



TOWN OF BROOKLINE
CLASSIFICATION AND PAY PLAN

SEPTEMBER 2015

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SECTION 1. OVERVIEW

This publication has been prepared to provide an overview of job classifications, salaries and non-union leave benefits for employees working for the Town of Brookline, exclusive of the school department and employees on the department head pay plan.

The Town of Brookline's ability to set and establish a pay and classification plan arises from Section 108A of Chapter 41 of the Massachusetts General Laws. That law specifically permits the Town to create a classification plan which classifies positions into groups and classes doing substantially similar work or having substantially equal responsibilities. The law also gives the Town the ability to make a pay plan establishing minimum and maximum salaries to be paid to employees in the positions included in such classification plan.

The Town of Brookline, through Town Meeting, has given this authority to Human Resources Board and Town Administrator as recommended by the Human Resources Director. The Town of Brookline also has active unions which are duly established under the authority of Massachusetts General laws Chapter 150E and which represent the majority of employees working for the Town of Brookline. The Town recognizes and values the various collective bargaining units and understands it has collective bargaining responsibilities under Chapter 150E regarding the terms and conditions of employment. This document does not alter or amend those collective bargaining agreements nor does it address the underlying labor law established under Chapter 150E. If there are any differences between this summary and the bargaining agreements, the provisions of the bargaining agreement prevail.

SECTION 2. EMPLOYEE DEFINITIONS

REGULAR FULL-TIME EMPLOYEE

A regular full-time employee is an employee who generally works a 37, 37.5, 40 or 42 hour schedule in a work week of five consecutive days, Monday through Friday for six consecutive months or more.

REGULAR PART-TIME EMPLOYEE

A regular part-time employee is an employee who, in five consecutive days, works at least 18.75 hours but less than 37 hours in a five-day work week for six consecutive months or more.

LESS THAN HALF-TIME EMPLOYEE

A less than half-time employee is an employee who works a flexible or variable schedule of less than 18.75 hours in five consecutive dates for 90 (ninety) days or more. These positions are eligible for paid sick leave (see Section 10, Sick Time).

CONFIDENTIAL EMPLOYEE

In accordance with M.G.L. Ch. 150E, a confidential employee is an employee who directly assists and acts in a confidential capacity to a person or persons who (a) participate to a substantial degree in formulating or determining policy, or (b) assist to a substantial degree in the preparation for or the conduct of collective bargaining on behalf of a public employer, or (c) have a substantial responsibility involving the exercise of independent judgment of an appellate responsibility not initially in effect in the administration of a collective bargaining agreement or in personnel administration. A confidential employee may be either part-time or full-time. For the purposes of this pay plan, positions contained within the Hourly and Salaried Mid-Management, Technical, Professional pay plans are not treated as confidential employees.

TEMPORARY EMPLOYEE

An individual that works for the Town of Brookline on either a full or part time basis; whose employment is explicitly temporary in nature and does not exceed six consecutive months of service. Temporary employees who work for 90 (ninety) calendar days or more are eligible for paid sick leave (see Section 10, Sick Time).

UNIONIZED EMPLOYEES

The majority of employees of the Town of Brookline are members of a collective bargaining unit. There are five unions that represent Town of Brookline employees.

- AFSCME, Local 1358*
- Brookline Engineering Division Association
- Brookline Police, Local 1959
- Brookline Fire, Local 950
- Teamsters, Local 95 (Dispatchers)

*The AFSCME, Local 1358 has three collective bargaining units including, AFSCME Main, Library Employees and School Traffic Supervisors.

CERTIFIED SEASONAL EMPLOYEE

In accordance with MGL ch. 151A, sec. 1, as amended, the Town of Brookline may request certification as a "Seasonal Employer" from the Massachusetts Department of Unemployment Assistance (DUA), specifically pertaining to functionally distinct positions within the Town that exist for period of less than twenty weeks a calendar year. A certified seasonal employee is an individual who has been hired by the Town for a specific seasonal position of less than twenty weeks in a calendar year. Certified seasonal employees who work for 90 (ninety) calendar days or more are eligible for paid sick leave (see Section 10, Sick Time).

SECTION 3. CLASSIFICATIONS AND PAY PLANS

This document has been established to provide a guide of the positions under the direction and control of the Town of Brookline, exclusive of the School Department. Positions have been placed into groups or classifications that perform substantially similar work or have substantially equal responsibilities. This plan also provides the minimum and maximum salaries to be paid to employees in the positions as classified.

CLASSIFICATION SERIES

Currently, there are fifteen classifications of employees. The definitions of the classes are descriptive only and not restrictive. The definition for any class is to be construed solely as a means of identifying positions

properly pertaining to the class, and not as prescribing what the duties or responsibilities of any position shall be, or as modifying, or in any way affecting, the power of any administrative authority to appoint, to assign duties or to direct and control the work of, any employee under the jurisdiction of such authority. The classifications are as follows:

- Building Maintenance
- Clerical
- General
- Labor
- Library
- Library Administration
- Library Page
- School Traffic Supervisors
- E911 Dispatch
- Engineers
- Police
- Fire
- Ungraded Positions
- Salaried Mid-Managers,
- Technical, Professionals
- Hourly Mid-Managers, Technical, Professional

JOB CLASSIFICATIONS

BUILDING MAINTENANCE

The Building Maintenance classifications are generally members of AFSCME, Local 1358 who perform maintenance and repair work in and around Town and School buildings and whose standard work week is 40 hours.

Classifications	
MN1	House worker
MN2	Reserved
MN3	Building Custodian Maintenance Craftsperson
MN4	Senior Building Custodian
MN5	Senior Maintenance Craftsperson Senior Maintenance Craftsperson – Electrician

LIBRARY CLASSIFICATIONS

The Library classifications include employees who work as Librarians, Library Assistants or Library Pages and Monitors. Library positions whose standard work week is 20-37.5 hours per week and are generally members of AFSCME, Local 1358. The Library employs less than half-time employees who work less than 18.75 hours per week, e.g., Library Assistants and Pages

Classifications	
K-1	Library Assistants I
K-2	Library Assistants II
K-3	Library Assistants III

Classifications	
K-6	Librarian I
K-7	Librarian II
K-8	Librarian III
K-9	Librarian IV

The Library Page positions are generally less than half-time employees.

Classifications	
LP1	Junior Library Page Level 1
LP2	Junior Library Page Level 2
LP	Junior Library Page Level 3
LPS	Senior Library Page
LPM	Library Monitor

The Library also includes an Administrative Classification whose employees work to assist the Library Director in the administrative and policy processes. These administrative positions who work closely with the Library Director are generally nonunion due to the confidential nature of their position.

Classifications	
KA-05	Library Secretary
	Library Business Manager
KA-06	Circulation Supervisor (AFSCME)

CLERICAL/ADMINISTRATIVE CLASSIFICATIONS

The Clerical Classifications are generally members of the AFSCME, Local 1358 Union who perform administrative functions. The majority of the positions in the Clerical series work a 37.5 hours per work week. In certain positions, as designated below (*), the work week is 40 hours.

Classifications	
C04	<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> Office Assistant - Selectmen Sr. Clerk Typist Sr. Clerk Typist – Health </div> <div style="width: 45%;"> Sr. Clerk Typist – Early Learning Center Sr. Clerk Typist – Police Records Sr. Clerk Typist – Town Counsel </div> </div>
C05	<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> Account/Audit Clerk - Comptroller Sr. Office Assistant – (Treasury, Purchasing, Payroll) Senior – Police Traffic </div> <div style="width: 45%;"> Sr. Account/Audit Clerk A – PSBO Sr. Office Assistant - DPW </div> </div>

C06	Sr. Account Audit Clerk - Comptroller Sr. Clerk Typist – Town Clerk Sr. Office Assistant/Accounts Receivable - Treasury	Sr. Office Assistant –various Sr. Office Assistant – Cross –Trained Finance
C07	Sr. Clerk Typist – Council on Aging Sr. Clerk Typist/Cashier – Police Traffic Sr. Account/Audit Clerk B – PSBO Principal Clerk – Town Clerk Office Assistant/Marketing – Rec	
C08	Administrative Assistant - DPW/Hgwy* Administrative Assistant - DPW/Eng Administrative Assistant - DPW/Park* Administrative Assistant- Town Clerk Conservation Assistant - DPW Park Administrative Assistant - Info Tech	HR Coordinator Fire Prevention Clerk Head Clerk - Veterans Principal Office Assistant - Assessors Sr. Clerk Typist - DPW Water & Sewer Administrative Assistant, Licensing – Selectmen
C09	Bookkeeper/Accountant I – Public Buildings* Buyer – Purchasing Head Cashier – Treasurer	Paralegal Secretary – Town Counsel Recording Secretary – Selectmen Zoning Coordinator – Planning/Building
C10	Accounting/Systems Assistant – DPW Administrative Head Clerk – Public Buildings* Administrative Head Clerk- Building Administrative Head Clerk – Health Admin Head Clerk - Planning & CD	Exec Assistant to the Advisory Committee Exec Assistant to the Chief of Police Exec Assistant to Fire Chief Fiscal Officer – Planning & CD

GENERAL CLASSIFICATIONS

The General Classifications are generally members of AFSCME, Local 1358 in a variety of positions including working foreman and licensed or certified positions and may work either a 37.5 or 40 hours per week.

Classifications	
GN1	Mail Clerk
GN2	Asst Teacher – Early Learning Center (ELC) Group Leader – COA
GN3	Teacher – ELC Bus Driver
GN4	Lead Teacher – ELC
GN5	Sealer or Weights and Measures
GN6	Supervisor of Mailing/Printing Services

GN7	Assistant Superintendent of Golf Meter Collector Administrator/Lead Teacher–ELC	Curriculum Coordinator/Lead Teacher - ELC Recreation Leader Environmental Educator & Outreach Coordinator
GN8	Backflow Prevention Technician Park Ranger Environmental Health Specialist Signal Maintainer	Head Golf Pro/Rink Manager Water Meter Foreman Office Manager-Police Records, Traffic & Parking Recreation Leader/Asst Program Manager
GN9	Athletic Fields Supervisor Water Service Inspector Cemetery Supervisor	Utilities Foreman Sanitation Foreman Highway & Sanitation Road Construction Supervisor
GN10	Area Manager/Aquatic Director Foreman-Fire Apparatus Repair Area Manager/ Recreation Programs Planner Assistant Assessor/Data Analyst	Assistant Assessor/Field Appraiser Recreation Business Manager Director – Early Learning Center Senior Public Health Inspector Senior Public Health Specialist
GN11	Housing Project Planner Motor Equipment Repair Foreman - Highway Public Health Sanitarian	
GN12	Plumbing & Gas Inspector	
GN13	Division Foreman- Water Plumbing & Gas Inspector Electrical Inspector Senior Planner	

SCHOOL TRAFFIC SUPERVISORS

School Traffic Supervisor positions generally fall under the AFSCME, Local 1358 bargaining unit. These positions perform duties including directing traffic and crossings pedestrians at school cross at the beginning and end of the school day. Some positions perform parking enforcement and meter collection duties.

Classifications	
ST01	School Traffic Supervisor/Parking Control Officer (full time)
ST2A	School Traffic Supervisor (part time)
ST2B	School Traffic Supervisor/Parking Control Officer (part time)
ST2C	Parking Control Officer (part time)
ST3A	School Traffic Supervisor/Parking Control Officer (part time over 20 hours per week)
ST3B	Parking Control Officer (part time over 20 hours)
ST04A	Parking Control Officer (full time)
ST04B	Parking Control Officer (grandfathered)

EMERGENCY TELECOMMUNICATIONS DISPATCH

The Emergency Telecommunications Dispatchers are members of the Teamsters, Local 95 Union. The terms and conditions of employment can be found in the collective bargaining agreement between the Teamsters and the Town of Brookline. Dispatchers work a rotating, 40 hour/week schedule with four consecutive days on and two consecutive days off.

Classifications	
ETDP	Emergency Telecommunications Dispatcher - Probationary
ETD	Emergency Telecommunications Dispatcher
FAO/ETD	Fire Alarm Operator/Emergency Telecommunications Dispatcher

ENGINEERING

The Engineers for the Town of Brookline, including the civil, environment and transportation groups, are members of the Brookline Engineering Division Association. The terms and conditions of employment can be found in the BEDA collective bargaining agreement. Engineers work a 37.5 hour/week.

Classifications	
EN2	Permit Inspector
EN3	Civil Engineer III
EN4	Civil Engineer IV Transportation Engineer
EN5	Civil Engineer V Project Coordinator Environmental Engineer

FIRE

Positions in this classification are members of the Local 950, International Association of Firefighters, AFL-CIO bargaining unit who perform fire suppression and fire prevention duties within a rotating 42-hour per week schedule with one 24-hour tour of duty on and three off.

Classifications	
F01	Firefighter
F02	Fire Lieutenant
F03	Fire Captain
F04	Deputy Chief

POLICE

The classifications in this series are police officer positions contained in the Brookline Police Union, Local #1959, I.U.P.A., AFL-CIO and who perform patrol, incident response, traffic, investigatory and other law enforcement duties as assigned. These police officers work a rotating, 40 hour/week schedule with four consecutive days on and two consecutive days off.

Classifications	
P1	Police Officer
P2	Police Sergeant
P3	Police Lieutenant

POLICE – DEPUTY SUPERINTENDENT

This classification consists of sworn police officers, at or above the rank of Lieutenant, who are appointed at the direction of the Police Chief and Police Superintendent to perform a variety of senior management duties. Deputy Superintendents are not members of a union nor do they fall under the Commonwealth's civil service law and they serve at the discretion of the Police Chief. The position is classified as an exempt executive/administrative position under the Fair Labor Standards Act (FLSA).

These Deputy Superintendents work a rotating, 40 hour/week schedule with five consecutive days on and two consecutive days off. Deputy Superintendents work 17 more days per year with their 5/2 schedule than their fellow officers who work a 4/2 schedule.

Classifications	
PDS1	Deputy Superintendent

HOURLY MID-MANAGEMENT / TECHNICAL / PROFESSIONAL

The positions in this series perform a variety of professional, technical or mid-level management duties and are classified as non-exempt under the provisions of the Fair Labor Standards Act (FLSA). For these employees, the overtime and compensatory rules of the federal FLSA apply and are summarized herein.

A standard work week is either a 37.5 hours or 40 hours, depending on the hours of operation of the Department.

Classifications	
T01	Reserved
T02	Reserved
T03	Reserved
T04	Benefits Administrator
T05	Legal Office Manager/Senior Paralegal Senior Accountant - Comptroller Payroll Coordinator
T06	Landscape Architect HR Generalist
T07	Reserved
T08	Administrative Manager – DPW
T09	Reserved

SALARIED MID-MANAGEMENT/TECHNICAL/PROFESSIONAL

The positions in this series perform a variety of professional, technical or management duties and are classified as exempt under the provisions of the Fair Labor Standards Act. A standard work week is either 37.5 hours or 40 hours, depending on the hours of operations of the Department.

Classifications			
T01	Assistant Home Care Coordinator Clinical Social Worker I		
T02	Reserved		
T03	Clinical Social Worker II Home Care Coordinator		
T04	Clinical Social Worker III Substance Abuse Counselor	Therapeutic Recreation Specialist Human Services Specialist	
T05	Program Manager – COA		
T06	Geographic Information Systems Analyst	Preservation Planner Economic Development Planner	
T07	Assistant Collector Assistant Town Treasurer Chief Emergency Dispatcher Community Health Manager	Coordinator of Sub Abuse & Viol Prevention Human Services Coordinator Supervisor of Services – COA	
T08	Community Development Administrator Sr. Programmer Analyst Golf Ops Mgr/Head Professional	Procurement Officer Environmental Health Supervisor-DPW	
T09	Assistant Assessor Residential/Commercial Conservation Administrator Database Administrator – I.T. Housing Devel Mgr Landscape Planner & Architect	Operations Manager - Pub Bldgs Ops Manager - Highway & Sani Ops Manager - Parks & Open Sp Opns Manger - Water & Sewer	Public Safety Business Manager Plans Review Inspector Supervisor of Fleet and Facility Services Urban Forestry Manager – Parks
T10	Asst Library Dir - Admin Asst Library Dir – Tech Asst Dir of Recreation Asst Comptroller Asst Town Clerk Building Project Manager	Chief Building Inspect/Zoning Dir of Vet Services GIS Database Administrator Info Sys Analyst – IT & Fire Network Systems Admin'r Project Manager - Building	Asst Dir of Recreation Web Developer Asst Dir of Human Resources Asst Town Administrator
T11	Assistant Director of Regulatory Planning Director of Public Health Nursing/Epidemiology	Assistant Director of Community Planning Manager of Network Operations	

T12	Deputy Assessor – Residential Valuation Director Transportation Administrator Asst. Director of Public Health/Chief Sanitarian	Deputy Building Commissioner/Zoning
T13	Economic Development Officer Manager of Network Operations	
T14	Associate Town Counsel Payroll Director	
T15	Building Project Administrator Director of I.T. Applications	First Assistant Town Counsel Director of Public Buildings

UNGRADED CLASSIFICATION & RATE SCHEDULE

The positions listed as ungraded are varied in nature and scope. They may be part-time or full-time and may be union or non-union.

Position
BETS Administrator - COA
Council on Aging Assistant
Business Manager- DPW/Water
Community Aide II – COA
Daycare Inspector I – Health
Daycare Inspector II – Health
Emergency Preparation Coord. -Health
Jobs Program Coordinator-COA
Library Asst GF
Parent Outreach - Health
Park Police Security Interns
Pest Control
Public Health Nurse
Seasonal Laborers
Seasonal Park Rangers
Senior Office Assistant – DPW Admin.
Superintendent of Fire Alarm
Tobacco Coordinator – Health
Van Driver – COA
Veterans Jobs Program

BROOKLINE LIVING WAGE

The Town of Brookline (“town”) shall pay each of its employees no less than the current living wage rate as described below except as provided in collective bargaining agreements with the Town or as provided in Article 4.8, The Living Wage By-Law and shall be adjusted annually by the same percentage and on the same schedule relative to wage adjustments given to full-time, non-union town employees. Effective July 1, 2015 the Living Wage is \$13.45 per hour.

In accordance with the Town’s Living Wage bylaw at Section 4.8.5, the Town shall not be required to pay the living wage to the following persons:

1. seasonal¹ employees who work less than six months in any twelve-month cycle;
2. employees participating in a work-study or cooperative educational program;
3. employees whose positions are funded, in full or in part, by Community Development Block Grant or State Elder Services Grant monies;
4. town library Junior Library Pages;
5. Putterham Meadows Golf Course rangers;
6. Town junior, part-time positions funded by a Recreation revolving fund, specifically, Jr. Swim Coach, Jr. Swim Instructor, Jr. Lifeguard, Jr. Skate Guard, Jr. Referee, Jr. Assistant Recreation Leader, Jr. Camp Counselor, Jr. Camp Instructor, Jr. Skate Concessions;
7. volunteers and all persons appointed or elected to town committees;

BROOKLINE MINIMUM LIVING WAGE

In accordance with Section 4.8.3 of the Town’s Living Wage Bylaw, those employees exempt from the Brookline Living Wage shall be paid the a minimum living wage of at least one dollar more than the state minimum wage in effect under G.L. c.151 at the time of such adjustment. Currently, the state minimum wage is \$9.00 per hour and the Brookline minimum living wage is \$10.00 per hour. Effective January 1, 2016, the State’s minimum wage will increase to \$10.00 per hour; effectively increasing the Town’s minimum living wage to \$11.00. ²

¹ When the Living Wage bylaw was first adopted in November 2001 Town Meeting, the term “seasonal employee” was used to described temporary employees whose work was loosely related to a specific season, e.g., fall, winter, spring, summer.

² Pursuant to M.G.L. c.151 the following adjustments will be made to the state minimum wage; \$9.00 per hour on January 1, 2015, \$10.00 per hour on January 1, 2016, and \$11.00 per hour on January 1, 2017.

PAY PLANS

Each Classification series has a specific pay plan that consists of a flat rate or a minimum and maximum rate with step-rate increases.

Pay plans for positions that are exempt from the Fair Labor Standards Act overtime provisions have salaries which are pre-determined, fixed, weekly salaries.

STEP RATE INCREASES

Step rate increases between the minimum and maximum base salaries are payable on July 1st of each year.

STEP RATE INCREASES – NEW HIRES

A step rate increase is payable on July 1 to regular full-time and regular part-time employees who were employed on or before December 1st of the previous year.

In computing length of service for step increases, a regular, full-time or regular part-time employee who had served in a temporary capacity in the same position without interruption of service between the temporary and regular full time or regular part-time position shall receive a step increase on July 1st provided the employee was employed as a full-time, temporary employee on December 1st of the previous year.

PAY PERIODS AND METHOD OF PAY

Weekly Pay Periods: Town of Brookline employees are paid on a weekly pay cycle, Monday through Sunday. Payment for the prior week's work is received on Thursday of each week.

Direct Deposit: The Town of Brookline pays compensation to its employees through direct deposit to the bank account(s) designated by each employee. All employees must designate a direct deposit account upon hire.

Electronic Pay Advisories: The Town provides employees with electronic pay advisories in lieu of paper pay stubs.

SECTION 7. WORK SCHEDULES AND OVERTIME

The provisions under this title do not apply to uniformed employees of the Police and Fire Departments or employees covered by collective bargaining agreements. Unionized employees should refer to their respective collective bargaining agreements.

DAYS OF WORK

The regular weekly work schedule may include any five (5) days during the calendar week. Regular weekly work schedules are either 37.5 or 40 hours per week as designated by the employee's job classification. Part-time employees' schedules will vary based on the needs of the specific department. Supervisors shall ensure that employees work within the department's regular hours of operation.

OVERTIME PAYMENTS AND COMPENSATORY TIME

Full-time employees, including confidential employees and employees on the Hourly Mid-Management Pay Plan, shall be paid overtime pay at the rate of time and one-half for service actually performed in excess of forty (40) hours of actual work in their regular weekly work schedule.

Confidential clerical and administrative employees and all part-time employees, who are not exempt from FLSA overtime provisions, shall be paid overtime for actual work in excess of eight (8) hours in one work day and shall be paid for at the rate of time and one-half, computed on a daily basis; such overtime hours worked not to be included in the computation of overtime on a weekly basis.

Consistent with the Fair Labor Standards Act, the Town of Brookline cannot require, but an employee can request, to receive compensatory time in lieu of overtime payment. Such compensatory time shall be accrued at a rate of 1.5 hours accrued for each overtime hour worked. Such compensatory time should be taken within the following 30-day period and shall not be accrued in excess of 40 hours.

Employees must be permitted to use FLSA compensatory time on the date requested unless doing so would disrupt the operations of the Department. However, such requests must be made within 48 hours of the date requested.

Positions contained in the Salaried Mid-Management, Technical and Professional classifications do not receive overtime or compensatory time in lieu of overtime, except as expressly provided herein.

PREMIUM PAYMENTS FOR EMERGENCY, PUBLIC SAFETY CALL BACK (FLSA EXEMPT)

Certain positions in the Salaried Mid-Management, Technical and Professional classifications are required to respond to emergencies that effect the public's safety on a 24/7 basis. Emergency response by the positions listed below may be paid at an overtime rate subject to approval of the Department Head and the Town Administrator.

Assistant Director of Public Health/Chief Sanitarian
Deputy Building Commissioner

Environmental Health Supervisor-DPW
Conservation Administrator
Operations Manager - Highway & Sanitation
Operations Manager - Parks & Open Spaces
Operations Manager - Water & Sewer
Operations Manager – Public Building
Supervisor of Fleet and Facility Services
Urban Forestry Manager –Parks

Premium compensation shall be paid in money and not by compensatory time off unless the employee makes a request for time off and the Department Head agrees to such use of time.

SECTION 8. OTHER PAYS

LONGEVITY

Each Union has its own longevity schedule. Employees represented by Unions should refer to their Union contract for specific rules and amounts.

In recognition of length of service to the Town, regular, full-time employees with the following years of service shall be paid a lump sum longevity payment on the payroll week following the employee's employment anniversary date as follows:

10-15 years of service	\$625.00
16-20 years of service	\$775.00
21-30 years of service	\$950.00
31+ years of service	\$1,100.00

Regular part-time employees, those who work 18.75 or more hours per week, receive longevity payments that are pro-rated based on the proportion of work hours in their schedule as measured against full-time service, as measured in the employee's prior 12-month period.

CLOTHING ALLOWANCE, LIMITED

Regular, full-time confidential employees whose positions are administrative in nature, and who are not members of a union shall receive an annual payment of three-hundred and fifty dollars (\$350) on or before August 1, each year. This allowance does not apply to members of the MMTP-Plan.

PROMOTIONS/RECLASSIFICATIONS/DEMOTIONS

A promotion occurs when an employee moves from one grade to a higher grade. Demotions occur when an employee moves from one grade to a lower grade. Reclassifications may occur when the job duties of an employee's position have become greater or lesser over time.³

PROMOTION

When an incumbent of a specific position is promoted from a position in one pay grade to a different position in a higher pay grade in a Pay Plan, s/he shall be assigned to the wage step of the higher pay grade which is closest to, but at least ten (10) cents more than, his present hourly rate.

RECLASSIFICATION

A reclassification occurs when a position, due to the nature of changes to its job duties over the course of time to be of a different grade, either higher or lower, as approved by the Human Resources Board. If a position becomes reclassified to a higher grade the incumbent shall be assigned to the wage step of the higher pay grade which is closest to, but at least ten (10) cents more than, his present hourly rate.

If a position becomes reclassified to a lower grade the incumbent shall be "red-circled" in their current grade and, when the incumbent leaves the position, that position shall be posted and filled at the lower, reclassified grade.

DEMOTION

When an employee is moved from their current position to a different position in a lower pay grade, s/he shall be assigned to the wage step of the pay grade which is closest to his/her present wage rate.

SECTION 9 VACATION

Employees who are members of unions should refer to their collective bargaining agreement for rules governing their vacation allotments.

VACATION ELIGIBILITY

Regular full-time and regular part-time employees who are regularly assigned to work in excess of 18.75 hours per week are eligible for vacation leave.

Regular part-time employees earn vacation leave in proportion to the relationship of their annual work schedule to that of a full-time employee, as measured in the employee's prior 12-month period.

³ Reclassifications only occur after an analysis has been conducted by the Human Resources Department and approved by the Human Resources Board.

VACATION YEAR AND LENGTH

Vacation is earned by actual service during the fiscal year and shall be accrued on a monthly basis, described below. Eligible employees hired prior to July 1, 2015 shall be credited with vacation leave on July 1 of each year for service in the prior fiscal year.

VACATION ACCRUAL, REGULAR FULL-TIME EMPLOYEES

Vacation is accrued on the first of the calendar month following employment and will accumulate .83 days for each full calendar month worked.

The amount of vacation leave is established on June 30th of each year. New accrual levels are based on years of service and applied as appropriate on the subsequent July 1st, not to exceed the following schedule:

Years of service (as of June 30 th)	Annual Vacation
1 to 12 months	.83 day for each full calendar month employed ⁴
1 yr to 5 years	Two weeks (.83 days per month)
6 years to 10 years	Three weeks (1.25 days per month)
11 or more years	Four weeks ⁵ (1.67 days per month)

WHEN TAKEN

The vacation year of the Town of Brookline is the period from July 1st to June 30th inclusive. The assignment of vacation leave shall be approved by the Department Head for such time or times as in his/her opinion best serves the operational needs of the department, preference being given to the employee on the basis of years of employment by the Town unless in a given case the Department Head finds that operating efficiency would be impaired.

POSTPONMENT

Any vacation that has been postponed at the request of the employee or the Department Head due to emergency or unforeseen circumstances shall be granted to the employee at such time as in the opinion of the Department Head the services of the individual can best be spared.

MAXIMUM VACATION ACCRUAL

Employees may accrue vacation leave up to a maximum of six (6) weeks and any unused vacation shall be carried over from year to year.

⁴ .83 time is equal to 6.25 hrs/month for a 37.5 schedule and 6.66 hrs/month for 40 hour schedule.

⁵ Employees employed prior to July 2015 receive five weeks of vacation upon their 10th year of hire.

Employees hired after July 1, 2015 may not accrue vacation leave in excess of six (6) weeks. Therefore, once an employee accrues six (6) weeks of vacation, the employee shall not accrue additional vacation regardless of the additional hours they work. The monthly accrual of vacation shall resume once an employee has reduced his/her accrued vacation leave below six (6) weeks.

Effective July 1, 2016, employees hired prior to July 1, 2015, may accrue vacation leave up to a maximum of six (6) weeks at the option of an employee. On the written request of an employee, the Department Head may authorize accrual of an additional two weeks of vacation leave. However, once an employee accrues eight (8) weeks of vacation, the employee shall not accrue additional vacation regardless of the additional hours they work. The accrual of vacation shall resume once an employee has reduced his/her accrued vacation leave below eight (8) weeks.

PRIOR SERVICE

Length of prior service with any other municipality or with the Commonwealth shall not be credited in the computation of present vacation status in Brookline nor shall unused vacation leave earned in any other municipality or with the Commonwealth be transferable to Brookline.

If a temporary employee is later hired as a regular full-time or regular part-time employee into the same position for which he/she was performing temporary service and when the temporary time has been continuous, without a break in service, for purposes of vacation accrual date only, the temporary time will be added to the vacation accrual date, pro-rated for any time less than full-time.

TERMINATIONS – VACATION

Persons who are eligible for earned vacation leave under these rules, whose services are terminated by layoff, resignation, dismissal, through no fault or delinquency of their own, by retirement, by entrance into the armed forces or by death, shall be granted a vacation with pay as earned in the vacation year prior to such termination, and in addition that proportion, if any, of their vacation earned by actual service in the vacation year during which said termination occurred. Employees who leave prior to the 16th day of the month receive one-half months' vacation; and those who leave employment on the 16th day or later in the month receive the full calendar month allotment upon termination.

SECTION 10. SICK LEAVE

Employees who are members of unions should refer to their collective bargaining agreement for specific terms governing their sick leave benefit.

Paid sick leave is authorized, paid leave from work granted to employees when they are unable to perform their duties because of sickness, personal injury, injuries to eligible employees in accordance with the provisions of Chapter 152 of the General Laws, quarantine by health authorities, or serious illness in immediate family or household.

ELIGIBILITY AND DEFINITION OF SICK LEAVE USAGE

Regular full-time and regular part-time employees, as well as less than half-time employees, temporary employees and certified seasonal employees, are eligible for paid sick leave.

SICK TIME ACCRUAL, REGULAR FULL-TIME EMPLOYEES

Eligible full-time employees of the Town shall be entitled to sick leave at the rate of fifteen working days per calendar year.

Employees hired prior to July 1, 2013 shall be credited with fifteen working days per calendar year on January 1st of each calendar year and will accumulate such days without limit.

Any employee hired on or after July 1, 2013 shall be credited with one and one quarter days of sick leave on the first of the calendar month following employment and will accumulate thereafter one and one quarter days for each full calendar month worked.

SICK ACCRUAL, REGULAR PART-TIME EMPLOYEES

Regular part-time employees shall be eligible for sick leave credit in proportion to the relationship of their annual work schedule to that of a full-time employee.

NOTIFICATION, SICK LEAVE

When an employee finds it necessary to be absent because of accident or illness, s/he shall report the fact to his immediate supervisor as soon as possible either in person or by agent. Such notice should be given, whenever possible, before the starting time of the employee's normal tour of duty or not later than one (1) hour after starting time. Sick leave will not be granted unless such a report is made.

Each Department may have additional processes and procedures for reporting sick leave that furthers the efficiency of staffing that department.

SICK CERTIFICATES

The Department Head may require the presentation of a doctor's certificate or note in connection with the claim for sick leave or any absence alleged to be caused by sickness, illness or injury in excess of four (4) consecutive days or more than ten (10) days in the prior 12-month period. Such certificate or note shall state the employee's name, date(s) seen, a brief description of the illness or injury and the expected duration for such illness. If such a certificate or note is not provided to the Department Head when so requested, such absence shall not be chargeable to sick leave but shall be carried as an unpaid, unauthorized leave.

The Department Head retains the authority to request a doctor's certificate when the Department Head or his/her designee believes an employee may be abusing sick leave without regard to the number of absences taken. If it is deemed advisable, the Town, at its expense, may send an employee to a doctor, selected by the Town, to investigate any absence alleged to be caused by an illness or injury.

SERIOUS ILLNESS IN IMMEDIATE FAMILY

In case of serious illness of husband, wife, child, parent of either spouse, the employee may be granted sick leave with pay not to exceed seven (7) working days within a calendar year, at the discretion of the appointing authority. These days are charged against the employee's annual sick leave allowance and are carried as "family sick" days.

When an employee is required to provide a doctor's certificate for his or her own use of sick time, the employee also will be required to provide a similar doctor's certificate for his use of family sick time.

SICK ACCRUAL, LESS THAN HALF-TIME, TEMPORARY, CERTIFIED SEASONAL EMPLOYEES

Effective October 1, 2015, part-time employees who work less than 18.75 hrs/week, certified seasonal and temporary employees shall earn one (1) hour of paid sick leave for every 30 hours of time actually worked and shall be eligible to use their earned sick time 90 days after their first date of actual work, should a qualifying need arise. This provision does not apply to poll-workers, student interns, co-op students, members of boards and commissions or individuals receiving a stipend.

Hours Worked and Rate of Pay

When computing hours to determine the accrual rate all hours actually worked by the employee are counted, regardless of location or department. Further, if the employee receives a different wage rate for different work (e.g., recreation, school), when using a paid sick time, the employee shall be paid the rate the employee would have been paid if the employee had worked during the time in which the employee used accrued sick time.

Earned Sick Time

Less than half-time, temporary and seasonal employees shall accrue paid sick leave, no earlier than 90 days following employment, in accordance with the following schedule. For employees who are working an average of or where hired to work a schedule with an average of:

Average Hours/week	Hours earned each calendar year	Accrual rate
Less than Half Time		
5-9 hours per week	10 hours	.83 hours/month
10-15 hours per week	20 hours	1.66 hours/month
16-19 hours per week	30 Hours	2.5 hours/month
Temp Part-time and Full Time		
20-40 hours	40 hours	3.33 hours/month

Cap on Earned Time

Once an employee possesses a bank of 40 hours of unused earned sick time, the employee shall not continue to accrue more hours of earned sick time regardless of the additional hours worked. Once the employee draws down on the bank, below 40 hours the employee may accrue additional hours consistent with this policy.

Carry over

Such hours may be carried over from year to year up to a maximum of 40 hours.

Use of Hours

An employee may use earned sick use for a qualifying purpose in accordance with the rules described herein. In addition, less than half-time, temporary and seasonal employees may also use up to a maximum of 8 hours of the employee's accrued sick time, during each calendar year, as personal time for purposes of:

- professional medical diagnosis or care, or preventative medical care;
- attend a routine medical appointment or a routine medical appointment for the employee's child, spouse, parent, or parent of spouse;
- address the psychological, physical or legal effects of domestic violence; or
- travel to and from an appointment, a pharmacy, or other location related to the purpose for which the time was taken.

When personal time is used, as described herein, it shall not be regarded as use of sick time for purposes of analyzing sick time abuse. Such personal time is also available for personal matters, consistent with personal time described herein, Section 11, Other Leave.

Non-regular part-time, temporary and seasonal employees may use accrued sick time for Leave for Victims and Family Members of Abuse, as provided herein, and the use of such time shall not be regarded as use of sick time for purposes of analyzing sick time abuse.

Sick leave, for any purpose, may be used in increments of no less than half (½) of a regularly scheduled work day or as otherwise allowed by the Department, based on its operational needs. Further, an employee may not use earned sick time if the employee is not scheduled to be at work during the period of use.

Break in Service

Following a break in service of up to four months, an employee shall maintain the right to use any unused earned sick time accrued before the break in service.

Following a break in service of between four (4) and twelve (12) months, an employee shall maintain the right to use earned sick time accrued before the break in service if the employee's unused bank of earned sick time equals or exceeds 10 hours.

Following a break in service of up to twelve months, employees maintain their vesting days from the employer and do not need to restart the 90-day vesting period.

EXTENDED SICK LEAVE BANK

All regular full-time and regular part-time employees who are not a member of a union shall be eligible to participate in an extended sick leave bank as administered by the Human Resources Office.

Eligibility

To be eligible for membership an employee must have completed his/her initial six (6) month probationary period and must have voluntarily donated one (1) sick day per year to the extended sick leave bank ("Bank"). These donated days shall be deducted from accumulated sick leave but shall not be considered sick leave for the purposes of monitoring sick leave usage or personal leave. The Bank shall contain no more than 500 days at any one time regardless of donations made to the Bank.

Regular, part-time employees receive their allotment of extended sick leave bank days based on the proportion of work hours in their schedule as measured against full-time service.

Enrollment

Enrollment in the Bank will be open from November 1 to November 30 of each year for participation in the Bank in the following calendar year. The Human Resources Office will have information and authorization forms available for employees at least thirty (30) days prior to the enrollment period.

Requests for Use of Sick Leave Bank

The Human Resources Office will be responsible for the review of requests for Bank days to be withdrawn from the Bank. A grant of sick leave shall be up to thirty (30) days to an employee per calendar year (Jan. 1 to Dec. 31). In rare circumstances the Human Resources Office may grant up to an additional thirty (30) days to an employee but in no event shall the total of such grant(s) to an employee exceed sixty (60) days in total per calendar year. Decisions to grant or deny days from the Extended Sick Leave Bank shall be final.

Any application for Bank days must be submitted in writing to the Human Resources Office along with a signed statement from the employee's doctor which indicates the employee or a member of the employee's family has a serious illness or serious injury, which prevents the employee's immediate return to work. The Office of Human Resources may request additional medical information from the employee's medical provider and may consider information from the employee's department, which may be relevant to review of the request. The Human Resources Office shall at all-time safeguard and treat as confidential the medical information concerning employees who have applied for extended six leave bank days.

The following criteria shall be used in awarding Bank days:

- The employee has contributed to the Sick Leave Bank within the allotted time and has not exceeded 30 days in a calendar year.
- The employee has exhausted or will soon exhaust all accumulated sick leave and any other paid leave, e.g., vacation leave and personal leave; and
- The application is accompanied by adequate medical evidence of a serious illness or serious injury, which prevents the employee's immediate return to work.

Bank days which are granted but unused revert to the Bank upon an employee's return to regular work schedule, retirement, resignation or other separation from employment or death whichever occurs first. No employee who is granted Bank days shall be allowed to redeem any unused portion of leave that was granted.

EXTENDED MEDICAL LEAVE PAY

Employees use sick time when they are absent due to sickness, an illness or injury. When an employee continues to be out on an extended leave where they have exhausted all of their accrued sick leave, the Town of Brookline will apply any accrued vacation leave and, when vacation is exhausted, any accrued personal days or any other available leave to ensure the employee does not go into an unpaid leave status.

A similar process applies for employees who are on an extended medical leave to care for a serious illness of a family member as described above. For family illness, an employee may use up to seven family sick days and then the Town will apply any accrued vacation leave and, when vacation is exhausted, any accrued personal days to ensure the employee does not go on unpaid leave until all accrual banks are exhausted.

RETURN FROM WORK FROM EXTENDED MEDICAL LEAVE

Any employee who has been out of work due to a serious illness, injury or other medical leave for an extended period, e.g., thirty (30) consecutive days or more, may be required to submit to a Return to Work evaluation prior to returning to full or modified duty, at the Town's expense. Such a return to work evaluation shall be required for any employee who is returning to safety-sensitive functions or whose condition may cause a risk of harm to self or others.

TERMINATION OF SERVICE, SICK BUYBACK

Accumulated sick leave shall not be taken immediately prior to retirement unless properly chargeable to sick leave under these rules and regulations. Employees or their estates shall be paid on death or separation for any reason except discharge for cause an amount equal to 1/3 of the value of their unused accumulated sick leave, but in no case more than \$5,000. This buyback provision does not apply to sick leave accrued by temporary, seasonal or less than half-time employees.

PRIOR SERVICE

No unused sick leave credit earned in any other municipality or with the Commonwealth will be transferable to the Town of Brookline.

When a temporary employee is later hired as a regular full-time or regular part-time employee into the same position for which he/she was performing temporary service and was eligible to accrue sick time, the employee shall carry the earned sick time forward, consistent with this provision. Once hired as a regular full-time employee will accrue time consistent with the appropriate collective bargaining agreement.

WORKERS' COMPENSATION LEAVE

Workers' Compensation program pays for any reasonable and necessary medical treatment related to a job-related injury or illness and provides compensation for lost wages after the first five calendar days of disability in accordance with MGL ch. 152. Workers' Compensation does not cover routine care and maintenance.

An eligible employee who has a work-related injury or illness is eligible for Workers' Compensation under the Massachusetts Workers' Compensation system. The specific details of this insurance system go beyond the scope of this document. Additional materials are available in the Human Resources Office. Generally, an injured employee will receive 60% of his/her average weekly wage. Compensation for lost wages is provided for any days an employee is disabled after the first five full or partial calendar days.

Note: Employees in the T-plan are not covered by Workers' Compensation. When employees in the MMTP-plan are have a work-related injury or illness, the Town pays for reasonable and medically related out-of-pocket expenses not otherwise covered by the employee's health care coverage. Such work-related injury or illness must be reported to the employee's supervisor and/or Human Resources, as described below.

WORK-RELATED INJURIES, REPORTING

It is important that employees who experience a work-related injuries or illnesses report the injury/illness to his/her immediate supervisor as soon as possible either in person or by agent. Such notice should be given whenever possible not less than one-half (½) hour before the starting time of the employee's normal tour of duty. Employees or their agent are required to complete an employee injury report form available in the Human Resources Office or their Department within 24 hours. Failure to report a work-related injury/illness in a timely manner could result in denial of coverage.

WORK-RELATED INJURIES, MAKE-UP PAY

Employees with sick leave accruals who are injured on the job and are receiving Worker's Compensation shall, be granted such sick leave allowance payment as will, when added to the amount of Worker's Compensation, result in the payment to them of their full salary in accordance with the provisions of M.G.L. Ch. 152.

The total dollar value of such sick leave payments shall be computed to its equivalent in work days and charged against sick leave credits accordingly. Use of sick leave for make-up pay is not counted against earned A-days or towards computation of sick days for purposes of sick certificates.

FAMILY MEDICAL AND MILITARY LEAVE

Family Medical and Military Leave allows eligible employees to take job-protected, leave for specific family, medical and military leave. Although the protection is for unpaid leave, employees will use their accrued sick, vacation and personal to cover such leaves, in that order.

To be eligible for FMLA leave an individual must meet the following criteria:

- Have worked at least 12 months for the Town;
- Have worked at least 1,250 hours during the 12 months immediately before the date FMLA leave begins.

If eligible, employees may be entitled to twelve workweeks of leave in any 12-month period for:

- Birth and care of the employee's child, within one year of birth
- Placement with the employee of a child for adoption or foster care, within one year
- Care of an immediate family member (spouse, child, parent) who has a serious health condition
- For the employee's own serious health condition, as defined by the FMLA
- Any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is on active duty or has been notified of an impending call or order to active duty in the U.S. National Guard or Reserves in support of a contingency operation

Twenty-six workweeks of leave during a single 12-month period to care for a covered service member with a serious injury or illness if the employee is the spouse, son, daughter, parent, or next of kin of the service member (Military Caregiver Leave)

For those employees who are subscribers of the Town's group health insurance, the Town also will maintain the employee's group health benefits at the subscriber's current contribution rate during an approved FMLA leave period.

The rights and responsibilities of both the employee and Town of Brookline are detailed in the Town's FMLA policy which is available, along with FMLA Forms, at the Human Resources Office and online. FMLA leave is coordinated by the Department Head and the Human Resources Office whose personnel understands and follows the medical privacy rights of employees under state and federal law.

SECTION 11. OTHER LEAVE

JURY OR COURT LEAVE

Employees who are called for jury duty or summonsed on behalf of the Town shall be granted court leave with pay. If the jury fees or witness fees amount to less than the employee's regular rate of compensation, he shall be paid an amount equal to the difference between them. Notice of service shall be filed with the Department Head upon receipt of summons.

When an employee has been granted court leave and is excused by proper court authority, he shall report back to his official place of duty whenever the interruption in said service will permit four (4) or more consecutive hours of employment during the hours of his scheduled tour of duty.

Court leave without pay or accrued vacation or personal days shall be granted when an employee is engaged in personal litigation having no connection with his position as an employee of the Town.

MILITARY LEAVE OF ABSENCE

Two-week Annual Training Any employee of the Town shall be entitled to a military leave of absence during the time of his compulsory service in the armed forces of the Commonwealth or during a compulsory annual tour of duty not exceeding seventeen (17) days as provided in Chapter 33, Section 59 of the General Laws when serving as a member of a reserve component of the armed forces of the United States and will receive his ordinary remuneration therefore. He shall also be entitled to the same leaves of absence or vacation with pay given to other like employees.

Active Duty and Active Duty Training The Town of Brookline will pay any employee who is a member of a military reserve unit who is called up for active duty the difference between their military salary and their town salary. The Town "salary" includes base pay, night differential, education incentive pay, holiday pay and EMT pay. Military salary includes base pay and quarters allowances (and subsistence allowances, as appropriate). The Town will continue the health insurance of all town employees called to active duty at the subscriber's current contribution rate during the active duty period.

Presentation of Orders The employee must present his military orders to his Department Head for inspection for each of the types of military leave.

BEREAVEMENT LEAVE

Regular full-time and regular part-time employees who are scheduled to work 18.75 hour or more per week are eligible for bereavement leave.

Upon evidence satisfactory to the appointing authority of the death of the husband, wife, child, parent of either spouse, brother or sister, brother-in-law or sister-in-law, grandparent, grandchild, or person living in the immediate household, of an employee subject to these rules, the employee may be granted a leave of absence with pay to the extent necessary but not to exceed four (4) working days. Upon evidence satisfactory to the appointing authority of the death of an aunt or uncle of an employee or his/her spouse, or the grandparent of an employee's spouse, an employee may be granted, when necessary, a leave of absence for one day.

PERSONAL LEAVE

Each Collective Bargaining Agreement contains personal Leave provisions. If an employee is covered by such an agreement he/she should refer to that agreement.

Regular full-time and regular part-time employees who are scheduled to work 18.75 hour or more per week and who are not covered by a collective bargaining agreement are eligible for personal leave in accordance with the following.

Unearned Personal Leave Regular full-time and regular part-time employees of the Town shall be entitled to four (4) personal leave days per calendar year.

Personal Leave must be taken during the calendar year and if it is not taken will be added to sick leave. Personal Leave may be taken for any reason but the Department Head must have at least one (1) days' notice of such leave and if the Department Head finds that operating efficiency would be impaired thereby, he can require that the employee take the leave at a more convenient time during the calendar year.

Employees covered by this provision shall be entitled at the employee's option to cash in the above leave at straight time in lieu of taking the time off or adding it to sick leave.

Earned Personal Leave Regular full-time and regular part-time employees of the Town shall be eligible to earn Earned Personal Leave. Earned personal leave is distributed to accrual banks on or about July 1 of each year. Earned personal leave is based on an employee's attendance record in the previous calendar year; an employee may be eligible for additional Personal Leave. Effective January 1, 2016:

An employee who:

- uses 0-1 days sick leave is eligible for three (3) days Personal Leave;
- uses from 2-3 days sick leave is eligible for two (2) days Personal Leave
- uses from 4-5 days sick leave is eligible for one (1) day of Personal Leave.

As provided above, employees may at their option cash in any of the personal leave days awarded under this section at straight time pay.

Twenty-year Day An employee hired on or after July 1, 2013, who attains twenty (20) years or more of service with the Town shall be granted one (1) day of personal leave per year in addition to any such leave provided above.

An employee hired on or before June 30, 2013, who attains twenty (20) years or more of service with the Town shall be granted two (2) day of personal leave per year in addition to any such leave provided above.

These days of personal leave cannot be cashed in and must be taken off at a time acceptable to the Department Head and in such a way as not to incur overtime costs.

Personal Leave for Less than Half-time, Temporary, Certified Seasonal Employees: Employees hired has Less than Half-time, Temporary and Certified Seasonal Employees shall be entitled to use up to eight (8) hours of their earned sick leave time as personal time, per calendar year. These personal leave hours cannot be cashed in.

PAID ADMINISTRATIVE LEAVE

In certain instances an employee may be placed on paid administrative leave as directed by the Town Administrator after consultation with the Department Head and the Human Resources Director. Administrative leave is a temporary leave of absence from work with pay and benefits. Such leave is not punitive in nature and is generally required for the efficient operation of the Town, as determined by the Town Administrator.

LEAVE FOR VICTIMS AND FAMILY MEMBERS OF ABUSE

In accordance with M.G.L. c. 149, section 52E, relative to *Employment Leave for Victims and Family Members of Abusive Behavior*, the Town of Brookline has adopted a policy relative to Leave for Victims and Family Members of Abusive Behavior. Eligible employees may take up to fifteen (15) days of paid or unpaid leave from work in any 12 month period if the employee, or a family member of the employee, is a victim of abusive behavior. The law provides that employees may use such leave from work to: seek or obtain medical attention, counseling, victim services or legal assistance; secure housing; obtain a protective order from a court; appear in court or before a grand jury; meet with a district attorney or other law enforcement official; or attend child custody proceedings or address other issues directly related to the abusive behavior against the employee or family member of the employee.

Generally, the employee must also exhaust his or her accrued time, vacation, personal or sick leave prior to taking leave. Except in cases of imminent danger to the health or safety of an employee, an employee seeking leave from work under this section must provide appropriate advance notice of the leave to the employer as soon as reasonably possible. Although in cases of threat of imminent danger to the health or safety of an employee or the employee's family member, the employee is not required to provide advance notice of leave, but must notify the Town within 3 workdays that the leave was taken.

The Town may request that an employee provide documentation evidencing that the employee or employee's family member has been a victim of abusive behavior, and that the leave is or has been taken consistent with the Law. The Town shall keep confidential all such information related to the employee's leave under the Law.

The Town will not discharge or in any other manner discriminate against an employee for exercising the employee's rights under the Law.

The rights and responsibilities of both the employee and Town of Brookline are detailed in the Town's Leave for Victims and Family Members of Abusive Behavior policy. Such leave is often coordinated by the Department Head and the Human Resources Office whose personnel understands and follows the privacy rights of employees under state law.

SECTION 12. DEPUTY SUPERINTENDENTS - OTHER PROVISIONS

As sworn officers Deputy Superintendents receive certain allowances and differentials that are consistent with their job responsibilities. For purposes of calculating base pay, lag time has been added to their weekly base pay.

UNIFORMS

Annually, Deputy Superintendents shall receive an allowance for expenditures on uniforms at the rate of Six Hundred and Fifty Dollars (\$650). Appropriations for uniforms shall be under the control of the Chief of Police consistent with Police Department rules and procedures.

HOLIDAY

Deputy Superintendents may be regularly scheduled to work, or may be required to work, at the Police Chief's discretion, on a holiday. Therefore, Deputy Superintendents earn their regular day's pay plus a premium of .5% for each holiday unless they are scheduled to work the holiday and fail to do so because they are on sick leave; in such instances, they would be carried on a sick day and no premium holiday pay would apply. Holiday pay is earned and calculated in the week in which the holiday occurs. All other holiday provisions contained in Section 13, Holidays, applies to Deputy Superintendents.

INJURY ON DUTY

As sworn police officers, Deputy Superintendents who may become injured on duty fall under the provisions of M.G.L. ch. 41, sec. 111F; they are not covered by workers compensation.

EDUCATION INCENTIVE/QUINN ELIGIBILITY

Police Officers who are eligible for Quinn educational payments shall continue to be eligible for such payment upon their promotion to Deputy Superintendent. Likewise, Police Officers who are promoted to the rank of Deputy Superintendent shall continue to receive the education incentive appropriate to their rank and/or status, consistent with Department rules and procedures.

Currently a Deputy Superintendent who has a Master's degree or a Juris Doctor is eligible for an annual incentive of \$12,500 if they have received their degree in Criminal Justice, Criminal Justice Administration, Criminology, Law Enforcement, Sociology, Psychology, Forensic Science, Public Administration, Business Administration, Political Science at a NEASC accredited school. For degrees received from colleges or universities not accredited by NEASC, the Human Resources Director has the sole discretion to authorize such a degree for the purposes of the Education incentive.

SECTION 13. HOLIDAYS AND HOLIDAY PAY TREATMENT

The following legal holidays shall be deemed paid holidays except when they fall on a Saturday:

New Year's Day	Memorial Day	Veterans Day
Martin Luther King Day	Independence Day	Thanksgiving Day
President's Birthday	Labor Day	Christmas Day
Patriots Day	Columbus Day	

WHEN TAKEN

All holidays falling on Sunday must be observed on Monday, under state law. Saturday holidays are observed on Saturday. If the regular day off of an employee is Saturday and a legal holiday⁶ as falls on a Saturday, such person shall, where possible be given the preceding Friday or the following Monday off without loss of pay, or if said day off cannot be given by reason of the inefficiency of the Department, labor shortage or other cause, the employee shall be given, in lieu thereof, an additional day's pay.

ELIGIBILITY

Regular full-time and regular part-time employees are eligible for holiday pay as described in this section when the holiday falls on the employee's regularly scheduled work week. Temporary and certified seasonal employees are not eligible for holiday pay. Deputy Superintendents have additional rules that apply to them as described in Section 12 of this Class and Pay plan.

PAID HOLIDAY FALLING WITHIN THE REGULAR MONDAY TO FRIDAY SCHEDULE

An employee who works on any of the above paid holidays falling within this regular Monday to Friday schedule shall be paid his regular pay for hours actually worked unless such hours are subject to the established rules for the payment of overtime under the employee's union contract or the provision of the Fair Labor Standards Act.

LEGAL HOLIDAYS DURING VACATION

When a legal holiday falls during a regular full-time or regular part-time employee's standard work week, and the employee is on vacation, the employee will be paid a holiday for that day and will not be charged a vacation day. For regular part-time employees, the holiday must fall on the employee's regularly scheduled work day.

LEGAL HOLIDAYS FALLING OUTSIDE THE REGULAR MONDAY TO FRIDAY SCHEDULE

An employee who works on any of the above legal holidays falling outside of his regular Monday to Friday schedule shall be paid straight time for hours actually worked subject to the established rules for the payment of overtime.

⁶ Holiday as listed in the first sentence of Clause Eighteen of Section 7 of Chapter 4 of the General Laws

PAID HOLIDAY FOR THOSE WORKING ON A ROTATING SCHEDULE

An employee who works on a rotating schedule shall be granted during a calendar week the same holiday pay treatment as is granted during that week to employees working on the regular Monday to Friday schedule.

SECTION 14. FUNDS FOR JOB RELATED TRAINING

A limited amount of funds may be available each year job related workshops, seminars, courses, etc., to be attended by regular fulltime confidential employees and members of the MMTP-Plan after approval by the Human Resources Director. The Human Resources Director in consultation with the Department Head will determine whether the expenditure request is job related and may request additional information or documentation to make such a determination.

SECTION 15. USE OF RECREATIONAL FACILITIES

Regular full-time and regular part-time employees are entitled to the use of the Town's recreational facilities on a free or reduced fee basis as voted by the Park and Recreation Commission. The usual rules and regulations pertaining to the use of the facilities shall be observed.

SECTION 16. GRIEVANCE PROCEDURE

These procedures do not apply to employees covered by a collective bargaining agreement, which has its own set of procedures. Further, these procedures are not available to temporary or certified seasonal employees.

As used in this section, the word "grievance" shall be construed to mean any dispute between an employee and his supervisors arising out of an exercise of administrative discretion by such supervisor or supervisors. Expressed time limits must be observed except in cases where it is impossible to do so, or where the parties mutually agree in writing to extend the time limits.

Step I. The employee shall take up his grievance verbally with his immediate supervisor within fifteen (15) calendar days of the occurrence of the grievance. The supervisor shall reach a decision and communicate it orally to the employee within seven (7) calendar days of the date of the submission of the grievance.

Step II. If the grievance is not settled at Step I, the employee shall within five (5) working days present his grievance in writing to his supervisor who shall forward it to the Department Head who shall hold a hearing within five (5) working days if required. At this hearing there shall be present the employee and one (1) representative if he requests it, his supervisor, the Department Head and the Human Resources Director, who shall also be the recorder. Within five (5) working days of the hearing, the Department Head shall render his decision in writing to the employee.

Step III. If the grievance is not settled at Step II, all records and facts in the case shall be referred to the Human Resources Board for adjudication. Those present at Step II shall appear at this hearing. The Human Resources Director shall be the recorder. Within ten (10) working days of the hearing which shall be the next regular meeting of the Board except in cases of emergency, the employee shall be notified in writing through the Department Head as to the decision of the Board which shall be final.

SECTION 17. VETERANS

Federal and State law provide Veterans with specific reemployment and employment benefits that are beyond the scope of this document. Additional information can be found at www.mass.gov/veterans and at the Town's Veteran's Services offices at the Brookline Public Health Center, 11 Pierce Street. For example, an employee may be granted a leave of absence with pay while attending a state or national convention of a veterans' organization chartered by the Congress of the United States if he is a delegate or an alternate. (C. 412, Acts of 1963).

SECTION 18. POSITION CLASSIFICATION AND PAY PLAN (HR BYLAW, SECTION 3.15.10)

A position Classification and Pay Plan for all employees covered by this bylaw shall be established by the Human Resources Director and approved by the Human Resources Board and the Town Administrator. The Plan shall be in written format and copies shall be available in the Human Resources Office for review by the public at reasonable times during normal business hours. Only job titles specified in the Classification and Pay Plan, or abbreviations approved by the Human Resources Director, shall be used for all official purposes.

The Classification and Pay Plan may be amended by additions, changes or deletions by the Human Resources Director with approval of the Human Resources Board and the Town Administrator.

Any changes in the Classification and Pay Plan which require expenditure of Town funds shall not be implemented until such funds have been appropriated by Town Meeting, except in emergency cases with the approval of the Board of Selectmen and the Advisory Committee.

Employees may request changes to the Classification and Pay Plan by written request to the Human Resources Director. In such cases the Human Resources Director shall meet with the employees to discuss the requests. The Human Resources Director shall advise the Human Resources Board of all requests denied by the Director and the reasons therefor. The Human Resources Board may request reconsideration if deemed appropriate.

No person shall be newly appointed, promoted, employed or paid as an employee in any position subject to the provisions of this bylaw except for short periods of emergency service unless such position, on a case by case basis, has been reviewed by the Human Resources Director and a determination made that the position is properly classified and graded.

SECTION 19. AMENDMENT OF THE PLANS

Executive management and an employee may request a reclassification of a position or the adoption of a new position by making a petition for review by the Human Resources Department for consideration by the Human Resources Board by signed petition on or before November 1.

When such request is received the Human Resources Director will review the request with the petitioner and may approve or deny such request. Any approved request shall be presented to the Human Resources Board who shall meet and confer with the petitioners on such proposed amendments, of which meeting the petitioners and the heads of the departments affected shall be given three (3) days' written notice. The Human Resources Board may also, from time to time on its own motion, hold a meeting to consider any proposed amendment in which connection three (3) days' written notice shall also be given to interested parties. The meetings shall be conducted in such a manner as to provide opportunity for full discussions of issues and a detailed exchange of views with employee spokesmen whom the Human Resources Board finds to be properly representative of the groups for whom they purport to speak.

The Human Resources Board shall file with the Selectmen a report of its recommendations on all proposed amendments to the Classification and Pay Plans, except those submitted through the collective bargaining process. Such report shall indicate whether or not an agreement was reached with the employees concerned. A notice of the actions taken by the Human Resources Board will be forwarded to the petitioners, if any, and to the heads of the departments affected, after the report is filed with the Selectmen. On issues where an agreement is not reached prior to the above deadline, the Human Resources Board shall file with the Selectmen a supplementary report containing its commendations, if any.

The Human Resources Board's recommendations provided for in this section shall be made only by an affirmative vote of a majority of its members.

SECTION 20. CONTINUING REVIEW

The Human Resources Board shall cause to be made such studies of pay rates in effect in comparable positions outside the service of the Town as it may deem appropriate and shall notify the Selectmen when in its opinion need for over-all adjustment in the Pay Plan exists. It shall recommend such amendments to the Classification and Pay Plan, and other provisions for administering such plans.

APPENDIX - RATES BY CLASSIFICATION AND GRADE

Building Maintenance - Non Union

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2015	NON UNION NB	BLDG MN01 PT NU	PT	1	\$ 16.9721	313.98	16,389.76
07/01/2015	NON UNION NB	BLDG MN01 PT NU		2	\$ 17.1840	317.90	16,594.38
07/01/2015	NON UNION NB	BLDG MN01 PT NU		3	\$ 17.3991	321.88	16,802.14
07/01/2015	NON UNION NB	BLDG MN01 PT NU		4	\$ 17.6164	325.90	17,011.98
07/01/2015	NON UNION NB	BLDG MN01 PT NU		5	\$ 17.8366	329.98	17,224.96

Building Maintenance - AFSCME

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2014	AFSCME MAIN	BLDG MN01 40	40.00	1	\$ 16.6393	665.57	34,742.75
07/01/2014	AFSCME MAIN	BLDG MN01 40		2	\$ 16.8471	673.88	35,176.54
07/01/2014	AFSCME MAIN	BLDG MN01 40		3	\$ 17.0579	682.32	35,617.10
07/01/2014	AFSCME MAIN	BLDG MN01 40		4	\$ 17.2710	690.84	36,061.85
07/01/2014	AFSCME MAIN	BLDG MN01 40		5	\$ 17.4869	699.48	36,512.86
07/01/2014	AFSCME MAIN	BLDG MN02 37.5	37.50	1	\$ 23.2950	873.56	45,599.83
07/01/2014	AFSCME MAIN	BLDG MN02 37.5		2	\$ 23.5861	884.48	46,169.86
07/01/2014	AFSCME MAIN	BLDG MN02 37.5		3	\$ 23.8810	895.54	46,747.19
07/01/2014	AFSCME MAIN	BLDG MN02 37.5		4	\$ 24.1795	906.73	47,331.31
07/01/2014	AFSCME MAIN	BLDG MN02 37.5		5	\$ 24.4816	918.06	47,922.73
07/01/2014	AFSCME MAIN	BLDG MN02 40	40.00	1	\$ 21.8390	873.56	45,599.83
07/01/2014	AFSCME MAIN	BLDG MN02 40		2	\$ 22.1120	884.48	46,169.86
07/01/2014	AFSCME MAIN	BLDG MN02 40		3	\$ 22.3884	895.54	46,747.19
07/01/2014	AFSCME MAIN	BLDG MN02 40		4	\$ 22.6683	906.73	47,331.31
07/01/2014	AFSCME MAIN	BLDG MN02 40		5	\$ 22.9515	918.06	47,922.73
07/01/2014	AFSCME MAIN	BLDG MN03 40	40.00	1	\$ 23.7499	950.00	49,590.00
07/01/2014	AFSCME MAIN	BLDG MN03 40		2	\$ 24.0468	961.87	50,209.61
07/01/2014	AFSCME MAIN	BLDG MN03 40		3	\$ 24.3474	973.90	50,837.58
07/01/2014	AFSCME MAIN	BLDG MN03 40		4	\$ 24.6518	986.07	51,472.85
07/01/2014	AFSCME MAIN	BLDG MN03 40		5	\$ 24.9599	998.40	52,116.48
07/01/2014	AFSCME MAIN	BLDG MN04 40	40.00	1	\$ 24.6999	988.00	51,573.60
07/01/2014	AFSCME MAIN	BLDG MN04 40		2	\$ 25.0087	1,000.35	52,218.27
07/01/2014	AFSCME MAIN	BLDG MN04 40		3	\$ 25.3213	1,012.85	52,870.77
07/01/2014	AFSCME MAIN	BLDG MN04 40		4	\$ 25.6378	1,025.51	53,531.62
07/01/2014	AFSCME MAIN	BLDG MN04 40		5	\$ 25.9583	1,038.33	54,200.83

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2014	AFSCME MAIN	BLDG MN05 40	40.00	1	\$ 26.5523	1,062.09	55,441.10
07/01/2014	AFSCME MAIN	BLDG MN05 40		2	\$ 26.8843	1,075.37	56,134.31
07/01/2014	AFSCME MAIN	BLDG MN05 40		3	\$ 27.2204	1,088.82	56,836.40
07/01/2014	AFSCME MAIN	BLDG MN05 40		4	\$ 27.5606	1,102.42	57,546.32
07/01/2014	AFSCME MAIN	BLDG MN05 40		5	\$ 27.9051	1,116.20	58,265.64

Clerical Rates - AFSCME

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2014	AFSCME MAIN	CLERICAL C04	37.50	1	\$ 20.4595	767.23	40,049.41
07/01/2014	AFSCME MAIN	CLERICAL C04		2	\$ 20.7878	779.54	40,691.99
07/01/2014	AFSCME MAIN	CLERICAL C04		3	\$ 21.0296	788.61	41,165.44
07/01/2014	AFSCME MAIN	CLERICAL C04		4	\$ 21.1282	792.31	41,358.58
07/01/2014	AFSCME MAIN	CLERICAL C04		5	\$ 21.2267	796.00	41,551.20
07/01/2014	AFSCME MAIN	CLERICAL C04		6	\$ 21.4390	803.96	41,966.71
07/01/2014	AFSCME MAIN	CLERICAL C05	37.50	1	\$ 21.6232	810.87	42,327.41
07/01/2014	AFSCME MAIN	CLERICAL C05		2	\$ 21.9515	823.18	42,970.00
07/01/2014	AFSCME MAIN	CLERICAL C05		3	\$ 22.1931	832.24	43,442.93
07/01/2014	AFSCME MAIN	CLERICAL C05		4	\$ 22.2916	835.94	43,636.07
07/01/2014	AFSCME MAIN	CLERICAL C05		5	\$ 22.3901	839.63	43,828.69
07/01/2014	AFSCME MAIN	CLERICAL C05		6	\$ 22.6140	848.03	44,267.17
07/01/2014	AFSCME MAIN	CLERICAL C06	37.50	1	\$ 22.3714	838.93	43,792.15
07/01/2014	AFSCME MAIN	CLERICAL C06		2	\$ 22.6997	851.24	44,434.73
07/01/2014	AFSCME MAIN	CLERICAL C06		3	\$ 22.9415	860.31	44,908.18
07/01/2014	AFSCME MAIN	CLERICAL C06		4	\$ 23.0401	864.00	45,100.80
07/01/2014	AFSCME MAIN	CLERICAL C06		5	\$ 23.1386	867.70	45,293.94
07/01/2014	AFSCME MAIN	CLERICAL C06		6	\$ 23.3699	876.37	45,746.51
07/01/2014	AFSCME MAIN	CLERICAL C07	37.50	1	\$ 22.9812	861.80	44,985.96
07/01/2014	AFSCME MAIN	CLERICAL C07		2	\$ 23.3094	874.10	45,628.02
07/01/2014	AFSCME MAIN	CLERICAL C07		3	\$ 23.5521	883.20	46,103.04
07/01/2014	AFSCME MAIN	CLERICAL C07		4	\$ 23.6505	886.89	46,295.66
07/01/2014	AFSCME MAIN	CLERICAL C07		5	\$ 23.7491	890.59	46,488.80
07/01/2014	AFSCME MAIN	CLERICAL C07		6	\$ 23.9865	899.49	46,953.38
07/01/2014	AFSCME MAIN	CLERICAL C08	37.50	1	\$ 23.9440	897.90	46,870.38
07/01/2014	AFSCME MAIN	CLERICAL C08		2	\$ 24.2723	910.21	47,512.96
07/01/2014	AFSCME MAIN	CLERICAL C08		3	\$ 24.5136	919.26	47,985.37
07/01/2014	AFSCME MAIN	CLERICAL C08		4	\$ 24.6121	922.95	48,177.99
07/01/2014	AFSCME MAIN	CLERICAL C08		5	\$ 24.7105	926.64	48,370.61
07/01/2014	AFSCME MAIN	CLERICAL C08		6	\$ 24.9577	935.91	48,854.50

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2014	AFSCME MAIN	CLERICAL C09	37.50	1	\$ 24.6928	925.98	48,336.16
07/01/2014	AFSCME MAIN	CLERICAL C09		2	\$ 25.0211	938.29	48,978.74
07/01/2014	AFSCME MAIN	CLERICAL C09		3	\$ 25.2620	947.33	49,450.63
07/01/2014	AFSCME MAIN	CLERICAL C09		4	\$ 25.3606	951.02	49,643.24
07/01/2014	AFSCME MAIN	CLERICAL C09		5	\$ 25.4590	954.71	49,835.86
07/01/2014	AFSCME MAIN	CLERICAL C09		6	\$ 25.7136	964.26	50,334.37
07/01/2014	AFSCME MAIN	CLERICAL C10	37.50	1	\$ 27.0488	1,014.33	52,948.03
07/01/2014	AFSCME MAIN	CLERICAL C10		2	\$ 27.3771	1,026.64	53,590.61
07/01/2014	AFSCME MAIN	CLERICAL C10		3	\$ 27.6591	1,037.22	54,142.88
07/01/2014	AFSCME MAIN	CLERICAL C10		4	\$ 27.7905	1,042.14	54,399.71
07/01/2014	AFSCME MAIN	CLERICAL C10		5	\$ 27.9218	1,047.07	54,657.05
07/01/2014	AFSCME MAIN	CLERICAL C10		6	\$ 28.2011	1,057.54	55,203.59

Clerical Rates - Non Union

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2015	NON UNION FT	CLERICAL C04 NU	37.50	1	\$ 20.8687	782.58	40,850.68
07/01/2015	NON UNION FT	CLERICAL C04 NU		2	\$ 21.2036	795.14	41,506.31
07/01/2015	NON UNION FT	CLERICAL C04 NU		3	\$ 21.4502	804.38	41,988.64
07/01/2015	NON UNION FT	CLERICAL C04 NU		4	\$ 21.5508	808.16	42,185.95
07/01/2015	NON UNION FT	CLERICAL C04 NU		5	\$ 21.6512	811.92	42,382.22
07/01/2015	NON UNION FT	CLERICAL C04 NU		6	\$ 21.8678	820.04	42,806.09
07/01/2015	NON UNION FT	CLERICAL C05 NU	37.50	1	\$ 22.0557	827.09	43,174.10
07/01/2015	NON UNION FT	CLERICAL C05 NU		2	\$ 22.3905	839.64	43,829.21
07/01/2015	NON UNION FT	CLERICAL C05 NU		3	\$ 22.6370	848.89	44,312.06
07/01/2015	NON UNION FT	CLERICAL C05 NU		4	\$ 22.7374	852.65	44,508.33
07/01/2015	NON UNION FT	CLERICAL C05 NU		5	\$ 22.8379	856.42	44,705.12
07/01/2015	NON UNION FT	CLERICAL C05 NU		6	\$ 23.0663	864.99	45,152.48
07/01/2015	NON UNION FT	CLERICAL C06 NU	37.50	1	\$ 22.8188	855.71	44,668.06
07/01/2015	NON UNION FT	CLERICAL C06 NU		2	\$ 23.1537	868.26	45,323.17
07/01/2015	NON UNION FT	CLERICAL C06 NU		3	\$ 23.4003	877.51	45,806.02
07/01/2015	NON UNION FT	CLERICAL C06 NU		4	\$ 23.5009	881.28	46,002.82
07/01/2015	NON UNION FT	CLERICAL C06 NU		5	\$ 23.6014	885.05	46,199.61
07/01/2015	NON UNION FT	CLERICAL C06 NU		6	\$ 23.8373	893.90	46,661.58
07/01/2015	NON UNION FT	CLERICAL C07 NU	37.50	1	\$ 23.4408	879.03	45,885.37
07/01/2015	NON UNION FT	CLERICAL C07 NU		2	\$ 23.7756	891.59	46,541.00
07/01/2015	NON UNION FT	CLERICAL C07 NU		3	\$ 24.0231	900.87	47,025.41
07/01/2015	NON UNION FT	CLERICAL C07 NU		4	\$ 24.1235	904.63	47,221.69
07/01/2015	NON UNION FT	CLERICAL C07 NU		5	\$ 24.2241	908.40	47,418.48
07/01/2015	NON UNION FT	CLERICAL C07 NU		6	\$ 24.4662	917.48	47,892.46

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2015	NON UNION FT	CLERICAL C08 NU	37.50	1	\$ 24.4229	915.86	47,807.89
07/01/2015	NON UNION FT	CLERICAL C08 NU		2	\$ 24.7577	928.41	48,463.00
07/01/2015	NON UNION FT	CLERICAL C08 NU		3	\$ 25.0039	937.65	48,945.33
07/01/2015	NON UNION FT	CLERICAL C08 NU		4	\$ 25.1043	941.41	49,141.60
07/01/2015	NON UNION FT	CLERICAL C08 NU		5	\$ 25.2047	945.18	49,338.40
07/01/2015	NON UNION FT	CLERICAL C08 NU		6	\$ 25.4569	954.63	49,831.69
07/01/2015	NON UNION FT	CLERICAL C09 NU	37.50	1	\$ 25.1867	944.50	49,302.90
07/01/2015	NON UNION FT	CLERICAL C09 NU		2	\$ 25.5215	957.06	49,958.53
07/01/2015	NON UNION FT	CLERICAL C09 NU		3	\$ 25.7672	966.27	50,439.29
07/01/2015	NON UNION FT	CLERICAL C09 NU		4	\$ 25.8678	970.04	50,636.09
07/01/2015	NON UNION FT	CLERICAL C09 NU		5	\$ 25.9682	973.81	50,832.88
07/01/2015	NON UNION FT	CLERICAL C09 NU		6	\$ 26.2279	983.55	51,341.31
07/01/2015	NON UNION FT	CLERICAL C10 NU	37.50	1	\$ 27.5898	1,034.62	54,007.16
07/01/2015	NON UNION FT	CLERICAL C10 NU		2	\$ 27.9246	1,047.17	54,662.27
07/01/2015	NON UNION FT	CLERICAL C10 NU		3	\$ 28.2123	1,057.96	55,225.51
07/01/2015	NON UNION FT	CLERICAL C10 NU		4	\$ 28.3463	1,062.99	55,488.08
07/01/2015	NON UNION FT	CLERICAL C10 NU		5	\$ 28.4802	1,068.01	55,750.12
07/01/2015	NON UNION FT	CLERICAL C10 NU		6	\$ 28.7651	1,078.69	56,307.62

Engineering Rates							
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<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2014	ENGINEERS	ENG EN02	37.50	1	\$ 32.6281	1,223.55	63,869.31
07/01/2014	ENGINEERS	ENG EN02		2	\$ 33.2088	1,245.33	65,006.23
07/01/2014	ENGINEERS	ENG EN02		3	\$ 33.8002	1,267.51	66,164.02
07/01/2014	ENGINEERS	ENG EN02		4	\$ 34.4018	1,290.07	67,341.65
07/01/2014	ENGINEERS	ENG EN02		5	\$ 35.0141	1,313.03	68,540.17
07/01/2014	ENGINEERS	ENG EN02		6	\$ 35.6373	1,336.40	69,760.08
07/01/2014	ENGINEERS	ENG EN02		7	\$ 36.2717	1,360.19	71,001.92
07/01/2014	ENGINEERS	ENG EN02		8	\$ 36.9174	1,384.40	72,265.68
07/01/2014	ENGINEERS	ENG EN03	37.50	1	\$ 33.5438	1,257.89	65,661.86
07/01/2014	ENGINEERS	ENG EN03		2	\$ 34.1532	1,280.75	66,855.15
07/01/2014	ENGINEERS	ENG EN03		3	\$ 34.7613	1,303.55	68,045.31
07/01/2014	ENGINEERS	ENG EN03		4	\$ 35.3801	1,326.75	69,256.35
07/01/2014	ENGINEERS	ENG EN03		5	\$ 36.0096	1,350.36	70,488.79
07/01/2014	ENGINEERS	ENG EN03		6	\$ 36.6509	1,374.41	71,744.20
07/01/2014	ENGINEERS	ENG EN03		7	\$ 37.3031	1,398.87	73,021.01
07/01/2014	ENGINEERS	ENG EN03		8	\$ 37.9671	1,423.77	74,320.79

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2014	ENGINEERS	ENG EN04	37.50	1	\$ 38.5426	1,445.35	75,447.27
07/01/2014	ENGINEERS	ENG EN04		2	\$ 39.2287	1,471.08	76,790.38
07/01/2014	ENGINEERS	ENG EN04		3	\$ 39.9270	1,497.26	78,156.97
07/01/2014	ENGINEERS	ENG EN04		4	\$ 40.6375	1,523.91	79,548.10
07/01/2014	ENGINEERS	ENG EN04		5	\$ 41.3611	1,551.04	80,964.29
07/01/2014	ENGINEERS	ENG EN04		6	\$ 42.0731	1,577.74	82,358.03
07/01/2014	ENGINEERS	ENG EN04		7	\$ 42.8221	1,605.83	83,824.33
07/01/2014	ENGINEERS	ENG EN04		8	\$ 43.5843	1,634.41	85,316.20
07/01/2014	ENGINEERS	ENG EN05	37.50	1	\$ 41.8132	1,568.00	81,849.60
07/01/2014	ENGINEERS	ENG EN05		2	\$ 42.5573	1,595.90	83,305.98
07/01/2014	ENGINEERS	ENG EN05		3	\$ 43.3149	1,624.31	84,788.98
07/01/2014	ENGINEERS	ENG EN05		4	\$ 44.0858	1,653.22	86,298.08
07/01/2014	ENGINEERS	ENG EN05		5	\$ 44.8707	1,682.65	87,834.33
07/01/2014	ENGINEERS	ENG EN05		6	\$ 45.6434	1,711.63	89,347.09
07/01/2014	ENGINEERS	ENG EN05		7	\$ 46.4557	1,742.09	90,937.10
07/01/2014	ENGINEERS	ENG EN05		8	\$ 47.2827	1,773.10	92,555.82

E911 Dispatch Rates - Teamsters

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2014	TEAMSTERS	ETD PROBATION	40.00	1	\$ 20.6936	827.74	43,208.03
07/01/2014	TEAMSTERS	ETD	40.00	1	\$ 22.1497	885.99	46,248.68
07/01/2014	TEAMSTERS	ETD		2	\$ 22.3680	894.72	46,704.38
07/01/2014	TEAMSTERS	ETD		3	\$ 22.5985	903.94	47,185.67
07/01/2014	TEAMSTERS	FAO/ETD	40.00	1	\$ 25.3400	1,013.60	52,909.92

Fire Rates

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2011	FIRE	FIRE FIGHTER	42.00	1	\$ 21.1928	890.10	46,463.22
07/01/2011	FIRE	FIRE FIGHTER		2	\$ 22.4286	942.00	49,172.40
07/01/2011	FIRE	FIRE FIGHTER		3	\$ 23.6642	993.90	51,881.58
07/01/2011	FIRE	FIRE FIGHTER		4	\$ 24.8998	1,045.79	54,590.24
07/01/2011	FIRE	FIRE FIGHTER SR		1	\$ 26.1448	1,098.08	57,319.78
07/01/2011	FIRE	FIRE LT	42.00	1	\$ 29.8429	1,253.40	65,427.48
07/01/2011	FIRE	FIRE LT SR		1	\$ 31.3350	1,316.07	68,698.85
07/01/2011	FIRE	FIRE CAPTAIN	42.00	1	\$ 34.8845	1,465.15	76,480.83
07/01/2011	FIRE	FIRE CAPTAIN SR		1	\$ 36.6287	1,538.41	80,305.00
07/01/2011	FIRE	FIRE DEP CHIEF	42.00	1	\$ 40.7837	1,712.92	89,414.42
07/01/2011	FIRE	FIREDEPCHIEFSR		1	\$ 42.8229	1,798.56	93,884.83

General - AFSCME

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2014	AFSCME MAIN	GEN G01 37.5	37.50	1	\$ 15.3973	577.40	30,140.28
07/01/2014	AFSCME MAIN	GEN G01 37.5		2	\$ 15.6514	586.93	30,637.75
07/01/2014	AFSCME MAIN	GEN G01 37.5		3	\$ 15.9096	596.61	31,143.04
07/01/2014	AFSCME MAIN	GEN G01 37.5		4	\$ 16.1721	606.45	31,656.69
07/01/2014	AFSCME MAIN	GEN G01 40	40.00	1	\$ 14.4349	577.40	30,140.28
07/01/2014	AFSCME MAIN	GEN G01 40		2	\$ 14.6731	586.92	30,637.22
07/01/2014	AFSCME MAIN	GEN G01 40		3	\$ 14.9153	596.61	31,143.04
07/01/2014	AFSCME MAIN	GEN G01 40		4	\$ 15.1614	606.46	31,657.21
07/01/2014	AFSCME MAIN	GEN G02 37.5	37.50	1	\$ 16.5906	622.15	32,476.23
07/01/2014	AFSCME MAIN	GEN G02 37.5		2	\$ 16.8643	632.41	33,011.80
07/01/2014	AFSCME MAIN	GEN G02 37.5		3	\$ 17.1426	642.85	33,556.77
07/01/2014	AFSCME MAIN	GEN G02 37.5		4	\$ 17.4255	653.46	34,110.61
07/01/2014	AFSCME MAIN	GEN G02 40	40.00	1	\$ 15.5537	622.15	32,476.23
07/01/2014	AFSCME MAIN	GEN G02 40		2	\$ 15.8103	632.41	33,011.80
07/01/2014	AFSCME MAIN	GEN G02 40		3	\$ 16.0712	642.85	33,556.77
07/01/2014	AFSCME MAIN	GEN G02 40		4	\$ 16.3363	653.45	34,110.09
07/01/2014	AFSCME MAIN	GEN G03 37.5	37.50	1	\$ 18.2496	684.36	35,723.59
07/01/2014	AFSCME MAIN	GEN G03 37.5		2	\$ 18.5507	695.65	36,312.93
07/01/2014	AFSCME MAIN	GEN G03 37.5		3	\$ 18.8568	707.13	36,912.19
07/01/2014	AFSCME MAIN	GEN G03 37.5		4	\$ 19.1679	718.80	37,521.36
07/01/2014	AFSCME MAIN	GEN G03 40	40.00	1	\$ 17.1091	684.36	35,723.59
07/01/2014	AFSCME MAIN	GEN G03 40		2	\$ 17.3913	695.65	36,312.93
07/01/2014	AFSCME MAIN	GEN G03 40		3	\$ 17.6783	707.13	36,912.19
07/01/2014	AFSCME MAIN	GEN G03 40		4	\$ 17.9700	718.80	37,521.36
07/01/2014	AFSCME MAIN	GEN G04 37.5	37.50	1	\$ 20.4396	766.49	40,010.78
07/01/2014	AFSCME MAIN	GEN G04 37.5		2	\$ 20.7769	779.13	40,670.59
07/01/2014	AFSCME MAIN	GEN G04 37.5		3	\$ 21.1197	791.99	41,341.88
07/01/2014	AFSCME MAIN	GEN G04 37.5		4	\$ 21.4681	805.05	42,023.61
07/01/2014	AFSCME MAIN	GEN G04 40	40.00	1	\$ 19.1621	766.48	40,010.26
07/01/2014	AFSCME MAIN	GEN G04 40		2	\$ 19.4783	779.13	40,670.59
07/01/2014	AFSCME MAIN	GEN G04 40		3	\$ 19.7997	791.99	41,341.88
07/01/2014	AFSCME MAIN	GEN G04 40		4	\$ 20.1263	805.05	42,023.61

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2014	AFSCME MAIN	GEN G05 37.5	37.50	1	\$ 22.7902	854.63	44,611.69
07/01/2014	AFSCME MAIN	GEN G05 37.5		2	\$ 23.1661	868.73	45,347.71
07/01/2014	AFSCME MAIN	GEN G05 37.5		3	\$ 23.5484	883.07	46,096.25
07/01/2014	AFSCME MAIN	GEN G05 37.5		4	\$ 23.9370	897.64	46,856.81
07/01/2014	AFSCME MAIN	GEN G05 40	40.00	1	\$ 21.3657	854.63	44,611.69
07/01/2014	AFSCME MAIN	GEN G05 40		2	\$ 21.7182	868.73	45,347.71
07/01/2014	AFSCME MAIN	GEN G05 40		3	\$ 22.0767	883.07	46,096.25
07/01/2014	AFSCME MAIN	GEN G05 40		4	\$ 22.4409	897.64	46,856.81
07/01/2014	AFSCME MAIN	GEN G06 37.5	37.50	1	\$ 24.2715	910.18	47,511.40
07/01/2014	AFSCME MAIN	GEN G06 37.5		2	\$ 24.6720	925.20	48,295.44
07/01/2014	AFSCME MAIN	GEN G06 37.5		3	\$ 25.0790	940.46	49,092.01
07/01/2014	AFSCME MAIN	GEN G06 37.5		4	\$ 25.4929	955.98	49,902.16
07/01/2014	AFSCME MAIN	GEN G06 40	40.00	1	\$ 22.7546	910.18	47,511.40
07/01/2014	AFSCME MAIN	GEN G06 40		2	\$ 23.1300	925.20	48,295.44
07/01/2014	AFSCME MAIN	GEN G06 40		3	\$ 23.5116	940.46	49,092.01
07/01/2014	AFSCME MAIN	GEN G06 40		4	\$ 23.8996	955.98	49,902.16
07/01/2014	AFSCME MAIN	GEN G07 37.5	37.50	1	\$ 26.2132	983.00	51,312.60
07/01/2014	AFSCME MAIN	GEN G07 37.5		2	\$ 26.6458	999.22	52,159.28
07/01/2014	AFSCME MAIN	GEN G07 37.5		3	\$ 27.0854	1,015.70	53,019.54
07/01/2014	AFSCME MAIN	GEN G07 37.5		4	\$ 27.5324	1,032.47	53,894.93
07/01/2014	AFSCME MAIN	GEN G07 40	40.00	1	\$ 24.5749	983.00	51,312.60
07/01/2014	AFSCME MAIN	GEN G07 40		2	\$ 24.9804	999.22	52,159.28
07/01/2014	AFSCME MAIN	GEN G07 40		3	\$ 25.3926	1,015.70	53,019.54
07/01/2014	AFSCME MAIN	GEN G07 40		4	\$ 25.8115	1,032.46	53,894.41
07/01/2014	AFSCME MAIN	GEN G08 37.5	37.50	1	\$ 28.4938	1,068.52	55,776.74
07/01/2014	AFSCME MAIN	GEN G08 37.5		2	\$ 28.9639	1,086.15	56,697.03
07/01/2014	AFSCME MAIN	GEN G08 37.5		3	\$ 29.4418	1,104.07	57,632.45
07/01/2014	AFSCME MAIN	GEN G08 37.5		4	\$ 29.9276	1,122.29	58,583.54
07/01/2014	AFSCME MAIN	GEN G08 40	40.00	1	\$ 26.7129	1,068.52	55,776.74
07/01/2014	AFSCME MAIN	GEN G08 40		2	\$ 27.1537	1,086.15	56,697.03
07/01/2014	AFSCME MAIN	GEN G08 40		3	\$ 27.6017	1,104.07	57,632.45
07/01/2014	AFSCME MAIN	GEN G08 40		4	\$ 28.0571	1,122.28	58,583.02
07/01/2014	AFSCME MAIN	GEN G09 37.5	37.50	1	\$ 29.6336	1,111.26	58,007.77
07/01/2014	AFSCME MAIN	GEN G09 37.5		2	\$ 30.1224	1,129.59	58,964.60
07/01/2014	AFSCME MAIN	GEN G09 37.5		3	\$ 30.6195	1,148.23	59,937.61
07/01/2014	AFSCME MAIN	GEN G09 37.5		4	\$ 31.1247	1,167.18	60,926.80

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2014	AFSCME MAIN	GEN G09 40	40.00	1	\$ 27.7814	1,111.26	58,007.77
07/01/2014	AFSCME MAIN	GEN G09 40		2	\$ 28.2398	1,129.59	58,964.60
07/01/2014	AFSCME MAIN	GEN G09 40		3	\$ 28.7058	1,148.23	59,937.61
07/01/2014	AFSCME MAIN	GEN G09 40		4	\$ 29.1794	1,167.18	60,926.80
07/01/2014	AFSCME MAIN	GEN G10 37.5	37.50	1	\$ 31.1893	1,169.60	61,053.12
07/01/2014	AFSCME MAIN	GEN G10 37.5		2	\$ 31.7039	1,188.90	62,060.58
07/01/2014	AFSCME MAIN	GEN G10 37.5		3	\$ 32.2270	1,208.51	63,084.22
07/01/2014	AFSCME MAIN	GEN G10 37.5		4	\$ 32.7587	1,228.45	64,125.09
07/01/2014	AFSCME MAIN	GEN G10 40	40.00	1	\$ 29.2399	1,169.60	61,053.12
07/01/2014	AFSCME MAIN	GEN G10 40		2	\$ 29.7224	1,188.90	62,060.58
07/01/2014	AFSCME MAIN	GEN G10 40		3	\$ 30.2128	1,208.51	63,084.22
07/01/2014	AFSCME MAIN	GEN G10 40		4	\$ 30.7114	1,228.46	64,125.61
07/01/2014	AFSCME MAIN	GEN G11 37.5	37.50	1	\$ 33.9963	1,274.86	66,547.69
07/01/2014	AFSCME MAIN	GEN G11 37.5		2	\$ 34.5573	1,295.90	67,645.98
07/01/2014	AFSCME MAIN	GEN G11 37.5		3	\$ 35.1275	1,317.28	68,762.02
07/01/2014	AFSCME MAIN	GEN G11 37.5		4	\$ 35.7071	1,339.02	69,896.84
07/01/2014	AFSCME MAIN	GEN G11 40	40.00	1	\$ 31.8716	1,274.86	66,547.69
07/01/2014	AFSCME MAIN	GEN G11 40		2	\$ 32.3974	1,295.90	67,645.98
07/01/2014	AFSCME MAIN	GEN G11 40		3	\$ 32.9320	1,317.28	68,762.02
07/01/2014	AFSCME MAIN	GEN G11 40		4	\$ 33.4754	1,339.02	69,896.84
07/01/2014	AFSCME MAIN	GEN G12 37.5	37.50	1	\$ 35.0162	1,313.11	68,544.34
07/01/2014	AFSCME MAIN	GEN G12 37.5		2	\$ 35.5939	1,334.77	69,674.99
07/01/2014	AFSCME MAIN	GEN G12 37.5		3	\$ 36.1812	1,356.80	70,824.96
07/01/2014	AFSCME MAIN	GEN G12 37.5		4	\$ 36.7782	1,379.18	71,993.20
07/01/2014	AFSCME MAIN	GEN G12 40	40.00	1	\$ 32.8278	1,313.11	68,544.34
07/01/2014	AFSCME MAIN	GEN G12 40		2	\$ 33.3694	1,334.78	69,675.52
07/01/2014	AFSCME MAIN	GEN G12 40		3	\$ 33.9200	1,356.80	70,824.96
07/01/2014	AFSCME MAIN	GEN G12 40		4	\$ 34.4796	1,379.18	71,993.20
07/01/2014	AFSCME MAIN	GEN G13 37.5	37.50	1	\$ 36.5044	1,368.92	71,457.62
07/01/2014	AFSCME MAIN	GEN G13 37.5		2	\$ 37.1067	1,391.50	72,636.30
07/01/2014	AFSCME MAIN	GEN G13 37.5		3	\$ 37.7190	1,414.46	73,834.81
07/01/2014	AFSCME MAIN	GEN G13 37.5		4	\$ 38.3414	1,437.80	75,053.16
07/01/2014	AFSCME MAIN	GEN G13 40	40.00	1	\$ 34.2229	1,368.92	71,457.62
07/01/2014	AFSCME MAIN	GEN G13 40		2	\$ 34.7875	1,391.50	72,636.30
07/01/2014	AFSCME MAIN	GEN G13 40		3	\$ 35.3616	1,414.46	73,834.81
07/01/2014	AFSCME MAIN	GEN G13 40		4	\$ 35.9450	1,437.80	75,053.16

General Rates - Non Union

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2015	NON UNION FT	GEN G01 37.5 NU	37.50	1	\$ 15.7052	588.95	30,743.19
07/01/2015	NON UNION FT	GEN G01 37.5 NU		2	\$ 15.9644	598.67	31,250.57
07/01/2015	NON UNION FT	GEN G01 37.5 NU		3	\$ 16.2278	608.54	31,765.79
07/01/2015	NON UNION FT	GEN G01 37.5 NU		4	\$ 16.4955	618.58	32,289.88
07/01/2015	NON UNION FT	GEN G01 40 NU	40.00	1	\$ 14.7236	588.94	30,742.67
07/01/2015	NON UNION FT	GEN G01 40 NU		2	\$ 14.9666	598.66	31,250.05
07/01/2015	NON UNION FT	GEN G01 40 NU		3	\$ 15.2136	608.54	31,765.79
07/01/2015	NON UNION FT	GEN G01 40 NU		4	\$ 15.4646	618.58	32,289.88
07/01/2015	NON UNION FT	GEN G02 37.5 NU	37.50	1	\$ 16.9224	634.59	33,125.60
07/01/2015	NON UNION FT	GEN G02 37.5 NU		2	\$ 17.2016	645.06	33,672.13
07/01/2015	NON UNION FT	GEN G02 37.5 NU		3	\$ 17.4855	655.71	34,228.06
07/01/2015	NON UNION FT	GEN G02 37.5 NU		4	\$ 17.7740	666.53	34,792.87
07/01/2015	NON UNION FT	GEN GO2 40 NU	40.00	1	\$ 15.8648	634.59	33,125.60
07/01/2015	NON UNION FT	GEN GO2 40 NU		2	\$ 16.1265	645.06	33,672.13
07/01/2015	NON UNION FT	GEN GO2 40 NU		3	\$ 16.3926	655.70	34,227.54
07/01/2015	NON UNION FT	GEN GO2 40 NU		4	\$ 16.6630	666.52	34,792.34
07/01/2015	NON UNION FT	GEN GO2 40 NU					
07/01/2015	NON UNION FT	GEN G03 37.5 NU	37.50	1	\$ 18.6146	698.05	36,438.21
07/01/2015	NON UNION FT	GEN G03 37.5 NU		2	\$ 18.9217	709.56	37,039.03
07/01/2015	NON UNION FT	GEN G03 37.5 NU		3	\$ 19.2339	721.27	37,650.29
07/01/2015	NON UNION FT	GEN G03 37.5 NU		4	\$ 19.5513	733.17	38,271.47
07/01/2015	NON UNION FT	GEN G03 40 NU	40.00	1	\$ 17.4513	698.05	36,438.21
07/01/2015	NON UNION FT	GEN G03 40 NU		2	\$ 17.7391	709.56	37,039.03
07/01/2015	NON UNION FT	GEN G03 40 NU		3	\$ 18.0319	721.28	37,650.82
07/01/2015	NON UNION FT	GEN G03 40 NU		4	\$ 18.3294	733.18	38,272.00
07/01/2015	NON UNION FT	GEN G04 37.5 NU	37.50	1	\$ 20.8484	781.82	40,811.00
07/01/2015	NON UNION FT	GEN G04 37.5 NU		2	\$ 21.1924	794.72	41,484.38
07/01/2015	NON UNION FT	GEN G04 37.5 NU		3	\$ 21.5421	807.83	42,168.73
07/01/2015	NON UNION FT	GEN G04 37.5 NU		4	\$ 21.8975	821.16	42,864.55
07/01/2015	NON UNION FT	GEN G04 40 NU	40.00	1	\$ 19.5453	781.81	40,810.48
07/01/2015	NON UNION FT	GEN G04 40 NU		2	\$ 19.8679	794.72	41,484.38
07/01/2015	NON UNION FT	GEN G04 40 NU		3	\$ 20.1957	807.83	42,168.73
07/01/2015	NON UNION FT	GEN G04 40 NU		4	\$ 20.5288	821.15	42,864.03

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2015	NON UNION FT	GEN GN5 37.5 NU	37.50	1	\$ 23.2460	871.73	45,504.31
07/01/2015	NON UNION FT	GEN GN5 37.5 NU		2	\$ 23.6294	886.10	46,254.42
07/01/2015	NON UNION FT	GEN GN5 37.5 NU		3	\$ 24.0194	900.73	47,018.11
07/01/2015	NON UNION FT	GEN GN5 37.5 NU		4	\$ 24.4157	915.59	47,793.80
07/01/2015	NON UNION FT	GEN G05 40 NU	40.00	1	\$ 21.7930	871.72	45,503.78
07/01/2015	NON UNION FT	GEN G05 40 NU		2	\$ 22.1526	886.10	46,254.42
07/01/2015	NON UNION FT	GEN G05 40 NU		3	\$ 22.5182	900.73	47,018.11
07/01/2015	NON UNION FT	GEN G05 40 NU		4	\$ 22.8897	915.59	47,793.80
07/01/2015	NON UNION FT	GEN G06 37.5 NU	37.50	1	\$ 24.7195	926.98	48,388.36
07/01/2015	NON UNION FT	GEN G06 37.5 NU		2	\$ 25.1654	943.70	49,261.14
07/01/2015	NON UNION FT	GEN G06 37.5 NU		3	\$ 25.5806	959.27	50,073.89
07/01/2015	NON UNION FT	GEN G06 37.5 NU		4	\$ 26.0028	975.11	50,900.74
07/01/2015	NON UNION FT	GEN G06 40 NU	40.00	1	\$ 23.2097	928.39	48,461.96
07/01/2015	NON UNION FT	GEN G06 40 NU		2	\$ 23.5926	943.70	49,261.14
07/01/2015	NON UNION FT	GEN G06 40 NU		3	\$ 23.9818	959.27	50,073.89
07/01/2015	NON UNION FT	GEN G06 40 NU		4	\$ 24.3776	975.10	50,900.22
07/01/2015	NON UNION FT	GEN G07 37.5 NU	37.50	1	\$ 26.7375	1,002.66	52,338.85
07/01/2015	NON UNION FT	GEN G07 37.5 NU		2	\$ 27.1787	1,019.20	53,202.24
07/01/2015	NON UNION FT	GEN G07 37.5 NU		3	\$ 27.6271	1,036.02	54,080.24
07/01/2015	NON UNION FT	GEN G07 37.5 NU		4	\$ 28.0830	1,053.11	54,972.34
07/01/2015	NON UNION FT	GEN G07 40 NU	40.00	1	\$ 25.0664	1,002.66	52,338.85
07/01/2015	NON UNION FT	GEN G07 40 NU		2	\$ 25.4800	1,019.20	53,202.24
07/01/2015	NON UNION FT	GEN G07 40 NU		3	\$ 25.9005	1,036.02	54,080.24
07/01/2015	NON UNION FT	GEN G07 40 NU		4	\$ 26.3277	1,053.11	54,972.34
07/01/2015	NON UNION FT	GEN G08 37.5 NU	37.50	1	\$ 29.0637	1,089.89	56,892.26
07/01/2015	NON UNION FT	GEN G08 37.5 NU		2	\$ 29.5432	1,107.87	57,830.81
07/01/2015	NON UNION FT	GEN G08 37.5 NU		3	\$ 30.0306	1,126.15	58,785.03
07/01/2015	NON UNION FT	GEN G08 37.5 NU		4	\$ 30.5262	1,144.73	59,754.91
07/01/2015	NON UNION FT	GEN G08 40 NU	40.00	1	\$ 27.2472	1,089.89	56,892.26
07/01/2015	NON UNION FT	GEN G08 40 NU		2	\$ 27.6968	1,107.87	57,830.81
07/01/2015	NON UNION FT	GEN G08 40 NU		3	\$ 28.1537	1,126.15	58,785.03
07/01/2015	NON UNION FT	GEN G08 40 NU		4	\$ 28.6182	1,144.73	59,754.91
07/01/2015	NON UNION FT	GEN G09 37.5 NU	37.50	1	\$ 30.2263	1,133.49	59,168.18
07/01/2015	NON UNION FT	GEN G09 37.5 NU		2	\$ 30.7248	1,152.18	60,143.80
07/01/2015	NON UNION FT	GEN G09 37.5 NU		3	\$ 31.2319	1,171.20	61,136.64
07/01/2015	NON UNION FT	GEN G09 37.5 NU		4	\$ 31.7472	1,190.52	62,145.14

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2015	NON UNION FT	GEN G09 40 NU	40.00	1	\$ 28.3370	1,133.48	59,167.66
07/01/2015	NON UNION FT	GEN G09 40 NU		2	\$ 28.8046	1,152.18	60,143.80
07/01/2015	NON UNION FT	GEN G09 40 NU		3	\$ 29.2799	1,171.20	61,136.64
07/01/2015	NON UNION FT	GEN G09 40 NU		4	\$ 29.7630	1,190.52	62,145.14
07/01/2015	NON UNION NB	GEN G10 37.5 NB	37.50	1	\$ 31.8131	1,192.99	62,274.08
07/01/2015	NON UNION NB	GEN G10 37.5 NB		2	\$ 32.3380	1,212.68	63,301.90
07/01/2015	NON UNION NB	GEN G10 37.5 NB		3	\$ 32.8715	1,232.68	64,345.90
07/01/2015	NON UNION NB	GEN G10 37.5 NB		4	\$ 33.4139	1,253.02	65,407.64
07/01/2015	NON UNION FT	GEN G10 37.5 NU	37.50	1	\$ 31.8131	1,192.99	62,274.08
07/01/2015	NON UNION FT	GEN G10 37.5 NU		2	\$ 32.3380	1,212.68	63,301.90
07/01/2015	NON UNION FT	GEN G10 37.5 NU		3	\$ 32.8715	1,232.68	64,345.90
07/01/2015	NON UNION FT	GEN G10 37.5 NU		4	\$ 33.4139	1,253.02	65,407.64
07/01/2015	NON UNION FT	GEN G10 40 NU	40.00	1	\$ 29.8247	1,192.99	62,274.08
07/01/2015	NON UNION FT	GEN G10 40 NU		2	\$ 30.3168	1,212.67	63,301.37
07/01/2015	NON UNION FT	GEN G10 40 NU		3	\$ 30.8171	1,232.68	64,345.90
07/01/2015	NON UNION FT	GEN G10 40 NU		4	\$ 31.3256	1,253.02	65,407.64
07/01/2015	NON UNION FT	GEN G11 37.5 NU	37.50	1	\$ 34.6762	1,300.36	67,878.79
07/01/2015	NON UNION FT	GEN G11 37.5 NU		2	\$ 35.2484	1,321.82	68,999.00
07/01/2015	NON UNION FT	GEN G11 37.5 NU		3	\$ 35.8301	1,343.63	70,137.49
07/01/2015	NON UNION FT	GEN G11 37.5 NU		4	\$ 36.4211	1,365.79	71,294.24
07/01/2015	NON UNION FT	GEN G11 40 NU	40.00	1	\$ 32.5089	1,300.36	67,878.79
07/01/2015	NON UNION FT	GEN G11 40 NU		2	\$ 33.0453	1,321.81	68,998.48
07/01/2015	NON UNION FT	GEN G11 40 NU		3	\$ 33.5906	1,343.62	70,136.96
07/01/2015	NON UNION FT	GEN G11 40 NU		4	\$ 34.1449	1,365.80	71,294.76
07/01/2015	NON UNION FT	GEN G12 37.5 NU	37.50	1	\$ 35.7165	1,339.37	69,915.11
07/01/2015	NON UNION FT	GEN G12 37.5 NU		2	\$ 36.3059	1,361.47	71,068.73
07/01/2015	NON UNION FT	GEN G12 37.5 NU		3	\$ 36.9048	1,383.93	72,241.15
07/01/2015	NON UNION FT	GEN G12 37.5 NU		4	\$ 37.5138	1,406.77	73,433.39
07/01/2015	NON UNION FT	GEN G12 40 NU	40.00	1	\$ 33.4843	1,339.37	69,915.11
07/01/2015	NON UNION FT	GEN G12 40 NU		2	\$ 34.0368	1,361.47	71,068.73
07/01/2015	NON UNION FT	GEN G12 40 NU		3	\$ 34.5984	1,383.94	72,241.67
07/01/2015	NON UNION FT	GEN G12 40 NU		4	\$ 35.1693	1,406.77	73,433.39
07/01/2015	NO BENEFITS	GEN G13 37.5 NB	37.50	1	\$ 37.2345	1,396.29	72,886.34
07/01/2015	NO BENEFITS	GEN G13 37.5 NB		2	\$ 37.8488	1,419.33	74,089.03
07/01/2015	NO BENEFITS	GEN G13 37.5 NB		3	\$ 38.4734	1,442.75	75,311.55
07/01/2015	NO BENEFITS	GEN G13 37.5 NB		4	\$ 39.1082	1,466.56	76,554.43

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2015	NON UNION FT	GEN G13 37.5 NU	37.50	1	\$ 37.2345	1,396.29	72,886.34
07/01/2015	NON UNION FT	GEN G13 37.5 NU		2	\$ 37.8488	1,419.33	74,089.03
07/01/2015	NON UNION FT	GEN G13 37.5 NU		3	\$ 38.4734	1,442.75	75,311.55
07/01/2015	NON UNION FT	GEN G13 37.5 NU		4	\$ 39.1082	1,466.56	76,554.43
07/01/2015	NON UNION FT	GEN G13 40 NU	40.00	1	\$ 34.9073	1,396.29	72,886.34
07/01/2015	NON UNION FT	GEN G13 40 NU		2	\$ 35.4833	1,419.33	74,089.03
07/01/2015	NON UNION FT	GEN G13 40 NU		3	\$ 36.0688	1,442.75	75,311.55
07/01/2015	NON UNION FT	GEN G13 40 NU		4	\$ 36.6639	1,466.56	76,554.43

Laborer Rates - AFSCME

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2014	AFSCME MAIN	LABORER LN01	40.00	1	\$ 20.8444	833.78	43,523.32
07/01/2014	AFSCME MAIN	LABORER LN02	40.00	1	\$ 21.9894	879.58	45,914.08
07/01/2014	AFSCME MAIN	LABORER LN03	40.00	1	\$ 22.9867	919.47	47,996.33
07/01/2014	AFSCME MAIN	LABORER LN04	40.00	1	\$ 24.4272	977.09	51,004.10
07/01/2014	AFSCME MAIN	LABORER LN05	40.00	1	\$ 25.5846	1,023.38	53,420.44
07/01/2014	AFSCME MAIN	LABORER LN06	40.00	1	\$ 26.1017	1,044.07	54,500.45
07/01/2014	AFSCME MAIN	LABORER LN07	40.00	1	\$ 27.0374	1,081.50	56,454.30

Library Administrative - Non Union

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2015	NON UNION FT	LIB ADMIN KA5	37.00	1	\$ 24.5236	907.37	47,364.71
07/01/2015	NON UNION FT	LIB ADMIN KA5		2	\$ 24.8021	917.68	47,902.90
07/01/2015	NON UNION FT	LIB ADMIN KA5		3	\$ 25.0793	927.93	48,437.95
07/01/2015	NON UNION FT	LIB ADMIN KA5		4	\$ 25.3567	938.20	48,974.04
07/01/2015	NON UNION FT	LIB ADMIN KA5		5	\$ 25.6361	948.54	49,513.79
07/01/2015	NON UNION FT	LIB ADMIN KA5		6	\$ 25.8923	958.02	50,008.64

Library Part-Time

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2015	NON UNION NB	LIB ASST 1 NU		1	\$ 17.2927	0.00	0.00
07/01/2015	NON UNION NB	LIB ASST 2 NU		1	\$ 19.0219	0.00	0.00
07/01/2015	NON UNION NB	LIB ASST 3 NU		1	\$ 20.2584	0.00	0.00
07/01/2015	NON UNION NB	LIB PAGE P1		1	\$ 10.4144	0.00	0.00
07/01/2015	NON UNION NB	LIB PAGE P2		1	\$ 11.7461	0.00	0.00
07/01/2015	NON UNION NB	LIB PAGE P3		1	\$ 13.1090	0.00	0.00
07/01/2015	NON UNION NB	LIB MNTR/SR PG		1	\$ 13.4500	0.00	0.00
07/01/2015	NON UNION NB	LIB K06		1	\$ 25.6471	0.00	0.00

Library Assistants - AFSCME

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2014	AFSCME LIBRARY	LIB ASST K01	37.00	1	\$ 16.9537	627.29	32,744.54
07/01/2014	AFSCME LIBRARY	LIB ASST K01		2	\$ 17.4624	646.11	33,726.94
07/01/2014	AFSCME LIBRARY	LIB ASST K01		3	\$ 17.9862	665.49	34,738.58
07/01/2014	AFSCME LIBRARY	LIB ASST K01		4	\$ 18.5259	685.46	35,781.01
07/01/2014	AFSCME LIBRARY	LIB ASST K01		5	\$ 19.0813	706.01	36,853.72
07/01/2014	AFSCME LIBRARY	LIB ASST K01		6	\$ 19.6540	727.20	37,959.84
07/01/2014	AFSCME LIBRARY	LIB ASST K02	37.00	1	\$ 18.6489	690.01	36,018.52
07/01/2014	AFSCME LIBRARY	LIB ASST K02		2	\$ 19.2084	710.71	37,099.06
07/01/2014	AFSCME LIBRARY	LIB ASST K02		3	\$ 19.7846	732.03	38,211.97
07/01/2014	AFSCME LIBRARY	LIB ASST K02		4	\$ 20.3781	753.99	39,358.28
07/01/2014	AFSCME LIBRARY	LIB ASST K02		5	\$ 20.9895	776.61	40,539.04
07/01/2014	AFSCME LIBRARY	LIB ASST K02		6	\$ 21.6193	799.91	41,755.30
07/01/2014	AFSCME LIBRARY	LIB ASST K03	37.00	1	\$ 19.8613	734.87	38,360.21
07/01/2014	AFSCME LIBRARY	LIB ASST K03		2	\$ 20.4571	756.91	39,510.70
07/01/2014	AFSCME LIBRARY	LIB ASST K03		3	\$ 21.0710	779.63	40,696.69
07/01/2014	AFSCME LIBRARY	LIB ASST K03		4	\$ 21.7031	803.01	41,917.12
07/01/2014	AFSCME LIBRARY	LIB ASST K03		5	\$ 22.3539	827.09	43,174.10
07/01/2014	AFSCME LIBRARY	LIB ASST K03		6	\$ 23.0244	851.90	44,469.18

Librarians - AFSCME

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2014	AFSCME LIBRARY	LIB ADMIN KA6	37.00	1	\$ 24.6513	912.10	47,611.62
07/01/2014	AFSCME LIBRARY	LIB ADMIN KA6		2	\$ 25.1130	929.18	48,503.20
07/01/2014	AFSCME LIBRARY	LIB ADMIN KA6		3	\$ 25.5739	946.23	49,393.21
07/01/2014	AFSCME LIBRARY	LIB ADMIN KA6		4	\$ 26.0780	964.89	50,367.26
07/01/2014	AFSCME LIBRARY	LIB ADMIN KA6		5	\$ 26.4906	980.15	51,163.83
07/01/2014	AFSCME LIBRARY	LIB ADMIN KA6		6	\$ 26.9486	997.10	52,048.62
07/01/2014	AFSCME LIBRARY	LIB PROF K06	37.00	1	\$ 25.1442	930.34	48,563.75
07/01/2014	AFSCME LIBRARY	LIB PROF K06		2	\$ 25.6151	947.76	49,473.07
07/01/2014	AFSCME LIBRARY	LIB PROF K06		3	\$ 26.0852	965.15	50,380.83
07/01/2014	AFSCME LIBRARY	LIB PROF K06		4	\$ 26.5997	984.19	51,374.72
07/01/2014	AFSCME LIBRARY	LIB PROF K06		5	\$ 27.0206	999.76	52,187.47
07/01/2014	AFSCME LIBRARY	LIB PROF K06		6	\$ 27.4875	1,017.04	53,089.49
07/01/2014	AFSCME LIBRARY	LIB PROF K06		7	\$ 27.9568	1,034.40	53,995.68
07/01/2014	AFSCME LIBRARY	LIB PROF K06		8	\$ 28.4253	1,051.74	54,900.83
07/01/2014	AFSCME LIBRARY	LIB PROF K06		9	\$ 28.8947	1,069.10	55,807.02

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2014	AFSCME LIBRARY	LIB PROF K07	37.00	1	\$ 27.6470	1,022.94	53,397.47
07/01/2014	AFSCME LIBRARY	LIB PROF K07		2	\$ 28.2124	1,043.86	54,489.49
07/01/2014	AFSCME LIBRARY	LIB PROF K07		3	\$ 28.7296	1,063.00	55,488.60
07/01/2014	AFSCME LIBRARY	LIB PROF K07		4	\$ 29.2436	1,082.01	56,480.92
07/01/2014	AFSCME LIBRARY	LIB PROF K07		5	\$ 29.7615	1,101.18	57,481.60
07/01/2014	AFSCME LIBRARY	LIB PROF K07		6	\$ 30.2794	1,120.34	58,481.75
07/01/2014	AFSCME LIBRARY	LIB PROF K07		7	\$ 30.7965	1,139.47	59,480.33
07/01/2014	AFSCME LIBRARY	LIB PROF K07		8	\$ 31.3089	1,158.43	60,470.05
07/01/2014	AFSCME LIBRARY	LIB PROF K07		9	\$ 31.8292	1,177.68	61,474.90
07/01/2014	AFSCME LIBRARY	LIB PROF K08	37.00	1	\$ 31.0927	1,150.43	60,052.45
07/01/2014	AFSCME LIBRARY	LIB PROF K08		2	\$ 31.6700	1,171.79	61,167.44
07/01/2014	AFSCME LIBRARY	LIB PROF K08		3	\$ 32.2450	1,193.07	62,278.25
07/01/2014	AFSCME LIBRARY	LIB PROF K08		4	\$ 32.8183	1,214.28	63,385.42
07/01/2014	AFSCME LIBRARY	LIB PROF K08		5	\$ 33.3893	1,235.40	64,487.88
07/01/2014	AFSCME LIBRARY	LIB PROF K08		6	\$ 33.9619	1,256.59	65,594.00
07/01/2014	AFSCME LIBRARY	LIB PROF K08		7	\$ 34.5368	1,277.86	66,704.29
07/01/2014	AFSCME LIBRARY	LIB PROF K08		8	\$ 35.1086	1,299.02	67,808.84
07/01/2014	AFSCME LIBRARY	LIB PROF K08		9	\$ 35.6851	1,320.35	68,922.27
07/01/2014	AFSCME LIBRARY	LIB PROF K09	37.00	1	\$ 34.1857	1,264.87	66,026.21
07/01/2014	AFSCME LIBRARY	LIB PROF K09		2	\$ 34.8068	1,287.85	67,225.77
07/01/2014	AFSCME LIBRARY	LIB PROF K09		3	\$ 35.4286	1,310.86	68,426.89
07/01/2014	AFSCME LIBRARY	LIB PROF K09		4	\$ 36.0483	1,333.79	69,623.84
07/01/2014	AFSCME LIBRARY	LIB PROF K09		5	\$ 36.6679	1,356.71	70,820.26
07/01/2014	AFSCME LIBRARY	LIB PROF K09		6	\$ 37.2890	1,379.69	72,019.82
07/01/2014	AFSCME LIBRARY	LIB PROF K09		7	\$ 37.9101	1,402.67	73,219.37
07/01/2014	AFSCME LIBRARY	LIB PROF K09		8	\$ 38.5305	1,425.63	74,417.89
07/01/2014	AFSCME LIBRARY	LIB PROF K09		9	\$ 39.1554	1,448.75	75,624.75

Living Wage

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>
07/01/2015	LIVING WAGE	LIVING WAGE		1	\$ 13.4500
01/01/2015	MIN LIVING WAGE	MIN LIVING WAGE		1	\$ 10.0000
01/01/2016	MIN LIVING WAGE	MIN LIVING WAGE		1	\$ 11.0000

Mid-Management, Technical, Professional

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2015	MID MANAGEMENT	MIDM T01	37.50	1	\$ 22.1261	829.73	43,312.16
07/01/2015	MID MANAGEMENT	MIDM T01		2	\$ 22.5200	844.50	44,083.13
07/01/2015	MID MANAGEMENT	MIDM T01		3	\$ 22.9211	859.54	44,867.80
07/01/2015	MID MANAGEMENT	MIDM T01		4	\$ 23.3291	874.84	45,666.44
07/01/2015	MID MANAGEMENT	MIDM T01		5	\$ 23.7443	890.41	46,479.30
07/01/2015	MID MANAGEMENT	MIDM T01		6	\$ 24.1669	906.26	47,306.63
07/01/2015	MID MANAGEMENT	MIDM T01		7	\$ 24.5971	922.39	48,148.69
07/01/2015	MID MANAGEMENT	MIDM T01		8	\$ 25.0349	938.81	49,005.75
07/01/2015	MID MANAGEMENT	MIDM T02	37.50	1	\$ 23.8965	896.12	46,777.32
07/01/2015	MID MANAGEMENT	MIDM T02		2	\$ 24.3216	912.06	47,609.61
07/01/2015	MID MANAGEMENT	MIDM T02		3	\$ 24.7547	928.30	48,457.50
07/01/2015	MID MANAGEMENT	MIDM T02		4	\$ 25.1952	944.82	49,319.85
07/01/2015	MID MANAGEMENT	MIDM T02		5	\$ 25.6437	961.64	50,197.80
07/01/2015	MID MANAGEMENT	MIDM T02		6	\$ 26.1003	978.76	51,091.34
07/01/2015	MID MANAGEMENT	MIDM T02		7	\$ 26.5648	996.18	52,000.46
07/01/2015	MID MANAGEMENT	MIDM T02		8	\$ 27.0376	1,013.91	52,926.29
07/01/2015	MID MANAGEMENT	MIDM T03	37.50	1	\$ 25.8080	967.80	50,519.04
07/01/2015	MID MANAGEMENT	MIDM T03		2	\$ 26.2675	985.03	51,418.69
07/01/2015	MID MANAGEMENT	MIDM T03		3	\$ 26.7352	1,002.57	52,333.95
07/01/2015	MID MANAGEMENT	MIDM T03		4	\$ 27.2109	1,020.41	53,265.33
07/01/2015	MID MANAGEMENT	MIDM T03		5	\$ 27.6952	1,038.57	54,213.43
07/01/2015	MID MANAGEMENT	MIDM T03		6	\$ 28.1880	1,057.05	55,178.23
07/01/2015	MID MANAGEMENT	MIDM T03		7	\$ 28.6901	1,075.88	56,160.83
07/01/2015	MID MANAGEMENT	MIDM T03		8	\$ 29.2005	1,095.02	57,160.15
07/01/2015	MID MANAGEMENT	MIDM T04 37.5	37.50	1	\$ 27.8728	1,045.23	54,560.82
07/01/2015	MID MANAGEMENT	MIDM T04 37.5		2	\$ 28.3691	1,063.84	55,532.30
07/01/2015	MID MANAGEMENT	MIDM T04 37.5		3	\$ 28.8739	1,082.77	56,520.47
07/01/2015	MID MANAGEMENT	MIDM T04 37.5		4	\$ 29.3877	1,102.04	57,526.46
07/01/2015	MID MANAGEMENT	MIDM T04 37.5		5	\$ 29.9109	1,121.66	58,550.83
07/01/2015	MID MANAGEMENT	MIDM T04 37.5		6	\$ 30.4435	1,141.63	59,593.02
07/01/2015	MID MANAGEMENT	MIDM T04 37.5		7	\$ 30.9853	1,161.95	60,653.58
07/01/2015	MID MANAGEMENT	MIDM T04 37.5		8	\$ 31.5368	1,182.63	61,733.04

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2015	MID MANAGEMENT	MIDM T04 40	40.00	1	\$ 26.1308	1,045.23	54,560.82
07/01/2015	MID MANAGEMENT	MIDM T04 40		2	\$ 26.5958	1,063.83	55,531.75
07/01/2015	MID MANAGEMENT	MIDM T04 40		3	\$ 27.0693	1,082.77	56,520.47
07/01/2015	MID MANAGEMENT	MIDM T04 40		4	\$ 27.5510	1,102.04	57,526.46
07/01/2015	MID MANAGEMENT	MIDM T04 40		5	\$ 28.0413	1,121.65	58,550.27
07/01/2015	MID MANAGEMENT	MIDM T04 40		6	\$ 28.5405	1,141.62	59,592.46
07/01/2015	MID MANAGEMENT	MIDM T04 40		7	\$ 29.0488	1,161.95	60,653.58
07/01/2015	MID MANAGEMENT	MIDM T04 40		8	\$ 29.5658	1,182.63	61,733.04
07/01/2015	MID MANAGEMENT	MIDM T05 37.5	37.50	1	\$ 30.1027	1,128.85	58,926.06
07/01/2015	MID MANAGEMENT	MIDM T05 37.5		2	\$ 30.6387	1,148.95	59,974.93
07/01/2015	MID MANAGEMENT	MIDM T05 37.5		3	\$ 31.1837	1,169.39	61,042.16
07/01/2015	MID MANAGEMENT	MIDM T05 37.5		4	\$ 31.7389	1,190.21	62,128.88
07/01/2015	MID MANAGEMENT	MIDM T05 37.5		5	\$ 32.3037	1,211.39	63,234.52
07/01/2015	MID MANAGEMENT	MIDM T05 37.5		6	\$ 32.8787	1,232.95	64,360.20
07/01/2015	MID MANAGEMENT	MIDM T05 37.5		7	\$ 33.4640	1,254.90	65,505.95
07/01/2015	MID MANAGEMENT	MIDM T05 37.5		8	\$ 34.0597	1,277.24	66,671.72
07/01/2015	MID MANAGEMENT	MIDM T06 37.5	37.50	1	\$ 32.5107	1,219.15	63,639.81
07/01/2015	MID MANAGEMENT	MIDM T06 37.5		2	\$ 33.0896	1,240.86	64,772.73
07/01/2015	MID MANAGEMENT	MIDM T06 37.5		3	\$ 33.6784	1,262.94	65,925.71
07/01/2015	MID MANAGEMENT	MIDM T06 37.5		4	\$ 34.2779	1,285.42	67,098.71
07/01/2015	MID MANAGEMENT	MIDM T06 37.5		5	\$ 34.8880	1,308.30	68,293.44
07/01/2015	MID MANAGEMENT	MIDM T06 37.5		6	\$ 35.5091	1,331.59	69,508.76
07/01/2015	MID MANAGEMENT	MIDM T06 37.5		7	\$ 36.1411	1,355.29	70,746.34
07/01/2015	MID MANAGEMENT	MIDM T06 37.5		8	\$ 36.7845	1,379.42	72,005.66
07/01/2015	MID MANAGEMENT	MIDM T06 40	40.00	1	\$ 30.4788	1,219.15	63,639.81
07/01/2015	MID MANAGEMENT	MIDM T06 40		2	\$ 31.0215	1,240.86	64,772.73
07/01/2015	MID MANAGEMENT	MIDM T06 40		3	\$ 31.5735	1,262.94	65,925.71
07/01/2015	MID MANAGEMENT	MIDM T06 40		4	\$ 32.1358	1,285.43	67,099.27
07/01/2015	MID MANAGEMENT	MIDM T06 40		5	\$ 32.7075	1,308.30	68,293.44
07/01/2015	MID MANAGEMENT	MIDM T06 40		6	\$ 33.2898	1,331.59	69,508.76
07/01/2015	MID MANAGEMENT	MIDM T06 40		7	\$ 33.8823	1,355.29	70,746.34
07/01/2015	MID MANAGEMENT	MIDM T06 40		8	\$ 34.4855	1,379.42	72,005.66
07/01/2015	MID MANAGEMENT	MIDM T07 37.5	37.50	1	\$ 35.1117	1,316.69	68,731.02
07/01/2015	MID MANAGEMENT	MIDM T07 37.5		2	\$ 35.7365	1,340.12	69,954.13
07/01/2015	MID MANAGEMENT	MIDM T07 37.5		3	\$ 36.3728	1,363.98	71,199.52
07/01/2015	MID MANAGEMENT	MIDM T07 37.5		4	\$ 37.0200	1,388.25	72,466.60
07/01/2015	MID MANAGEMENT	MIDM T07 37.5		5	\$ 37.6792	1,412.97	73,757.10
07/01/2015	MID MANAGEMENT	MIDM T07 37.5		6	\$ 38.3499	1,438.12	75,069.85
07/01/2015	MID MANAGEMENT	MIDM T07 37.5		7	\$ 39.0325	1,463.72	76,405.98
07/01/2015	MID MANAGEMENT	MIDM T07 37.5		8	\$ 39.7272	1,489.77	77,766.03

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2015	MID MANAGEMENT	MIDM T07 40	40.00	1	\$ 32.9173	1,316.69	68,731.02
07/01/2015	MID MANAGEMENT	MIDM T07 40		2	\$ 33.5030	1,340.12	69,954.13
07/01/2015	MID MANAGEMENT	MIDM T07 40		3	\$ 34.0995	1,363.98	71,199.52
07/01/2015	MID MANAGEMENT	MIDM T07 40		4	\$ 34.7065	1,388.26	72,467.18
07/01/2015	MID MANAGEMENT	MIDM T07 40		5	\$ 35.3240	1,412.96	73,756.54
07/01/2015	MID MANAGEMENT	MIDM T07 40		6	\$ 35.9530	1,438.12	75,069.85
07/01/2015	MID MANAGEMENT	MIDM T07 40		7	\$ 36.5930	1,463.72	76,405.98
07/01/2015	MID MANAGEMENT	MIDM T07 40		8	\$ 37.2443	1,489.77	77,766.03
07/01/2015	MID MANAGEMENT	MIDM T08 37.5	37.50	1	\$ 36.5160	1,369.35	71,480.11
07/01/2015	MID MANAGEMENT	MIDM T08 37.5		2	\$ 37.1661	1,393.73	72,752.76
07/01/2015	MID MANAGEMENT	MIDM T08 37.5		3	\$ 37.8277	1,418.54	74,047.70
07/01/2015	MID MANAGEMENT	MIDM T08 37.5		4	\$ 38.5008	1,443.78	75,365.46
07/01/2015	MID MANAGEMENT	MIDM T08 37.5		5	\$ 39.1864	1,469.49	76,707.15
07/01/2015	MID MANAGEMENT	MIDM T08 37.5		6	\$ 39.8840	1,495.65	78,072.78
07/01/2015	MID MANAGEMENT	MIDM T08 37.5		7	\$ 40.5939	1,522.27	79,462.38
07/01/2015	MID MANAGEMENT	MIDM T08 37.5		8	\$ 41.3163	1,549.36	80,876.44
07/01/2015	MID MANAGEMENT	MIDM T08 40	40.00	1	\$ 34.2338	1,369.35	71,480.11
07/01/2015	MID MANAGEMENT	MIDM T08 40		2	\$ 34.8430	1,393.72	72,752.21
07/01/2015	MID MANAGEMENT	MIDM T08 40		3	\$ 35.4635	1,418.54	74,047.70
07/01/2015	MID MANAGEMENT	MIDM T08 40		4	\$ 36.0945	1,443.78	75,365.46
07/01/2015	MID MANAGEMENT	MIDM T08 40		5	\$ 36.7373	1,469.49	76,707.15
07/01/2015	MID MANAGEMENT	MIDM T08 40		6	\$ 37.3910	1,495.64	78,072.23
07/01/2015	MID MANAGEMENT	MIDM T08 40		7	\$ 38.0568	1,522.27	79,462.38
07/01/2015	MID MANAGEMENT	MIDM T08 40		8	\$ 38.7340	1,549.36	80,876.44
07/01/2015	MID MANAGEMENT	MIDM T09 37.5	37.50	1	\$ 37.9768	1,424.13	74,339.42
07/01/2015	MID MANAGEMENT	MIDM T09 37.5		2	\$ 38.6528	1,449.48	75,662.74
07/01/2015	MID MANAGEMENT	MIDM T09 37.5		3	\$ 39.3408	1,475.28	77,009.45
07/01/2015	MID MANAGEMENT	MIDM T09 37.5		4	\$ 40.0408	1,501.53	78,380.10
07/01/2015	MID MANAGEMENT	MIDM T09 37.5		5	\$ 40.7536	1,528.26	79,775.24
07/01/2015	MID MANAGEMENT	MIDM T09 37.5		6	\$ 41.4792	1,555.47	81,195.43
07/01/2015	MID MANAGEMENT	MIDM T09 37.5		7	\$ 42.2173	1,583.15	82,640.68
07/01/2015	MID MANAGEMENT	MIDM T09 37.5		8	\$ 42.9688	1,611.33	84,111.54
07/01/2015	MID MANAGEMENT	MIDM T09 40	40.00	1	\$ 35.6033	1,424.13	74,339.42
07/01/2015	MID MANAGEMENT	MIDM T09 40		2	\$ 36.2370	1,449.48	75,662.74
07/01/2015	MID MANAGEMENT	MIDM T09 40		3	\$ 36.8820	1,475.28	77,009.45
07/01/2015	MID MANAGEMENT	MIDM T09 40		4	\$ 37.5383	1,501.53	78,380.10
07/01/2015	MID MANAGEMENT	MIDM T09 40		5	\$ 38.2065	1,528.26	79,775.24
07/01/2015	MID MANAGEMENT	MIDM T09 40		6	\$ 38.8868	1,555.47	81,195.43
07/01/2015	MID MANAGEMENT	MIDM T09 40		7	\$ 39.5788	1,583.15	82,640.68
07/01/2015	MID MANAGEMENT	MIDM T09 40		8	\$ 40.2833	1,611.33	84,111.54

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2015	MID MANAGEMENT	MIDM T10 37	37.00	1	\$ 40.0295	1,481.09	77,312.98
07/01/2015	MID MANAGEMENT	MIDM T10 37		2	\$ 40.7419	1,507.45	78,689.14
07/01/2015	MID MANAGEMENT	MIDM T10 37		3	\$ 41.4673	1,534.29	80,089.81
07/01/2015	MID MANAGEMENT	MIDM T10 37		4	\$ 42.2054	1,561.60	81,515.40
07/01/2015	MID MANAGEMENT	MIDM T10 37		5	\$ 42.9565	1,589.39	82,966.38
07/01/2015	MID MANAGEMENT	MIDM T10 37		6	\$ 43.7214	1,617.69	84,443.19
07/01/2015	MID MANAGEMENT	MIDM T10 37		7	\$ 44.4995	1,646.48	85,946.27
07/01/2015	MID MANAGEMENT	MIDM T10 37		8	\$ 45.2916	1,675.79	87,476.13
07/01/2015	MID MANAGEMENT	MIDM T10 37.5	37.50	1	\$ 39.4957	1,481.09	77,312.98
07/01/2015	MID MANAGEMENT	MIDM T10 37.5		2	\$ 40.1987	1,507.45	78,689.14
07/01/2015	MID MANAGEMENT	MIDM T10 37.5		3	\$ 40.9144	1,534.29	80,089.81
07/01/2015	MID MANAGEMENT	MIDM T10 37.5		4	\$ 41.6427	1,561.60	81,515.40
07/01/2015	MID MANAGEMENT	MIDM T10 37.5		5	\$ 42.3837	1,589.39	82,966.38
07/01/2015	MID MANAGEMENT	MIDM T10 37.5		6	\$ 43.1384	1,617.69	84,443.19
07/01/2015	MID MANAGEMENT	MIDM T10 37.5		7	\$ 43.9061	1,646.48	85,946.27
07/01/2015	MID MANAGEMENT	MIDM T10 37.5		8	\$ 44.6877	1,675.79	87,476.13
07/01/2015	MID MANAGEMENT	MIDM T10 40	40.00	1	\$ 37.0273	1,481.09	77,312.86
07/01/2015	MID MANAGEMENT	MIDM T10 40		2	\$ 37.6863	1,507.45	78,689.14
07/01/2015	MID MANAGEMENT	MIDM T10 40		3	\$ 38.3573	1,534.29	80,089.81
07/01/2015	MID MANAGEMENT	MIDM T10 40		4	\$ 39.0400	1,561.60	81,515.40
07/01/2015	MID MANAGEMENT	MIDM T10 40		5	\$ 39.7348	1,589.39	82,966.38
07/01/2015	MID MANAGEMENT	MIDM T10 40		6	\$ 40.4423	1,617.69	84,443.19
07/01/2015	MID MANAGEMENT	MIDM T10 40		7	\$ 41.1620	1,646.48	85,946.27
07/01/2015	MID MANAGEMENT	MIDM T10 40		8	\$ 41.8948	1,675.79	87,476.13
07/01/2015	MID MANAGEMENT	MIDM T11 37.5	37.50	1	\$ 41.0755	1,540.33	80,405.44
07/01/2015	MID MANAGEMENT	MIDM T11 37.5		2	\$ 41.8067	1,567.75	81,836.78
07/01/2015	MID MANAGEMENT	MIDM T11 37.5		3	\$ 42.5512	1,595.67	83,293.72
07/01/2015	MID MANAGEMENT	MIDM T11 37.5		4	\$ 43.3085	1,624.07	84,776.27
07/01/2015	MID MANAGEMENT	MIDM T11 37.5		5	\$ 44.0792	1,652.97	86,284.97
07/01/2015	MID MANAGEMENT	MIDM T11 37.5		6	\$ 44.8637	1,682.39	87,820.96
07/01/2015	MID MANAGEMENT	MIDM T11 37.5		7	\$ 45.6624	1,712.34	89,384.23
07/01/2015	MID MANAGEMENT	MIDM T11 37.5		8	\$ 46.4752	1,742.82	90,975.34
07/01/2015	MID MANAGEMENT	MIDM T12 37.5	37.5	1	\$ 43.5403	1,632.76	85,229.81
07/01/2015	MID MANAGEMENT	MIDM T12 37.5		2	\$ 44.3152	1,661.82	86,746.92
07/01/2015	MID MANAGEMENT	MIDM T12 37.5		3	\$ 45.1040	1,691.40	88,291.02
07/01/2015	MID MANAGEMENT	MIDM T12 37.5		4	\$ 45.9069	1,721.51	89,862.58
07/01/2015	MID MANAGEMENT	MIDM T12 37.5		5	\$ 46.7240	1,752.15	91,462.15
07/01/2015	MID MANAGEMENT	MIDM T12 37.5		6	\$ 47.5557	1,783.34	93,090.17
07/01/2015	MID MANAGEMENT	MIDM T12 37.5		7	\$ 48.4021	1,815.08	94,747.18
07/01/2015	MID MANAGEMENT	MIDM T12 37.5		8	\$ 49.2637	1,847.39	96,433.68

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2015	MID MANAGEMENT	MIDM T13 37.5	37.5	1	\$ 46.1525	1,730.72	90,343.47
07/01/2015	MID MANAGEMENT	MIDM T13 37.5		2	\$ 46.9741	1,761.53	91,951.82
07/01/2015	MID MANAGEMENT	MIDM T13 37.5		3	\$ 47.8101	1,792.88	93,588.58
07/01/2015	MID MANAGEMENT	MIDM T13 37.5		4	\$ 48.6611	1,824.79	95,254.29
07/01/2015	MID MANAGEMENT	MIDM T13 37.5		5	\$ 49.5275	1,857.28	96,950.06
07/01/2015	MID MANAGEMENT	MIDM T13 37.5		6	\$ 50.4091	1,890.34	98,675.89
07/01/2015	MID MANAGEMENT	MIDM T13 37.5		7	\$ 51.3061	1,923.98	100,431.79
07/01/2015	MID MANAGEMENT	MIDM T13 37.5		8	\$ 52.2197	1,958.24	102,219.97
07/01/2015	MID MANAGEMENT	MIDM T14 37.5	37.5	1	\$ 48.9216	1,834.56	95,764.24
07/01/2015	MID MANAGEMENT	MIDM T14 37.5		2	\$ 49.7925	1,867.22	97,468.92
07/01/2015	MID MANAGEMENT	MIDM T14 37.5		3	\$ 50.6787	1,900.45	99,203.67
07/01/2015	MID MANAGEMENT	MIDM T14 37.5		4	\$ 51.5808	1,934.28	100,969.59
07/01/2015	MID MANAGEMENT	MIDM T14 37.5		5	\$ 52.4989	1,968.71	102,766.67
07/01/2015	MID MANAGEMENT	MIDM T14 37.5		6	\$ 53.4336	2,003.76	104,596.06
07/01/2015	MID MANAGEMENT	MIDM T14 37.5		7	\$ 54.3845	2,039.42	106,457.74
07/01/2015	MID MANAGEMENT	MIDM T14 37.5		8	\$ 55.3525	2,075.72	108,352.80
07/01/2015	MID MANAGEMENT	MIDM T15 37.5	37.5	1	\$ 51.8571	1,944.64	101,510.16
07/01/2015	MID MANAGEMENT	MIDM T15 37.5		2	\$ 52.7803	1,979.26	103,317.27
07/01/2015	MID MANAGEMENT	MIDM T15 37.5		3	\$ 53.7197	2,014.49	105,156.12
07/01/2015	MID MANAGEMENT	MIDM T15 37.5		4	\$ 54.6757	2,050.34	107,027.81
07/01/2015	MID MANAGEMENT	MIDM T15 37.5		5	\$ 55.6491	2,086.84	108,932.91
07/01/2015	MID MANAGEMENT	MIDM T15 37.5		6	\$ 56.6395	2,123.98	110,871.96
07/01/2015	MID MANAGEMENT	MIDM T15 37.5		7	\$ 57.6477	2,161.79	112,845.54
07/01/2015	MID MANAGEMENT	MIDM T15 37.5		8	\$ 58.6739	2,200.27	114,854.19
07/01/2015	MID MANAGEMENT	MIDM T15 40	40.00	1	\$ 48.6160	1,944.64	101,510.16
07/01/2015	MID MANAGEMENT	MIDM T15 40		2	\$ 49.4815	1,979.26	103,317.27
07/01/2015	MID MANAGEMENT	MIDM T15 40		3	\$ 50.3623	2,014.49	105,156.12
07/01/2015	MID MANAGEMENT	MIDM T15 40		4	\$ 51.2585	2,050.34	107,027.81
07/01/2015	MID MANAGEMENT	MIDM T15 40		5	\$ 52.1710	2,086.84	108,932.91
07/01/2015	MID MANAGEMENT	MIDM T15 40		6	\$ 53.0995	2,123.98	110,871.96
07/01/2015	MID MANAGEMENT	MIDM T15 40		7	\$ 54.0448	2,161.79	112,845.54
07/01/2015	MID MANAGEMENT	MIDM T15 40		8	\$ 55.0068	2,200.27	114,854.19

Police Rates

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2015	POLICE	POLICE PATROL	40.00	1	\$ 24.5299	981.20	51,218.64
07/01/2015	POLICE	POLICE PATROL		2	\$ 25.9415	1,037.66	54,165.85
07/01/2015	POLICE	POLICE PATROL		3	\$ 27.3526	1,094.10	57,112.02
07/01/2015	POLICE	POLICE PATROL		4	\$ 28.7639	1,150.56	60,059.23
07/01/2015	POLICE	POL OFF SR STEP		1	\$ 30.2021	1,208.08	63,061.78
07/01/2015	POLICE	POLICE SERGEANT	40.00	1	\$ 34.8041	1,392.16	72,670.75
07/01/2015	POLICE	POL SGT SR STEP	40.00	1	\$ 36.5443	1,461.77	76,304.39
07/01/2015	POLICE	POLICE LT	40.00	1	\$ 41.0690	1,642.76	85,752.07
07/01/2015	POLICE	POL LT SR STEP	40.00	1	\$ 43.1224	1,724.90	90,039.78
07/01/2015	POLICE	POL LT RELIEF	40.00	1	\$ 43.1940	1,727.76	90,189.07
07/01/2015	POLICE	POL LT REL SRST	40.00	1	\$ 45.2475	1,809.90	94,476.78

Police Deputy Superintendent

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2015	MID MANAGEMENT	POLDEPSUPT 40	40.00	1	\$ 62.2325	2,489.30	129,941.45

Recreation General - Part Time

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2015	NON UNION NB	REC MN01 HSWKR		1	\$ 16.9721	0.00	0.00
07/01/2015	NON UNION NB	REC MN01 HSWKR		2	\$ 17.1840	0.00	0.00
07/01/2015	NON UNION NB	REC MN01 HSWKR		3	\$ 17.3991	0.00	0.00
07/01/2015	NON UNION NB	REC MN01 HSWKR		4	\$ 17.6164	0.00	0.00
07/01/2015	NON UNION NB	REC MN01 HSWKR		5	\$ 17.8366	0.00	0.00
07/01/2015	NON UNION NB	REC G02 40		1	\$ 15.8648	0.00	0.00
07/01/2015	NON UNION NB	REC G02 40		2	\$ 16.1265	0.00	0.00
07/01/2015	NON UNION NB	REC G02 40		3	\$ 16.3926	0.00	0.00
07/01/2015	NON UNION NB	REC G02 40		4	\$ 16.6630	0.00	0.00
07/01/2015	NON UNION NB	REC G03 40		1	\$ 17.4513	0.00	0.00
07/01/2015	NON UNION NB	REC G03 40		2	\$ 17.7391	0.00	0.00
07/01/2015	NON UNION NB	REC G03 40		3	\$ 18.0319	0.00	0.00
07/01/2015	NON UNION NB	REC G03 40		4	\$ 18.3294	0.00	0.00
07/01/2015	NON UNION NB	REC G04 40		1	\$ 19.5453	0.00	0.00
07/01/2015	NON UNION NB	REC G04 40		2	\$ 19.8679	0.00	0.00
07/01/2015	NON UNION NB	REC G04 40		3	\$ 20.1957	0.00	0.00
07/01/2015	NON UNION NB	REC G04 40		4	\$ 20.5288	0.00	0.00

Recreation Programs Seasonal/ Temporary

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2015	NON UNION NB	RECREATION		1	\$ 10.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		2	\$ 10.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		3	\$ 10.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		4	\$ 10.5000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		5	\$ 11.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		6	\$ 11.5000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		7	\$ 12.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		8	\$ 13.4500	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		9	\$ 14.4500	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		10	\$ 15.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		11	\$ 15.5000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		12	\$ 16.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		13	\$ 16.5000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		14	\$ 17.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		15	\$ 17.5000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		16	\$ 18.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		17	\$ 18.5000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		18	\$ 19.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		19	\$ 19.5000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		20	\$ 20.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		21	\$ 22.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		22	\$ 24.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		23	\$ 26.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		24	\$ 28.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		25	\$ 30.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		26	\$ 35.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		27	\$ 38.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		28	\$ 40.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		29	\$ 45.0000	0.00	0.00
07/01/2015	NON UNION NB	RECREATION		30	\$ 50.0000	0.00	0.00

School Traffic - AFSCME

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hours</u>	<u>Step</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Annualized</u>
07/01/2014	AFSCME SCH TRAFFIC FT	STS & PCO FT	37.50	1	\$ 22.5574	845.90	44,155.98
07/01/2014	AFSCME SCH TRAFFIC FT	PCO FT GF	37.50	1	\$ 21.8956	821.09	42,860.90
07/01/2014	AFSCME SCH TRAFFIC FT	PCO FT NGF	37.50	1	\$ 20.4478	766.79	40,026.44
07/01/2014	AFSCME SCH TRAFFIC PT	PCO PT NGF			\$ 20.4478	0.00	0.00
07/01/2014	AFSCME SCH TRAFFIC PT	PCO < 20			\$ 20.7556	0.00	0.00
07/01/2014	AFSCME SCH TRAF PT	PCO 20 - 37.5HR			\$ 20.4478	0.00	0.00
07/01/2014	AFSCME SCH TRAF PT	STS&PCO 20-37.5			\$ 21.0455	0.00	0.00
07/01/2014	STS<20 SCH YEAR	STS<20			\$ 24.0309	0.00	0.00

Ungraded Positions

<u>Effective Date</u>	<u>Group</u>	<u>Grade</u>	<u>Hourly</u>
07/01/2015	NON UNION NB	BLDG PST CTRL	\$ 21.3302
07/01/2015	NON UNION NB	COA ASSISTANT	\$ 10.00 - 13.45
07/01/2015	NON UNION NB	COA BETS COORD	\$ 13.4500
07/01/2015	NON UNION NB	COA COMM AIDE II	\$ 22.7081
07/01/2015	NON UNION NB	COA JOBS PROG	\$ 21.6925
07/01/2015	NON UNION NB	COA VAN DRIVER	\$ 13.4500
07/01/2015	NON UNION NB	DAYCARE INSPECTOR	\$ 21.93 - 29.78
07/01/2015	NON UNION NB	EMERG PREP COORD	\$ 35.9700
07/01/2015	NON UNION NB	PARENT OUTREACH	\$ 28.56 - 29.58
07/01/2015	NON UNION NB	PARK SECUR INTERN	\$ 13.4500
07/01/2015	MID MANAGEMENT	PUB HLTH NURSE	\$ 48.3449
07/01/2015	MID MANAGEMENT	PUB HLTH TOB CTRL	\$ 30.0000
07/01/2015	NON UNION NB	SEAS BLDG MAINT	\$ 13.45 - 24.22
07/01/2015	NON UNION NB	SEAS PARK RANGER	\$ 13.45 - 15.00
07/01/2015	NON UNION NB	SEASONAL LABORER	\$ 13.4500
07/01/2014	AFSCME MAIN	SR OFF ASST	\$ 24.1214
07/01/2014	AFSCME MAIN	SUP FIRE ALARM	\$ 33.2889
07/01/2015	NON UNION NB	VETERANS JOB PROG	\$ 13.4500
07/01/2014	AFSCME MAIN	WATER BUS MGR	\$ 30.9590