



COLLECTIVE AGREEMENT

BETWEEN

THE SPECIAL AREAS BOARD, HANNA

AND THE

**ALBERTA UNION OF PROVINCIAL EMPLOYEES
ON BEHALF OF LOCAL 118/020**

EXPIRES DECEMBER 31, 2018

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THIS AGREEMENT made the 29th day of September, 2016

BETWEEN:

SPECIAL AREAS BOARD, HANNA
(hereinafter referred to as the Employer)

OF THE FIRST PART

- and -

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES ON BEHALF OF LOCAL 118/020
(hereinafter referred to as the Union)

OF THE SECOND PART

WHEREAS, the Union has the sole right to negotiate and conclude a Collective Agreement on behalf of the Employees of the Special Areas Board pursuant to the *Labour Relations Code* and Article 2 of this Collective Agreement;

AND WHEREAS, the parties are mutually desirous of entering into a Collective Agreement with the intent and purpose to promote a harmonious relationship between the Employees and the Employer, and to set forth in this Collective Agreement certain rates of pay, hours of work and conditions of employment.

NOW THEREFORE, the parties hereto mutually agree as follows:

ARTICLE 1

DEFINITIONS

- 1.01
- (a) A word used in the masculine gender may also apply in the feminine;
 - (b) A word used in the singular may also apply in the plural;
 - (c) "Employer" means the Special Areas Board, Hanna, as defined in the Special Areas Act, and in the amendments thereto;
 - (d) "Chair" means the Chair, Special Areas Board, Hanna;
 - (e) "Union" means the Certified Bargaining Agent, Alberta Union of Provincial Employees, which is a party to this Collective Agreement;
 - (f) "Employee" means a person hired pursuant to Section 28(3) of the Special Areas Act and who is employed in one of the two following categories:
 - (A) Salaried service, which consists of an Employee paid on a monthly basis, and assigned to a position in a classification set out in Schedule "A" and designated by the Employer as either a Full-time regular, a Part-time regular or a Temporary Employee;
 - (i) "Full-time Regular Employee" means a person who is normally required to work the full annual normal hours of work year round as specified in the hours of work Article,
 - (ii) "Part-time Regular Employee" means a person who may be required to work year round but who is regularly scheduled to work less than the normal full annual hours of work as set out in the hours of work Article,
 - (iii) "Temporary Employee" means a person who is required to work on a continuous full time basis for a limited period and hired as such.
 - (B) "Wage Service" means an Employee hired for Full or Part time employment and paid at an hourly rate on a time certificate but who is not assigned to a position in a classification set out in Schedule "A".
 - (g) "Probationary Employee" means a person who is serving a probationary period as defined in Article 22 of this Agreement;
 - (h) "Monthly Salary" means the annual salary as set out in Schedule "A" divided by twelve (12);

- (i) "Union Representative" means a person authorized by the Union to act on behalf of an Employee;
- (j) "Work Day" means any day in which an Employee is normally required to be at his place of work;
- (k) "AUPE" means the Alberta Union of Provincial Employees with its head office located in Edmonton;
- (l) "Minimum Salary" means the lowest period of the salary range assigned to a class;
- (m) "Period" means a single salary rate within a salary range;
- (n) "Increment" means the difference between one (1) period and the next period within the same salary range;
- (o) "Maximum Salary" means:
 - (i) the highest period in the Employees pay range below the L.S.I. period; or
 - (ii) the L.S.I. period for a class provided an Employee had at some time during his current term of employment earned the long service increment; or,
 - (iii) the job rate where no salary range has been assigned a class;
- (p) "Apprentice" means a person as defined within the Manpower Development Act who is serving a special training period;
- (q) "Anniversary Date" shall mean, for the purpose of a promotion or reclassification, the 1st day of the month in which the appointment or reclassification becomes effective, unless it occurs after the 15th of the month, in which case the anniversary date shall be the 1st day of the following month.

ARTICLE 2

EMPLOYER RECOGNITION

- 2.01 The Union recognizes that all functions, rights, powers and authority which the Employer has not specifically abridged, delegated or modified by this Agreement are retained by the Employer.

ARTICLE 3

UNION RECOGNITION

- 3.01 The Employer recognizes the Union as the exclusive Bargaining Agent for all Employees covered by this Agreement, as described in the Certificate of the Labour Relations Board, except those excluded by mutual written agreement between the Parties. The following persons and positions have been excluded by the Parties: Coordinator of Financial Services; Coordinator of Computer Services; Supervisor, Human Resource Services; Secretary to the Director, Finance and Administration; Parks Supervisor; and Secretary to the Chair of the Special Areas Board.
- 3.02 The Employer will provide available bulletin board space for use of the Union at locations on the Employer's premises, which are accessible to Employees. Bulletin board space shall be used for the posting of Union information directed to its Members. The text of such information shall be submitted to the Employer for approval prior to posting and a decision shall be provided within twenty-four (24) hours.
- 3.03 An Employee shall have the right to wear or display the recognized insignia of the Union, however, no such insignia larger than a lapel pin shall be worn on issue clothing or uniforms, nor shall an insignia be displayed on Employer's equipment or facilities.

ARTICLE 4

APPLICATION

- 4.01 This Agreement applies to a Salary Employee:
- (a) who is hired for Full-time regular employment; or
 - (b) who is hired for Part-time regular employment except, where applicable, shall be applied on a pro rata basis; or
 - (c) who is hired for Temporary employment except that the following:
 - (i) Article 12 - Lay Off, Article 13 - Severance and Article 14 - Seniority shall not apply, and
 - (ii) Apprentices shall not have access to Article 24 - Grievance Procedure for termination of employment as a result of:
 - (a) failure to comply with the terms and conditions of the Manpower Development Act and/or regulations; or
 - (b) the unavailability of tradesman positions upon completion of the Apprenticeship program; or

(c) lack of appropriate work.

4.02

(a) Only the following provisions of the Collective Agreement shall apply to Wage Service Employees during their first fourteen hundred (1400) hours of employment:

- (i) Article 1 - Definitions
- (ii) Article 5 - Union Membership and Dues Deduction
- (iii) Article 8 - Prohibition Against Discrimination and Sexual Harassment
- (iv) Article 15 - Hours of Work
- (v) Article 16 - Overtime
- (vi) Article 35 - Statement of Job Duties
- (vii) Five point two percent (5.2%) in addition to his regular earnings in lieu of Paid Holidays;
- (viii) Six percent (6%) in addition to his regular earnings in lieu of Annual Vacation;
- (ix) Pay at a rate set out in Schedule "A".

(b) Wage Service Employees - after completing the qualifying period of fourteen hundred (1400) hours will receive only the following additional entitlements of the Collective Agreement, commencing at the following pay period:

- (i) Article 10 - Attendance
- (ii) Article 15 - Hours of Work
- (iii) Article 16 - Overtime
- (iv) Article 17 - Call Out Pay
- (v) Article 18 - Reporting Pay
- (vi) Article 20 - Weekend Premiums
- (vii) Article 24 - Grievance Procedure - for other than disciplinary grievances
- (viii) Six (6) days in lieu of Article 25 - Casual Illness and Article 26 - General Illness

- (ix) Accidental Death and Dismemberment for Occupational Accident Coverage shall apply as per Article 28
- (x) One percent (1%) plus an additional amount of fifty dollars (\$50.00) per pay period in lieu of Article 28 - Health Plan Benefits. This amount shall be paid on each pay period. For a Wage Service Employee who is regularly scheduled to work less than the normal full annual hours of work, the \$50.00 per pay period in lieu of benefits shall be prorated based on the number of hours worked. Such prorated amounts shall be paid on each pay period. Effective January 1, 2018 the percentage shall be increased from 1% to 2%.
- (xi) Article 31 – Special Leave
- (xii) Article 33 – Court Leave
- (xiii) Article 34 - Occupational Health and Safety
- (xiv) Article 39 - Travel and Subsistence
- (xv) Wage Service Employees shall not have recourse to the grievance procedure in the case of dismissal or termination, however he may request a meeting with the Chair to discuss the reason for his dismissal or termination. The decision of the Chair shall be final and binding. The meeting shall be held as soon as possible and the person has the right to have a Union Steward present during the meeting.

4.03 Except as otherwise specified in the Collective Agreement, there shall be no pyramiding of leave, benefits or entitlements.

ARTICLE 5

UNION MEMBERSHIP AND DUES DEDUCTION

5.01 All Employees covered by this Agreement shall become members of the Union as a condition of employment. An Employee who has a religious objection to becoming a member of the Union shall be permitted to opt out of membership by providing the Union with a signed statutory declaration outlining the objection within sixty (60) consecutive calendar days from the date of commencement of employment, but such Employee shall continue to pay Union dues.

- 5.02 All Employees covered by this Agreement shall be required to pay Union dues as a condition of employment. The Employer shall, therefore, deduct Union dues from the pay of all Employees covered by this Agreement. The AUPE shall advise the Employer, in writing, of any change in the amount of dues to be deducted from the Employees covered by this Agreement. Such notice shall be communicated to the Employer at least thirty (30) days prior to the effective date of the change.
- 5.03 (a) The Employer shall remit Union dues deducted from the pay of all Employees to the AUPE by the first working day after the fifteenth (15th) calendar day in the following month. The deductions remitted shall be accompanied by particulars identifying each Employee showing starting date, Employee number, salary, classification, amount of Union Dues deducted, if an Employee is in receipt of Long Term Disability Insurance Benefits, if an Employee is in receipt of Workers' Compensation Benefits, name and last known address.
- (b) Notwithstanding the provision of Sub-clause 5.03(a) above, the Employer shall provide the Union with the name and classification of each Employee on a monthly basis. This Sub-clause does not apply to Wage Service Employees as defined in Sub-clause 1.01(f).
- 5.04 The Union agrees to indemnify and save the Employer harmless against any claim or liability arising out of the application of this Article.

ARTICLE 6

EMPLOYER-UNION RELATIONS

- 6.01 The Employer may grant Union Representatives access to its premises for a specific purpose provided prior approval has been obtained. Approval may be requested from the Director of Finance and Administration or his designate and once approved, access will be granted.

ARTICLE 7

EMPLOYER-EMPLOYEE RELATIONS

- 7.01 The Employer acknowledges the right of the Union to appoint Employees in the Bargaining Unit as Union Stewards.
- 7.02 The Union shall determine the number of Union Stewards in consultation with the Employer, having regard to the plan of organization, and the distribution of Employees at the work place.
- 7.03 The Employer recognizes the right of the Union Steward to deal with complaints and grievances as permitted by this Collective Agreement.

ARTICLE 8

PROHIBITION AGAINST DISCRIMINATION AND SEXUAL HARASSMENT

- 8.01 There shall be no discrimination, interference, restriction, coercion, harassment, intimidation, or any disciplinary action exercised or practiced with respect to an Employee by reason of age, race, colour, ancestry, place of origin, religious beliefs, gender, sexual orientation, family status, marital status, mental or physical disability, or membership or activity in the Union, nor in respect of any Employee or Employer exercising any right conferred under this agreement or any law of Canada or Alberta.
- 8.02 The Union and the Employer recognize the right of Employees to work in an environment free from sexual harassment and agree that sexual harassment will not be tolerated in the workplace.
- 8.03 The first level in the grievance procedure shall be waived if the person who would be hearing the grievance is the subject of a complaint submitted pursuant to Article 8.01 or 8.02.

ARTICLE 9

TIME OFF FOR UNION BUSINESS

- 9.01 Time off with regular pay during normal working hours shall be provided on the following basis:
- (a) An Employee for a reasonable amount of time spent discussing grievances with the Employer as outlined in Article 24 - Grievance Procedure.
 - (b) A Union Steward for a reasonable amount of time spent discussing grievances with the Employer at Step 2 of the Grievance Procedure.
- 9.02 Time off with regular pay during normal working hours shall be provided for activities defined in 9.01 provided:
- (a) the Union Steward and Employee are given permission by the Employer to leave their place of work; and
 - (b) they report to their supervisor at the conclusion of the meeting.
- 9.03 Time off without pay shall be provided on the following basis:
- (a) Members of the Local Negotiating Committee, not exceeding three (3) in number, for the time spent in negotiations with representatives of the Employer and in preparatory meetings during such negotiations of the Collective Agreement.

- (b) Employees who attend courses or seminars provided by the head office of the Alberta Union of Provincial Employees; or Members who by election, selection, or designation attend meetings and/or conventions of AUPE.
- (c) A Union Steward for time off pursuant to Article 22 - Probationary Employee and Period and Article 23 - Disciplinary Action.

9.04 Time off without pay shall be provided to Members for activities defined in 9.03 provided:

- (a) advance notice in writing is given to the Director, Finance and Administration, normally at least two (2) weeks in advance of the requested time off; and
- (b) the Employer authorizes such leave without pay.

9.05 To facilitate the administration of Clause 9.03 of this Article, the Employer will grant the leave of absence with pay and invoice the Union for the Employee's salary or for the replacement salary costs, whichever is greater.

9.06 A current list of Union Officers and Committee Members shall be provided to the Employer and maintained by the Alberta Union of Provincial Employees. The list shall be provided to the Employer at least quarterly.

ARTICLE 10

ATTENDANCE

10.01 An Employee who is absent from duty without prior authorization shall communicate daily, the reason for his absence to his senior official at his place of work. Employees are normally expected to advise the Employer prior to the commencement of their work shift if they will be absent or delayed. In any event, notification shall not be later than one (1) hour after normal starting time.

10.02 An Employee who absents himself from his employment and who has not obtained the approval of a senior official at his place of work shall, after three (3) consecutive work days of such unauthorized absence, be considered to have abandoned his position and will be deemed to have resigned, unless it is subsequently shown by the Employee that special circumstances satisfactory to the Employer prevented him from reporting to his place of work.

10.03 An Employee on authorized leave of absence and/or illness for an indeterminate period of less than twenty (20) work days shall notify his senior official at his place of work of his intention to return to work by giving notice during the preceding work day.

- 10.04 An Employee who is on a leave of absence and/or illness of twenty (20) work days or more, and who wishes to return to work shall notify a senior official at his place of work at least five (5) full work days prior to the desired date of return.
- 10.05 An Employee who is on leave of absence of twenty (20) work days or more, and who wishes to return to work prior to the expiration date of a leave of absence for a fixed period shall notify a senior official in writing at his place of work at least five (5) full work days prior to the desired date of return.
- 10.06 An Employee is required to provide the Employer with ten (10) work days prior written notice of resignation if he wishes to resign in good standing.

ARTICLE 11

ACTING INCUMBENT OR TEMPORARY PROMOTIONS

- 11.01 An Employee who has been designated in writing by the Chair, to perform the principle duties of the higher level position in a classification with a higher maximum salary, during which time he may also be required to perform some of his regular duties, shall be eligible for additional compensation of four (4) percent.
- 11.02 A minimum five (5) day qualifying period must be served by any Employee under this Article.
- 11.03 Unless specifically authorized in writing by the Chair, this Article shall not apply where an Employee has been designated only limited additional duties.
- 11.04 It is understood that normally only one (1) Employee may be designated as a result of any one (1) Employee's absence.
- 11.05 An Employee who has been temporarily promoted by the Chair in writing to a classification with a higher maximum salary shall be paid at least one (1) increment higher than his current salary in the new classification.
- 11.06 When an Employee who has been occupying a position in a classification with a higher maximum salary returns to his regular position, his salary and anniversary date shall be readjusted to that which would be in effect if he had continuously occupied that position.

ARTICLE 12

LAYOFF

- 12.01 The Employer shall notify regular Full-time Employees with one (1) year seniority, of a reduction of the work force as follows:

(a) Temporary

In the event of a layoff for a temporary period, an Employee shall be given five (5) days prior written notice or pay in lieu except where the layoff is caused by circumstances beyond the reasonable control of the Employer.

(b) Permanent

(i) In the event of a layoff of a permanent duration an Employee shall be given one (1) months prior written notice.

(ii) If the Employee resigns in writing during the notice period specified in Sub-clause 12.01(b)(i) above, he shall receive pay at his regular rate in lieu of the remaining part of the notice to a maximum of one(1) months.

12.02 Seniority shall be defined as set out in Clause 14.01.

12.03 Employees shall be laid off in reverse order of seniority within their classification, provided the remaining Employees are qualified and able to perform the work available without special training.

12.04 Employees shall be recalled in order of seniority within their classification provided they are qualified and able to perform the work available without special training. Recall notice shall be by registered mail to the Employee's last address on record with the Employer. It is the responsibility of the Employee to notify the Employer promptly in writing of any change of address. When recalled, an Employee who fails to report to work within three (3) days of the date of recall notice shall forfeit his claim to re-employment.

12.05 No new Regular Employees shall be hired within a classification while there are Employees on layoff from that classification who are qualified to do the work.

12.06 (a) Employee(s) permanently laid off from the Employer under Sub-clause 12.01(b)(i) shall be vested with the right to apply for the first available position(s) within the same classification series through competition limited to such Employee(s); such vesting to last one hundred and eighty (180) consecutive calendar days commencing with the day following the release of the Employee(s); the Employer shall undertake to notify those Employees of all such positions. Such former Employees shall be eligible for severance pay in accordance with the Severance Article at the end of the one hundred and eighty (180) day vesting period. However, the time spent during the one hundred and eighty (180) day vesting period shall not count towards the qualifying time to earn entitlements set out in the Severance Article.

(b) An Employee that is laid off shall have the right to waive his/her recall rights and receive severance as per Article 13 - Severance.

12.07 Pursuant to Clause 12.06, Employees who are eligible to apply for available positions may do so. Where two (2) or more Employees have relatively equal qualifications, they shall be eligible for positions in order of their seniority.

12.08 An Employee who refuses without good and satisfactory reason to accept an alternate regular position in the same classification series, with the same or higher maximum salary as the position he was in prior to layoff shall forfeit all vesting rights pursuant to Clause 12.06.

ARTICLE 13

SEVERANCE

13.01 After one (1) year of seniority, an Employee who is released by the Employer pursuant to Sub-clause 12.01(b)(i) may be eligible for severance pay pursuant to Clause 12.06 in the amount of two (2) weeks' pay for each full year of continuous Full-time employment to a maximum of forty eight (48) weeks' pay. Severance pay will only be paid once to an Employee and shall not be paid to an Employee who has been dismissed, resigned or retired or who refused an alternate position with no reduction in regular pay.

ARTICLE 14

SENIORITY

14.01 Seniority is defined as length of Full-time continuous year round service with the Employer from the last date of hire and shall accrue only to Permanent Regular Full-time Employees.

14.02 The seniority of an Employee shall be lost and all rights forfeited by reason of:

- (a) resignation;
- (b) dismissal for just cause or otherwise properly terminated;
- (c) retirement;
- (d) failure to return to work within three (3) days of notice of recall;
- (e) the expiry of the one hundred and eighty (180) day vesting period pursuant to Clause 12.06.

14.03 An Employee shall not accrue seniority rights while on probation or while absent from work because of:

- (a) Workers' Compensation in excess of eighty (80) work days;
- (b) sickness in excess of eighty (80) work days;
- (c) layoffs;

- (d) leave of absence without pay;
- (e) unauthorized absence.

However, upon completion of the Employee's probationary period, his seniority will be made retroactive to the commencement of employment pursuant to Clause 14.01.

ARTICLE 15

HOURS OF WORK

- 15.01 The normal hours of work for Employees covered by this Agreement shall be:
- (a) thirty-six and one-quarter (36 1/4) hours per week for classifications set out in Appendix "A", or
 - (b) forty (40) hours per week for all other classifications.
- 15.02 The sole purpose in defining the normal hours of work is to provide the basis for calculating overtime pay and benefits.
- 15.03 Employees covered by this Agreement shall normally receive two (2) fifteen (15) minute rest periods in each work period in excess of six (6) consecutive hours, one (1) period to be granted before the meal break and one (1) to be granted after. An Employee working a period of more than two (2) hours but less than six (6) hours shall be granted one (1) rest period. Rest periods shall be taken at the work site unless otherwise approved by a Senior Official. Rest periods shall not be granted within one (1) hour of commencement or termination of a work period.
- 15.04 A meal period of not less than one-half (1/2) hour and not more than one (1) hour shall be granted to all Employees at approximately the mid-point of each work period that exceeds four (4) hours. Such meal periods shall be without pay and at a time and place approved by a Senior Official.
- 15.05 An Employee who is directed by his Supervisor to remain due to a specific assignment at a station of employment during his meal period shall be provided compensating time off later in the shift or he shall be paid at his normal rate of pay. Time worked during such on-duty lunch break shall not contribute towards a fulfillment of the normal hours of work or towards any overtime compensation.

APPENDIX "A"

(36 1/4 HOURS PER WEEK)*

<u>CLASS NUMBER</u>	<u>TITLE</u>
0071	ADMINISTRATIVE SUPPORT I
0072	ADMINISTRATIVE SUPPORT II
0073	ADMINISTRATIVE SUPPORT III
0074	ADMINISTRATIVE SUPPORT IV
0075	ADMINISTRATIVE SUPPORT V
0076	ADMINISTRATIVE SUPPORT VI
0200	ASSESSOR I
0201	ASSESSOR II
0202	ASSESSOR III
0203	ASSESSOR IV
0304	ACCOUNTANT I
0305	ACCOUNTANT II
1053	LAND SURVEYOR I
1054	LAND SURVEYOR II
1309	TECHNOLOGIST I
1310	TECHNOLOGIST II
1311	TECHNOLOGIST III
4401	AGRICULTURE OFFICER I
4402	AGRICULTURE OFFICER II
4403	AGRICULTURE OFFICER III
4405	AGROLOGIST I
4406	AGROLOGIST II

*Notwithstanding Sub-clause 15.01(a), the Employer may require Employees in certain positions in classifications set out in this Appendix to work 40 hours per week, for which they shall receive ten point three four percent (10.34%) more than the stated salary rate in Schedule "A".

ARTICLE 16

OVERTIME

- 16.01 An Employee may be required to work authorized overtime by the Employer.
- 16.02 An Employee who has been authorized to work overtime shall be compensated as follows:
- (a) for hours worked in excess of seven and one quarter ($7 \frac{1}{4}$) hours in one work period for Employees paid pursuant to a classification set out in Appendix "A" thirty six and one quarter ($36 \frac{1}{4}$) hours per week at one and one-half times ($1 \frac{1}{2}x$) the regular rate of pay for the first two (2) hours worked in excess of his regular daily hours and at two times ($2x$) his regular hourly salary for hours worked in excess of two (2) hours;
 - (b) for hours worked in excess of eight (8) hours in one (1) work period for all other Employees (including those Employees paid pursuant to classifications in Appendix "A" who are required to work forty (40) hours per week) at one and one-half ($1 \frac{1}{2}x$) times the regular rate of pay for the first two (2) hours worked in excess of his regular daily hours and at double his regular hourly salary for hours worked in excess of two (2) hours;
 - (c) all hours worked on the first scheduled day of rest worked, up to an equivalent of the full normal daily hours shall be at one and one-half ($1 \frac{1}{2}x$) times the regular rate of pay and two ($2x$) times for additional hours worked on that day thereafter;
 - (d) all hours worked on the second scheduled day of rest in that rest period, at two times ($2x$) his regular hourly rate of pay.
 - (e) When overtime is worked on a second or subsequent day of rest rather than a first day of rest at the request of an Employee, compensation shall be at the rate of time and one-half ($1 \frac{1}{2}x$) for each hour of overtime worked.
- 16.03
- (a) Time off accumulated as a result of overtime worked may be granted at the discretion of the Employer as time off in lieu or as a cash settlement;
 - (b) time off granted in lieu of a cash settlement under Sub-clause 16.03(a) above shall be taken at a mutually agreeable time within the next twelve (12) months or at such longer period as agreed to by the Employer.
- 16.04 An Employee who requests for personal reasons, and who as a result of such a request, is authorized to work daily or weekly hours in excess of his normal requirement, shall be compensated for the extra hours worked at straight time rates. It is not the intent of this section to deny overtime rights to an Employee.

- 16.05 An Employee may occasionally be required to work extra time up to fifteen (15) minutes immediately following closing time without payment.
- 16.06 Where the Employer requires Employees to attend seminars, workshops, conferences, courses and like events, Employees shall not be entitled to paid overtime or time off in lieu, but shall receive:
- (a) pay at regular rates to a maximum of normal daily hours for attendance on a normal work day, or
 - (b) pay at regular rates to a maximum of normal daily hours or a day off in lieu for attendance on a scheduled day of rest at management's discretion, and
 - (c) pay at regular rates for the actual hours spent in specifically authorized travel in excess of his normal daily or weekly hours of work.
- 16.07 Overtime pay or compensatory time off shall be calculated to the nearest one quarter (1/4) hour and shall not be allowed twice for the same hours.
- 16.08 Overtime pay shall be calculated from the annual salary rates in effect at the time overtime is worked regardless of any subsequent retroactive change in that rate.
- 16.09 An Employee whose duties require him to periodically work away from his normal place of employment and who is entitled to claim payment for meals, shall not be paid for the time spent taking such meals.
- 16.10 Regular Part-time Employees working less than the normal hours of work shall be paid at the rate of straight time for the hours worked until they exceed the normal daily or weekly hours for Full-time Regular Employees in the same class, after which time the overtime provisions shall apply.
- 16.11 Employees that are working on construction crews assigned to Camp shall work up to eight (8) hours per day. If they are required to work in excess of the normal hours of work in a day, they shall be paid at one and one half (1 1/2x) times their hourly rate for the first four (4) hours, and two (2x) times their hourly rate thereafter.

ARTICLE 17

CALL OUT PAY

- 17.01 When an Employee is called back to work by an authorized representative of the Employer for a period in excess of two (2) hours, including time spent traveling directly to and from work, he shall be paid at the applicable overtime rate for hours worked pursuant to Article 16 - Overtime. For such call out on a paid holiday the rate of pay shall be in accordance with Article 29 - Paid Holidays.

17.02 Subject to Clause 17.03 an Employee who is called out to work one or more times within a two (2) hour period and for whom the time worked and the time spent traveling directly to and from work totals two (2) hours or less, shall be paid at straight time for a minimum of three (3) hours.

17.03 There shall be no minimum guaranteed compensation or compensation for time spent traveling if the call out is contiguous with a normal working period.

ARTICLE 18

REPORTING PAY

18.01 An Employee shall be paid a minimum of three (3) hours pay at his hourly rate when an expected work period is canceled and the Employee was not notified of such cancellation on or before the day prior to the canceled work period; or if employed in a camp unless he is notified not to report, at least one (1) hour prior to his regular starting time.

ARTICLE 19

STANDBY PAY

19.01 When an Employee is formally designated by an authorized representative of the Employer to be immediately available to return to work during a period in which he is not on regular duty and he returns to work, he shall be paid the amount of one-half (1/2) hour's pay at his regular rate for each four (4) hours on standby or any major portion thereof on a day that is not a paid holiday. For standby on a paid holiday, the payment shall be one (1) hour's pay at the regular rate for each four (4) hours on standby or any portion thereof.

19.02 When an Employee is called back to work during a period in which he was on standby, he shall be compensated pursuant to Clause 19.01 for the hours he was on standby and paid pursuant to the relevant section of the overtime Article for the hours worked on call back.

19.03 When an Employee is unable to report to work when required, no compensation shall be granted for the total standby period.

ARTICLE 20

WEEKEND PREMIUMS

20.01 An Employee, who works Saturdays or Sundays as part of his regularly scheduled work week, shall receive a weekend premium of two dollars (\$2.00) for each hour worked from midnight Friday to midnight Sunday. The weekend premium shall not be paid to an Employee who is not regularly scheduled to work weekends and receives overtime compensation for working Saturday or Sunday as a day of rest.

- 20.02 At no time shall weekend premium be included with the Employee's regular rate of pay for purposes of computing overtime payments, other premium payments, or any Employee benefits.

ARTICLE 21

WORKERS' COMPENSATION SUPPLEMENT

- 21.01 If a Regular Full-time or a Regular Part-time Employee sustains an injury in the course of his duties with the Employer which causes him to be absent from work and as a result he receives Workers' Compensation authorized by the *Workers' Compensation Act*, he shall be paid his regular full salary during the period he was required to remain off work up to eighty (80) work days, provided the Employee assigns his WCB payments to the Employer. If the Employee is unable to return to work when this period expires he shall then be paid according to the rate prescribed by the *Workers' Compensation Act*.
- 21.02 The eligibility period specified in Clause 21.01 shall not apply in the event of a reoccurrence of a disability due to a previously claimed injury, payable under this supplement, unless the Employee has not used the total eligibility period in which case the unexpended period of eligibility may be applied.
- 21.03 When a day designated as a Paid Holiday under Article 29 falls within a period of time an Employee is eligible to receive Workers' Compensation supplement, it shall be counted as a day of Workers' Compensation supplement, and under no circumstances shall an Employee receive any additional entitlement in respect of that day.
- 21.04 The Parties agree that the Workers' Compensation supplement is intended only for the purpose of protecting an Employee from loss of income while he is unable to work because of injury.

ARTICLE 22

PROBATIONARY EMPLOYEE AND PERIOD

- 22.01 (a) Subject to Sub-clause 22.01 (b), Regular Full-time and Regular Part-time Employees shall serve a probationary period. The period of probation shall start on the initial date of commencement and shall consist of a total of six (6) months worked for clerical Employees and twelve (12) months worked for all other Employees.
- (b) An Employee may be required by the Employer to serve an additional probationary period, after written notice has been given to the Union. This additional probationary period shall not exceed a further six (6) months worked by the Employee.

- 22.02 An individual shall not have recourse to the grievance procedure in the case of dismissal during his probationary period. However, he may request a meeting with the Chair to discuss the reason for his dismissal. The decision of the Chair shall be final and binding. The meeting shall be held as soon as possible and the person has the right to have a Union Steward present during the meeting.

ARTICLE 23

DISCIPLINARY ACTION

- 23.01 Where an Employee has been given a written reprimand, suspension, disciplinary demotion or is dismissed, the Employee shall be informed in writing of the reasons for such action as soon as reasonably possible.
- 23.02 An Employee may request an interview with his immediate supervisor concerning any disciplinary action, which has been taken against him. The supervisor shall arrange a suitable time and place for such interview and the Employee may be accompanied by a Union Steward if he so requests.
- 23.03 An Employee who has been subjected to disciplinary action may, after eighteen (18) months of continuous service from the date the disciplinary action was invoked, request that his personnel file be purged of any record of the disciplinary action. Such a request will be granted providing:
- (a) the Employee's file does not contain any further record of disciplinary action during that eighteen (18) month period, and
 - (b) the disciplinary action is not the subject of an unresolved grievance.
- 23.04 Access to an Employee's personnel file shall be provided to the Employee upon request and within a reasonable time, once in every year and also in the event of a grievance. He may request that a representative of the Union be present at the time of such examination. A management representative shall be present during the examination of the personnel file.
- 23.05 Subject to the remainder of this Agreement no Employee shall be dismissed, suspended, demoted or given a written reprimand without just cause.

ARTICLE 24

GRIEVANCE PROCEDURE

24.01 Definition and Scope

- (a) A grievance is a difference arising out of the interpretation, application, operation or any contravention or alleged contravention of this Agreement or as to whether any such difference can be the subject of Arbitration;

- (b) "Days", as used in this Article, means Monday to Friday, excluding holidays;
- (c) A Policy Grievance is a difference, which seeks to enforce an obligation of the Employer to the Union or the Union or its Members to the Employer. A Policy Grievance shall not be an obligation that may or could have been the subject of a Grievance by an Employee;
- (d) Notwithstanding Sub-clause 24.01(a), any issue pertaining to the establishment or alteration of a classification, the classification process, or the allocation of a position to a particular classification, shall not be considered a Grievance under any circumstances and shall not be subject to the Grievance process under this Article.

24.02 Meetings During Grievance Procedure

The Employer or the aggrieved may request that a written Grievance be discussed at Step Two of the Grievance Procedure. A Union Representative or Union Steward shall be allowed to be present at these discussions.

24.03 Grievance Process

All Grievances shall be dealt with progressively in accordance with the procedure set out below, without stoppage of work or refusal to perform work:

A. Step One

An Employee who wishes to pursue a grievance, other than a grievance concerning suspension or dismissal, shall first discuss the matter with his Manager or Supervisor (as applicable) within ten (10) days from the date on which the subject of the Grievance occurred or of the time the Employee should reasonably have first become aware of the subject of the Grievance. The Manager or Supervisor shall reply to the Employee within ten (10) days of the date of the discussion.

B. Step Two

- (i) With the approval of the Union, in writing, when an Employee is not satisfied with the answer or settlement at Step One, the Grievance may be forwarded to the Division Director or his designate within ten (10) days of the Manager or Supervisor's response at Step One. The Grievance shall be in writing and state the particulars of the Grievance, the redress sought and the Article or Articles claimed to be violated. The Division Director shall provide his decision in writing to the Employee within ten (10) days of receipt of the Employee's written Grievance and shall submit a copy of his reply to the Union.

- (ii) Notwithstanding Sub-clause 24.03B.(i), in the case of suspension or dismissal the Employee shall submit his grievance to the Chair. All other provisions in Sub-clause 24.03B.(i) shall apply.

C. Step Three

If an Employee is not satisfied with the answer or settlement he received at Step Two, and he wishes to pursue his Grievance, he must submit his Grievance to an Arbitration Board provided that he has the written approval of the Union, within ten (10) days of the receipt of the reply provided at Step Two.

24.04

Arbitration Board Decision

- (a) An Arbitration Board shall be comprised of one (1) member appointed by the Employer, one (1) member appointed by the AUPE and a neutral, Chair appointed by the other two (2) members;
- (b) As an alternate procedure to a three (3) member Arbitration Board, as set out in Sub-clause 24.04(a) above, the Employer and the AUPE may agree to submit the Grievance to a single Arbitrator;
- (c) Within ten (10) days of the receipt of the notice referred to in Step Three, the party receiving the Grievance shall notify the other party in writing of the name of its nominee to the Arbitration Board, or its choice of its single Arbitrator;
- (d) Each party shall bear its own fees and expenses; the fees and expenses of the Chair, or single Arbitrator, shall be shared equally by the parties;
- (e) If either party fails to appoint a member, or if they are unable to agree on a single Arbitrator, or if the appointed members cannot agree on a neutral Chair, such appointment shall be made in accordance with the Labour Relations Code.
- (f)
 - (i) The Arbitration Board or single Arbitrator shall not have any power to alter, amend or change the provisions of this Agreement or to substitute any new provisions from the existing provisions.
 - (ii) The Arbitration Board or single Arbitrator shall confine their decisions solely to the precise issues submitted to them and shall have no authority to make a decision on any other issue not so submitted.

- (g) A Policy Grievance shall be submitted to the other party within ten (10) days of the date upon which the alleged violation of the Collective Agreement has occurred or within ten (10) days from the date upon which the aggrieved party first became aware of the subject of the Grievance.

Within fourteen (14) days of filing a Policy Grievance, the parties shall meet in an attempt to resolve the difference. Failure to meet to resolve the difference or if the parties are unable to resolve the Policy Grievance within fourteen (14) days of filing, shall entitle the aggrieved party to advance the Policy Grievance to Step Three within an additional fourteen (14) days.

- 24.05 (a) Where a grievance is heard by a three (3) member board, the decision of the majority of the members is the decision of the Board but if there is no majority, the decision of the Chair governs and his decision is the decision of the Arbitration Board.
- (b) When disciplinary action against an Employee is involved, the Arbitration Board, or single Arbitrator may vary the penalty, as it considers just and reasonable under the circumstances.
- (c) An award of the Arbitration Board is final and binding on the parties and upon any Employee affected by it.

24.06 (a) Time Limits and Procedures

- (i) Time limits and procedures contained in this Grievance Procedure are mandatory. Failure to pursue a Grievance within the prescribed time limits and in accordance with the prescribed procedures shall result in the abandonment of the Grievance. Failure to reply to a Grievance in a timely fashion shall pass the Grievance to the next Step. Grievances so advanced shall be the subject of time limits as if a reply had been made on the last allowable day of the preceding Step in the procedure.
- (ii) Time limits in this Article may be extended by written agreement between designated representatives of the Employer and the Union.
- (iii) Procedures as stipulated in this Article may be varied by written agreement between the Employer and the Union.

(b) Service of Documents

If anything is required or permitted to be served under this Agreement, it shall be deemed to be properly served if it is served on:

- (1) an individual:
 - (i) personally or by leaving it for him at his last or most usual place of abode with some person who is apparently at least eighteen years of age, or
 - (ii) by mailing it to him by registered mail to his last known post office address, or
 - (iii) personally via receipted courier service.
- (2) the Employer:
 - (i) personally or by a receipted courier service, on the Chair, Special Areas Board, or
 - (ii) by leaving it at or by sending it by registered mail to the office of the Chair, Special Areas Board.
- (3) Union/AUPE:
 - (i) personally on the President, or his designate, of the Alberta Union of Provincial Employees; or
 - (ii) by sending it by registered mail to the address of the President, of the Alberta Union of Provincial Employees; or
 - (iii) personally on the President, or his designate, of the Alberta Union of Provincial Employees by receipted courier service.
- (4) The date of the delivery establishes the date of receipt for documents that are served personally.
- (5) Documents that are mailed by registered mail shall be deemed to have been received on the date noted on the registration card.

ARTICLE 25

CASUAL ILLNESS

25.01 "Casual Illness" means an illness that causes an Employee to be absent from duty for a period of three (3) consecutive work days or less.

- 25.02 Employees are expected to arrange medically related appointments in a way that minimizes the amount of time away from work. However, where appointments cannot be made outside of normal hours of work, Employees may use casual illness leave for time off for the purposes of attending a dental, physiotherapy, optical or for a medical appointment provided they have received prior authorization from their Employer or his designate.
- 25.03 An Employee in each calendar year shall be eligible for a maximum of twelve (12) work days of casual illness leave with pay on a pro-rata basis. Each day or portion of a day of casual illness used including illness within the immediate family, within a year of service, shall be deducted from the remaining Casual Leave entitlement for that year of service.
- 25.04 An Employee may be required to provide proof of casual illness or absenteeism related to illness, satisfactory to the Employer upon request.
- 25.05 "Immediate Family" shall mean: Spouse (including common law spouse), mother, father or dependent son or daughter.

ARTICLE 26

GENERAL ILLNESS

- 26.01 "General Illness" means an illness that causes an Employee to be absent from duty for a period of more than three (3) consecutive work days but shall not exceed eighty (80) consecutive work days. General Illness leave shall be in addition to any casual illness leave entitlements specified in Article 25.
- 26.02 An Employee at the commencement of each year of employment shall be entitled to General Illness leave at the specified rates of pay in accordance with the following Sub-clauses, and the application of such General Illness leave shall be set out in accordance with Clause 26.03:
- (a) Illness commencing in the first month within the first year of employment; no salary for each of the first ten (10) work days of illness and thereafter seventy (70%) percent of normal salary for seventy (70) work days of illness.
 - (b) Illness commencing in the first year of employment, but following the first month of employment; one hundred (100%) percent of normal salary for each of the first ten (10) work days of illness and seventy (70%) percent of normal salary for each of the next seventy (70) work days of illness.
 - (c) Illness commencing in the second year of employment; one hundred (100%) percent of normal salary for each of the first fifteen (15) work days of illness and seventy (70%) percent of normal salary for each of the next sixty-five (65) work days of illness.

- (d) Illness commencing in the third year of employment; one hundred (100%) percent of normal salary for each of the first twenty-five (25) work days of illness and seventy (70%) percent of normal salary for each of the next fifty-five (55) work days of illness.
- (e) Illness commencing in the fourth year of employment; one hundred (100%) percent of normal salary for each of the first thirty-five (35) work days of illness and seventy (70%) percent of normal salary for each of the next forty-five (45) work days of illness.
- (f) Illness commencing in the fifth year of employment; one hundred (100%) percent of normal salary for each of the first forty-five (45) work days of illness and seventy (70%) percent of normal salary for each of the next thirty-five (35) work days of illness.
- (g) Illness commencing in the sixth or any subsequent years of employment; one hundred (100%) percent of normal salary for each of the first sixty (60) work days of illness and seventy (70%) percent of normal salary for each of the next twenty (20) work days of illness.
- (h) For purposes of Clause 26.02 "employment" includes prior service with the Government of Alberta in a salaried position and also any prior employment on wages with the Special Areas Board provided there is no break in employment except such Employees shall not be compensated twice for the same illness leave.

- 26.03
- (a) Subject to Clause 26.03(b), an Employee upon return to active work after a period of General Illness of less than eighty (80) consecutive work days will have any illness leave days used for which normal salary was paid at the rate of one hundred (100%) percent, reinstated for future use at the rate of seventy (70%) percent of normal salary, within the same year of employment. General Illness leave days used for which normal salary was paid at the rate of seventy (70%) percent shall be reinstated for future use within the same year of employment, at the rate of seventy (70%) percent of normal salary.
 - (b) Such reinstatement shall only occur where an Employee has not taken any General Illness leave for the same or related illness during the first ten (10) consecutive work days following the date of return to active work.

26.04 For purposes of this Article, the maximum period of continuous absence recognized shall be eighty (80) consecutive work days. Absences due to illness or disability in excess of that period shall be subject to the Employer's Long Term Disability Policy if applicable.

26.05 Notwithstanding Article 25 or Clause 26.02, an Employee is not eligible to receive sick leave benefits under this Article or Article 25 if:

- (a) the absence is due to an injury while in the employ of any other Employer, nor is he eligible for any sick leave benefits for any subsequent absence caused by that injury, or
- (b) the absence is due to an intentional self-inflicted injury, or
- (c) the Employee is eligible for and receives compensation pursuant to the Workers' Compensation Act or Article 21 - Workers' Compensation Supplement.

26.06 When a day designated as a Paid Holiday under Article 29 falls within the period of General Illness it shall be counted as a day(s) of General Illness and under no circumstances shall an Employee receive any additional entitlements in respect of that day.

26.07 This Article is subject to Article 27.

ARTICLE 27

PROOF OF ILLNESS

27.01 To obtain illness leave benefits as described in Article 25 - Casual Illness, the Employer may require that an Employee provide a proper medical certificate or other satisfactory proof of illness. The Employer may also require the Employee to provide satisfactory proof of attendance at a medical, dental, physiotherapy, optical or such other appointment when time off from work is granted to attend such appointments. The Employer agrees to reimburse the employee for the actual cost of the proper medical certificate where the employer requests the employee to obtain proof of medical appointment.

27.02 To obtain illness leave benefits as described in Article 26 - General Illness, the Employee is required to provide a proper medical certificate or other satisfactory proof of illness.

- 27.03
- (a) The Employer may require that an Employee be examined by a medical board:
 - (i) in the case of prolonged or frequent absence due to illness, or
 - (ii) where there is an indication of apparent misuse of illness leave, or
 - (iii) when it is considered that an Employee may be unable to satisfactorily perform his duties: (1) due to disability or illness; (2) prior to returning to work.
 - (b) The report of the medical board shall contain conclusions and recommendations relating to any limitations or restrictions concerning the Employee's ability to perform the duties of his position and the medical information leading to those conclusions.

- (c) The Employer is responsible for the direct medical costs associated with the examination provided for in Sub-clause 27.03(a).

- 27.04 Pursuant to Clause 27.03, an Employee shall be entitled to have his personal physician or other physician of his choice to be a member of the medical board or act as his council before the medical board. Expenses incurred under this clause shall be paid by the Employer. A copy of the report from the medical board shall be sent to the Employee's physician.
- 27.05 The Employer may require that any Employee undergo a medical examination or a medical interview and when such examination or interview is for purposes other than meeting the requirements of Clause 27.01 and 27.02 the examination or interview shall be at the Employer's expense and on the Employer's time.
- 27.06 Where an Employee has been examined by a medical board and is also applying for L.T.D. benefits, a copy of the medical report shall be considered as part of the Employee's application.
- 27.07 The Parties agree that casual and general illness benefits as provided in this Agreement are intended only for the purpose of protecting an Employee from loss of income when the Employee is ill.

ARTICLE 28

HEALTH PLAN BENEFITS

- 28.01 The Employer agrees to provide Employee benefit plans covering Group Life Insurance/Accidental Death and Dismemberment, Dependent Life Insurance, Long Term Disability Insurance, Extended Health Care Insurance and a Dental Plan, including a direct pay card.
- 28.02 The cost of premiums for the above benefit plans and Alberta Health Care will be shared on the following basis:

<u>Benefit</u>	<u>Employee</u>	<u>Employer</u>
Life Insurance & A.D. & D.	1/3	2/3
Dependent's Insurance	100%	---
Long Term Disability	100%	---
Extended Health Care	1/3	2/3
Dental	---	100%

- 28.03 The Employer and Employee agree to be bound by the Public Service Pension Plan and shall continue contributions pursuant to that plan and regulations.

- 28.04 The Employer will provide to each new Employee brochures outlining all benefits for which the Employee is eligible and to other Employees upon request.
- 28.05 The Employer will not alter or amend any Health Plan Benefit during the life of this Agreement without first consulting with the Union.
- 28.06 All benefit plans shall be governed by the official policy agreed to with the carrier. The Employer shall provide the Union with a copy of each plan.
- 28.07 A Health Care Spending Account (HCSA) has been established for all Employees eligible for health plan benefits in accordance with Article 4 - Application and Article 28 - Health Plan Benefits of this Collective Agreement. Effective January 1, 2018 the HCSA shall be converted to a Flex Spending Account.
- 28.08 Special Areas Board shall allocate a sum of seven hundred and fifty dollars (\$750.00) to the eligible Employee's HCSA.
- 28.09 In each year thereafter, Special Areas Board shall allocate a sum of seven hundred and fifty dollars (\$750.00) to the eligible Employee's HCSA.
- 28.10 The Parties understand that HCSA will be in accordance with the *Income Tax Act* and all applicable regulations and guidelines.
- 28.11 The HCSA year is from July 1 to June 30. Any unused allocation in an Employee's HCSA at the end of the HCSA year will be carried forward to the next HCSA year. The unused allocation cannot be carried forward beyond one (1) HCSA year. Any unused funds after the second year are forfeited in accordance with the *Income Tax Act*. Outstanding expenses which exceed the annual HCSA allocation shall not be carried forward to the next HCSA year.
- 28.12 The HCSA may be utilized by Employees for the purpose of receiving reimbursement for health and dental expenses that are eligible medical expenses in accordance with the *Income Tax Act*.
- 28.13 The Employer will contract with a service provider for the administration of the HCSA and the administration of the HCSA shall be subject to and governed by the terms and conditions of the applicable contract for services.

ARTICLE 29

PAID HOLIDAYS

- 29.01 Employees are entitled to one (1) day's paid leave for each of the following holidays:

- (a)

New Years Day	Labour Day
Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Easter Monday	Christmas Day
Victoria Day	Boxing Day
Canada Day	Christmas Floater
Civic Holiday (one day)	
- (b) The Christmas float holiday shall be observed to give five (5) consecutive days off including the weekend as follows:
 - (i) on December 24th when Christmas Day falls on a Tuesday, a Thursday, a Friday or a Saturday,
 - (ii) on December 27th when Christmas Day falls on a Monday or Wednesday,
 - (iii) on December 28th when Christmas Day falls on a Sunday.
- (c) Paid holidays other than Sub-clause 29.01(b) shall be observed on the day on which they fall unless an alternate day is designated by the Employer.

29.02 If a municipality does not proclaim a civic holiday as specified in Clause 29.01, the first Monday in August shall be observed as such holiday.

29.03 When a day designated as a holiday under Clause 29.01 falls during an Employee's work week and the Employee is not required to work, the Employee shall be granted holiday leave on that day.

29.04 When a paid holiday under Clause 29.01 falls on an Employee's regularly scheduled day of rest and the Employee is not required to work, the Employee shall be granted holiday leave on the day designated as a holiday.

29.05 When an Employee works on one (1) of the holidays listed in Clause 29.01, the Employee shall receive either:

- (a) his regular salary plus one and one-half times (1 1/2x) for his normal daily hours worked and two times (2x) for additional hours worked thereafter, or
- (b) in lieu of his regular salary, one and one-half times (1 1/2x) for his normal daily hours worked and two times (2x) for additional hours worked thereafter, plus a day off in lieu with pay.

29.06 When a day off in lieu is granted under Sub-clause 29.05(b) Employees shall have the day off scheduled at a mutually agreeable time within the next three (3) months unless the Employer agrees to extend the time up to a maximum of twelve (12) months.

29.07 Requests for leave without pay on religious holidays will be considered provided adequate notice of the request is given.

29.08 To qualify for compensation or day(s) in lieu under this Article, an Employee must work the last regular working day preceding and the first regular working day following the Paid Holiday unless authorization is obtained from the Employer.

ARTICLE 30

ANNUAL VACATION

30.01 (a) An Employee shall not take vacation leave without prior authorization from the Employer.

(b) Normally, when an Employee is requesting leave of more than three (3) days, the request shall be submitted in writing to the Supervisor not less than two (2) weeks prior to the commencement of the requested vacation leave.

30.02 Vacation entitlements with pay shall be as follows:

(a) an Employee who has completed twelve (12) full calendar months service as of December 31st shall in subsequent year(s) receive fifteen (15) work days vacation; earned at a rate of 1.25 days per calendar month;

(b) an Employee who has completed five (5) years service as of December 31st, shall in subsequent year(s) receive twenty (20) work days vacation; earned at a rate of 1.66 days per calendar month;

(c) an Employee who has completed thirteen (13) years service as of December 31st, shall in subsequent year(s) receive twenty-five (25) work days vacation; earned at a rate of 2.08 days per calendar month;

(d) an Employee who has completed twenty-one(21) years service as of December 31st, shall in subsequent year(s) receive thirty (30) work days vacation; earned at a rate of 2.5 days per calendar month;

(e) an Employee who has completed thirty (30) full years of service shall in subsequent years of service receive thirty-five (35) work days vacation earned at a rate of two point nine two (2.92) days per calendar month;

- (f) an Employee who has completed less than twelve (12) months service as of December 31st, shall receive one point one two five (1.25) work days vacation for each calendar month worked from the commencement of his service provided that when employment has commenced on or before the fifteenth (15th) day of any month, he shall earn vacation entitlements from the first day of that month and when employment has commenced on or after the sixteenth (16th) day of any month, he shall earn vacation entitlements from the first day of the following month.
- 30.03 All calculations which include work day fractions shall be rounded out to the next half or full day, whichever applies, except when vacation pay is paid out upon termination pursuant to Clause 30.11.
- 30.04 If one (1) or more paid holidays falls during the Employee's Annual Vacation period, another day or days may be added at the end of the vacation period at the time authorized by the Employer.
- 30.05 An Employee shall earn vacation leave pursuant to Clause 30.02 during the following authorized absences:
 - (a) financially assisted education leave;
 - (b) sick leave for the first forty-four (44) consecutive work days;
 - (c) any other leave of absence with or without pay for the first twenty-two (22) work days.
- 30.06 Vacation leave may be taken:
 - (a) in one (1) continuous period;
 - (b) in separate periods of not less than five (5) consecutive work days;
 - (c) up to ten (10) separate days off;
 - (d) up to fifteen (15) separate days off after eight (8) years service;
 - (e) or at such other times as may be approved by the Employer.
- 30.07 (a) Except as otherwise provided herein vacation leave in respect to each year of service shall be taken:
 - (i) within sixteen (16) months after the end of the year;
 - (ii) at such time or times as may be approved by the Employer.

- (b) If for personal reasons acceptable to the Employer or the exigencies of the Employee's duties as determined by the Employer prevent him from taking his vacation leave or part thereof within the sixteen (16) month period specified in Sub-clause 30.07(a) above he shall take the leave within the six (6) months following that period as the Employer may approve.
 - (c) Vacation leave shall not be postponed as provided by Sub-clause 30.07(b) in two (2) successive years.
 - (d) Notwithstanding the other provisions of this section, subject to the approval of the Employer, an Employee who so requests may be authorized to take earned vacation leave within the year in which it was earned, and the vacation leave taken by him in the following year shall be correspondingly reduced.
- 30.08 When an Employee is allowed to take any leave of absence, other than sick leave in conjunction with the period of vacation leave, the vacation leave shall be deemed to precede additional leave of absence, except in the case of Maternity Leave which may be authorized before or after vacation leave.
- 30.09 The Employer shall upon request consider granting an Employee at least two (2) weeks of his Annual Vacation Leave entitlement during the summer months.
- 30.10 An Employee shall be allowed to accumulate vacation leave in accordance with the general provisions of this Article for use at any time to a maximum of the Employee's Annual Vacation Leave entitlement.
- 30.11 Notwithstanding the provisions of Clauses 30.09 and 30.10, an Employee will be paid out for vacation leave when one of the following conditions applies:
- (a) the Employee's employment terminates; or
 - (b) the Employee's outstanding vacation leave exceeds two (2) years of entitlements, in which case and Employee will be paid out at fiscal year-end; or
 - (c) an Employee requests pay out and obtains the approval of the Chair, Special Areas Board. An Employee may request pay out for any amount, provided that he Employee keeps two (2) weeks (three (3) weeks with five (5) or more years of service) of entitlements to be taken as leave in the vacation year.
- 30.12 All vacation leaves will be paid out at the Employee's salary rate at the time the leave is paid out (the entitlement amount paid out is never rounded up).

ARTICLE 31

SPECIAL LEAVE

31.01 Subject to approval by the Employer, an Employee who requires time off from work may be granted Special Leave without loss of pay. The circumstances under which special leave may be approved are subject to Clause 31.02 and subject to the corresponding yearly maximum number of work days as follows:

- (a) Bereavement - four (4) days around the date of the funeral;
- (b) Travel time for bereavement leave - three (3) days;
- (c) Administration of Estates - two (2) days;
- (d) Moving household effects - one (1) day per calendar year;
- (e) Time to write examinations for courses approved by the Employer - as required;
- (f) Attend funerals as pallbearer or mourner - subject to Clause 31.03, time off as required not to exceed one (1) day, unless otherwise approved by the Employer;
- (g) Time (including travel time if necessary) to attend formal hearing to become a Canadian citizen - one (1) day;
- (h) Be present at the birth or adoption proceedings of an Employee's child - one (1) day.

31.02 For purposes of determining eligibility for Special Leave under Clause 31.01 the following provisions apply:

- (a) Bereavement - leave of absence will be granted in the event of the death of the Employee's spouse (including common law spouse), or any of the following relations of an Employee or spouse (including common law spouse): parents, guardian, parent-in-law, grandparent, grandchild, son, daughter, brother, sister, or the husband or wife of any of them, step-child, step-parent, step-brother or step-sister. This time shall include time for making all the necessary arrangements relating to the funeral of the deceased's family.
- (b) Travel time continuous with bereavement leave shall mean travel if required during normal working hours on the days before and the days following bereavement leave, provided the Employer has authorized such travel leave.
- (c) Administration of Estate shall apply only when an Employee has been designated as an executor of the estate for the deceased.

- (d) Moving of household effects shall apply to an Employee who maintains a self-contained household and who changes his place of residence which necessitates the moving of his household effects during his normal working hours.
 - (e) Mourner or Pallbearer - Leave of absence may be granted where operational requirements permit subject to the approval of the Employer.
- 31.03 The maximum annual leave specified for each circumstances requiring use of special leave shall not be exceeded. However, Bereavement Leave and leave for the Administration of Estate may be granted more than once within a calendar year, provided the total special leave granted does not exceed ten (10) working days per calendar year, unless additional Bereavement Leave is approved by the Employer.
- 31.04 Two (2) weeks notice may be required for leave requested under Sub-clause 31.01 (c), (d), (e) and (g).
- 31.05 A terminating Employee shall not be eligible for benefits under Sub-clause 31.01 (d) during last ten (10) work days of active employment.

ARTICLE 32

MATERNITY/PARENTAL/ADOPTION LEAVE & COMPASSIONATE CARE BENEFITS

- 32.01 The parties agree that the provisions of the Employment Standards Code and Regulations concerning Maternity, Parental and Adoption Leave shall apply to Employees of the Employer. The Employment Insurance Compassionate Care Benefits shall also apply to Employees of the Employer.
- 32.02 A pregnant Employee who presents medical evidence from her physician which satisfies the Employer that continued employment in her present position may be hazardous to herself or her unborn child, may request a transfer to a more suitable position for which she is qualified, if one is available. The Employee shall remain at the same salary level during this period. Where no suitable position is available, the Employee may request maternity leave as provided by Article 32 if the Employee is eligible for such leave.
- 32.03 An Employee who, at the commencement of Maternity/Parental/Adoption Leave or a Compassionate Care Benefit leave, is participating in the Extended Health Care Plan, the Group Dental Plan and the Group Life Insurance Plan shall continue to be covered under these Plans throughout the total period the Employee is on Maternity/Parental/Adoption Leave or a Compassionate Care Benefit Leave, and the Employer and the Employee premium contributions if applicable, shall continue.

ARTICLE 33

COURT LEAVE

- 33.01 When an Employee is summoned or subpoenaed as a witness or a defendant to appear in court in his official capacity to give evidence or to produce Employer records, he shall be allowed leave with pay, but any fees receivable by him shall be paid to the Employer.
- 33.02 When an Employee is subpoenaed as a witness in his private capacity or summoned as a juror:
- (a) at a location within the Province of Alberta, he shall be allowed leave with pay, but any fees receivable by him shall be paid to the Employer;
 - (b) at a location outside the Province of Alberta, he may be allowed leave with pay if authorized by the Employer, but any fees receivable by him shall be paid to the Employer.

ARTICLE 34

OCCUPATIONAL HEALTH AND SAFETY

- 34.01 The Parties agree that the Employer is bound by the Alberta Occupational Health and Safety Act, and the Government of Alberta Occupational Health and Safety Program.
- 34.02 Protective clothing and safety equipment shall be supplied by the Employer as required by the Alberta Occupational Health and Safety Act and Radiation Health Protection Act and any regulation or amendment thereto.
- 34.03 Pursuant to Clause 34.02 the Employer shall provide, maintain, replace and clean protective clothing and equipment.
- 34.04 All equipment and protective clothing supplied by the Employer shall remain the property of the Employer.
- 34.05 Where the Employer determines that safety footwear should be provided, the Employer shall either provide the actual safety footwear or pay to each such eligible Employee the cost of such footwear up to a maximum of one hundred and fifty (\$150.00) dollars per annum.
- 34.06 When an Employee does not purchase safety boots in any given year, that year's allowance shall be carried forward to the next year immediately following.
- 34.07 Where the Employer determines that insulated coveralls or a parka should be provided, the Employer shall either provide the actual insulated coveralls or parka or pay to each such eligible Employee the cost of such coveralls or parka up to a maximum of seventy-five (\$75.00) dollars per annum.

- 34.08 When an Employee does not purchase insulated coveralls or a parka in any given year, that year's allowance shall be carried forward to the next year immediately following.

ARTICLE 35

STATEMENT OF JOB DUTIES

- 35.01 Upon request, an Employee shall be entitled to the classification specification and a current statement of the duties and responsibilities for the Employee's position.

ARTICLE 36

TOOLS

- 36.01 All Mechanics and Machinists shall supply their own hand tools and bench tools as are required to perform their work.
- 36.02 Tools shall be replaced by the Employer when damaged or broken in normal use.
- 36.03 Special or unusual tools shall be supplied by the Employer as required.
- 36.04 Each Tradesman who is required to supply their own tools pursuant to Clause 36.01 shall receive an annual allowance of three hundred and fifty (\$350.00) dollars.

ARTICLE 37

RATES OF PAY

- 37.01 Subject to the approval of the Employer, an Employee may receive an annual merit increment based on performance up to the maximum of the applicable salary range for his classification, at rates of pay as specified in Schedule "A" or in the case of apprentices, a percentage of the appropriate tradesman job rate, as specified in regulations issued pursuant to the Apprenticeship and Industry Training Act.
- 37.02 When an Employee is promoted, he shall be moved to the period in the new class that provides for an increase in pay of at least four (4%) percent, provided the maximum for the new classification is not exceeded.

ARTICLE 38

TRAVEL AND SUBSISTENCE

- 38.01 Employees who incur travel, subsistence and moving expenses in the performance of authorized Employer business shall be reimbursed for those expenses in accordance with the Government of Alberta Travel and Subsistence Regulations.

ARTICLE 39

PRINTING OF AGREEMENTS

- 39.01 Each party agrees to pay one-half (1/2) the cost of printing sufficient copies to provide each present and new Employee with one (1) copy of the Agreement, as approved by both parties.
- 39.02 Each party further agrees to pay the full cost of printing additional copies that they order.

ARTICLE 40

NOTICE OF DELIVERY

- 40.01 Any notice hereunder required to be given shall be deemed to have been sufficiently served if personally delivered or mailed in a prepaid registered envelope addressed, in the case of the Board to:

Chair
Special Areas Board
P.O. Box 820
HANNA, Alberta T0J 1P0

and in the case of the AUPE to:

The President
The Alberta Union of Provincial Employees
10451 - 170 Street
EDMONTON, Alberta T5P 4S7

and in the case of the Local to:

The Chair
The Alberta Union of Provincial Employees
Local 118/020
at his home address on file with the Employer

ARTICLE 41

TERM AND EFFECTIVE DATE

- 41.01 This Collective Agreement shall become effective at the beginning of the month following the date of execution by the Parties, unless stipulated to the contrary, and shall remain in effect up to and including December 31, 2018.

LETTER OF UNDERSTANDING

BETWEEN

THE SPECIAL AREAS BOARD

AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES

ON BEHALF OF LOCAL 118/020

Re: Separation Payment

Whereas the Parties are entering into a Letter of Understanding to provide a Separation Payment to Employees.

The Parties agree:


1. During the term of this Letter of Understanding the Separation Payment as outlined in the attached Schedule is available, as an alternative to and if selected by an Employee whose position is abolished, in lieu of the provisions of Article 12 - Layoff, Article 13 - Severance, and Article 14 - Seniority, of the Collective Agreement entered into between the Parties. The Separation Payment will not be available for Employees for whom the Employer has arranged ongoing employment within the Special Areas Board or with any other employer.
2. The Separation Payment will be available for permanent Employees with at least one (1) year of continuous employment with the Employer. Eligible Employees will be entitled to receive Separation Payment at their regular rate of pay according to the attached schedule.
3. Where the Employee has made an election to accept the Separation Payment, the election shall not be altered without the agreement of the Employee and the Chair. Separation shall occur at a time selected by the Chair. Employees shall make their election for Separation Payment within fourteen (14) calendar days of the receipt of a position abolishment notice.
4. In addition to paragraphs 1 and 2, Employees who have not received notice of position abolishment may request the Separation Payment. Such offers may, but will not necessarily result in an offer of the Separation Payment by the Employer to that Employee. Offers are subject to operational requirements as determined by the Chair, whose decision is final and cannot be challenged. Employees who request the Separation Payment, and if approved under this paragraph, are required to resign at a time acceptable to the Chair.

5. Employees accepting the Separation Payment are required to sign an agreement in the attached form.
6. This Letter, including the attached Schedule, does not form part of the Collective Agreement and if concerns arise with respect to the Separation Payment, they shall be addressed by representatives of the Parties and not by way of the grievance procedure.
7. This Letter of Understanding, including the attached Schedule, shall be effective the date of signing of the Collective Agreement and shall remain in effect as provided in Article 42 - Term and Effective Date of the Collective Agreement.
8. This Letter of Understanding may be canceled at any time during the life of the Collective Agreement with the mutual agreement of both Parties.
9. The Parties will meet at the request of either party at any time to consider issues related to position abolishment's, which may occur following the expiry of this letter.

Signed at Hanna this 23rd day of January, 2017.



Jordon Christianson, Chair
Special Areas Board



Guy Smith, President
Alberta Union of Provincial Employees

FOR INFORMATION PURPOSES ONLY

SCHEDULE - SEPARATION PAYMENT

Severance Pay at Regular Rate of Pay Base on Years of Service	Separation Allowance, Weeks of Pay at Regular Rate of Pay Based upon Years of Service	
Two (2) week's pay at Regular Rate of Pay for each full year of continuous service to a maximum of forty-eight (48) weeks.	Separation Allowance to be provided in addition to Severance pay as per Article 13 - Severance as follows	
	Years of Service	Weeks of Pay
	1 to 5	4 weeks
	6 to 10	5 weeks
	11 to 15	6 weeks
	16 to 20	7 weeks
	21 plus	8 weeks
Separation pay is an alternative and in lieu of all the provisions of Article 12 - Layoff, Article 13 - Severance, and Article 14 - Seniority, of the Collective Agreement		

STANDARD SEPARATION PAYMENT FOR
TERMINATION AGREEMENT FOR
BARGAINING UNIT EMPLOYEES

AGREEMENT DATED _____, 201__

BETWEEN THE SPECIAL AREAS BOARD

(THE 'BOARD')

AND

(THE 'EMPLOYEE')

WHEREAS the Employee is presently employed by the Board.

AND WHEREAS the Board and the Employee have mutually agreed to terminate the existing employment relationship.

THEREFORE, the Parties agree as follows:

1. The Employee hereby resigns from employment with the Special Areas Board effective _____, 201__.
2. The Board will pay as a severance payment to the Employee the sum of \$ _____ less any withholdings required by law.
3. If during the period _____ to _____ a Department as defined in the *Public Service Act* or a Provincial Agency as defined in the *Financial Administration Act*:
 - (a) employs the Employee on a full or part time basis; or
 - (b) retains the Employee, either directly or indirectly, on a fee for service basis

the amount paid to the Employee directly or indirectly by the Department or Provincial Agency during such period, less any lawful deductions made at source, shall be paid by the Employee to the Special Areas Board forthwith following completion of the period. In no case shall the Employee be obliged to repay an amount greater than the amount, less lawful deductions, paid by the Board to the Employee pursuant to paragraph 2.

4. In consideration of the payment referred to in paragraph 2, the Employee hereby:
- (a) waives any and all rights he may have under the terms of the Collective Agreement between the Special Areas Board and AUPE arising in any way from the termination of his employment;
 - (b) releases the Special Areas Board, its officers and employees from any and all claims which he may now or in the future have arising out of his employment with the Special Areas Board or the termination of such employment.
5. It is understood that the waiver and release contained in paragraph 4 does not apply to any benefits to which the Employee is entitled by virtue of his participation in the Public Service Pension Plan.
6. It is agreed that this written instrument embodies the entire agreement of the parties hereto with regard to the matters dealt with herein and that no understanding or agreements, verbal or otherwise, exist between the parties except as herein expressed.

SPECIAL AREAS BOARD

WITNESS

EMPLOYEE

WITNESS

LETTER OF UNDERSTANDING

BETWEEN

THE SPECIAL AREAS BOARD

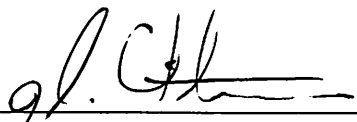
AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES
ON BEHALF OF LOCAL 118/020


Re: Exclusion of High School Students from Bargaining Unit

The Parties agree that high school students employed during the school term or during the periods between school terms and who are employed for project work shall be excluded from the bargaining unit and the provisions of the Collective Agreement shall not apply to such students.

Signed at Hanna this 23rd day of January, 2017.



Jordan Christianson, Chair
Special Areas Board



Guy Smith, President
Alberta Union of Provincial Employees

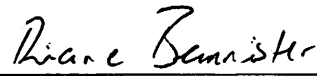
IN WITNESS WHEREOF the Parties hereto have caused these presents to be executed by their duly authorized officers in that behalf the day and year first above written.

Dated at Edmonton, Alberta this 23rd day of January, 2017.

ON BEHALF OF THE SPECIAL AREAS BOARD

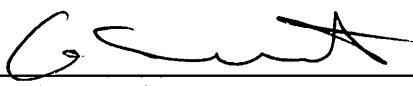


Jordon Christianson, Chair
Special Areas Board

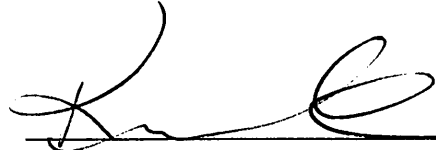


Witness

ON BEHALF OF THE ALBERTA UNION OF PROVINCIAL EMPLOYEES



Guy Smith, President
Alberta Union of Provincial Employees



Witness

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2016**

CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
ACCOUNTANT I 0304	ANNUAL	54,453	56,493	58,757	60,997	63,488	66,266	69,095			
	MTHLY	4,538	4,708	4,896	5,083	5,291	5,523	5,758			
	HRLY	28.8824	29.9644	31.1659	32.3541	33.6751	35.1487	36.6490			
ACCOUNTANT II 0305	ANNUAL	63,488	66,266	69,095	72,349	75,378	78,669	82,235			
	MTHLY	5,291	5,523	5,758	6,029	6,282	6,556	6,853			
	HRLY	33.6751	35.1487	36.6490	38.3749	39.9813	41.7272	43.6190			
ACCOUNTANT III 0306	ANNUAL	66,417	69,558	72,499	75,641	78,882	82,298	85,865	89,300	92,871	
	MTHLY	5,535	5,797	6,041	6,303	6,573	6,858	7,156	7,442	7,739	
	HRLY	35.2284	36.8945	38.4545	40.1207	41.8399	43.6522	45.5441	47,3657	49,2604	
ADMIN. SUPPORT I 0071	ANNUAL	35,167	36,068	37,007	37,920	39,085	40,261	41,537			
	MTHLY	2,930	3,005	3,084	3,160	3,257	3,355	3,461			
	HRLY	18.6531	19.1310	19.6289	20.1134	20.7308	21.3548	22.0319			
ADMIN. SUPPORT II 0072	ANNUAL	36,068	37,007	37,920	39,085	40,261	41,537	42,952	44,328	45,717	
	MTHLY	3,005	3,084	3,160	3,257	3,355	3,461	3,579	3,694	3,809	
	HRLY	19.1310	19.6289	20.1134	20.7308	21.3548	22.0319	22.7820	23.5122	24.2490	
ADMIN. SUPPORT III 0073	ANNUAL	37,470	38,395	39,310	40,499	41,700	42,989	44,353	45,704	47,132	
	MTHLY	3,122	3,199	3,275	3,375	3,475	3,582	3,696	3,808	3,928	
	HRLY	19.8745	20.3657	20.8503	21.4810	22.1182	22.8019	23.5255	24.2424	24.9991	
ADMIN. SUPPORT IV 0074	ANNUAL	44,328	45,717	47,207	48,745	50,461	53,126	54,803			
	MTHLY	3,694	3,809	3,934	4,062	4,205	4,427	4,566			
	HRLY	23.5122	24.2490	25.0389	25.8554	26.7648	28.1787	29.0683			
ADMIN. SUPPORT V 0075	ANNUAL	48,170	49,785	51,474	53,164	54,953	57,757	59,708			
	MTHLY	4,014	4,148	4,289	4,430	4,580	4,813	4,976			
	HRLY	25.5501	26.4063	27.3025	28.1986	29.1480	30.6348	31.6704			

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2016**

CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
ADMIN. SUPPORT VI 0076	ANNUAL	53,864	55,692	57,606	59,646	61,711	63,864	66,066			
	MTHLY	4,488	4,641	4,801	4,970	5,143	5,322	5,505			
	HRLY	28.5704	29.5395	30.5552	31.6372	32.7325	33.8742	35.0426			
ADMINISTRATION I 2100	ANNUAL	55,429	57,857	60,147	62,775	65,679	68,694	72,111			
	MTHLY	4,619	4,821	5,012	5,231	5,473	5,725	6,009			
	HRLY	29.4002	30.6879	31.9028	33.2968	34.8367	36.4366	38.2488			
ADMINISTRATION II 2101	ANNUAL	62,775	65,679	68,694	72,111	75,340	78,744	82,386			
	MTHLY	5,231	5,473	5,725	6,009	6,279	6,562	6,865			
	HRLY	33.2968	34.8367	36.4366	38.2488	39.9614	41.7669	43.6986			
SYSTEM ANALYST I 0795	ANNUAL	72,937	76,792	80,821	85,076	89,557					
	MTHLY	6,078	6,400	6,736	7,090	7,463					
	HRLY	38.6868	40.7314	42.8688	45.1258	47.5020					
AGRICULTURE OFFICER I 4401	ANNUAL	47,794	49,071	50,435	51,875	53,326	55,153				
	MTHLY	3,983	4,089	4,203	4,323	4,444	4,596				
	HRLY	25.3509	26.0281	26.7515	27.5149	28.2850	29.2541				
AGRICULTURE OFFICER II 4402	ANNUAL	51,875	53,326	55,153	56,968	58,945	61,073				
	MTHLY	4,323	4,444	4,596	4,747	4,913	5,089				
	HRLY	27.5149	28.2850	29.2541	30.2167	31.2655	32.3939				
AGRICULTURE OFFICER III 4403	ANNUAL	57,919	59,934	62,099	64,277	66,742	69,471				
	MTHLY	4,826	4,995	5,174	5,356	5,562	5,790				
	HRLY	30.7211	31.7899	32.9383	34.0933	35.4010	36.8482				
AGROLOGIST I 4405	ANNUAL	56,630	58,820	61,110	63,350	65,916	68,832	71,798	74,939	78,219	81,622
	MTHLY	4,719	4,901	5,092	5,279	5,493	5,736	5,983	6,245	6,518	6,802
	HRLY	30.0374	31.1991	32.4138	33.6021	34.9629	36.5096	38.0828	39.7489	41.4881	43.2937
AGROLOGIST II 4406	ANNUAL	71,798	74,939	78,219	81,622	85,302	89,069	93,111			
	MTHLY	5,983	6,245	6,518	6,802	7,108	7,423	7,760			
	HRLY	38.0828	39.7489	41.4881	43.2937	45.2454	47.2434	49.3875			

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2016**

CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
ASSESSOR I	ANNUAL	51,750	53,526	55,542	57,632	59,934	62,237	64,740			
0200	MTHLY	4,313	4,461	4,628	4,803	4,995	5,187	5,395			
	HRLY	27.4485	28.3912	29.4599	30.5685	31.7899	33.0113	34.3389			
ASSESSOR II	ANNUAL	59,934	62,237	64,740	67,581	70,485	73,775	76,905			
0201	MTHLY	4,995	5,187	5,395	5,632	5,874	6,148	6,409			
	HRLY	31.7899	33.0113	34.3389	35.8457	37.3858	39.1316	40.7911			
ASSESSOR III	ANNUAL		73,300	76,717	79,983	83,449	87,267	91,122	95,064		
0202	MTHLY		6,108	6,393	6,666	6,954	7,272	7,593	7,922		
	HRLY		38.8794	40.6916	42.4242	44.2628	46.2875	48.3403	50.4231		
ASSESSOR IV	ANNUAL			83,261	86,916	90,758	94,851	99,044	103,548		
0203	MTHLY			6,939	7,243	7,563	7,904	8,254	8,630		
	HRLY			44.1633	46.1016	48.1395	50.3102	52.5430	54.9237		
LAND SURVEYOR I	ANNUAL	64,878	67,706	70,609	73,713	76,992	80,346	83,913			
1053	MTHLY	5,407	5,642	5,884	6,143	6,416	6,696	6,992			
	HRLY	34.4120	35.9121	37.4522	39.0984	40.8376	42.6166	44.5085			
LAND SURVEYOR II	ANNUAL	75,378	78,682	82,235	85,840	89,744	93,700	98,155			
1054	MTHLY	6,282	6,557	6,853	7,154	7,479	7,808	8,180			
	HRLY	39.9813	41.7338	43.6190	45.5308	47.6019	49.6995	52.0626			
TECHNICAL AIDE	ANNUAL	43,439	44,967	46,681	48,358	50,022	51,825	53,751			
1308	MTHLY	3,619	3,747	3,890	4,030	4,169	4,319	4,479			
	HRLY	20.8811	21.6150	22.4392	23.2453	24.0455	24.9118	25.8381			

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2016**

CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
TECHNOLOGIST I	ANNUAL	42300	43828	45329	46956	48721	50649	52450			
1309	MTHLY	3525	3652	3778	3913	4060	4220	4371			
	HRLY	22.4368	23.2466	24.0432	24.9062	25.8421	26.8644	27.8203			
TECHNOLOGIST II	ANNUAL	52450	54453	56580	58771	61048	63638	66317			
1310	MTHLY	4371	4538	4715	4897	5087	5303	5527			
	HRLY	27.8203	28.8824	30.0109	31.1726	32.3806	33.7547	35.1753			
TECHNOLOGIST III	ANNUAL	58771	61048	63638	66317	69333	72499	75628			
1311	MTHLY	4897	5087	5303	5527	5777	6041	6302			
	HRLY	31.1726	32.3806	33.7547	35.1753	36.7751	38.4545	40.1140			
UTILITY OFFICER I	ANNUAL	52,450	54,453	56,580	58,771	61,048	63,638	66,317			
1315	MTHLY	4,371	4,538	4,715	4,897	5,087	5,303	5,527			
	HRLY	25.2125	26.1751	27.1977	28.2506	29.3455	30.5908	31.8781			
UTILITY OFFICER II	ANNUAL	58,771	61,048	63,638	66,317	69,333	72,499	75,628			
1316	MTHLY	4,897	5,087	5,303	5,527	5,777	6,041	6,302			
	HRLY	28.2506	29.3455	30.5908	31.8781	33.3279	34.8500	36.3540			
UTILITY OFFICER III	ANNUAL	66,317	69,333	72,499	75,628	78,669	81,810	85,076			
1317	MTHLY	5,527	5,777	6,041	6,302	6,556	6,818	7,090			
	HRLY	31.8781	33.3279	34.8500	36.3540	37.8159	39.3258	40.8960			
TRANSPORT OFFICER I	ANNUAL	56,630	58,808	61,349	64,252	67,205	70,222	73,588			
3400	MTHLY	4,719	4,900	5,113	5,354	5,601	5,851	6,133			
	HRLY	27.2219	28.2686	29.4898	30.8855	32.3052	33.7550	35.3734			
TRANSPORT OFFICER II	ANNUAL	61,349	64,252	67,205	70,222	73,588	76,942	80,421			
3401	MTHLY	5,113	5,354	5,601	5,851	6,133	6,412	6,702			
	HRLY	29.4898	30.8855	32.3052	33.7550	35.3734	36.9856	38.6580			

**SPECIAL AREAS BOARD
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CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
TRANSPORT OFFICER III 3402	ANNUAL	67,205	70,222	73,588	76,942	80,421	84,088	87,980			
	MTHLY	5,601	5,851	6,133	6,412	6,702	7,008	7,331			
	HRLY	32.3052	33.7550	35.3734	36.9856	38.6580	40.4206	42.2916			
COOK I 9423	ANNUAL	44,465	45,955	47,419	49,034	50,823	52,513				
	MTHLY	3,706	3,830	3,951	4,086	4,236	4,376				
	HRLY	21.3744	22.0903	22.7942	23.5702	24.4304	25.2426				
COOK II 9425	ANNUAL	47,419	49,034	50,823	52,513	54,352	56,392				
	MTHLY	3,951	4,086	4,236	4,376	4,529	4,699				
	HRLY	22.7942	23.5702	24.4304	25.2426	26.1269	27.1075				
COOK III 9427	ANNUAL	54,352	56,392	58,419	60,585	62,988	65,604				
	MTHLY	4,529	4,699	4,868	5,049	5,249	5,467				
	HRLY	26.1269	27.1075	28.0821	29.1229	30.2780	31.5352				
COOK IV 9429	ANNUAL	58,419	60,585	62,988	65,604	68,281	71,285				
	MTHLY	4,868	5,049	5,249	5,467	5,690	5,941				
	HRLY	28.0821	29.1229	30.2780	31.5352	32.8227	34.2664				
EQUIPMENT OPERATOR I 2560	ANNUAL	50,573	52,312	54,403	56,254						
	MTHLY	4,214	4,359	4,534	4,688						
	HRLY	24.3102	25.1463	26.1511	27.0413						
EQUIPMENT OPERATOR II 2561	ANNUAL	59,997	61,786	64,265	66,355						
	MTHLY	5,000	5,149	5,355	5,530						
	HRLY	28.8401	29.7004	30.8915	31.8962						
EQUIPMENT OPERATOR III 2562	ANNUAL	64,390	66,191	68,844	71,573						
	MTHLY	5,365	5,516	5,737	5,964						
	HRLY	30.9517	31.8180	33.0934	34.4048						

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CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
FARM WORKER	ANNUAL	44,791	45,967	47,181	48,496	49,884	51,286				
3112	MTHLY	3,732	3,831	3,932	4,042	4,157	4,274				
	HRLY	21.5308	22.0963	22.6799	23.3115	23.9793	24.6530				
FOREMAN I	ANNUAL	54,890	56,780	58,783	60,898	63,063	65,554	68,081			
2530	MTHLY	4,575	4,732	4,898	5,075	5,256	5,463	5,674			
	HRLY	26.3856	27.2941	28.2566	29.2732	30.3140	31.5112	32.7263			
FOREMAN II	ANNUAL		60,898	63,063	65,479	68,132	70,859	73,850			
2531	MTHLY		5,075	5,256	5,457	5,678	5,905	6,154			
	HRLY		29.2732	30.3140	31.4750	32.7504	34.0619	35.4997			
FOREMAN III	ANNUAL		65,479	68,132	70,960	73,951	76,930	79,971			
2532	MTHLY		5,457	5,678	5,913	6,162	6,411	6,664			
	HRLY		31.4750	32.7504	34.1100	35.5478	36.9796	38.4415			
FOREMAN IV	ANNUAL		68,132	70,960	73,951	76,930	79,971	83,287			
2533	MTHLY		5,678	5,913	6,162	6,411	6,664	6,941			
	HRLY		32.7504	34.1100	35.5478	36.9796	38.4415	40.0357			
FOREMAN V	ANNUAL		76,905	80,096	83,287	86,616	90,082	93,687			
2534	MTHLY		6,409	6,675	6,941	7,218	7,507	7,807			
	HRLY		36.9675	38.5016	40.0357	41.6359	43.3023	45.0348			
COMMUNITY PASTURE SUP.	ANNUAL	49,884	51,286	53,013	54,765	56,655	58,708				
4452	MTHLY	4,157	4,274	4,417	4,563	4,721	4,892				
	HRLY	23.9793	24.6530	25.4833	26.3254	27.2339	28.2205				
MAINT. SERV. WORKER I	ANNUAL	42,964	44,465	45,955	47,419	49,034	50,823				
2612	MTHLY	3,580	3,706	3,830	3,951	4,086	4,236				
	HRLY	20.6525	21.3744	22.0903	22.7942	23.5702	24.4304				

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
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CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
MAINT. SERV. WORKER II	ANNUAL	49,021	50,823	52,513	54,352	56,392	58,419				
2613	MTHLY	4,085	4,236	4,376	4,529	4,699	4,868				
	HRLY	23.5642	24.4304	25.2426	26.1269	27.1075	28.0821				
MAINT. SERV. WORKER III	ANNUAL	51,750	53,427	55,241	57,468	59,384	61,811				
2614	MTHLY	4,313	4,452	4,603	4,789	4,948	5,151				
	HRLY	24.8756	25.6817	26.5541	27.6250	28.5454	29.7124				
STOCKKEEPER I	ANNUAL	46,706	48,245	49,860	51,524	53,251	55,116	56,893			
0503	MTHLY	3,893	4,020	4,155	4,293	4,438	4,593	4,741			
	HRLY	22.4513	23.1912	23.9673	24.7673	25.5976	26.4939	27.3482			
STOCKKEEPER II	ANNUAL	49,860	51,524	53,251	55,116	56,893	58,832	60,885			
0504	MTHLY	4,155	4,293	4,438	4,593	4,741	4,902	5,074			
	HRLY	23.9673	24.7673	25.5976	26.4939	27.3482	28.2806	29.2672			
PLUMBER I	ANNUAL	71,811	74,689	77,668							
2717	MTHLY	5,984	6,224	6,473							
	HRLY	34.5191	35.9028	37.3345							
CARPENTER I	ANNUAL		74,514	77,518							
2704	MTHLY		6,210	6,459							
	HRLY		35.8185	37.2624							
CARPENTER II	ANNUAL		80,859	84,125							
2804	MTHLY		6,739	7,011							
	HRLY		38.8686	40.4387							
AUTOMOTIVE MECHANIC I	ANNUAL	66,179	67,831								
2684	MTHLY	5,514	5,653								
	HRLY	31.8119	32.6061								

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
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CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
HEAVY DUTY MECHANIC I	ANNUAL		71,811	74,689	77,668						
2709	MTHLY		5,984	6,224	6,473						
	HRLY		34.5191	35.9028	37.3345						
HEAVY DUTY MECHANIC II	ANNUAL		76,954	80,021	83,212						
2809	MTHLY		6,413	6,669	6,934						
	HRLY		36.9917	38.4656	39.9995						
MACHINIST I	ANNUAL		71,811	74,689	77,668						
2711	MTHLY		5,984	6,224	6,473						
	HRLY		34.5191	35.9028	37.3345						
MACHINIST II	ANNUAL		76,954	80,021	83,212						
2811	MTHLY		6,413	6,669	6,934						
	HRLY		36.9917	38.4656	39.9995						
PARTSMAN I	ANNUAL	59,809	61,561	64,026							
2702	MTHLY	4,984	5,130	5,336							
	HRLY	28.7499	29.5921	30.7772							
PARTSMAN II	ANNUAL	64,728	66,404	69,070							
2802	MTHLY	5,394	5,534	5,756							
	HRLY	31.1141	31.9202	33.2017							
WELDER I	ANNUAL		74,126	77,067	80,159						
2722	MTHLY		6,177	6,422	6,680						
	HRLY		35.6321	37.0458	38.5317						
WELDER II	ANNUAL		80,346	83,575	86,916						
2822	MTHLY		6,696	6,965	7,243						
	HRLY		38.6220	40.1740	41.7802						

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
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CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
FIRE CHIEF	ANNUAL		84,038	87,379	90,883	94,525	98,330				
2900	MTHLY		7,004	7,282	7,574	7,877	8,194				
	HRLY		40.3966	42.0028	43.6873	45.4379	47.2667				
DEPUTY FIRE CHIEF	ANNUAL	84,038	87,379	90,883							
2901	MTHLY	7,004	7,282	7,574							
	HRLY	40.3966	42.0028	43.6873							

Increases are as follows:

Effective January 1, 2016 a 1.50% increase to all Classifications and Steps on the Salary Grid.

*In addition to the 1.50% increase all Administrative Employees on the nearest payday 30 days following ratification shall receive a one-time lump sum payment of \$750.00

Effective January 1, 2017 a 1.50% increase to all Classifications and Steps on the Salary Grid.

Effective January 1, 2018 a 1.25% increase to all Classifications and Steps on the Salary Grid.

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
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CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
ACCOUNTANT I 0304	ANNUAL	55,270	57,340	59,639	61,912	64,441	67,260	70,132			
	MTHLY	4,606	4,778	4,970	5,159	5,371	5,605	5,844			
	HRLY	29.3157	30.4139	31.6334	32.8395	34.1802	35.6760	37.1987			
ACCOUNTANT II 0305	ANNUAL	64,441	67,260	70,132	73,434	76,509	79,849	83,469			
	MTHLY	5,371	5,605	5,844	6,120	6,376	6,654	6,956			
	HRLY	34.1802	35.6760	37.1987	38.9505	40.5810	42.3531	44.2733			
ACCOUNTANT III 0306	ANNUAL	67,413	70,601	73,587	76,775	80,065	83,533	87,153	90,639	94,265	
	MTHLY	5,618	5,884	6,132	6,398	6,672	6,961	7,263	7,554	7,855	
	HRLY	35.7568	37.4480	39.0313	40.7225	42.4675	44.3070	46.2272	48.0762	49.9993	
ADMIN. SUPPORT I 0071	ANNUAL	35,694	36,609	37,562	38,489	39,671	40,865	42,160			
	MTHLY	2,974	3,050	3,130	3,207	3,306	3,405	3,513			
	HRLY	18.9329	19.4180	19.9233	20.4151	21.0417	21.6751	22.3624			
ADMIN. SUPPORT II 0072	ANNUAL	36,609	37,562	38,489	39,671	40,865	42,160	43,596	44,993	46,402	
	MTHLY	3,050	3,130	3,207	3,306	3,405	3,513	3,633	3,749	3,866	
	HRLY	19.4180	19.9233	20.4151	21.0417	21.6751	22.3624	23.1237	23.8649	24.6127	
ADMIN. SUPPORT III 0073	ANNUAL	38,032	38,971	39,900	41,106	42,326	43,634	45,019	46,390	47,838	
	MTHLY	3,169	3,247	3,325	3,425	3,527	3,636	3,751	3,865	3,987	
	HRLY	20.1726	20.6712	21.1631	21.8032	22.4499	23.1439	23.8783	24.6060	25.3741	
ADMIN. SUPPORT IV 0074	ANNUAL	44,993	46,402	47,915	49,477	51,218	53,923	55,625			
	MTHLY	3,749	3,866	3,993	4,123	4,268	4,494	4,635			
	HRLY	23.8649	24.6127	25.4145	26.2432	27.1663	28.6014	29.5043			
ADMIN. SUPPORT V 0075	ANNUAL	48,892	50,532	52,246	53,961	55,777	58,623	60,604			
	MTHLY	4,075	4,211	4,354	4,497	4,648	4,885	5,050			
	HRLY	25.9333	26.8024	27.7120	28.6216	29.5852	31.0944	32.1455			

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CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
ADMIN. SUPPORT VI 0076	ANNUAL	54,672	56,527	58,470	60,541	62,637	64,822	67,057			
	MTHLY	4,556	4,710	4,873	5,045	5,220	5,401	5,588			
	HRLY	28.9990	29.9826	31.0135	32.1118	33.2235	34.3823	35.5682			
ADMINISTRATION I 2100	ANNUAL	56,261	58,725	61,049	63,716	66,664	69,725	73,192			
	MTHLY	4,689	4,894	5,087	5,310	5,555	5,810	6,099			
	HRLY	29.8412	31.1482	32.3813	33.7962	35.3593	36.9831	38.8225			
ADMINISTRATION II 2101	ANNUAL	63,716	66,664	69,725	73,192	76,471	79,925	83,621			
	MTHLY	5,310	5,555	5,810	6,099	6,373	6,660	6,968			
	HRLY	33.7962	35.3593	36.9831	38.8225	40.5608	42.3934	44.3541			
SYSTEM ANALYST I 0795	ANNUAL	74,031	77,944	82,034	86,352	90,900					
	MTHLY	6,169	6,496	6,837	7,196	7,575					
	HRLY	39.2671	41.3424	43.5119	45.8027	48.2145					
AGRICULTURE OFFICER I 4401	ANNUAL	48,511	49,807	51,192	52,653	54,126	55,980				
	MTHLY	4,043	4,151	4,266	4,388	4,510	4,665				
	HRLY	25.7312	26.4185	27.1528	27.9276	28.7093	29.6929				
AGRICULTURE OFFICER II 4402	ANNUAL	52,653	54,126	55,980	57,822	59,829	61,989				
	MTHLY	4,388	4,510	4,665	4,818	4,986	5,166				
	HRLY	27.9276	28.7093	29.6929	30.6699	31.7344	32.8798				
AGRICULTURE OFFICER III 4403	ANNUAL	58,788	60,833	63,030	65,241	67,743	70,513				
	MTHLY	4,899	5,070	5,252	5,436	5,646	5,876				
	HRLY	31.1819	32.2668	33.4323	34.6047	35.9320	37.4009				
AGROLOGIST I 4405	ANNUAL	57,479	59,703	62,027	64,300	66,905	69,865	72,875	76,064	79,392	82,847
	MTHLY	4,790	4,975	5,169	5,358	5,576	5,822	6,073	6,339	6,616	6,904
	HRLY	30.4880	31.6671	32.9000	34.1061	35.4873	37.0572	38.6540	40.3452	42.1104	43.9431

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CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
AGROLOGIST II 4406	ANNUAL	72,875	76,064	79,392	82,847	86,581	90,405	94,508			
	MTHLY	6,073	6,339	6,616	6,904	7,215	7,534	7,876			
	HRLY	38.6540	40.3452	42.1104	43.9431	45.9240	47.9520	50.1283			
ASSESSOR I 0200	ANNUAL	52,526	54,329	56,375	58,496	60,833	63,170	65,711			
	MTHLY	4,377	4,528	4,698	4,875	5,070	5,264	5,476			
	HRLY	27.8603	28.8170	29.9018	31.0270	32.2668	33.5064	34.8540			
ASSESSOR II 0201	ANNUAL	60,833	63,170	65,711	68,594	71,542	74,882	78,058			
	MTHLY	5,070	5,264	5,476	5,717	5,962	6,240	6,505			
	HRLY	32.2668	33.5064	34.8540	36.3834	37.9466	39.7186	41.4030			
ASSESSOR III 0202	ANNUAL		74,400	77,867	81,183	84,701	88,576	92,488	96,490		
	MTHLY		6,200	6,489	6,765	7,058	7,382	7,707	8,041		
	HRLY		39.4626	41.3019	43.0605	44.9268	46.9818	49.0654	51.1794		
ASSESSOR IV 0203	ANNUAL			84,510	88,220	92,120	96,273	100,529	105,101		
	MTHLY			7,043	7,352	7,676	8,022	8,378	8,759		
	HRLY			44.8257	46.7931	48.8616	51.0649	53.3311	55.7475		
LAND SURVEYOR I 1053	ANNUAL	65,851	68,721	71,669	74,819	78,147	81,552	85,172			
	MTHLY	5,488	5,727	5,972	6,235	6,512	6,796	7,097			
	HRLY	34.9281	36.4508	38.0140	39.6849	41.4502	43.2559	45.1761			
LAND SURVEYOR II 1054	ANNUAL	76,509	79,862	83,469	87,127	91,090	95,105	99,627			
	MTHLY	6,376	6,655	6,956	7,261	7,591	7,926	8,303			
	HRLY	40.5810	42.3598	44.2733	46.2137	48.3159	50.4450	52.8435			
TECHNICAL AIDE 1308	ANNUAL	44,091	45,641	47,381	49,083	50,773	52,602	54,558			
	MTHLY	3,674	3,804	3,949	4,090	4,231	4,384	4,546			
	HRLY	21.1943	21.9393	22.7758	23.5940	24.4061	25.2854	26.2257			

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CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
TECHNOLOGIST I 1309	ANNUAL	42,935	44,485	46,009	47,660	49,452	51,408	53,237			
	MTHLY	3,578	3,707	3,834	3,972	4,121	4,284	4,436			
	HRLY	22.7733	23.5953	24.4039	25.2798	26.2297	27.2674	28.2376			
TECHNOLOGIST II 1310	ANNUAL	53,237	55,270	57,429	59,652	61,964	64,593	67,312			
	MTHLY	4,436	4,606	4,785	4,971	5,163	5,383	5,610			
	HRLY	28.2376	29.3157	30.4611	31.6402	32.8663	34.2611	35.7030			
TECHNOLOGIST III 1311	ANNUAL	59,652	61,964	64,593	67,312	70,373	73,587	76,762			
	MTHLY	4,971	5,163	5,383	5,610	5,864	6,132	6,397			
	HRLY	31.6402	32.8663	34.2611	35.7030	37.3267	39.0313	40.7157			
UTILITY OFFICER I 1315	ANNUAL	53,237	55,270	57,429	59,652	61,964	64,593	67,312			
	MTHLY	4,436	4,606	4,785	4,971	5,163	5,383	5,610			
	HRLY	25.5907	26.5678	27.6057	28.6744	29.7857	31.0496	32.3563			
UTILITY OFFICER II 1316	ANNUAL	59,652	61,964	64,593	67,312	70,373	73,587	76,762			
	MTHLY	4,971	5,163	5,383	5,610	5,864	6,132	6,397			
	HRLY	28.6744	29.7857	31.0496	32.3563	33.8278	35.3728	36.8993			
UTILITY OFFICER III 1317	ANNUAL	67,312	70,373	73,587	76,762	79,849	83,037	86,352			
	MTHLY	5,610	5,864	6,132	6,397	6,654	6,920	7,196			
	HRLY	32.3563	33.8278	35.3728	36.8993	38.3831	39.9157	41.5094			
TRANSPORT OFFICER I 3400	ANNUAL	57,479	59,690	62,269	65,215	68,213	71,275	74,691			
	MTHLY	4,790	4,974	5,189	5,434	5,685	5,939	6,225			
	HRLY	27.6302	28.6926	29.9322	31.3488	32.7898	34.2614	35.9040			
TRANSPORT OFFICER II 3401	ANNUAL	62,269	65,215	68,213	71,275	74,691	78,096	81,628			
	MTHLY	5,189	5,434	5,685	5,939	6,225	6,508	6,803			
	HRLY	29.9322	31.3488	32.7898	34.2614	35.9040	37.5404	39.2379			

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2017**

CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
TRANSPORT OFFICER III 3402	ANNUAL	68,213	71,275	74,691	78,096	81,628	85,349	89,300			
	MTHLY	5,685	5,939	6,225	6,508	6,803	7,113	7,441			
	HRLY	32.7898	34.2614	35.9040	37.5404	39.2379	41.0270	42.9260			
COOK I 9423	ANNUAL	45,132	46,644	48,130	49,769	51,585	53,301				
	MTHLY	3,761	3,887	4,011	4,148	4,299	4,441				
	HRLY	21.6950	22.4216	23.1361	23.9238	24.7969	25.6213				
COOK II 9425	ANNUAL	48,130	49,769	51,585	53,301	55,168	57,238				
	MTHLY	4,011	4,148	4,299	4,441	4,597	4,770				
	HRLY	23.1361	23.9238	24.7969	25.6213	26.5188	27.5141				
COOK III 9427	ANNUAL	55,168	57,238	59,296	61,494	63,933	66,588				
	MTHLY	4,597	4,770	4,941	5,124	5,327	5,549				
	HRLY	26.5188	27.5141	28.5033	29.5597	30.7321	32.0083				
COOK IV 9429	ANNUAL	59,296	61,494	63,933	66,588	69,305	72,355				
	MTHLY	4,941	5,124	5,327	5,549	5,775	6,030				
	HRLY	28.5033	29.5597	30.7321	32.0083	33.3150	34.7804				
EQUIPMENT OPERATOR I 2560	ANNUAL	51,332	53,097	55,219	57,098						
	MTHLY	4,277	4,425	4,602	4,759						
	HRLY	24.6748	25.5235	26.5433	27.4469						
EQUIPMENT OPERATOR II 2561	ANNUAL	60,897	62,713	65,229	67,350						
	MTHLY	5,075	5,226	5,435	5,613						
	HRLY	29.2727	30.1459	31.3549	32.3746						
EQUIPMENT OPERATOR III 2562	ANNUAL	65,355	67,184	69,877	72,646						
	MTHLY	5,446	5,598	5,823	6,054						
	HRLY	31.4160	32.2953	33.5898	34.9209						

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
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CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
FARM WORKER 3112	ANNUAL	45,463	46,657	47,889	49,223	50,632	52,055				
	MTHLY	3,788	3,888	3,991	4,102	4,220	4,338				
	HRLY	21.8538	22.4278	23.0201	23.6612	24.3390	25.0228				
FOREMAN I 2530	ANNUAL	55,714	57,632	59,664	61,811	64,009	66,537	69,102			
	MTHLY	4,643	4,803	4,972	5,151	5,335	5,545	5,759			
	HRLY	26.7814	27.7035	28.6804	29.7123	30.7687	31.9839	33.2172			
FOREMAN II 2531	ANNUAL		61,811	64,009	66,461	69,154	71,922	74,958			
	MTHLY		5,151	5,335	5,538	5,763	5,994	6,246			
	HRLY		29.7123	30.7687	31.9472	33.2417	34.5728	36.0322			
FOREMAN III 2532	ANNUAL		66,461	69,154	72,024	75,060	78,084	81,170			
	MTHLY		5,538	5,763	6,002	6,254	6,507	6,764			
	HRLY		31.9472	33.2417	34.6216	36.0811	37.5343	39.0181			
FOREMAN IV 2533	ANNUAL		69,154	72,024	75,060	78,084	81,170	84,536			
	MTHLY		5,763	6,002	6,254	6,507	6,764	7,045			
	HRLY		33.2417	34.6216	36.0811	37.5343	39.0181	40.6362			
FOREMAN V 2534	ANNUAL		78,058	81,297	84,536	87,915	91,433	95,092			
	MTHLY		6,505	6,775	7,045	7,326	7,620	7,924			
	HRLY		37.5220	39.0791	40.6362	42.2604	43.9519	45.7104			
COMMUNITY PASTURE SUP. 4452	ANNUAL	50,632	52,055	53,809	55,587	57,505	59,588				
	MTHLY	4,220	4,338	4,484	4,632	4,792	4,966				
	HRLY	24.3390	25.0228	25.8656	26.7203	27.6424	28.6438				
MAINT. SERV. WORKER I 2612	ANNUAL	43,608	45,132	46,644	48,130	49,769	51,585				
	MTHLY	3,634	3,761	3,887	4,011	4,148	4,299				
	HRLY	20.9623	21.6950	22.4216	23.1361	23.9238	24.7969				

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
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CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
MAINT. SERV. WORKER II	ANNUAL	49,757	51,585	53,301	55,168	57,238	59,296				
2613	MTHLY	4,147	4,299	4,441	4,597	4,770	4,941				
	HRLY	23.9177	24.7969	25.6213	26.5188	27.5141	28.5033				
MAINT. SERV. WORKER III	ANNUAL	52,526	54,228	56,070	58,330	60,274	62,739				
2614	MTHLY	4,377	4,519	4,672	4,861	5,022	5,228				
	HRLY	25.2488	26.0670	26.9524	28.0393	28.9735	30.1581				
STOCKKEEPER I	ANNUAL	47,407	48,969	50,608	52,297	54,050	55,942	57,746			
0503	MTHLY	3,951	4,081	4,218	4,358	4,504	4,662	4,812			
	HRLY	22.7881	23.5391	24.3268	25.1388	25.9816	26.8913	27.7584			
STOCKKEEPER II	ANNUAL	50,608	52,297	54,050	55,942	57,746	59,715	61,798			
0504	MTHLY	4,218	4,358	4,504	4,662	4,812	4,976	5,150			
	HRLY	24.3268	25.1388	25.9816	26.8913	27.7584	28.7049	29.7062			
PLUMBER I	ANNUAL	72,888	75,809	78,833							
2717	MTHLY	6,074	6,317	6,570							
	HRLY	35.0369	36.4413	37.8946							
CARPENTER I	ANNUAL		75,632	78,680							
2704	MTHLY		6,303	6,556							
	HRLY		36.3558	37.8213							
CARPENTER II	ANNUAL		82,072	85,387							
2804	MTHLY		6,840	7,116							
	HRLY		39.4516	41.0453							
AUTOMOTIVE MECHANIC I	ANNUAL	67,172	68,849								
2684	MTHLY	5,597	5,737								
	HRLY	32.2891	33.0952								

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2017**

CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
HEAVY DUTY MECHANIC I 2709	ANNUAL		72,888	75,809	78,833						
	MTHLY		6,074	6,317	6,570						
	HRLY		35.0369	36.4413	37.8946						
HEAVY DUTY MECHANIC II 2809	ANNUAL		78,109	81,221	84,460						
	MTHLY		6,509	6,769	7,038						
	HRLY		37.5466	39.0425	40.5995						
MACHINIST I 2711	ANNUAL		72,888	75,809	78,833						
	MTHLY		6,074	6,317	6,570						
	HRLY		35.0369	36.4413	37.8946						
MACHINIST II 2811	ANNUAL		78,109	81,221	84,460						
	MTHLY		6,509	6,769	7,038						
	HRLY		37.5466	39.0425	40.5995						
PARTSMAN I 2702	ANNUAL	60,706	62,484	64,987							
	MTHLY	5,058	5,207	5,416							
	HRLY	29.1811	30.0360	31.2389							
PARTSMAN II 2802	ANNUAL	65,698	67,400	70,106							
	MTHLY	5,475	5,617	5,842							
	HRLY	31.5808	32.3990	33.6997							
WELDER I 2722	ANNUAL		75,238	78,223	81,361						
	MTHLY		6,270	6,518	6,780						
	HRLY		36.1666	37.6015	39.1097						
WELDER II 2822	ANNUAL		81,552	84,829	88,220						
	MTHLY		6,796	7,069	7,352						
	HRLY		39.2013	40.7766	42.4069						

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
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CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
FIRE CHIEF	ANNUAL		85,299	88,690	92,246	95,943	99,805				
2900	MTHLY		7,109	7,391	7,688	7,996	8,317				
	HRLY		41.0025	42.6329	44.3426	46.1195	47.9757				
DEPUTY FIRE CHIEF	ANNUAL	85,299	88,690	92,246							
2901	MTHLY	7,109	7,391	7,688							
	HRLY	41.0025	42.6329	44.3426							

Increases are as follows:

Effective January 1, 2016 a 1.50% increase to all Classifications and Steps on the Salary Grid.

*In addition to the 1.50% increase all Administrative Employees on the nearest payday 30 days following ratification shall receive a one-time lump sum payment of \$750.00

Effective January 1, 2017 a 1.50% increase to all Classifications and Steps on the Salary Grid.

Effective January 1, 2018 a 1.25% increase to all Classifications and Steps on the Salary Grid.

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2018**

CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
ACCOUNTANT I 0304	ANNUAL	55,960	58,057	60,384	62,686	65,246	68,101	71,008			
	MTHLY	4,664	4,838	5,032	5,224	5,438	5,676	5,918			
	HRLY	29.6821	30.7941	32.0288	33.2499	34.6074	36.1219	37.6637			
ACCOUNTANT II 0305	ANNUAL	65,246	68,101	71,008	74,352	77,465	80,847	84,512			
	MTHLY	5,438	5,676	5,918	6,196	6,456	6,737	7,043			
	HRLY	34.6074	36.1219	37.6637	39.4374	41.0882	42.8825	44.8267			
ACCOUNTANT III 0306	ANNUAL	68,255	71,484	74,507	77,735	81,066	84,577	88,242	91,772	95,443	
	MTHLY	5,688	5,957	6,209	6,478	6,755	7,048	7,354	7,648	7,954	
	HRLY	36.2038	37.9161	39.5192	41.2316	42.9984	44.8608	46.8051	48.6771	50.6243	
ADMIN. SUPPORT I 0071	ANNUAL	36,140	37,067	38,032	38,970	40,167	41,376	42,687			
	MTHLY	3,011	3,089	3,169	3,247	3,347	3,447	3,557			
	HRLY	19.1695	19.6607	20.1724	20.6703	21.3047	21.9460	22.6419			
ADMIN. SUPPORT II 0072	ANNUAL	37,067	38,032	38,970	40,167	41,376	42,687	44,141	45,555	46,982	
	MTHLY	3,089	3,169	3,247	3,347	3,447	3,557	3,678	3,796	3,915	
	HRLY	19.6607	20.1724	20.6703	21.3047	21.9460	22.6419	23.4128	24.1632	24.9204	
ADMIN. SUPPORT III 0073	ANNUAL	38,507	39,458	40,398	41,620	42,855	44,180	45,582	46,970	48,436	
	MTHLY	3,209	3,288	3,366	3,468	3,572	3,681	3,798	3,914	4,037	
	HRLY	20.4248	20.9295	21.4276	22.0757	22.7306	23.4332	24.1768	24.9136	25.6913	
ADMIN. SUPPORT IV 0074	ANNUAL	45,555	46,982	48,514	50,095	51,858	54,597	56,320			
	MTHLY	3,796	3,915	4,043	4,174	4,322	4,550	4,693			
	HRLY	24.1632	24.9204	25.7322	26.5713	27.5059	28.9589	29.8731			
ADMIN. SUPPORT V 0075	ANNUAL	49,504	51,163	52,899	54,636	56,475	59,356	61,362			
	MTHLY	4,125	4,263	4,408	4,553	4,706	4,946	5,113			
	HRLY	26.2575	27.1375	28.0584	28.9794	29.9550	31.4830	32.5473			

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
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CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
ADMIN. SUPPORT VI 0076	ANNUAL	55,355	57,234	59,201	61,298	63,420	65,632	67,896			
	MTHLY	4,613	4,769	4,934	5,108	5,285	5,469	5,658			
	HRLY	29.3615	30.3574	31.4011	32.5132	33.6388	34.8121	36.0128			
ADMINISTRATION I 2100	ANNUAL	56,964	59,459	61,812	64,513	67,497	70,596	74,107			
	MTHLY	4,747	4,955	5,151	5,376	5,624	5,883	6,190			
	HRLY	30.2142	31.5376	32.7861	34.2187	35.8013	37.4454	39.3078			
ADMINISTRATION II 2101	ANNUAL	64,513	67,497	70,596	74,107	77,426	80,924	84,667			
	MTHLY	5,376	5,624	5,883	6,175	6,453	6,744	7,056			
	HRLY	34.2187	35.8013	37.4454	39.3078	41.0678	42.9234	44.9085			
SYSTEM ANALYST I 0795	ANNUAL	74,956	78,918	83,059	87,432	92,037					
	MTHLY	6,246	6,577	6,922	7,286	7,7670					
	HRLY	39.7580	41.8592	44.0558	46.3752	48.8172					
AGRICULTURE OFFICER I 4401	ANNUAL	49,118	50,430	51,832	53,311	54,803	56,680				
	MTHLY	4,093	4,203	4,319	4,443	4,567	4,723				
	HRLY	26.0528	26.7487	27.4922	28.2767	29.0681	30.0641				
AGRICULTURE OFFICER II 4402	ANNUAL	53,311	54,803	56,680	58,545	60,577	62,763				
	MTHLY	4,443	4,567	4,723	4,879	5,049	5,230				
	HRLY	28.2767	29.0681	30.0641	31.0533	32.1311	33.2908				
AGRICULTURE OFFICER III 4403	ANNUAL	59,523	61,593	63,818	66,057	68,590	71,394				
	MTHLY	4,960	5,133	5,318	5,504	5,716	5,950				
	HRLY	31.5717	32.6701	33.8503	35.0373	36.3811	37.8684				
AGROLOGIST I 4405	ANNUAL	58,198	60,449	62,802	65,104	67,741	70,738	73,786	77,014	80,385	83,882
	MTHLY	4,849	5,037	5,233	5,425	5,645	5,895	6,149	6,418	6,699	6,990
	HRLY	30.8691	32.0629	33.3113	34.5324	35.9309	37.5204	39.1372	40.8495	42.6368	44.4924

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
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CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
AGROLOGIST II 4406	ANNUAL	73,786	77,014	80,385	83,882	87,663	91,535	95,689			
	MTHLY	6,149	6,418	6,699	6,990	7,305	7,628	7,975			
	HRLY	39.1372	40.8495	42.6368	44.4924	46.4981	48.5514	50.7549			
ASSESSOR I 0200	ANNUAL	53,183	55,008	57,080	59,227	61,593	63,960	66,532			
	MTHLY	4,432	4,584	4,757	4,936	5,133	5,330	5,544			
	HRLY	28.2085	29.1773	30.2755	31.4148	32.6701	33.9253	35.2896			
ASSESSOR II 0201	ANNUAL	61,593	63,960	66,532	69,452	72,436	75,818	79,034			
	MTHLY	5,133	5,330	5,544	5,788	6,036	6,318	6,586			
	HRLY	33.2793	34.5189	35.8665	37.3959	38.9591	40.7311	42.4155			
ASSESSOR III 0202	ANNUAL		74,401	77,869	81,184	84,702	88,577	92,489	96,491		
	MTHLY		6,201	6,490	6,767	7,059	7,383	7,708	8,042		
	HRLY		39.9558	41.8182	43.5988	45.4884	47.5690	49.6787	51.8192		
ASSESSOR IV 0203	ANNUAL			85,567	89,323	93,271	97,477	101,786	106,415		
	MTHLY			7,131	7,444	7,772	8,123	8,483	8,868		
	HRLY			45.3860	47.3780	49.4724	51.7032	53.9978	56.4444		
LAND SURVEYOR I 1053	ANNUAL	66,674	69,580	72,564	75,754	79,124	82,571	86,236			
	MTHLY	5,557	5,799	6,047	6,313	6,593	6,881	7,186			
	HRLY	35.3647	36.9064	38.4891	40.1809	41.9683	43.7965	45.7408			
LAND SURVEYOR II 1054	ANNUAL	77,465	80,860	84,512	88,216	92,229	96,294	100,872			
	MTHLY	6,456	6,738	7,043	7,352	7,686	8,025	8,406			
	HRLY	41.0882	42.8893	44.8267	46.7914	48.9199	51.0755	53.5041			
TECHNICAL AIDE 1308	ANNUAL	44,642	46,212	47,973	49,697	51,407	53,260	55,240			
	MTHLY	3,720	3,851	3,998	4,141	4,284	4,438	4,603			
	HRLY	21.4592	22.2135	23.0605	23.8889	24.7112	25.6015	26.5535			

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
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CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
TECHNOLOGIST I 1309	ANNUAL	43,471	45,041	46,584	48,256	50,070	52,051	53,902			
	MTHLY	3,623	3,753	3,882	4,021	4,172	4,337	4,492			
	HRLY	23.0580	23.8903	24.7089	25.5958	26.5576	27.6082	28.5906			
TECHNOLOGIST II 1310	ANNUAL	53,902	55,960	58,147	60,398	62,738	65,400	68,153			
	MTHLY	4,492	4,664	4,845	5,033	5,228	5,450	5,680			
	HRLY	28.5906	29.6821	30.8418	32.0357	33.2772	34.6893	36.1492			
TECHNOLOGIST III 1311	ANNUAL	60,398	62,738	65,400	68,153	71,252	74,507	77,722			
	MTHLY	5,033	5,228	5,450	5,680	5,937	6,209	6,477			
	HRLY	32.0357	33.2772	34.6893	36.1492	37.7933	39.5192	41.2247			
UTILITY OFFICER I 1315	ANNUAL	53,902	55,960	58,147	60,398	62,738	65,400	68,153			
	MTHLY	4,492	4,664	4,845	5,033	5,228	5,450	5,680			
	HRLY	25.9106	26.8998	27.9508	29.0328	30.1580	31.4378	32.7607			
UTILITY OFFICER II 1316	ANNUAL	60,398	62,738	65,400	68,153	71,252	74,507	77,722			
	MTHLY	5,033	5,228	5,450	5,680	5,937	6,209	6,477			
	HRLY	29.0328	30.1580	31.4378	32.7607	34.2507	35.8149	37.3605			
UTILITY OFFICER III 1317	ANNUAL	68,153	71,252	74,507	77,722	80,847	84,075	87,432			
	MTHLY	5,680	5,937	6,209	6,477	6,737	7,007	7,286			
	HRLY	32.7607	34.2507	35.8149	37.3605	38.8629	40.4146	42.0283			
TRANSPORT OFFICER I 3400	ANNUAL	58,198	60,436	63,047	66,030	69,066	72,166	75,625			
	MTHLY	4,849	5,036	5,254	5,502	5,756	6,013	6,302			
	HRLY	27.9756	29.0512	30.3063	31.7407	33.1997	34.6896	36.3528			
TRANSPORT OFFICER II 3401	ANNUAL	63,047	66,030	69,066	72,166	75,625	79,072	82,648			
	MTHLY	5,254	5,502	5,756	6,013	6,302	6,589	6,888			
	HRLY	30.3063	31.7407	33.1997	34.6896	36.3528	38.0096	39.7283			

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
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CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
TRANSPORT OFFICER III	ANNUAL	69,066	72,166	75,625	79,072	82,648	86,416	90,416			
3402	MTHLY	5,756	6,013	6,302	6,589	6,888	7,202	7,534			
	HRLY	33.1997	34.6896	36.3528	38.0096	39.7283	41.5398	43.4625			
COOK I	ANNUAL	45,696	47,228	48,732	50,391	52,230	53,967				
9423	MTHLY	3,808	3,936	4,061	4,200	4,353	4,497				
	HRLY	21.9662	22.7019	23.4253	24.2228	25.1069	25.9415				
COOK II	ANNUAL	48,732	50,391	52,230	53,967	55,857	57,954				
9425	MTHLY	4,061	4,200	4,353	4,497	4,654	4,830				
	HRLY	23.4253	24.2228	25.1069	25.9415	26.8503	27.8580				
COOK III	ANNUAL	55,857	57,954	60,037	62,263	64,732	67,420				
9427	MTHLY	4,654	4,830	5,003	5,188	5,394	5,618				
	HRLY	26.8503	27.8580	28.8596	29.9292	31.1163	32.4084				
COOK IV	ANNUAL	60,037	62,263	64,732	67,420	70,172	73,259				
9429	MTHLY	5,003	5,188	5,394	5,618	5,848	6,105				
	HRLY	28.8596	29.9292	31.1163	32.4084	33.7314	35.2152				
EQUIPMENT OPERATOR I	ANNUAL	51,974	53,760	55,909	57,812						
2560	MTHLY	4,331	4,480	4,660	4,818						
	HRLY	24.9833	25.8426	26.8751	27.7900						
EQUIPMENT OPERATOR II	ANNUAL	61,658	63,497	66,044	68,192						
2561	MTHLY	5,138	5,292	5,503	5,683						
	HRLY	29.6386	30.5228	31.7468	32.7793						
EQUIPMENT OPERATOR III	ANNUAL	66,172	68,024	70,751	73,554						
2562	MTHLY	5,514	5,668	5,896	6,129						
	HRLY	31.8087	32.6990	34.0096	35.3574						

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2018**

CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
FARM WORKER 3112	ANNUAL	46,031	47,240	48,488	49,838	51,265	52,706				
	MTHLY	3,835	3,937	4,041	4,154	4,273	4,393				
	HRLY	22.1269	22.7081	23.3078	23.9569	24.6432	25.3356				
FOREMAN I 2530	ANNUAL	56,410	58,352	60,410	62,584	64,809	67,369	69,966			
	MTHLY	4,701	4,863	5,034	5,216	5,401	5,614	5,831			
	HRLY	27.1162	28.0498	29.0389	30.0837	31.1533	32.3836	33.6325			
FOREMAN II 2531	ANNUAL		62,584	64,809	67,292	70,018	72,821	75,895			
	MTHLY		5,216	5,401	5,608	5,835	6,069	6,324			
	HRLY		30.0837	31.1533	32.3465	33.6572	35.0050	36.4826			
FOREMAN III 2532	ANNUAL		67,292	70,018	72,924	75,998	79,060	82,185			
	MTHLY		5,608	5,835	6,077	6,333	6,588	6,849			
	HRLY		32.3465	33.6572	35.0544	36.5321	38.0035	39.5059			
FOREMAN IV 2533	ANNUAL		70,018	72,924	75,998	79,060	82,185	85,593			
	MTHLY		5,835	6,077	6,333	6,588	6,849	7,133			
	HRLY		33.6572	35.0544	36.5321	38.0035	39.5059	41.1441			
FOREMAN V 2534	ANNUAL		79,034	82,313	85,593	89,014	92,576	96,280			
	MTHLY		6,586	6,859	7,133	7,418	7,715	8,024			
	HRLY		37.9911	39.5676	41.1441	42.7887	44.5013	46.2817			
COMMUNITY PASTURE SUP. 4452	ANNUAL	51,265	52,706	54,481	56,282	58,224	60,333				
	MTHLY	4,273	4,393	4,540	4,690	4,851	5,028				
	HRLY	24.6432	25.3356	26.1889	27.0543	27.9879	29.0018				
MAINT. SERV. WORKER I 2612	ANNUAL	44,153	45,696	47,228	48,732	50,391	52,230				
	MTHLY	3,679	3,808	3,936	4,061	4,200	4,353				
	HRLY	21.2243	21.9662	22.7019	23.4253	24.2228	25.1069				

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2018**

CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
MAINT. SERV. WORKER II	ANNUAL	50,379	52,230	53,967	55,857	57,954	60,037				
2613	MTHLY	4,198	4,353	4,497	4,654	4,830	5,003				
	HRLY	24.2167	25.1069	25.9415	26.8503	27.8580	28.8596				
MAINT. SERV. WORKER III	ANNUAL	53,183	54,906	56,771	59,059	61,028	63,523				
2614	MTHLY	4,432	4,575	4,730	4,921	5,085	5,294				
	HRLY	25.5644	26.3928	27.2893	28.3898	29.3357	30.5351				
STOCKKEEPER I	ANNUAL	47,999	49,581	51,240	52,951	54,725	56,642	58,468			
0503	MTHLY	4,000	4,132	4,270	4,412	4,560	4,720	4,872			
	HRLY	23.0729	23.8333	24.6309	25.4531	26.3063	27.2275	28.1054			
STOCKKEEPER II	ANNUAL	51,240	52,951	54,725	56,642	58,468	60,461	62,571			
0504	MTHLY	4,270	4,412	4,560	4,720	4,872	5,038	5,214			
	HRLY	24.6309	25.4531	26.3063	27.2275	28.1054	29.0637	30.0776			
PLUMBER I	ANNUAL	73,800	76,757	79,818							
2717	MTHLY	6,150	6,396	6,652							
	HRLY	35.4749	36.8968	38.3682							
CARPENTER I	ANNUAL		76,577	79,664							
2704	MTHLY		6,382	6,638							
	HRLY		36.8103	38.2941							
CARPENTER II	ANNUAL		83,098	86,454							
2804	MTHLY		6,925	7,205							
	HRLY		39.9448	41.5584							
AUTOMOTIVE MECHANIC I	ANNUAL	68,011	69,710								
2684	MTHLY	5,667	5,809								
	HRLY	32.6927	33.5088								

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2018**

CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
HEAVY DUTY MECHANIC I 2709	ANNUAL		73,800	76,757	79,818						
	MTHLY		6,150	6,396	6,652						
	HRLY		35.4749	36.8968	38.3682						
HEAVY DUTY MECHANIC II 2809	ANNUAL		79,085	82,236	85,516						
	MTHLY		6,590	6,853	7,126						
	HRLY		38.0159	39.5306	41.1070						
MACHINIST I 2711	ANNUAL		73,800	76,757	79,818						
	MTHLY		6,150	6,396	6,652						
	HRLY		35.4749	36.8968	38.3682						
MACHINIST II 2811	ANNUAL		79,085	82,236	85,516						
	MTHLY		6,590	6,853	7,126						
	HRLY		38.0159	39.5306	41.1070						
PARTSMAN I 2702	ANNUAL	61,465	63,265	65,799							
	MTHLY	5,122	5,272	5,484							
	HRLY	29.5459	30.4115	31.6294							
PARTSMAN II 2802	ANNUAL	66,520	68,243	70,982							
	MTHLY	5,543	5,687	5,915							
	HRLY	31.9756	32.8040	34.1209							
WELDER I 2722	ANNUAL		76,179	79,201	82,378						
	MTHLY		6,348	6,600	6,865						
	HRLY		36.6186	38.0715	39.5986						
WELDER II 2822	ANNUAL		82,571	85,889	89,323						
	MTHLY		6,881	7,158	7,444						
	HRLY		39.6913	41.2863	42.9370						

**SPECIAL AREAS BOARD
SCHEDULE "A" - PAY SCHEDULE
EFFECTIVE JANUARY 1, 2018**

CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
FIRE CHIEF	ANNUAL		86,365	89,799	93,399	97,142	101,053				
2900	MTHLY		7,197	7,483	7,784	8,096	8,421				
	HRLY		41.5151	43.1658	44.8969	46.6960	48.5754				
DEPUTY FIRE CHIEF	ANNUAL	86,365	89,799	93,399							
2901	MTHLY	7,197	7,483	7,784							
	HRLY	41.5151	43.1658	44.8969							

Increases are as follows:

Effective January 1, 2016 a 1.50% increase to all Classifications and Steps on the Salary Grid.

*In addition to the 1.50% increase all Administrative Employees on the nearest payday 30 days following ratification shall receive a one-time lump sum payment of \$750.00

Effective January 1, 2017 a 1.50% increase to all Classifications and Steps on the Salary Grid.

Effective January 1, 2018 a 1.25% increase to all Classifications and Steps on the Salary Grid.