the classification held when they were laid off. The election to be available for temporary work must be made at the time of the layoff. Employees may decline to be available for temporary work, or may decline such work itself without affecting any rights.

Section 19.11 - Names Dropped from Reemployment List

Names shall be carried on a reemployment list for three (3) years.

The names of persons reemployed in a regular position within the same classification from which they were laid off shall, upon reemployment, be dropped from the list. Refusal to accept one offer of reemployment within the same or a comparable classification shall cause the name of the person to be dropped from the reemployment list.

Section 19.12 - Rights Restored

Upon reemployment of an employee from a reemployment list, all rights acquired by the employee prior to his/her placement on such list shall be restored, including being placed back to the same salary step he/she held prior to being placed on the re-employment list.

ARTICLE 20 – DISCIPLINE AND DISCHARGE

VTA may take disciplinary action for cause against any employee. When the need for disciplinary action arises, disciplinary action will be taken commensurate with the seriousness of the offense. Discipline shall be issued within 60 calendar days from VTA's date of knowledge. The levels of discipline and disciplinary action process are described in the Employee Discipline policy contained in the VTA's Personnel Policies and Procedures Manual.

VTA utilizes a policy of progressive employee discipline. Major elements of this policy include, but are not limited to, the following:

- Constructive efforts by supervisors to help employees achieve satisfactory standards of conduct and job performance;
- An attempt to correct employee performance problems or problem behavior to the extent possible;
- Documentation of disciplinary warnings given and corrective measures taken;
- Administration of increased disciplinary action, up to and including discharge, depending upon the seriousness of the issue; and
- Provision of sufficient notice to an employee that discharge will result from continued or serious violation of employee standards of conduct or unsatisfactory job performance;
- Depending upon the facts and circumstances involved in each situation management may choose to begin disciplinary action at any step up to and including termination.

ARTICLE 21 - GRIEVANCE PROCEDURE

Section 21.1 - Grievance Defined

A grievance is a complaint alleging a violation, misinterpretation or misapplication of the provisions of either this Agreement or VTA Personnel Policies and Procedures applicable to represented employees.

Section 21.2- Just Cause

Except for employees who are on probation, employees shall only be disciplined, demoted, or discharged for just cause.

Section 21.3 - Matters Excluded From Consideration Under the Grievance Procedure

1. Performance Evaluations/Management Planning and Appraisal Report
2. Probationary release of employees
3. Position Classification
4. Workload/Caseload
5. Examinations
6. Items requiring capital expenditures
7. Items that are subject to the meet and discuss process

Section 21.4 - Grievance Presentation

All grievances, including grievances involving termination, shall be presented in writing (via hard copy, email or fax) to VTA Employee Relations within thirty (30) calendar days after receipt of the grievant's notice of discipline, discharge, or incident of an alleged contract violation. AFSCME shall state the date of the event giving rise to the grievance, the nature of the grievance, the contract provision or the policy alleged to have been violated, and the remedy or solution sought. AFSCME shall appear and respond in all individual or group grievances at any step except Arbitration. The time limits in this Section may be extended by mutual written agreement.

Step 1-Grievance Presentation Meeting

The Employee Relations Department shall schedule a grievance presentation meeting with the appropriate Department Manager or designee. This meeting shall be held within thirty (30) calendar days after receipt of the grievance. The parties shall discuss their respective positions, exchange information and supporting documentation and utilize their best efforts to resolve the dispute. Within fifteen (15) calendar days after this meeting, the employee and designated Union Representative shall be issued a written decision.

Step 2-Formal Grievances

Within ten (10) calendar days after receipt of the Step One written response, AFSCME may appeal the decision to the Employee Relations Department.

The Employee Relations Department or its designee shall, within thirty (30) calendar days of receiving the request convene a meeting to hear the grievance. The Employee Relations Department shall select a hearing officer to preside over the hearing.

The hearing officer shall render a written decision on the grievance within fifteen (15) calendar days of the hearing. A copy of the decision shall be mailed to the grievant and the AFSCME Union Office.

Step 3- Appeal to Arbitrator

If AFSCME is not satisfied with the Step Two decision, it may, within thirty (30) calendar days after receipt of the decision, file a written appeal to the Employee Relations Department requesting arbitration before an outside arbitrator. Failure to timely file a written appeal shall result in waiver and the Step Two grievance decision shall resolve the matter with no further rights under the grievance process.

The parties agree to utilize the Labor Management Committee (LMC) to consider the resolution of grievances at any and all stages of the grievance process.

If AFSCME elects not to take a matter to Arbitration, the individual grievant may, within thirty (30) calendar days after the Step Two decision, file a written appeal to the Employee Relations Department requesting an outside Arbitrator. The individual grievant shall assume costs associated with the Arbitration per section 21.7.

Section 21.5 - Selection of Arbitrator

- 1) Within twenty (20) calendar days after the receipt of the notice requesting arbitration, VTA and AFSCME shall meet and exchange a list of three (3) names each for the purpose of selecting the arbitrator.
- 2) If the parties cannot agree to an arbitrator, they shall request a list of seven (7) names from the California State Conciliation and Mediation Services and strike names until an arbitrator is selected. The parties shall meet to select the arbitrator within fifteen (15) calendar days following receipt of the above referenced list. The parties shall flip a coin to determine who strikes first. The parties shall alternate the flipping of the coin.

VTA shall contact the selected Arbitrator and coordinate with AFSCME to arrange for the earliest possible hearing date.

- 3) Time limits may be extended only by written mutual agreement of the parties.

Section 21.6 - Arbitrator's Decision

The arbitrator's decision shall be final and binding.

Section 21.7 - Procedure

1. The Arbitrator's compensation and expenses shall be borne equally by the employee and/or AFSCME and VTA.
2. All parties will attempt to stipulate to all facts, disclose all pertinent information and agree on the question or questions to be submitted to the arbitrator.
3. The employee and/or AFSCME and VTA shall bear the costs associated with the Arbitration equally, except that costs of any party's representative shall be borne by each respective party.

4. The Arbitration proceedings shall be stenographically reported and the costs shall be borne equally by the employee and/or AFSCME and VTA.
5. The arbitrator shall be requested to render a decision within 30 calendar days of the hearing. The decision shall be final and binding.

Section 21.8 - Continuous Dispute Resolution

After a grievance has been moved to Step Two, and prior to arbitration, AFSCME and VTA shall continue efforts at resolution.

ARTICLE 22 - STRIKES AND LOCKOUTS

It is recognized that the parties are engaged in rendering a public service and that they will comply with all applicable valid rules, regulations and orders of duly constituted public regulatory bodies or governmental authorities.

During the term of this Agreement, neither AFSCME nor its members shall call, sanction, assist, engage in any strike, slow-down or stoppage of VTA work, operations or service, or in any manner sanction, assist or engage in any restrictions or limitations of the work, operations, or service of VTA.

During the term of the Agreement, VTA shall not cause or permit any lockout of any of its employees.

ARTICLE 23 - TERM OF AGREEMENT

This Agreement shall become effective only upon ratification by AFSCME, and upon approval by the Board of Directors and shall remain in full force and effect from June 20, 2016, and from year to year thereafter up to June 19, 2019. Either party may serve written notice on the other at least 90 days prior to June 19, 2019, or any subsequent June 19, of its desire to terminate this Agreement or to amend any provision thereof.

Section 23.1 - Printing of Agreement

The parties agree to share equally in the cost of printing bound copies of this Agreement. The printing of the Agreement will include one (1) copy for each AFSCME represented employee, thirty (30) additional copies for AFSCME to retain for new employees and an additional thirty (30) copies, for VTA Management. The parties shall jointly determine the design and format of the printed Agreement.

FOR VTA:



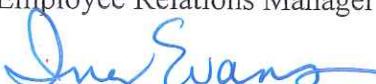
Alberto Lara,
Director of Business Services

FOR AFSCME:



Jeffery Ballou, President
AFSCME, Local 101, VTA Chapter

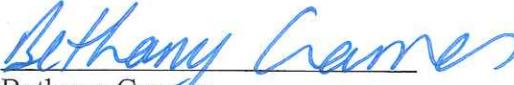

Suzy Choi-Lee,
Employee Relations Manager


Inez Evans,
Chief Operating Officer


Ali Hudda,
Deputy Director of Accounting

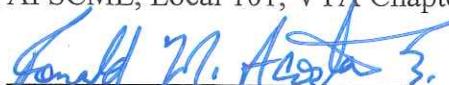

Linda Durham,

Sr. Human Resources Analyst,
Substance Abuse and Labor Relations


Bethany Cramer
Human Resources Analyst,
Labor Relations


Steve Jovel, Vice President
AFSCME, Local 101, VTA Chapter


Julia Macek, Secretary
Negotiating Team Member
AFSCME, Local 101, VTA Chapter


Ron Acosta,
Negotiating Team Member
AFSCME, Local 101, VTA Chapter


Jennifer Stanislaw,
Negotiating Team Member
AFSCME, Local 101, VTA Chapter


Michael Costa,
Negotiating Team Member
AFSCME, Local 101, VTA Chapter


Tina Acree, Business Agent
AFSCME Council 57

Appendix A
Classifications Listing

SAP	Class Title
1000	Accessible Services Program Manager
1008	Accountant III
5176	Accounts Payable Support Supervisor
5375	Administrator of Social Media & Electronic Communications
1022	Assist Supt, Service Management
1023	Assist Supt, Transit Communications
3280	Assoc Financial Analyst
1151	Assoc Land Surveyor
1033	Assoc Management Analyst
1063	Communications Systems Manager
1064	Community Outreach Supervisor
5350	Construction Contracts Compliance Officer
1074	Contracts Manager
5650	Contracts Manager (Project)
4180	Contracts Program Manager
1079	Creative Services Manager
1313	Customer Services Supervisor
5400	Business Diversity Program Manager
1121	Environmental Health & Safety Supv
1127	Facilities Maintenance Coordinator
1578	Financial Analyst
1171	Information Systems Supervisor
1176	Investment Program Manager
1186	Light Rail Equipment Superintendent
1188	Light Rail Power Supervisor
1190	Light Rail Signal Supervisor
1192	Light Rail Technical Trainer
1193	Light Rail Technical Training Supervisor
1194	Light Rail Track Maint Supervisor
1195	Light Rail Vehicle Maint Supervisor
5150	Light Rail Way, Power & Signal Supervisor
1196	Light Rail Way, Power & Signal Supt
1199	Maintenance Instructor - Bus
1200	Maintenance Instructor - Light Rail
1201	Maintenance Superintendent
1203	Management Aide

Appendix A
Classifications Listing

SAP	Class Title
1205	Management Analyst
1755	Manager, Construction Inspection
1210	Manager, Market Development
3805	Manager, Ops Analysis, Reporting & Systems
1080	Customer Experience Manager
1214	Materials & Warranty Manager
1060	Office Support Supervisor
3655	Operations Systems Supervisor
1191	Passenger Facilities & Wayside Mtc Supv
5175	Payroll Support Supervisor
1242	Principal Construction Inspector
5775	Principal Environmental Planner
1244	Principal Transp Plnr-Prgmg & Grants
1245	Principal Transportation Planner
2330	Project Controls Supervisor
3981	Public Relations Supervisor
1255	Purchasing Manager
1256	Quality Assurance & Warranty Manager
1260	Revenue Services Manager
1855	Sales & Promotions Supervisor
1269	Sr Accountant
1274	Sr Construction Contracts Administrator
1276	Sr Contracts Administrator
1279	Sr Environmental Planner
2505	Sr Financial Analyst
2105	Sr Land Surveyor
1285	Sr Management Analyst
1290	Sr Real Estate Agent
5075	Sr Real Estate Agent (U)
1296	Sr Transportation Planner
1297	Sr Transportation Planner (U)
3555	Sr Transportation Planner- Model/Analysis
1298	Sr Transportation Plnr-Prgmg & Grants
1302	Supervising Maintenance Instructor
4032	Supervising Maintenance Instructor - LRT
1306	Survey & Mapping Manager

Appendix A
Classifications Listing

SAP	Class Title
1307	Systems Design Manager
1308	Technical Trainer
1309	Technical Training Supervisor
3630	Technology Infrastructure Supervisor
1375	Transit Division Supervisor
1317	Transit Maintenance Supervisor
1322	Transit Safety Officer
4030	Transit Service Development Supervisor
1980	Transit Systems Safety Supervisor
1780	Transportation Engineering Manager
1337	Transportation Superintendent
3830	Transportation Superintendent - Svc. Mgt.
1338	Transportation Supervisor
1341	Utilities Coordination Manager
1345	Vehicle Parts Supervisor
1329	Warranty Coordinator

Appendix B
Salary Table for AFSCME Job Classifications Effective on June 20, 2016

Salary Range	SAP Job #	Class Title	Bi-Weekly Rates				
			Step 1	Step 2	Step 3	Step 4	Step 5
A458	1000	Accessible Services Program Manager	3,963.73	4,162.50	4,371.00	4,589.24	4,819.33
A408	1008	Accountant III	3,107.03	3,261.50	3,423.56	3,595.33	3,774.67
A368	5176	Accounts Payable Support Supervisor	2,554.97	2,682.45	2,816.42	2,957.94	3,107.03
A468	5375	Administrator of Social Media & Electronic Communications	4,162.50	4,371.00	4,589.24	4,819.33	5,060.25
A448	1022	Assist Supt, Service Management	3,774.67	3,963.73	4,162.50	4,371.00	4,589.24
A448	1023	Assist Supt, Transit Communications	3,774.67	3,963.73	4,162.50	4,371.00	4,589.24
A378	3280	Assoc Financial Analyst	2,682.45	2,816.42	2,957.94	3,107.03	3,261.50
A418	1151	Assoc Land Surveyor	3,261.50	3,423.56	3,595.33	3,774.67	3,963.73
A378	1033	Assoc Management Analyst	2,682.45	2,816.42	2,957.94	3,107.03	3,261.50
A468	1063	Communications Systems Manager	4,162.50	4,371.00	4,589.24	4,819.33	5,060.25
A418	1064	Community Outreach Supervisor	3,261.50	3,423.56	3,595.33	3,774.67	3,963.73
A448	5350	Construction Contracts Compliance Officer	3,774.67	3,963.73	4,162.50	4,371.00	4,589.24
A468	1074	Contracts Manager	4,162.50	4,371.00	4,589.24	4,819.33	5,060.25
A468	5650	Contracts Manager (Project)	4,162.50	4,371.00	4,589.24	4,819.33	5,060.25
A458	4180	Contracts Program Manager	3,963.73	4,162.50	4,371.00	4,589.24	4,819.33
A458	1079	Creative Services Manager	3,963.73	4,162.50	4,371.00	4,589.24	4,819.33
A408	1313	Customer Services Supervisor	3,107.03	3,261.50	3,423.56	3,595.33	3,774.67
A448	5400	Business Diversity Program Manager	3,774.67	3,963.73	4,162.50	4,371.00	4,589.24
A438	1121	Environmental Health & Safety Supv	3,595.33	3,774.67	3,963.73	4,162.50	4,371.00
A448	1127	Facilities Maintenance Coordinator	3,774.67	3,963.73	4,162.50	4,371.00	4,589.24
A408	1578	Financial Analyst	3,107.03	3,261.50	3,423.56	3,595.33	3,774.67
A468	1171	Information Systems Supervisor	4,162.50	4,371.00	4,589.24	4,819.33	5,060.25
A468	1176	Investment Program Manager	4,162.50	4,371.00	4,589.24	4,819.33	5,060.25
A468	1186	Light Rail Equipment Superintendent	4,162.50	4,371.00	4,589.24	4,819.33	5,060.25
A458	1188	Light Rail Power Supervisor	3,963.73	4,162.50	4,371.00	4,589.24	4,819.33
A448	1190	Light Rail Signal Supervisor	3,774.67	3,963.73	4,162.50	4,371.00	4,589.24
A428	1192	Light Rail Technical Trainer	3,423.56	3,595.33	3,774.67	3,963.73	4,162.50

Appendix B
Salary Table for AFSCME Job Classifications Effective on June 20, 2016

Salary	SAP	Class Title	Bi-Weekly Rates				
Range	Job #	Class Title	Step 1	Step 2	Step 3	Step 4	Step 5
A448	1193	Light Rail Technical Training Supervisor	3,774.67	3,963.73	4,162.50	4,371.00	4,589.24
A428	1194	Light Rail Track Maint Supervisor	3,423.56	3,595.33	3,774.67	3,963.73	4,162.50
A448	1195	Light Rail Vehicle Maint Supervisor	3,774.67	3,963.73	4,162.50	4,371.00	4,589.24
A458	5150	Light Rail Way, Power & Signal Supervisor	3,963.73	4,162.50	4,371.00	4,589.24	4,819.33
A468	1196	Light Rail Way, Power & Signal Supt	4,162.50	4,371.00	4,589.24	4,819.33	5,060.25
A438	1199	Maintenance Instructor - Bus	3,595.33	3,774.67	3,963.73	4,162.50	4,371.00
A438	1200	Maintenance Instructor - Light Rail	3,595.33	3,774.67	3,963.73	4,162.50	4,371.00
A468	1201	Maintenance Superintendent	4,162.50	4,371.00	4,589.24	4,819.33	5,060.25
A352	1203	Management Aide	2,361.60	2,480.43	2,603.59	2,734.31	2,871.51
A408	1205	Management Analyst	3,107.03	3,261.50	3,423.56	3,595.33	3,774.67
A475	1755	Manager, Construction Inspection	4,306.16	4,521.17	4,748.04	4,984.63	5,234.19
A478	1210	Manager, Market Development	4,371.00	4,589.24	4,819.33	5,060.25	5,313.04
A468	3805	Manager, Ops Analysis, Reporting & Systems	4,162.50	4,371.00	4,589.24	4,819.33	5,060.25
A468	1080	Customer Experience Manager	4,162.50	4,371.00	4,589.24	4,819.33	5,060.25
A468	1214	Materials & Warranty Manager	4,162.50	4,371.00	4,589.24	4,819.33	5,060.25
A368	1060	Office Support Supervisor	2,554.97	2,682.45	2,816.42	2,957.94	3,107.03
A438	3655	Operations Systems Supervisor	3,595.33	3,774.67	3,963.73	4,162.50	4,371.00
A408	1191	Passenger Facilities & Wayside Mtc Supv	3,107.03	3,261.50	3,423.56	3,595.33	3,774.67
A368	5175	Payroll Support Supervisor	2,554.97	2,682.45	2,816.42	2,957.94	3,107.03
A448	1242	Principal Construction Inspector	3,774.67	3,963.73	4,162.50	4,371.00	4,589.24
A478	5775	Principal Environmental Planner	4,371.00	4,589.24	4,819.33	5,060.25	5,313.04
A478	1244	Principal Transp Plnr-Prgmng & Grants	4,371.00	4,589.24	4,819.33	5,060.25	5,313.04
A478	1245	Principal Transportation Planner	4,371.00	4,589.24	4,819.33	5,060.25	5,313.04
A478	2330	Project Controls Supervisor	4,371.00	4,589.24	4,819.33	5,060.25	5,313.04
A438	3981	Public Relations Supervisor	3,595.33	3,774.67	3,963.73	4,162.50	4,371.00
A468	1255	Purchasing Manager	4,162.50	4,371.00	4,589.24	4,819.33	5,060.25
A478	1256	Quality Assurance & Warranty Manager	4,371.00	4,589.24	4,819.33	5,060.25	5,313.04

Appendix B
Salary Table for AFSCME Job Classifications Effective on June 20, 2016

Salary	SAP	Class Title	Bi-Weekly Rates				
Range	Job #	Class Title	Step 1	Step 2	Step 3	Step 4	Step 5
A478	1260	Revenue Services Manager	4,371.00	4,589.24	4,819.33	5,060.25	5,313.04
A418	1855	Sales & Promotions Supervisor	3,261.50	3,423.56	3,595.33	3,774.67	3,963.73
A438	1269	Sr Accountant	3,595.33	3,774.67	3,963.73	4,162.50	4,371.00
A448	1274	Sr Construction Contracts Administrator	3,774.67	3,963.73	4,162.50	4,371.00	4,589.24
A448	1276	Sr Contracts Administrator	3,774.67	3,963.73	4,162.50	4,371.00	4,589.24
A458	1279	Sr Environmental Planner	3,963.73	4,162.50	4,371.00	4,589.24	4,819.33
A438	2505	Sr Financial Analyst	3,595.33	3,774.67	3,963.73	4,162.50	4,371.00
A448	2105	Sr Land Surveyor	3,774.67	3,963.73	4,162.50	4,371.00	4,589.24
A438	1285	Sr Management Analyst	3,595.33	3,774.67	3,963.73	4,162.50	4,371.00
A458	1290	Sr Real Estate Agent	3,963.73	4,162.50	4,371.00	4,589.24	4,819.33
A458	5075	Sr Real Estate Agent (U)	3,963.73	4,162.50	4,371.00	4,589.24	4,819.33
A458	1296	Sr Transportation Planner	3,963.73	4,162.50	4,371.00	4,589.24	4,819.33
A458	1297	Sr Transportation Planner (U)	3,963.73	4,162.50	4,371.00	4,589.24	4,819.33
A458	3555	Sr Transportation Planner- Model/Analysis	3,963.73	4,162.50	4,371.00	4,589.24	4,819.33
A458	1298	Sr Transportation Plnr-Prgmng & Grants	3,963.73	4,162.50	4,371.00	4,589.24	4,819.33
A448	1302	Supervising Maintenance Instructor	3,774.67	3,963.73	4,162.50	4,371.00	4,589.24
A448	4032	Supervising Maintenance Instructor - LRT	3,774.67	3,963.73	4,162.50	4,371.00	4,589.24
A478	1306	Survey & Mapping Manager	4,371.00	4,589.24	4,819.33	5,060.25	5,313.04
A488	1307	Systems Design Manager	4,589.24	4,819.33	5,060.25	5,313.04	5,578.79
A428	1308	Technical Trainer	3,423.56	3,595.33	3,774.67	3,963.73	4,162.50
A448	1309	Technical Training Supervisor	3,774.67	3,963.73	4,162.50	4,371.00	4,589.24
A468	3630	Technology Infrastructure Supervisor	4,162.50	4,371.00	4,589.24	4,819.33	5,060.25
A428	1375	Transit Division Supervisor	3,423.56	3,595.33	3,774.67	3,963.73	4,162.50
A448	1317	Transit Maintenance Supervisor	3,774.67	3,963.73	4,162.50	4,371.00	4,589.24
A428	1322	Transit Safety Officer	3,423.56	3,595.33	3,774.67	3,963.73	4,162.50
A428	4030	Transit Service Development Supervisor	3,423.56	3,595.33	3,774.67	3,963.73	4,162.50
A438	1980	Transit Systems Safety Supervisor	3,595.33	3,774.67	3,963.73	4,162.50	4,371.00

Appendix B
Salary Table for AFSCME Job Classifications Effective on June 20, 2016

Salary Range	SAP Job #	Class Title	Bi-Weekly Rates				
			Step 1	Step 2	Step 3	Step 4	Step 5
A488	1780	Transportation Engineering Manager	4,589.24	4,819.33	5,060.25	5,313.04	5,578.79
A468	1337	Transportation Superintendent	4,162.50	4,371.00	4,589.24	4,819.33	5,060.25
A468	3830	Transportation Superintendent - Svc. Mgt.	4,162.50	4,371.00	4,589.24	4,819.33	5,060.25
A428	1338	Transportation Supervisor	3,423.56	3,595.33	3,774.67	3,963.73	4,162.50
A448	1341	Utilities Coordination Manager	3,774.67	3,963.73	4,162.50	4,371.00	4,589.24
A428	1345	Vehicle Parts Supervisor	3,423.56	3,595.33	3,774.67	3,963.73	4,162.50
A448	1329	Warranty Coordinator	3,774.67	3,963.73	4,162.50	4,371.00	4,589.24

Appendix B
Salary Table for AFSCME Job Classifications Effective on July 3, 2017

Salary Range	SAP Job #	Class Title	Bi-Weekly Rates				
			Step 1	Step 2	Step 3	Step 4	Step 5
A458	1000	Accessible Services Program Manager	4,122.28	4,329.00	4,545.84	4,772.81	5,012.10
A408	1008	Accountant III	3,231.31	3,391.96	3,560.50	3,739.14	3,925.66
A368	5176	Accounts Payable Support Supervisor	2,657.17	2,789.75	2,929.08	3,076.26	3,231.31
A468	5375	Administrator of Social Media & Electronic Communications	4,329.00	4,545.84	4,772.81	5,012.10	5,262.66
A448	1022	Assist Supt, Service Management	3,925.66	4,122.28	4,329.00	4,545.84	4,772.81
A448	1023	Assist Supt, Transit Communications	3,925.66	4,122.28	4,329.00	4,545.84	4,772.81
A378	3280	Assoc Financial Analyst	2,789.75	2,929.08	3,076.26	3,231.31	3,391.96
A418	1151	Assoc Land Surveyor	3,391.96	3,560.50	3,739.14	3,925.66	4,122.28
A378	1033	Assoc Management Analyst	2,789.75	2,929.08	3,076.26	3,231.31	3,391.96
A468	1063	Communications Systems Manager	4,329.00	4,545.84	4,772.81	5,012.10	5,262.66
A418	1064	Community Outreach Supervisor	3,391.96	3,560.50	3,739.14	3,925.66	4,122.28
A448	5350	Construction Contracts Compliance Officer	3,925.66	4,122.28	4,329.00	4,545.84	4,772.81
A468	1074	Contracts Manager	4,329.00	4,545.84	4,772.81	5,012.10	5,262.66
A468	5650	Contracts Manager (Project)	4,329.00	4,545.84	4,772.81	5,012.10	5,262.66
A458	4180	Contracts Program Manager	4,122.28	4,329.00	4,545.84	4,772.81	5,012.10
A458	1079	Creative Services Manager	4,122.28	4,329.00	4,545.84	4,772.81	5,012.10
A408	1313	Customer Services Supervisor	3,231.31	3,391.96	3,560.50	3,739.14	3,925.66
A448	5400	Business Diversity Program Manager	3,925.66	4,122.28	4,329.00	4,545.84	4,772.81
A438	1121	Environmental Health & Safety Supv	3,739.14	3,925.66	4,122.28	4,329.00	4,545.84
A448	1127	Facilities Maintenance Coordinator	3,925.66	4,122.28	4,329.00	4,545.84	4,772.81
A408	1578	Financial Analyst	3,231.31	3,391.96	3,560.50	3,739.14	3,925.66
A468	1171	Information Systems Supervisor	4,329.00	4,545.84	4,772.81	5,012.10	5,262.66
A468	1176	Investment Program Manager	4,329.00	4,545.84	4,772.81	5,012.10	5,262.66
A468	1186	Light Rail Equipment Superintendent	4,329.00	4,545.84	4,772.81	5,012.10	5,262.66
A458	1188	Light Rail Power Supervisor	4,122.28	4,329.00	4,545.84	4,772.81	5,012.10
A448	1190	Light Rail Signal Supervisor	3,925.66	4,122.28	4,329.00	4,545.84	4,772.81
A428	1192	Light Rail Technical Trainer	3,560.50	3,739.14	3,925.66	4,122.28	4,329.00

Appendix B
Salary Table for AFSCM^E Job Classifications Effective on July 3, 2017

Salary Range	SAP Job #	Class Title	Bi-Weekly Rates				
			Step 1	Step 2	Step 3	Step 4	Step 5
A448	1193	Light Rail Technical Training Supervisor	3,925.66	4,122.28	4,329.00	4,545.84	4,772.81
A428	1194	Light Rail Track Maint Supervisor	3,560.50	3,739.14	3,925.66	4,122.28	4,329.00
A448	1195	Light Rail Vehicle Maint Supervisor	3,925.66	4,122.28	4,329.00	4,545.84	4,772.81
A458	5150	Light Rail Way, Power & Signal Supervisor	4,122.28	4,329.00	4,545.84	4,772.81	5,012.10
A468	1196	Light Rail Way, Power & Signal Supt	4,329.00	4,545.84	4,772.81	5,012.10	5,262.66
A438	1199	Maintenance Instructor - Bus	3,739.14	3,925.66	4,122.28	4,329.00	4,545.84
A438	1200	Maintenance Instructor - Light Rail	3,739.14	3,925.66	4,122.28	4,329.00	4,545.84
A468	1201	Maintenance Superintendent	4,329.00	4,545.84	4,772.81	5,012.10	5,262.66
A352	1203	Management Aide	2,456.06	2,579.65	2,707.73	2,843.68	2,986.37
A408	1205	Management Analyst	3,231.31	3,391.96	3,560.50	3,739.14	3,925.66
A475	1755	Manager, Construction Inspection	4,478.41	4,702.02	4,937.96	5,184.02	5,443.56
A478	1210	Manager, Market Development	4,545.84	4,772.81	5,012.10	5,262.66	5,525.56
A468	3805	Manager, Ops Analysis, Reporting & Systems	4,329.00	4,545.84	4,772.81	5,012.10	5,262.66
A468	1080	Customer Experience Manager	4,329.00	4,545.84	4,772.81	5,012.10	5,262.66
A468	1214	Materials & Warranty Manager	4,329.00	4,545.84	4,772.81	5,012.10	5,262.66
A368	1060	Office Support Supervisor	2,657.17	2,789.75	2,929.08	3,076.26	3,231.31
A438	3655	Operations Systems Supervisor	3,739.14	3,925.66	4,122.28	4,329.00	4,545.84
A408	1191	Passenger Facilities & Wayside Mtc Supv	3,231.31	3,391.96	3,560.50	3,739.14	3,925.66
A368	5175	Payroll Support Supervisor	2,657.17	2,789.75	2,929.08	3,076.26	3,231.31
A448	1242	Principal Construction Inspector	3,925.66	4,122.28	4,329.00	4,545.84	4,772.81
A478	5775	Principal Environmental Planner	4,545.84	4,772.81	5,012.10	5,262.66	5,525.56
A478	1244	Principal Transp Plnr-Prgmg & Grants	4,545.84	4,772.81	5,012.10	5,262.66	5,525.56
A478	1245	Principal Transportation Planner	4,545.84	4,772.81	5,012.10	5,262.66	5,525.56
A478	2330	Project Controls Supervisor	4,545.84	4,772.81	5,012.10	5,262.66	5,525.56
A438	3981	Public Relations Supervisor	3,739.14	3,925.66	4,122.28	4,329.00	4,545.84
A468	1255	Purchasing Manager	4,329.00	4,545.84	4,772.81	5,012.10	5,262.66
A478	1256	Quality Assurance & Warranty Manager	4,545.84	4,772.81	5,012.10	5,262.66	5,525.56

Appendix B
Salary Table for AFSCM^E Job Classifications Effective on July 3, 2017

Salary Range	SAP Job #	Class Title	Bi-Weekly Rates				
			Step 1	Step 2	Step 3	Step 4	Step 5
A478	1260	Revenue Services Manager	4,545.84	4,772.81	5,012.10	5,262.66	5,525.56
A418	1855	Sales & Promotions Supervisor	3,391.96	3,560.50	3,739.14	3,925.66	4,122.28
A438	1269	Sr Accountant	3,739.14	3,925.66	4,122.28	4,329.00	4,545.84
A448	1274	Sr Construction Contracts Administrator	3,925.66	4,122.28	4,329.00	4,545.84	4,772.81
A448	1276	Sr Contracts Administrator	3,925.66	4,122.28	4,329.00	4,545.84	4,772.81
A458	1279	Sr Environmental Planner	4,122.28	4,329.00	4,545.84	4,772.81	5,012.10
A438	2505	Sr Financial Analyst	3,739.14	3,925.66	4,122.28	4,329.00	4,545.84
A448	2105	Sr Land Surveyor	3,925.66	4,122.28	4,329.00	4,545.84	4,772.81
A438	1285	Sr Management Analyst	3,739.14	3,925.66	4,122.28	4,329.00	4,545.84
A458	1290	Sr Real Estate Agent	4,122.28	4,329.00	4,545.84	4,772.81	5,012.10
A458	5075	Sr Real Estate Agent (U)	4,122.28	4,329.00	4,545.84	4,772.81	5,012.10
A458	1296	Sr Transportation Planner	4,122.28	4,329.00	4,545.84	4,772.81	5,012.10
A458	1297	Sr Transportation Planner (U)	4,122.28	4,329.00	4,545.84	4,772.81	5,012.10
A458	3555	Sr Transportation Planner- Model/Analysis	4,122.28	4,329.00	4,545.84	4,772.81	5,012.10
A458	1298	Sr Transportation Plnr-Prgmg & Grants	4,122.28	4,329.00	4,545.84	4,772.81	5,012.10
A448	1302	Supervising Maintenance Instructor	3,925.66	4,122.28	4,329.00	4,545.84	4,772.81
A448	4032	Supervising Maintenance Instructor - LRT	3,925.66	4,122.28	4,329.00	4,545.84	4,772.81
A478	1306	Survey & Mapping Manager	4,545.84	4,772.81	5,012.10	5,262.66	5,525.56
A488	1307	Systems Design Manager	4,772.81	5,012.10	5,262.66	5,525.56	5,801.94
A428	1308	Technical Trainer	3,560.50	3,739.14	3,925.66	4,122.28	4,329.00
A448	1309	Technical Training Supervisor	3,925.66	4,122.28	4,329.00	4,545.84	4,772.81
A468	3630	Technology Infrastructure Supervisor	4,329.00	4,545.84	4,772.81	5,012.10	5,262.66
A428	1375	Transit Division Supervisor	3,560.50	3,739.14	3,925.66	4,122.28	4,329.00
A448	1317	Transit Maintenance Supervisor	3,925.66	4,122.28	4,329.00	4,545.84	4,772.81
A428	1322	Transit Safety Officer	3,560.50	3,739.14	3,925.66	4,122.28	4,329.00
A428	4030	Transit Service Development Supervisor	3,560.50	3,739.14	3,925.66	4,122.28	4,329.00
A438	1980	Transit Systems Safety Supervisor	3,739.14	3,925.66	4,122.28	4,329.00	4,545.84

Appendix B
Salary Table for AFSCME Job Classifications Effective on July 3, 2017

Salary Range	SAP Job #	Class Title	Bi-Weekly Rates				
			Step 1	Step 2	Step 3	Step 4	Step 5
A488	1780	Transportation Engineering Manager	4,772.81	5,012.10	5,262.66	5,525.56	5,801.94
A468	1337	Transportation Superintendent	4,329.00	4,545.84	4,772.81	5,012.10	5,262.66
A468	3830	Transportation Superintendent - Svc. Mgt.	4,329.00	4,545.84	4,772.81	5,012.10	5,262.66
A428	1338	Transportation Supervisor	3,560.50	3,739.14	3,925.66	4,122.28	4,329.00
A448	1341	Utilities Coordination Manager	3,925.66	4,122.28	4,329.00	4,545.84	4,772.81
A428	1345	Vehicle Parts Supervisor	3,560.50	3,739.14	3,925.66	4,122.28	4,329.00
A448	1329	Warranty Coordinator	3,925.66	4,122.28	4,329.00	4,545.84	4,772.81

Appendix B
Salary Table for AFSCME Job Classifications Effective July 16, 2018

Salary Range	SAP Job #	Class Title	Bi-Weekly Rates				
			Step 1	Step 2	Step 3	Step 4	Step 5
A458	1000	Accessible Services Program Manager	4,245.95	4,458.87	4,682.22	4,915.99	5,162.46
A408	1008	Accountant III	3,328.25	3,493.72	3,667.32	3,851.31	4,043.43
A368	5176	Accounts Payable Support Supervisor	2,736.89	2,873.44	3,016.95	3,168.55	3,328.25
A468	5375	Administrator of Social Media & Electronic Communications	4,458.87	4,682.22	4,915.99	5,162.46	5,420.54
A448	1022	Assist Supt, Service Management	4,043.43	4,245.95	4,458.87	4,682.22	4,915.99
A448	1023	Assist Supt, Transit Communications	4,043.43	4,245.95	4,458.87	4,682.22	4,915.99
A378	3280	Assoc Financial Analyst	2,873.44	3,016.95	3,168.55	3,328.25	3,493.72
A418	1151	Assoc Land Surveyor	3,493.72	3,667.32	3,851.31	4,043.43	4,245.95
A378	1033	Assoc Management Analyst	2,873.44	3,016.95	3,168.55	3,328.25	3,493.72
A468	1063	Communications Systems Manager	4,458.87	4,682.22	4,915.99	5,162.46	5,420.54
A418	1064	Community Outreach Supervisor	3,493.72	3,667.32	3,851.31	4,043.43	4,245.95
A448	5350	Construction Contracts Compliance Officer	4,043.43	4,245.95	4,458.87	4,682.22	4,915.99
A468	1074	Contracts Manager	4,458.87	4,682.22	4,915.99	5,162.46	5,420.54
A468	5650	Contracts Manager (Project)	4,458.87	4,682.22	4,915.99	5,162.46	5,420.54
A458	4180	Contracts Program Manager	4,245.95	4,458.87	4,682.22	4,915.99	5,162.46
A458	1079	Creative Services Manager	4,245.95	4,458.87	4,682.22	4,915.99	5,162.46
A408	1313	Customer Services Supervisor	3,328.25	3,493.72	3,667.32	3,851.31	4,043.43
A448	5400	Business Diversity Program Manager	4,043.43	4,245.95	4,458.87	4,682.22	4,915.99
A438	1121	Environmental Health & Safety Supv	3,851.31	4,043.43	4,245.95	4,458.87	4,682.22
A448	1127	Facilities Maintenance Coordinator	4,043.43	4,245.95	4,458.87	4,682.22	4,915.99
A408	1578	Financial Analyst	3,328.25	3,493.72	3,667.32	3,851.31	4,043.43
A468	1171	Information Systems Supervisor	4,458.87	4,682.22	4,915.99	5,162.46	5,420.54
A468	1176	Investment Program Manager	4,458.87	4,682.22	4,915.99	5,162.46	5,420.54
A468	1186	Light Rail Equipment Superintendent	4,458.87	4,682.22	4,915.99	5,162.46	5,420.54
A458	1188	Light Rail Power Supervisor	4,245.95	4,458.87	4,682.22	4,915.99	5,162.46
A448	1190	Light Rail Signal Supervisor	4,043.43	4,245.95	4,458.87	4,682.22	4,915.99
A428	1192	Light Rail Technical Trainer	3,667.32	3,851.31	4,043.43	4,245.95	4,458.87

Appendix B
Salary Table for AFSCME Job Classifications Effective July 16, 2018

Salary	SAP	Class Title	Bi-Weekly Rates				
Range	Job #		Step 1	Step 2	Step 3	Step 4	Step 5
A448	1193	Light Rail Technical Training Supervisor	4,043.43	4,245.95	4,458.87	4,682.22	4,915.99
A428	1194	Light Rail Track Maint Supervisor	3,667.32	3,851.31	4,043.43	4,245.95	4,458.87
A448	1195	Light Rail Vehicle Maint Supervisor	4,043.43	4,245.95	4,458.87	4,682.22	4,915.99
A458	5150	Light Rail Way, Power & Signal Supervisor	4,245.95	4,458.87	4,682.22	4,915.99	5,162.46
A468	1196	Light Rail Way, Power & Signal Supt	4,458.87	4,682.22	4,915.99	5,162.46	5,420.54
A438	1199	Maintenance Instructor - Bus	3,851.31	4,043.43	4,245.95	4,458.87	4,682.22
A438	1200	Maintenance Instructor - Light Rail	3,851.31	4,043.43	4,245.95	4,458.87	4,682.22
A468	1201	Maintenance Superintendent	4,458.87	4,682.22	4,915.99	5,162.46	5,420.54
A352	1203	Management Aide	2,529.74	2,657.04	2,788.96	2,928.99	3,075.96
A408	1205	Management Analyst	3,328.25	3,493.72	3,667.32	3,851.31	4,043.43
A475	1755	Manager, Construction Inspection	4,612.76	4,843.08	5,086.10	5,339.54	5,606.87
A478	1210	Manager, Market Development	4,682.22	4,915.99	5,162.46	5,420.54	5,691.33
A468	3805	Manager, Ops Analysis, Reporting & Systems	4,458.87	4,682.22	4,915.99	5,162.46	5,420.54
A468	1080	Customer Experience Manager	4,458.87	4,682.22	4,915.99	5,162.46	5,420.54
A468	1214	Materials & Warranty Manager	4,458.87	4,682.22	4,915.99	5,162.46	5,420.54
A368	1060	Office Support Supervisor	2,736.89	2,873.44	3,016.95	3,168.55	3,328.25
A438	3655	Operations Systems Supervisor	3,851.31	4,043.43	4,245.95	4,458.87	4,682.22
A408	1191	Passenger Facilities & Wayside Mtc Supv	3,328.25	3,493.72	3,667.32	3,851.31	4,043.43
A368	5175	Payroll Support Supervisor	2,736.89	2,873.44	3,016.95	3,168.55	3,328.25
A448	1242	Principal Construction Inspector	4,043.43	4,245.95	4,458.87	4,682.22	4,915.99
A478	5775	Principal Environmental Planner	4,682.22	4,915.99	5,162.46	5,420.54	5,691.33
A478	1244	Principal Transp Plnr-Prgmg & Grants	4,682.22	4,915.99	5,162.46	5,420.54	5,691.33
A478	1245	Principal Transportation Planner	4,682.22	4,915.99	5,162.46	5,420.54	5,691.33
A478	2330	Project Controls Supervisor	4,682.22	4,915.99	5,162.46	5,420.54	5,691.33
A438	3981	Public Relations Supervisor	3,851.31	4,043.43	4,245.95	4,458.87	4,682.22
A468	1255	Purchasing Manager	4,458.87	4,682.22	4,915.99	5,162.46	5,420.54
A478	1256	Quality Assurance & Warranty Manager	4,682.22	4,915.99	5,162.46	5,420.54	5,691.33

Appendix B
Salary Table for AFSCME Job Classifications Effective July 16, 2018

Salary Range	SAP Job #	Class Title	Bi-Weekly Rates				
			Step 1	Step 2	Step 3	Step 4	Step 5
A478	1260	Revenue Services Manager	4,682.22	4,915.99	5,162.46	5,420.54	5,691.33
A418	1855	Sales & Promotions Supervisor	3,493.72	3,667.32	3,851.31	4,043.43	4,245.95
A438	1269	Sr Accountant	3,851.31	4,043.43	4,245.95	4,458.87	4,682.22
A448	1274	Sr Construction Contracts Administrator	4,043.43	4,245.95	4,458.87	4,682.22	4,915.99
A448	1276	Sr Contracts Administrator	4,043.43	4,245.95	4,458.87	4,682.22	4,915.99
A458	1279	Sr Environmental Planner	4,245.95	4,458.87	4,682.22	4,915.99	5,162.46
A438	2505	Sr Financial Analyst	3,851.31	4,043.43	4,245.95	4,458.87	4,682.22
A448	2105	Sr Land Surveyor	4,043.43	4,245.95	4,458.87	4,682.22	4,915.99
A438	1285	Sr Management Analyst	3,851.31	4,043.43	4,245.95	4,458.87	4,682.22
A458	1290	Sr Real Estate Agent	4,245.95	4,458.87	4,682.22	4,915.99	5,162.46
A458	5075	Sr Real Estate Agent (U)	4,245.95	4,458.87	4,682.22	4,915.99	5,162.46
A458	1296	Sr Transportation Planner	4,245.95	4,458.87	4,682.22	4,915.99	5,162.46
A458	1297	Sr Transportation Planner (U)	4,245.95	4,458.87	4,682.22	4,915.99	5,162.46
A458	3555	Sr Transportation Planner- Model/Analysis	4,245.95	4,458.87	4,682.22	4,915.99	5,162.46
A458	1298	Sr Transportation Plnr-Prgmg & Grants	4,245.95	4,458.87	4,682.22	4,915.99	5,162.46
A448	1302	Supervising Maintenance Instructor	4,043.43	4,245.95	4,458.87	4,682.22	4,915.99
A448	4032	Supervising Maintenance Instructor - LRT	4,043.43	4,245.95	4,458.87	4,682.22	4,915.99
A478	1306	Survey & Mapping Manager	4,682.22	4,915.99	5,162.46	5,420.54	5,691.33
A488	1307	Systems Design Manager	4,915.99	5,162.46	5,420.54	5,691.33	5,976.00
A428	1308	Technical Trainer	3,667.32	3,851.31	4,043.43	4,245.95	4,458.87
A448	1309	Technical Training Supervisor	4,043.43	4,245.95	4,458.87	4,682.22	4,915.99
A468	3630	Technology Infrastructure Supervisor	4,458.87	4,682.22	4,915.99	5,162.46	5,420.54
A428	1375	Transit Division Supervisor	3,667.32	3,851.31	4,043.43	4,245.95	4,458.87
A448	1317	Transit Maintenance Supervisor	4,043.43	4,245.95	4,458.87	4,682.22	4,915.99
A428	1322	Transit Safety Officer	3,667.32	3,851.31	4,043.43	4,245.95	4,458.87
A428	4030	Transit Service Development Supervisor	3,667.32	3,851.31	4,043.43	4,245.95	4,458.87
A438	1980	Transit Systems Safety Supervisor	3,851.31	4,043.43	4,245.95	4,458.87	4,682.22

Appendix B
Salary Table for AFSCM Job Classifications Effective July 16, 2018

Salary Range	SAP Job #	Class Title	Bi-Weekly Rates				
			Step 1	Step 2	Step 3	Step 4	Step 5
A488	1780	Transportation Engineering Manager	4,915.99	5,162.46	5,420.54	5,691.33	5,976.00
A468	1337	Transportation Superintendent	4,458.87	4,682.22	4,915.99	5,162.46	5,420.54
A468	3830	Transportation Superintendent - Svc. Mgt.	4,458.87	4,682.22	4,915.99	5,162.46	5,420.54
A428	1338	Transportation Supervisor	3,667.32	3,851.31	4,043.43	4,245.95	4,458.87
A448	1341	Utilities Coordination Manager	4,043.43	4,245.95	4,458.87	4,682.22	4,915.99
A428	1345	Vehicle Parts Supervisor	3,667.32	3,851.31	4,043.43	4,245.95	4,458.87
A448	1329	Warranty Coordinator	4,043.43	4,245.95	4,458.87	4,682.22	4,915.99

Appendix C
Salary Table for AFSCME Job Classifications
Effective June 20, 2016

	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
A339	27.71	29.10	30.56	32.09	33.69	2,216.84	2,328.12	2,444.78	2,566.84	2,695.41	4,803.15	5,840.06
A340	27.85	29.25	30.71	32.25	33.85	2,227.63	2,339.98	2,456.67	2,579.81	2,708.39	4,826.53	5,868.18
A341	27.98	29.39	30.86	32.40	34.02	2,238.45	2,350.80	2,468.55	2,591.69	2,721.35	4,849.98	5,896.26
A342	28.12	29.52	31.01	32.54	34.18	2,249.25	2,361.60	2,480.43	2,603.59	2,734.31	4,873.38	5,924.34
A343	28.25	29.67	31.15	32.71	34.34	2,260.04	2,373.47	2,492.32	2,616.55	2,747.26	4,896.75	5,952.40
A344	28.39	29.82	31.30	32.87	34.52	2,270.84	2,385.35	2,504.19	2,629.52	2,761.31	4,920.15	5,982.84
A345	28.53	29.97	31.46	33.03	34.68	2,282.73	2,397.26	2,517.17	2,642.48	2,774.28	4,945.92	6,010.94
A346	28.68	30.11	31.63	33.21	34.87	2,294.61	2,409.13	2,530.12	2,656.53	2,789.41	4,971.66	6,043.72
A347	28.82	30.26	31.78	33.37	35.04	2,305.41	2,421.01	2,542.02	2,669.47	2,803.46	4,995.06	6,074.16
A348	28.97	30.41	31.94	33.53	35.21	2,317.30	2,432.92	2,554.97	2,682.45	2,816.42	5,020.82	6,102.24
A349	29.10	30.56	32.09	33.69	35.38	2,328.12	2,444.78	2,566.84	2,695.41	2,830.46	5,044.26	6,132.66
A350	29.25	30.71	32.25	33.85	35.56	2,339.98	2,456.67	2,579.81	2,708.39	2,844.49	5,069.96	6,163.06
A351	29.39	30.86	32.40	34.02	35.72	2,350.80	2,468.55	2,591.69	2,721.35	2,857.47	5,093.40	6,191.19
A352	29.52	31.01	32.54	34.18	35.89	2,361.60	2,480.43	2,603.59	2,734.31	2,871.51	5,116.80	6,221.61
A353	29.67	31.15	32.71	34.34	36.07	2,373.47	2,492.32	2,616.55	2,747.26	2,885.55	5,142.52	6,252.03
A354	29.82	31.30	32.87	34.52	36.24	2,385.35	2,504.19	2,629.52	2,761.31	2,899.59	5,168.26	6,282.45
A355	29.97	31.46	33.03	34.68	36.42	2,397.26	2,517.17	2,642.48	2,774.28	2,913.66	5,194.06	6,312.93
A356	30.11	31.63	33.21	34.87	36.62	2,409.13	2,530.12	2,656.53	2,789.41	2,929.86	5,219.78	6,348.03
A357	30.26	31.78	33.37	35.04	36.80	2,421.01	2,542.02	2,669.47	2,803.46	2,943.88	5,245.52	6,378.41
A358	30.41	31.94	33.53	35.21	36.97	2,432.92	2,554.97	2,682.45	2,816.42	2,957.94	5,271.33	6,408.87
A359	30.56	32.09	33.69	35.38	37.16	2,444.78	2,566.84	2,695.41	2,830.46	2,973.08	5,297.02	6,441.67
A360	30.71	32.25	33.85	35.56	37.34	2,456.67	2,579.81	2,708.39	2,844.49	2,987.10	5,322.79	6,472.05
A361	30.86	32.40	34.02	35.72	37.51	2,468.55	2,591.69	2,721.35	2,857.47	3,001.16	5,348.53	6,502.51
A362	31.01	32.54	34.18	35.89	37.70	2,480.43	2,603.59	2,734.31	2,871.51	3,016.28	5,374.27	6,535.27
A363	31.15	32.71	34.34	36.07	37.88	2,492.32	2,616.55	2,747.26	2,885.55	3,030.31	5,400.03	6,565.67
A364	31.30	32.87	34.52	36.24	38.07	2,504.19	2,629.52	2,761.31	2,899.59	3,045.46	5,425.75	6,598.50
A365	31.46	33.03	34.68	36.42	38.26	2,517.17	2,642.48	2,774.28	2,913.66	3,060.55	5,453.87	6,631.19
A366	31.63	33.21	34.87	36.62	38.46	2,530.12	2,656.53	2,789.41	2,929.86	3,076.75	5,481.93	6,666.29
A367	31.78	33.37	35.04	36.80	38.65	2,542.02	2,669.47	2,803.46	2,943.88	3,091.92	5,507.71	6,699.16
A368	31.94	33.53	35.21	36.97	38.84	2,554.97	2,682.45	2,816.42	2,957.94	3,107.03	5,535.77	6,731.90
A369	32.09	33.69	35.38	37.16	39.03	2,566.84	2,695.41	2,830.46	2,973.08	3,122.15	5,561.49	6,764.66
A370	32.25	33.85	35.56	37.34	39.22	2,579.81	2,708.39	2,844.49	2,987.10	3,137.27	5,589.59	6,797.42
A371	32.40	34.02	35.72	37.51	39.39	2,591.69	2,721.35	2,857.47	3,001.16	3,151.32	5,615.33	6,827.86
A372	32.54	34.18	35.89	37.70	39.58	2,603.59	2,734.31	2,871.51	3,016.28	3,166.44	5,641.11	6,860.62
A373	32.71	34.34	36.07	37.88	39.78	2,616.55	2,747.26	2,885.55	3,030.31	3,182.65	5,669.19	6,895.74
A374	32.87	34.52	36.24	38.07	39.97	2,629.52	2,761.31	2,899.59	3,045.46	3,197.76	5,697.29	6,928.48
A375	33.03	34.68	36.42	38.26	40.17	2,642.48	2,774.28	2,913.66	3,060.55	3,213.95	5,725.37	6,963.56
A376	33.21	34.87	36.62	38.46	40.38	2,656.53	2,789.41	2,929.86	3,076.75	3,230.16	5,755.82	6,998.68

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Appendix C
Salary Table for AFSCME Job Classifications
Effective June 20, 2016

	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
A377	33.37	35.04	36.80	38.65	40.57	2,669.47	2,803.46	2,943.88	3,091.92	3,245.30	5,783.85	7,031.48
A378	33.53	35.21	36.97	38.84	40.77	2,682.45	2,816.42	2,957.94	3,107.03	3,261.50	5,811.98	7,066.58
A379	33.69	35.38	37.16	39.03	40.97	2,695.41	2,830.46	2,973.08	3,122.15	3,277.71	5,840.06	7,101.71
A380	33.85	35.56	37.34	39.22	41.17	2,708.39	2,844.49	2,987.10	3,137.27	3,293.93	5,868.18	7,136.85
A381	34.02	35.72	37.51	39.39	41.35	2,721.35	2,857.47	3,001.16	3,151.32	3,307.96	5,896.26	7,167.25
A382	34.18	35.89	37.70	39.58	41.55	2,734.31	2,871.51	3,016.28	3,166.44	3,324.16	5,924.34	7,202.35
A383	34.34	36.07	37.88	39.78	41.75	2,747.26	2,885.55	3,030.31	3,182.65	3,340.37	5,952.40	7,237.47
A384	34.52	36.24	38.07	39.97	41.97	2,761.31	2,899.59	3,045.46	3,197.76	3,357.64	5,982.84	7,274.89
A385	34.68	36.42	38.26	40.17	42.17	2,774.28	2,913.66	3,060.55	3,213.95	3,373.85	6,010.94	7,310.01
A386	34.87	36.62	38.46	40.38	42.39	2,789.41	2,929.86	3,076.75	3,230.16	3,391.14	6,043.72	7,347.47
A387	35.04	36.80	38.65	40.57	42.59	2,803.46	2,943.88	3,091.92	3,245.30	3,407.34	6,074.16	7,382.57
A388	35.21	36.97	38.84	40.77	42.79	2,816.42	2,957.94	3,107.03	3,261.50	3,423.56	6,102.24	7,417.71
A389	35.38	37.16	39.03	40.97	43.01	2,830.46	2,973.08	3,122.15	3,277.71	3,440.83	6,132.66	7,455.13
A390	35.56	37.34	39.22	41.17	43.21	2,844.49	2,987.10	3,137.27	3,293.93	3,457.04	6,163.06	7,490.25
A391	35.72	37.51	39.39	41.35	43.42	2,857.47	3,001.16	3,151.32	3,307.96	3,473.23	6,191.19	7,525.33
A392	35.89	37.70	39.58	41.55	43.63	2,871.51	3,016.28	3,166.44	3,324.16	3,490.53	6,221.61	7,562.82
A393	36.07	37.88	39.78	41.75	43.85	2,885.55	3,030.31	3,182.65	3,340.37	3,507.84	6,252.03	7,600.32
A394	36.24	38.07	39.97	41.97	44.06	2,899.59	3,045.46	3,197.76	3,357.64	3,525.11	6,282.45	7,637.74
A395	36.42	38.26	40.17	42.17	44.28	2,913.66	3,060.55	3,213.95	3,373.85	3,542.40	6,312.93	7,675.20
A396	36.62	38.46	40.38	42.39	44.50	2,929.86	3,076.75	3,230.16	3,391.14	3,559.67	6,348.03	7,712.62
A397	36.80	38.65	40.57	42.59	44.71	2,943.88	3,091.92	3,245.30	3,407.34	3,576.96	6,378.41	7,750.08
A398	36.97	38.84	40.77	42.79	44.94	2,957.94	3,107.03	3,261.50	3,423.56	3,595.33	6,408.87	7,789.88
A399	37.16	39.03	40.97	43.01	45.16	2,973.08	3,122.15	3,277.71	3,440.83	3,612.62	6,441.67	7,827.34
A400	37.34	39.22	41.17	43.21	45.37	2,987.10	3,137.27	3,293.93	3,457.04	3,629.90	6,472.05	7,864.78
A401	37.51	39.39	41.35	43.42	45.58	3,001.16	3,151.32	3,307.96	3,473.23	3,646.12	6,502.51	7,899.93
A402	37.70	39.58	41.55	43.63	45.81	3,016.28	3,166.44	3,324.16	3,490.53	3,664.46	6,535.27	7,939.66
A403	37.88	39.78	41.75	43.85	46.04	3,030.31	3,182.65	3,340.37	3,507.84	3,682.84	6,565.67	7,979.49
A404	38.07	39.97	41.97	44.06	46.25	3,045.46	3,197.76	3,357.64	3,525.11	3,700.13	6,598.50	8,016.95
A405	38.26	40.17	42.17	44.28	46.48	3,060.55	3,213.95	3,373.85	3,542.40	3,718.50	6,631.19	8,056.75
A406	38.46	40.38	42.39	44.50	46.72	3,076.75	3,230.16	3,391.14	3,559.67	3,737.92	6,666.29	8,098.83
A407	38.65	40.57	42.59	44.71	46.95	3,091.92	3,245.30	3,407.34	3,576.96	3,756.32	6,699.16	8,138.69
A408	38.84	40.77	42.79	44.94	47.18	3,107.03	3,261.50	3,423.56	3,595.33	3,774.67	6,731.90	8,178.45
A409	39.03	40.97	43.01	45.16	47.41	3,122.15	3,277.71	3,440.83	3,612.62	3,793.01	6,764.66	8,218.19
A410	39.22	41.17	43.21	45.37	47.64	3,137.27	3,293.93	3,457.04	3,629.90	3,811.40	6,797.42	8,258.03
A411	39.39	41.35	43.42	45.58	47.87	3,151.32	3,307.96	3,473.23	3,646.12	3,829.76	6,827.86	8,297.81
A412	39.58	41.55	43.63	45.81	48.10	3,166.44	3,324.16	3,490.53	3,664.46	3,848.12	6,860.62	8,337.59
A413	39.78	41.75	43.85	46.04	48.33	3,182.65	3,340.37	3,507.84	3,682.84	3,866.49	6,895.74	8,377.40
A414	39.97	41.97	44.06	46.25	48.56	3,197.76	3,357.64	3,525.11	3,700.13	3,884.84	6,928.48	8,417.15

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Appendix C
Salary Table for AFSCME Job Classifications
Effective June 20, 2016

	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
A415	40.17	42.17	44.28	46.48	48.80	3,213.95	3,373.85	3,542.40	3,718.50	3,904.31	6,963.56	8,459.34
A416	40.38	42.39	44.50	46.72	49.06	3,230.16	3,391.14	3,559.67	3,737.92	3,924.82	6,998.68	8,503.78
A417	40.57	42.59	44.71	46.95	49.30	3,245.30	3,407.34	3,576.96	3,756.32	3,944.27	7,031.48	8,545.92
A418	40.77	42.79	44.94	47.18	49.55	3,261.50	3,423.56	3,595.33	3,774.67	3,963.73	7,066.58	8,588.08
A419	40.97	43.01	45.16	47.41	49.79	3,277.71	3,440.83	3,612.62	3,793.01	3,983.17	7,101.71	8,630.20
A420	41.17	43.21	45.37	47.64	50.03	3,293.93	3,457.04	3,629.90	3,811.40	4,002.61	7,136.85	8,672.32
A421	41.35	43.42	45.58	47.87	50.26	3,307.96	3,473.23	3,646.12	3,829.76	4,020.99	7,167.25	8,712.15
A422	41.55	43.63	45.81	48.10	50.52	3,324.16	3,490.53	3,664.46	3,848.12	4,041.49	7,202.35	8,756.56
A423	41.75	43.85	46.04	48.33	50.76	3,340.37	3,507.84	3,682.84	3,866.49	4,060.95	7,237.47	8,798.73
A424	41.97	44.06	46.25	48.56	51.01	3,357.64	3,525.11	3,700.13	3,884.84	4,080.40	7,274.89	8,840.87
A425	42.17	44.28	46.48	48.80	51.26	3,373.85	3,542.40	3,718.50	3,904.31	4,100.91	7,310.01	8,885.31
A426	42.39	44.50	46.72	49.06	51.53	3,391.14	3,559.67	3,737.92	3,924.82	4,122.51	7,347.47	8,932.11
A427	42.59	44.71	46.95	49.30	51.77	3,407.34	3,576.96	3,756.32	3,944.27	4,141.99	7,382.57	8,974.31
A428	42.79	44.94	47.18	49.55	52.03	3,423.56	3,595.33	3,774.67	3,963.73	4,162.50	7,417.71	9,018.75
A429	43.01	45.16	47.41	49.79	52.29	3,440.83	3,612.62	3,793.01	3,983.17	4,183.05	7,455.13	9,063.28
A430	43.23	45.37	47.64	50.03	52.53	3,458.13	3,629.90	3,811.40	4,002.61	4,202.47	7,492.62	9,105.35
A431	43.42	45.58	47.87	50.26	52.79	3,473.23	3,646.12	3,829.76	4,020.99	4,223.01	7,525.33	9,149.86
A432	43.63	45.81	48.10	50.52	53.04	3,490.53	3,664.46	3,848.12	4,041.49	4,243.51	7,562.82	9,194.27
A433	43.85	46.04	48.33	50.76	53.30	3,507.84	3,682.84	3,866.49	4,060.95	4,264.06	7,600.32	9,238.80
A434	44.06	46.25	48.56	51.01	53.57	3,525.11	3,700.13	3,884.84	4,080.40	4,285.65	7,637.74	9,285.58
A435	44.28	46.48	48.80	51.26	53.83	3,542.40	3,718.50	3,904.31	4,100.91	4,306.16	7,675.20	9,330.01
A436	44.50	46.72	49.06	51.53	54.11	3,559.67	3,737.92	3,924.82	4,122.51	4,328.88	7,712.62	9,379.24
A437	44.71	46.95	49.30	51.77	54.37	3,576.96	3,756.32	3,944.27	4,141.99	4,349.38	7,750.08	9,423.66
A438	44.94	47.18	49.55	52.03	54.64	3,595.33	3,774.67	3,963.73	4,162.50	4,371.00	7,789.88	9,470.50
A439	45.16	47.41	49.79	52.29	54.91	3,612.62	3,793.01	3,983.17	4,183.05	4,392.59	7,827.34	9,517.28
A440	45.37	47.64	50.03	52.53	55.18	3,629.90	3,811.40	4,002.61	4,202.47	4,414.21	7,864.78	9,564.12
A441	45.58	47.87	50.26	52.79	55.42	3,646.12	3,829.76	4,020.99	4,223.01	4,433.68	7,899.93	9,606.31
A442	45.81	48.10	50.52	53.04	55.69	3,664.46	3,848.12	4,041.49	4,243.51	4,455.29	7,939.66	9,653.13
A443	46.04	48.33	50.76	53.30	55.97	3,682.84	3,866.49	4,060.95	4,264.06	4,477.95	7,979.49	9,702.23
A444	46.25	48.56	51.01	53.57	56.24	3,700.13	3,884.84	4,080.40	4,285.65	4,499.56	8,016.95	9,749.05
A445	46.48	48.80	51.26	53.83	56.51	3,718.50	3,904.31	4,100.91	4,306.16	4,521.17	8,056.75	9,795.87
A446	46.72	49.06	51.53	54.11	56.81	3,737.92	3,924.82	4,122.51	4,328.88	4,544.95	8,098.83	9,847.39
A447	46.95	49.30	51.77	54.37	57.10	3,756.32	3,944.27	4,141.99	4,349.38	4,567.61	8,138.69	9,896.49
A448	47.18	49.55	52.03	54.64	57.37	3,774.67	3,963.73	4,162.50	4,371.00	4,589.24	8,178.45	9,943.35
A449	47.41	49.79	52.29	54.91	57.65	3,793.01	3,983.17	4,183.05	4,392.59	4,611.90	8,218.19	9,992.45
A450	47.64	50.03	52.53	55.18	57.93	3,811.40	4,020.99	4,223.01	4,433.68	4,634.62	8,258.03	10,041.68
A451	47.87	50.26	52.79	55.42	58.20	3,829.76	4,020.99	4,223.01	4,433.68	4,656.21	8,297.81	10,088.46
A452	48.10	50.52	53.04	55.69	58.49	3,848.12	4,041.49	4,243.51	4,455.29	4,678.88	8,337.59	10,137.57

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Appendix C
Salary Table for AFSCME Job Classifications
Effective June 20, 2016

	Hourly Rates					Bi-Weekly Rates					Monthly Rates		
A453	48.33	50.76	53.30	55.97	58.77	3,866.49	4,060.95	4,264.06	4,477.95	4,701.57	8,377.40	10,186.74	
A454	48.56	51.01	53.57	56.24	59.05	3,884.84	4,080.40	4,285.65	4,499.56	4,724.27	8,417.15	10,235.92	
A455	48.80	51.26	53.83	56.51	59.35	3,904.31	4,100.91	4,306.16	4,521.17	4,748.04	8,459.34	10,287.42	
A456	49.06	51.53	54.11	56.81	59.66	3,924.82	4,122.51	4,328.88	4,544.95	4,772.87	8,503.78	10,341.22	
A457	49.30	51.77	54.37	57.10	59.94	3,944.27	4,141.99	4,349.38	4,567.61	4,795.56	8,545.92	10,390.38	
A458	49.55	52.03	54.64	57.37	60.24	3,963.73	4,162.50	4,371.00	4,589.24	4,819.33	8,583.08	10,441.88	
A459	49.79	52.29	54.91	57.65	60.54	3,983.17	4,183.05	4,392.59	4,611.90	4,843.11	8,630.20	10,493.41	
A460	50.03	52.53	55.18	57.93	60.84	4,002.61	4,202.47	4,414.21	4,634.62	4,866.87	8,672.32	10,544.89	
A461	50.26	52.79	55.42	58.20	61.11	4,020.99	4,223.01	4,433.68	4,656.21	4,888.48	8,712.15	10,591.71	
A462	50.52	53.04	55.69	58.49	61.40	4,041.49	4,243.51	4,455.29	4,678.88	4,912.25	8,756.56	10,643.21	
A463	50.76	53.30	55.97	58.77	61.71	4,060.95	4,264.06	4,477.95	4,701.57	4,937.09	8,798.73	10,697.03	
A464	51.01	53.57	56.24	59.05	62.01	4,080.40	4,285.65	4,499.56	4,724.27	4,960.87	8,840.87	10,748.55	
A465	51.26	53.83	56.51	59.35	62.31	4,100.91	4,306.16	4,521.17	4,748.04	4,984.63	8,885.31	10,800.03	
A466	51.53	54.11	56.81	59.66	62.63	4,122.51	4,328.88	4,544.95	4,772.87	5,010.55	8,932.11	10,856.19	
A467	51.77	54.37	57.10	59.94	62.94	4,141.99	4,349.38	4,567.61	4,795.56	5,035.41	8,974.31	10,910.06	
A468	52.03	54.64	57.37	60.24	63.25	4,162.50	4,371.00	4,589.24	4,819.33	5,060.25	9,018.75	10,963.88	
A469	52.29	54.91	57.65	60.54	63.56	4,183.05	4,392.59	4,611.90	4,843.11	5,085.10	9,063.28	11,017.72	
A470	52.53	55.18	57.93	60.84	63.87	4,202.47	4,414.21	4,634.62	4,866.87	5,109.95	9,105.35	11,071.56	
A471	52.79	55.42	58.20	61.11	64.16	4,223.01	4,433.68	4,656.21	4,888.48	5,132.62	9,149.86	11,120.68	
A472	53.04	55.69	58.49	61.40	64.48	4,243.51	4,455.29	4,678.88	4,912.25	5,158.56	9,194.27	11,176.88	
A473	53.30	55.97	58.77	61.71	64.79	4,264.06	4,477.95	4,701.57	4,937.09	5,183.41	9,238.80	11,230.72	
A474	53.57	56.24	59.05	62.01	65.12	4,285.65	4,499.56	4,724.27	4,960.87	5,209.34	9,285.58	11,286.90	
A475	53.83	56.51	59.35	62.31	65.43	4,306.16	4,521.17	4,748.04	4,984.63	5,234.19	9,330.01	11,340.75	
A476	54.11	56.81	59.66	62.63	65.76	4,328.88	4,544.95	4,772.87	5,010.55	5,261.19	9,379.24	11,399.25	
A477	54.37	57.10	59.94	62.94	66.09	4,349.38	4,567.61	4,795.56	5,035.41	5,287.14	9,423.66	11,455.47	
A478	54.64	57.37	60.24	63.25	66.41	4,371.00	4,589.24	4,819.33	5,060.25	5,313.04	9,470.50	11,511.59	
A479	54.91	57.65	60.54	63.56	66.74	4,392.59	4,611.90	4,843.11	5,085.10	5,338.99	9,517.28	11,567.81	
A480	55.18	57.93	60.84	63.87	67.06	4,414.21	4,634.62	4,866.87	5,109.95	5,364.91	9,564.12	11,623.97	
A481	55.42	58.20	61.11	64.16	67.37	4,433.68	4,656.21	4,888.48	5,132.62	5,389.75	9,606.31	11,677.79	
A482	55.69	58.49	61.40	64.48	67.71	4,455.29	4,678.88	4,912.25	5,158.56	5,416.76	9,653.13	11,736.31	
A483	55.97	58.77	61.71	64.79	68.03	4,477.95	4,701.57	4,937.09	5,183.41	5,442.67	9,702.23	11,792.45	
A484	56.24	59.05	62.01	65.12	68.37	4,499.56	4,724.27	4,960.87	5,209.34	5,469.70	9,749.05	11,851.02	
A485	56.51	59.35	62.31	65.43	68.70	4,521.17	4,748.04	4,984.63	5,234.19	5,495.62	9,795.87	11,907.18	
A486	56.81	59.66	62.63	65.76	69.06	4,544.95	4,772.87	5,010.55	5,261.19	5,524.81	9,847.39	11,970.42	
A487	57.10	59.94	62.94	66.09	69.40	4,567.61	4,795.56	5,035.41	5,287.14	5,551.82	9,896.49	12,028.94	
A488	57.37	60.24	63.25	66.41	69.73	4,589.24	4,819.33	5,060.25	5,313.04	5,578.79	9,943.35	12,087.38	
A489	57.65	60.54	63.56	66.74	70.07	4,611.90	4,843.11	5,085.10	5,338.99	5,605.81	9,992.45	12,145.92	
A490	57.93	60.84	63.87	67.06	70.42	4,634.62	4,866.87	5,109.95	5,364.91	5,633.89	10,041.68	12,206.76	

The table amounts are approximate pending final calculation within SAP. If there is a discrepancy between this listing and the data in SAP, the data in SAP will be considered correct.

Appendix C
Salary Table for AFSCME Job Classifications
Effective June 20, 2016

	Hourly Rates					Bi-Weekly Rates					Monthly Rates		
A491	58.20	61.11	64.16	67.37	70.75	4,656.21	4,888.48	5,132.62	5,389.75	5,659.85	10,088.46	12,263.01	
A492	58.49	61.40	64.48	67.71	71.09	4,678.88	4,912.25	5,158.56	5,416.76	5,686.85	10,137.57	12,321.51	
A493	58.77	61.71	64.79	68.03	71.44	4,701.57	4,937.09	5,183.41	5,442.67	5,714.93	10,186.74	12,382.35	
A494	59.05	62.01	65.12	68.37	71.79	4,724.27	4,960.87	5,209.34	5,469.70	5,743.01	10,235.92	12,443.19	
A495	59.35	62.31	65.43	68.70	72.14	4,748.04	4,984.63	5,234.19	5,495.62	5,771.11	10,287.42	12,504.07	
A496	59.66	62.63	65.76	69.06	72.52	4,772.87	5,010.55	5,261.19	5,524.81	5,801.36	10,341.22	12,569.61	
A497	59.94	62.94	66.09	69.40	72.87	4,795.56	5,035.41	5,287.14	5,551.82	5,829.44	10,390.38	12,630.45	
A498	60.24	63.25	66.41	69.73	73.22	4,819.33	5,060.25	5,313.04	5,578.79	5,857.54	10,441.88	12,691.34	
A499	60.54	63.56	66.74	70.07	73.58	4,843.11	5,085.10	5,338.99	5,605.81	5,886.70	10,493.41	12,754.52	
A500	60.84	63.87	67.06	70.42	73.95	4,866.87	5,109.95	5,364.91	5,633.89	5,915.87	10,544.89	12,817.72	
A501	61.11	64.16	67.37	70.75	74.29	4,888.48	5,132.62	5,389.75	5,659.85	5,942.88	10,591.71	12,876.24	
A502	61.40	64.48	67.71	71.09	74.65	4,912.25	5,158.56	5,416.76	5,686.85	5,972.04	10,643.21	12,939.42	
A503	61.71	64.79	68.03	71.44	75.00	4,937.09	5,183.41	5,442.67	5,714.93	6,000.13	10,697.03	13,000.28	
A504	62.01	65.12	68.37	71.79	75.38	4,960.87	5,209.34	5,469.70	5,743.01	6,030.38	10,748.55	13,065.82	
A505	62.31	65.43	68.70	72.14	75.74	4,984.63	5,234.19	5,495.62	5,771.11	6,059.55	10,800.03	13,129.03	
A506	62.63	65.76	69.06	72.52	76.14	5,010.55	5,261.19	5,524.81	5,801.36	6,090.88	10,856.19	13,196.91	
A507	62.94	66.09	69.40	72.87	76.51	5,035.41	5,287.14	5,551.82	5,829.44	6,121.13	10,910.06	13,262.45	
A508	63.25	66.41	69.73	73.22	76.88	5,060.25	5,313.04	5,578.79	5,857.54	6,150.30	10,963.88	13,325.65	
A509	63.56	66.74	70.07	73.58	77.26	5,085.10	5,338.99	5,605.81	5,886.70	6,180.53	11,017.72	13,391.15	
A510	63.87	67.06	70.42	73.95	77.64	5,109.95	5,364.91	5,633.89	5,915.87	6,210.82	11,071.56	13,456.78	
A511	64.16	67.37	70.75	74.29	78.00	5,132.62	5,389.75	5,659.85	5,942.88	6,239.96	11,120.68	13,519.91	
A512	64.48	67.71	71.09	74.65	78.38	5,158.56	5,416.76	5,686.85	5,972.04	6,270.23	11,176.88	13,585.50	
A513	64.79	68.03	71.44	75.00	78.77	5,183.41	5,442.67	5,714.93	6,000.13	6,301.55	11,230.72	13,653.36	
A514	65.12	68.37	71.79	75.38	79.16	5,209.34	5,469.70	5,743.01	6,030.38	6,332.85	11,286.90	13,721.18	
A515	65.43	68.70	72.14	75.74	79.55	5,234.19	5,495.62	5,771.11	6,059.55	6,364.22	11,340.75	13,789.14	
A516	65.76	69.06	72.52	76.14	79.96	5,261.19	5,524.81	5,801.36	6,090.88	6,396.62	11,399.25	13,859.34	
A517	66.09	69.40	72.87	76.51	80.35	5,287.14	5,551.82	5,829.44	6,121.13	6,427.95	11,455.47	13,927.23	
A518	66.41	69.73	73.22	76.88	80.75	5,313.04	5,578.79	5,857.54	6,150.30	6,460.37	11,511.59	13,997.47	
A519	66.74	70.07	73.58	77.26	81.16	5,338.99	5,605.81	5,886.70	6,180.53	6,492.76	11,567.81	14,067.55	
A520	67.06	70.42	73.95	77.64	81.56	5,364.91	5,633.89	5,915.87	6,210.82	6,525.18	11,623.97	14,137.89	
A521	67.37	70.75	74.29	78.00	81.97	5,389.75	5,659.85	5,942.88	6,239.96	6,557.58	11,677.79	14,208.09	
A522	67.71	71.09	74.65	78.38	82.37	5,416.76	5,686.85	5,972.04	6,270.23	6,589.98	11,736.31	14,278.29	
A523	68.03	71.44	75.00	78.77	82.79	5,442.67	5,714.93	6,000.13	6,301.55	6,623.47	11,792.45	14,350.85	
A524	68.37	71.79	75.38	79.16	83.20	5,469.70	5,743.01	6,030.38	6,332.85	6,655.89	11,851.02	14,421.10	
A525	68.70	72.14	75.74	79.55	83.62	5,495.62	5,771.11	6,059.55	6,364.22	6,689.38	11,907.18	14,493.66	
A526	69.06	72.52	76.14	79.96	84.04	5,524.81	5,801.36	6,090.88	6,396.62	6,722.87	11,970.42	14,566.22	
A527	69.40	72.87	76.51	80.35	84.45	5,551.82	5,829.44	6,121.13	6,427.95	6,756.38	12,028.94	14,638.82	
A528	69.73	73.22	76.88	80.75	84.87	5,578.79	5,857.54	6,150.30	6,460.37	6,789.87	12,087.38	14,711.39	

The table amounts are approximate pending final calculation within SAP. If there is a discrepancy between this listing and the data in SAP, the data in SAP will be considered correct.

Appendix C
Salary Table for AFSCME Job Classifications
Effective June 20, 2016

	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
A529	70.07	73.58	77.26	81.16	85.31	5,605.81	5,886.70	6,180.53	6,492.76	6,824.43	12,145.92	14,786.27
A530	70.42	73.95	77.64	81.56	85.72	5,633.89	5,915.87	6,210.82	6,525.18	6,857.91	12,206.76	14,858.81
A531	70.75	74.29	78.00	81.97	86.16	5,659.85	5,942.88	6,239.96	6,557.58	6,892.47	12,263.01	14,933.69
A532	71.09	74.65	78.38	82.37	86.59	5,686.85	5,972.04	6,270.23	6,589.98	6,927.06	12,321.51	15,008.63
A533	71.44	75.00	78.77	82.79	87.02	5,714.93	6,000.13	6,301.55	6,623.47	6,961.62	12,382.35	15,083.51
A534	71.79	75.38	79.16	83.20	87.45	5,743.01	6,030.38	6,332.85	6,655.89	6,996.20	12,443.19	15,158.43
A535	72.14	75.74	79.55	83.62	87.88	5,771.11	6,059.55	6,364.22	6,689.38	7,030.77	12,504.07	15,233.34
A536	72.52	76.14	79.96	84.04	88.33	5,801.36	6,090.88	6,396.62	6,722.87	7,066.40	12,569.61	15,310.53
A537	72.87	76.51	80.35	84.45	88.76	5,829.44	6,121.13	6,427.95	6,756.38	7,100.98	12,630.45	15,385.46
A538	73.22	76.88	80.75	84.87	89.21	5,857.54	6,150.30	6,460.37	6,789.87	7,136.63	12,691.34	15,462.70
A539	73.58	77.26	81.16	85.31	89.65	5,886.70	6,180.53	6,492.76	6,824.43	7,172.30	12,754.52	15,539.98
A540	73.95	77.64	81.56	85.72	90.10	5,915.87	6,210.82	6,525.18	6,857.91	7,207.94	12,817.72	15,617.20
A541	74.29	78.00	81.97	86.16	90.56	5,942.88	6,239.96	6,557.58	6,892.47	7,244.66	12,876.24	15,696.76
A542	74.65	78.38	82.37	86.59	91.00	5,972.04	6,270.23	6,589.98	6,927.06	7,280.32	12,939.42	15,774.03
A543	75.00	78.77	82.79	87.02	91.46	6,000.13	6,301.55	6,623.47	6,961.62	7,317.05	13,000.28	15,853.61
A544	75.38	79.16	83.20	87.45	91.91	6,030.38	6,332.85	6,655.89	6,996.20	7,352.69	13,065.82	15,930.83
A545	75.74	79.55	83.62	87.88	92.37	6,059.55	6,364.22	6,689.38	7,030.77	7,389.42	13,129.03	16,010.41
A546	76.14	79.96	84.04	88.33	92.84	6,090.88	6,396.62	6,722.87	7,066.40	7,427.23	13,196.91	16,092.33
A547	76.51	80.35	84.45	88.76	93.30	6,121.13	6,427.95	6,756.38	7,100.98	7,463.99	13,262.45	16,171.98
A548	76.88	80.75	84.87	89.21	93.76	6,150.30	6,460.37	6,789.87	7,136.63	7,500.70	13,325.65	16,251.52
A549	77.26	81.16	85.31	89.65	94.23	6,180.53	6,492.76	6,824.43	7,172.30	7,538.52	13,391.15	16,333.46
A550	77.64	81.56	85.72	90.10	94.70	6,210.82	6,525.18	6,857.91	7,207.94	7,576.32	13,456.78	16,415.36
A551	78.00	81.97	86.16	90.53	95.18	6,239.96	6,557.58	6,892.47	7,242.51	7,614.14	13,519.91	16,497.30
A552	78.38	82.37	86.59	91.00	95.65	6,270.23	6,589.98	6,927.06	7,280.32	7,651.94	13,585.50	16,579.20
A553	78.77	82.79	87.02	91.46	96.12	6,301.55	6,623.47	6,961.62	7,317.05	7,689.78	13,653.36	16,661.19
A554	79.16	83.20	87.45	91.91	96.61	6,332.85	6,655.89	6,996.20	7,352.69	7,728.67	13,721.18	16,745.45
A555	79.55	83.62	87.88	92.37	97.09	6,364.22	6,689.38	7,030.77	7,389.42	7,767.55	13,789.14	16,829.69
A556	79.96	84.04	88.33	92.84	97.57	6,396.62	6,722.87	7,066.40	7,427.23	7,805.36	13,859.34	16,911.61
A557	80.35	84.45	88.76	93.30	98.07	6,427.95	6,756.38	7,100.98	7,463.99	7,845.34	13,927.23	16,998.24

The table amounts are approximate pending final calculation within SAP. If there is a discrepancy between this listing and the data in SAP, the data in SAP will be considered correct.

Appendix C
Salary Table for AFSCME Job Classifications
Effective July 3, 2017

	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
A339	28.82	30.27	31.78	33.37	35.04	2,305.51	2,421.24	2,542.57	2,669.51	2,803.23	4,995.27	6,073.67
A340	28.96	30.42	31.94	33.54	35.21	2,316.74	2,433.58	2,554.94	2,683.00	2,816.73	5,019.60	6,102.92
A341	29.10	30.56	32.09	33.69	35.38	2,327.99	2,444.83	2,567.29	2,695.36	2,830.20	5,043.98	6,132.10
A342	29.24	30.70	32.25	33.85	35.55	2,339.22	2,456.06	2,579.65	2,707.73	2,843.68	5,068.31	6,161.31
A343	29.38	30.86	32.40	34.02	35.71	2,350.44	2,468.41	2,592.01	2,721.21	2,857.15	5,092.62	6,190.49
A344	29.52	31.01	32.55	34.18	35.90	2,361.67	2,480.76	2,604.36	2,734.70	2,871.76	5,116.95	6,222.15
A345	29.68	31.16	32.72	34.35	36.07	2,374.04	2,493.15	2,617.86	2,748.18	2,885.25	5,143.75	6,251.38
A346	29.83	31.32	32.89	34.53	36.26	2,386.39	2,505.50	2,631.32	2,762.79	2,900.99	5,170.51	6,285.48
A347	29.97	31.47	33.05	34.70	36.45	2,397.63	2,517.85	2,643.70	2,776.25	2,915.60	5,194.87	6,317.13
A348	30.12	31.63	33.21	34.87	36.61	2,409.99	2,530.24	2,657.17	2,789.75	2,929.08	5,221.65	6,346.34
A349	30.27	31.78	33.37	35.04	36.80	2,421.24	2,542.57	2,669.51	2,803.23	2,943.68	5,246.02	6,377.97
A350	30.42	31.94	33.54	35.21	36.98	2,433.58	2,554.94	2,683.00	2,816.73	2,958.27	5,272.76	6,409.59
A351	30.56	32.09	33.69	35.38	37.15	2,444.83	2,567.29	2,695.36	2,830.20	2,971.77	5,297.13	6,438.84
A352	30.70	32.25	33.85	35.55	37.33	2,456.06	2,579.65	2,707.73	2,843.68	2,986.37	5,321.46	6,470.47
A353	30.86	32.40	34.02	35.71	37.51	2,468.41	2,592.01	2,721.21	2,857.15	3,000.97	5,348.22	6,502.10
A354	31.01	32.55	34.18	35.90	37.69	2,480.76	2,604.36	2,734.70	2,871.76	3,015.57	5,374.98	6,533.74
A355	31.16	32.72	34.35	36.07	37.88	2,493.15	2,617.86	2,748.18	2,885.25	3,030.21	5,401.83	6,565.46
A356	31.32	32.89	34.53	36.26	38.09	2,505.50	2,631.32	2,762.79	2,900.99	3,047.05	5,428.58	6,601.94
A357	31.47	33.05	34.70	36.45	38.27	2,517.85	2,643.70	2,776.25	2,915.60	3,061.64	5,455.34	6,633.55
A358	31.63	33.21	34.87	36.61	38.45	2,530.24	2,657.17	2,789.75	2,929.08	3,076.26	5,482.19	6,665.23
A359	31.78	33.37	35.04	36.80	38.65	2,542.57	2,669.51	2,803.23	2,943.68	3,092.00	5,508.90	6,699.33
A360	31.94	33.54	35.21	36.98	38.83	2,554.94	2,683.00	2,816.73	2,958.27	3,106.58	5,535.70	6,730.92
A361	32.09	33.69	35.38	37.15	39.02	2,567.29	2,695.36	2,830.20	2,971.77	3,121.21	5,562.46	6,762.62
A362	32.25	33.85	35.55	37.33	39.21	2,579.65	2,707.73	2,843.68	2,986.37	3,136.93	5,589.24	6,796.68
A363	32.40	34.02	35.71	37.51	39.39	2,592.01	2,721.21	2,857.15	3,000.97	3,151.52	5,616.02	6,828.29
A364	32.55	34.18	35.90	37.69	39.59	2,604.36	2,734.70	2,871.76	3,015.57	3,167.28	5,642.78	6,862.44
A365	32.72	34.35	36.07	37.88	39.79	2,617.86	2,748.18	2,885.25	3,030.21	3,182.97	5,672.03	6,896.44
A366	32.89	34.53	36.26	38.09	40.00	2,631.32	2,762.79	2,900.99	3,047.05	3,199.82	5,701.19	6,932.94
A367	33.05	34.70	36.45	38.27	40.20	2,643.70	2,776.25	2,915.60	3,061.64	3,215.60	5,728.02	6,967.13
A368	33.21	34.87	36.61	38.45	40.39	2,657.17	2,789.75	2,929.08	3,076.26	3,231.31	5,757.20	7,001.17
A369	33.37	35.04	36.80	38.65	40.59	2,669.51	2,803.23	2,943.68	3,092.00	3,247.04	5,783.94	7,035.25
A370	33.54	35.21	36.98	38.83	40.78	2,683.00	2,816.73	2,958.27	3,106.58	3,262.76	5,813.17	7,069.31
A371	33.69	35.38	37.15	39.02	40.97	2,695.36	2,830.20	2,971.77	3,121.21	3,277.37	5,839.95	7,100.97
A372	33.85	35.55	37.33	39.21	41.16	2,707.73	2,843.68	2,986.37	3,136.93	3,293.10	5,866.75	7,135.05
A373	34.02	35.71	37.51	39.39	41.37	2,721.21	2,857.15	3,000.97	3,151.52	3,309.96	5,895.96	7,171.58
A374	34.18	35.90	37.69	39.59	41.57	2,734.70	2,871.76	3,015.57	3,167.28	3,325.67	5,925.18	7,205.62
A375	34.35	36.07	37.88	39.79	41.78	2,748.18	2,885.25	3,030.21	3,182.97	3,342.51	5,954.39	7,242.11
A376	34.53	36.26	38.09	40.00	41.99	2,762.79	2,900.99	3,047.05	3,199.82	3,359.37	5,986.05	7,278.64

The table amounts are approximate pending final calculation within SAP. If there is a discrepancy between this listing and the data in SAP, the data in SAP will be considered correct.

Appendix C
Salary Table for AFSCME Job Classifications
Effective July 3, 2017

	Hourly Rates					Bi-Weekly Rates						Monthly Rates	
A377	34.70	36.45	38.27	40.20	42.19	2,776.25	2,915.60	3,061.64	3,215.60	3,375.11	6,015.21	7,312.74	
A378	34.87	36.61	38.45	40.39	42.40	2,789.75	2,929.08	3,076.26	3,231.31	3,391.96	6,044.46	7,349.25	
A379	35.04	36.80	38.65	40.59	42.61	2,803.23	2,943.68	3,092.00	3,247.04	3,408.82	6,073.67	7,385.78	
A380	35.21	36.98	38.83	40.78	42.82	2,816.73	2,958.27	3,106.58	3,262.76	3,425.69	6,102.92	7,422.33	
A381	35.38	37.15	39.02	40.97	43.00	2,830.20	2,971.77	3,121.21	3,277.37	3,440.28	6,132.10	7,453.94	
A382	35.55	37.33	39.21	41.16	43.21	2,843.68	2,986.37	3,136.93	3,293.10	3,457.13	6,161.31	7,490.45	
A383	35.71	37.51	39.39	41.37	43.42	2,857.15	3,000.97	3,151.52	3,309.96	3,473.98	6,190.49	7,526.96	
A384	35.90	37.69	39.59	41.57	43.65	2,871.76	3,015.57	3,167.28	3,325.67	3,491.95	6,222.15	7,565.89	
A385	36.07	37.88	39.79	41.78	43.86	2,885.25	3,030.21	3,182.97	3,342.51	3,508.80	6,251.38	7,602.40	
A386	36.26	38.09	40.00	41.99	44.08	2,900.99	3,047.05	3,199.82	3,359.37	3,526.79	6,285.48	7,641.38	
A387	36.45	38.27	40.20	42.19	44.30	2,915.60	3,061.64	3,215.60	3,375.11	3,543.63	6,317.13	7,677.87	
A388	36.61	38.45	40.39	42.40	44.51	2,929.08	3,076.26	3,231.31	3,391.96	3,560.50	6,346.34	7,714.42	
A389	36.80	38.65	40.59	42.61	44.73	2,943.68	3,092.00	3,247.04	3,408.82	3,578.46	6,377.97	7,753.33	
A390	36.98	38.83	40.78	42.82	44.94	2,958.27	3,106.58	3,262.76	3,425.69	3,595.32	6,409.59	7,789.86	
A391	37.15	39.02	40.97	43.00	45.15	2,971.77	3,121.21	3,277.37	3,440.28	3,612.16	6,438.84	7,826.35	
A392	37.33	39.21	41.16	43.21	45.38	2,986.37	3,136.93	3,293.10	3,457.13	3,630.15	6,470.47	7,865.33	
A393	37.51	39.39	41.37	43.42	45.60	3,000.97	3,151.52	3,309.96	3,473.98	3,648.15	6,502.10	7,904.33	
A394	37.69	39.59	41.57	43.65	45.83	3,015.57	3,167.28	3,325.67	3,491.95	3,666.11	6,533.74	7,943.24	
A395	37.88	39.79	41.78	43.86	46.05	3,030.21	3,182.97	3,342.51	3,508.80	3,684.10	6,565.46	7,982.22	
A396	38.09	40.00	41.99	44.08	46.28	3,047.05	3,199.82	3,359.37	3,526.79	3,702.06	6,601.94	8,021.13	
A397	38.27	40.20	42.19	44.30	46.50	3,061.64	3,215.60	3,375.11	3,543.63	3,720.04	6,633.55	8,060.09	
A398	38.45	40.39	42.40	44.51	46.74	3,076.26	3,231.31	3,391.96	3,560.50	3,739.14	6,665.23	8,101.47	
A399	38.65	40.59	42.61	44.73	46.96	3,092.00	3,247.04	3,408.82	3,578.46	3,757.12	6,699.33	8,140.43	
A400	38.83	40.78	42.82	44.94	47.19	3,106.58	3,262.76	3,425.69	3,595.32	3,775.10	6,730.92	8,179.38	
A401	39.02	40.97	43.00	45.15	47.40	3,121.21	3,277.37	3,440.28	3,612.16	3,791.96	6,762.62	8,215.91	
A402	39.21	41.16	43.21	45.38	47.64	3,136.93	3,293.10	3,457.13	3,630.15	3,811.04	6,796.68	8,257.25	
A403	39.39	41.37	43.42	45.60	47.88	3,151.52	3,309.96	3,473.98	3,648.15	3,830.15	6,828.29	8,298.66	
A404	39.59	41.57	43.65	45.83	48.10	3,167.28	3,325.67	3,491.95	3,666.11	3,848.14	6,862.44	8,337.64	
A405	39.79	41.78	43.86	46.05	48.34	3,182.97	3,342.51	3,508.80	3,684.10	3,867.24	6,896.44	8,379.02	
A406	40.00	41.99	44.08	46.28	48.59	3,199.82	3,359.37	3,526.79	3,702.06	3,887.44	6,932.94	8,422.79	
A407	40.20	42.19	44.30	46.50	48.83	3,215.60	3,375.11	3,543.63	3,720.04	3,906.57	6,967.13	8,464.24	
A408	40.39	42.40	44.51	46.74	49.07	3,231.31	3,391.96	3,560.50	3,739.14	3,925.66	7,001.17	8,505.60	
A409	40.59	42.61	44.73	46.96	49.31	3,247.04	3,408.82	3,578.46	3,757.12	3,944.73	7,035.25	8,546.92	
A410	40.78	42.82	44.94	47.19	49.55	3,262.76	3,425.69	3,595.32	3,775.10	3,963.86	7,069.31	8,588.36	
A411	40.97	43.00	45.15	47.40	49.79	3,277.37	3,440.28	3,612.16	3,791.96	3,982.95	7,100.97	8,629.73	
A412	41.16	43.21	45.38	47.64	50.03	3,293.10	3,457.13	3,630.15	3,811.04	4,002.04	7,135.05	8,671.09	
A413	41.37	43.42	45.60	47.88	50.26	3,309.96	3,473.98	3,648.15	3,830.15	4,021.15	7,171.58	8,712.49	
A414	41.57	43.65	45.83	48.10	50.50	3,325.67	3,491.95	3,666.11	3,848.14	4,040.23	7,205.62	8,753.83	

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Appendix C
Salary Table for AFSCME Job Classifications
Effective July 3, 2017

	Hourly Rates					Bi-Weekly Rates						Monthly Rates	
A415	41.78	43.86	46.05	48.34	50.76	3,342.51	3,508.80	3,684.10	3,867.24	4,060.48	7,242.11	8,797.71	
A416	41.99	44.08	46.28	48.59	51.02	3,359.37	3,526.79	3,702.06	3,887.44	4,081.81	7,278.64	8,843.92	
A417	42.19	44.30	46.50	48.83	51.28	3,375.11	3,543.63	3,720.04	3,906.57	4,102.04	7,312.74	8,887.75	
A418	42.40	44.51	46.74	49.07	51.53	3,391.96	3,560.50	3,739.14	3,925.66	4,122.28	7,349.25	8,931.61	
A419	42.61	44.73	46.96	49.31	51.78	3,408.82	3,578.46	3,757.12	3,944.73	4,142.50	7,385.78	8,975.42	
A420	42.82	44.94	47.19	49.55	52.03	3,425.69	3,595.32	3,775.10	3,963.86	4,162.71	7,422.33	9,019.21	
A421	43.00	45.15	47.40	49.79	52.27	3,440.28	3,612.16	3,791.96	3,982.95	4,181.83	7,453.94	9,060.63	
A422	43.21	45.38	47.64	50.03	52.54	3,457.13	3,630.15	3,811.04	4,002.04	4,203.15	7,490.45	9,106.83	
A423	43.42	45.60	47.88	50.26	52.79	3,473.98	3,648.15	3,830.15	4,021.15	4,223.39	7,526.96	9,150.68	
A424	43.65	45.83	48.10	50.50	53.05	3,491.95	3,666.11	3,848.14	4,040.23	4,243.62	7,565.89	9,194.51	
A425	43.86	46.05	48.34	50.76	53.31	3,508.80	3,684.10	3,867.24	4,060.48	4,264.95	7,602.40	9,240.73	
A426	44.08	46.28	48.59	51.02	53.59	3,526.79	3,702.06	3,887.44	4,081.81	4,287.41	7,641.38	9,289.39	
A427	44.30	46.50	48.83	51.28	53.85	3,543.63	3,720.04	3,906.57	4,102.04	4,307.67	7,677.87	9,333.29	
A428	44.51	46.74	49.07	51.53	54.11	3,560.50	3,739.14	3,925.66	4,122.28	4,329.00	7,714.42	9,379.50	
A429	44.73	46.96	49.31	51.78	54.38	3,578.46	3,757.12	3,944.73	4,142.50	4,350.37	7,753.33	9,425.80	
A430	44.96	47.19	49.55	52.03	54.63	3,596.46	3,775.10	3,963.86	4,162.71	4,370.57	7,792.33	9,469.57	
A431	45.15	47.40	49.79	52.27	54.90	3,612.16	3,791.96	3,982.95	4,181.83	4,391.93	7,826.35	9,515.85	
A432	45.38	47.64	50.03	52.54	55.17	3,630.15	3,811.04	4,002.04	4,203.15	4,413.25	7,865.33	9,562.04	
A433	45.60	47.88	50.26	52.79	55.43	3,648.15	3,830.15	4,021.15	4,223.39	4,434.62	7,904.33	9,608.34	
A434	45.83	48.10	50.50	53.05	55.71	3,666.11	3,848.14	4,040.23	4,243.62	4,457.08	7,943.24	9,657.01	
A435	46.05	48.34	50.76	53.31	55.98	3,684.10	3,867.24	4,060.48	4,264.95	4,478.41	7,982.22	9,703.22	
A436	46.28	48.59	51.02	53.59	56.28	3,702.06	3,887.44	4,081.81	4,287.41	4,502.04	8,021.13	9,754.42	
A437	46.50	48.83	51.28	53.85	56.54	3,720.04	3,906.57	4,102.04	4,307.67	4,523.36	8,060.09	9,800.61	
A438	46.74	49.07	51.53	54.11	56.82	3,739.14	3,925.66	4,122.28	4,329.00	4,545.84	8,101.47	9,849.32	
A439	46.96	49.31	51.78	54.38	57.10	3,757.12	3,944.73	4,142.50	4,350.37	4,568.29	8,140.43	9,897.96	
A440	47.19	49.55	52.03	54.63	57.38	3,775.10	3,963.86	4,162.71	4,370.57	4,590.78	8,179.38	9,946.69	
A441	47.40	49.79	52.27	54.90	57.64	3,791.96	3,982.95	4,181.83	4,391.93	4,611.03	8,215.91	9,990.57	
A442	47.64	50.03	52.54	55.17	57.92	3,811.04	4,002.04	4,203.15	4,413.25	4,633.50	8,257.25	10,039.25	
A443	47.88	50.26	52.79	55.43	58.21	3,830.15	4,021.15	4,223.39	4,434.62	4,657.07	8,298.66	10,090.32	
A444	48.10	50.50	53.05	55.71	58.49	3,848.14	4,040.23	4,243.62	4,457.08	4,679.54	8,337.64	10,139.00	
A445	48.34	50.76	53.31	55.98	58.78	3,867.24	4,060.48	4,264.95	4,478.41	4,702.02	8,379.02	10,187.71	
A446	48.59	51.02	53.59	56.28	59.08	3,887.44	4,081.81	4,287.41	4,502.04	4,726.75	8,422.79	10,241.29	
A447	48.83	51.28	53.85	56.54	59.38	3,906.57	4,102.04	4,307.67	4,523.36	4,750.31	8,464.24	10,292.34	
A448	49.07	51.53	54.11	56.82	59.66	3,925.66	4,122.28	4,329.00	4,545.84	4,772.81	8,505.60	10,341.09	
A449	49.31	51.78	54.38	57.10	59.95	3,944.73	4,142.50	4,350.37	4,568.29	4,796.38	8,546.92	10,392.16	
A450	49.55	52.03	54.63	57.38	60.25	3,963.86	4,162.71	4,370.57	4,590.78	4,820.00	8,588.36	10,443.33	
A451	49.79	52.27	54.90	57.64	60.53	3,982.95	4,181.83	4,391.93	4,611.03	4,842.46	8,629.73	10,492.00	
A452	50.03	52.54	55.17	57.92	60.83	4,002.04	4,203.15	4,413.25	4,633.50	4,866.04	8,671.09	10,543.09	

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Appendix C
Salary Table for AFSCME Job Classifications
Effective July 3, 2017

	Hourly Rates					Bi-Weekly Rates					Monthly Rates		
A453	50.26	52.79	55.43	58.21	61.12	4,021.15	4,223.39	4,434.62	4,657.07	4,889.63	8,712.49	10,594.20	
A454	50.50	53.05	55.71	58.49	61.42	4,040.23	4,243.62	4,457.08	4,679.54	4,913.24	8,753.83	10,645.35	
A455	50.76	53.31	55.98	58.78	61.72	4,060.48	4,264.95	4,478.41	4,702.02	4,937.96	8,797.71	10,698.91	
A456	51.02	53.59	56.28	59.08	62.05	4,081.81	4,287.41	4,502.04	4,726.75	4,963.78	8,843.92	10,754.86	
A457	51.28	53.85	56.54	59.38	62.34	4,102.04	4,307.67	4,523.36	4,750.31	4,987.38	8,887.75	10,805.99	
A458	51.53	54.11	56.82	59.66	62.65	4,122.28	4,329.00	4,545.84	4,772.81	5,012.10	8,931.61	10,859.55	
A459	51.78	54.38	57.10	59.95	62.96	4,142.50	4,350.37	4,568.29	4,796.38	5,036.83	8,975.42	10,913.13	
A460	52.03	54.63	57.38	60.25	63.27	4,162.71	4,370.57	4,590.78	4,820.00	5,061.54	9,019.21	10,966.67	
A461	52.27	54.90	57.64	60.53	63.55	4,181.83	4,391.93	4,611.03	4,842.46	5,084.02	9,060.63	11,015.38	
A462	52.54	55.17	57.92	60.83	63.86	4,203.15	4,413.25	4,633.50	4,866.04	5,108.74	9,106.83	11,068.94	
A463	52.79	55.43	58.21	61.12	64.18	4,223.39	4,434.62	4,657.07	4,889.63	5,134.57	9,150.68	11,124.90	
A464	53.05	55.71	58.49	61.42	64.49	4,243.62	4,457.08	4,679.54	4,913.24	5,159.30	9,194.51	11,178.48	
A465	53.31	55.98	58.78	61.72	64.80	4,264.95	4,478.41	4,702.02	4,937.96	5,184.02	9,240.73	11,232.04	
A466	53.59	56.28	59.08	62.05	65.14	4,287.41	4,502.04	4,726.75	4,963.78	5,210.97	9,289.39	11,290.44	
A467	53.85	56.54	59.38	62.34	65.46	4,307.67	4,523.36	4,750.31	4,987.38	5,236.83	9,333.29	11,346.47	
A468	54.11	56.82	59.66	62.65	65.78	4,329.00	4,545.84	4,772.81	5,012.10	5,262.66	9,379.50	11,402.43	
A469	54.38	57.10	59.95	62.96	66.11	4,350.37	4,568.29	4,796.38	5,036.83	5,288.50	9,425.80	11,458.42	
A470	54.63	57.38	60.25	63.27	66.43	4,370.57	4,590.78	4,820.00	5,061.54	5,314.35	9,469.57	11,514.43	
A471	54.90	57.64	60.53	63.55	66.72	4,391.93	4,611.03	4,842.46	5,084.02	5,337.92	9,515.85	11,565.49	
A472	55.17	57.92	60.83	63.86	67.06	4,413.25	4,633.50	4,866.04	5,108.74	5,364.90	9,562.04	11,623.95	
A473	55.43	58.21	61.12	64.18	67.38	4,434.62	4,657.07	4,889.63	5,134.57	5,390.75	9,608.34	11,679.96	
A474	55.71	58.49	61.42	64.49	67.72	4,457.08	4,679.54	4,913.24	5,159.30	5,417.71	9,657.01	11,738.37	
A475	55.98	58.78	61.72	64.80	68.04	4,478.41	4,702.02	4,937.96	5,184.02	5,443.56	9,703.22	11,794.38	
A476	56.28	59.08	62.05	65.14	68.40	4,502.04	4,726.75	4,963.78	5,210.97	5,471.64	9,754.42	11,855.22	
A477	56.54	59.38	62.34	65.46	68.73	4,523.36	4,750.31	4,987.38	5,236.83	5,498.63	9,800.61	11,913.70	
A478	56.82	59.66	62.65	65.78	69.07	4,545.84	4,772.81	5,012.10	5,262.66	5,525.56	9,849.32	11,972.05	
A479	57.10	59.95	62.96	66.11	69.41	4,568.29	4,796.38	5,036.83	5,288.50	5,552.55	9,897.96	12,030.53	
A480	57.38	60.25	63.27	66.43	69.74	4,590.78	4,820.00	5,061.54	5,314.35	5,579.51	9,946.69	12,088.94	
A481	57.64	60.53	63.55	66.72	70.07	4,611.03	4,842.46	5,084.02	5,337.92	5,605.34	9,990.57	12,144.90	
A482	57.92	60.83	63.86	67.06	70.42	4,633.50	4,866.04	5,108.74	5,364.90	5,633.43	10,039.25	12,205.77	
A483	58.21	61.12	64.18	67.38	70.75	4,657.07	4,889.63	5,134.57	5,390.75	5,660.38	10,090.32	12,264.16	
A484	58.49	61.42	64.49	67.72	71.11	4,679.54	4,913.24	5,159.30	5,417.71	5,688.49	10,139.00	12,325.06	
A485	58.78	61.72	64.80	68.04	71.44	4,702.02	4,937.96	5,184.02	5,443.56	5,715.44	10,187.71	12,383.45	
A486	59.08	62.05	65.14	68.40	71.82	4,726.75	4,963.78	5,210.97	5,471.64	5,745.80	10,241.29	12,449.23	
A487	59.38	62.34	65.46	68.73	72.17	4,750.31	4,987.38	5,236.83	5,498.63	5,773.89	10,292.34	12,510.10	
A488	59.66	62.65	65.78	69.07	72.52	4,772.81	5,012.10	5,262.66	5,525.56	5,801.94	10,341.09	12,570.87	
A489	59.95	62.96	66.11	69.41	72.88	4,796.38	5,036.83	5,288.50	5,552.55	5,830.04	10,392.16	12,631.75	
A490	60.25	63.27	66.43	69.74	73.24	4,820.00	5,061.54	5,314.35	5,579.51	5,859.25	10,443.33	12,695.04	

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Appendix C
Salary Table for AFSCME Job Classifications
Effective July 3, 2017

	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
A491	60.53	63.55	66.72	70.07	73.58	4,842.46	5,084.02	5,337.92	5,605.34	5,886.24	10,492.00	12,753.52
A492	60.83	63.86	67.06	70.42	73.93	4,866.04	5,108.74	5,364.90	5,633.43	5,914.32	10,543.09	12,814.36
A493	61.12	64.18	67.38	70.75	74.29	4,889.63	5,134.57	5,390.75	5,660.38	5,943.53	10,594.20	12,877.65
A494	61.42	64.49	67.72	71.11	74.66	4,913.24	5,159.30	5,417.71	5,688.49	5,972.73	10,645.35	12,940.92
A495	61.72	64.80	68.04	71.44	75.02	4,937.96	5,184.02	5,443.56	5,715.44	6,001.95	10,698.91	13,004.23
A496	62.05	65.14	68.40	71.82	75.42	4,963.78	5,210.97	5,471.64	5,745.80	6,033.41	10,754.86	13,072.39
A497	62.34	65.46	68.73	72.17	75.78	4,987.38	5,236.83	5,498.63	5,773.89	6,062.62	10,805.99	13,135.66
A498	62.65	65.78	69.07	72.52	76.15	5,012.10	5,262.66	5,525.56	5,801.94	6,091.84	10,859.55	13,198.99
A499	62.96	66.11	69.41	72.88	76.53	5,036.83	5,288.50	5,552.55	5,830.04	6,122.17	10,913.13	13,264.70
A500	63.27	66.43	69.74	73.24	76.91	5,061.54	5,314.35	5,579.51	5,859.25	6,152.50	10,966.67	13,330.42
A501	63.55	66.72	70.07	73.58	77.26	5,084.02	5,337.92	5,605.34	5,886.24	6,180.60	11,015.38	13,391.30
A502	63.86	67.06	70.42	73.93	77.64	5,108.74	5,364.90	5,633.43	5,914.32	6,210.92	11,068.94	13,456.99
A503	64.18	67.38	70.75	74.29	78.00	5,134.57	5,390.75	5,660.38	5,943.53	6,240.14	11,124.90	13,520.30
A504	64.49	67.72	71.11	74.66	78.40	5,159.30	5,417.71	5,688.49	5,972.73	6,271.60	11,178.48	13,588.47
A505	64.80	68.04	71.44	75.02	78.77	5,184.02	5,443.56	5,715.44	6,001.95	6,301.93	11,232.04	13,654.18
A506	65.14	68.40	71.82	75.42	79.18	5,210.97	5,471.64	5,745.80	6,033.41	6,334.52	11,290.44	13,724.79
A507	65.46	68.73	72.17	75.78	79.57	5,236.83	5,498.63	5,773.89	6,062.62	6,365.98	11,346.47	13,792.96
A508	65.78	69.07	72.52	76.15	79.95	5,262.66	5,525.56	5,801.94	6,091.84	6,396.31	11,402.43	13,858.67
A509	66.11	69.41	72.88	76.53	80.35	5,288.50	5,552.55	5,830.04	6,122.17	6,427.75	11,458.42	13,926.79
A510	66.43	69.74	73.24	76.91	80.74	5,314.35	5,579.51	5,859.25	6,152.50	6,459.25	11,514.43	13,995.04
A511	66.72	70.07	73.58	77.26	81.12	5,337.92	5,605.34	5,886.24	6,180.60	6,489.56	11,565.49	14,060.71
A512	67.06	70.42	73.93	77.64	81.51	5,364.90	5,633.43	5,914.32	6,210.92	6,521.04	11,623.95	14,128.92
A513	67.38	70.75	74.29	78.00	81.92	5,390.75	5,660.38	5,943.53	6,240.14	6,553.61	11,679.96	14,199.49
A514	67.72	71.11	74.66	78.40	82.33	5,417.71	5,688.49	5,972.73	6,271.60	6,586.16	11,738.37	14,270.01
A515	68.04	71.44	75.02	78.77	82.73	5,443.56	5,715.44	6,001.95	6,301.93	6,618.79	11,794.38	14,340.71
A516	68.40	71.82	75.42	79.18	83.16	5,471.64	5,745.80	6,033.41	6,334.52	6,652.48	11,855.22	14,413.71
A517	68.73	72.17	75.78	79.57	83.56	5,498.63	5,773.89	6,062.62	6,365.98	6,685.07	11,913.70	14,484.32
A518	69.07	72.52	76.15	79.95	83.98	5,525.56	5,801.94	6,091.84	6,396.31	6,718.78	11,972.05	14,557.36
A519	69.41	72.88	76.53	80.35	84.41	5,552.55	5,830.04	6,122.17	6,427.75	6,752.47	12,030.53	14,630.35
A520	69.74	73.24	76.91	80.74	84.83	5,579.51	5,859.25	6,152.50	6,459.25	6,786.19	12,088.94	14,703.41
A521	70.07	73.58	77.26	81.12	85.25	5,605.34	5,886.24	6,180.60	6,489.56	6,819.88	12,144.90	14,776.41
A522	70.42	73.93	77.64	81.51	85.67	5,633.43	5,914.32	6,210.92	6,521.04	6,853.58	12,205.77	14,849.42
A523	70.75	74.29	78.00	81.92	86.11	5,660.38	5,943.53	6,240.14	6,553.61	6,888.41	12,264.16	14,924.89
A524	71.11	74.66	78.40	82.33	86.53	5,688.49	5,972.73	6,271.60	6,586.16	6,922.13	12,325.06	14,997.95
A525	71.44	75.02	78.77	82.73	86.96	5,715.44	6,001.95	6,301.93	6,618.79	6,956.96	12,383.45	15,073.41
A526	71.82	75.42	79.18	83.16	87.40	5,745.80	6,033.41	6,334.52	6,652.48	6,991.78	12,449.23	15,148.86
A527	72.17	75.78	79.57	83.56	87.83	5,773.89	6,062.62	6,365.98	6,685.07	7,026.64	12,510.10	15,224.39
A528	72.52	76.15	79.95	83.98	88.27	5,801.94	6,091.84	6,396.31	6,718.78	7,061.46	12,570.87	15,299.83

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Appendix C
Salary Table for AFSCME Job Classifications
Effective July 3, 2017

	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
A529	72.88	76.53	80.35	84.41	88.72	5,830.04	6,122.17	6,427.75	6,752.47	7,097.41	12,631.75	15,377.72
A530	73.24	76.91	80.74	84.83	89.15	5,859.25	6,152.50	6,459.25	6,786.19	7,132.23	12,695.04	15,453.17
A531	73.58	77.26	81.12	85.25	89.60	5,886.24	6,180.60	6,489.56	6,819.88	7,168.17	12,753.52	15,531.04
A532	73.93	77.64	81.51	85.67	90.05	5,914.32	6,210.92	6,521.04	6,853.58	7,204.14	12,814.36	15,608.97
A533	74.29	78.00	81.92	86.11	90.50	5,943.53	6,240.14	6,553.61	6,888.41	7,240.08	12,877.65	15,686.84
A534	74.66	78.40	82.33	86.53	90.95	5,972.73	6,271.60	6,586.16	6,922.13	7,276.05	12,940.92	15,764.78
A535	75.02	78.77	82.73	86.96	91.40	6,001.95	6,301.93	6,618.79	6,956.96	7,312.00	13,004.23	15,842.67
A536	75.42	79.18	83.16	87.40	91.86	6,033.41	6,334.52	6,652.48	6,991.78	7,349.06	13,072.39	15,922.96
A537	75.78	79.57	83.56	87.83	92.31	6,062.62	6,365.98	6,685.07	7,026.64	7,385.02	13,135.68	16,000.88
A538	76.15	79.95	83.98	88.27	92.78	6,091.84	6,396.31	6,718.78	7,061.46	7,422.10	13,198.99	16,081.22
A539	76.53	80.35	84.41	88.72	93.24	6,122.17	6,427.75	6,752.47	7,097.41	7,459.19	13,264.70	16,161.58
A540	76.91	80.74	84.83	89.15	93.70	6,152.50	6,459.25	6,786.19	7,132.23	7,496.26	13,330.42	16,241.90
A541	77.26	81.12	85.25	89.60	94.18	6,180.60	6,489.56	6,819.88	7,168.17	7,534.45	13,391.30	16,324.64
A542	77.64	81.51	85.67	90.05	94.64	6,210.92	6,521.04	6,853.58	7,204.14	7,571.53	13,456.99	16,404.98
A543	78.00	81.92	86.11	90.50	95.12	6,240.14	6,553.61	6,888.41	7,240.08	7,609.73	13,520.30	16,487.75
A544	78.40	82.33	86.53	90.95	95.59	6,271.60	6,586.16	6,922.13	7,276.05	7,646.80	13,588.47	16,568.07
A545	78.77	82.73	86.96	91.40	96.06	6,301.93	6,618.79	6,956.96	7,312.00	7,685.00	13,654.18	16,650.83
A546	79.18	83.16	87.40	91.86	96.55	6,334.52	6,652.48	6,991.78	7,349.06	7,724.32	13,724.79	16,736.03
A547	79.57	83.56	87.83	92.31	97.03	6,365.98	6,685.07	7,026.64	7,385.02	7,762.55	13,792.96	16,818.86
A548	79.95	83.98	88.27	92.78	97.51	6,396.31	6,718.78	7,061.46	7,422.10	7,800.73	13,858.67	16,901.58
A549	80.35	84.41	88.72	93.24	98.00	6,427.75	6,752.47	7,097.41	7,459.19	7,840.06	13,926.79	16,986.80
A550	80.74	84.83	89.15	93.70	98.49	6,459.25	6,786.19	7,132.23	7,496.26	7,879.37	13,995.04	17,071.97
A551	81.12	85.25	89.60	94.15	98.98	6,489.56	6,819.88	7,168.17	7,532.21	7,918.71	14,060.71	17,157.21
A552	81.51	85.67	90.05	94.64	99.48	6,521.04	6,853.58	7,204.14	7,571.53	7,958.02	14,128.92	17,242.38
A553	81.92	86.11	90.50	95.12	99.97	6,553.61	6,888.41	7,240.08	7,609.73	7,997.37	14,199.49	17,327.64
A554	82.33	86.53	90.95	95.59	100.47	6,586.16	6,922.13	7,276.05	7,646.80	8,037.82	14,270.01	17,415.28
A555	82.73	86.96	91.40	96.06	100.98	6,618.79	6,956.96	7,312.00	7,685.00	8,078.25	14,340.71	17,502.88
A556	83.16	87.40	91.86	96.55	101.47	6,652.48	6,991.78	7,349.06	7,724.32	8,117.57	14,413.71	17,588.07
A557	83.56	87.83	92.31	97.03	101.99	6,685.07	7,026.64	7,385.02	7,762.55	8,159.15	14,484.32	17,678.16

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Appendix C
Salary Table for AFSCME Job Classifications
Effective July 16, 2018

	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
A339	29.68	31.17	32.74	34.37	36.09	2,374.68	2,493.88	2,618.85	2,749.60	2,887.33	5,145.14	6,255.88
A340	29.83	31.33	32.89	34.54	36.27	2,386.24	2,506.59	2,631.59	2,763.49	2,901.23	5,170.19	6,286.00
A341	29.97	31.48	33.05	34.70	36.44	2,397.83	2,518.17	2,644.31	2,776.22	2,915.11	5,195.30	6,316.07
A342	30.12	31.62	33.21	34.86	36.61	2,409.40	2,529.74	2,657.04	2,788.96	2,928.99	5,220.37	6,346.15
A343	30.26	31.78	33.37	35.04	36.79	2,420.95	2,542.46	2,669.77	2,802.85	2,942.86	5,245.39	6,376.20
A344	30.41	31.94	33.53	35.21	36.97	2,432.52	2,555.18	2,682.49	2,816.74	2,957.91	5,270.46	6,408.81
A345	30.57	32.10	33.71	35.38	37.15	2,445.26	2,567.94	2,696.40	2,830.63	2,971.81	5,298.06	6,438.92
A346	30.72	32.26	33.88	35.57	37.35	2,457.98	2,580.67	2,710.26	2,845.67	2,988.02	5,325.62	6,474.04
A347	30.87	32.42	34.04	35.74	37.54	2,469.56	2,593.39	2,723.01	2,859.54	3,003.07	5,350.71	6,506.65
A348	31.03	32.58	34.21	35.92	37.71	2,482.29	2,606.15	2,736.89	2,873.44	3,016.95	5,378.30	6,536.73
A349	31.17	32.74	34.37	36.09	37.90	2,493.88	2,618.85	2,749.60	2,887.33	3,031.99	5,403.41	6,569.31
A350	31.33	32.89	34.54	36.27	38.09	2,506.59	2,631.59	2,763.49	2,901.23	3,047.02	5,430.95	6,601.88
A351	31.48	33.05	34.70	36.44	38.26	2,518.17	2,644.31	2,776.22	2,915.11	3,060.92	5,456.04	6,631.99
A352	31.62	33.21	34.86	36.61	38.45	2,529.74	2,657.04	2,788.96	2,928.99	3,075.96	5,481.10	6,664.58
A353	31.78	33.37	35.04	36.79	38.64	2,542.46	2,669.77	2,802.85	2,942.86	3,091.00	5,508.66	6,697.17
A354	31.94	33.53	35.21	36.97	38.83	2,555.18	2,682.49	2,816.74	2,957.91	3,106.04	5,536.22	6,729.75
A355	32.10	33.71	35.38	37.15	39.01	2,567.94	2,696.40	2,830.63	2,971.81	3,121.12	5,563.87	6,762.43
A356	32.26	33.88	35.57	37.35	39.23	2,580.67	2,710.26	2,845.67	2,988.02	3,138.46	5,591.45	6,800.00
A357	32.42	34.04	35.74	37.54	39.42	2,593.39	2,723.01	2,859.54	3,003.07	3,153.49	5,619.01	6,832.56
A358	32.58	34.21	35.92	37.71	39.61	2,606.15	2,736.89	2,873.44	3,016.95	3,168.55	5,646.66	6,865.19
A359	32.74	34.37	36.09	37.90	39.81	2,618.85	2,749.60	2,887.33	3,031.99	3,184.76	5,674.18	6,900.31
A360	32.89	34.54	36.27	38.09	40.00	2,631.59	2,763.49	2,901.23	3,047.02	3,199.78	5,701.78	6,932.86
A361	33.05	34.70	36.44	38.26	40.19	2,644.31	2,776.22	2,915.11	3,060.92	3,214.85	5,729.34	6,965.51
A362	33.21	34.86	36.61	38.45	40.39	2,657.04	2,788.96	2,928.99	3,075.96	3,231.04	5,756.92	7,000.59
A363	33.37	35.04	36.79	38.64	40.58	2,669.77	2,802.85	2,942.86	3,091.00	3,246.07	5,784.50	7,033.15
A364	33.53	35.21	36.97	38.83	40.78	2,682.49	2,816.74	2,957.91	3,106.04	3,262.30	5,812.06	7,068.32
A365	33.71	35.38	37.15	39.01	40.98	2,696.40	2,830.63	2,971.81	3,121.12	3,278.46	5,842.20	7,103.33
A366	33.88	35.57	37.35	39.23	41.20	2,710.26	2,845.67	2,988.02	3,138.46	3,295.81	5,872.23	7,140.92
A367	34.04	35.74	37.54	39.42	41.40	2,723.01	2,859.54	3,003.07	3,153.49	3,312.07	5,899.86	7,176.15
A368	34.21	35.92	37.71	39.61	41.60	2,736.89	2,873.44	3,016.95	3,168.55	3,328.25	5,929.93	7,211.21
A369	34.37	36.09	37.90	39.81	41.81	2,749.60	2,887.33	3,031.99	3,184.76	3,344.45	5,957.47	7,246.31
A370	34.54	36.27	38.09	40.00	42.01	2,763.49	2,901.23	3,047.02	3,199.78	3,360.64	5,987.56	7,281.39
A371	34.70	36.44	38.26	40.19	42.20	2,776.22	2,915.11	3,060.92	3,214.85	3,375.69	6,015.14	7,314.00
A372	34.86	36.61	38.45	40.39	42.40	2,788.96	2,928.99	3,075.96	3,231.04	3,391.89	6,042.75	7,349.10
A373	35.04	36.79	38.64	40.58	42.62	2,802.85	2,942.86	3,091.00	3,246.07	3,409.26	6,072.84	7,386.73
A374	35.21	36.97	38.83	40.78	42.82	2,816.74	2,957.91	3,106.04	3,262.30	3,425.44	6,102.94	7,421.79
A375	35.38	37.15	39.01	40.98	43.03	2,830.63	2,971.81	3,121.12	3,278.46	3,442.79	6,133.03	7,459.38
A376	35.57	37.35	39.23	41.20	43.25	2,845.67	2,988.02	3,138.46	3,295.81	3,460.15	6,165.62	7,496.99

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Appendix C
Salary Table for AFSCME Job Classifications
Effective July 16, 2018

	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
A377	35.74	37.54	39.42	41.40	43.45	2,859.54	3,003.07	3,153.49	3,312.07	3,476.36	6,195.67	7,532.11
A378	35.92	37.71	39.61	41.60	43.67	2,873.44	3,016.95	3,168.55	3,328.25	3,493.72	6,225.79	7,569.73
A379	36.09	37.90	39.81	41.81	43.89	2,887.33	3,031.99	3,184.76	3,344.45	3,511.08	6,255.88	7,607.34
A380	36.27	38.09	40.00	42.01	44.11	2,901.23	3,047.02	3,199.78	3,360.64	3,528.46	6,286.00	7,645.00
A381	36.44	38.26	40.19	42.20	44.29	2,915.11	3,060.92	3,214.85	3,375.69	3,543.49	6,316.07	7,677.56
A382	36.61	38.45	40.39	42.40	44.51	2,928.99	3,075.96	3,231.04	3,391.89	3,560.84	6,346.15	7,715.15
A383	36.79	38.64	40.58	42.62	44.73	2,942.86	3,091.00	3,246.07	3,409.26	3,578.20	6,376.20	7,752.77
A384	36.97	38.83	40.78	42.82	44.96	2,957.91	3,106.04	3,262.30	3,425.44	3,596.71	6,408.81	7,792.87
A385	37.15	39.01	40.98	43.03	45.18	2,971.81	3,121.12	3,278.46	3,442.79	3,614.06	6,438.92	7,830.46
A386	37.35	39.23	41.20	43.25	45.41	2,988.02	3,138.46	3,295.81	3,460.15	3,632.59	6,474.04	7,870.61
A387	37.54	39.42	41.40	43.45	45.62	3,003.07	3,153.49	3,312.07	3,476.36	3,649.94	6,506.65	7,908.20
A388	37.71	39.61	41.60	43.67	45.84	3,016.95	3,168.55	3,328.25	3,493.72	3,667.32	6,536.73	7,945.86
A389	37.90	39.81	41.81	43.89	46.07	3,031.99	3,184.76	3,344.45	3,511.08	3,685.81	6,569.31	7,985.92
A390	38.09	40.00	42.01	44.11	46.29	3,047.02	3,199.78	3,360.64	3,528.46	3,703.18	6,601.88	8,023.56
A391	38.26	40.19	42.20	44.29	46.51	3,060.92	3,214.85	3,375.69	3,543.49	3,720.52	6,631.99	8,061.13
A392	38.45	40.39	42.40	44.51	46.74	3,075.96	3,231.04	3,391.89	3,560.84	3,739.05	6,664.58	8,101.28
A393	38.64	40.58	42.62	44.73	46.97	3,091.00	3,246.07	3,409.26	3,578.20	3,757.59	6,697.17	8,141.45
A394	38.83	40.78	42.82	44.96	47.20	3,106.04	3,262.30	3,425.44	3,596.71	3,776.09	6,729.75	8,181.53
A395	39.01	40.98	43.03	45.18	47.43	3,121.12	3,278.46	3,442.79	3,614.06	3,794.62	6,762.43	8,221.68
A396	39.23	41.20	43.25	45.41	47.66	3,138.46	3,295.81	3,460.15	3,632.59	3,813.12	6,800.00	8,261.76
A397	39.42	41.40	43.45	45.62	47.90	3,153.49	3,312.07	3,476.36	3,649.94	3,831.64	6,832.56	8,301.89
A398	39.61	41.60	43.67	45.84	48.14	3,168.55	3,328.25	3,493.72	3,667.32	3,851.31	6,865.19	8,344.51
A399	39.81	41.81	43.89	46.07	48.37	3,184.76	3,344.45	3,511.08	3,685.81	3,869.83	6,900.31	8,384.63
A400	40.00	42.01	44.11	46.29	48.60	3,199.78	3,360.64	3,528.46	3,703.18	3,888.35	6,932.86	8,424.76
A401	40.19	42.20	44.29	46.51	48.82	3,214.85	3,375.69	3,543.49	3,720.52	3,905.72	6,965.51	8,462.39
A402	40.39	42.40	44.51	46.74	49.07	3,231.04	3,391.89	3,560.84	3,739.05	3,925.37	7,000.59	8,504.97
A403	40.58	42.62	44.73	46.97	49.31	3,246.07	3,409.26	3,578.20	3,757.59	3,945.05	7,033.15	8,547.61
A404	40.78	42.82	44.96	47.20	49.54	3,262.30	3,425.44	3,596.71	3,776.09	3,963.58	7,068.32	8,587.76
A405	40.98	43.03	45.18	47.43	49.79	3,278.46	3,442.79	3,614.06	3,794.62	3,983.26	7,103.33	8,630.40
A406	41.20	43.25	45.41	47.66	50.05	3,295.81	3,460.15	3,632.59	3,813.12	4,004.06	7,140.92	8,675.46
A407	41.40	43.45	45.62	47.90	50.30	3,312.07	3,476.36	3,649.94	3,831.64	4,023.77	7,176.15	8,718.17
A408	41.60	43.67	45.84	48.14	50.54	3,328.25	3,493.72	3,667.32	3,851.31	4,043.43	7,211.21	8,760.77
A409	41.81	43.89	46.07	48.37	50.79	3,344.45	3,511.08	3,685.81	3,869.83	4,063.07	7,246.31	8,803.32
A410	42.01	44.11	46.29	48.60	51.03	3,360.64	3,528.46	3,703.18	3,888.35	4,082.78	7,281.39	8,846.02
A411	42.20	44.29	46.51	48.82	51.28	3,375.69	3,543.49	3,720.52	3,905.72	4,102.44	7,314.00	8,888.62
A412	42.40	44.51	46.74	49.07	51.53	3,391.89	3,560.84	3,739.05	3,925.37	4,122.10	7,349.10	8,931.22
A413	42.62	44.73	46.97	49.31	51.77	3,409.26	3,578.20	3,757.59	3,945.05	4,141.78	7,386.73	8,973.86
A414	42.82	44.96	47.20	49.54	52.02	3,425.44	3,596.71	3,776.09	3,963.58	4,161.44	7,421.79	9,016.45

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Appendix C
Salary Table for AFSCME Job Classifications
Effective July 16, 2018

	Hourly Rates					Bi-Weekly Rates					Monthly Rates		
A415	43.03	45.18	47.43	49.79	52.28	3,442.79	3,614.06	3,794.62	3,983.26	4,182.29	7,459.38	9,061.63	
A416	43.25	45.41	47.66	50.05	52.55	3,460.15	3,632.59	3,813.12	4,004.06	4,204.26	7,496.99	9,109.23	
A417	43.45	45.62	47.90	50.30	52.81	3,476.36	3,649.94	3,831.64	4,023.77	4,225.10	7,532.11	9,154.38	
A418	43.67	45.84	48.14	50.54	53.07	3,493.72	3,667.32	3,851.31	4,043.43	4,245.95	7,569.73	9,199.56	
A419	43.89	46.07	48.37	50.79	53.33	3,511.08	3,685.81	3,869.83	4,063.07	4,266.78	7,607.34	9,244.69	
A420	44.11	46.29	48.60	51.03	53.59	3,528.46	3,703.18	3,888.35	4,082.78	4,287.59	7,645.00	9,289.78	
A421	44.29	46.51	48.82	51.28	53.84	3,543.49	3,720.52	3,905.72	4,102.44	4,307.28	7,677.56	9,332.44	
A422	44.51	46.74	49.07	51.53	54.12	3,560.84	3,739.05	3,925.37	4,122.10	4,329.24	7,715.15	9,380.02	
A423	44.73	46.97	49.31	51.77	54.38	3,578.20	3,757.59	3,945.05	4,141.78	4,350.09	7,752.77	9,425.20	
A424	44.96	47.20	49.54	52.02	54.64	3,596.71	3,776.09	3,963.58	4,161.44	4,370.93	7,792.87	9,470.35	
A425	45.18	47.43	49.79	52.28	54.91	3,614.06	3,794.62	3,983.26	4,182.29	4,392.90	7,830.46	9,517.95	
A426	45.41	47.66	50.05	52.55	55.20	3,632.59	3,813.12	4,004.06	4,204.26	4,416.03	7,870.61	9,568.07	
A427	45.62	47.90	50.30	52.81	55.46	3,649.94	3,831.64	4,023.77	4,225.10	4,436.90	7,908.20	9,613.28	
A428	45.84	48.14	50.54	53.07	55.74	3,667.32	3,851.31	4,043.43	4,245.95	4,458.87	7,945.86	9,660.89	
A429	46.07	48.37	50.79	53.33	56.01	3,685.81	3,869.83	4,063.07	4,266.78	4,480.88	7,985.92	9,708.57	
A430	46.30	48.60	51.03	53.59	56.27	3,704.35	3,888.35	4,082.78	4,287.59	4,501.69	8,026.09	9,753.66	
A431	46.51	48.82	51.28	53.84	56.55	3,720.52	3,905.72	4,102.44	4,307.28	4,523.69	8,061.13	9,801.33	
A432	46.74	49.07	51.53	54.12	56.82	3,739.05	3,925.37	4,122.10	4,329.24	4,545.65	8,101.28	9,848.91	
A433	46.97	49.31	51.77	54.38	57.10	3,757.59	3,945.05	4,141.78	4,350.09	4,567.66	8,141.45	9,896.60	
A434	47.20	49.54	52.02	54.64	57.38	3,776.09	3,963.58	4,161.44	4,370.93	4,590.79	8,181.53	9,946.71	
A435	47.43	49.79	52.28	54.91	57.66	3,794.62	3,983.26	4,182.29	4,392.90	4,612.76	8,221.68	9,994.31	
A436	47.66	50.05	52.55	55.20	57.96	3,813.12	4,004.06	4,204.26	4,416.03	4,637.10	8,261.76	10,047.05	
A437	47.90	50.30	52.81	55.46	58.24	3,831.64	4,023.77	4,225.10	4,436.90	4,659.06	8,301.89	10,094.63	
A438	48.14	50.54	53.07	55.74	58.53	3,851.31	4,043.43	4,245.95	4,458.87	4,682.22	8,344.51	10,144.81	
A439	48.37	50.79	53.33	56.01	58.82	3,869.83	4,063.07	4,266.78	4,480.88	4,705.34	8,384.63	10,194.90	
A440	48.60	51.03	53.59	56.27	59.11	3,888.35	4,082.78	4,287.59	4,501.69	4,728.50	8,424.76	10,245.08	
A441	48.82	51.28	53.84	56.55	59.37	3,905.72	4,102.44	4,307.28	4,523.69	4,749.36	8,462.39	10,290.28	
A442	49.07	51.53	54.12	56.82	59.66	3,925.37	4,122.10	4,329.24	4,545.65	4,772.51	8,504.97	10,340.44	
A443	49.31	51.77	54.38	57.10	59.96	3,945.05	4,141.78	4,350.09	4,567.66	4,796.78	8,547.61	10,393.02	
A444	49.54	52.02	54.64	57.38	60.25	3,963.58	4,161.44	4,370.93	4,590.79	4,819.93	8,587.76	10,443.18	
A445	49.79	52.28	54.91	57.66	60.54	3,983.26	4,182.29	4,392.90	4,612.76	4,843.08	8,630.40	10,493.34	
A446	50.05	52.55	55.20	57.96	60.86	4,004.06	4,204.26	4,416.03	4,637.10	4,868.55	8,675.46	10,548.53	
A447	50.30	52.81	55.46	58.24	61.16	4,023.77	4,225.10	4,436.90	4,659.06	4,892.82	8,718.17	10,601.11	
A448	50.54	53.07	55.74	58.53	61.45	4,043.43	4,245.95	4,458.87	4,682.22	4,915.99	8,760.77	10,651.31	
A449	50.79	53.33	56.01	58.82	61.75	4,063.07	4,266.78	4,480.88	4,705.34	4,940.27	8,803.32	10,703.92	
A450	51.03	53.59	56.27	59.11	62.06	4,082.78	4,287.59	4,501.69	4,728.50	4,964.60	8,846.02	10,756.63	
A451	51.28	53.84	56.55	59.37	62.35	4,102.44	4,307.28	4,523.69	4,749.36	4,987.73	8,888.62	10,806.75	
A452	51.53	54.12	56.82	59.66	62.65	4,122.10	4,329.24	4,545.65	4,772.51	5,012.02	8,931.22	10,859.38	

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	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
A453	51.77	54.38	57.10	59.96	62.95	4,141.78	4,350.09	4,567.66	4,796.78	5,036.32	8,973.86	10,912.03
A454	52.02	54.64	57.38	60.25	63.26	4,161.44	4,370.93	4,590.79	4,819.93	5,060.64	9,016.45	10,964.72
A455	52.28	54.91	57.66	60.54	63.58	4,182.29	4,392.90	4,612.76	4,843.08	5,086.10	9,061.63	11,019.88
A456	52.55	55.20	57.96	60.86	63.91	4,204.26	4,416.03	4,637.10	4,868.55	5,112.69	9,109.23	11,077.50
A457	52.81	55.46	58.24	61.16	64.21	4,225.10	4,436.90	4,659.06	4,892.82	5,137.00	9,154.38	11,130.17
A458	53.07	55.74	58.53	61.45	64.53	4,245.95	4,458.87	4,682.22	4,915.99	5,162.46	9,199.56	11,185.33
A459	53.33	56.01	58.82	61.75	64.85	4,266.78	4,480.88	4,705.34	4,940.27	5,187.93	9,244.69	11,240.52
A460	53.59	56.27	59.11	62.06	65.17	4,287.59	4,501.69	4,728.50	4,964.60	5,213.39	9,289.78	11,295.68
A461	53.84	56.55	59.37	62.35	65.46	4,307.28	4,523.69	4,749.36	4,987.73	5,236.54	9,332.44	11,345.84
A462	54.12	56.82	59.66	62.65	65.78	4,329.24	4,545.65	4,772.51	5,012.02	5,262.00	9,380.02	11,401.00
A463	54.38	57.10	59.96	62.95	66.11	4,350.09	4,567.66	4,796.78	5,036.32	5,288.61	9,425.20	11,458.66
A464	54.64	57.38	60.25	63.26	66.43	4,370.93	4,590.79	4,819.93	5,060.64	5,314.08	9,470.35	11,513.84
A465	54.91	57.66	60.54	63.58	66.74	4,392.90	4,612.76	4,843.08	5,086.10	5,339.54	9,517.95	11,569.00
A466	55.20	57.96	60.86	63.91	67.09	4,416.03	4,637.10	4,868.55	5,112.69	5,367.30	9,568.07	11,629.15
A467	55.46	58.24	61.16	64.21	67.42	4,436.90	4,659.06	4,892.82	5,137.00	5,393.93	9,613.28	11,686.85
A468	55.74	58.53	61.45	64.53	67.76	4,458.87	4,682.22	4,915.99	5,162.46	5,420.54	9,660.89	11,744.50
A469	56.01	58.82	61.75	64.85	68.09	4,480.88	4,705.34	4,940.27	5,187.93	5,447.16	9,708.57	11,802.18
A470	56.27	59.11	62.06	65.17	68.42	4,501.69	4,728.50	4,964.60	5,213.39	5,473.78	9,753.66	11,859.86
A471	56.55	59.37	62.35	65.46	68.73	4,523.69	4,749.36	4,987.73	5,236.54	5,498.06	9,801.33	11,912.46
A472	56.82	59.66	62.65	65.78	69.07	4,545.65	4,772.51	5,012.02	5,262.00	5,525.85	9,848.91	11,972.68
A473	57.10	59.96	62.95	66.11	69.41	4,567.66	4,796.78	5,036.32	5,288.61	5,552.47	9,896.60	12,030.35
A474	57.38	60.25	63.26	66.43	69.75	4,590.79	4,819.93	5,060.64	5,314.08	5,580.24	9,946.71	12,090.52
A475	57.66	60.54	63.58	66.74	70.09	4,612.76	4,843.08	5,086.10	5,339.54	5,606.87	9,994.31	12,148.22
A476	57.96	60.86	63.91	67.09	70.45	4,637.10	4,868.55	5,112.69	5,367.30	5,635.79	10,047.05	12,210.88
A477	58.24	61.16	64.21	67.42	70.79	4,659.06	4,892.82	5,137.00	5,393.93	5,663.59	10,094.63	12,271.11
A478	58.53	61.45	64.53	67.76	71.14	4,682.22	4,915.99	5,162.46	5,420.54	5,691.33	10,144.81	12,331.22
A479	58.82	61.75	64.85	68.09	71.49	4,705.34	4,940.27	5,187.93	5,447.16	5,719.13	10,194.90	12,391.45
A480	59.11	62.06	65.17	68.42	71.84	4,728.50	4,964.60	5,213.39	5,473.78	5,746.90	10,245.08	12,451.62
A481	59.37	62.35	65.46	68.73	72.17	4,749.36	4,987.73	5,236.54	5,498.06	5,773.50	10,290.28	12,509.25
A482	59.66	62.65	65.78	69.07	72.53	4,772.51	5,012.02	5,262.00	5,525.85	5,802.43	10,340.44	12,571.93
A483	59.96	62.95	66.11	69.41	72.88	4,796.78	5,036.32	5,288.61	5,552.47	5,830.19	10,393.02	12,632.08
A484	60.25	63.26	66.43	69.75	73.24	4,819.93	5,060.64	5,314.08	5,580.24	5,859.14	10,443.18	12,694.80
A485	60.54	63.58	66.74	70.09	73.59	4,843.08	5,086.10	5,339.54	5,606.87	5,886.90	10,493.34	12,754.95
A486	60.86	63.91	67.09	70.45	73.98	4,868.55	5,112.69	5,367.30	5,635.79	5,918.17	10,548.53	12,822.70
A487	61.16	64.21	67.42	70.79	74.34	4,892.82	5,137.00	5,393.93	5,663.59	5,947.11	10,601.11	12,885.41
A488	61.45	64.53	67.76	71.14	74.70	4,915.99	5,162.46	5,420.54	5,691.33	5,976.00	10,651.31	12,948.00
A489	61.75	64.85	68.09	71.49	75.06	4,940.27	5,187.93	5,447.16	5,719.13	6,004.94	10,703.92	13,010.70
A490	62.06	65.17	68.42	71.84	75.44	4,964.60	5,213.39	5,473.78	5,746.90	6,035.03	10,756.63	13,075.90

The table amounts are approximate pending final calculation within SAP. If there is a discrepancy between this listing and the data in SAP, the data in SAP will be considered correct.

Appendix C
Salary Table for AFSCME Job Classifications
Effective July 16, 2018

	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
A491	62.35	65.46	68.73	72.17	75.79	4,987.73	5,236.54	5,498.06	5,773.50	6,062.83	10,806.75	13,136.13
A492	62.65	65.78	69.07	72.53	76.15	5,012.02	5,262.00	5,525.85	5,802.43	6,091.75	10,859.38	13,198.79
A493	62.95	66.11	69.41	72.88	76.52	5,036.32	5,288.61	5,552.47	5,830.19	6,121.84	10,912.03	13,263.99
A494	63.26	66.43	69.75	73.24	76.90	5,060.64	5,314.08	5,580.24	5,859.14	6,151.91	10,964.72	13,329.14
A495	63.58	66.74	70.09	73.59	77.28	5,086.10	5,339.54	5,606.87	5,886.90	6,182.01	11,019.88	13,394.36
A496	63.91	67.09	70.45	73.98	77.68	5,112.69	5,367.30	5,635.79	5,918.17	6,214.41	11,077.50	13,464.56
A497	64.21	67.42	70.79	74.34	78.06	5,137.00	5,393.93	5,663.59	5,947.11	6,244.50	11,130.17	13,529.75
A498	64.53	67.76	71.14	74.70	78.43	5,162.46	5,420.54	5,691.33	5,976.00	6,274.60	11,185.33	13,594.97
A499	64.85	68.09	71.49	75.06	78.82	5,187.93	5,447.16	5,719.13	6,004.94	6,305.84	11,240.52	13,662.65
A500	65.17	68.42	71.84	75.44	79.21	5,213.39	5,473.78	5,746.90	6,035.03	6,337.08	11,295.68	13,730.34
A501	65.46	68.73	72.17	75.79	79.58	5,236.54	5,498.06	5,773.50	6,062.83	6,366.02	11,345.84	13,793.04
A502	65.78	69.07	72.53	76.15	79.97	5,262.00	5,525.85	5,802.43	6,091.75	6,397.25	11,401.00	13,860.71
A503	66.11	69.41	72.88	76.52	80.34	5,288.61	5,552.47	5,830.19	6,121.84	6,427.34	11,458.66	13,925.90
A504	66.43	69.75	73.24	76.90	80.75	5,314.08	5,580.24	5,859.14	6,151.91	6,459.75	11,513.84	13,996.13
A505	66.74	70.09	73.59	77.28	81.14	5,339.54	5,606.87	5,886.90	6,182.01	6,490.99	11,569.00	14,063.81
A506	67.09	70.45	73.98	77.68	81.56	5,367.30	5,635.79	5,918.17	6,214.41	6,524.56	11,629.15	14,136.55
A507	67.42	70.79	74.34	78.06	81.96	5,393.93	5,663.59	5,947.11	6,244.50	6,556.96	11,686.85	14,206.75
A508	67.76	71.14	74.70	78.43	82.35	5,420.54	5,691.33	5,976.00	6,274.60	6,588.20	11,744.50	14,274.43
A509	68.09	71.49	75.06	78.82	82.76	5,447.16	5,719.13	6,004.94	6,305.84	6,620.58	11,802.18	14,344.59
A510	68.42	71.84	75.44	79.21	83.16	5,473.78	5,746.90	6,035.03	6,337.08	6,653.03	11,859.86	14,414.90
A511	68.73	72.17	75.79	79.58	83.55	5,498.06	5,773.50	6,062.83	6,366.02	6,684.25	11,912.46	14,482.54
A512	69.07	72.53	76.15	79.97	83.96	5,525.85	5,802.43	6,091.75	6,397.25	6,716.67	11,972.68	14,552.79
A513	69.41	72.88	76.52	80.34	84.38	5,552.47	5,830.19	6,121.84	6,427.34	6,750.22	12,030.35	14,625.48
A514	69.75	73.24	76.90	80.75	84.80	5,580.24	5,859.14	6,151.91	6,459.75	6,783.74	12,090.52	14,698.10
A515	70.09	73.59	77.28	81.14	85.22	5,606.87	5,886.90	6,182.01	6,490.99	6,817.35	12,148.22	14,770.93
A516	70.45	73.98	77.68	81.56	85.65	5,635.79	5,918.17	6,214.41	6,524.56	6,852.05	12,210.88	14,846.11
A517	70.79	74.34	78.06	81.96	86.07	5,663.59	5,947.11	6,244.50	6,556.96	6,885.62	12,271.11	14,918.84
A518	71.14	74.70	78.43	82.35	86.50	5,691.33	5,976.00	6,274.60	6,588.20	6,920.34	12,331.22	14,994.07
A519	71.49	75.06	78.82	82.76	86.94	5,719.13	6,004.94	6,305.84	6,620.58	6,955.04	12,391.45	15,069.25
A520	71.84	75.44	79.21	83.16	87.37	5,746.90	6,035.03	6,337.08	6,653.03	6,989.78	12,451.62	15,144.52
A521	72.17	75.79	79.58	83.55	87.81	5,773.50	6,062.83	6,366.02	6,684.25	7,024.48	12,509.25	15,219.71
A522	72.53	76.15	79.97	83.96	88.24	5,802.43	6,091.75	6,397.25	6,716.67	7,059.19	12,571.93	15,294.91
A523	72.88	76.52	80.34	84.38	88.69	5,830.19	6,121.84	6,427.34	6,750.22	7,095.06	12,632.08	15,372.63
A524	73.24	76.90	80.75	84.80	89.12	5,859.14	6,151.91	6,459.75	6,783.74	7,129.79	12,694.80	15,447.88
A525	73.59	77.28	81.14	85.22	89.57	5,886.90	6,182.01	6,490.99	6,817.35	7,165.67	12,754.95	15,525.62
A526	73.98	77.68	81.56	85.65	90.02	5,918.17	6,214.41	6,524.56	6,852.05	7,201.53	12,822.70	15,603.32
A527	74.34	78.06	81.96	86.07	90.47	5,947.11	6,244.50	6,556.96	6,885.62	7,237.44	12,885.41	15,681.12
A528	74.70	78.43	82.35	86.50	90.92	5,976.00	6,274.60	6,588.20	6,920.34	7,273.30	12,948.00	15,758.82

The table amounts are approximate pending final calculation within SAP. If there is a discrepancy between this listing and the data in SAP, the data in SAP will be considered correct.

Appendix C
Salary Table for AFSCME Job Classifications
Effective July 16, 2018

	Hourly Rates					Bi-Weekly Rates					Monthly Rates	
A529	75.06	78.82	82.76	86.94	91.38	6,004.94	6,305.84	6,620.58	6,955.04	7,310.33	13,010.70	15,839.05
A530	75.44	79.21	83.16	87.37	91.83	6,035.03	6,337.08	6,653.03	6,989.78	7,346.20	13,075.90	15,916.77
A531	75.79	79.58	83.55	87.81	92.29	6,062.83	6,366.02	6,684.25	7,024.48	7,383.22	13,136.13	15,996.98
A532	76.15	79.97	83.96	88.24	92.75	6,091.75	6,397.25	6,716.67	7,059.19	7,420.26	13,198.79	16,077.23
A533	76.52	80.34	84.38	88.69	93.22	6,121.84	6,427.34	6,750.22	7,095.06	7,457.28	13,263.99	16,157.44
A534	76.90	80.75	84.80	89.12	93.68	6,151.91	6,459.75	6,783.74	7,129.79	7,494.33	13,329.14	16,237.72
A535	77.28	81.14	85.22	89.57	94.14	6,182.01	6,490.99	6,817.35	7,165.67	7,531.36	13,394.36	16,317.95
A536	77.68	81.56	85.65	90.02	94.62	6,214.41	6,524.56	6,852.05	7,201.53	7,569.53	13,464.56	16,400.65
A537	78.06	81.96	86.07	90.47	95.08	6,244.50	6,556.96	6,885.62	7,237.44	7,606.57	13,529.75	16,480.90
A538	78.43	82.35	86.50	90.92	95.56	6,274.60	6,588.20	6,920.34	7,273.30	7,644.76	13,594.97	16,563.65
A539	78.82	82.76	86.94	91.38	96.04	6,305.84	6,620.58	6,955.04	7,310.33	7,682.97	13,662.65	16,646.44
A540	79.21	83.16	87.37	91.83	96.51	6,337.08	6,653.03	6,989.78	7,346.20	7,721.15	13,730.34	16,729.16
A541	79.58	83.55	87.81	92.29	97.01	6,366.02	6,684.25	7,024.48	7,383.22	7,760.48	13,793.04	16,814.37
A542	79.97	83.96	88.24	92.75	97.48	6,397.25	6,716.67	7,059.19	7,420.26	7,798.68	13,860.71	16,897.14
A543	80.34	84.38	88.69	93.22	97.98	6,427.34	6,750.22	7,095.06	7,457.28	7,838.02	13,925.90	16,982.38
A544	80.75	84.80	89.12	93.68	98.45	6,459.75	6,783.74	7,129.79	7,494.33	7,876.20	13,996.13	17,065.10
A545	81.14	85.22	89.57	94.14	98.94	6,490.99	6,817.35	7,165.67	7,531.36	7,915.55	14,063.81	17,150.36
A546	81.56	85.65	90.02	94.62	99.45	6,524.56	6,852.05	7,201.53	7,569.53	7,956.05	14,136.55	17,238.11
A547	81.96	86.07	90.47	95.08	99.94	6,556.96	6,885.62	7,237.44	7,606.57	7,995.43	14,206.75	17,323.43
A548	82.35	86.50	90.92	95.56	100.43	6,588.20	6,920.34	7,273.30	7,644.76	8,034.75	14,274.43	17,408.63
A549	82.76	86.94	91.38	96.04	100.94	6,620.58	6,955.04	7,310.33	7,682.97	8,075.26	14,344.59	17,496.40
A550	83.16	87.37	91.83	96.51	101.45	6,653.03	6,989.78	7,346.20	7,721.15	8,115.75	14,414.90	17,584.13
A551	83.55	87.81	92.29	96.98	101.95	6,684.25	7,024.48	7,383.22	7,758.18	8,156.27	14,482.54	17,671.92
A552	83.96	88.24	92.75	97.48	102.46	6,716.67	7,059.19	7,420.26	7,798.68	8,196.76	14,552.79	17,759.65
A553	84.38	88.69	93.22	97.98	102.97	6,750.22	7,095.06	7,457.28	7,838.02	8,237.29	14,625.48	17,847.46
A554	84.80	89.12	93.68	98.45	103.49	6,783.74	7,129.79	7,494.33	7,876.20	8,278.95	14,698.10	17,937.73
A555	85.22	89.57	94.14	98.94	104.01	6,817.35	7,165.67	7,531.36	7,915.55	8,320.60	14,770.93	18,027.97
A556	85.65	90.02	94.62	99.45	104.51	6,852.05	7,201.53	7,569.53	7,956.05	8,361.10	14,846.11	18,115.72
A557	86.07	90.47	95.08	99.94	105.05	6,885.62	7,237.44	7,606.57	7,995.43	8,403.92	14,918.84	18,208.49

The table amounts are approximate pending final calculation within SAP. If there is a discrepancy between this listing and the data in SAP, the data in SAP will be considered correct.

Appendix D Classifications

Safety Shoes

ELIGIBLE FOR NEW SHOE VOUCHER EVERY YEAR*	ELIGIBLE FOR NEW SHOE VOUCHER UPON REQUEST NO MORE FREQUENTLY THAN EVERY TWO (2) YEARS
Assistant Superintendent of Service Management	Communications System Manager
Facilities Maintenance Coordinator-Maintenance Divisions and Bus Stop Maintenance	Environmental Health and Safety Supervisor
Light Rail Equipment Superintendent	Facilities Maintenance Coordinator-River Oaks
Light Rail Power Supervisor	Light Rail Technical Trainer
Light Rail Signal Supervisor	Light Rail Technical Trainer Supervisor
Light Rail Track Maintenance Supervisor	Maintenance Instructor-Light Rail
Light Rail Way, Power and Signal Superintendent	Material and Warranty Manager
Maintenance Instructor- Bus	Supervising Maintenance Instructor- Bus
Maintenance Superintendent	Supervising Maintenance Instructor- Rail
Passenger Facilities and Wayside Maintenance Supervisor	Survey and Mapping Manager
Transit Maintenance Supervisor Bus and Light Rail	Transit Division Supervisor-Light Rail Division
Transportation Supervisor	Transit Safety Officer
Vault Room Worker, Supervising/OSS	Transit System Safety Supervisor
Vehicle Parts Supervisor	Transportation Superintendent-Light Rail Division
	Warranty Coordinator

Appendix E

AFSCME Eligible Classifications

Rain Gear

Assistant Superintendent of Service Management
Communications Systems Manager
Infrastructure Systems Supervisor
Light Rail Technical Trainer
Light Rail Technical Trainer Supervisor
Technology Infrastructure Supervisor
Transportation Superintendent-Service Management
Transportation Supervisor

RETIREMENT HEALTH SAVINGS ACCOUNT

SIDE LETTER

The parties agree to consider the creation of a Retirement Health Savings Plan. The parties will meet and discuss the details of creating the new plan. If AFSCME fails to implement the required steps and/or fails to bring a valid proposal in writing to VTA prior to January 1, 2014, this Side-Letter will sunset on January 1, 2014.

SALARY REALIGNMENTS

SIDE LETTER

1. Assistant Superintendent Service Management - 5% increase
2. Assistant Superintendent Transit Communications - 5% increase
3. Dispatcher Supervisor – Reclass to Assistant Superintendent Service Management
4. Environmental Health and Safety Supervisor – Reclass process
5. Transit Safety Officer – Revising the class specification and increasing wage

The above realignments were negotiated during the 2013 VTA/AFSCME negotiations.

<u>Subject</u>	<u>Article</u>	<u>Section</u>	<u>Page</u>
401(a) Money Purchase Plan	13	13.2	22
Administrative Time Off	11	11.3	14
Advance Notice	6	6.1	5
Agency Shop	3	3.1	1
Alternate Work Week	16	16.2	24
Arbitrator Selection	21	21.5	29
Arbitrator's Decision	21	21.6	29
Benefits Coverage	12	12.3	18
Benefits Programs	12	--	17
Bidding, Field/OCC Supervisor Shift (Sign-Up)	18	--	25
Bilingual Pay	10	10.2	11
Bulletin Boards	6	6.2	5
Changes to Classes (aka: Classifications)	19	19.5	26
Charity Fee	3	3.2	2
Classification Specifications	6	6.8	6
Conflict of Interest	7	--	7
Continuous Dispute Resolution	21	21.8	30
Demotions	17	(3.)	25
Dental Benefits	12	12.2.b	18
Discipline and Discharge	20	--	27
Distribution (of materials)	6	6.3	5
Driver's License Fee Reimbursement	12	12.8	21
Employee Lists	6	6.6	6
Executive Board and Stewards	5	5.2	4
Executive Board and Stewards, Notification of	5	5.2.a	4
Facility Use	6	6.5	6
Free Transportation	12	12.10	22
Grievance Defined	21	21.1	28
Grievance Presentation	21	21.4	28
Grievance Procedure	21	--	28
Grievance Procedure, continued	21	21.7	30
Grievance, Matters Excluded from Consideration	21	21.3	28
Grievance/Discipline Investigation	5	5.2.d	4
Grievance/Discipline Related Employee Release	5	5.2.c	4
Grievance/Discipline Related Release Time	5	5.2.b	4
Health Benefits	12	12.1	17
Hours of Work	10	--	10

<u>Subject</u>	<u>Article</u>	<u>Section</u>	<u>Page</u>
Integration of Pay	12	12.5	219
Just Cause	21	21.2	28
Labor Management Committee (LMC)	15	--	23
Layoff	19	--	25
Layoff, continued	19	19.8	26
Layoff, Notice of	19	19.6	26
Layoff, Order of	19	19.3	25
Layoff, Reassignment in Lieu Of	19	19.7	26
Layoff, Vacancy and Staffing Committee	19	19.1	25
Leave, Approved	11	11.5	15
Leave, Bereavement	11	11.6	16
Leaves	11	--	12
Legal Holidays	11	11.4	14
Life Insurance Benefits	12	12.2.c	18
Management Rights	4	--	3
Meetings with Management	5	5.1b/5.2.f	3/4
Membership Rights	3	--	1
Negotiating Committee	5	5.4	5
New Employees	6	6.11	7
New Employees, Probationary Period	8	8.1	8
Non-Discrimination	2	--	1
Official Representatives	5	5.1	3
Official Representatives, Meetings with Management	5	5.1.b	3
Official Representatives, Notification of	5	5.1.a	3
Official Representatives, Number for Release	5	5.1.c	3
Official Representatives, Visits by	6	6.4	5
Overtime Work	10	10.1	10
Pay Practices	9	--	9
Payroll Deduction	3	3.3	2
PEPRA Implementation	13	13.4	23
PERS	13	13.1	22
Personnel Records	6	6.7	6
Preamble	--	--	1
President and Vice-President	5	5.3	4
Printing of Agreement	23	23.1	30
Probationary Period, New Employees	8	8.1	8
Probationary Periods, Subsequent	8	8.2	8
Professional Development Committee	14	--	23
Promotions	17	(1.)	24

<u>Subject</u>	<u>Article</u>	<u>Section</u>	<u>Page</u>
Public Employees Organized to Promote Legislative Equality	3	3.4	2
Recognition	1	--	1
Reemployment List	19	19.9	26
Reemployment List, Names Dropped From	19	19.11	27
Reimbursement, Driver's License Fee	12	12.8	21
Retirement Program Meetings	13	13.3	22
Retirement Programs	13	--	22
Rights Restored (following recall from layoff)	19	19.12	27
Safety Shoes	12	12.6	20
Salaries	9	9.1	9
Salary Review	9	9.3	10
Salary, Basic Pay Plan	9	9.2	9
Salary, Demotion/Downward Reclassification	9	9.2.g	10
Salary, Promotional Increases	9	9.2.f	9
Seniority Defined	19	19.2	25
Seniority Lists	6	6.10	7
Sick Leave	11	11.2	12
Specific Skills	19	19.4	25
Steward Council Meetings	5	5.2.e	4
Stewards, Executive Board Officers and	5	5.2	4
Stewards, Notification of Executive Board Officers and	5	5.2.a	4
STO	11	11.1	12
Strikes and Lockouts	22	--	30
Temporary Work for Laid Off Workers	19	19.10	27
Term of Agreement	23	--	30
Transaction of Union Business	3	3.5	2
Transfer, Lateral	17	(2.)	24
Transportation, Free	12	12.10	22
Tuition Reimbursement and Professional Development Program	12	12.9	21
Turnover List	6	6.9	7
Uniform Allowance	12	12.7	21
Union Notices and Activities	6	--	5
Union Rights	5	--	3
Vision Benefits	12	12.2.a	18
Wage Replacement Benefits	12	12.5	19
Wellness Program	12	12.11	22
Work Out of Class (WOOC)	16	16.1	24
Worker's Compensation	12	12.4	19

2016

S	M	T	W	T	F	S
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

S	M	T	W	T	F	S
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	1	2	3	4	5
6	7	8	9	10	11	12

S	M	T	W	T	F	S
28	29	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2
3	4	5	6	7	8	9

S	M	T	W	T	F	S
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
1	2	3	4	5	6	7

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4
5	6	7	8	9	10	11

S	M	T	W	T	F	S
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	1	2
3	4	5	6	7	8	9

S	M	T	W	T	F	S
26	27	28	29	30	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

S	M	T	W	T	F	S
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3
4	5	6	7	8	9	10

S	M	T	W	T	F	S
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	1
2	3	4	5	6	7	8

S	M	T	W	T	F	S
25	26	27	28	29	30	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3
4	5	6	7	8	9	10

S	M	T	W	T	F	S
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
1	2	3	4	5	6	7

Holidays are in **Bold** and pay dates are shaded gray.

2017

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4
5	6	7	8	9	10	11

S	M	T	W	T	F	S
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	1	2	3	4
5	6	7	8	9	10	11

S	M	T	W	T	F	S
26	27	28	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1
2	3	4	5	6	7	8

S	M	T	W	T	F	S
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	1	2	3	4	5	6

S	M	T	W	T	F	S
30	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3
4	5	6	7	8	9	10

S	M	T	W	T	F	S
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	1
2	3	4	5	6	7	8

S	M	T	W	T	F	S
25	26	27	28	29	30	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2
3	4	5	6	7	8	9

S	M	T	W	T	F	S
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
1	2	3	4	5	6	7

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4
5	6	7	8	9	10	11

S	M	T	W	T	F	S
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	1	2
3	4	5	6	7	8	9

S	M	T	W	T	F	S
26	27	28	29	30	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

Holidays are in **Bold** and pay dates are shaded in gray.

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2018

S	M	T	W	T	F	S
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3
4	5	6	7	8	9	10

S	M	T	W	T	F	S
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	1	2	3
4	5	6	7	8	9	10

S	M	T	W	T	F	S
25	26	27	28	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
1	2	3	4	5	6	7

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5
6	7	8	9	10	11	12

S	M	T	W	T	F	S
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2
3	4	5	6	7	8	9

S	M	T	W	T	F	S
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
1	2	3	4	5	6	7

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4
5	6	7	8	9	10	11

S	M	T	W	T	F	S
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1
2	3	4	5	6	7	8

S	M	T	W	T	F	S
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	1	2	3	4	5	6

S	M	T	W	T	F	S
30	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3
4	5	6	7	8	9	10

S	M	T	W	T	F	S
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	1
2	3	4	5	6	7	8

S	M	T	W	T	F	S
25	26	27	28	29	30	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

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2019

JANUARY

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2
3	4	5	6	7	8	9

FEBRUARY

S	M	T	W	T	F	S
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	1	2
3	4	5	6	7	8	9

MARCH

S	M	T	W	T	F	S
24	25	26	27	28	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

APRIL

S	M	T	W	T	F	S
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	1	2	3	4
5	6	7	8	9	10	11

MAY

S	M	T	W	T	F	S
28	29	30	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1
2	3	4	5	6	7	8

JUNE

S	M	T	W	T	F	S
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	1	2	3	4	5	6

JULY

S	M	T	W	T	F	S
30	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3
4	5	6	7	8	9	10

AUGUST

S	M	T	W	T	F	S
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
1	2	3	4	5	6	7

SEPTEMBER

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5
6	7	8	9	10	11	12

OCTOBER

S	M	T	W	T	F	S
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2
3	4	5	6	7	8	9

NOVEMBER

S	M	T	W	T	F	S
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
1	2	3	4	5	6	7

DECEMBER

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4
5	6	7	8	9	10	11

Holidays are in **Bold** and pay dates are shaded gray.

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HOW TO CONTACT YOUR UNION

**AMERICAN FEDERATION OF STATE COUNTY
AND MUNICIPAL EMPLOYEES LOCAL 101**

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