

CONTRACT

BETWEEN

STATE OF CONNECTICUT



AND

**NEW ENGLAND HEALTH CARE
EMPLOYEES UNION
DISTRICT 1199**



Effective
July 1, 2021

Expiring
June 30, 2025

**PROFESSIONAL HEALTH CARE EMPLOYEES
BARGAINING UNIT
(P-1) CONTRACT**

AND

**PARAPROFESSIONAL HEALTH CARE EMPLOYEES
BARGAINING UNIT
(NP-6) CONTRACT**

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In Memoriam

S. Fae Brown-Brewton
Undersecretary, Office of Labor Relations

Garth Herrick
District 1199 Delegate, Organizer and Negotiating Committee Member

Dr. George Bozzi
District 1199 Delegate and Negotiating Committee Member

In loving memory and with enduring respect, the Parties dedicate this contract to Fae Brown-Brewton. May her guiding spirit of service and leadership always lead to collaboration, friendship, and laughter.

Table of Contents

ARTICLE 1
Recognition 1

ARTICLE 2
Non-Discrimination And Affirmative Action 2

ARTICLE 3
Union Security And Payroll Deduction 2

ARTICLE 4
Union Rights 3

ARTICLE 5
Management Rights 5

ARTICLE 6
Contracting Out 6

ARTICLE 7
No Strikes - No Lockouts 6

ARTICLE 8
Working Test Period 6

ARTICLE 9
Compensation 7

ARTICLE 10
Overpayment 12

ARTICLE 11
Method Of Salary Payment 12

ARTICLE 12
Class Reevaluations 13

ARTICLE 13
Hours Of Work, Work Schedules And Overtime 13

ARTICLE 14
Seniority 18

ARTICLE 15
Promotions And Lateral Transfers 19

ARTICLE 16
Order Of Layoff Or Reemployment 21

ARTICLE 17
Temporary Service In A Higher Class 24

ARTICLE 18
Work Assignments..... 25

ARTICLE 19
Shift Assignments And Differentials 26

ARTICLE 20
Vacation And Personal Leave..... 27

ARTICLE 21
Holidays 28

ARTICLE 22
Sick Leave..... 30

ARTICLE 23
Leaves Of Absence 31

ARTICLE 24
Civil Leave..... 33

ARTICLE 25
Jury Duty..... 33

ARTICLE 26
Military Leave..... 33

ARTICLE 27
Group Insurance..... 34

ARTICLE 28
Retirement..... 34

ARTICLE 29
Work Related Disabilities 34

ARTICLE 30
Indemnification And License Fee 36

ARTICLE 31
Travel Reimbursement..... 36

ARTICLE 32
Grievance And Arbitration Procedure 37

ARTICLE 33
Dismissal, Suspension, Demotion Or Other Discipline 39

ARTICLE 34
Workers' Rights And Safety..... 41

ARTICLE 35
Training And Tuition Reimbursement And Quality
Of Work Life..... 44

ARTICLE 36
Job Class Qualifications..... 47

ARTICLE 37
Labor Management Committees 47

ARTICLE 38
Personnel Records..... 48

ARTICLE 39
Service Ratings 49

ARTICLE 40
Past Practices 50

ARTICLE 41
Meals and Housing 50

ARTICLE 42
Miscellaneous 50

ARTICLE 43
Savings Clause 52

ARTICLE 44
Entire Agreement 52

ARTICLE 45
Supersedence..... 52

ARTICLE 46
Duration of Agreement 52

ARTICLE 47
Essential Employees 52

ARTICLE 48
Technical High School Nurses..... 53

MEMORANDUM OF AGREEMENT 1
Correctional Meal Allowance 54

MEMORANDUM OF AGREEMENT 2
Bargaining Unit Work..... 54

MEMORANDUM OF AGREEMENT 3
Functional Job Descriptions..... 54

MEMORANDUM OF UNDERSTANDING 4
Article 18 - Work Assignments Section Four 55

MEMORANDUM OF AGREEMENT 5
Article 8 - D.O.C. Working Test Period Section Two 55

MEMORANDUM OF AGREEMENT 6
Regarding The Resolution of Grievances 56

MEMORANDUM OF UNDERSTANDING 7
Regarding Travel Time for DDS, DMHAS, DCF & DOC..... 56

MEMORANDUM OF UNDERSTANDING 8
Part-Time Hours Regarding Article 20 Section 2 57

MEMORANDUM OF UNDERSTANDING 9
Regarding Equalization of Overtime by Function 57

MEMORANDUM OF UNDERSTANDING 10
UConn Respiratory Therapists..... 57

MEMORANDUM OF UNDERSTANDING 11
Southbury Training School Stipulated Agreement 58

MEMORANDUM OF UNDERSTANDING 12
35 + 5 Hour Work Week..... 59

MEMORANDUM OF AGREEMENT 13
Regarding On-Site Physicians 59

MEMORANDUM OF AGREEMENT 14
Regarding Delayed Arrival and Early Release Declarations
Due to Inclement Weather Between OLR and District 1199..... 60

MEMORANDUM OF UNDERSTANDING 15
Regarding a Pilot Project to Reduce Mandatory Overtime
In Correctional Health Care Units 61

MEMORANDUM OF UNDERSTANDING 16
State Of Connecticut, UCONN Health Center And
New England Health Care Employees Union - District 1199 -
Respiratory Therapy Agreements 62

MEMORANDUM OF AGREEMENT 17
Agreement Regarding New Arbitrations 63

MEMORANDUM OF AGREEMENT 18
Cost Items 63

MEMORANDUM OF UNDERSTANDING 19
Regarding Recruitment & Retention of Physicians & Psychiatrists
..... 64

MEMORANDUM OF UNDERSTANDING 20
Physician & Psychiatrist Compensation 64

MEMORANDUM OF UNDERSTANDING 21
Promotions and Lateral Transfers Pilot Project 65

MEMORANDUM OF UNDERSTANDING 22
Disciplinary Actions in Service Ratings 66

MEMORANDUM OF AGREEMENT 23
Regarding Layoffs Within the Department of
Developmental Services, NP-6 Bargaining Unit 66

MEMORANDUM OF AGREEMENT 24
Regarding Layoffs Within the Department of
Developmental Services, P-1 Bargaining Unit..... 67

MEMORANDUM OF UNDERSTANDING 25
Department of Developmental Services-CLA Closures 68

MEMORANDUM OF UNDERSTANDING 26
In Regards to Employees In Their Final Semester
Of Study Without Access to Career Mobility 69

MEMORANDUM OF AGREEMENT 27
Regarding Correctional Health Care Float Assignments 69

MEMORANDUM OF UNDERSTANDING 28
Regarding Public Health Laboratory Coverage Due To
Employer Declaration of Closure For Unusual Weather
Or Other Circumstances Between State of Connecticut
(On Behalf Of The Department of Public Health) And
District 1199..... 70

MEMORANDUM OF UNDERSTANDING 29
Kronos Late for Duty Language 71

MEMORANDUM OF UNDERSTANDING 30
Physician/Psychiatrist Professional Development Time..... 71

MEMORANDUM OF UNDERSTANDING 31
Clinical Social Workers Assigned to DMHAS
Mobile Crisis Unit..... 72

MEMORANDUM OF UNDERSTANDING 32
Supervising Pharmacists 72

| | |
|--|----|
| MEMORANDUM OF UNDERSTANDING 33 | |
| Sign-On Bonus for Physicians or Psychiatrists..... | 72 |
| MEMORANDUM OF UNDERSTANDING 34 | |
| Regarding Vacation Carry-Over | 73 |
| MEMORANDUM OF AGREEMENT 35 | |
| Regarding Recruitment & Retention of Postdfelw-psycldept(clin), Psychiatricresident4 and Psychologist (clinical) | 73 |
| MEMORANDUM OF AGREEMENT 36 | |
| Pay Plans for Postdfelw-psycldept(clin), Psychiatricresident4 and Psychologist (clinical) | 74 |
| MEMORANDUM OF AGREEMENT 37 | |
| Consumer Protection Drug Control Agent, Pharmacist, Pharmacy Supervisor and Consumer Protection Drug Control Principal Agent A..... | 74 |
| MEMORANDUM OF AGREEMENT 38 | |
| Clarification of Dentist..... | 74 |
| MEMORANDUM OF AGREEMENT 39 | |
| Physician Overtime..... | 75 |
| MEMORANDUM OF AGREEMENT 40 | |
| Regarding Per Diem Nurses' Aide..... | 75 |
| MEMORANDUM OF AGREEMENT 41 | |
| Regarding Recruitment & Retention of Certain Nurse Titles..... | 76 |
| MEMORANDUM OF AGREEMENT 42 | |
| Regarding Recruitment & Retention of Certain Nurse Titles Pay Plans..... | 76 |
| MEMORANDUM OF AGREEMENT 43 | |
| Capital Region Mental Health Center..... | 77 |
| MEMORANDUM OF AGREEMENT 44 | |
| Float Pool Pilot Program..... | 78 |
| MEMORANDUM OF AGREEMENT 45 | |
| Clinical Social Worker Licensure Candidate Classification | 79 |
| MEMORANDUM OF AGREEMENT 46 | |
| Reclass Grievance Process..... | 80 |
| APPENDIX "A" | |
| Service Rating Regulations..... | 81 |
| APPENDIX "B" | |
| Generic Service Rating Form..... | 82 |
| APPENDIX "C" | |
| Personally Owned Motor Vehicles On State Business | 83 |

| | |
|---|----|
| APPENDIX "D" | |
| Leave Donation Form | 84 |
| APPENDIX "E" | |
| Competitive/NonCompetive Job Titles | 86 |
| APPENDIX "F" | |
| Longevity Schedule | 90 |

Articles By Subject Content

| | |
|--|----|
| Class Reevaluations | |
| ARTICLE 12 | 13 |
| Compensation | |
| ARTICLE 9 | 7 |
| Contracting Out | |
| ARTICLE 6 | 6 |
| Dismissal, Suspension, Demotion Or Other Discipline | |
| ARTICLE 33 | 39 |
| Essential Employees | |
| ARTICLE 47 | 52 |
| Grievance And Arbitration Procedure | |
| Article 32 | 37 |
| Holidays | |
| ARTICLE 21 | 28 |
| Hours Of Work, Work Schedules And Overtime | |
| ARTICLE 13 | 13 |
| Indemnification And License Fee | |
| ARTICLE 30 | 36 |
| Jury Duty | |
| ARTICLE 25 | 33 |
| Labor Management Committees | |
| ARTICLE 36 | 47 |
| Leaves Of Absence | |
| ARTICLE 23 | 31 |
| Meals And Housing | |
| ARTICLE 41 | 50 |
| Miscellaneous | |
| ARTICLE 42 | 50 |

| | |
|--|----|
| Non-Discrimination And Affirmative Action | |
| ARTICLE 2 | 2 |
| Order Of Layoff Or Reemployment | |
| ARTICLE 16 | 21 |
| Personnel Records | |
| ARTICLE 38 | 48 |
| Promotions And Lateral Transfers | |
| ARTICLE 15 | 19 |
| Seniority | |
| ARTICLE 14 | 18 |
| Service Ratings | |
| ARTICLE 39 | 49 |
| Shift Assignments And Differentials | |
| ARTICLE 19 | 26 |
| Sick Leave | |
| ARTICLE 22 | 30 |
| Training And Tuition Reimbursement And Quality Of Work Life | |
| ARTICLE 35 | 44 |
| Travel Reimbursement | |
| ARTICLE 31 | 36 |
| Union Rights | |
| ARTICLE 4 | 3 |
| Union Security And Payroll Deduction | |
| ARTICLE 3 | 2 |
| Vacation And Personal Leave | |
| ARTICLE 20 | 27 |
| Work Assignments | |
| ARTICLE 18 | 25 |
| Work Related Disabilities | |
| ARTICLE 29 | 34 |
| Workers' Rights And Safety | |
| ARTICLE 34 | 41 |
| Working Test Period | |
| ARTICLE 8 | 6 |

AGREEMENT

AGREEMENT made and entered into this 1st day of July, 2021 by and between STATE OF CONNECTICUT, acting by and through the Office of Labor Relations (hereinafter called the “Employer” or the “State”), NEW ENGLAND HEALTH CARE EMPLOYEES UNION, DISTRICT 1199, SEIU, with its offices at 77 Huyshope Avenue, Hartford, Connecticut 06106 (hereinafter referred to as the “Union”), acting herein on behalf of the Employees of the State, as herein defined, now employed and hereafter to be employed and collectively designated as the “Employees”.

ARTICLE 1 RECOGNITION

SECTION ONE. The State of Connecticut recognizes the New England Health Care Employees Union, District 1199, SEIU, as the exclusive representative of Employees whose classifications are included in the unit certified by the State Board of Labor Relations, subject to such modifications or clarifications of the unit as the Board or a court may order or to which the parties agree. A list of classifications in the unit as of the date the parties executed this Agreement is included in the appendix of this Agreement.

SECTION TWO. Whenever the word “Employee” is used in this Agreement, it shall mean an Employee in the bargaining unit, as defined in Section One. This Agreement shall not apply to nonpermanent Employees appointed to nonpermanent positions except as provided in Section Four.

A part-time Employee is an Employee who is hired to work a regular schedule of less than thirty-five (35) hours per week. Part-time Employees in permanent positions shall receive wage rates, wage increases and fringe benefits, on a prorata basis, except as specifically provided otherwise.

A part-time Employee in a permanent position who was hired to work less than twenty (20) hours per week but actually works an average of twenty (20) or more hours per week over a four (4) calendar month period shall be treated in accordance with the averaged work hours. In averaging the hours worked by such an Employee, increased hours resulting from coverage for vacations, extended illness or leave of absence of regular Employees shall not be counted.

SECTION THREE. PROVISIONAL EMPLOYEES. Provisional Employees are Employees who are initially appointed to permanent positions pending state examination or examination results. Provisional appointees are subject to the requirements of the merit system in all respects, including but not limited to certification from an examination list and completion of the working test period. Permanent appointment is contingent upon meeting all said requirements, and failure to do so will result in termination of employment, without right of appeal except as provided by the merit system. In all other respects, provisional Employees are subject to the provisions of this Agreement and can utilize all benefits as if they were initially appointed as permanent full-time Employees. Seniority shall be retroactive to the date of last hire upon successful completion of the working test period.

SECTION FOUR. TEMPORARY EMPLOYEES. A temporary Employee (excluding a per diem Employee) is defined as an Employee who is hired to fill a temporary, durational or emergency position of six (6) months duration or the length of leave of absence of the Employee replaced, whichever is longer. Due to the nature of temporary employment, temporary Employees cannot be guaranteed continued employment beyond the termination date of the appointment. In other respects, this Agreement shall apply to a temporary Employee after completion of six (6) months of continuous service. When the service of such Employee has been satisfactory for a period of six (6) months and a noncompetitive vacancy exists in the bargaining unit which he/she is qualified to fill, the Employer shall offer the position to the Employee after permanent Employees have been considered. In the event two or more Employees have been employed for exactly the same length of time, the position shall be offered to the Employee with the highest last four digits of their Social Security number. Upon appointment to a permanent position, the Employee shall serve a working test period as provided in Article 8 [Working Test Period], Section Three (3) B. Seniority shall be retroactive to the date of last hire upon successful completion of the working test period.

Grant Employees and Federal Grant Participants shall be covered by the terms and conditions of this Agreement.

The Union may grieve and/or arbitrate the termination of a temporary Employee only under the following conditions:

1. The Employee has been employed for more than six (6) months. For part-time Employees the working test period shall be based on 914 hours or six (6) months, whichever is greater. Any overtime hours worked above regularly scheduled hours will not count toward satisfying the working test period.
2. The termination is “for cause” and was not the result of the expiration of the temporary appointment.

NP-6 SECTION FIVE. SUMMER WORKERS. Summer workers in the Department of Developmental Services involved in direct care, not as supplement to existing staff, who remain in service after September 15 shall receive the minimum rate of pay for MRW Trainee retroactive to date of hire, and this time worked shall be counted towards the required training period; these positions will be considered for appointment to a permanent position in the event of vacancies.

ARTICLE 2

NON-DISCRIMINATION AND AFFIRMATIVE ACTION

SECTION ONE. The parties agree that neither shall discriminate against any Employee because of the individual's race, color, religious creed, age, sex, marital status, national origins, ancestry, physical or mental disability, sexual orientation or gender identity, history of developmental or intellectual disability, except on the basis of bona fide occupational qualifications.

SECTION TWO. Neither party shall discriminate against an Employee on the basis of membership or non-membership or lawful activity on behalf of the Union.

SECTION THREE. The parties agree to work jointly to implement positive and aggressive Affirmative Action programs in order to redress the effects of past discrimination, if any, whether intentional or unintentional, to eliminate present discrimination, if any, to prevent further discrimination and to ensure equal opportunity in the application of this Agreement-

SECTION FOUR. Notwithstanding any provision of this agreement to the contrary, the Employer will have the right and duty to take all actions necessary to comply with the provisions of the Americans with Disabilities Act, 42 U.S.C. 2101, et seq. (ADA). Upon request the Employer will meet and discuss specific concerns identified by the Union; however, this shall not delay any actions taken to comply with the ADA. Issues involving ADA implementation shall be the subject of ongoing discussions at the Labor-Management Committee meetings.

ARTICLE 3

UNION SECURITY AND PAYROLL DEDUCTION

SECTION ONE Consistent with labor laws and precedent, an Employee retains the freedom of choice whether or not to become or remain a member of the Union designated as the exclusive bargaining agent.

SECTION TWO. The State Employer shall deduct Union dues bi-weekly from the paycheck of each Employee who provides the Union authorization to receive such deduction from the State within thirty (30) days of the Union providing certification of said authorization to the State. The Union shall provide to the corresponding agency payroll office, a digital list of all Employees who have authorized dues deduction in a format dictated by the Agency. Biweekly, the Union shall provide a report of dues deduction changes including any "starts and stops." By providing such list, the Union certifies that each Employee has knowingly and willfully consented to the payroll deduction. Within 10 business days of receipt, the Union shall notify the corresponding agency payroll offices, in writing, of any revocations of said authorization and the effective date of the same. The Employer shall maintain its current practice of payroll deductions for Employees that transfer to a different state agency.

SECTION THREE. The parties recognize that the authorization of the Union to receive payroll deductions is an agreement solely between the Union and its members which the member may revoke consistent with the Union's membership rules. Below is the version of the agreement currently available and in use which bargaining unit members are to sign. Should this language change, the Union will provide the State with an updated version within ten (10) business days, and the State will update online and later-printed versions of this CBA accordingly.

I hereby request and voluntarily authorize and direct my Employer to deduct the applicable dues/initiation fees from my wages or salary as required by the New England Health Care Employees Union, District 1199 SEIU and to remit all such deductions so made to the New England Health Care Employees Union, District 1199 SEIU. This authorization shall remain in effect unless I revoke it by sending written notice via U.S. mail to both the Employer and New England Health Care Employees Union, District 1199 SEIU. This authorization is voluntary and is not a condition of my employment, and I can decline to agree with it without reprisal. I understand that all members benefit from everyone's commitments because they help to build a strong union that is able to plan for the future.

Should a bargaining unit member approach the State or its agents seeking to terminate or modify his or her contractual relationship with the Union, that bargaining unit member will be directed to communication such intent directly to the Union. In such case, the State may notify the Employee of its obligation to comply with this Article, including Section

Two above. If the State is informed of a dispute between a bargaining unit member and the Union concerning the obligation to withhold union dues, it may invoke Section 4.

SECTION FOUR. Upon request of the State, the Union shall provide legally sufficient proof of the authorization to collect dues through payroll deduction to the State of any Employee who disputes said authorization. If the requested proof of authorization is not provided within seven (7) calendar days of the request, the State will cease withholding union dues for that Employee not later than the first day of the following pay period. Upon request, an Agency may request a dues reconciliation not more than twice per contract year.

SECTION FIVE. The State shall continue its practice of providing biweekly bargaining unit lists.

SECTION SIX. In accordance with procedures promulgated by the Office of the State Comptroller, the State shall allow for the voluntary payroll deduction of contributions for the Union's political action fund. Authorization for such deduction by the employee shall be provided in writing by the Union to the corresponding agency payroll offices consistent with the process outlined in Section Two above.

SECTION SEVEN. No payroll deduction of dues shall be made from worker's compensation or for any payroll period in which earnings received are insufficient to cover the amount of deduction, nor shall such deduction be made from subsequent payrolls to cover the period in question.

SECTION EIGHT. The Employer will provide notice to the Union, in an editable digital format, of new members of the bargaining unit, as soon as practicable after their hire, and no later than ten (10) workdays of the commencement of employment. Such notice will be by email to the Union at an address designated by the Union and shall include, at a minimum, the new bargaining unit member's name, middle initial, last 4 digits of SSN#, date of hire, rate of pay, total hours worked in the reporting period, dues paid, initiation fee paid, employment status, employee ID, agency, job title, department, work location, shift, work telephone number, home address, race, and gender. The employer shall provide the employee's home telephone number and personal cellular telephone number upon confirmation by the union of the employee's written authorization. If dues were not deducted for a member, an explanation should appear in place of the deduction (e.g. L.O.A., Termination).

The Employer also agrees to provide the Union a monthly list of the names and work locations of Employees who have transferred; the names of newly hired employees working in a temporary, durational or emergency capacity; the names of terminated employees, either permanent or temporary, and their date of termination; the names of Employees on unpaid leaves of absences in excess of five (5) days with leave and return dates; and Employees who are receiving workers' compensation benefits.

All reports shall include the information as defined in Section Eight of this article.

SECTION NINE. The Employer assumes no obligation, financial or otherwise, arising out of the provisions of this Article, and the Union hereby agrees that it will indemnify and hold the Employer harmless from any claims, actions or proceedings hereunder. Once the funds are remitted to the Union, their disposition thereafter shall be the sole and exclusive obligation and responsibility of the Union.

SECTION TEN. Union dues shall not be deducted for any other Employee organization.

SECTION ELEVEN. The State shall continue the voluntary payroll deduction for the Union's political action organization/solidarity fund.

ARTICLE 4 UNION RIGHTS

SECTION ONE. Employer representatives shall deal exclusively with Union delegates or representatives in the processing of grievances or any other aspect of contract administration, subject to the right of an Employee to process his/her grievance without Union assistance as provided in Article 32.

SECTION TWO. In January of each year, the Union will furnish the Employer with the list of delegates at each work site and list of staff representatives and shall keep the lists current. Such information shall be directed to the Office of Labor Relations, with a copy sent concurrently to the facility or office affected.

SECTION THREE. Union staff representatives shall have reasonable access to the Employer for the purpose of conferring with the Employer, delegates of the Union and/or Employees and for the purpose of administering this Agreement.

In all cases, a Union representative shall give advance telephone notice to the facility prior to arrival on premises. Such telephone notice shall be given to the designated management official at the facility. The Union representative shall indicate the approximate time of the planned visit and, if known, the areas to be visited. However, this shall not limit the

representative from visiting other areas provided he/she first advises the assigned Labor Relations professional or the head of the department being entered. Union representatives shall not use cameras or other recording devices in facilities or institutions without prior management authorization.

Such visits shall not interfere with the operation of the Employer.

The Union shall have the right to use the State's electronic mail systems (e.g., State email) to communicate with bargaining unit members regarding collective bargaining, the administration of collective bargaining agreements, the investigation and processing of grievances, other workplace-related complaints and issues, and internal matters involving the governance or business of the Union. Individual Employees are permitted to use a State computer or other State devices to interact with an authorized Union representative in matters involving collective bargaining, the administration of collective bargaining agreements, grievances, other workplace-related complaints and issues, and internal matters involving the governance or business of the Union.

SECTION FOUR. Delegates will notify their immediate supervisors when they desire to leave their work assignments to properly and expeditiously carry out their duties in connection with this Agreement. When notifying their supervisors they are conducting Union business, the Employee will state the name of the Employee involved, his/her location, indicating what type of Union business is to be discussed, and the approximate time needed.

When entering a work location other than his/her own, the delegate will notify the department head of his/her presence. A delegate thus engaged will report back to his/her supervisor on completion of such duties and return to his/her job and will suffer no loss of pay or other benefits as a result thereof.

Such visits shall not interfere with the operation of the Employer. A supervisor may request postponement of a visit if patient/client care needs require.

Delegates designated by the Union to have responsibility for community-based operations will be allowed reasonable travel time within reasonable geographic boundaries. The Union will propose boundaries, and if the Agency disagrees, the parties shall meet to reach an accommodation.

The State will bring any problem that arises under this Section to the Union's attention, and the Union will cooperate in attempting to resolve such problems.

State agencies will use the form in Appendix G to account for delegates' release time for contract administration. This provision shall not be interpreted to limit delegates' rights under this Article.

Delegates will cooperate fully in providing such information in a timely fashion.

SECTION FIVE. The Employer will furnish reasonable bulletin board space at each facility for the posting of Union notices. Such notices shall not be used for material of a partisan political nature. Neither the Union nor the Employer will post derogatory remarks concerning Employees. The Union shall limit its posting of notices and bulletins to such bulletin board space.

SECTION SIX. The Employer agrees to provide the Union, upon request and adequate notice, access to all readily available materials and information necessary for the Union to fulfill its responsibility to administer this Agreement and represent its membership. The Union shall reimburse the State for the expense and time spent for duplicating extensive information and otherwise as permitted under the State Freedom of Information Law. The Union shall not have access to patient information except as allowed by law or to personnel records except as provided in Article 37.

SECTION SEVEN. UNION BUSINESS LEAVE

NP-6 (A) The Employer will allow authorized delegates of the Union to attend Executive Board meetings, Union conventions in the United States and delegate training sessions. A maximum of six thousand one hundred and fifty (6,150) hours of paid leave per year shall be granted for this purpose. Any hours not used in one year may be carried over to the next contract year and added to that Union business leave bank of hours. Said bank shall expire at the end of the contract. Request for time off under this Section shall be made in writing to the Undersecretary for Labor Relations with a concurrent copy to the appropriate Agency, at least three (3) weeks in advance. Time off shall be granted half day units only, however the notice shall contain the number of hours to be utilized and shall be subject to patient/client care needs. When requests for time off under this Section create a scheduling problem for the Employer, the Union will be notified and suitable arrangements developed.

P-1 (A) The Employer will allow authorized delegates of the Union to attend Executive Board meetings, Union conventions in the United States and delegate training sessions. A maximum of two thousand two hundred and fifty (2,250) hours of paid leave per year shall be granted for this purpose. Any hours not used in one year may be carried over to the next contract year and added to that Union business leave bank of hours. Said bank shall expire at the end of

the contract. Request for time off under this Section shall be made in writing to the Undersecretary for Labor Relations with a concurrent copy to the appropriate Agency, at least three (3) weeks in advance. Time off shall be granted half day units only, however the notice shall contain the number of hours to be utilized and shall be subject to patient/client care needs. When requests for time off under this Section create a scheduling problem for the Employer, the Union will be notified and suitable arrangements developed.

(B) Not more than three (3) Employees elected or appointed to a full-time office or position with the Union will be eligible for an unpaid leave of absence not to exceed one (1) year. An extension not to exceed one (1) additional year may be granted subject to the approval of the Undersecretary for Labor Relations. Upon return from such leave, the Employer shall offer the Employee a position in the same classification and equal to the former position in pay and benefits at the wage rates in force at the time of return from the leave. This Section obligates the Employer to offer the Employee a position in the same facility from which the Employee went on leave, unless such placement is not practicable. If the Employee is not placed on the same shift upon return from leave, he/she will be placed on the same shift when the first opening occurs. Not more than one (1) Employee from any facility or two (2) Employees from the same Agency will be granted a leave of absence under this section.

(C) For the first three sessions of negotiations for a successor to this Agreement, up to seven (7) Employees from the P-1 bargaining unit and up to ten (10) Employees from the NP-6 bargaining unit shall be given paid time off for attendance at the sessions. The State shall cooperate in arranging unpaid time off or Union Business Leave in accordance with subsection (a) above for other members of the Union's committee. Provided, however, unpaid time off shall not be granted if the effect would be to incur overtime costs. Release of specific Employees is subject to patient/client care needs.

During the first three sessions, the parties will work out arrangements for release time for the remainder of the negotiations which in no event shall be greater than provided above.

SECTION EIGHT. Except as otherwise provided by the parties, all new members of the bargaining unit shall be released from work for one (1) hour without loss of pay, to attend a Union orientation. If the Employer chooses, that orientation may be combined with a new hire orientation conducted by the Employer. In such case, the Employer will provide the Union with no less than ten (10) days' written electronic notice of the time and location of such orientations. Management shall not be present during the Union's orientations. If the Employer chooses not the schedule its orientation within (30) days of an Employee's hire, or not to add the Union orientation to the Employer orientation, the Union shall schedule the orientation at its discretion but consistent with the Employer's operational need. The Union will provide all new Employees with copies of this Agreement. The time and location of such orientation shall be determined by mutual agreement of the Union and the Employer.

SECTION NINE. When space is available, the Employer will make such space available to the Union for meetings once a month. Patient/client activities will preempt Union meetings. Additional personnel costs will be charged to the Union if incurred.

SECTION TEN. Union delegates or representatives may use State phones for Union business calls provided that calls are not charged to the State. Consistent with agency rules, personal cell phones may be used for such calls of short duration.

Union Delegates may receive calls for short duration or messages from Union representatives, provided that there is no interference with patient/client care. If a call is not put through, a message will expeditiously be given to the delegate. Intra-facility telephone calls of a short duration are allowed, provided that there is no interference with patient/client care.

The Union will cooperate in preventing abuse of this Section. After discussion with the Union, if there is continued abuse, the Employer may revoke the delegate's right to use telephones.

SECTION ELEVEN. When an Union Business Leave (UBL) request is made to the Undersecretary of Labor Relations, with a concurrent copy to the applicable Agency, the written request shall include the reason(s) for the UBL, such as attendance at "Executive Board meetings, Union Conventions in the United States, or delegate training sessions", as prescribed by the Contract.

ARTICLE 5 MANAGEMENT RIGHTS

Except as otherwise limited by an express provision of this Agreement, the State reserves and retains, whether exercised or not, all the lawful and customary rights, powers and prerogatives of public management. Such rights include but are limited to establishing standards of productivity and performance of its Employees; determining the mission of an

Agency and the methods and means necessary to fulfill that mission, including the contracting out of or the discontinuation of services, positions, or programs in whole or in parts; the determination of the content of the job classification; the appointment, promotion, assignment, direction and transfer of personnel; the suspension, demotion, discharge or any other appropriate action against its Employees; the relief from duty of its Employees because of lack of work or for other legitimate reasons; the establishment of reasonable work rules; and the taking of all necessary actions to carry out its missions in emergencies.

ARTICLE 6 CONTRACTING OUT

(A) During the life of this Agreement, no permanent Employee will be laid off as a direct consequence of the exercise by the State Employer of its right to contract out.

(B) The State Employer will be deemed in compliance with this Article if:

(1) The Employee is offered a transfer to the same or similar position which, in the Employer's judgment, he/she is qualified to perform, with no reduction in pay; or

(2) The Employer offers to train an Employee for a position which reasonably appears to be suitable based on the Employee's qualifications and skills. There shall be no reduction in pay during the training period.

ARTICLE 7 NO STRIKES - NO LOCKOUTS

SECTION ONE. Neither the Union nor any Employee shall engage in, induce, support, encourage, or condone a strike, sympathy strike, work stoppage, slowdown, concerted withholding of services, sickout or any interference with the mission of any State Agency. This Article shall be deemed to prohibit the concerted boycott or refusal of overtime work but shall be interpreted consistent with the provisions of this Agreement on distribution and assignment of overtime work.

SECTION TWO. The Union shall exert its best efforts to prevent or terminate any violation of Section One of this Article.

SECTION THREE. The Employer agrees that during the life of this Agreement there shall be no lockout.

ARTICLE 8 WORKING TEST PERIOD

SECTION ONE. The Working Test Period shall be deemed an extension of the examination process. Therefore, a determination of unsatisfactory performance during a Working Test Period shall be tantamount to a failure of the competitive examination.

SECTION TWO. LENGTH OF WORKING TEST PERIOD.

(A) The initial Working Test Period for classes covered by this Agreement shall be six (6) months in duration, except for trainee classifications for which the Working Test Period is the length of the established training period as prescribed by the job specification. For those classifications where the initial Working Test Period exceeds six (6) months, an Employee shall become eligible for all paid leave and insurance benefits upon completion of six (6) months of full time service or its equivalent.

(B) For part-time Employees, the Working Test Period shall be based on 914 hours or six (6) months, whichever is greater. Any overtime hours worked above regularly scheduled hours will not count toward satisfying the working test period. Straight time overtime hours will count toward the working test period.

(C) Promotion from a trainee classification to the target classification shall not require an additional Working Test Period.

(D) Promotion to a noncompetitive classification shall require a Working Test Period of four (4) months from the date of appointment.

(E) Promotion to a competitive classification shall require a Working Test Period of six (6) months from the date of appointment from a certified list promulgated by the Commissioner of Administrative Services.

(F) An Employee may not transfer or promote to any position until the Employee has completed the working test period in the Employee's current position.

SECTION THREE. (A) PROVISIONAL APPOINTEES. Upon appointment from a certified list, an Employee who was provisionally appointed shall have service as a provisional appointee credited toward the Working Test Period. If the service has not been satisfactory, the Employee shall not be retained in the position. This provision shall not alter merit system requirements for examination and appointment.

(B) TEMPORARY AND DURATIONAL EMPLOYEES. An individual serving under a temporary or durational appointment, upon reassignment or appointment to a vacant, non-competitive permanent position in the same classification shall have the temporary or durational service credited towards their completion of an initial working test period, if such service is immediately preceding appointment to the permanent position.

SECTION FOUR. The Working Test Period may, with notice to the Union, be extended on an individual basis for a definite period of time not to exceed three (3) months in the case of non-competitive positions and six (6) months in the case of competitive positions.

SECTION FIVE. Dismissal during or at the end of the initial Working Test Period or failure of a promotional Working Test Period shall not be subject to the grievance and arbitration provisions of this Agreement. However, the Employee shall be advised of his/her right to a Sperl conference with the Agency Head or designee.

SECTION SIX. NEW EMPLOYEE ASSIGNMENT DURING THE WORKING TEST PERIOD. At the time of hire, a new Employee shall receive a copy of his/her official job specification. The Employer may make such training assignments as she/he deems in the best interest of the Agency, whether or not such training is specified in the official job specification. The Employee shall be advised of the time the Employer intends the training period to end and the approximate date of his/her assignment to a regular shift. Management may make temporary assignments to work in a higher classification for the purpose of training. Such assignments shall not be made with the intent of avoiding overtime. Such assignments shall not be grievable.

SECTION SEVEN. CLINICAL SOCIAL WORKER LICENSURE CANDIDATES. If a Clinical Social Worker Licensure Candidate is not successful in obtaining the Clinical Social Worker license within the requisite time period, the Employee shall immediately notify the Agency Human Resources Department. The employing Agency may offer the Employee any position, within the Agency, in any classification in which the Employee has held permanent status or the Employee is otherwise deemed qualified to fill in the NP-6 or P-1 bargaining units consistent with Article 15, Promotions and Lateral Transfers. If no such vacancy is offered to the Employee, the Employee shall be placed on a reemployment list pursuant to Article 16, Section Seven of this Agreement. All rights to employment or reemployment under this section shall be secondary to active Employees seeking lateral transfers, promotions or voluntary demotions.

ARTICLE 9 COMPENSATION

SECTION ONE. GENERAL WAGE INCREASE.

(A) Effective and retroactive to July 1, 2021, and upon legislative approval, the base annual salary shall be increased by two and one-half percent (2.5%) for active Employees in the bargaining unit, and for Employees who after July 1, 2021 either left in good standing with ten (10) years or more of state service or who retired.

Effective July 1, 2022, the base annual salary for all Employees shall be increased by two and one-half percent (2.5%).

Effective the pay period that includes July 1, 2023, the base annual salary for all Employees shall be increased by two and one-half percent (2.5%).

(B) Notwithstanding subsection (A) above, new hires in the classifications listed below shall be paid at a rate of Step 1 of one salary grade below the established salary grade for the classification. Upon successful completion of the working test period, effective the payroll period following, the Employee shall be compensated at Step 1 of the classification. Employees who have previously completed a working test period in an 1199-covered direct-care position shall not be subject to this reduced training rate upon transfer or promotion.

Mental Health Trainee
Mental Health Assistant I
Developmental Service Worker I
Children Services Assistant
Children Services Worker

SECTION TWO. ANNUAL INCREMENTS.

Retroactive to July 1, 2021 and upon legislative approval, the annual increment shall be awarded to eligible, active Employees in the bargaining unit, and to eligible Employees who after July 1, 2021 either left in good standing with ten (10) years or more of state service or who retired.

For contract year 2022-2023, Employees will continue to be eligible for annual increments in accordance with existing practice.

For contract year 2023-2024, Employees will continue to be eligible for annual increments in accordance with existing practice.

No statutory interest shall accrue as a result of the delayed payment of the above increase and lump sums.

RETIREES:

Employees who retired after July 1, 2021 will be eligible for retroactive general wage increases and, as applicable, annual increments through their date of retirement. The State will have five (5) years from date of legislative ratification to make any necessary pension adjustments as a result of retroactivity. No interest or other penalties will accrue during this five year period.

SPECIAL LUMP SUM PAYMENTS:

Retroactive to July 1, 2021 eligible full-time Employees shall receive a special lump sum payment in the amount of \$2,500 (two thousand five hundred dollars). Eligible part-time Employees shall receive a pro-rated payment. An eligible Employee includes any active Employee in the bargaining unit as of March 31, 2022.

Effective July 1, 2022, active, full-time Employees shall receive a special lump sum payment in the amount of \$1,000 (one thousand dollars). Part-time unit Employees shall receive a pro-rated payment. Payments will be made in the payroll that includes this date.

4th YEAR WAGE REOPENER (FY25) – GWI and AI:

Either party, by a notice in writing no sooner than January 1, 2024, may reopen Article 9 (Compensation), Section 1 (General Wage Increase), and Section 2 (Annual Increments) only. All other provisions shall remain in full force and effect.

SECTION THREE. LONGEVITY.

- (A) Employees shall continue to be eligible for longevity payments for the life of this contract in accordance with existing practice. The longevity schedule (see page 90) in effect on June 30, 2009, shall remain unchanged in dollar amounts for the life of this Agreement and is appended hereto. All periods of state service shall count towards the determination of an Employee's longevity entitlement.
- (B) No employee first hired on or after July 1, 2011 shall be entitled to a longevity payment; provided, however, any individual hired on or after said date shall have military service which would count toward longevity under current rules shall be entitled to longevity if they obtain the requisite service in the future.

SECTION FOUR. An Employee, who is promoted, whether provisionally or permanently, shall receive an increase equivalent to not less than the amount of an increment in the salary group of the classification to which he/she is promoted, but not to exceed the maximum for the new classification.

SECTION FIVE. IN CHARGE PAY.

(A) In determining the designation of “in charge”, each Agency will consider that an “in charge” situation exists when a licensed nursing person has been so designated by management, and assigned immediate/direct responsibilities in the absence of the next higher line of licensed nursing supervision.

(B) “In charge” posts will be designated to meet the situation in subsection (a) above, but may also be designated under other conditions to meet Agency operating needs.

(C) In the event that the Union claims during the life of this Agreement that a licensed nursing person is in fact “in charge” as defined in subsection (a) and that the Agency has failed to so designate, the matter may be grieved and arbitrated.

(D) If a licensed nursing person in the P-1 or NP-6 bargaining unit is designated “in charge” as defined above or by subsequent agreement, he/she shall be entitled to receive an additional \$18.00. Should a licensed nursing person be designated “in charge” for less than a full shift, the “in-charge” rate of pay shall be prorated accordingly, effective upon legislative approval.

SECTION SIX. Part-time Employees who work less than twenty (20) hours per week shall be covered by Sections One through Six and Eleven and Sixteen of this Article, but shall not be covered by the remaining sections.

SECTION SEVEN. ON CALL/STANDBY FOR OTHER THAN PHYSICIANS.

(A) In the event the Employer wished to change or establish an on-call schedule, three (3) weeks notice shall be given to the affected Employee(s) and the Union. The Employer shall meet with the Union upon request and discuss the details for administering the on-call assignment. The decision to institute the on-call program and the designation of the job classification(s) to be assigned shall be the prerogative of the Employer. If the parties cannot agree on the procedure the Employer may implement and the Union shall have the right to request arbitration following implementation. In rendering a decision, the arbitrator must give weight to the following factors in the following order of priority:

- (1) The impact on patient/client care and/or service to their families or the public.
- (2) The impact on the Agency/Department.
- (3) The impact on the Employee(s).

(B) Staff, other than physicians who are assigned to be readily available to return to work or perform other work as required by the Agency’s standby program, shall be paid \$2.00 per hour and \$4.00 for holidays.

(C) Staff other than physicians who are on-call and who are called upon to perform the designated duties shall be paid their normal hourly wages for such work in accordance with Article 13, Hours of Work, Work Schedules and Overtime, as follows:

(1) **IN RESPONSE TO TELEPHONE CALLS** - the Employee shall not be paid for the first fifteen (15) minutes (per standby shift) of work in response to telephone calls. If such work exceeds a total of fifteen (15) minutes, however, the Employee shall be paid to the nearest quarter (1/4) hour for all such work;

(2) **CALLED BACK** - Employees who are called back to work shall be compensated in accordance with Article 13, Section Five, Call Back Pay. Such pay will include normal and reasonable travel time.

(D) On-call rate for the following classifications at University of Connecticut Health Center (UCHC) shall be: \$4.00.

- Respiratory Therapy Technician
- Surgical Technologists
- Operating Room/Anesthesia Technician

SECTION EIGHT. NIGHT DUTY OR STANDBY NIGHT DUTY FOR PHYSICIANS.

(A) The existing practices for the assignment of physicians to perform night duty or standby night duty, from 4:30 P.M. to 8:30 A.M. in addition to their regular daytime work schedule, shall remain in effect. The following rates shall apply:

Physicians in all Agencies shall be paid \$50.00 per hour multiplied by the number of hours worked in off-site standby status.

(B) Physicians who work on-site on-call and weekend on-site on-call shall be paid at the rates outlined below:

| Shift Assignment | Length | Days | Payment |
|--|---------------|--------------------------------|--|
| 4:30 p.m.-8:30 a.m. | 16 hours | Mon-Fri & Holidays | \$1280 |
| 8:30 a.m.-8:30 p.m. or 8:30 p.m. – 8:30 a.m. | 12 hours | Sat & Sun | \$960 |
| 8:30 a.m. – 4:30 p.m. or a scheduled 2 nd shift on that day | 8 hours | Thanksgiving Dec. 25, & Jan. 1 | \$640 plus holiday pay at either comp time or pay at the MD's choice |

The onsite on call rate shall be \$100 per hour.

Due to the hours and circumstances of these assignments, the psychiatrist and/or physician may have considerable “downtime”. The assignment is not equal to a regular shift of normal work with a full compliment of duties and functions on each shift.

The compensation set forth herein shall be the entire amount that such Employees will be compensated for this assignment regardless of the work performed. No additional premium shall be paid in the event the assignment is on a holiday, other than provided above.

In no event may a psychiatrist and/or physician volunteer for more than the following on site assignments in any seven (7) day period without management approval:

1. Two sixteen (16) hour shift assignments or
2. One sixteen (16) hour shift assignment PLUS two twelve (12) hour shift assignments.

Both off site standby and on site on duty assignments (in no event concurrently) are available to Employees who retain the current classification designations.

Nothing in this agreement prevents DMHAS from scheduling a part time psychiatrist or physician to work on second or third shift, a weekend or a holiday. All such assignments shall be on site and encompass the full range of duties and responsibilities of a part time psychiatrist or physician.

This Agreement shall not serve as precedent in any pending or future dispute between the parties, and shall not be admissible as evidence in any arbitration including interest arbitration except on this issue of pay for psychiatrists and physicians.

Nothing herein shall change the existing practice of not compensating Employees covered by this Agreement to attend to the signing of a death certificate and pronouncing death.

SECTION NINE. VETERINARIANS. During the term of this Agreement, each Veterinarian shall receive a thirty dollar (\$30.00) allowance for the purchase of safety shoes. The laundry allowance for Veterinarians shall continue to be seventy-five cents (\$.75) per day actually worked.

SECTION TEN. RECRUITMENT AND RETENTION BONUS FOR REGISTERED NURSES. Each Registered Nurse who is permanently assigned to the second or third shift shall receive a "recruitment and retention" yearly bonus of three thousand dollars (\$3,000.00). This bonus shall be pro-rated for part-time Registered Nurses. This bonus shall be paid biweekly. In order to be eligible for this bonus, the Employee must have completed one year of service in the registered nurse classification.

A recruitment and retention stipend of two thousand dollars (\$2,000.00) shall be paid annually to Employees in the classifications of Clinical Nurse Coordinator and Nurse Clinician. This stipend shall be paid in two (2) installments in July and December ~~in~~ of each contract year.

SECTION ELEVEN. RECRUITMENT AND RETENTION BONUS FOR LICENSED PRACTICAL NURSES. Each Licensed Practical Nurse who is permanently assigned to second and third shift shall receive a yearly "retention" bonus of six hundred (\$600). This bonus shall be paid in two (2) installments: In July and December. In order to be eligible for this bonus, the Employee must have completed one year of service in the classification.

SECTION TWELVE. UNIFORM ALLOWANCE. Employees who are required to wear uniforms which are not provided by the Employer, shall receive a \$100.00 annual uniform allowance. Such payment shall be made on or about July 15 of each year.

SECTION THIRTEEN. PHYSICIANS ANNUAL BONUS PAYMENTS. Physicians who, on October 1 of each year, are Board-certified in their area of practice, shall receive a three thousand dollar (\$3,000) bonus:

All physicians employed by the Department of Children and Families who are Board-certified as Child Psychiatrist shall receive a \$1,000 annual bonus. Effective October 1, 2019 all physicians who have a job related second Board (e.g. Child & Adolescent, pediatrics, forensic pathology, etc.) shall receive a \$5000 bonus.

Due to recruitment difficulties there shall be a \$10,000 bonus for DMHAS psychiatrists with a Forensic Board certification employed in Whiting Forensic Hospital.

SECTION FOURTEEN. EMT STIPEND. Emergency Medical Technicians who are regularly assigned EMT duties shall receive a stipend of \$400.

SECTION FIFTEEN. The Department of Transportation shall continue its existing practice of providing payment to Employees required to wear safety shoes.

SECTION SIXTEEN. PER DIEM EMPLOYEES. Notwithstanding the provisions of the collective bargaining agreement, the Pension Agreement and Chapter 66 of the Connecticut General Statutes, the State may utilize per diem Employees in the following classifications:

- Registered Professional Nurse (Per Diem)
- Licensed Practical Nurse (Per Diem)
- Occupational Therapist (Per Diem)
- Physical Therapist (Per Diem)
- Physician (Per Diem)

Psychiatrist (Per Diem)
 Psychologist (Per Diem)
 Speech Therapist (Per Diem)
 Surgical Technologist (Per Diem)
 Respiratory Therapist (Per Diem)
 Staff Radiology Technologist (Per Diem)
 Optometrist (Per Diem)
 Podiatrist (Per Diem)
 Dental Assistant (Per Diem)
 Laboratory Assistant (Per Diem)

Individuals in per diem classifications will work on an intermittent basis. These classifications may be used by the State to provide coverage on a daily basis where an Agency has been unable to recruit enough non per diem Employees in the applicable classification series or due to absences of current staff. Individuals in per diem classifications shall not be entitled to retirement benefits, health insurance or life insurance benefits, paid leave, longevity or other economic benefits, except as provided below:

Registered Professional Nurse – Step 3 of Head Nurse
 Licensed Practical Nurse – Step 3 of Licensed Practical Nurse
 Occupational Therapist – Step 5 of Occupational Therapist Supervisor
 Physical Therapist – Step 5 of Physical Therapist Supervisor
 Physician – 125% of Step 4 of the Principal Physician
 Psychiatrist – 150% of Step 4 of the Principal Psychiatrist
 Psychologist – 150% of the Maximum of Supervising Psychologist 2
 Speech Therapist – 125% of Step 5 of Communication Therapist
 Surgical Technician (Per Diem) – Step 5 of the Surgical Technician
 Respiratory Therapist (Per Diem) – Step 5 of the Respiratory Therapist
 Staff Radiology Technician (Per Diem) – Step 5 of the Radiology Technician
 Dental Assistant (Per Diem) – Step 3 of Dental Assistant
 Laboratory Assistant (Per Diem) – Step 3 of Lab Assistant 1

| | |
|-----------------------------|-----------------------------|
| Fringe Benefit Rate | 37% of Base Pay Hourly Rate |
| Shift Differential | 15% of Base Pay Hourly Rate |
| Weekend Differential | 15% of Base Pay Hourly Rate |
| Premium Holiday Hourly Rate | 50% of Base Pay Hourly Rate |

The following contract articles apply to per diem Employees:

- Article 1 Recognition
- Article 2 Nondiscrimination and Affirmative Action
- Article 3 Union Security and Payroll Deductions
- Article 4 Union Rights
- Article 5 Management Rights
- Article 6 Contracting Out
- Article 7 No Strikes - No Lockouts
- Article 10 Overpayments
- Article 39 Past Practices
- Article 42 Savings Clause
- Article 43 Entire Agreement
- Article 44 Supersedence
- Article 45 Duration of Agreement

If an Agency decides to end the use of a per diem Employee, the Agency will provide a Sperl conference, if requested by the Employee. A representative of the Union may be present at the conference if such Employee is a member of the Union. If an Agency decides to end the use of per diem Employees based on operational needs at a particular facility, the Union will not claim that such a decision requires a Sperl conference. If an Agency decides to

reduce the use of per diem Employees at a particular facility, the Agency will consider in the selection process the length of time the Employee has worked, if appropriate.

The Union and the State agree that nothing in this Section shall constitute an agreement that the State may or may not increase or decrease the use of personal services agreements.

SECTION SEVENTEEN. BILINGUAL PAY

A stipend of \$1000 annually will be provided to an Employee where it is required for the Employee to be bilingual. Said stipend shall be paid quarterly in the amount of \$250.

SECTION EIGHTEEN. The State will provide Drug Control Agents and Principal Drug Control Agents within the Department of Consumer Protection a monthly stipend of twenty dollars (\$20.00) for use of the Employee's personal cellular telephone.

SECTION NINETEEN. RECRUITMENT AND RETENTION

During the term of this Agreement, if the State wishes to provide additional compensation to certain classifications for purposes of recruitment and retention, the State and the Union will meet and discuss the proposed increase. If, after thirty (30) days of discussions, no agreement has been reached, the State may implement the additional compensation.

Furthermore, in accordance with the above the State may provide additional compensation for certain assignments within classifications for purposes of recruitment and retention.

**ARTICLE 10
OVERPAYMENT**

In the event that the State determines that an Employee has been overpaid, the Employee will be notified in writing and the State shall meet with the affected Employee and the Union. The State will explain how the overpayment or duplicate payment occurred and discuss a repayment schedule. The State shall arrange to recover such overpayment from the Employee over the same period of time the overpayment was made unless the State and Employee agree to some other arrangement. (For example, an Employee who has been overpaid by \$5.00 per pay period for six (6) months shall refund the State at the rate of \$5.00 per period over six months.)

In the event the Employee contests whether or how much he/she was actually overpaid or that the above repayment schedule creates an undue hardship on the Employee, the State shall not institute the above refund procedure until the appeal is finally resolved through the grievance procedure. The issue(s) may be processed directly to arbitration by the State under the contractual grievance and arbitration procedure.

**ARTICLE 11
METHOD OF SALARY PAYMENT**

SECTION ONE. ADVANCED VACATION PAY. Upon written request to the Agency no later than four (4) weeks prior to the commencement of a scheduled vacation period, an Employee shall receive such earned and accrued pay for vacation time as he/she may request, such payment to be made prior to the commencement of the Employee vacation period. Such advances shall be for the period of not less than one (1) pay week and shall not exceed the length of the Employee's scheduled vacation period.

SECTION TWO. PAYCHECKS. (A) Effective July 1, 2022, or as soon thereafter is practicable, all Employees shall participate in direct deposit of their paychecks.

(B) Normally, a new Employee shall receive the first regular biweekly paycheck within four (4) weeks of the date on which he/she begins work. If the Agency fails to place a new Employee whose appointment has been approved on the payroll and, as a result, the Employee does not receive his/her initial paycheck on schedule, the Agency shall process a payroll advance, pursuant to the Comptroller's payroll procedure. Any new Employee who does not receive his/her first check as anticipated shall notify the payroll office immediately. Every effort shall be made to provide the advance to the Employee within two (2) business days.

(C) If through Agency error or oversight an Employee does not receive a regular biweekly paycheck which is due, the Agency shall process a payroll in advance in accordance with the Comptroller's payroll procedure. No advance will be required for overtime, shift differential, longevity or other special checks. Any Employee who does not receive a check due shall notify the payroll office immediately. Every effort shall be made to provide the advance to the Employee within two (2) business days.

(D) If there is an undisputed error in an Employee's paycheck and if the error is such that the Employee received less than eighty percent (80%) of his/her regular biweekly pay, the Employee will, upon request, receive or be advanced, under the payroll advance procedures all money due within one (1) week. No advance will be required for overtime, shift differential or other special checks.

(E) If an Employee's check is lost in the mail or by the Employee, he/she shall report such to the payroll office immediately and shall complete the required affidavits. As soon as the State receives verification that the check was not cashed by the Employee, a new check will be supplied as expeditiously as possible. Pending receipt of the new check, the Employer shall advance one-half of the Employee's regular biweekly pay. No advance will be required for lost overtime, shift differential, longevity or other special checks.

(F) Repayment of a payroll advance shall be by payroll deduction on the succeeding biweekly payroll which includes the money due to the Employee. If the Employee receives a replacement check directly, he/she shall promptly report to the payroll office and repay the amount advanced.

SECTION THREE. LEAVE BALANCES. Annually, each Employee shall be notified in writing of his/her balances of leave time, except where this is currently done more frequently.

SECTION FOUR. ITEMIZATION OF CHECKS. The State shall continue to separately identify on the paycheck stub: pay period ending date, regular biweekly hours and pay, overtime hours and pay, shift differential hours and pay, credit union deductions, Union dues or fees deductions, insurance deductions and deductions for housing or meals.

ARTICLE 12 CLASS REEVALUATIONS

SECTION ONE. The process set forth in this Article supersedes the provisions of Sec. 5-200b. CGS pertaining to reclassification of state employees by the Commissioner of Administrative Services (upgrading).

SECTION TWO. The Union, but not any Employee, shall have the right to appeal in writing by submitting data, views, questionnaires or any other documentation that the Union deems relevant relative to reevaluation of a class or classes of positions allocated to the State Compensation Plans. The Union may request a meeting to present its appeal. Within sixty (60) days after the receipt of such written data or holding the requested meeting, the Commissioner of Administrative Services or designee shall answer the appeal.

SECTION THREE. The Commissioner of Administrative Services or designee shall judge the appeal only with respect to the following criteria:

(A) Whether there was a change in job duties of the class appealed so substantial that it should have the effect of changing its compensation grade. The Commissioner or designee will not look to changes which occurred prior to the effective date of this Agreement.

(B) If the Commissioner or designee finds no substantial change in job duties, the Union may appeal and the class shall be presented to Arbitration.

SECTION FOUR. In any arbitration case arising from such appeal, the mutually agreed upon arbitrator or permanent umpire, who shall be experienced in public sector position classification and evaluation, shall base his/her decision on the criteria set forth in Section Three above. If such arbitrator or permanent umpire decides that the criteria set forth in Section Three have been met, the class shall be upgraded accordingly.

SECTION FIVE. The State reserves the right to reevaluate any classification. In the event that such reevaluation results in Objective Job Evaluation points in excess of those of the current classification, the State will upgrade the classification in accordance with such reevaluation. Any such upgrade shall be effective the first day of the pay period following notification to the Union.

ARTICLE 13 HOURS OF WORK, WORK SCHEDULES AND OVERTIME

SECTION ONE. DEFINITIONS.

(A) A standard workweek for full-time Employees is thirty-five (35) hours in five (5) days.

(B) A nonstandard workweek for full-time Employees is an average of five (5) workdays and thirty-five (35) hours per week; averaged over a period of eight (8) weeks or less.

(C) An unscheduled workweek for full-time Employees is one whose schedule of hours is determined by the requirements of the position and which averages five (5) workdays and thirty-five (35) hours per week over a period of eight (8) weeks or less.

(D) Schedules of more than thirty-five (35) hours per week may be continued or may be established in accordance with Section Six of this Article.

(E) Exempt Employees are those being paid above Salary Group 25. Notwithstanding the above those exceptions as provided under OJE-SCOPE Agreement Section 4(F) shall continue to be applicable and receive overtime compensation.

(F) Other provisions of this Section notwithstanding, at the discretion of the Agency Commissioner, Department of Mental Health and

Addiction Services Psychiatrists and Physicians and Department of Consumer Protection Drug Control Agents, may at any time, be assigned to a forty (40) hour workweek. Such assignments shall be subject to individual schedule changes consistent with Section Seven hereof. Employees shall be compensated for all hours worked and earn leave credits in accordance with the forty (40) hour workweek.

(G) Except as provided above, a forty (40) hour workweek may be established only if the Union and the Employer agree in writing to do so. Such agreement would be arrived at through negotiations between the parties. Either party could initiate these negotiations by notice to the other party of its interest in such negotiations. Issues unresolved by negotiations shall not be subject to arbitration and forty (40) hour workweeks shall not be established unilaterally. A forty (40) hour schedule shall not be established with individual Employees on a voluntary or compulsory basis without the agreement of the Union, as outlined above. The foregoing does not preclude the Employer from establishing new positions as forty (40) hour positions.

The Office of Labor Relations shall be the State's representative in all such negotiations. If an agreement is reached between the parties to implement a forty (40) hour workweek, such agreement may be implemented without any additional legislative approval required. Any such agreement requires the signature of the Undersecretary for Labor Relations and the President of the Union or the Assistant Director of Labor Relations or Vice President of the Union.

(H) The parties may negotiate over any other schedule in excess of a thirty-five (35) hour workweek. Such negotiations will be governed by the procedure outlined in subsection (G) above.

(I) On, or after, June 1, 2018, the Union may request of the Office of Labor Relations, discussions regarding increasing the hours of employees in specific classifications. The Union will provide a list of classifications for discussions. Such discussions will be governed by the procedure as outlined in subsection (G) above.

SECTION TWO. Meal periods shall be scheduled close to the middle of a shift, consistent with the operating needs of the Agency. Employees required to eat meals with patients/clients shall be paid for such meal periods and shall be provided with a free meal. The meal period of Employees shall not be extended for the purpose of increasing the work time of such Employee(s).

Bargaining unit Employees who are required to remain in attendance during their meal periods at an institution/facility, subject to call, shall have such time counted as work time.

Part-time Employees under twenty (20) hours who worked a full shift shall be granted an unpaid meal period. However, facilities that granted an unpaid meal period to under twenty (20) hour Employees working less than a full shift shall continue to do so as long as Agency operating needs permit.

SECTION THREE. (A) Subject to Agency operating needs, Employees shall be granted two (2) fifteen (15) minute rest periods during their normal shift. Subject to Agency operating needs, part-time Employees under twenty (20) hours who work at least three and one-half (3.5) hours per day shall be granted one (1) fifteen (15) minute rest period during their shift. Such breaks shall be staggered according to the operating needs of the Agency and will be granted in a manner which will guarantee no break in service to the patients/clients served by the work location.

(B) Agency operating needs which may prevent the granting of rest periods shall be limited to the need to provide proper patient/client care and to provide services to patients/clients and their families.

Situations which may preclude the granting of a rest period include those where an Employee is working alone and it is not possible to provide relief or where absenteeism causes serious staff shortages.

However, it is understood that any Employee may grieve a pattern of unreasonable denial of break time.

SECTION FOUR. OVERTIME. The State will continue to pay overtime to eligible Employees at straight time rate for hours up to forty (40) and at time and one-half for hours worked over forty (40). Nothing in this Article shall be construed to alter the current practices where they exist with respect to payment of time and one-half after eight (8)

hours per day. This practice currently exists to some extent at the following agencies: Connecticut Valley Hospital, River Valley Services, Western CT Mental Health Network, Southeast Mental Health Authority, Southwest CT Mental Health System, CT Mental Health Center, Southbury Training School Medical Unit, Albert J. Solnit Center – North, Albert J. Solnit Center - South and Office of the Medical Examiner.

Computation of overtime shall be as follows:

(1) For purposes of computing the total number of hours worked for which overtime payment is to be made in a week, the total number of hours worked shall be understood to include any hours that the Employee works as scheduled and any hours for which the Employee receives his/her regular pay as a result of being on sick leave and/or Union business leave time, but shall not include holidays off, accrued holidays off, vacation, personal leave, workers' compensation time, unpaid meal time or time in an on-call or standby status.

(2) Payment for overtime shall be in units of quarter hours for any part worked thereof.

(3) Exempt Employees as defined in Section One shall not be paid overtime. Subject to the operating needs of the Agency:

(A) Exempt Employees who are required by the State to attend the regular and recurrent evening meetings or otherwise to be called out regularly and recurrently to perform work outside the regular scheduled workweek shall be authorized to work a flexible work schedule or to receive compensatory time off; and

(B) Exempt Employees who are required by the State to perform extended service outside the normal workweek to complete a project or for other State purpose shall be authorized to receive compensatory time off. In no event shall such time be deemed to accrue in any manner or be the basis for compensation on termination of employment. Employees who are denied a significant block of compensatory time off or are consistently denied compensatory time off hereunder may grieve and arbitrate.

(C) The above notwithstanding, Nurse Supervisors and Nurse Clinicians shall be entitled to receive overtime pay in lieu of compensatory time at the rate of time and one-half of their hourly rate.

(D) Employees of DDS and DMHAS qualified to perform in the Occupational Therapist, Physical Therapist and Speech Pathologist classifications may be permitted to accept assignments from DDS and DMHAS in such classifications provided there is not adverse impact on their primary assignment. Where such additional assignment produces an overtime situation, the Employee will be paid even if above the overtime cap. Dual employment forms will still be required when crossing Agency lines.

(4) Employees deemed exempt by Article 13, Section One (E) shall be allowed to accumulate compensatory time during a four (4) month period of either July through October, November through February, or March through June. The Employee should schedule and use his/her accumulated compensatory time within the three month period following the accumulation period. In the event the Employee fails to schedule the compensatory time, the Agency shall schedule such time within the designated three (3) month period. In the event the Employee is not allowed, or is unable to use this compensatory time within the parameters of arranged schedules, the Agency shall seek permission from the Office of Policy and Management (OPM) for payment of such compensatory time within the fourth (4th) month following the accumulation period (in accordance with the Compensatory Procedure). The Employee will receive either the compensatory time off or payment for such time.

Notwithstanding the above, when the appointing authority determines that the granting of compensatory time off would create a hardship on the Agency, payment at straight time may be granted with advanced approval of the Secretary of OPM or designee. The Employee can opt for compensatory time under the aforementioned provision.

COMPENSATORY PROCEDURE

| <u>Accumulate</u> | <u>Schedule & Use</u> | <u>Pay-out</u> |
|--------------------------|----------------------------------|-----------------------|
| July, Aug, Sept, Oct. | Nov., Dec., Jan. | Feb. |
| Nov., Dec, Jan, Feb. | Mar., Apr., May | June |
| Mar, Apr., May, June | July, Aug., Sept. | Oct. |

(5) For those Employees not included in the exempt category, by mutual agreement with the State, Employees may elect compensatory time instead of overtime pay. The State shall schedule such compensatory time off at a mutually agreed time by the end of the following period. This clause shall apply to Employees in the P-1 bargaining unit who are not engaged in direct patient/client care and to those Employees in the NP-6 unit who are involved in

recreation or community liaison activities or other Employees as determined by mutual agreement of the Union and the State. Employees shall not be pressured to choose compensatory time in lieu of overtime.

(6) Overtime pay shall not be pyramided.

(7) When practicable, overtime checks shall be paid not later than the second payroll period following the overtime worked.

SECTION FIVE. CALL BACK PAY. Employees who have left work after the end of their scheduled work shift and who are called back to work by the Employer shall receive a minimum of four (4) hours work. Part-time Employees under twenty (20) hours who are called in under these circumstances shall receive a minimum of two (2) hours work. However, this guarantee shall apply only once during any twenty-four (24) hour period. This provision shall not apply to Employees who are called in early prior to their regular starting time and work through their regular shift.

SECTION SIX. (A) In the event the Employer wishes to change a facility work schedule or establish a schedule which involves work in two different shifts in new or existing facilities during the life of this Agreement, three (3) weeks written notice shall be given to the affected Employee(s), the delegate, and the Union office. The Employer shall meet and negotiate with the Union if the Union objects to the proposed schedule. If agreement cannot be reached within three (3) weeks of notification to the Union, the Employer shall make the changes it deems advisable. The Union shall have the right to request arbitration following the schedule change implementations. The arbitrator in rendering a decision must give weight to the following factors in the following order of priority: the impact on patient/client care and service to their families, the impact on the Agency/Department, and the impact on the Employees. The arbitrator shall not be empowered to direct the Employer to hire additional staff or require additional overtime compensation provided the Employer has not reduced the number of Employees and thus reduced the Employee/patient ratio prior to this change in schedule.

The provisions of this subsection expire automatically on the expiration date of this Agreement unless the parties mutually agree to incorporate them in a successor agreement.

(B) During the life of this Agreement, establishment or disestablishment of nonstandard or unscheduled workweeks shall be approved by the Undersecretary for Labor Relations, and the Union shall be given three (3) weeks notice of such changes. Upon request, the Employer shall meet and discuss such changes with the Union.

Changes from a standard to a nonstandard or to an unscheduled workweek or any other such change shall be made on the basis of reasonableness. No change in work schedule shall be made for the primary purpose of avoiding the payment of overtime or to mitigate the impact of the Fair Labor Standards Act. The State and the Union shall receive and discuss suggestions from the Union to modify such work weeks once established.

(C) Upon request, the Employer and the Union shall discuss flexible or compressed work schedules. Flexible work schedules may be established by mutual agreement with the approval of an appropriate management designee at the department/Agency level and the Undersecretary for Labor Relations.

SECTION SEVEN. Except in emergency situations, agencies shall notify Employees and the Union three (3) weeks before a change in individual work schedule is to be effective when such change is mandated by the Employer. Once the schedule has been posted, the Employer shall not reschedule an individual's day off or hours of work with the intent to avoid payment of overtime compensation. This provision shall not diminish Employees' rights to bid for pass days in accordance with Section Eight. Nor shall this Section prevent management from scheduling a compensatory day for a holiday with less than two (2) weeks notice.

SECTION EIGHT. If an agreed on schedule has fixed pass days for Employees, Employees may bid for more favorable pass days on the same shift when they become available within their classification and such days shall be granted on the basis of seniority, provided the Employee has the ability and training necessary to perform the job.

SECTION NINE. Employees work schedules shall be posted at the work site at least two (2) weeks prior to the start of the scheduled period.

SECTION TEN. Provided Agency needs are met, an Employee on an unscheduled workweek shall be responsible for adjusting his/her own work hours in consultation with his/her supervisor.

SECTION ELEVEN. DISTRIBUTION OF OVERTIME.

(A) (1) The Employer shall survey all Employees in each classification at each Agency, institution or facility to determine willingness to work overtime. A list of all volunteers shall be posted with Employee names to be added or removed by written request.

(2) An Employee who has not volunteered for overtime work in accordance with subsection (a)(1) above, shall not be penalized for such refusal.

(B) (1) Consistent with Agency operating needs, the Employer shall equally distribute overtime among qualified Employees in a classification who have volunteered for such work. If no qualified volunteers are available, the Employer shall, as far as practicable, distribute such overtime among qualified Employees who normally do such work.

(2) There shall be no basis for any Employee claim for compensation in any form for hours not worked.

(3) The Employer shall allow representatives and/or delegates of the exclusive representative to inspect records of overtime work.

(C) (1) The Employer can request overtime work of staff presently on duty when an emergency exists and time does not allow use of the overtime roster.

(2) A refusal to work overtime when ordered by an appropriate authority shall subject an Employee to disciplinary action.

(D) An Employee or the Union can grieve beginning at Step II a pattern of unreasonable or excessive assignment of overtime or use of the emergency provision in subsection (c)(1) above.

(E) The above procedure on distribution of overtime shall apply to part-time Employees under twenty (20) hours who volunteer to work more than their regularly scheduled hours. The extra work shall not be deemed eligible for special overtime compensation unless the criteria in Section Four are met.

(F) The parties recognize that working overtime is a function of a direct care employee's work, and that as an operational necessity, direct care settings routinely require overtime to provide essential coverage and services. However, the parties also know that both work related injuries and personal illnesses are covered by various state and federal statutes that may limit an employee's availability to perform overtime hours.

SECTION TWELVE. MANDATORY OVERTIME.

A) The parties shall develop a rotation system for equal distribution of overtime within each facility as a whole in a manner that promotes maximum reliance on volunteers for all overtime assignments. Employees shall not be mandated to work overtime except in an emergency. An emergency shall be defined as a weather emergency or other event where the governor closes state offices, a lockdown in a correctional institution, or when the number of actual staff reporting to work is below minimum safe levels or legal requirements. If such a mandate takes place, the affected Employee shall be compensated at a rate double his/her regular hourly rate. The Employer is obligated to schedule staff at or above minimum safe levels.

(B) In the event that an Employee is held over on his/her normal shift, the Employer shall inform him/her as soon as possible of the anticipated length of the holdover. Any Employee who is held over more than fifteen (15) minutes beyond the shift shall receive a minimum of one (1) hour overtime work at the applicable rate.

SECTION THIRTEEN. PROCEDURES FOR IMPROVING VOLUNTARY OVERTIME. (A) The parties at each facility shall meet to review present practices or agreements regarding the assignment of overtime with the purpose of developing improved procedures for the assignment of overtime. The parties shall attempt to improve present procedures in the following areas:

(1) Recruitment of volunteers so that the need for mandatory overtime is eliminated or substantially reduced.

(2) The equalization of mandatory overtime assignments and the assignment of mandatory overtime by rotation method which allows Employees to predict, as much as possible, whether they will be mandated on a particular day.

(3) The anticipation, based on leave and vacation requests, Employees on sick leave or Worker's Compensation, or other leaves, and expected rate of unscheduled absences, of the need for overtime as far into the future as possible, and the pre-scheduling of voluntary overtime to meet such needs.

(4) Consideration of additional part-time Employees for the purpose of reducing mandatory overtime.

(B) The parties at each facility shall attempt to reach agreement on the system to be utilized there. Once a system is in place, the parties shall meet on a regular basis to review the effectiveness of the system and to make whatever changes are necessary to make the system serve the above goals.

(C) If there is a dispute about either (i) which system best serves the above goals, or (ii) proposed changes, either party may submit the dispute directly to arbitration for a recommendation provided however, that the arbitrator shall

not have the authority to make any recommendations with respect to staffing levels. There shall be no appeal from the arbitrator's recommendations.

SECTION FOURTEEN. GRAND ROUND HOURS. Employees who are required to perform grand rounds at hospitals in order to maintain privileges at said hospital(s) shall have the hours spent on this activity considered as hours worked.

SECTION FIFTEEN. PHYSICIAN WORK SCHEDULES

All full time Physicians shall work a 40 hours standard work week. It is understood that all full-time physicians whether classified as Staff or Principal Physician have a responsibility and duty to respond to calls concerning their patient/client caseload. This responsibility is regardless of any Night Duty or Standby Night Duty assignment. At worksites where a protocol for this available consultation has not been established, management shall work with the Union to establish a protocol. In the event that the Parties cannot agree, management shall institute its protocol and the Union shall have the right to submit the issue to expedited arbitration. In any such arbitration, the arbitrator shall consider; the impact on patient/client care, the impact on the Agency/Department, and the impact on the Employees.

SECTION SIXTEEN. EXCHANGE OF SHIFTS. Exchange of Shifts, swapping, switching or shift substitutions are encompassed with the definition of "time trading". Time trading is the substitution of one employee to work the hours scheduled for another employee in the same or similar job class that would typically perform the duties (e.g. DSW1 & DSW2) currently practiced at the work location. Time trading may be allowed, but all such arrangements must be made within the following parameters:

- a) An agreement between individuals employed by the Agency to substitute for one another at their own option must be approved by the Supervisor in advance.
- b) The Employer must know what work is being done, by whom it is being done, and where and when it is being done.
- c) The time trading, including the repayment of the trade, must be completed within the same pay period.
- d) The Agency shall assume no additional costs, including overtime costs, as a result of time trading.

ARTICLE 14

SENIORITY

SECTION ONE. Seniority shall be defined as an Employee's length of State service since date of last hire.

For part-time Employees, seniority shall be prorated in accordance with the number of hours worked by the Employee.

SECTION TWO. An Employee's seniority shall accrue during the following periods:

- (A) War service (including service prior to State employment) as defined in Section 27-103 (a) C.G.S.
- (B) Military leave.
- (C) Paid leave.
- (D) Worker's Compensation leave.
- (E) Unpaid sick leave, disability, family emergency due to illness, parental, authorized leaves of absence or layoff of up to a maximum of twelve (12) months or the length of Employee's service, whichever is less. Provided, however, a full-time Employee who returns to work part-time during the maximum twelve (12) month period, or length of the Employee's service, whichever is less, shall accrue full-time seniority for the remainder of such period.

SECTION THREE. An Employee's length of service shall be as defined in Sections One and Two of this Article except that:

- (1) credit for length of service under Section Two (e) shall be granted only for leaves granted on or after July 1, 1979;
- (2) Only a total of nine (9) months of unpaid leave of absence may be counted toward length of service for vacation accrual.

Longevity and pension rules shall not be modified as a result of this Article.

SECTION FOUR. Seniority shall not be computed until after completion of the initial Working Test Period. Upon successful completion of the Working Test Period, seniority shall be retroactive to the date of hire.

SECTION FIVE. State service while working in a trainee class shall not accrue until permanent appointment to the target class, whereupon it shall be retroactively applied to include such service.

SECTION SIX. Seniority shall be deemed broken by:

(A) Termination of employment caused by resignation, dismissal or retirement.

(B) Failure to report for five (5) working days without authorization unless the Employee provides a valid reason for not notifying the Agency.

Credit for seniority up to a break in service shall be restored to an Employee who is reemployed within one (1) year of service break.

Notwithstanding the above, Employees who had a break in service and were rehired prior to July 1, 1979, shall have their seniority restored for all service prior to the break.

SECTION SEVEN. If an Employee accepts a position outside of the bargaining unit, but within State service, and returns to the bargaining unit, the period of time spent in the position(s) outside of either the NP-6 or P-1 bargaining unit shall be considered a break in service. Credit for service previous to this break in service shall be applied to the returning Employee provided the Employee has been employed for at least three (3) consecutive years prior to their change of bargaining unit.

Such service credit shall not be applied until the Employee has returned to the bargaining unit for a two (2) year period.

This interpretation does not impact longevity or pension rules. It only applies to situations where an Employee leaves the bargaining unit for another State position and later returns to a bargaining unit position. Before accepting positions outside of the NP-6 and P-1 bargaining units, Employees are advised that rights to return to an NP-6 or P-1 position are limited.

SECTION EIGHT. Annual seniority lists based on State service shall be submitted to the Union via email by January 31st of each contract year. The submitted list shall contain the Employee's name, job classification, ID number, original date of hire, and Agency location.

ARTICLE 15

PROMOTIONS AND LATERAL TRANSFERS

SECTION ONE. For the purpose of this Article a noncompetitive vacancy is defined as:

(1) being in the bargaining unit;

(2) a position the Employer intends to fill on a permanent basis;

(3) a vacancy which does not require a competitive examination, as a prerequisite for consideration except certain licensed or credentialed professionals as provided by Section 5-219 of the Connecticut General Statutes.

SECTION TWO. When a noncompetitive vacancy in a facility or region occurs and no Employee has recall rights to such vacancy, the Employer shall send notice of such vacancy to the Union Office. The Employer shall post notice of such vacancy on www.DAS.ct.gov, on a bulletin board at each facility, or in a community setting, in the manner it ordinarily uses for notices to bargaining unit Employees in the facility or region where the vacancy exists. The Employer will also post such vacancies in other regions or facilities within the Agency. Such notices shall be sent to one location per region or facility, to be determined by mutual agreement. Such posting shall be for a period of not less than seven (7) calendar days before the vacancy is filled. Such notice shall include the job classification, the work schedule, shift, work location and person to contact.

SECTION THREE. When an employee wishes to transfer from one geographic facility within an agency to another geographic facility or to a different shift or work location, the employee shall apply by responding to the posting as specified in Section 2.

(A) A transfer is defined as movement from one agency, functional unit, geographic location, facility, shift or rotation to a different agency, functional unit, geographic location, facility, shift or rotation within the same classification.

(B) Going from part time to full time in the same classification at the same facility, work location, functional unit or shift is not a promotion.

(C) Movement from a position in one classification to a different position in a different classification but the same salary group is considered a reassignment.

(D) In general, no application for an employee transfer will be acted upon within one year of the effective date of an employee initiated transfer.

SECTION FOUR. In all cases of promotion or lateral transfer to noncompetitive positions, when there is no appreciable difference between the ability of the competing candidates to perform the duties of the job, seniority as

defined under Article 14 within the NP-6 and P-1 bargaining units, as applicable, shall govern after consideration of affirmative action goals and ADA accommodations. Temporary service in the position does not in and of itself constitute an appreciable difference. In any arbitration of a dispute under this Section, unless the Employer can be shown to have acted arbitrarily and capriciously, the arbitrator shall give substantial weight to the judgment of the Employer in applying the relevant evaluation standards. Junior Employees cannot grieve the selection of a more senior Employee.

Should no current Employee possess the necessary qualifications to fill the vacancy, the Employer may fill the vacancy through outside hire.

Full time worker's request for lateral transfers or voluntary demotions where the Employee holds permanent status shall be considered before promotional requests. In this respect an Employee is deemed to hold permanent status provided he/she had achieved permanent status in the classification.

Voluntary transfers of Employees in competitive positions shall be covered by this Article.

1. For noncompetitive positions, an Employee who has achieved permanent status in the higher class, may take a voluntary demotion to a class in the same classification series even though the Employee may have skipped a level in the series progression, or a new level was created since his/her appointment to the higher class.

2. "Classification series" represents those classes which are in an exact line of progression. The career path is clearly delineated in specification content and movement from one level to another constitutes the normal avenue for advancement. For example, Developmental Services Worker 1, Developmental Services Worker 2, Supported Living Worker, Lead Developmental Services Worker, Supervising Developmental Services Worker 1, Supervising Developmental Services Worker 2.

3. Any disputes over the composition of a classification series shall be resolved by the DAS Human Resource Division.

SECTION FIVE. An Employee who transfers laterally shall continue to receive the same base rate of pay he/she enjoyed prior to the transfer. An Employee who accepts a voluntary demotion shall be paid at the lower rate of pay which he/she would have arrived at had he/she been serving the lower instead of in the higher classification. An Employee who is promoted shall receive a full promotional increase, but in no event shall the new salary exceed the maximum of the new classification.

SECTION SIX. (A) An Employee's past shift assignment shall not by itself disqualify the applicant from lateral transfer and promotion.

(B) An Employee's part-time status shall not by itself disqualify an applicant from lateral transfer or promotion or voluntary demotion; however, if the position sought is full-time, the Employee must be willing to work the full time schedule. The calculation of seniority for a part-time Employee shall continue to be on a pro rata basis.

SECTION SEVEN. An Employee who is promoted to a non-competitive position shall serve a four (4) month probationary period on the new job. An Employee who is promoted to a competitive position shall serve a six (6) month probationary period in the new position. If the Employee is removed from the new job during the probationary period, the Employee shall be returned to his/her former position without loss of seniority or other benefits. The Employer shall be the exclusive judge of whether the Employee successfully completed the probationary period, provided such determination is not arbitrary or capricious.

SECTION EIGHT. Within the 1199 bargaining units (NP-6 and P-1) Employees who desire to transfer from one Agency/Department to another shall have preference over new hires. However, the Employee must serve a Working Test Period of four (4) months in the new position. Failure of the Working Test Period shall result in a return to the previous position in the Department from which transferred. Additionally the Employee shall be provided a trial period of four weeks during the Working Test Period to elect to forego the transfer and return to his/her previous position from which transferred.

SECTION NINE. TRANSFER RIGHTS. The Union and the State agree that in the event that specialized training is developed which will qualify Employees for unique and special programs that are clinically advantageous to the patients/clients, the Employee's transfer rights may be limited so long as the following conditions are met:

- (1) The training is voluntary;
- (2) The Employees are told in advance that their transfer rights will be limited and the Employee agrees in writing;
- (3) The transfer rights may not be limited for more than six (6) months after the end of the training period;

(4) The Employee's transfer rights will be reinstated earlier for good and sufficient reasons.

SECTION TEN. When an Employee is appointed to a position, transferred, promoted or demoted, he/she will be notified in writing by the Employer of his/her work location and work schedule including starting date, shift, the hours and regular pass days.

SECTION ELEVEN. APPOINTMENT OF A NP-6 EMPLOYEE TO P-1 CLASSIFICATION. An NP-6 Employee who is appointed to a position in the P-1 bargaining unit in the same salary grade shall be placed at the step in the P-1 pay plan that is closest to, but not less than, his current salary. Provided, however, the Employee shall not be paid in excess of the maximum of the P-1 salary grade.

ARTICLE 16

ORDER OF LAYOFF OR REEMPLOYMENT

SECTION ONE. In the event of a reduction in force and subsequent recall to work, the provisions of this Article shall be controlling. For all purposes of this Article, seniority as defined in Article 14 shall prevail.

SECTION TWO. For purposes of layoff selection within a classification, seniority shall prevail. In agencies with multiple facilities or regions, the least senior in the facility or region, by classification, shall be selected for layoff. In the event of a layoff within a job classification, temporary Employees, including per diems, and Employees who have not completed their initial working test shall be separated first and they shall not have bumping rights.

SECTION THREE. The Employer shall give the Employees not less than six (6) weeks of written notice of layoff. Part-time Employees under twenty (20) hours shall receive not less than two (2) weeks written notice of layoff, except that three (3) weeks written notice shall be provided to such Employees who have been employed for five (5) years since the date of last hire. Such notices shall state the reason for such action and shall be sent concurrently to the Union. During the six (6) week period, the Employer shall meet with the Union to discuss possible alternative proposals (1) to avoid the layoff and/or (2) to mitigate the impact on the Employee(s) and/or (3) possible retraining options.

SECTION FOUR. The Employer shall offer the affected Employee a transfer to a vacancy in the same or comparable class or in any other position the Employee is qualified to fill within the Agency in which the Employee works. In order to inform affected Employees of vacancies, the State shall prepare a list of all vacancies in the same or comparable classes in the Agency in which the Employee works, or in other agencies within a twenty-five (25) mile radius; the list shall be posted and a copy provided to the Union.

If there are no positions to which an eligible Employee can bump or transfer within the Agency within a twenty-five (25) mile radius, the Employer shall offer the affected Employee a transfer to a vacancy in the same or comparable classification at any State facility within the twenty-five (25) mile radius provided that the Employee has the ability to perform the job after a reasonable period of orientation.

If there is no such vacancy available within twenty-five (25) miles, permanent Employees shall be offered a transfer to any vacancy in a classification within their bargaining unit that the Employee is qualified to fill (meets the experience and training and merit system requirements and is in the same or lower salary group) in any State Agency, subject to successful completion of the working test period.

In addition, if no vacancies are available to an Employee under any of the above provisions, and a permanent Employee in the NP-6 or P-1 bargaining unit expresses, in writing, a desire to be considered for a vacancy in their Agency in the P-1 or NP-6 bargaining unit (respectively) that they are qualified to fill as defined above, the Agency will use its best efforts to transfer the Employee to the vacancy.

If the Employee refuses to accept a transfer, an eligible Employee may exercise bumping rights as specified in Section Five.

When Employees have received layoff notices all vacancies shall be posted and all Employees, including laid off Employees, shall have the right to bid for the vacancies. In the event of a layoff, however, this posting process will only take place once. Vacancies created by transfers from this posting will be offered to Employees who have received layoff notices before they are offered to more senior Employees who have not received layoff notices.

SECTION FIVE. (A) In lieu of layoff, when there is no vacancy or when the Employee does not accept a vacancy, the Employee may bump a less senior Employee as follows:

(1) The least senior Employee in the same classification within the Agency.

(2) If the Employee does not exercise the bumping rights in (1), then the Employee may bump the least senior Employee in the lower position in the same classification series at the facility at which the bumper is employed.

(3) If the facility where the bumper is employed is closed or is closing, the Employee may bump the least senior Employee in a lower position in the same classification series in that Agency.

(B) A permanent Employee who is bumped shall have the same rights as an Employee who is laid off, except that a bumpee shall receive only three (3) weeks' notice. However, a bumpee shall not be terminated during the initial six (6) week period required by Section Three.

(C) For purposes of bumping there shall be a separate seniority list for part-time Employees who work less than twenty (20) hours. A bumpee who is an under twenty (20) hour Employee shall receive as much notice as possible, but not less than ten (10) calendar days' notice of layoff.

SECTION SIX. Within one (1) week of availability of the seniority list and the list of vacancies specified above, the affected Employee shall provide written notice whether he/she elects to exercise bumping rights. This election shall be binding on the Employee and a failure to elect shall constitute a waiver of bumping rights, and the employee shall be laid off.

SECTION SEVEN. (A) A permanent Employee who is laid off, bumped or transferred to a position in a lower classification as a result of layoff shall be placed on reemployment lists for those classifications and locations in which he/she would accept reemployment. Employees shall be entitled to specify for a placement on lists for any or all classes in which they formerly held permanent status or which are deemed comparable. For purposes of placement on the reemployment list, a part-time Employee under twenty (20) hours per week shall specify whether reemployment should be to a full or part time position.

(B) The Union shall receive a copy of each reemployment list promulgated for bargaining unit classifications and shall be notified of all appointments from such lists.

(C) Reemployment lists shall be arranged in order of seniority. Employees on the list shall be notified of appropriate vacancies in seniority order.

An Employee may remain on the reemployment list for up to three (3) years. However, if an Employee refuses three (3) job offers, he/she shall go to the bottom of the list. Failure to respond to notification shall be considered a refusal. If an Employee fails to respond to three offers, the Employer shall contact the Employee by certified mail return receipt requested at the Employee's last known address to determine whether the Employee wishes to remain on the list; if the Employee fails to respond, he/she shall be removed from the list.

An Employee on a reemployment list shall promptly notify the Commissioner of Administrative Services of any change of address and shall promptly inform the Commissioner if he/she is no longer available for reemployment from a list or lists.

(D) An Employee on the reemployment list shall be entitled to fill vacancies (provided he/she has the requisite skills and ability to perform the work) over (1) all outside hires and promotional requests other than reclassifications of filled positions, and (2) active Employees on shift and lateral transfers provided he/she has greater seniority than the person seeking the transfer.

(E) Seniority shall continue to accrue as provided in Article 14, Section 2(e). At the expiration of the accrual period, the Employee's seniority shall be frozen at that level until he/she is actually reemployed.

SECTION EIGHT. The bumper shall be paid for service in such lower classification at the closest rate in the lower salary range to his/her former salary in the higher classification, but not more than the rate he/she is receiving at the time of transfer.

SECTION NINE. If layoffs according to seniority have an adverse impact on affirmative action goals or if the most senior Employees do not have the requisite skills and ability to perform the work remaining, then the State and the Union shall meet to discuss the issue. If no agreement is reached within the time limits of Section Three, the State shall layoff Employees in the manner it deems appropriate, and the Union has the right to submit the issue to expedited arbitration.

SECTION TEN. If the seniority of two or more Employees is exactly the same, then bargaining unit seniority shall prevail; if the bargaining unit seniority is exactly the same, then classification seniority shall prevail. If classification seniority is exactly the same, priority for layoff and recall shall be determined by the higher employee number.

SECTION ELEVEN. CONTINUITY OF EMPLOYMENT The State recognizes that health care Employees will continue to play a vital role in the delivery of human services. While the processes for service delivery may change, job opportunities will continue to exist, provided Employees avail themselves of these opportunities. The State and the Union are committed to working closely together in order to effect an orderly transition and continuity of employment.

In order to facilitate an orderly transition to new employment opportunities, the State agrees to establish a function in the affected Agency dedicated to assisting and counseling staff in transfer and relocation options. Such function shall be staffed by an individual jointly chosen by the Union and management who is appropriately skilled to assist and counsel staff in transfer, relocation and retraining options consistent with this Section. In cooperation with the Union, a transfer list system within a specific Agency may be developed for the filling of positions or vacancies. Employees may apply for specific work locations and shifts.

Further, the State and the Union will identify retraining opportunities which will assist Employees in preparing for emerging or alternative job opportunities. To assist Employees, the State will make a good faith effort to post all bargaining unit vacancies at a central location at each facility subject to the provisions of this Section.

In the event a reallocation or reduction in the workforce becomes necessary at the Departments of Mental Retardation or Mental Health and Addiction Services as a result of the change to community based programs (deinstitutionalization), the provisions of this Section shall apply to all Department of Mental Health and Addiction Services Employees with permanent status on or before July 1, 2021 and to all Department of Developmental Services Employees with permanent status on or before July 1, 2021.

(A) All such permanent Employees affected by deinstitutionalization shall be offered employment in the same or comparable classification at no reduction in salary grade as provided in this Section. All positions and vacancies within the affected Agency shall first be filled through voluntary transfers. If there are no volunteers for a particular position or vacancy, it shall be filled by offering it to the least senior Employee in the classification from the affected facility. Full time Employees shall be offered a full time position and part time Employees shall be offered a part time position. If the least senior Employee refuses, the Employee shall be laid off or may have rights as described in **(B)** below. If the position or vacancy remains unfilled, it may be offered to the next two least senior Employees, in reverse order of seniority. If one or both of those Employees refuse, that Employee shall be laid off (in order of seniority) or may have rights as described in **(B)** below. However, no permanent Employee covered under this Section shall be laid off as long as there is a less senior Employee in the same classification at the affected facility who has no rights under this Section.

(B) Any Employee who refuses an offer and is scheduled to be laid off as described above shall be deemed to have waived any rights to additional offers in the future under paragraph (a) above, but shall retain the right to bump within the facility as provided in Article 16, Section Five (a)(2). Such bumping rights shall exclude any positions scheduled to be eliminated. The bumper shall be paid as provided in Article 16, Section Eight.

(C) For the purposes of this Section, Regions and Districts within the two agencies shall be defined as they existed on the date notice is given to affected Employees. In the Department of Mental Health and Addiction Services, the offer to an eligible Employee shall be in the same district as the person is employed, except in the eastern district where the offer shall be in either the eastern or central district. In the Department of Developmental Services, the offer to an eligible Employee shall be within the region where the facility is located or in one of the contiguous regions. However, for Southbury Training School, if the offer is in a contiguous region, it shall be west of the Connecticut River. The State and the Union agree to meet and discuss additional geographical limitations on offers for other locations as necessary.

(D) In the Department of Mental Health and Addiction Services, an Employee who voluntarily transfers to a position/vacancy in a lower classification, or accepts a position under paragraph (a) above, shall be red-circled in the higher classification. In the Department of Developmental Services, an Employee who voluntarily transfers to a position/vacancy in a lower classification, or accepts a position under subparagraph **(A)** above in accordance with the provisions of **(E)** below, shall be red-circled in the higher classification.

(E) Movement to lower classes shall be limited as follows in the Department of Developmental Services:

1. PS 2 to PS 1, SDSW2 to SDSW1
2. PS 1 to SDSW2, SDSW1
3. SDSW2 to SDSW1
4. SDSW1 to LDSW
5. LPN to DSW2
6. LDSW to DSSLW
7. LDSW to DSW2
8. DSSLW to DSW2
9. DSW2 to DSW1
10. An Employee in a professional classification may be red circled in a lower classification in the same series

(F) If an Employee is selected for and accepts a position/vacancy as referenced in (D) and (E) above, the Employee shall be required to apply for any and all positions/vacancies in the Employee's classification series, above the position/vacancy the Employee is occupying, up to and including the title in which the Employee is red-circled. This requirement shall exist for positions/vacancies in the Region or District in which the Employee is currently employed. This requirement shall not be waived due to concerns over conditions of employment including, but not limited to, shift, pass day, unit assignment or availability of overtime. Should an Employee fail to thus apply, or should the Employee apply, be accepted and then reject the position/vacancy, the Employee shall no longer retain red-circled status. At that point, salary will be recomputed in the traditional manner (as if the Employee had always worked in the lower classification).

Employees who are red-circled are not required to apply for positions/vacancies in their classification series in other locations except as specified above, but may do so if they desire. Should they be selected for such a position/vacancy, the requirements of the above paragraph would apply at the new location.

(G) Notwithstanding the provisions of Article 15, Section Two or Article 16, Section Seven (d), individuals on the reemployment list as a result of refusal of an offer under the provisions of this Section shall not have preference for a vacancy in their former Agency over an Employee who has yet to receive an offer. This provision would apply only to vacancies in the individual's former Agency and would not affect their recall rights to any other agencies.

(H) At any facility/institution covered under the provisions of this Section, the parties shall meet and develop a process for internal movement of Employees to facilitate the closing of individual units or departments within the facility/institution.

(I) The parties agree that an expedited arbitration process shall apply to disputes over whether this Section is applicable to a particular reallocation or reduction in the workforce situation.

ARTICLE 17

TEMPORARY SERVICE IN A HIGHER CLASS

SECTION ONE. An Employee who is assigned to perform temporary service in a higher class shall, commencing with the thirty-first consecutive calendar day of such assignment, be paid retroactive to the first day of the assignment, for such actual work at the rate of the higher class as if promoted thereto, provided such assignment is approved by the Commissioner of Administrative Services. The Employer shall notify the Union in writing of an Employee's appointment to the higher classification.

SECTION TWO. Such assignments may be made when there is a bona fide vacancy which management has decided to fill, or when an Employee is on extended absence due to illness, leave of absence or other reasons. Extended absence is one which is expected to last more than thirty (30) working days.

SECTION THREE. An appointing authority making a temporary assignment to a higher class shall issue the Employee written notification of:

(A) Any such assignment which is expected to last for thirty (30) calendar days or more;

(B) Any such assignment the duration of which cannot be determined and which may last for thirty (30) calendar days or more.

Where an assignment to perform temporary service in a higher class, as defined herein, is not accompanied by written notification, the affected

Employee shall advise facility management within five (5) days from the time the Employee knows or should have known of the assignment. Failure of the Employee to notify management within five (5) days shall not constitute waiver of rights under the contract. Upon being so advised, facility management shall within five (5) days either:

(a) provide such notification with a simultaneous copy to the Commissioner of Administrative Services and the Union; or

(b) direct the affected Employee to cease performing the said assignment; or

(c) offer the affected Employee an explanation as to why the conditions in temporary service in a higher class, as defined herein, have not been met.

An appointing authority making a temporary assignment to a higher class shall immediately forward the appropriate form seeking approval of the assignment from the Commissioner of Administrative Services in writing, including documentation demonstrating Employee so assigned meets the minimum qualifications of the higher class.

The Commissioner of Administrative Services shall expedite requests for approval of assignments to temporary service in a higher class.

SECTION FOUR. If on or after the thirty-first consecutive calendar day of such service, the Commissioner of Administrative Services has not approved the assignment, the Employee upon request shall be reassigned to his/her former position, subject to the provisions of Section Five.

SECTION FIVE. In the event the Commissioner of Administrative Services disapproves the requested assignment on the basis of his/her judgment that the assignment does not constitute temporary service in a higher class, the Employee shall continue working as assigned with recourse under the appeal procedure for reclassification but not under the arbitration procedure. The form certifying the assignment will specify the rights and obligations of the parties under Sections Four and Five.

SECTION SIX. Temporary assignments to a higher class for periods of thirty (30) calendar days or less shall not be utilized to defeat the basic contractual obligation herein.

SECTION SEVEN. When applying this Article to part-time Employees working under twenty (20) hours, the term "thirty-first consecutive calendar day" in Sections One and Four shall be substituted with "thirtieth consecutive working day" and the term "thirty calendar days" in Section Six shall be substituted with "twenty-nine working days."

ARTICLE 18

WORK ASSIGNMENTS

SECTION ONE. TRANSFER DEFINITIONS.

(A) A temporary transfer is either of the following:

(1) A transfer which does not exceed ninety (90) days, or

(2) A transfer made to fill a position which is vacant because of extended illness, leave of absence (position held) or Workers' Compensation, for the length of the absence but not more than six (6) months. The State will provide the Union with a copy of the written notice of said transfers.

(B) All other transfers shall be considered permanent transfers. There is no time limit on transfers made in accordance with the procedure for making permanent transfers.

SECTION TWO. UNIT ASSIGNMENT. An Employee shall be assigned to a specific functional unit. The Employer may transfer an Employee to another functional unit whenever such transfer is necessary for the provision of proper patient/client care or for the carrying out of Agency programs and responsibilities.

For permanent transfers, the Employer shall first seek volunteers by posting the vacancy or by such other method as has been agreed upon at the facility by the Union and management. In selecting from among volunteers for permanent transfer to vacant positions, the provisions of Article 15, (Promotions and Lateral Transfers) Sections Four and Eight shall apply.

If no appropriate volunteer is available and the Employer decides to make a permanent involuntary transfer, the Employer shall transfer the least senior Employee who has the ability to perform the required work, provided that such will not create an imbalance of experienced and less experienced Employees in a unit.

If a work area is overstaffed, or if the Employer determines that staff needs to be redistributed, the Employer shall first transfer out any temporary transferees, seek volunteers and then transfer out the least senior Employee in the classification on the shift that is overstaffed provided that such will not create an imbalance of experienced and less experienced Employees in a unit and the least senior Employee has the ability to perform the required work.

For part-time Employees under twenty (20) hours per week, there shall be a separate seniority list for involuntary unit assignment transfers. The least senior Employee shall be transferred unless said transfer creates an undue hardship on the Employee, in which case the next least senior Employee shall be transferred.

SECTION THREE. SHIFT ASSIGNMENT.

(A) Permanent transfers which involve a shift change shall be made in accordance with Article 19, (Shift Assignments and Shift Differentials).

(B) In making temporary transfers, the Employer shall attempt, when appropriate, to avoid shift changes or to make such in accordance with Article 19, (Shift Assignments and Shift Differentials). Cases in which this will not be possible include temporary transfers for training purposes.

SECTION FOUR. No transfer whether temporary or permanent shall be made for disciplinary purposes.

SECTION FIVE. FACILITY/INSTITUTION ASSIGNMENT. The Employer may transfer an Employee to another facility/institution whenever such transfer is necessary for the provision of proper patient/client care or for the carrying out of Agency programs and responsibilities.

The Employer will not transfer an Employee where such transfer creates an unreasonable hardship on the Employee.

No Employee shall be transferred to another facility/institution without four (4) weeks written notice except in emergency situations.

ARTICLE 19

SHIFT ASSIGNMENTS AND DIFFERENTIALS

SECTION ONE. SHIFT DIFFERENTIAL. Eligible Employees, as specified below, who work a shift where the majority of hours falls after 3:00 p.m. before 7:00 a.m. shall be entitled to shift differential. Payment shall be made for all hours worked during the eligible shift.

SECTION TWO. WEEKEND DIFFERENTIAL. For the purposes of this Article, a weekend is defined as the forty-eight (48) hour period beginning at 11:00 p.m. on Friday night and ending at 11:00 p.m. on Sunday night. Weekend differential shall be paid for all hours worked when the majority of shift hours fall on the weekend.

SECTION THREE. DIFFERENTIAL AMOUNT. Shift and weekend differential for all eligible bargaining unit Employees (including part-time Employees under 20 hours) shall be established at five percent (5%) of Step Two of the appropriate Salary Group.

Shift differential for all eligible LPNs and Registered Nurses (including part-timers under 20 hours) shall be established at fifteen percent (15%) of Step Two of the appropriate Salary Group.

SECTION FOUR. ELIGIBILITY FOR SHIFT AND WEEKEND DIFFERENTIAL.

(1) All Employees in classifications in Salary Group 25 and below;

(2) Notwithstanding the above, Section Four (F) of the State Coalition Agreement on Pay Equity will govern in determining whether a classification is eligible for shift and /or weekend differential payment. Below is language from the State Coalition on Pay Equity Agreement:

“Any classification currently eligible for overtime, weekend, or shift differential payments shall continue to be eligible for same upon the implementation of this Agreement. The purpose of this section is to ensure that no Employees’ entitlement to overtime, shift, or weekend differentials, is diminished as a result of this pay equity agreement.”

SECTION FIVE. Weekend differential shall be paid only for hours worked and not on leave time. Shift differential shall be included in pay for vacation, holiday, sick leave and personal leave days, but not in pay for compensatory time taken in lieu of overtime payment.

For those Employees who work rotating shifts, for vacation purposes, the amount of shift differential shall be based on the average shift differential paid for the last two (2) pay periods preceding the vacation. For holidays, sick leave and personal leave days, shift differential shall be paid if the Employee is working on second or third shift at the time.

SECTION SIX. No Employee shall be required to work split or broken shifts. A split or break in shift means an interval greater than the lunch or dinner break which in any event shall not exceed one (1) hour or the normal meal period, whichever is less. This provision shall not apply to Employees on unscheduled workweeks or to exempt Employees.

SECTION SEVEN. SHIFT ASSIGNMENTS. (A) Except in emergencies, there shall be an interval of at least eight (8) hours between the regularly scheduled shifts of a full-time Employee.

(B) In all other respects, the provisions of Article 15 (Promotions and Lateral Transfers), shall apply to applications for shift change.

SECTION EIGHT. No state operated facility shall have a rotating shift system unless mutually agreed to by the State and the Union.

For purposes of this agreement, a rotating shift is defined as the altering of an Employee’s regular assigned schedule to work other shifts in order to provide staffing coverage or to avoid overtime.

This definition does not diminish management’s ability to reassign staff consistent with other provisions of this agreement or preclude the establishment of unscheduled work weeks or flex-schedules consistent with this agreement.

SECTION NINE. OJE-SCOPE AGREEMENT. Notwithstanding any provision of this Article to the contrary, any classification currently eligible for shift and/or weekend differential payments shall continue to be

eligible upon the implementation of the OJE-SCOPE Agreement effective July 1, 1995. The purpose of this provision is to ensure that no Employees' entitlement to shift and/or weekend differential payment is diminished as a result of the OJE-SCOPE Agreement.

ARTICLE 20
VACATION AND PERSONAL LEAVE

SECTION ONE. VACATION CREDITS. (A) For Employees employed as of June 30, 1977, vacation accrual shall be:

| | |
|---------------|----------------------|
| 0 to 20 years | 1-1/4 days per month |
| Over 20 years | 1-2/3 days per month |

(B) For Employees employed on or after July 1, 1977, vacation accrual shall be:

| | |
|---------------------------|-----------------------|
| 0 to 5 years | -1 day |
| Over 5 and under 20 years | -1-1/4 days per month |
| Over 20 years | -1-2/3 days per month |

(C) Upon completion of six (6) full calendar months of service, an Employee, full-time or part-time, may use such vacation as has accrued, subject to the provisions of this Article.

(D) Employees who are regularly assigned to work schedules in excess of thirty-five (35) hours per week shall earn vacation on an hourly basis in accordance with such approved schedules

SECTION TWO. PERSONAL LEAVE. In addition to annual vacation, each full-time, permanent Employee shall have three (3) days of personal leave of absence with pay in each calendar year. Use of personal leave days shall be for the purpose of conducting private affairs, including observance of religious holidays, or any other reason, and shall not be deducted from vacation or sick leave credits. Personal leave days not taken in a calendar year shall not be accumulated. Personal leave accrual and use for Employees on a 35 + 5 or a 40 hour schedule shall be accrued and used based on eight (8) hour days.

Part time Employees who work seventeen and one-half (17.5) hours or more shall receive pro-rata personal leave days.

SECTION THREE. No Employee will carry over more than ten (10) days of vacation leave to the next year, provided however, that in exceptional circumstances, Agency permission may be granted to carry over more than ten (10) days. Such permission shall not be unreasonably denied.

For Employees hired on or before June 30, 1977, the maximum accumulation of vacation shall be one hundred twenty (120) days. For Employees hired on or after July 1, 1977, the maximum accumulation shall be sixty (60) days.

SECTION FOUR. If an Employee is sick while on vacation leave, the time shall be charged against credited sick leave if supported by a medical certificate.

SECTION FIVE. REQUESTS FOR TIME OFF.

(A) Normally individual vacation days and personal leave days will be requested five (5) or more days in advance, but an Employee may request such time with twenty-four (24) hours notice for each day requested, except less for an emergency situation. Such vacation days and personal leave days will be granted whenever patient/client care needs permit, provided, however, that while the number of Employees who will be absent on a specific day may certainly be a factor in granting or denying a request, the possibility that some voluntary overtime coverage may be required shall not be the basis for denying such request.

(B) Except for the provisions of Section Six, management shall either approve or deny an Employee's request for vacation and personal leave days within seventy-two (72) hours of receipt of the said request. When such request is received with less than seventy-two (72) hours notice, management shall either approve or deny the said request as soon as possible.

(C) Management and the Union at each individual facility are encouraged to meet and devise specific procedures and guidelines for implementation of the process set forth in subparagraphs (A) and (B) of this Section.

(D) If management and the Union are unable to resolve a dispute arising out of a specific request for either vacation days or personal leave days, the matter will be expedited to Step 2 of the Grievance Procedure.

(E) All paid leave time, including sick leave, shall be charged against the Employee's leave records on an hour for hour basis.

(F) An Employee may take earned holidays, vacation or personal leave days in conjunction with one another or in conjunction with the Employee's pass days, unless it interferes with patient/client care.

SECTION SIX. VACATION SCHEDULING.

(A) Employees at any time may request to take vacation for any time period.

In the event that more Employees request the same vacation time off than can reasonably be spared for operating reasons, vacation time off will be granted based upon seniority, except that all Employees shall be entitled to take at least one (1) week of their vacation in prime time. One week is defined as the period of at least five (5) days, but not more than seven (7) days, of scheduled work time between the Employee's pass days.

Prime time is defined as the period beginning Friday of Memorial Day weekend through September 10th; and the period beginning November 20th through January 8th. Employees may elect to take their week of vacation during either the summer or the winter prime time period.

(B) To assist in the scheduling of vacation time off, departments, agencies, institutions or other local operating units will post on March 1st a seniority list. By April 1st, an Employee must request a block of time of five (5) days or more in order to have seniority considered. An Employee can request any time for the period of May 1 to May 1 of the next year. By April 21, the Employer will post the vacation schedule.

(C) A second posting period will begin on August 1 when the Employer will again post the seniority list for the period October 1 through May 1. To have seniority considered during the second posting period, the Employee must request a block of time of five (5) days or more by September 1st. An Employee can request any time for the period from October 1 to May 1 of the next year. The vacation schedule for the second posting period shall be posted by September 21st.

(D) Once vacation schedules are posted, they shall not be changed by the Employer except in extreme emergency, and there shall be no bumping on the basis of seniority. Employees who do not use the posting periods to request vacation shall be granted vacation at the time they request if operating needs permit. Vacations scheduled before the official posting period shall be reconsidered based on seniority during the official posting period.

(E) Subject to other provisions of this Article, Employees shall be permitted to take at least two (2) consecutive weeks of vacation if scheduling and seniority permit.

(F) If an Employee's properly submitted request for use of accrued vacation credits is denied, upon request the Employee shall receive a written statement of the reasons for such denial.

(G) Employees are encouraged to use vacation credits in full days but may use them in minimum units of one (1) hour.

SECTION SEVEN. DMHAS 72-72-80 SCHEDULE ACCRUALS

Employees in the Department of Mental Health and Addiction Services (DMHAS) working a 72-72-80 schedule shall accrue sick leave and vacation at a rate of 7.5 hours per month unless they are receiving a greater benefit currently.

Some DMHAS facilities have a 72-72-80 work schedule that averages 37.5 hours per week annually. Below are the correct accruals for those work sites:

| | | |
|------------|------------|--------|
| Vacation | 0-5 years | 7.5 |
| | 5-20 years | 9.375 |
| | 20+ years | 12.525 |
| Sick Leave | | 8.75 |

**ARTICLE 21
HOLIDAYS**

SECTION ONE. For the purposes of this Article, holidays are as follows:

(A) **PREMIUM HOLIDAYS:** New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas.

(B) **NON-PREMIUM HOLIDAYS:** Martin Luther King Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Juneteenth Independence Day, Columbus Day and Veteran's Day.

The maximum value of a holiday is eight (8) hours.

In continuous operations, New Year's Day, Independence Day and Christmas shall be celebrated on January 1, July 4 and December 25 respectively, even if these holidays fall on Saturday or Sunday. Otherwise, if a holiday falls on Saturday or Sunday, it shall be considered celebrated on the day off granted in lieu thereof.

SECTION TWO. GENERAL PROVISIONS. (A) If a holiday occurs while an eligible Employee is receiving compensation benefits in accordance with Sections 5-142 or 5-143 C.G.S., no credit for the holiday shall be allowed.

(B) A holiday occurring when an eligible Employee is on sick leave shall be counted as a holiday and not charged as sick leave.

SECTION THREE. PREMIUM HOLIDAYS.

(A) An Employee who works on a premium holiday shall be paid at the rate of time and one-half for all hours worked on the premium holiday, in addition to his/her regular pay for the day, unless the Employee wishes to take compensatory time in lieu of the holiday pay in accordance with Section Six.

(B) Premium pay shall be paid for those shifts with the majority of hours on the premium holiday. In no event will a facility be required to make premium payment for more than a twenty-four (24) hour period.

SECTION FOUR. NON-PREMIUM HOLIDAYS. An Employee who works on a non-premium holiday shall be paid at straight time and shall either receive compensatory time or be paid in accordance with Section Six.

SECTION FIVE. At educational institutions where the academic calendar specifies that a holiday is a regularly scheduled class day, an Employee may be required to work on that day. If so, the Employer shall grant a compensatory day in lieu of the holiday.

SECTION SIX. COMPENSATORY TIME.

(A) An Employee who is scheduled to work on a holiday shall indicate in advance of the holiday whether he/she wishes compensatory time or pay for the holiday. If the Employee makes a timely election for pay rather than compensatory time, pay for the holiday will appear in the paycheck for the pay period following the holiday.

(B) If the Employee wishes compensatory time, the Employer shall attempt to schedule a mutually agreeable day off within six (6) months of the holiday. If no mutually agreeable day off is scheduled, in the next thirty (30) days the Employer shall either schedule a compensatory day off or pay the Employee his/her regular daily rate in lieu of the compensatory day. The Employer shall respond within seventy-two (72) hours to requests for compensatory time off under this section. Requests for use of compensatory time will be granted consistent with Article 20, section five.

(C) If a holiday falls on an Employee's regular day off, the Employee shall have the option of a day's pay or compensatory time. If the Employee elects compensatory time, it shall be scheduled in accordance with paragraph (B).

SECTION SEVEN. OVERTIME FOR CALL-IN ON A HOLIDAY. Each full-time Employee whose job does not require him/her to work on a holiday shall ordinarily receive the holiday off and shall receive his/her regular week's pay for the week in which the holiday falls. When such Employee is called in to work on a holiday, he/she shall receive overtime pay at the applicable rate, in addition to regular pay for the holiday. If an Employee is called in for less than four (4) hours, the Employee shall also receive a compensatory day in lieu of the holiday.

SECTION EIGHT. PART-TIME EMPLOYEES. Part-time Employees who work five (5) days per week shall receive pro-rata holidays. Part-time Employees who work less than five (5) days per week shall receive holiday pay when the holiday falls on their regularly scheduled work day.

SECTION NINE. MAJOR HOLIDAYS. Major holidays are Thanksgiving, Christmas and New Year's Day. Each Employee shall be scheduled to receive at least one of the three major holidays off. The schedule shall be adhered to provided that patient/client needs are met. The maximum amount of holiday credit will remain eight (8) hours.

This provision shall not apply to part-time Employees who were informed when hired that they would work holidays to relieve full-time staff.

Any change in the Employer's ability to grant vacation during periods in which the major holidays fall, as a result of this section, shall be discussed with the Union at the facility level.

SECTION TEN. CONTINUOUS OPERATIONS.

(A) The parties agree that the issue of employees covered by the contract are engaged in a "continuous operation" for purposes of the holiday article are employees who work in operations that run seven days per week, one, two or three shifts per day. The parties agree to be bound by the Arbitration Award issued by Arbitrator Roberta Golick

in OLR Case Numbers 10-7185 and 10-7098 dated November 17, 2006 arising out of the Department of Veterans' Affairs.

(B) In sum the award provides that Premium holidays (New Year's day, Independence Day, Christmas) shall be celebrated on January 1, July 4, and December 25 even if it is a Saturday or Sunday and even if the State celebrated holiday is different. This is not subject to the choice of the employee. There is one exception. An employee who has a Monday through Friday schedule on file in the Personnel Office may get the State observed holiday instead of the Saturday/Sunday only if the employee is not required to come to work on that State celebrated day. Regardless of what schedule is on file, an employee's holiday will follow union contract rules if the Employee works on the State celebrated day.

ARTICLE 22

SICK LEAVE

SECTION ONE. Permanent full-time Employees on the first of the month following employment shall be entitled to paid sick leave earned at the rate of eight and three-quarters (8.75) hours for each full calendar month of employment.

Part-time Employees shall accrue sick leave on a pro rata basis.

SECTION TWO. Pay for any day of sick leave shall be based on the Employee's regularly scheduled hours of work for that day.

SECTION THREE. Sick leave will accrue for the first twelve (12) months in which an Employee is receiving Workers' Compensation benefits.

SECTION FOUR. An Employee shall be granted sick leave:

(A) For Employee medical, dental or eye examination or treatment for which arrangements cannot be made outside of working hours.

(B) In the event of death in the immediate family when as much as three (3) days of leave with pay shall be granted, chargeable to sick leave. Immediate family means spouse, father, mother, sister, brother, or child and also any relative who is domiciled in the Employee's household.

(C) In the event of serious illness or injury to a member of the immediate family, as defined in (b) above, or a person who is a member of the Employee's household for whom the Employee must provide care, provided that not more than ten (10) days of sick leave per calendar year shall be granted for this purpose. If more than ten (10) days per calendar year are required for this purpose, the Employee may request vacation, personal leave or holiday time. The Employee will provide a medical certificate or equivalent documentation to substantiate the need for this additional leave and the Employer will attempt to grant the request.

(D) For going to, attending, and returning from funerals of persons other than members of the immediate family, if notice is given in advance, provided not more than three (3) days of sick leave per calendar year shall be granted therefore.

(E) In the event illness or injury prevents the Employee from reporting to work.

(F) Three (3) days of paid leave deducted from sick leave will be provided to a parent at the time of the termination of pregnancy, adoption or taking custody of a child.

(G) Leave hours granted under (B), (C), (D) and (F) above shall be prorated for permanent part-time Employees.

SECTION FIVE. Advanced and extended sick leave may be granted in accordance with existing practice.

SECTION SIX. A holiday occurring when an Employee is on sick leave shall be counted as a holiday and not charged as sick leave.

SECTION SEVEN. An Employee laid off shall retain accrued sick leave to his/her credit provided he/she returns to State service on a permanent basis.

SECTION EIGHT. An Employee who has resigned from State service in good standing and who is reemployed within one (1) year from the effective date of his/her resignation shall retain sick leave accrued to his/her credit as of the effective date of his/her resignation.

SECTION NINE. If an NP-6 Employee is absent for five (5) consecutive days or more, the Employee must submit a medical certificate or a letter from the doctor stating the date on which he/she saw the Employee, the reasons for the absence, the date from which the Employee was incapacitated, and the date on which the Employee can return to

work. If a P-1 Employee is absent for five (5) consecutive days or more, the Employee must submit a signed statement of the reasons for the absence.

SECTION TEN. When continued absences from work constitute an abuse of sick leave, the Employee and the Union shall be notified in writing. After such notification, the Employer may deny sick pay. Such denial of sick pay is subject to the grievance and arbitration provision of this Agreement. Continued abuse of sick leave will subject the Employee to progressive discipline.

No Employee shall be disciplined in any way for sick leave abuse on the basis solely of statistical evidence or mechanical application of the number

of sick leave incidents. Discipline should be imposed only on the basis of an individual judgment, subject to the grievance procedure, that an individual has abused his or her sick leave privileges.

Sick leave which is used to supplement Workers' Compensation payment for injuries determined to be compensable shall not be considered in calculating the total amount of sick leave usage for purposes of this Section.

SECTION ELEVEN. LEAVE DONATION. From time to time, on an as needed basis, NP-6 or P-1 bargaining unit members may donate their accrued vacation, personal leave and/or sick leave to a member of either the NP-6 or P-1 bargaining unit who has at least six (6) months of State service and has exhausted his/her own accrued paid time off, who is suffering from a long term or terminal illness or disability. Such donation may occur between different employing agencies. The Union or group of Employees, but no individual Employee, may initiate such donation requests using the form set forth as Appendix D. No Employee may solicit donations on his or her own behalf. No Employee may donate more than five (5) days of sick leave semi-annually. Donated leave will be credited to the Employee, effective the first full day the Employee has exhausted all accruals and is absent without leave. Said benefit shall be subject to review and approval by the Undersecretary for Labor Relations and shall be applied in accordance with uniform guidelines as may be developed by such Undersecretary.

SECTION TWELVE. Sick leave entitlement shall not accrue when an Employee is absent from work without pay in excess of five (5) work days in any calendar month.

SECTION THIRTEEN. Notwithstanding any other provision of this contract, Employees who work a 40 hour schedule shall accrue sick leave at a rate of 10 hours per month and shall be paid sick leave at the rate of eight (8) hours per day of sick leave use.

SECTION FOURTEEN. PAYMENT OF SICK LEAVE UPON RETIREMENT OR DEATH. Upon Retirement under Chapter 66 of the Connecticut General Statutes or death of an Employee who has completed ten (10) years of state service, the Employer shall pay to the Employee or his/her beneficiary one-fourth (1/4) of the Employee's daily salary for each day of sick leave accrued to his/her last day on the active payroll up to a maximum payment equivalent to sixty (60) day's pay.

ARTICLE 23 LEAVES OF ABSENCE

SECTION ONE. These are the following categories of leave of absence without pay:

- (1) (A) Involuntary leave, defined as leave for disability illness (including maternity disability) or extreme illness involving the Employee's immediate family (spouse, children or parents) or adoption;
- (B) Non-disability parental leave;
- (2) Leave for good cause shown;
- (3) Leave for the convenience of the Employee.

An Employee requesting leave shall do so in writing to the Human Resources Office/Department, specifying the type of leave and dates desired. Requests shall be made as much in advance as possible, but at least thirty (30) days prior to the starting date if possible.

Part-time Employees under twenty (20) hours per week shall be entitled to involuntary leave as herein defined, except that the length of leave shall be one-half (1/2) of the full-time entitlement; all leaves other than involuntary leaves and parental leaves shall be at the sole discretion of the Employer.

SECTION TWO. (A) In the cases of involuntary leave, the leave of absence shall be with position and shift assignment held for up to one (1) year or the length of the Employee's service, whichever is less, unless holding the shift creates undue hardship on the Employer. For part-time Employees under twenty (20) hours per week, the leave of

absence shall be up to six (6) months or the length of the Employee's service, whichever is less. In cases of illness, the Employee must provide the Employer with a medical certificate or an equivalent statement of a physician.

(B) In the case of parental leave, the leave of absence shall be for up to twelve (12) months after the date of delivery, but it shall be with position and shift assignment held for only six (6) months after the date of delivery. Part time Employees under twenty (20) hours per week are entitled to this parental leave. Except that the length of leave shall be one half (1/2) of the full-time entitlement.

(C) In all cases however, the above leaves shall not be taken in addition to the family leave provisions of Connecticut General Statute Section 31-51kk CGS or the Federal Family and Medical Leave Act.

An Employee may request a leave for good cause, in accordance with the provision of Section Three, following expiration of the parental leave, except that such leave may be granted for a maximum of six (6) months.

“Good Cause Shown” includes Family Violence Leave as set forth in DAS General Letter Number 34 (www.DAS.CT.GOV) which provides that an employee may take paid or unpaid leave during any calendar year in which such leave is reasonably necessary for the following reasons:

- (1)** To seek medical care or psychological or other counseling for physical or psychological injury or disability for the victim,
- (2)** To obtain services from a victim services organization on behalf of the victim,
- (3)** To relocate due to such family violence, or
- (4)** To participate in any civil or criminal proceeding related to or resulting from such family violence.

SECTION THREE. Except as otherwise provided by law, leave for good cause shown shall be granted to an Employee who has completed the Working Test Period unless granting the leave would create a serious hardship for the Employer. Such leave shall be with position and shift held for thirty (30) days only, but may extend for up to one (1) year or the length of the Employee's service, whichever is less.

After the thirty (30) day period, when an Employee who has been on such leave is ready to return to work, reemployment shall be subject to the following:

(A) The Employee shall be placed on a reemployment list for his/her classification or a lower classification in the same series. Placement on the reemployment list shall be in seniority order following the name of the least senior Employee on the list as the result of layoff.

(B) An Employee on the reemployment list following a leave shall have priority in filling vacancies over (1) all outside hires, (2) promotions to vacancies only at the facility from which the Employee went on leave, and (3) requests for shift or lateral transfers provided he/she has greater seniority than the Employee seeking the transfer.

(C) To be eligible for reemployment: (1) the Employee must be capable of returning to work and must have the ability to fully perform the duties of the positions; (2) nothing shall have occurred during the leave of absence which would have made the Employee an unacceptable candidate for employment.

If the Employee's most recent service rating was unsatisfactory at the time a leave for good cause was granted, prior to his/her return to work there shall be a meeting with the supervisor to discuss those aspects of the Employee's performance which need improvement. At this meeting, if the leave was granted to resolve a problem which impacted on the Employee's

performance, the Employee shall indicate what steps have been taken to resolve the problem which he/she was on leave. The leave shall not, however, modify the effect of an unsatisfactory service rating on an Employee work record.

SECTION FOUR. Leave for the convenience of the Employee may be granted in the Employer's sole discretion. The Employee may request that the leave be with position held, for not more than thirty (30) days.

Such leave is without reemployment rights. However, if an Employee is rehired within one (1) year, credit for seniority up to the starting date of the leave shall be restored upon reemployment.

SECTION FIVE. In cases of involuntary leave due to illness or maternity disability, an Employee will first use all accrued leave time except vacations. Use of accrued vacation time will be optional with the Employee. Following a one year involuntary leave of absence, an Employee must work at least six months or 914 hours in order to be eligible for an additional leave, except as otherwise provided by law regardless of whether they are full-time or part-time.

Other leaves will begin after the Employee has used all accrued leave time except sick time.

SECTION SIX. Upon the expiration of a leave with position and shift held, an Employee may request an additional leave of absence during which class and shift may or may not be held at the discretion of the Employer.

SECTION SEVEN. In the event an Employee wishes to return to work prior to the expiration of a leave, he/she will give thirty (30) days advance notice to the Employer.

SECTION EIGHT. During the period of a leave without pay in excess of five (5) working days in the calendar month, the Employee:

- (1) shall not be credited for length of service, except as provided in this Agreement.

ARTICLE 24 CIVIL LEAVE

SECTION ONE. CIVIL LEAVE. Civil leave (not Jury Duty) shall not be treated as time worked unless the court appearance is required as part of the Employee's work. If a court appearance is required as part of the Employee's work and requires the Employee's presence beyond his/her normal work day, such time shall be paid in accordance with Article 13 (Hours of Work).

ARTICLE 25 JURY DUTY

(A) All Employees who have completed their probationary period and who are called to serve as jurors will receive their regular pay less their pay as jurors for each work day while on jury duty, which shall not include "on call" jury duty when Employees are able to be at work. The receipt of a subpoena or the notice to report for jury duty must be reported immediately to the Human Resources Office of the Employer, and the Employer may request that the Employee be excused or exempted from such jury duty if, in the opinion of the Employer, the Employee's services are essential at the time of proposed jury service.

(B) Time off for jury duty (not "on call") shall be arranged as follows:

(1) If the Employee is scheduled to work the day shift or evening or second shift, he/she shall be off on the shift occurring on the same day as the jury duty.

(2) If the Employee is scheduled to work the night or third shift, he/she shall be off on the shift immediately prior to jury duty.

(C) If an Employee who works the day shift reports to jury duty and is released early so that court time and reasonable travel time to the work site (including time to stop at home if necessary) do not exceed three and one-half (3-1/2) hours in total, the Employee shall report to the balance of day shift. If an Employee who works the evening or second shift reports to jury duty and is released early so that court time and reasonable travel time (including time to stop home if necessary) do not exceed three and one-half (3-1/2) hours, the Employee shall report to work for his/her regular work shift.

An Employee who has been off the night or third shift immediately prior to jury duty shall not be required to report for additional work or make up the time if released early from jury duty.

Any Employee who is excused from jury duty after 5:00pm the day before the Employee is scheduled to report for jury duty shall report for work for his/her regular work shift.

ARTICLE 26 MILITARY LEAVE

SECTION ONE. A full-time permanent Employee who is a member of the armed forces of the State or any reserve component of the armed forces of the United States shall be entitled to military leave with pay for required field training on an active duty basis only per General Notice 88-6, provided such leave does not exceed three (3) calendar weeks in a calendar year in addition to up to seven (7) days of military leave for weekend drills. Additionally, any such Employee who is ordered to active duty as a result of an unscheduled emergency (natural disaster or civil disorder) shall be entitled to military leave with pay not to exceed thirty (30) calendar days in a calendar year. During such leave, the Employee's position shall be held, and the Employee shall be credited with such time for seniority purposes.

Other requests for military leave may be approved without pay and the Employee will be advised that the leave is without pay. Nothing in this Article shall be construed to prevent an Employee from attending ordered military training while on regularly scheduled vacation.

SECTION TWO. In the time of war, or reasonable apprehension thereof, or riot or rebellion, any permanent Employee, or any person who has been in the continuous employ of the State for a period of not less than one (1) year, and who is in the employ of the State at the time of his/her entry for a period of more than sixty (60) days into the armed

forces of the United States, or into the active military or naval service of the State, shall be paid one hundred (\$100.00) dollars by the State at the expiration of such period of sixty (60) days.

SECTION THREE. Any Employee who leaves or had left state service for the purpose of entering the armed forces of the United States shall be reinstated in his/her former or comparable position and/or comparable duties, provided, within ninety (90) days after he/she has received a certificate of satisfactory service from the armed forces, he/she makes or has made application for return to the State service. The terms of employment in the service of the State shall be construed to include, in the case of such

Employee, the period of his/her leave from State service. In considering the factor of availability of work, the State shall replace by the returning Employee an Employee junior in service who was employed for the purpose of filling the position vacated by such returning Employee. This Section shall not apply to any State Employee who, because of volunteer reenlistment has been absent from such State service for a period of more than three (3) years in addition to war service or compulsory service and the ninety (90) day period herein before provided for.

ARTICLE 27

GROUP INSURANCE

SECTION ONE. HEALTH INSURANCE. Terms and conditions of health insurance coverage shall be negotiated on a coalition basis with all state Employee Unions, as required by Connecticut General Statutes Section 5-278. For insurance plan information go to www.osc.ct.gov.

SECTION TWO. LIFE INSURANCE. The existing group life insurance program shall continue in force for the duration of this Agreement. For insurance plan information go to www.osc.ct.gov.

SECTION THREE. INSURANCE FOR PART-TIME EMPLOYEES. For Employees hired after February 13, 1985, eligibility for health insurance coverage will be limited to those individuals who are regularly scheduled to work at least seventeen and one-half (17-1/2) hours per week. The State agrees that it will not modify schedules of new Employees for the sole purpose of avoiding payment of medical benefits. For insurance plan information go to www.osc.ct.gov.

ARTICLE 28

RETIREMENT

The terms and conditions of Employee retirement benefits have been negotiated separately on a coalition basis by the State with all state Employee Unions and shall continue under the terms of that Agreement. For pension plan information go to www.osc.ct.gov.

ARTICLE 29

WORK RELATED DISABILITIES

SECTION ONE. Upon presentation to the facility of an injury claim form and supporting medical documentation as the result of a claimed on-the-job injury or illness, consistent with Workers Compensation standards, the Employee shall continue to receive his/her regular biweekly salary.

(A) In uncontested cases, the Employee shall receive full pay for up to six (6) weeks and one-half pay thereafter until Workers' Compensation payments begin.

(B) In no event shall the Employee receive pay beyond the date of determination that an injury is not compensable by the Workers' Compensation office.

An Employee shall have the option to use accrued leave to supplement the one-half pay received pending receipt of Workers' Compensation payments.

The Employee shall receive his/her Workers' Compensation payments through the facility payroll office until such time as all adjustments have been made. Adjustments shall include (1) reimbursement to the Agency of all pay received by the Employee under this Section, (2) reimbursement of payments for leave time under this Section, and (3) restoration of accrued leave for which reimbursement has been made.

SECTION TWO. MEDICAL BILLS. If an Employee is billed directly for uncontested Workers' Compensation medical care, he/she shall immediately forward the bill to the Workers' Compensation Section of the Department of Administrative Services or such other office as the Employer may designate for the administration of such matters. The creditor shall be advised to submit such bills to that office. If a collection action is instituted against the Employee for an uncontested Workers' Compensation related medical bill, the Employee shall advise the Workers'

Compensation Section or other such office as the Employer may designate; that office will contact the collection agent to advise him of the State's responsibility for payment.

SECTION THREE. For the first twelve (12) months in which an Employee is receiving Workers' Compensation benefits, the Employee shall continue to accrue sick leave and vacation.

SECTION FOUR. The Employer will continue to pay the applicable current contributions for life insurance and hospital and medical insurance for the period of time the Employee is on a work related disability leave under Section One of this Article.

SECTION FIVE. An Employee who has been granted a work related disability leave shall have position and shift assignments held for up to six (6) months or for the period of time allowed by the facility practice existing on June 1, 1986, whichever is longer. Otherwise, the Employee shall have the right to return to a position in the same or equivalent classification and shift held before being disabled, provided that he/she is fully capable of performing the duties of that position. The Employer shall request that the Employee provide documentation from a medical provider that said Employee is released to full duty before returning the Employee to work.

SECTION SIX. Following recuperation from a compensable injury or illness when an Employee's physician certifies he/she is capable of returning to selective duty and the Workers' Compensation Unit so requests, an Employee may be assigned to selective duty for up to thirty (30) calendar days under the following conditions:

(A) The Employee may be assigned to any work the Employee is capable of performing whether or not such duty is in the Employee's regular job classification.

(B) Such selective duty consists of productive assignments.

(C) Such selective duty can be found without a reasonable fear of further injury or illness to the Employee.

(D) The Employer shall make a good faith effort to provide such selective duty; however, the final determination shall be made by the Employer. A second period of selective duty up to thirty (30) days may be authorized when it is determined by the Workers' Compensation Unit that it is in the mutual best interests of all concerned. The Employer shall give the Employee at least seven (7) day's notice of the work location and the shift of the selective duty assignment.

Additionally when it is determined that an Employee cannot return to full duty after the second thirty (30) day period of selective duty but will be able to return within the next thirty (30) days if granted a last extension, an Employee may, subject to independent medical certification and at the discretion of the Department of Administrative Services, be granted the final period of selective duty.

Funding through the appropriations for Workers' Compensation claims shall be available to the Department of Administrative Services for fifty (50) selective duty positions. The Department of Administrative Services (www.das.ct.gov) shall promulgate necessary guidelines for administering the program which shall include the allocation of positions to the health care agencies for appropriate selective duty assignments.

If there is no selective duty available, the Employee shall be referred back to the Workers' Compensation Unit until the doctor certifies the Employee's ability to return to normal duty. The Employer may provide retraining for an equivalent position which the Employee will be able to perform if the Employee cannot return to the previous job.

SECTION SEVEN. In the event of a finding by the Employer that an Employee is exposed to or has come in contact with an active, compensable, communicable or contagious disease in the course of his/her employment, the Employer shall take whatever action he/she deems necessary and practicable to immunize or medicate said Employee from said disease. Such treatment shall be provided to the Employee and his/her immediate family at no cost to the Employee and with no loss of pay or benefits to the Employee. The Employee shall have the right to refuse such treatment. In the event of such refusal, the Employer may place such Employee on home status with or without pay. If home status is without pay, the Employee may use his/her earned time account. Such decision is not grievable.

SECTION EIGHT. Where the Employer has reasonable cause to believe a potential for infectious disease exists, he/she may require treatment for all Employees potentially affected by such disease. In the event an Employee refused such treatment, the Employer may transfer said Employee to a location not likely to be affected by the contagion. Job selection and

duration will be determined by the Employer, and the Employee shall not suffer a loss in pay by accepting such assignment. Such transfer shall not be grievable.

ARTICLE 30
INDEMNIFICATION AND LICENSE FEE

SECTION ONE. The State shall continue to indemnify an Employee for damage or injury, not wanton or willful, caused in the performance of his/her duties and within the scope of his/her employment as provided by Sections 4-165 of Connecticut General Statutes.

SECTION TWO. The State shall provide counsel to an Employee who is sued for malpractice, provided that the Employee was acting within the scope of his/her employment and was not acting in a willful or wanton manner.

In cases where the State is also a defendant and where there is a potential conflict of interest on the part of attorneys for the State, the Employee may request that the State provide reasonable attorney's fees and private counsel.

Disputes over the State's obligations to provide counsel under this Section shall be subject to expedited arbitration. In deciding questions of whether an Employee was acting within the scope of his/her employment or in a willful or wanton manner, the arbitrator shall give due weight to the remedial purpose of the indemnification statutes.

SECTION THREE. (A) An Employee whose job requires a professional license or certification, as a condition of employment and who uses such license or certification exclusively or primarily for State business shall be reimbursed for the cost (e.g. fees and study materials) associated with the maintenance of such license or certification.

This section three does not apply to part-time Employees under twenty (20) hours per week.

SECTION FOUR. Reimbursement of license fees as provided in Section Three shall be processed upon presentation of a validated license and a copy of the invoice for payment of said license. In no event shall the State reimburse an Employee for a license that was either obtained or renewed prior to the current period of State employment.

ARTICLE 31
TRAVEL REIMBURSEMENT

SECTION ONE. An Employee who is required to travel on Employer business shall be reimbursed for in-state and out-of-state travel according to the Standard State Travel Regulations as formulated by DAS (www.DAS.ct.gov).

| | |
|-----------|---------|
| Breakfast | \$ 8.00 |
| Lunch | 10.00 |
| Dinner | 20.00 |

An Employee who is required to remain away from home overnight in order to perform regular duties of his/her position, may be reimbursed for lodging expenses in accordance with the Standard State Travel Regulations issued by the Commissioner of Administrative Services, but in no event shall be lower than seventeen (\$17.00) dollars in state and twenty-one (\$21.00) dollars out of state. Advance approval must be obtained, except in emergencies.

An Employee who is involved in transporting a patient/client during the lunch period and who must stop for lunch with the patient/client shall be reimbursed up to seven dollars (\$7.00) for the cost of his/her lunch.

SECTION TWO. An Employee who is required to use his/her personal vehicle in the performance of duty shall be reimbursed at the current GSA mileage rate. When Employees are required and do utilize personally-owned vehicles to transport patients/clients in excess of two days in a workweek they shall be paid \$4.50 per day vehicle use fee. Such fee shall be paid for each day that the Employee is required to use his/her personal vehicle in the performance of such State business.

Employees shall be notified of the minimum insurance requirements prior to using their personal vehicles in the performance of duties. In an emergency situation, an Employee who uses his/her personal vehicle to attend to a patient/client shall be reimbursed regardless of the insurance requirement.

SECTION THREE. Employees shall be reimbursed for mileage or other costs as covered by this article and shall receive said reimbursement from the State no later than sixty (60) days after the Employee has submitted the required paper work to receive travel reimbursement and such documentation has been approved by the appointing authority or designee.

ARTICLE 32
GRIEVANCE AND ARBITRATION PROCEDURE

SECTION ONE. A grievance shall be defined as a dispute or complaint involving the application, interpretation or the alleged violation or breach of this Agreement. A grievance will not be deemed to have been filed until it is reduced to writing.

SECTION TWO. A Union representative, with or without the aggrieved Employee, may submit a grievance and the Union may in appropriate cases submit an “institutional” or “general” grievance on its own behalf. An individual Employee or delegate may not file an institutional grievance. When individual Employee(s) or group of Employees elect(s) to submit a grievance without Union representation, the Union's representative or delegate shall be notified of the pending grievance, shall be provided with a copy thereof, and shall have the right to be present at any discussion of the grievance, except that if the Employee does not wish to have the delegate present, and so states at the start of the meeting, the delegate shall not attend the meeting but shall be provided with a copy of the written response to the grievance. The delegate shall be entitled to receive from the Employer all documents submitted in evidence pertinent to the disposition of the grievance within seventy-two (72) hours from the time of the request, if practicable, and to file statements of position.

Individual Employees may file their own grievances with or without the aid and assistance of a Union representative or delegate. Individual Employees may not, however, submit said grievance to arbitration until they have signed a Waiver of Union Representation form developed and provided by the Union. Upon execution of said Waiver of Union Representation, individual Employees may submit to arbitration cases involving dismissal, disciplinary demotion or suspension of five (5) working days or greater. Only Union representatives and/or delegates are permitted to represent Employees in other grievance meetings including investigatory interviews, pre-disciplinary hearings and other related matters.

SECTION THREE. GRIEVANCE PROCEDURE.

STEP 1. Within twenty-one (21) calendar days after the Employee and/or the Union delegate knew or reasonably should have known of the cause of the grievance, an Employee having a grievance and/or his/her Union delegate or representative shall submit said grievance, reduced to writing, to the Agency head or his/her designee. Nothing herein shall preclude discussion of an issue with a supervisor.

The written grievance shall specify as much as possible: a) the issue; b) the date of the alleged violation; c) the contract provision thought to be violated; and d) the relief sought. Institutional grievances which involve more than one Agency will begin at Step 2.

Within ten (10) days of receipt of the written grievance the Agency head or his/her designee shall hold a meeting with the Union delegate and the grievant and issue a written response within seven (7) calendar days. Where practical the Step 1 meeting will be held at the facility where the grievant works or at a mutually satisfactory site (as agreed upon by the Union and the Agency).

If a written grievance is not filed within the time limit above, the grievance shall be deemed waived. A grievance may be expanded upon submission to Step 2 however it may not be expanded following such submission.

STEP 2: When the Step 1 answer does not resolve the grievance, the grievance may be submitted by the Union and/or the grievant to the Office of Labor Relations within five (5) work days of the Step 1 response. In cases involving disciplinary action, the Union will include a copy of the discipline notice with the grievance that is submitted to Step 2. A representative from the Office of Labor Relations will hold a meeting with the Union designee and the grievant within twenty-one (21) calendar days of receipt of the grievance appeal and issue a written response within seven (7) calendar days of the meeting. Grievance responses shall, at a minimum, summarize the reasons for the conclusions reached and the answer given.

A copy of the notice of a Step 2 meeting shall be mailed to the delegate provided that the delegate so requests and includes on the grievance form his/her address. Periodically, the State shall bill the Union for postage for such mailing.

STEP 3: Within fourteen (14) calendar days of the State's Step 2 answer or fourteen days following the date a Step 2 answer was due an unresolved grievance may be submitted to arbitration by the Union, but not any individual Employee(s), except individual Employees may submit to arbitration in cases of dismissal, disciplinary demotion or suspension of five (5) working days or greater.

SECTION FOUR. Grievance meetings shall include documentation of what witnesses would relate in the form of statements or other offers of proof.

SECTION FIVE. The parties by mutual agreement may extend time limits; the State may waive to the next step any and all the steps cited. Failure of the delegate and/or the grievant to attend either a scheduled Step 1 or Step 2 meeting shall not constitute a waiver of rights nor extend the time limits within the grievance process.

SECTION SIX. In the event that the State Employer fails to answer a grievance within the time specified, the grievance may be processed to the next higher level and the same time limits thereof shall apply as if the Employer's answer had been timely filed on that last day.

The grievant assents to the last attempted resolution by failing to timely appeal said decision, or by accepting said decision in writing.

SECTION SEVEN. ARBITRATION The parties established a panel of six (6) arbitrators, who are experienced in health care and public sector labor relations. Submission to Arbitration shall be filed electronically to the Undersecretary for Labor Relations and the Union.

(A) The Union will transmit grievance forms, in PDF format, to the Office of Labor Relations to a dedicated email address specifically established for this purpose. Each grievance shall be a separate PDF file. The Office of Labor Relations shall acknowledge receipt of said grievance by responsive email.

(B) The Office of Labor Relations shall send Step 2 conference notices and Step 2 answers to the Union to a dedicated email address established for this purpose in PDF format. The Union agrees to acknowledge receipt of such transmissions by responsive email. The Union shall submit grievances that fall under Article 33, suspensions, terminations, demotion and/or lay-off arbitration using the same dedicated email address in PDF format. Said transmissions shall be directed to the OLR staff person assigned the responsibility of scheduling arbitrations. The Office of Labor Relations shall acknowledge receipt of said arbitration appeals by responsive email. This process is in lieu of the current practice as prescribed by contract of submission via certified mail, postage prepaid to the Undersecretary of Labor Relations.

(C) Individuals who file a grievance on their own, by physical delivery of hard-copy grievance submission or via fax to the Office of Labor Relations, shall not be negatively impacted by this Agreement. Faxed grievances shall be limited to instances where electronic submission is not available at the worksite.

(D) The dedicated email addresses shall be communicated to each party within fifteen (15) days following legislative approval of this Agreement. The date the recipient, of any electronic transmissions, receives the transmission, shall determine whether said submission was timely as required by the Contract. Nothing in this agreement shall be construed as modifying the contractual requirements regarding grievances submissions at Step One.

Twenty-one (21) days after receipt of a notice of intent to arbitrate, if the matter has not been resolved, a hearing date shall be arranged; the parties will attempt to have the matter heard within the next forty-five (45) days. At least one (1) day per month shall be pre-scheduled for hearing arbitration cases as mutually designated by the parties.

The expenses for the arbitrator's service and for the hearing shall be shared equally by the State and the Union. However, in dismissal or suspension cases where the Union is not a party, one-half the cost shall be borne by the State and the half by the Employee submitting to arbitration.

When the question of arbitrability has been raised by either party as an issue prior to the actual hearing, the arbitrator may hold separate hearings and will in any event determine the issue of arbitrability prior to rendering a decision on the merits.

The arbitration hearing shall not follow the formal rules of evidence unless the parties agree in advance, with the concurrence of the arbitrator at or prior to the time of his/her appointment.

The State will continue its practice of paid leave for witnesses of either party.

The arbitrator shall have no power to add to, subtract from, alter or modify this Agreement, nor to grant to either party matters which were not obtained in the bargaining process, nor to impose any remedy or right of relief for any period of time prior to the effective date of the Agreement, nor to grant pay retroactively for more than thirty (30) calendar days prior to the date a grievance was submitted at Step I. The arbitrator shall render his/her decision in writing no later than thirty (30) calendar days after the conclusion of the hearing unless the parties jointly agree otherwise.

The arbitrator's decision shall be final and binding on the parties in accordance with the Connecticut General Statutes Section 52-418. The parties reserve their right of judicial review under C.G.S. Section 52-418.

SECTION EIGHT. Notwithstanding any contrary provision of this Agreement, the following matter shall be subject to the grievance procedure but not subject to arbitration: disputes over an Employee's job classification (reclassification grievances), and the final resolution of such grievances shall be by a four (4) person panel composed of

two (2) Agency Personnel Directors and two (2) Union appointed representatives who are knowledgeable in the State's classification system and procedures. Such conferences shall be held expeditiously.

The following matters shall not be subject to the grievance and arbitration procedure:

(a) classification and pay grade for newly created jobs; however, this clause shall not diminish the Union's right to negotiate on pay grades;

(b) any incident which occurred prior to this Agreement, with the understanding grievance filed which antedate this Agreement shall not be deemed to have been waived by reasons of execution of this Agreement;

(c) Non-Disciplinary Separations Not Grievable.

The non-disciplinary separation of employees shall not be subject to the grievance and arbitration provisions of the Contract. The parties understand and agree that normally, if an employee possessing a license or board certification, through no act of misconduct, misfeasance or malfeasance loses that license or certification so that the employee cannot perform the duties of the job as prescribed by the applicable job specification, the appointing authority can non-disciplinarily separate said employee. Inasmuch as it may be in the mutual interests of the parties to retain employees so experienced, the appointing authority may, in the alternative, afford said employee one of the following options:

- (1) If the job classification requires a professional license or certification, the appointing authority may offer the employee a personal leave of absence, without pay, for up to forty-five (45) days (or duration of agreed-upon leave period) the employee shall be separated from State Service and placed on a reemployment list pursuant to Article 16 Section Seven of the Contract. It is understood that in order to be eligible for reemployment to the applicable classification, the employee must possess the requisite credentials.
- (2) If the job classification requires a professional license or certification, the appointing authority may reclassify the employee's position downward if such an option exists OR the appointing authority may offer the employee a voluntary demotion to a vacancy in a lower classification in which the employee formerly held permanent status if such vacancy exists. Said voluntary demotion shall be consistent with the terms of Article 15 of the Contract. Upon presentation of documentation of the employee obtaining the requisite credentials within forty-five (45) days of the loss of same, the employee shall be returned to the former classification, including step and salary grade placement.
- (3) If the possession of a non-professional license, such as a valid motor vehicle operator's license is required to perform the job, the Employer may assign other duties to said employee for a period of time, not to exceed 45 days. If the employee does not obtain the requisite credentials within forty-five (45) days the employee shall be separated from State Service and placed on a reemployment list pursuant to Article 16 Section Seven of the Contract.

SECTION NINE. The parties agree that certain grievances submitted to arbitration may lend themselves to an expedited arbitration. Expedited arbitration shall be by mutual agreement.

SECTION TEN. Payment of interest shall be made in accordance with Connecticut General Statutes Section 5-276b, as enacted as of July 1, 1993.

SECTION ELEVEN. LATE ARBITRATION AWARDS. On those cases in which an arbitrator fails, without permission of the parties, to render a decision within the contractual time limits: a) The arbitrator shall be dropped from the panel following a second late award. b) The arbitrator shall not be paid following a second late award.

SECTION TWELVE. The conferences of the grievance procedure and arbitration hearings shall be closed to the public unless the parties mutually agree otherwise.

ARTICLE 33

DISMISSAL, SUSPENSION, DEMOTION OR OTHER DISCIPLINE

SECTION ONE. No permanent Employee or Employee as provided in Article One Section Four, who has completed the Working Test Period shall be disciplined except for just cause. Discipline shall be defined as dismissal, demotion, suspension, reprimand or warning.

All reprimands or warnings shall be in writing and placed in the Employee's personnel file in accordance with Article 38 (Personnel Records). Unless an Employee has been given a written reprimand or warning, which is placed in the Employee's personnel file, the Employee shall not be considered to have been reprimanded or warned.

SECTION TWO. Unless otherwise provided under Regulation 5-240, an Employee shall be given three (3) days written notice with pay prior to the effective date of any disciplinary demotion, suspension or dismissal. The Employer will notify the Union via electronic transmission including efax/facsimile to the Union headquarters of any discharge, suspension or demotion concurrent with written notice to the employee. Such written notice shall cite the reasons for the discipline, the effective date of discipline and notice of right of appeal. Any such written notices of disciplines, and all grievance responses will be submitted by Employer to the designated email address statenotifications@seiu1199ne.org. If the Union or the Employee desires to grieve the disciplinary action, written notice thereof shall be given in compliance with Section Three within fourteen (14) days of receipt of such notice, or else the grievance is waived, notwithstanding any provision in the Agreement to the contrary.

SECTION THREE. All discharge grievances will be submitted at Step 2 of the grievance procedure. All other disciplinary grievances will be submitted at Step 1. By mutual agreement, a grievance under Section Two may be expedited to the next higher level.

SECTION FOUR. Upon written request by the Union to be filed no sooner than seven (7) days following the date the decision to discipline is made, the State will provide to the Union, within seven (7) days of receipt of the request, that information which was obtained and used to arrive at the discipline decision. It is herein agreed that as much relevant information as possible will be provided to the Union so long as the statutory rights to privacy, of individuals receiving services, are respected and ensured.

SECTION FIVE. The State reserves the right to discipline Employees, and such discipline may include discharge for breach of the No Strike Article. If the Employer establishes that the Employee breached the No Strike Article, the arbitrator shall have no power to alter or modify the discipline imposed.

SECTION SIX. EMPLOYER CONDUCT FOR DISCIPLINE. Whenever it becomes necessary to discipline an individual Employee, the supervisor vested with said responsibility shall undertake said talks in a fashion calculated to apprise the Employee of his/her shortcomings, while avoiding embarrassment and public display.

SECTION SEVEN. In cases where the appointing authority determines it to be in the best interests of the State to place an Employee on administrative leave of absence while the determination concerning Employee discipline is being decided, such leave of absence shall be with pay and shall not exceed two (2) months. If an Agency determines that extenuating circumstances exists such that said administrative leave should exceed two months, the Agency must obtain permission of the Office of Labor Relations prior to exceeding the two month period. The Agency must notify the Union of its request for permission to extend the two month period to the Office of Labor Relations. The Office of Labor Relations shall, in consultation with the Union, approve such request, or offer alternative suggestions to the Agency. Except as otherwise required by law or court order an Employee's placement on administrative leave shall not be reported to the licensing Agency unless it has been determined by the Employer that the Employee has committed a reportable offense and discipline has been imposed.

SECTION EIGHT. INVESTIGATORY INTERVIEW. An Employee who is being interviewed concerning an incident or action which may subject him/her to disciplinary action shall be immediately notified of his/her right to have a Union delegate or other Union representative present, provided this provision shall not unreasonably delay completion of the investigatory interview. The Employee is entitled to review all relevant video and/or audio evidence during the investigation. This provision shall be applicable to the investigation before, during or after the filing of a charge against an Employee or notification to the Employee of a disciplinary action. If no disciplinary action is taken the Employee shall upon request, be notified in writing the outcome of the investigation.

The provisions of this Section shall not be interpreted to prevent a supervisor from questioning Employees at the scene of the incident.

SECTION NINE. Whenever practicable, the investigation, or discipline of Employees shall be scheduled in a manner intended to conform with the Employee's work schedule, with an intent to avoid overtime. When any Employee is called to appear at any time beyond his/her normal work time and actually testifies, he/she shall be deemed to be actually working. If the Employee's representative is on duty at the time of the meeting, the Employee's representative shall be released for the meeting with pay.

SECTION TEN. In the event reinstatement with back pay is ordered for an Employee, "wages" shall be interpreted to include normally scheduled hours.

SECTION ELEVEN. Prior to suspending or terminating an Employee, the Employer shall provide the said Employee with an opportunity for a "pretermination hearing", in accordance with the decision of the Supreme Court in Cleveland v. Loudermill, 470 US 532 (1975). At such "pretermination hearing", the Employer shall:

- (A) apprise the Employee the charges against him/her;

(B) explain to the Employee the evidence regarding the charges against him/her including review of a summary of all video and/or audio evidence with the Employee; and

(C) provide the Employee with an opportunity to respond.

SECTION TWELVE. In any “pretermination hearing” conducted by the Employer for the purpose of fulfilling the requirements of Section Eleven herein, the Employee shall be advised of his/her right to Union representation.

SECTION THIRTEEN. No Employee shall be disciplined for the commission of a crime unless the crime is related to that Employee's work or work performance.

SECTION FOURTEEN. The parties acknowledge that using suspension as a form of discipline when dealing with absenteeism does not always provide an incentive to the Employee to improve his/her attendance. In addition, such suspension may create a hardship for the Employer in its ability to fulfill its mission.

It is, therefore, agreed that the Employer may substitute a final warning in lieu of a suspension. This should not be construed to preclude management’s right to exercise its prerogative to suspend or not suspend in this or any other instance.

ARTICLE 34

WORKERS’ RIGHTS AND SAFETY

SECTION ONE. The Employer shall maintain safe and healthy working conditions. The Employer agrees to take reasonable measures to provide a work environment which minimizes the risk of injuries to Employees.

SECTION TWO. (A) The Employer shall adhere to its safety policies, including those dealing with heavy lifting. The Employer shall ensure the workplace utilizes or maintains the DPH recommended sanitization procedures, including but not limited to, disinfection. Where appropriate, air ventilation, and distant workspaces shall be pursued. The Employer shall provide all Employees with the appropriate Personal Protective Equipment (PPE) based upon availability and CDC or DPH guidelines.

(B) No Employee shall be required to work on, with or about an unsafe piece of equipment or under an unsafe condition. Except when there is a clear and present danger to the Employee, an Employee must follow the rule -- work now, grieve later. No Employee shall be disciplined for bringing health and safety problems to the attention of the Employer.

(C) The Union shall cooperate with the Employer in the carrying out of all the Employer's safety measures and practices for accident prevention. In furtherance of the safety goals of the parties, Employees will perform work in conformance with the Employer's safety rules and shall report known safety hazards.

Each supervisor shall take prompt and appropriate action to report and/or correct, if possible, any unsafe conditions or actions which are reported to or observed by the supervisor.

(D) Employees shall perform their duties in a safe and efficient manner. It is further agreed by both parties that too great an emphasis cannot be laid on the need for safe working conditions. The Union agrees that Employees shall use the health and safety equipment provided by the Employer.

(E) Each facility shall maintain, or have access to a stockpile of appropriate PPE to meet Employee and client safety needs consistent with DPH guidelines. Upon request, the Employer shall provide a report to facility delegates of the current stockpile of PPE.

SECTION THREE. Employees assigned to “one-to-one's” shall not be considered as part of the general ward staff. Situations requiring increased levels of observation for clients or patients shall be a subject for discussion at labor-management or safety committees.

SECTION FOUR. The Union shall be notified at least two (2) weeks in advance of any permanent reduction in staffing levels on the wards/units, unless the reduction includes a change in work schedules in which case three (3) weeks notice shall be given. Upon request, the Union shall have the right to discuss the safety impact of such decisions and may process a grievance alleging that an unsafe condition results.

SECTION FIVE. (A) The Employer shall provide training in the use of equipment and restraints normally used in the course of the Employee's duties relating to patient/client care. Such training may be on-the-job training by other qualified staff.

(B) The State shall provide all current staff and all new Employees, including professional staff who have direct contact with clients/patients with assaultive and/or aggressive behaviors with approximately twenty-one (21) hours of initial training in the prevention and management of assaultive and aggressive behaviors. All training will be conducted consistent with the principle of the least intrusive appropriate intervention and the safety of clients/patients and

staff. Thereafter each Employee shall receive an annual five (5) hour refresher course. Attendance at such training will be considered as work time.

Such training shall include both verbal and "hands-on" training. A program will be in place for new Employees hired after January 1, 1987, who require such training.

The course content will be designed to substantially reduce patient/client injuries and workers' injuries which result in absence from work. Joint Labor-Management committees, one at the Department of Developmental Services and one at the Department of Mental Health and Addiction Services, composed of three (3) members named by the Union and three (3) members named by the State who shall discuss matters related to this training. The current training in the Department of Children and Families will continue in accordance with this section.

The Labor-Management committees may meet yearly upon either party's request to assess its effectiveness and/or for purposes of discussing other alternatives which may achieve the goals outlined within subsection (b) of this Section.

(C) The Employer and the Union recognize that in some situations staff may have to work alone, as long as there is not unnecessary danger to staff. In those patient/client care situations in which an Employee must work alone, there will be an established procedure for summoning help if needed. Representatives of management and the Union shall meet to discuss procedures at each facility.

(D) Ability shall determine who will assist in emergencies such as Code 99's or restraining aggressive patients.

(E) The Employer shall provide two (2) hours of mandatory training on Acquired Immune Deficiency Syndrome (AIDS) and other infectious diseases on an annual basis to every Employee during working hours. The State shall meet with the Union to discuss course content.

(F) The Employer shall furnish the Union, annually upon request, with a report documenting all such training.

(G) The Employer shall provide the mandatory training in CPR as required by JCAHO in appropriate agencies and in accordance with DDS policy in The Department of Developmental Services. Employees not required to have CPR training under the above standards will be permitted to attend such training on a space available basis provided the State shall not incur any replacement cost as a result of attendance at such training.

(H) Labor-management safety committees shall discuss community-based safety issues and develop appropriate training program(s) for Employees who have direct contact with clients in community-based programs.

(I) The Employer shall furnish cell phones (or some comparable communications device) to Employees charged with the responsibility of transporting patients/clients. The issuance of these devices shall be solely based upon need and circumstances as determined by the employing Agency. Financial and budgetary restrictions may influence the extent to which these devices are available.

SECTION SIX. (A) The Employer shall maintain a program of infectious and communicable disease control and Employees shall cooperate with the Employer's program. Such cooperation shall include, but not be limited to, immediate reporting of any suspected infectious or communicable disease among staff or patients or clients, and carrying out all precautionary measures instituted by the Employer.

(B) The Employer shall advise Employees when the Employer knows they are exposed to infectious or communicable diseases and assist them in taking preventive measures which are consistent with patient/client care responsibilities. The Employer shall advise immediately in writing to Employees when the Employer knows they are exposed to infectious or communicable diseases and assist them in taking preventive measures which are consistent with patient/client care responsibilities. The Employer shall advise Employees in writing any relevant changes or updates to CDC or public health guidelines and instructions on how to implement new changes in a timely manner.

(C) The Employer shall provide an Annual Exposure Control Plan in accordance with OSHA Standards.

(D) The Employer shall furnish the Form WC-207 to all Employees who have been exposed to blood or bodily fluids from patients/clients. All such incidents shall be carefully documented by the Employee involved in the incident and such Employee shall be informed by his/her Employer that:

(1) voluntary testing and counseling shall be provided by the Employer free of charge on a confidential basis; and

(2) that the Employer make available any and all pertinent treatment at no cost to the Employee.

(E) All Employees shall be informed by the Employer of the standard procedure for getting Hepatitis B vaccine as required by federal OSHA standards.

(F) The State shall furnish Employees with preemployment and periodic tuberculosis testing in accordance with OSHA requirements. Until the standards under OSHA have been developed and issued, the standards established by The Center For Disease Control shall govern.

SECTION SEVEN. (A) The Employer shall provide the Union with a list of potentially dangerous chemicals which it knows are used at the work site, and upon request, shall meet to discuss precautions required for safe use of such chemicals.

(B) Copies of the annual OSHA accident report shall be provided to the Union upon request.

SECTION EIGHT. Whenever diagnostic work, testing or medical or dental treatment is to be performed on a client/patient, excluding inmates, the patient will go to the testing/treatment area unescorted only when it is deemed appropriate in the judgment of the ward/unit charge or nursing supervisor. Otherwise, the patient will be escorted by appropriate direct care staff. The technician performing the test/treatment can request additional assistance as circumstances require.

SECTION NINE. In the furtherance of this Article, the Employer and the Union agree to the establishment of a Safety Committee at each facility employing more than one hundred (100) Health Care Bargaining Unit members, composed of two (2) members each of NP-6 and P-1, and appropriate members of management. Such Committee shall meet for two (2) hours monthly to discuss problem areas and methods of improving health and safety conditions at the facility. Union representatives shall receive time off with pay to attend. Agendas will be exchanged seventy-two (72) hours in advance of each meeting.

SECTION TEN. Where a State Agency maintains an Employee clinic, the clinic will be available for Employees who need emergency medical care while on duty. The clinic will provide a free physical examination to those Employees who are required to have them, according to the standards set by the Superintendent or Director of the Agency, or where a job specification requires same. The examination will include all tests required according to standard medical practice and judgment.

SECTION ELEVEN. In the event an Employee sustains an injury while at work which requires medical attention, the Employer shall provide emergency medical attention either at the facility or a suitable medical facility.

SECTION TWELVE. The following expedited grievance procedure shall govern safety grievances:

STEP I. Grievances shall be filed in writing to the appropriate Agency head/designee. A copy shall be submitted concurrently to the facility, as applicable. Within ten (10) days after receipt of the grievance, a meeting will be held between the Agency head/designee and the Union and a written response issued seven (7) days thereafter.

STEP II. An unresolved grievance must be appealed to the Undersecretary for Labor Relations within seven (7) days from the response to Step I. The Office of Labor Relations shall set aside at least one day per month for hearings on safety issues. The grievance filed at this step shall automatically be scheduled on the next hearing date following submission provided that the grievance was received at least one (1) week prior to such hearing date. A written response shall be issued seven (7) days thereafter. Such answer may include referral for further investigation by the Safety Advocate.

ARBITRATION. An unresolved grievance may be submitted to arbitration. The arbitrator shall not have the authority to mandate the hiring of additional staff but may fashion other remedies as the situation may require.

The parties agree to send urgent safety issues to expedited arbitration.

Safety grievances regarding physical facilities are grievable under the safety procedure but are not arbitrable unless jurisdiction over the issue is declined by Connecticut OSHA.

In the event that the State Employer fails to answer a grievance within the time specified, the grievance may be processed to the next higher level and the same time limits thereafter shall apply as if the State Employer's answer had been timely filed on the last day.

The grievant assents to the last attempted resolution by failing timely to appeal said decision or by accepting said decision in writing.

ARTICLE 35
TRAINING AND TUITION REIMBURSEMENT AND
QUALITY OF WORK LIFE

SECTION ONE. The Employer, through its agencies, recognizes the responsibility to provide on-the-job training as well as relevant education and training opportunities for its Employees.

SECTION TWO. The State will provide reasonable advance notice of any training opportunities to all Employees, and such notice shall encourage interested Employees to apply for the training. Seniority shall be considered as a factor in selection in determining the composition of upward mobility training classes.

Sections One and Two of this Article shall apply to part-time Employees under twenty (20) hours.

SECTION THREE. TUITION REIMBURSEMENT.

(A) Any Employee who has completed six (6) months of service and is continuing his/her education in a job-related area, or in a healthcare related field that will assist the Employee in upward mobility or promotional opportunities, shall be eligible for tuition reimbursement for a maximum of nine (9) credits or the equivalent per semester.

(B) Upon legislative approval and retroactive to July 1, 2021 and each year of the contract there after, there shall be a joint (P-1/NP-6) fund for the purpose of tuition reimbursement. This joint fund shall have \$705,000 appropriated on or about July 1st of each year. Funds that are unexpended in one contract year shall carry over into the next contract year provided, however, that the tuition reimbursement fund will expire on the expiration date of this Agreement. The previous sentence notwithstanding, applications for tuition reimbursement which are submitted and approved within the final six (6) months of this Agreement may be paid, within the remaining available funds up to three (3) months following expiration of this Agreement.

(C) The Employer and the Union agree that allocations to all of the agencies shall be pooled and administered jointly on a centralized basis. Each Agency shall designate a tuition reimbursement coordinator to administer its allocation of the fund.

(D) An Employee applying for tuition reimbursement must submit the appropriate forms to the Agency's tuition reimbursement coordinator not less than two (2) weeks prior to the start of the course. Applications may be found at www.DAS.CT. Incomplete or incorrect applications shall not be accepted, but shall be returned to the Employee. Applications which are complete and correct shall be processed on a first come, first served basis, until all of the allocated funds are committed. Any additional applications shall be placed on a numbered waiting list according to date received. Within thirty (30) days of receipt of an application, the Agency shall notify the Employee in writing that the application has been approved, denied or placed on the waiting list, indicating its assigned number. Late applications shall be reviewed by the parties for compelling circumstances consistent with the current practice.

(E) Applications for tuition reimbursement for courses offered at non-accredited institutions shall be subject to approval by the Statewide Human Resources Management Division section of the Department of Administrative Services, prior to submission to the Agency tuition reimbursement coordinator.

(F) Following approval of a tuition reimbursement application, an Employee shall notify the Employer if he/she decides not to take the course(s) or to drop a course(s), so that funds may be utilized for another Employee within the Agency. Upon presentation of evidence of payment and successful completion of the course(s) the Employee shall receive tuition reimbursement as follows:

Full tuition reimbursement equal to 75% of the per credit rate for undergraduate and graduate courses at the University of Connecticut, Storrs, however such reimbursement shall not exceed the actual cost of each course. The Employee shall submit the documents necessary for reimbursement as expeditiously as possible, following completion of the course(s). The Employer shall process tuition reimbursement payments as expeditiously as possible.

(G) For purposes of this Section, tuition reimbursement means any fees payable to the educational institution, except textbooks.

(H) At the end of each fiscal year, all uncommitted funds shall be used to reimburse Employees on a combined, statewide waiting list based upon the date of receipt of the original application by the Agency tuition reimbursement coordinator.

Applications for tuition reimbursement which are submitted and approved within the final six (6) months of this Agreement shall be paid, with any remaining available funds, up to three (3) months following expiration of this Agreement.

SECTION FOUR. COMBINED EDUCATION AND TRAINING FUND. A combined Education and Training Fund Effective upon legislative approval and retroactive to July 1, 2021 and forward this program shall be funded at \$397,000. The fund shall combine the purposes of the following preexisting funds:

(A) **CAREER MOBILITY FUND.** Funds a bank of leave hours for Employees who are pursuing a healthcare related higher education degree or license/certification program. The cost of such leave hours to be deducted from the Combined Education and Training Fund shall be \$25.00. This program is not intended to replace or fund any existing programs.

(B) **CERTIFICATION ASSISTANCE FUND.** Provides P-1 and NP-6 members' reimbursement for the cost of (1) healthcare related licensure/certification/re-certification fees (initial or renewal), (2) healthcare related licensure/certification/re-certification related examination fees, (3) healthcare related workshops required for licensure/certification/re-certification when there is no Conference and Workshop Funds available. If a license and/or certification is a job requirement, see Article 30, Indemnification and License Fee.

SECTION FIVE. EDUCATION AND TRAINING COMMITTEE. A statewide Labor-Management Steering Committee shall meet semi-annually during the months of October and April, and will be co-chaired by the Assistant Director of the Office of Labor Relations and a Union Vice President. This committee shall provide oversight of Education and Training activities, allocation of funds and shall also:

(A) Conduct needs assessments and develop plans to meet these needs.

(B) Make recommendations to the union and state each contract year for transfers of uncommitted moneys from any tuition or work shop fund to another fund. Upon agreement of the state and the union, uncommitted moneys from one fund may be transferred to supplement another fund during the term of this agreement.

(C) Coordinate QWL training activities with other programs.

(D) Monitor usage of the combined education and training fund and develops guidelines to ensure that all funds are distributed equitably.

(E) Make recommendations regarding disputes over the use of Education and Training funds.

The appropriate Agency shall prepare requests for proposals, develop contracts and apply the proper procedures to ensure payment to vendors. The Statewide Human Resources Management Division of the Department of Administrative Services may assist when necessary.

The Labor Management Education and Training Committee shall be chaired by the Administrator (referenced in Section Eleven) and compose of five (5) members of the NP-6/P-1 bargaining units and five (5) agency representatives.

The Committee shall:

(A) Select recipients who will receive Education and Training funds.

(B) Review and allocate moneys quarterly for P-1 bargaining unit Employees for special workshops funded under the Combined Education and Training Fund.

(C) Review and monitor courses and/or programs funded under the Combined Education and Training Fund, or by special agreement through tuition reimbursement.

(D) Assist in the selection of vendors/contractors.

(E) Track students' progress.

(F) Develop a system for selecting Employees who will receive release time for Career Mobility or other release time programs.

SECTION SIX. CONFERENCE AND WORKSHOP FUNDS. (A) Upon legislative approval and retroactive to July 1, 2021 there after shall be a combined NP-6/P-1 fund of \$395,000. for attendance by bargaining unit Employees with more than six (6) months of service at professional seminars, workshops or conferences.

Each Employee shall be entitled to a maximum of one thousand and five hundred (\$1,500.00) reimbursement per contract year toward the cost of fees, travel, food and lodging related to attendance at such events. Conference/Workshop Funds of \$1,500.00 can be combined once in any two (2) years. The combining of funds can occur by combining the annual allotment from the current contract year with any unused annual allotment from the previous year or by combining the annual allotment from the next contract year.

Reimbursement for travel, food and lodging shall be consistent with Article 31 (Travel Reimbursement) of the Agreement and applicable State travel regulation. Funds not reserved for seminars, workshops or conferences may be transferred to the joint tuition reimbursement fund, upon request of the Union.

Funds committed for workshops/conferences in one fiscal year shall carry over to the next fiscal year.

(B) Requests for attendance at professional seminars, workshops or conferences must be submitted to the Agency head at least three (3) weeks in advance. Upon approval, the Agency head shall forward the request to the Comptroller at least two (2) weeks in advance of the attendance. The Employer shall give due consideration to requests which cannot be submitted in accordance with the specified time limits.

(C) If an Employee who has had a conference/workshop approved does not attend such, notice of cancellation shall be provided to the facility's business office, which shall promptly notify the Comptroller of said cancellation.

As soon as possible, but not more than thirty (30) days following the conference/workshop, the Employee shall submit a claim for reimbursement on the appropriate form and send required receipts to the business office, which shall promptly process the claim to the Comptroller.

If no claim for reimbursement has been submitted to the Comptroller within ninety (90) days of the date a workshop/conference was scheduled, the funds committed for that activity shall be released and made available for others.

(D) A pattern of unreasonable denial of any Employee's request to attend workshops/conferences may be grieved through the second step of the grievance procedure.

(E) Management shall attempt to share information on conferences/workshops with interested Employees, consistent with the local procedure for distribution of that type of material. However, management cannot be responsible for removal of notices from bulletin boards or failure of others to forward information.

(F) Part-time Employees under twenty (20) hours in the P-1 and NP-6 bargaining units who have at least one (1) year of continuous service shall be entitled to participate in the Conference and Workshop Fund described in this Section, except that the amount of annual entitlement shall be \$175 and Employees shall attend such programs on their own time. The facility will attempt to make equivalent hours available. A fund of \$10,000 shall be established for these Employees and the same application and processing procedures in this Section shall apply.

SECTION SEVEN. QUALITY OF WORK LIFE FUND. There shall be a combined NP-6/P-1 Quality of Work Life Fund of two hundred thousand dollars (\$200,000) appropriated upon legislative approval and retroactive to July 1, 2021 and each year of this agreement Funds not expended in one contract year shall be carried forward into the next contract year and added to that year's allocation. Funds not expended from the contract which expires on June 30, 2025 shall rollover into the successor agreement.

(A) P-1 Special Workshop Fund.

Funds professional workshops suggested and arranged through the Education and Training Committee on topics of professional interest to bargaining unit Employees. Proposals for workshops are jointly submitted by Union and Management and may originate at the facility, Agency, or State level. Upon Committee approval, the originating parties shall be responsible for coordinating the workshop.

The Education and Training Committee, including an OLR designee and Union officer, will be responsible for establishing guidelines in accordance with such goals and objectives, subject to the approval of the Undersecretary for Labor Relations or designee.

SECTION EIGHT. FIELD SERVICE LEAVES FOR P-1 EMPLOYEES. In addition to the above, Field Service Leaves may be established to provide an opportunity for Employees to benefit from on-going professional development through service activities in field settings. The Field Service Leave will be restricted to an activity or activities of direct benefit to the Agency. To be eligible, members must submit a proposal, in writing, outlining the plan of service activity. All applicants must have a minimum of five (5) years of State service and be at the Masters or Ph.D. level. Selection will be made by the respective Commissioners. Employees will receive regular pay during the period of Field Service Leave and Conference and Workshops, plus compensation in accordance with State Travel Regulations.

SECTION NINE. SABBATICAL LEAVE FOR P-1 EMPLOYEES. For each year of this Agreement one (1) research scientist/specialist per Department (DMHAS OR DPH) may be granted a sabbatical leave, either for one (1) year at half pay or six (6) months at full pay. In order to receive such a leave, a research scientist/specialist must have completed six (6) years of full-time service. Applications for such leave shall be made to the appropriate Commissioner and shall specify, in detail, the nature of the project or lecture trip to be undertaken and the value of such to the scientist/specialist and the institution. Application must be made at least ninety (90) days in advance of the anticipated leave. Not more than three (3) sabbatical leaves may be granted during the term of the Agreement.

SECTION TEN. P-1 SOCIAL WORKERS/CASE MANAGERS AT THE DEPARTMENT OF DEVELOPMENTAL SERVICES. (A) Eight (8) social workers/case managers, program managers currently employed by the Department of Developmental Services and matriculated in a BSW or MSW program with a course load of at least two (2) courses, shall be granted one (1) day (7 hours) per week of release time for the purpose of attending classes. In the

event an individual completes or drops the pursuit of the BSW or MSW degree, an Employee in their region or facility may be substituted.

(B) The Department of Developmental Services may provide additional time off, during working hours, as needed, through flexible working hours, at the sole discretion of the Regional or Training School Director.

SECTION ELEVEN. ADMINISTRATION OF FUNDS. All combined Education and Training Funds and Quality of Work Life Funds authorized by this Article shall be administered by the Committee as established in Section Five of this Article.

Proposals for the use of these funds shall be jointly submitted by the Union and Management and may originate at the local or Agency level and be submitted to the Committee for consideration.

The State and the Union shall jointly contract an individual or organization to provide administrative leadership or organization for this Committee. This individual or organization shall be paid from funds provided in this Article 35.

SECTION TWELVE. QUARTERLY REPORTS. Upon request, the Office of the Comptroller shall issue quarterly reports regarding conference and workshop and tuition expenditures. Upon request, the Department of Administrative Services shall issue quarterly reports regarding QWL expenditures and expenditures for the combined Education and Training Funds. Upon agreement of the State and the Union, uncommitted moneys from any one Fund provided under this Article may be transferred to supplement another Fund under this Article during the term of this Agreement.

SECTION THIRTEEN. NON-DISCRIMINATION AND AFFIRMATIVE ACTION.

The State of Connecticut and the New England Health Care Employees Union, District 1199 may develop and fund through the Quality of Work Life program, sexual harassment and racial discrimination training sessions which shall be available to all Employees within the bargaining unit.

ARTICLE 36

JOB CLASS QUALIFICATIONS

SECTION ONE. CHANGE IN JOB CLASSIFICATIONS DURING THE TERM OF THE CONTRACT

(A) If the minimum qualifications for an Employee's job classification are changed, the Employee shall not be demoted as a result thereof.

(B) If the minimum qualifications for classifications in the Employee's classification series are changed, the following steps shall be taken:

- (1) Notification to the Employee.
- (2) Upon request, counseling as to the new requirements for promotion within the series.
- (3) Priority consideration for use of tuition reimbursement and conference/workshop funds.

In addition, the Employer will cooperate in adjusting a P-1 or NP-6 Employee's work schedule to enable the Employee to pursue the training necessary to meet the new minimum qualifications for classifications in the series. An affected P-1 or NP-6 Employee shall, upon request, be granted a leave for good cause subject to the provisions of Article 23 (Leaves of Absence), Section Three.

ARTICLE 37

LABOR MANAGEMENT COMMITTEES

SECTION ONE. The parties agree that upon request there shall be Agency-wide Labor-Management Committees. Such committees will be composed of not more than five (5) designees of the Employer and five (5) designees of the NP-6/P-1 Health Care Employees represented by the Union.

SECTION TWO. The parties agree there shall be a Labor-Management Committee each of the major facilities, institutions or regions. Such committees will be composed of four (4) designees of the Employer and four (4) designees of the NP-6/P-1 Health Care Employees represented by the Union. Upon request by the Union, there will be separate committees for P-1 and NP-6 of three (3) designees of each party.

SECTION THREE. Each of the committees will meet no less than quarterly to discuss matters of mutual concern. Agendas will be exchanged seventy-two (72) hours in advance of any meeting.

SECTION FOUR. Employees shall suffer no loss of regular pay or benefits as a result of participation in committee activities.

SECTION FIVE. The subject of professional staff to patient ratios shall be a topic of discussion at Labor-Management Committee meetings with members of the P-1 bargaining unit

SECTION SIX. PROFESSIONAL ETHICS. (A) The parties affirm their commitment to deliver health services which conform to prevailing standards of professional ethics as promulgated by the relevant professional societies and the certification/licensure standards.

(B) There shall be a standing joint Labor-Management Professional Ethics Committee which shall meet at least four (4) times a year, or more frequently if necessary. The committee shall be composed of five (5) representatives from the P-1 bargaining unit appointed by the Union and five (5) representatives appointed by the State. Such representatives shall reflect the professional disciplines included in the P-1 bargaining unit.

(C) The purpose of the committee shall be to study and make written recommendations to affected State agencies on ethical issues raised by members of the P-1 bargaining unit and LPNs in connection with their employment, based on promulgated professional ethics or licensure/certification standards. Staffing shall be excluded from the committee's jurisdiction.

SECTION SEVEN. ADDITIONAL TOPICS OF MUTUAL CONCERN. The Employer and the Union agree that the following are proper subjects of mutual concern at Labor Management meetings: caseloads, office space, flexible schedules, computer training and training for the appropriate treatment of clients with unfamiliar diagnoses and behaviors.

ARTICLE 38

PERSONNEL RECORDS

SECTION ONE. An Employee's personnel file or "personnel record" is defined as that which is maintained at the Agency level, exclusive of any other file or record, provided, however, in certain agencies which do not maintain personnel files or records at the Agency level, the defined file or record shall be that which is maintained at the institution level. The maintenance of the file may be in a digital or paper format.

SECTION TWO. An Employee covered hereunder shall, on his/her request, be permitted to examine and copy, at his/her expense, all materials, in his/her personnel file, other than pre-employment material or other material that is confidential or privileged under law. However, an Employee shall be allowed to examine and copy, at his/her expense, all materials which he/she prepared and/or signed. The Employer reserves the right to require its designee to be present while such file is being inspected or copied. The Union may have access to any Employee's records upon presentation of written authorization by the appropriate Employee. The Union shall have access to any Employee's records which are relevant to a pending grievance or arbitration case. The Employer reserves the right to determine relevancy. Disputes concerning relevancy shall be resolved by the arbitrator. Access to an Employee's digital personnel file will be managed at the Agency/Facility level.

SECTION THREE. No disciplinary material shall be placed in an Employee's file unless the Employee has had an opportunity to sign it and has received a concurrent copy. If the Employee refuses to sign, a Union delegate shall sign indicating receipt prior to placement of the disciplinary material in the file. Should no Union delegate wish to sign, the disciplinary material shall be sent to the Union office via electronic transmission for a Vice-President or designee to sign.

Disciplinary material which is not merged in the service rating next following shall remain in the file no more than eighteen (18) months unless another disciplinary action is taken.

SECTION FOUR. This Article shall not be deemed to prohibit supervisors from maintaining written notes or records of an Employee's performance. An Employee shall receive a copy of his/her annual service rating or other written evaluation of his/her work performance concurrently with the placement of the service rating or other evaluation in his/her personnel file.

SECTION FIVE. No material from any source other than the personnel file referred to in Section One above shall be used as the basis for any personnel matter which reflects negatively on an Employee's record. However, the Employer may merge information from other sources and place it into the personnel file under the procedures applicable in Sections Two and Three.

ARTICLE 39 SERVICE RATINGS

SECTION ONE. The procedures and practices associated with Service Ratings will henceforth comply with and be governed by State Personnel Regulation Section 5-237-1, printed in Appendix A. Service Ratings will not be subject to appeal under the Grievance Procedure unless an employee receives an unsatisfactory Service Rating. Discipline taken against an Employee that is performance based must be supported by just cause if grieved by the Employee/Union. In situations where an annual increment is withheld based upon substandard performance, the burden to demonstrate the appropriateness of such denial lies with the Employer, if said denial is contested through the contract grievance procedure. It is understood that an annual increment may not be withheld if the Service Rating was issued less than 3 months prior to the Employee's designated annual increment date (either January 1 or July 1).

SECTION TWO. The Employer retains all other contractually or statutorily permitted mechanisms for assessing Employee performance. A service rating will be conducted by the management designee familiar with the Employee's performance in the Employee's current job assignment.

The immediate supervisor and/or a management designee in the Employee's immediate chain of command shall forewarn or notify the Employee in advance of the preparation of the service ratings of any deficiency that places the employee at risk or receiving a less than good rating in a job element. Any employee who receives a less than good rating in a job element will receive from the supervisor (following the issuance of the Service Rating) clear, written direction of expectations for improving performance to satisfactory levels. In circumstances in which discipline resulted in the less than good rating, the notice of discipline will satisfy the requirement for clear, written direction of expectation for improvement.

Comments on a Service Rating are restricted to instances in which the Employee has received a "less than good" rating in a job element, and/or has been disciplined during the rating period. Likewise, reference to the Employee's use of accrued leave and/or attendance record will be included on the Service Rating only in instances in which the Employee has received a "less than good" for attendance, and/or has received related discipline during the rating period. Comments may be included to acknowledge improvement in cases in which an employee has successfully achieved "good performance" in one or more categories that had been rated "less than good" in the immediately preceding service rating.

No comments will be added to the service rating after it has been signed by the Employee unless the modified rating has been reviewed with and initialed by the Employee prior to placing said rating in the Employee's personnel file. All Employees covered by this agreement shall be given copies of their completed service ratings at the time the Employee or Union delegate signs the service rating.

SECTION THREE. An employee may write a rebuttal in response to the Service Rating. It is understood that a rebuttal is for the specific purpose of providing information that the Employee does not believe was taken into full account in said rating, and that a rebuttal is not a broad forum for complaint. Said rebuttal shall be no longer than two typewritten pages in length, shall be submitted within two weeks of the employee's receipt of the service rating at issue, and shall be subject to review by Human Resources before said rebuttal is attached to the service rating at issue. Human Resources reserves the right to return to the Employee any rebuttal document that does not conform to the parameters expressed above.

An employee may meet with the rater to discuss the rebuttal. Such meeting will occur within two weeks of the Employee's direct request to the rater. In cases where the Employee has received no "less than good" ratings on any job element, the decision of the rater will be final.

In cases where the Employee has received an overall rating of "fair", or where the Employee has received an overall rating of "good" or better but has received a "less than good" rating in one or more job element, the Employee may (after having discussed the rebuttal with the rater) meet upon request with the Agency's Human Resources Administrator or designee to review said rebuttal and HR shall determine whether the service rating shall be changed. This decision shall be final and binding. A delegate may be involved in the meeting with the HR representative at the employee's request. Rebuttals filed over a "fair" overall rating or any "less than good" in one or more job element (but where the overall rating is "good" or better) may also address employee concerns over failure to forward as described in Section Two of this Article.

SECTION FOUR: Upon demonstrating a pattern of failure of an agency to forewarn employees of inadequacies in their performance, at the request of the Union Vice President, the issue may be directly submitted to Step 2.5.

ARTICLE 40
PAST PRACTICES

SECTION ONE. PRACTICES CONSISTENT WITH THE CONTRACT. Any changes in or discontinuation of an unwritten past practice concerning wages, hours or other conditions of employment not covered by this Agreement shall be subject to a test of reasonableness. The questions of:

- (A) whether or not there is in fact a valid, current past practice in effect, and
- (B) the reasonableness of the change or discontinuation may be submitted to arbitration in accordance with the provisions of Article 32 (Grievance Procedure).

SECTION TWO. OTHER PRACTICES. A practice that violates the contract may be discontinued by the Employer with notice to the Union and the affected bargaining unit Employee(s). The Employer will meet and discuss the practice with the Union, upon written request, prior to discontinuation.

ARTICLE 41
MEALS AND HOUSING

SECTION ONE. MEALS. (A) The rates charged to Employees for meals shall be as follows:

| | |
|-----------|---------|
| Breakfast | \$ 3.00 |
| Lunch | 5.00 |
| Dinner | 5.00 |

(B) The State expressly reserves the right to provide or not to provide meals to any Employee who is not in “loco parentis” status and to terminate such services with sixty (60) days notice.

SECTION TWO. HOUSING. The State shall have the right to establish rental rates for Employees in State-owned housing. Such rental rates shall be based upon appraisals conducted by or for the State which will establish fair market values for the properties.

The rental values established by the State for Employee housing shall not be subject to the grievance or arbitration procedure.

The State expressly reserves the right to provide or not provide State-owned housing to any Employee, including the selection among applicants and the termination of occupancy in accordance with the Regulation on Assignment and Termination of State Housing as they may be amended from time to time.

The Employer shall not remove an Employee from housing or refuse to consider an application for housing as a form of discipline for matters unrelated to housing, but this provision shall not restrict the Employer’s right to remove from housing an Employee whose employment is terminated.

ARTICLE 42
MISCELLANEOUS

SECTION ONE. PRINTING. The Union will be responsible for the printing of a mutually agreed upon number of contract booklets by a unionized printer. The State will reimburse the Union for one-half of the printing costs upon presentation of an itemized invoice for the actual printing. The Union shall ensure that the State receives an agreed upon number of said printed copies. A copy of the contract will be made available online at www.DAS.CT.GOV.

SECTION TWO. During the life of this Agreement, the Employer shall not increase the cost to Employees for uniforms and equipment.

SECTION THREE. COUNSELING AND ADVICE. An Employee may request advisory counseling from a supervisor relative to his/her duties or patient/client relationships whenever appropriate. This will not be deemed to jeopardize the Employee's position.

SECTION FOUR. PERSONAL DOCUMENTS. Ordinarily, the Employer shall place documents of a personal nature, sent through interdepartmental mail, enclosed and sealed in an envelope to insure confidentiality.

Where possible, memoranda or letters from a supervisor to an Employee and service ratings will be handed to the Employee.

SECTION FIVE. EXAMINATION ANNOUNCEMENTS. Examination announcements will be posted on the **www.DAS.CT.GOV** website and where available, official bulletin boards, and sent to designated Union delegates within twenty-four (24) hours of receipt at the facility.

SECTION SIX. IDENTIFICATION CARDS. Where identification cards are required by the Employer, they will be furnished by the Employer subject to appropriate rules governing use of such cards.

SECTION SEVEN. PARKING. Parking will be provided to Employees within the limits imposed by available physical space. The responsibility for regulating parking of private vehicles on State-owned or leased property shall be the sole responsibility of the Employer.

SECTION EIGHT. DAMAGE TO PERSONAL PROPERTY. Present policies on damages to personal property will continue. Eyeglass frames and lenses will be replaced in kind, if possible, or by items of equal value. The Employer shall handle claims in an expeditious manner.

SECTION NINE. ACCREDITATION. When an accrediting Agency is scheduled to conduct a survey or other inspection of a facility, the Employer shall request that a member of the Professional Health Care (P-1) Bargaining Unit accompany the survey or inspection team. If that is not possible because of the rules of the accrediting Agency, the Employer shall request that the team meet with a representative of the bargaining unit.

SECTION TEN. HOUSEKEEPING AND MAINTENANCE DUTIES. Regarding NP-6 Employees, it is understood that direct patient care Employees shall continue to perform necessary and assigned housekeeping duties. However, such duties shall not supplant the needs of patients and/or client care. Regarding P-1 Employees, the Employer and the Union agree that housekeeping duties of direct patient care staff will only be those necessary to maintain immediate sanitary conditions.

SECTION ELEVEN. RESIGNATION. Any Employee who intends to resign shall give written notice as much in advance as possible and preferably at least three (3) weeks prior to the effective date.

SECTION TWELVE. ADEQUATE WORK SPACE-P-1. With regard to P-1 members, the Employer shall attempt to provide adequate work space within existing facilities for professional Employees to carry out their responsibility for patient/client care, counseling of families, and/or the preparation of necessary reports and documents. Disagreements shall be referred to the Labor-Management Committee and are not subject to the grievance and arbitration procedure.

SECTION THIRTEEN. STATE VEHICLES. Current Employees assigned State vehicles for field work will retain their vehicles so long as there is no significant change in job duties or the location of job assignment in a manner that eliminates the rationale for a vehicle.

SECTION FOURTEEN. TARDINESS. No Employee shall suffer disciplinary action due to a legitimate emergency which necessitates absence from the job or tardiness, provided satisfactory evidence of such emergency is presented to his/her supervisor on the next working day following the absence or tardiness. The appointing authority shall, upon the Employee's request, have the right to charge such absence or tardiness to earned time excluding sick leave. The appointing authority may dock said Employee for time not worked where there is evidence of abuse of the above or habitual tardiness. Lateness charges for Employees shall be made only for time actually late. Such lateness charges shall be accumulated according to Agency practice. Employees have the right to review their records of lateness charges.

SECTION FIFTEEN. CHAPLAIN'S HOUSING. For the purpose of meeting the qualifying requirements of the Internal Revenue Code, Section 107(2), the Employer designates as housing allowance, thirty-five percent (35%) of salary paid to chaplains.

SECTION SIXTEEN. DVA LABORATORY CELL PHONES. The laboratory at the Department of Veteran's Affairs will have one cellular telephone, to be issued to whomever has the on call assignment, as long as the Agency requires such service.

SECTION SEVENTEEN. POLICY AND PROCEDURE MANUALS. Agencies shall make available manuals containing all Governmental Regulations applicable to such agencies.

SECTION EIGHTEEN. JOB SPECIFICATIONS. ___Upon request, the Employer shall provide each Employee with a copy of the written job specifications applicable to the classification occupied by the Employee, and any approved revision of such specification.

SECTION NINETEEN. JOB FAIRS. From time to time, by mutual agreement, the State (OLR) and the Union (State Team Vice President) may utilize the "job fair" method when necessitated by program closure, consolidation, down-sizing or twenty (20) plus vacancies in same class.

ARTICLE 43
SAVINGS CLAUSE

Should any provision of this Agreement be found unlawful by a court of competent jurisdiction, the remainder of the Agreement shall continue in force.

ARTICLE 44
ENTIRE AGREEMENT

This Agreement, upon ratification, supersedes and cancels all prior practices and agreements, whether written or oral, unless expressly stated to the contrary herein, and constitutes the complete and entire agreement between the parties and concludes collective bargaining for its term.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunities are set forth in this Agreement.

Therefore, the State and the Union, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter whether or not referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

ARTICLE 45
SUPERSEDEENCE

Inclusion of language in this Agreement concerning matters formerly governed by law, regulation or policy directive shall be deemed a preemption only of those sections specifically addressed in the provisions of this Agreement. Accordingly, those sections of written policies promulgated by the Department of Administrative Services, Comptroller, Office of Policy and Management, and the Agency head or his/her designees or agent of the Governor shall be deemed superseded if addressed by specific provisions of this Agreement. The State will bargain collectively to the extent required by law before implementing any change in written policies involving wages, hours and conditions of employment promulgated by the Department of Administrative Services, Comptroller, Office of Policy and Management, or Agency head or designee or agent of the Governor that are not otherwise superseded by this Agreement, notwithstanding any contrary provisions of Article 44.

Statutes or regulation shall be construed to be superseded by this Agreement as provided in the Supersedence Appendix or where, by necessary implication, no other construction is tenable.

The Employer shall prepare a Supersedence Appendix listing any provisions of the Agreement which are in conflict with any existing statute or regulation for submission to the Legislature. The Union shall be consulted in the preparation of the Supersedence Appendix.

ARTICLE 46
DURATION OF AGREEMENT

This Agreement shall be effective on July 1, 2021, and shall expire on June 30, 2025.

Except as modified by this agreement, and the tentative agreements attached hereto, the provisions of the exiting District 1199 contract remain in effect.

ARTICLE 47
ESSENTIAL EMPLOYEES

Whenever the Employer closes one or more facilities early or opens late via a declaration of unusual weather or other circumstances, those Employees deemed Level One who cannot be released or are not allowed to arrive late shall be paid at a rate one and one-half (1 ½) times their regular rate of pay for all hours worked during the release day/period.

ARTICLE 48

TECHNICAL HIGH SCHOOL NURSES

SECTION ONE. SHORTENED DAYS/WEATHER CLOSINGS.

- (A) When Technical High School teachers have a professional day, a late opening or early dismissal, or have the day off due to school closings, the nurses shall have the option of working their regular schedule. Should they choose not to work their full workday, they may elect to use vacation, earned compensatory time and/or personal leave accruals, or go unpaid to cover the time.
- (B) If a nurse's school is closed due to weather or an emergency closing and continuous operations are affected, the Head Nurse, with prior authorization from both school principals, may choose to work at an alternate location where available. Otherwise, they may elect to use vacation, earned compensatory time and/or personal leave accruals, or go unpaid to cover the time.

SECTION TWO. GOVERNOR DECLARED TIME OFF. The existing practice concerning Governor declared days off, early releases and delayed openings shall apply to the Technical High School nurses. In these instances, Human Resources will issue specific instructions regarding the appropriate attendance coding.

SECTION THREE. SUMMER LEAVE/UNPAID DAYS.

- (A) Technical High School nurses shall have their unpaid summer leave count towards their bargaining unit seniority for purposes of lateral transfers, promotions and/or layoffs. Seniority shall accumulate based on the employee's regular weekly work schedule.
- (B) During the period of a leave without pay in excess of five (5) working days in the calendar month, the Employee:
 - (1) shall not be credited for length of service, except as provided in this Agreement
 - (2) shall not earn vacation or sick leave for that month except that for Connecticut Technical High School Nurses, days without pay due to the schools being closed to student shall not be counted toward the above five (5) days for the purposes of determining vacation and sick leave accrual. Connecticut Technical High School Nurses shall not accrue vacation and sick leave for the month of July.

SECTION FOUR. SWITCHING ASSIGNMENTS. If two (2) Technical High School nurses wish to switch school assignments, the Nurses shall send a notice to the other Technical High School nurses to inquire if they are interested in moving to either of the two (2) schools where the switch is proposed. If no other more senior nurse shows interest, the switch may occur. Said switch shall occur during the summer months, subject to management's final approval.

SECTION FIVE. COMPENSATORY TIME.

1. Accrual of compensatory time will be credited to Technical High School nurses instead of overtime pay for the life of the collective bargaining agreement. The Technical High School nurses elect compensatory time instead of overtime pay in accordance with Article 13, Section Four (5) of the collective bargaining agreement.
2. Compensatory time will be granted by the Department of Education for hours worked beyond the scheduled school day when necessary and as approved by the school Principal, without being unreasonable denied, to complete and follow school health policies and procedures as outlined in the Connecticut Technical High School System Head Nurse Job description and as mandated by the Department of Public Health and the State of Connecticut General Statutes, including school and student emergencies. Inasmuch as working overtime must be pre-approved, the denial of earning compensatory time by the school Principal in non-student emergency situations is not subject to the grievance process. Earned compensatory time will be entered into CORE CT Time and Labor system.
3. Earned compensatory time shall be used only in the following manner at the request of individual Technical High School Head Nurse: early school dismissals and delayed school openings, legal/half days including teacher's professional development days, emergency school closings, and academic hours while students are in classroom session. The use of compensatory time must be approved in advance by the school Principal in accordance with the agency's attendance policies through the Electronic Leave Request (ELR) process. Under no circumstances will the use of accrued compensatory time be approved at the expense of student health and safety.
4. The process for obtaining and recording of comp time shall be as follows: The Technical High School head Nurse shall notify and administrator in advance of a need to work beyond the regularly scheduled school day in accordance with established State Department of Education Policy and Procedure. As stated in the policy, compensatory time is authorized in advance by the school Principal using the DMB-10 form. The SDE

Compensatory Time Policy and Procedure and Forms can be found at:
http://sdectg/bhr/Operations%20Info/Overtime_and_Comp_Time_Proc.doc.

5. It is understood that it may not be possible for the school Nurse to obtain prior approval in the case of a medical emergency or other unanticipated event. In such a case, the nurse will notify the school Principal as soon as reasonably possible after an emergency or unanticipated event. The approved comp time shall be recorded with the designated timekeeper. Use of accrued compensatory time shall be recorded at a mutually agreed time with the six (6) month period following the accumulation period as outlined in #3 above. The six (6) month period is based on calendar year, not academic year.
6. Any accrued compensatory time that is not used with the six (6) month period following the accumulation period will be lost. Under no circumstances will the accrued compensatory time be used as a basis for payment of any kind.

SECTION SIX. PREPARATION DAYS.

1. The Technical High School Nurses shall be provided two and one-half (7 hour) preparation days prior to the commencement of the 2013 school year and annually thereafter.
2. All preparation days will be worked during the summer after July 1st of each year.
3. They shall work two (2) seven-hour days with an unpaid lunch break, and one (1) three and one-half (3.5) hour day for a total of 17.5 hours to collect and review medical records, sports physicals, 504 programs and to complete state education health mandates.
4. The scheduling of these preparation days must be approved in advance by the school administrator.
5. Because the Technical High School Nurses are placed on “summer law”, they will receive compensation for the preparation days worked no later than the second paycheck of the new school year.

SECTION SEVEN. NURSES’ WORK YEAR.

- (A) Technical High School nurses school year shall begin three (3) days prior to the first student day of the year as determined by the school calendar.
- (B) Technical High School nurses’ school year shall end two (2) days after the last actual teacher day of the current school year as determined by the school calendar.

SECTION EIGHT. WORK AFTER SCHOOL HOURS/YEAR.

- (A) The parties agree that the Technical High School nurses will be offered the opportunity to provide nursing services for school activities occurring after regular school hours before utilizing the services of contract nurses.
- (B) When there is a summer program offered at a Technical High School that utilizes a Head Nurse, the current Head Nurse will be offered that work. If the school’s Head Nurse is not available, the work will be offered to the next most senior Head Nurse in the Technical high School System. If that Head Nurse is not available, the position will be posted.

**MEMORANDUM OF AGREEMENT 1
CORRECTIONAL MEAL ALLOWANCE**

P-1 and NP-6 Employees assigned to a Department of Correction facility shall receive either the meal or the meal allowance currently in effect at that facility. The monetary meal reimbursement shall be eight dollars (\$8.00) per meal for each shift actually worked. In the event an Employee is required to work unanticipated overtime after his/her regularly scheduled shift a sandwich and a beverage, prepared by a staff member, will be arranged in lieu of the meal allowance.

**MEMORANDUM OF AGREEMENT 2
BARGAINING UNIT WORK**

Dear Mr. Brown:

As discussed during the contract negotiations for a successor Agreement to the 1997-2001 Agreement, the State acknowledges that its management is primarily employed to manage, guide and administer the business of State Government. It therefore, is not designed nor intended that management function in such fashion as to replace its

bargaining unit Employees or routinely do bargaining unit work. Such demarcation of duties, while not absolute, is intended within the boundaries of feasibility and practicality.

/s/ R.L. Curtis
For the State, 3/15/01

/s/ J.P. Brown
For the Union, 3/12/01

MEMORANDUM OF AGREEMENT 3

FUNCTIONAL JOB DESCRIPTIONS

Dear Mr. Brown:

During negotiations for a successor contract to the 1997-2001 collective bargaining agreement, an issue concerning "Functional Job Descriptions" was raised by the Union.

The "functional" descriptions are an agencies' device used to describe in some detail the duties of Employees. They are also used as a basis for competency evaluations needed for facility certification procedures.

Where there is a question concerning whether these "functional" descriptions exceed the boundaries of an individual's job specification, the Union retains and may exercise its right to have a job audit conducted. In situations where the audit verifies duties, responsibilities and functions outside and in excess of requirements of the job specification, the State shall either adjust the specification, create a new specification or eliminate the foreign job duties/functions. Any adjustment, modification, or development of specifications would trigger an evaluation and review of the job expectations for grade identification. This understanding should not be construed as requiring all agencies to have functional job descriptions for all positions.

/s/ R.L. Curtis
For the State, 3/15/01

/s/ J.P. Brown
For the Union, 3/12/01

Amended:

For DISTRICT 1199
/s/ Paul Fortier 10-15-08

For STATE OF CONNECTICUT
/s/ Fae Brown-Brewton 10-15-08

MEMORANDUM OF UNDERSTANDING 4

ARTICLE 18 - WORK ASSIGNMENTS

SECTION FOUR

Article 18, Section Four of the collective bargaining agreement provides a prohibition on transfers being made for disciplinary purposes. With full recognition of this prohibition both the Union and the Employer recognize that there are occasions when a change in work surroundings of a particular Employee is in the best interest of all parties.

Where such situations are present, the Agency shall appraise the Union President or his designee of its concerns and the associated circumstances. With mutual agreement between the Agency management and a Union Officer a transfer shall be permitted.

MEMORANDUM OF AGREEMENT 5

ARTICLE 8 - D.O.C. WORKING TEST PERIOD

SECTION TWO

The State of Connecticut and the New England Health Care Employees Union, District 1199 herein agree that members of the Union who are employed by the Department of Correction (DOC) to work at a DOC facility shall complete seven (7) weeks of training at the Center for Training and Staff Development. This training shall be in addition to the working test period as provided in Article 8 and Article 15, Section Nine of the collective bargaining agreement. Said training shall commence on the Employee's first day of employment with DOC unless there is specific need for an exception. Any exception would be with full understanding with the Union and permission of the Commissioner of DOC.

**REVISED MEMORANDUM OF UNDERSTANDING 6
REGARDING THE RESOLUTION OF GRIEVANCES**

The State and the Union agree that it is in the parties' mutual interests to address and resolve grievances as expeditiously as possible; therefore the undersigned parties agree as follows:

1. Not less than monthly, each Agency or sub part thereof shall hear pending grievances at Step 1 of the grievance process and respond accordingly. The Agency's designee and the Union's designee shall establish a standing day of each month for such meetings. The Union shall provide a list of the grievances for Step 1 seventy-two (72) hours before the meeting.
2. A committee shall be empanelled consisting of an Organizer from the Union, a Representative from the Office of Labor Relations, and an Agency Representative(s) whose pending cases are subject to Committee review and discussion.
3. The State and the Union shall develop a list of not less than five (5) grievances one week before the meeting that the parties intend to review and discuss.
4. Said Committee shall meet at least quarterly to review and make recommendations regarding the disposition of the grievances pending currently at Step 3 (arbitration) of the grievance process.
5. The Union, OLR, and Agency Representative(s) must possess the authority to act upon said pending cases.
6. It is understood and agreed that any resolution of said grievances must be immediately reduced to writing and executed by the State and the Union using an agreed upon form. Otherwise, they shall be scheduled for arbitration in accordance with the labor agreement.
7. No grievance shall be ripe for committee review unless and until it has been heard and answered at Step 2 of the grievance procedure. Except by mutual agreement, no dismissals or matters that are otherwise deemed non-grievable or non-arbitrable are subject to committee review.
8. Upon demonstrating a pattern of failure of an agency to forewarn employees of inadequacies in their performance, at the request of the Union Vice President, the issue may be directly submitted to this process for review and adjustment if not satisfactorily addressed under Article 38.

For DISTRICT 1199

For STATE OF CONNECTICUT

/s/ Dan Strahinich 5-31-17

/s/ Fae Brown-Brewton 5-31-17

MEMORANDUM OF UNDERSTANDING 7

**REGARDING DEPARTMENT OF DEVELOPMENTAL SERVICES, DEPARTMENT OF MENTAL HEALTH AND
ADDICTION SERVICES, DEPARTMENT OF CHILDREN & FAMILIES AND DEPARTMENT OF CORRECTIONS**

TRAVEL TIME WITHIN THE AGENCY

The Office of Labor Relations and the State of Connecticut and the New England Health Care Employees Union, District 1199 have entered into the following agreement concerning travel time between assignments within when such assignments at different locations.

The parties recognize the mutual benefit of voluntary overtime assignments. Employees often volunteer for overtime assignments at a location different from their regular duty station. When there is an hour or less time between such assignments, the parties agree that reasonable travel time up to one (1) hour should be considered as work time and included in the compensatory period. The State Agency shall, therefore pay Employees, up to one (1) hour, as not having interrupted work status when the Employee goes directly from work assignment to another work assignment and there is one hour or less time between the end of the first assignment and the beginning of the second assignment.

For District 1199

/s/ Rebecca Simonsen 2/28/22

For the State

/s/ Sarah Cook 2/28/22

MEMORANDUM OF AGREEMENT 8
PART-TIME HOURS – REGARDING ARTICLE 20, SECTION 2

This letter is written to confirm our conversation of November 26, 2001 on the procedure for determining hours of work for part-time Employees in arriving at the base for pro-rata personal leave time. During our negotiations for the new contract July 1, 2001 – June 30, 20-05) it was agreed that part-time Employees would be entitled to personal leave time on a pro-rata basis. The language provides that part-time Employees who work twenty (20) hours or more shall receive pro-rata personal leave days. The problem that is faced is how to determine which Employees actually work twenty (20) hours or more.

On November 26, 2001, we discussed and agreed on the basis for determining whether the Employee worked (2) hours or more and what the hours worked would be for the pro-rata calculation. It is agreed that the prior calendar year shall be utilized to calculate the weekly hours worked by a part-time Employee. This weekly average shall be the basis for the pro-rata calculation for the personal leave entitlement. For a new part-time Employee, during the current calendar year, the average weekly hours worked will be calculated for the first six months of employment.

This understanding addresses only the procedure for determining hours worked for the pro-rata calculation. All other entitlement criteria remain as provided by the contract or regulation

/s/ Robert L. Curtis
Assistant Director of Labor Relations 11/27/01

MEMORANDUM OF UNDERSTANDING 9
REGARDING EQUALIZATION OF OVERTIME BY
FUNCTION WITHIN THE DEPARTMENT OF CORRECTION

Notwithstanding the language of Article 13, Section 12.B.1, or any current practice in any other state Agency, the parties agree that overtime shall be equalized by function i.e. Nurse, rather than by job classification (e.g. Correctional Head Nurse, Head Nurse, Nurse, LPN) except in those situations where a specific classification is necessary (i.e. an RN in the building.)

For DISTRICT 1199
/s/ Dan Strahinich 2-26-09

For STATE OF CONNECTICUT
/s/ Fae Brown-Brewton 2-26-09

MEMORANDUM OF UNDERSTANDING 10
UCONN RESPIRATORY THERAPISTS

UPON LEGISLATIVE APPROVAL AND EFFECTIVE MAY 1, 2022, THE FOLLOWING CHANGES AFFECTING THE COMPENSATION OF RESPIRATORY THERAPISTS, LEAD RESPIRATORY THERAPISTS AND RESPIRATORY THERAPY SUPERVISORS SHALL BECOME EFFECTIVE.

1. The compensation grade for the job classification of Respiratory Therapist, class code 3881, shall be updated to the level of FK20.
2. The compensation grade for the job classification of Lead Respiratory Therapist, class code 4445, shall be updated to the level of FK23.
3. The job classification grade of Supervising Respiratory Therapist, class code 6884, shall be compensated at the level of FK25.
4. Incumbents employed in the classifications of Respiratory Therapists (3881), Lead Respiratory Therapist (4445) and Supervising Respiratory Therapist (6884) shall have their compensation calculated based on the salary plan noted above.
5. This agreement is specific to UConn Respiratory Therapists and is without precedent for either party in any pending or future discussions.

For DISTRICT 1199
/s/ Rebecca Simonsen 2-8-22

For STATE OF CONNECTICUT
/s/ David Krayski 2-8-22

MEMORANDUM OF AGREEMENT 11
SOUTHBURY TRAINING SCHOOL

In full and final resolution of OLR Case Number 10-6499 The State of Connecticut, Department of Developmental Services, Southbury Training School, the Office of Labor Relations, and the New England Health Care Employees Union District 1199 (hereinafter the parties) understand the need to develop a transitional plan to address closures of cottages at Southbury Training School. The undersigned parties, therefore, agree to the following:

In accordance with Article 18 Section 2 and Article 19 Section 7 of the State/1199 Collective Bargaining Agreement, the parties have agreed to utilize the following procedure to ensure that staff impacted by cottage closures at Southbury Training School are provided a smooth transition into new assignments as staffing complements are adjusted.

1. When cottage closures become necessary, The Department of Developmental Services, Southbury Training School will generate a list of Employees, including their current seniority, job titles and shifts, whose current work assignments will be eliminated as a result of cottage closures. The Department of Development Services, Southbury Training School shall provide a copy of this list to the Union.
2. The Department of Developmental Services, Southbury Training School shall develop a list of work assignment opportunities at Southbury Training School that consist of hours that need to be staffed as determined by management. These are not vacancies, but work hours that need coverage, and may have previously been covered by overtime assignments.
3. The Department Of Developmental Services /Southbury Training School shall provide the list of work assignment opportunities provided in paragraph 2 above, to the impacted Employees identified in paragraph 1 above, for the purpose of making a determination of whether they wish to bid on said work assignment opportunities or displace the least senior bargaining unit member on the same shift at Southbury Training School with the understanding that only full time Employees may displace full time Employees and only part time Employees may displace part time Employees.
4. The Department of Developmental Services, Southbury Training School shall post the list of work assignment opportunities described in paragraph two (2) above only at Southbury Training School for bidding only by Employees at Southbury Training School.
5. The Employees impacted by the cottage closures shall be given two (2) working days, upon receipt of the list of work assignment opportunities, to make the election of whether they wish to displace the least senior Employee or bid on a work assignment opportunity. Said election is irrevocable and binding on the Employee.
6. Any of the work assignment opportunities that are created as a result of the successful bid of more senior Employee's bid on a posted work assignment opportunity or not filled as a result of the posting process set forth in paragraph four (4) above shall be backfilled by impacted Employees. For this section, impacted Employee refers to either an Employee identified in paragraph one (1) or an Employee displaced pursuant to paragraph three (3).
7. Employees at Southbury Training School retain the right to bid on any vacancies that may become available.
8. This Agreement is limited to the cottage closures at Southbury Training School and resolves all issues between the Union and the State concerning Employee placements resulting from said cottage closures, and is without precedent for any other matters.

/s/ Charles Fabian 9-25-03
For the Union

/s/ Fae Brown-Brewton 9-25-03
For OLR

/s/ Dawn Closs Harris 9-25-03
For DMR

For District 1199

For State of Connecticut

/s/ Dan Strahinich 2-4-16

/s/ Fae Brown-Brewton 2-4-16

MEMORANDUM OF UNDERSTANDING 12
35 + 5 HOUR WORK WEEK

The State and the Union agree to delete contract references to a 35 + 5 hour work week because a 35 + 5 hour work week is, consistent with the 1997 Interest Arbitration Award issued by Arbitrator Phillip Dunn and OLR General Notice 97-8 a 40 hour week for accrual purposes. This applies to Employees who are hired to work a 35 hour work week and are regularly scheduled and required to work an additional five hours per week for a total of 40 hours.

For District 1199

For State of Connecticut

/s/ Dan Strahinich 11-13-08

/s/ Fae Brown-Brewton 11-13-08

MEMORANDUM OF UNDERSTANDING 13
REGARDING ON-SITE PHYSICIANS

The Office of Labor Relations on behalf of the State of Connecticut, hereinafter referred to as the "State" and the New England Health Care Employees Union, District 1199, hereinafter referred to as the "Union" enter into the following agreement concerning the application and administration of Article 9 Section Ten (B) of the collective bargaining agreement:

1. The State and the Union recognize and acknowledge that Article 9 Section Ten (B) of the collective bargaining agreement addresses compensation for physicians who are working on-site on-call and/or weekend on-site on-call.
2. These on-site on-call assignments are the shift duration as indicated in Article 9 Section Ten (B). The compensation payment for the assignment is likewise indicated at Article 9 Section Ten (B).
3. The State acknowledges that the assignment of physicians to this on-site on-call duty is an offer which is extended to both full-time and part-time physicians who have established shift or duty assignments. The on-site on-call duty becomes an additional assignment.
4. The Union recognizes that staffing requirements at the various State Agencies coupled with the legitimate on-site on-call assignment restrictions (not to exceed two sixteen hour shifts in a workweek) could readily require unwelcome mandating of on-site on-call duty.
5. To decrease the occasions (need) of mandating physicians with established shift or duty assignment while retaining the voluntary opportunity for on-site on-call duty, the State and the Union accept the practice of hiring physicians with an exclusive assignment of on-site on-call duty.
6. The State and the Union acknowledge that the physicians with an exclusive on-site/on-call employment arrangement shall not be provided this assignment at the expense of denial of a voluntary opportunity to a full time or part-time physician.
7. In agreeing to the application of item number 5 above, the State and the Union acknowledge that said employment constitutes part-time employment. Furthermore, the State acknowledges that physicians employed for this exclusive purpose of on-site on-call duty are covered by the following provisions of the collective bargaining agreement as part-time Employees:

| | |
|------------|---|
| ARTICLE 1 | Recognition |
| ARTICLE 2 | Non-Discrimination and Affirmative Action |
| ARTICLE 3 | Union Security and Payroll Deduction |
| ARTICLE 4 | Union Rights |
| ARTICLE 5 | Management Rights |
| ARTICLE 6 | Contracting Out |
| ARTICLE 7 | No Strikes – No Lockouts |
| ARTICLE 10 | Overpayments |
| ARTICLE 39 | Past Practices |
| ARTICLE 42 | Savings Clause |
| ARTICLE 43 | Entire Agreement |
| ARTICLE 44 | Supersedence |

ARTICLE 45 Duration of Agreement

8. The State and the Union acknowledge that compensation for these physicians employed exclusively for on-site on-call duty shall be the payment indicated in Article 9 Section Ten (B) of the collective bargaining agreement.
9. This Understanding shall be effective upon signature of the State and the Union and shall be considered as part of the collective bargaining agreement. As a part of such Agreement it shall be subject to the provisions of CGS Section 5-276a.

For State of Connecticut

For District 1199

/s/ Fae Brown-Brewton 4-14-09

/s/ Dan Strahinich 4-14-09

MEMORANDUM OF UNDERSTANDING 14
REGARDING DELAYED ARRIVAL AND EARLY RELEASE DECLARATIONS DUE TO INCLEMENT WEATHER
BETWEEN THE STATE OF CONNECTICUT,
OFFICE OF LABOR RELATIONS AND
NEW ENGLAND HEALTH CARE EMPLOYEES UNION DISTRICT 1199

This memorandum is intended to clarify the application of Article 47 of the State/District 1199 Collective Bargaining Agreement which provides that:

Whenever the Employer closes one or more facilities early or opens late via a declaration of unusual weather or other circumstances, those Employees deemed essential who cannot be released or are not allowed to arrive late shall be paid at a rate one and one-half (1 ½) times their regular rate of pay for all hours worked during the release day/period.

In order to ensure consistency of application, the State of Connecticut Office of Labor Relations (hereinafter referred to as "OLR"), and the New England Health Care Employees Union, District 1199, AFL-CIO (hereinafter referred to as "1199" or "the Union") hereby agree as follows:

1. When a declaration of delayed opening or early release of non-essential Employees is made, such declaration only applies to Employees who are immediately affected by the declaration.
2. For purposes of interpretation and application of Article 47, the "release day" shall be a standard business work day beginning at eight o'clock (8:00) a.m. and ending at five o'clock (5:00) p.m. Monday through Friday.
3. In the event of a declaration of a delayed opening, bargaining unit members who are deemed "essential" and who are required to report for duty as scheduled and unable to take advantage of the delayed opening, shall be entitled to pay at a rate of time and one-half their regular rate for hours worked between 8:00 a.m. and the time of the delayed opening. Where the delayed opening times are staggered, the latest opening time shall apply.
4. In the event of a declaration of early release, bargaining unit members who are deemed "essential" and who are not eligible to take advantage of an early release and are required to remain at work shall be compensated at a rate of time and one-half their regular rate of pay for hours worked between the declared early release time until 5:00 p.m.
5. Bargaining unit members who are deemed essential and as such required to report for duty notwithstanding an early release declaration shall be compensated at a rate of time and one-half their regular rate of pay for hours worked between the early release declaration time and 5:00 p.m. In the event of staggered release times, the earliest time shall apply.
6. This clarification of Article 47 makes clear that any hours worked after five o'clock p.m. and before eight o'clock a.m. are not covered by Article 47 of the labor agreement, and therefore, not subject to the payment of time and one-half payment due to delayed openings and early releases.
7. In consideration of this agreement, the Union hereby withdraws any and all grievances (including but not limited to OLR Numbers 10-7433, 10-7471, 11-4198, 10-7432, 11-4166, 10-7238, 11-4066, 10-7429, 11-4160, 10-7237, 11-4067, 10-7782, 11-4339, 11-3523, 10-7237, 11-406710-74301, 11-3078, 11-3320, 11-3321) and hereby withdraws any and all prohibited practice complaints, discrimination (CHRO and EEOC) complaints, lawsuits and any other legal or administrative actions filed on this issue and related issues. This agreement resolves all outstanding issues involving the application and interpretation of Article 47 and

extinguishes any and claims the Union may have related to this. This includes but is not limited to the above OLR Numbers.

8. In signing this Agreement, the parties acknowledge that they freely and voluntarily enters into this Agreement without duress, intimidation, undue influence or any threatened loss of benefit.

FOR THE STATE:

FOR THE UNION:

/s/ Fae Brown-Brewton 12-13-07

/s/ Paul Fortier 12-13-07

MEMORANDUM OF AGREEMENT 15
TO REDUCE
MANDATORY OVERTIME IN
THE DEPARTMENT OF CORRECTION

Purpose: To reduce mandatory overtime for health services staff by increasing the number of Employees volunteering for overtime and to assist in improving Employee morale.

Duration: It will be reviewed periodically by the parties during its duration and modifications to it may be made by mutual agreement. Either party can discontinue with 60 days advance notice, or with the posting of the next schedule, whichever is later.

A list of questions and answers to clarify the intent of this language is maintained by a standing Labor-Management committee and changes are mutually agreed upon.

1. **Procedure:** The ESOS program will include all facilities at the DOC and will be open to all Health Services staff including LPC and CSW positions. The functional units will schedule their Employees, including their complement of per diem personnel, in the normal fashion. Any open slots that remain after this scheduling will be posted for facility and statewide voluntary overtime, with preference given to Employees from the home facility first. "ESOS" slots(s) will be utilized to cover call-outs/shortages over and above the known open slots in the schedule. ESOS slots may be established for full or partial shifts, as determined my management (minimum of 2 hour block). These slots may also be added after the schedule is posted if situations change as long as the shift has not begun.

2. Staff who put their names on an ESOS slot must be available to work for all time they sign up for. Once a name is put on the list, it cannot be removed unless the manager is notified in writing AND a replacement is found by the Employee. If more Employees sign up for a shift than available slots, the Employees used will be rotated to the extent possible. Preference for selection will be given to Employees who sign up for the full time needed by management, and who are the appropriate level CHNSs may sign up for ESOS slots, but will have last preference for the openings. Within these limits, management will select which Employee is called, and how many Employees are called to work. Except as otherwise agreed, Employees who sign up for ESOS will also be eligible for mandations.

Employees who sign up for ESOS slots that are designated for call outs/shortages will be called from the ESOS list as they are needed. Employees may be called to work before the shift begins, at the time of the shift, or for 30 minutes after the shift begins. Employees will be expected to reach the facility within 30 minutes of when they are called, or the start of the shift, whichever is later. Employees must provide a certain method of reaching them – i.e. pager, cell phone – not answering machines – if they are not at the facility.

Employees can be bumped from an ESOS shift if there is a less expensive alternative that fills the shift, for example, use of per diems on regular hours, or an Employee who is willing to work the shift as voluntary overtime.

Employees can also be bumped from an ESOS shift if the overtime is deemed to be unnecessary and is cancelled. If an employee is called for ESOS and is no longer needed they can choose to work for two hours or they can choose to go home and not get compensated.

3. **Sanctions:** Employees who sign up but are not reachable, do not show up, erase their name or do not get a replacement, will not be allowed to sign up for ESOS for a 30 day period (first offense) and a 90 day period (second or subsequent offenses) but are still eligible to be mandated.

4. **Pay:** Employees who sign up for ESOS slots and who are called to work and work in the functional unit shall receive double time pay for the ESOS hours.

5. **Eligibility:** Employees with 8 hour notes or other time reduction notes who are not mandatable are not eligible for ESOS signups.

Employees must work at least two voluntary overtime shifts or one voluntary shift and have been mandated one time in the month prior to working an ESOS shift to be eligible for the ESOS payment. Two half shifts may be substituted for one full shift requirement. Voluntary overtime of less than one half shift will not be counted.

6. **Mandations:** If no Employee has volunteered for a standby slot, or if enough Employees have not volunteered, or in other unforeseen circumstances, DOC retains the right to mandate Employees to provide necessary staffing coverage. In those situations, double time will be paid consistent with Article 13, Section 13 (A). The agency will provide to the union on a monthly basis the overtime reports at ESOS facilities.

The functional units involved in this pilot shall still maintain a mandatory overtime list for those situations where mandates must occur, as discussed above.

Except as otherwise agreed, Employees who sign up for ESOS will also be eligible for mandations.

7. For the purposes of this Agreement, double time pay shall not apply to holdovers of 1 hour or less. Holdovers in this context are used for the purpose of waiting for late-arriving staff, counting medications or sharps, receiving report or completing a code. In those circumstances, straight time or time and one half (if over 40 hours) will be paid, and the Employee shall not be deemed to be mandated. The Employee would not move on the mandatory overtime list. Notwithstanding the language of Article 13, Section 13 (B), if the holdover is more than 15 minutes, Employees may choose to work the entire hour and be paid for the full hour, or be released when finished and paid for the actual time worked.

8. For the purposes of this pilot program, staff are ~~not~~ required to sign up for overtime in their own facilities first, and may participate in ESOS signup. However, Employees cannot sign up for ESOS hours during a time that they are already scheduled to work or have approved time off, can't sign up for the same slot in two different facilities, and if they are selected for overtime in their own facility first, that takes precedence. Employees who are on an ESOS shift will only be pulled back to their own facility as a last resort.

9. **Call Outs:** For the purposes of this pilot program, pilot facilities will require Employees to call out at least 2 hours in advance of their shift if they are going to be absent for a normal shift.

10. **Travel Time:** Employees who travel between facilities to do ESOS overtime will be paid for the travel time at regular pay rates if the shifts are continuous. Double time ESOS payment will be paid only while working at the facility where you are doing this shift. If the shifts are not continuous, you travel on your own time.

11. The parties may modify these provisions by mutual agreement at any time.

REVISED

FOR THE STATE:

FOR THE UNION:

/s/ Sarah Cook

/s/ Rebecca Simonsen

DATE: 2-28-2022

DATE: 2-28-2022

MEMORANDUM OF AGREEMENT 16

STATE OF CONNECTICUT

UCONN HEALTH CENTER

AND

NEW ENGLAND HEALTH CARE EMPLOYEES UNION – DISTRICT 1199

RESPIRATORY THERAPY AGREEMENTS

THE COMPENSATION OF RESPIRATORY THERAPISTS, LEAD RESPIRATORY THERAPIST, AND RESPIRATORY THERAPY SUPERVISORS EMPLOYED AT THE UNIVERSITY OF CONNECTICUT HEALTH CENTER ARE CONSISTENT WITH THE ALLOWANCES PROVIDED BY THE MEMORANDUM OF AGREEMENT – RE: RECRUITMENT AND RETENTION.

1. Due to the unique recruitment and retention issues experienced at John Dempsey Hospital with Respiratory Therapists, there shall be an annual stipend of up to \$8,000 for first shift and \$15,000 for those who are assigned and work second, and/or third shift provided to Employees at John Dempsey Hospital in the classifications of Respiratory Therapist, Lead Respiratory Therapist and Respiratory Therapy Supervisor. This stipend shall be paid biweekly in each pay period where the Employee receives a regular paycheck. The parties agree that the maximum annual benefit under this section for a full time Employee is \$8,000 and \$15,000, pro-rated by FTE.

2. Shift Differential. For recruitment and retention purposes it is recognized that Respiratory Therapists, Lead Respiratory Therapist and Respiratory Therapy Supervisors require added incentive to accept 2nd and 3rd shift assignments. Therefore, the 15% of Step 2 differential rate as provided LPNs and RN's (Article 19, Section Three) shall likewise apply to the Respiratory Therapists and Respiratory Therapy Supervisors employed at John Dempsey Hospital.

3. This Agreement shall be revisited on June 30, 2025 at which time the effect of the recruitment and retention issues associated with Respiratory Therapists will be reviewed. The determination of whether these issues remain a viable concern shall be made on the basis of availability of certified Respiratory Therapists and the ability of John Dempsey Hospital to hire said individuals without the extra compensation herein provided. Prior to the elimination of this stipend agreement the State, the Health Center and 1199 shall meet and discuss-the circumstances and conditions that the State believes warrants the elimination of the stipend provisions.

These Agreements are without precedent for either party in any pending or future situation.

REVISED

FOR THE STATE
/s/ David Krayski 2-9-22

FOR DISTRICT 1199
/s/ Rebecca Simonsen 2-9-22

MEMORANDUM OF UNDERSTANDING 17
AGREEMENT REGARDING NEW ARBITRATIONS

The State and the Union recognize the necessity to fill out the permanent panel of arbitrators as prescribed by Article 32 of the State/District 1199 contract. The Undersigned parties have agreed that each arbitrator appointed, following full execution of this agreement, shall be subject to the following:

1. Once the arbitrator has completed and submitted the requisite paperwork for appointment to the panel, they shall have three (3) case experiences and shall be allowed to render three (3) awards.
2. Each party retains the right, following three (3) case experiences to strike that particular arbitrator from the panel.
3. In such case, the parties shall notify the arbitrator of his or her removal from the panel, in writing, and a replacement arbitrator shall be jointly agreed upon to replace each rejected arbitrator.

For: STATE OF CONNECTICUT
/s/ Fae Brown-Brewton 3/20/13

For: DISTRICT 1199
/s/ Dan Strahinich 3/20/13

MEMORANDUM OF UNDERSTANDING 18
COST ITEMS

Except as otherwise provided by a specific term of the Collective Bargaining Agreement, the cost items contained therein and provisions which newly supersede pre-existing statutes shall become effective upon legislative approval pursuant to C.G.S. Section 5-278

FOR THE STATE
/s/ Fae Brown-Brewton 5-8-09

FOR THE UNION
/s/ Dan Strahinich 5-8-09

MEMORANDUM OF AGREEMENT 19
REGARDING RECRUITMENT AND RETENTION OF PHYSICIANS AND PSYCHIATRISTS

The Parties agree that the State has experienced difficulty in recruiting and retaining qualified physicians and psychiatrists in the various State agencies including, but not limited to, the Department of Mental Health and Addiction Services, the Department of Developmental Services, the Office of the Chief Medical Examiner, the Department of Public Health, the Department of Children and Families and the Department of Correction. From time to time, the parties have entered into stipulated agreements, regarding the application of hiring rates. The undersigned parties hereby agree as follows:

1. For future hiring of Principal Physicians and Principal Psychiatrists, the following standards shall apply: Three years of experience shall equal Step 2, Four years of experience shall equal Step 3, Five years experience shall equal Step 4, and Six years of experience shall equal Step 5 placement. Additionally, candidates may receive an added Step for an additional board certification as provided by the CBA.
2. The hiring rates for Staff Psychiatrists and Staff Physicians shall be subject to the following standards: Step 2 for six months of experience, Step 3 for one year of experience, Step 4 for two years of experience and Step 5 for three years of experience.
3. In the following these standards there will be no need to meet and discuss the offering of a hiring rate prior to hiring a candidate. The employing Agency shall, however, notify the Union in writing of the employment of any physician and psychiatrist hired by operation of this Agreement and the applicable hiring rate.
4. The Agreement is in accordance with Article 9 Section 22 of the State/District 1199 Contract, and shall become effective upon full execution of the parties. Nothing in this Agreement precludes the parties from entering into discussions regarding other recruitment and retention issues pursuant to Article 9 Section 22 of the Contract.

FOR THE STATE:
 /s/ Sarah Cook 2-28-22

FOR THE UNION:
 Rebecca Simonsen 2-28-22

MEMORANDUM OF AGREEMENT 20
PHYSICIAN AND PSYCHIATRIST COMPENSATION

Effective 7/1/2022, the title of Staff Physician, Staff Psychiatrist, Staff Psychiatrist (DMHAS), Principal Physician, Principal Psychiatrist, Principal Psychiatrist (DMHAS) shall move their respective adjusted pay plans outline below. Incumbents shall be slotted into the new pay plan in accordance with the State guidelines on determining salary upon a change in job class.

| Staff Physician/Psychiatrist | | FY 2023 |
|------------------------------|----|-----------|
| | 1 | \$200,000 |
| | 2 | \$206,000 |
| | 3 | \$212,180 |
| | 4 | \$218,545 |
| | 5 | \$225,102 |
| | 6 | \$231,855 |
| | 7 | \$238,810 |
| | 8 | \$245,975 |
| | 9 | \$253,354 |
| | 10 | \$260,955 |

| Principal Physician/Psychiatrist | | FY 2023 |
|----------------------------------|----|-----------|
| | 1 | \$230,000 |
| | 2 | \$236,900 |
| | 3 | \$244,007 |
| | 4 | \$251,327 |
| | 5 | \$258,867 |
| | 6 | \$266,633 |
| | 7 | \$274,632 |
| | 8 | \$282,871 |
| | 9 | \$291,357 |
| | 10 | \$300,098 |

FOR THE STATE:
/s/ Sarah Cook 2-28-22

FOR THE UNION:
Rebecca Simonsen 2-28-22

**MEMORANDUM OF UNDERSTANDING 21
PROMOTIONS AND LATERAL TRANSFERS PILOT PROJECT**

The parties agree that the Pilot Project concerning Promotions and Lateral Transfers within the DMHAS has proven successful. Effective upon Legislative Approval of this Agreement by mutual agreement of the parties. Agencies with the resources available, may replicate a similar pilot project subject to the following guidelines:

- There shall be a Labor/Management Transfer List Committee, consisting of not more than six (6) persons on each side.
- The Committee shall discuss the terms of the implementation of this Agreement.
- The Agreement is binding on the parties and requires no subsequent vote apart from Contract ratification.
- The discussions shall not exceed 45 calendar days.
- The Committee shall consist of a fixed membership with no substitutions.
- The pilot project shall be of at least two (2) years duration concerning the utilization of a transfer list to fill certain direct- care vacancies.
- It is understood and agreed that the two year time-period shall commence once the computer systems are developed and fully functional to achieve this purpose.

The Department or Agency shall maintain an agency-wide voluntary transfer list for the pilot project job classifications of Employees desiring to change work location or shift by way of lateral transfer, shall put their names on this list indicating the desired shift and/or work location.

When a vacancy, as defined by the Contract becomes available, the agency or Department shall offer the position to employees on the Transfer List in order of seniority whose requests match the vacancy and who are otherwise qualified and eligible for such a transfer as set forth herein.

For: STATE OF CONNECTICUT
/s/ Fae Brown-Brewton 12/14/16

For: DISTRICT 1199
/s/ Dan Strahinich 12/14/16

MEMORANDUM OF UNDERSTANDING 22



STATE OF CONNECTICUT
OFFICE OF POLICY AND MANAGEMENT
Office of Labor Relations

January 24, 2017

Mr. Paul Fortier
New England Health Care Employees Union
District 1199 SEIU
77 Huyshope Avenue
Hartford, CT 06106

Dear Mr. Fortier:

I am writing in regard to an issue raised during our on-going contract negotiations for a successor agreement to the contract that expired June 30, 2016. During our discussions, the Union raised an issue concerning disciplinary action incorporated into an employee's annual service rating.

I would like to reiterate my position on this issue. Ordinarily, misconduct and any resultant disciplinary action that occurred during the rating period should be reflected in the annual service rating. It is incumbent upon the rater to view any discipline, and the severity thereof, in the context of the employee's full record of performance during the rating period. An employee should not, therefore, be given an overall "unsatisfactory" service rating for a single, minor, isolated incident for which the employee was disciplined. The incident should be referenced in the space reserved for "Remarks" on the service rating instrument. If an employee's work performance during the year was generally good, the employee should not be overly penalized for one minor mistake.

Sincerely,

S. Fae Brown-Brewton
Assistant Director

C: Lisa Grasso Egan, Undersecretary
Office of Labor Relations

For: STATE OF CONNECTICUT
/s/ Fae Brown-Brewton 1/25/17

For: DISTRICT 1199
/s/ Dan Strahinich 1/25/17

MEMORANDUM OF UNDERSTANDING 23

REGARDING LAYOFFS WITHIN THE DEPARTMENT OF DEVELOPMENTAL SERVICES

NP-6 Bargaining Unit – DSW Series

In the event of a reduction in force and subsequent recall to work, the provisions of Article 16 shall be controlling, except as follows:

Within the Department of Developmental Services (DDS) the least senior employee in the DSW series (inclusive of the classifications of Supported Living Work, IHS and IFS programs within the Region, by classification, shall be selected for layoff. The incumbent shall be notified in writing and a copy sent to the Union at 77 Huyshope Avenue, Hartford, CT.

(A) In lieu of layoff, when there is no vacancy or when the Employee does not accept a vacancy, the Employee may bump a less senior Employee as follows:

- (1) The least senior Employee in the same classification within the Region
- (2) The least senior Employee in the same classification within the Agency
- (3) If the Employee does not exercise the bumping rights in (1), then the Employee may bump the least senior Employee in the lower position in the same classification series within the Region

More senior staff may be reassigned to meet agency operation needs. Nothing herein precludes management from exercising their rights under Article 18; Section 1. Within 3 months of a reduction in workforce in which 50 or more staff are noticed for layoff, the following process for reassigning staff shall be as followed:

1. When Regional Centers and/or CLA closures, consolidation and/or conversions occur, the department will generate a list of employees, including their current seniority, job titles and shifts, whose current work assignments will be eliminated as a result of CLA closures, consolidation and/or conversions.
2. The Department shall develop a list of work assignment opportunities state-wide that consists of hours that need to be staffed as determined by management. These are not vacancies, but work hours that need coverage, and may have previously been covered by overtime assignments. This list shall be sent to District 1199.
3. The Department shall provide the list of work assignment opportunities provided in paragraph 2 above, to the impacted employees identified in paragraph 1 above approximately (1) one week prior to the job fair. The Department shall also include information concerning the current client population at said locations and a brief description of client programmatic needs.
4. The Department shall post seniority lists on the Agency's shared, "J" drive (or intranet) and at each affected job site. It will also send a letter to each employee advising the employee how to access the list of the employee's seniority and potential work opportunities.
5. Said impacted employees shall be given an opportunity to review the information and identify work opportunities of choice, and to advise the Human Resources Department as soon as possible, but not later than seven (7) calendar days of the date of the letter, if the employee questions his or her seniority. The employee shall supply any documentation so that the seniority may be adjusted accordingly.
6. It is understood and agreed that only fulltime employees will be offered fulltime opportunities and only part-time employees will be offered part-time opportunities.
7. The parties agree that nothing herein shall result in an employee being promoted to a higher level classification within the series.
8. A "Job Fair" shall be held and employees shall make their election of their desired employment opportunity in seniority order. The dates, time and location of said job fair shall be organized with the Union and Agency. Said election shall be irrevocable except by mutual agreement. The parties agree that in the interest of providing maximum opportunities available to all of the impacted employees, any Agreement providing for geographic restrictions may also be waived my mutual agreement.
9. Employees electing employment opportunities as described above shall not be restricted to the transfer limitations as set forth in Article 15 Section 3 of the Contract as these are not employee initiated transfers.
10. Employees who choose not to elect an option shall be laid off.
11. During the period of implementation of this Agreement and the transition of employees into their elected assignments, the Union waives the 90 day limit on temporary transfers as prescribed by the Contract. This waiver is for the sole purpose of continuity of care, and remains effective only until employees' permanent elections become effective. If the Union believes that managers are abusing the use of temporary transfers the Union shall notify the State, and the parties shall meet to find a resolution.

For the State

/s/ Sandra Brown-Brewton 2-28-17

For District 1199

/s/ Paul Fortier 2-28-17

MEMORANDUM OF UNDERSTANDING 24
REGARDING LAYOFFS WITHIN THE DEPARTMENT OF DEVELOPMENTAL SERVICES
P-1 Bargaining Unit

In the event of a reduction in force and subsequent recall to work, the provisions of Article 16 shall be controlling, except as follows:

Within the Department of Developmental Services (DDS) the least senior employee in the P-1 bargaining unit within the region, by classification, shall be selected for layoff. The incumbent shall be notified in writing.

(A) In lieu of layoff, when there is no vacancy or when the Employee does not accept a vacancy, the Employee may bump a less senior Employee as follows:

- (1) The least senior Employee in the same classification within the Agency.
- (2) If the Employee does not exercise the bumping rights in (1), then the Employee may bump the least senior Employee in the next lower position in the same classification series within the Agency or the Region whichever is close geographically to the employee's assigned work location.

More senior staff may be reassigned to meet agency operation needs. Nothing herein precludes management from exercising their rights under Article 18; Section 1.

For the State:
/s/ Sandra Brown-Brewton 4-4-17

For District 1199:
/s/ Paul Fortier 4-4-17

MEMORANDUM OF AGREEMENT 25
DEPARTMENT OF DEVELOPMENTAL SERVICES – CLA CLOSURES
STIPULATED AGREEMENT

In accordance with Article 18 Section 1 and Section 2 of the State/1199 Collective Bargaining Agreement the parties have agreed to the following:

1. Staff impacted by the Community Living Arrangements (CLA) closures, consolidation and/or conversions from the following locations shall be deemed to have been permanently reassigned to their current functional unit assignment.

| |
|--|
| DDS-SR/ROUTE 289 |
| DDS-SR/BROOK STREET |
| DDS-SR/COTTAGE 9 |
| DDS-SR/COTTAGE 10 & 12 |
| DDS-WR/EGC/BLDG. 1U UN B |
| DDS-NR/JOHN OLDS DR. APT 110 |
| DDS-NR/FARMINGTON AVE 96 |
| DDS-NR/FLAGLER ST 100 |
| DDS-NR/JOHN OLDS DR. APT 104 |
| DDS-NR/PLEASANT RD 27 |
| DDS-NR/VELVET MILLS #714 |
| DDS-NR/WATERFORD COM #111 |
| DDS-NR/WATERFORD COM #112 |
| DDS-NR/WEST CENTER ST #14 |
| DDS-NR/WEST CENTER ST #16 |
| DDS-SR/OLYMPUS DRIVE |
| DDS-WR/ELLA GRASSO CENTER |
| DDS-SR/MERIDEN REGIONAL CENTER UNIT A & UNIT C |

2. Staff displaced by the closure of Ella Grasso shall have the first right of refusal to permanent lateral transfer opportunities at the Lower Fairfield Center (LFC).
3. The Regions shall maintain a list of temporary assignment opportunities state-wide that consists of location, shift, special skills (medication administration/Spanish speaking/training), and hours that need to be staffed as determined by management. These are not vacancies, but work hours that need coverage, and may have previously been covered by overtime assignments.
4. In the event of a future closure/conversion DDS will temporarily transfer staff based on the following:
 - a. Continuity of service
 - b. Seniority
 - c. Geographic impact
5. The Department shall send out a Regional notice soliciting interest in the event of an upcoming long term temporary transfer opportunity within the DSW job series due to unforeseen staffing needs.
6. The Department shall promulgate a list of staff interested in temporary transfer assignments. Before temporarily transferring an employee from their current permanent worksite, the Department shall reference the aforementioned list to determine if they are appropriate volunteer.

7. Said volunteer shall be given twenty-four (24) hours to accept the temporary transfer or waive such right.
8. Nothing herein shall preclude the Department from temporarily transferring an employee due to allegations of misconduct, handle urgent clinical care needs and/or continuity of care following notice and in conjunction with the Union.
9. It is understood and agreed that only full-time employees will be offered full-time opportunities and only part-time employees will be offered part-time opportunities.

FOR THE UNION:
/s/ Paul Fortier 4-3-17

FOR THE STATE:
/s/ Fae Brown-Brewton 4-4-17

/s/ Sarah D. Cook 4-4-17

MEMORANDUM OF UNDERSTANDING 26
IN REGARDS TO EMPLOYEES IN THEIR FINAL SEMESTER
OF STUDY WITHOUT ACCESS TO CAREER MOBILITY

1. Employees in their last semester may use vacation, compensatory time and a minimum of two days of personal leave in lieu of career mobility. Agencies are encouraged to allow employees to use their accruals for this purpose.
2. Upon completion of the negotiations process, including interest arbitration, if we reach a successor agreement, and it is approved by the Legislature that includes retroactive funding for this purpose, then the accrued time that was used above, excluding the two PL days, shall be restored to the employees' leave balances.
3. Agencies may invoice the fund as prescribed by Article 35 of the District 1199 Contract.
4. If we reach a successor agreement that does NOT include retroactive funding for this purpose, then employees shall not have their accruals restored.
5. An Agency may allow employees to utilize the Voluntary Schedule Reduction Program for this purpose. This Agreement should not be construed as a prohibition against utilization of or modification of the eligibility requirements for the Voluntary Schedule Reduction Program.

FOR THE STATE:

FOR THE UNION:

/s/ Fae Brown-Brewton 2-27-17

/s/ Dan Strahinich 2-27-17

MEMORANDUM OF UNDERSTANDING 27
REGARDING DEPARTMENT OF CORRECTION
AND FLOAT ASSIGNMENTS

Notwithstanding Article 18 Section 2 which restricts employees to one functional unit, the parties agree that Department of Correction employees may be assigned to float between multiple functional units, as there is no operational need to employ an individual full time in a particular functional unit. The classifications most likely to be assigned to multiple functional units are:

- Dental Assistants
- Staff Radiology Technologist
- Laboratory Assistant (1,2,3)
- Dentists
- Psychiatrists (Principal and Staff)
- Psychologist (Supervising/Clinical)
- Phlebotomist
- Physicians (Principal and Staff)
- Optometrist

Before assigning a current incumbent to float between multiple functional units, where such person has not been previously so assigned, the Employer shall contact the Union and upon request, meet and discuss the proposed assignment.

FOR THE STATE:

FOR THE UNION:

/s/ Fae Brown-Brewton 3-29-17

/s/ Dan Strahinich 3-29-17

MEMORANDUM OF UNDERSTANDING 28
REGARDING PUBLIC HEALTH LABORATORY COVERAGE
DUE TO EMPLOYER DECLARATION OF CLOSURE FOR
UNUSUAL WEATHER OR OTHER CIRCUMSTANCES
BETWEEN
THE STATE OF CONNECTICUT, BOARD OF LABOR RELATIONS
(ON BEHALF OF THE DEPARTMENT OF PUBLIC HEALTH)
AND
NEW ENGLAND HEALTH CARE EMPLOYEES UNION,

DISTRICT 1199

The parties recognize that:

- Employer declarations of closure for unusual weather or other circumstances may require critical Public Health Laboratory testing to be shut down for extended periods;
- Timely Public Health Laboratory testing has a direct impact on the health of the residents of Connecticut.

Therefore, the parties have agreed to the following regarding procedures for Public Health Laboratory employees when Employer declarations of closure may occur or have occurred:

1. An extended shut down means that testing would not occur for a period of greater than three (3) consecutive calendar days. Certain situations, on a case-by-case basis, may prompt use of these provisions for shut downs of fewer than three (3) consecutive calendar days.
2. When the potential for an extended shut down is foreseen, the Laboratory Director or designee will assess whether use of scheduled, voluntary overtime will be compensated according to the applicable terms of the collective bargaining agreement.
3. When the potential for an extended shut down is foreseen, the Laboratory Director or designee will solicit volunteers to be available to be called in to work in the event testing must be performed on a day of declared closure for unusual weather or other circumstance (“closure day”).
4. Management will determine the appropriate number of staff to be called in on a closure day.
5. Management will make every effort to inform staff as of the close of the last business shift prior to the event which could result in the extended shut down.
6. In cases where an extended shut down could not be planned for, management may contact staff off-hours to solicit volunteers to be available to be called in to work in the event testing must be performed on a closure day.
7. In all circumstances, management reserves the right to consider level of expertise necessary to operate instruments and perform data analysis as a factor in determining which staff are called in.
8. This MOU does not supersede the terms of Article 13 of the Collective Bargaining Agreement. In particular, the MOU does not afford overtime compensation to employees deemed exempt under the Collective Bargaining Agreement.
9. Any employed who is called in to work (or held over to work) on a closure day will be compensated according to the terms of Article 47 of the collective bargaining agreement.
10. Any employee who is called in to work on a closure day and is unable to report due to urgent circumstances (e.g., unpassable roads) will not receive Article 47 payment.
11. Any employee who is called in to work on a closure day will receive at least the minimum hours of pay per the call-back provisions of Article 13, Section Five of the Collective Bargaining Agreement.

12. This agreement provides Article 47 payment only for occasions during the regular work week (Monday through Friday) on which an employee is held over or called in on a closure day. Compensation for work performed outside of the regular work week (including work on holidays) will be per the applicable terms of the collective bargaining agreement governing call-back pay, overtime, and compensatory time.
13. This Agreement is specific to the Public Health Laboratory. The parties understand that the tenets and concepts contained herein may serve as a basis for discussion for other operations within the Department of Public Health, should the need arise.

FOR THE STATE:

FOR THE UNION:

/s/ Fae Brown-Brewton 6-8-17/s/ Dan Strahinich 6-8-17

MEMORANDUM OF AGREEMENT 29
KRONOS LATE FOR DUTY LANGUAGE

KRONOS language; During negotiations for a successor contract, the Union raised issues concerning the location of the KRONOS time clocks within the correctional facilities and its impact on an employee's ability to report for duty on time. Within 90 days following legislative approval of this agreement, the parties shall meet with the Office of Labor Relations, Department of Correction and Union Representatives to discuss options designed to ameliorate the concerns raised by the Union.

FOR THE STATE:

FOR THE UNION:

/s/ Fae Brown-Brewton 6-16-17 /s/ Dan Strahinich 6-16-17

MEMORANDUM OF AGREEMENT 30
PHYSICIAN/PSYCHIATRIST PROFESSIONAL DEVELOPMENT TIME

Each staff/principal physician, staff physician and/or principal psychiatrist may use up to four (4) hours per week or sixteen (16) hours per month for professional development time with prior approval of the agency. Up to two four hour periods may be combined once per month. Professional development may include research, attending lectures, and/or other professional enhancement activities. These hours do not accrue and must be used within the month they are available for usage.

The staff desiring to utilize such time must provide their direct supervisor or agency medical director a schedule of their usage, a description of the purpose of the professional development time and where the activities will be taking place. Employees are not to use professional development time to ear compensation from private client, employers or other institutions, as they are being compensated by the State of Connecticut.

This time cannot be combined with any other leave such as vacation time, personal leave or compensatory time. This time cannot be combined with any other approved time to attend training or travel approved by the State.

FOR THE STATE:

FOR THE UNION:

/s/ Fae Brown-Brewton 6/22/17 /s/ Dan Strahinich 6/22/17

MEMORANDUM OF UNDERSTANDING 31
CLINICAL SOCIAL WORKERS ASSIGNED TO DMHAS MOBILE
CRISIS UNIT

The parties agree that due to the challenging nature of the assignment, only Clinical Social Worker Associates should work on the Department of Mental Health and Addiction Services' Mobile Crisis Unit. Clinical Social Workers so assigned shall be upgraded to the classification of Clinical Social Worker Associate effective with the pay period that includes July 1, 2019. This shall not preclude other job classifications being assigned to DMHAS Mobile Crisis Units based on operational need.

FOR THE STATE:

FOR THE UNION:

/s/ Fae Brown-Brewton DATE/s/ Dan Strahinich 7/21/17

MEMORANDUM OF UNDERSTANDING 32
SUPERVISING PHARMACISTS

The State and the Union agree that Supervising Pharmacists shall be eligible for overtime, effective July 1, 2018.

FOR THE STATE:

FOR THE UNION:

/s/ Fae Brown-Brewton 6/16/17 /s/ Dan Strahinich 6/16/17

MEMORANDUM OF UNDERSTANDING 33
SIGN-ON BONUS FOR PHYSICIANS OR PSYCHIATRISTS

At the discretion of the appointing authority, with the approval of the office of policy and management, an agency may offer a sign-on bonus to a prospective employee, not to exceed thirty thousand dollars (\$30,000.00), payable in three (3) equal installments. The first installment of ten thousand dollars (\$10,000.00) shall not be payable until the employee satisfactorily completes the initial working test period. The two (2) subsequent installments would be payable after the completion of the second and third year of full time permanent employment.

Employees participating in this program must enter into an agreement, with the employing agency, committing to remain employed by the State of Connecticut for a period of not less than five (5) years. If an employee, participates in this program and received at least one (1) installment leaves state services voluntarily prior to completion of five (5) years of full time service, the employee must reimburse the State of Connecticut all funds received under this program.

FOR THE STATE:

FOR THE UNION:

/s/ Fae Brown-Brewton 6/30/17 /s/ Dan Strahinich 6/30/17

MEMORANDUM OF UNDERSTANDING 34
REGARDING VACATION CARRY-OVER

The State of Connecticut (hereinafter referred to as the “State”), and the New England Health Care Employees Union, District 1199 SEIU (hereinafter referred to as “1199 or the Union”) hereby agree as follows:

Article 20 Section Three of the Collective Bargaining Agreement provides, in relevant part, that:

No Employees will carry over more than ten (10) days of vacation leave to the next year, provided however, that in exceptional circumstances, Agency permission may be granted to carry over more than ten (10) days. Such permission shall not be unreasonably denied.

Notwithstanding the foregoing, and consistent with past practice, an employee’s vacation leave, in excess of ten days, may be carried over to the next year. Such carry-over may occur without the need for written request and approval, provided that such carry-over does not cause the employee’s vacation accruals to exceed their maximum entitlement as prescribed by the Contract.

FOR THE STATE:

FOR THE UNION:

/s/ Fae Brown-Brewton 8/15/2017

/s/ Paul Fortier 8/15/2017

MEMORANDUM OF AGREEMENT 35

**REGARDING RECRUITMENT AND RETENTION OF POSTDFELW-PSYCLDEPT(CLIN), PSYCHIATRICRESIDENT4,
AND PSYCHOLOGIST(CLINICAL)**

The State of Connecticut (hereinafter referred to as the “State”), the New England Health Care Employees Union, District 1199, SEIU (hereinafter referred to as “1199 or the Union”) hereby agree as follows:

1. The parties acknowledge that market conditions can impact the ability to recruit for vacancies in state agencies.
2. In an effort to respond to market conditions the parties agree to limit hiring rate flexibility for outside hires in the following job classifications: PostdFelw-PsyclDept (Clin), PsychiatricResident4, Psychologist (Clinical)
3. Candidates with 3-4 years of psychology experience may be offered an additional step at time of hire.
4. Candidates with more than 5-7 years of psychology experience may be offered two additional steps at time of hire.
5. Candidates with 8 or more years of psychology experience may be offered three additional steps at time of hire.
6. Candidates with relevant specialized experience or certifications may be offered an additional step at time of hire
7. In following the above guidelines agencies will not be required to seek permission to offer a hiring rate to an outside candidate.
8. Each agency that utilizes the above guidelines will provide a monthly report to the Union, including: agency, title, name, salary grade and step, criteria met to dictate hiring rate, race and gender.
9. Existing Employees in Steps 1-3 of the pay plan in effect on 7/1/2021 may be eligible for an additional step increase if their application for one of the titles above at the time of initial employment with the State of Connecticut includes the credentials outlines in the 1-7 above. The Employee shall request an audit of their personnel file from the Agency Human Resource Office.
10. The parties agree to meet and discuss the effectiveness of the agreement on the ability to secure candidates. No one party can opt out of this agreement except by mutual agreement.

FOR THE STATE:

FOR THE UNION:

/s/ Sarah Cook 2-28-22

Rebecca Simonsen 2-28-22

MEMORANDUM OF AGREEMENT 36

**REGARDING RECRUITMENT AND RETENTION OF POSTDFELW-PSYCLDEPT(CLIN), PSYCHIATRICRESIDENT4,
AND PSYCHOLOGIST(CLINICAL): PAY PLANS**

Effective 7/1/2022, the pay plans for the titles of:

PostdFelw-PsyclDept (Clin)
PsychiatricResident4
Psychologist (Clinical)
Physician2

Shall be adjusted in accordance with the drop three/add three step methodology within their respective pay plans. Incumbents shall be slotted into the new pay plan in accordance with the State's guidelines on determining salary upon a change in job class.

FOR THE STATE:
/s/ Sarah Cook 2-28-22

FOR THE UNION:
Rebecca Simonsen 2-28-22

MEMORANDUM OF AGREEMENT 37

**CONSUMER PROTECTION DRUG CONTROL AGENT, PHARMACIST, PHARMACY SUPERVISOR, AND
CONSUMER PROTECTION DRUG CONTROL PRINCIPAL AGENT**

Effective 7/1/2022, the pay plans for the classifications of Consumer Protection Drug Control Agent & Pharmacist, Pharmacy Supervisor, Consumer Protection Drug Control Principal Agent shall be adjusted in accordance with the drop one/add one step methodology within their respective pay plans. Incumbents shall be slotted into the new pay plan in accordance with the State's guidelines on determining salary upon a change in job class.

FOR THE STATE:
/s/ Sarah Cook 2-28-22

FOR THE UNION:
Rebecca Simonsen 2-28-22

MEMORANDUM OF AGREEMENT 38

AGREEMENT ON THE CLASSIFICATION OF DENTIST

Effective 7/1/2022, the classification of Dentist shall move from DX05 to DX07. Incumbents shall be slotted into the new pay plan in accordance with the State's guidelines on determining salary upon a change in job class.

FOR THE STATE:
/s/ Sarah Cook 2-28-22

FOR THE UNION:
Rebecca Simonsen 2-28-22

MEMORANDUM OF AGREEMENT 39

PHYSICIAN OVERTIME

1. This agreement is specific to the Department of Mental Health and Addiction Services (DMHAS) and the New England Health Care Employees Union District 1199 Employees assigned to DMHAS.
2. The parties agree that Article 13, Section 13 “Mandatory Overtime” applies to physicians who are “mandated” to work over night on site/on call duty.
3. This agreement codifies the compensation practice currently in place within DMHAS.
4. Nothing in this agreement shall be applicable to another agency or other group of Employees within the Union or DMHAS.
5. This agreement does not entitle Employees to any back pay for hours previously worked.

FOR THE STATE:

/s/ Sarah Cook 2-28-22

FOR THE UNION:

Rebecca Simonsen 2-28-22

MEMORANDUM OF AGREEMENT 40

REGARDING PER DIEM NURSES’ AIDE

The parties have agreed to implement a pilot program in which UConn can employ incumbents in a Nurses’ Aid (Per Diem) job classification.

Purpose of Pilot: to reduce mandatory overtime for Nurses’ Aides by offering intermittent work schedule to per diems and to assist in improving Employee morale.

Duration of Pilot: this pilot project shall begin March 1, 2022. The pilot will be reviewed in three months by the parties and modifications to it may be made by mutual agreement. Either party can discontinue the pilot with ninety (90) days advance notice. The pilot program will end at the start of the pay period nine (9) months after implementation unless mutually agreed upon by both parties.

Procedure:

1. UConn Management shall establish no more than 12 positions in the job classification of per diem Nurse’s Aides.
2. Notwithstanding the provisions of the 1199 collective bargaining agreement, the Pension Agreement and Chapter 66 of CT General Statutes, the State may utilize per diem Nurse’s Aides to work at UConn on an intermittent basis.
3. This classification may be used by the State to provide coverage on a daily basis due to difficulties recruiting enough non per diem Employees in the applicable job series and/or due to absence of current staff.
4. Individuals in the per diem Nurse’s Aide classification shall not be entitled to retirement benefits, health insurance or life insurance benefits, paid leave longevity or other economic benefits, except as provided in #5 below.
5. UConn per diem Nurse’s Aide incumbents shall be compensated at Step 3 of the Nurse’s Aid job classification
6. In all other ways, the provisions of Article 9, section 16 shall apply.
7. UConn shall utilize the up to 12 new per diem CNAs to cover open shifts to prevent the mandation of permanent Employees. UConn will require per diems to cover the equivalent of 9 weekend shifts per per diem worker and the equivalent of 6 shifts per per diem worker for the major and minor holiday coverage for the 9 months of the pilot.
8. The parties shall continue to meet, including immediately after execution of this Agreement, to discuss addressing critical recruitment and retention issues among CNAs.

FOR THE STATE:

/s/ Sarah Cook 2-28-22

FOR THE UNION:

Rebecca Simonsen 2-28-22

MEMORANDUM OF AGREEMENT 41

REGARDING RECRUITMENT & RETENTION OF CERTAIN NURSE TITLES

The State of Connecticut (hereinafter referred to as the “State”), the New England Health Care Employees Union, District 1199, SEIU (hereinafter referred to as “1199 or the Union”) hereby agree as follows:

1. The parties acknowledge that market conditions can impact the ability to recruit for vacancies in state agencies.
2. In an effort to respond to market conditions the parties agree to limited hiring rate flexibility for outside hires in the following job classifications:
 - Advanced Nurse Practitioner
 - Psychiatric Advanced Nurse Practitioner
 - Forensic Head Nurse
 - Forensic Nurse
 - Head Nurse
 - Head Nurse Correctional Facility
 - Nurse
 - Nurse (Correctional Facility)
 - Nurse Consultant (DPH FLIS)
 - Supervising Nurse Consultant (DPH FLIS)
3. Candidates with a bachelor's degree, master's or doctorate's degree in nursing may be offered an additional step at time of hire.
4. Candidates with 3-4 years of nursing experience may be offered an additional step at time of hire.
5. Candidates with 5-7 years of nursing experience may be offered two additional steps at time of hire.
6. Candidates with 8 or more years of nursing experience may be offered three additional steps at time of hire.
7. Candidates with relevant specialize experience or certifications may be offered an additional step at time of hire.
8. In following the above guidelines agencies will not be required to seek permission to offer a hiring rate to an outside candidate.
9. Each agency that utilizes the above guideline will provide a monthly report to the Union including: agency, title, name, salary grade and step, criteria met to dictate hiring rate, race and gender.
10. Existing Employees in Steps 1-3 of the pay plan in effect on 7/1/2021 may be eligible for an additional step increase if their application for one of those titles above at the time of initial employment with the State of Connecticut includes the credentials in the 1-7 above. The Employee shall request an audit of their personnel file from the Agency Human Resource Office.
11. The parties agree to meet and discuss the effectiveness of the agreement on the ability to secure nurse candidates. No one party can opt out of this agreement except by mutual agreement.

FOR THE STATE:

/s/ Sarah Cook 2-28-22

FOR THE UNION:

/s/ Rebecca Simonsen 2-28-22

MEMORANDUM OF AGREEMENT 42

Regarding Recruitment and Retention of Certain Nurse Titles: Pay Plans Effective 7/1/2022, the pay plans for the titles of:

- Advanced Nurse Practitioner
- Psychiatric Advanced Nurse Practitioner
- Forensic Head Nurse
- Forensic Nurse
- Head Nurse

- Head Nurse Correctional Facility
- Nurse
- Nurse (Correctional Facility)
- Nurse Consultant (DPH FLIS)
- Supervising Nurse Consultant (DPH FLIS)

shall be adjusted in accordance with the drop three/add three step methodology within their respective pay plans. Incumbents shall be slotted into the new pay plan in accordance with the State's guidelines on determining salary upon a change in job class.

FOR THE STATE:
/s/ Sarah Cook 2-28-22

FOR THE UNION:
/s/ Rebecca Simonsen 2-28-22

MEMORANDUM OF AGREEMENT 43
RE: CAPITOL REGION MENTAL HEALTH CENTER

February 24, 2022

Dave Krayeski, Program Administrator
Office of Labor Relations
450 Capitol Avenue
Hartford, CT 06106

Dear Mr. Krayeski,

On behalf of District 1199NE, I am writing in regard to issues raised during contract negotiations for a successor agreement to the contract that expired on June 30, 2021. The Employees at Capitol Region Mental Health Center discussed work related issues around being the only agency in the Department of Mental Health and Addiction Services excluded from time and one-half compensation after eight (8) hours of work. Employees have offered numerous anecdotes about how crisis interventions and other services utilized beyond the regularly scheduled workday. Compounding the issue are factors that can further impact the workplace, notably staff morale.

At the bargaining table, the State acknowledged the issues and offered to engage in continued meaningful discussions at the conclusion of the present collective bargaining process. That being said, ninety (90) days after ratification of the collective bargaining agreement, the State and 1199 shall meet to discuss inclusion of Capitol Region Mental Health Center into the aforementioned time and one-half compensation after eight (8) hours of work.

Sincerely,

Rebecca Simonsen, Vice President
New England Health Care Employees Union, District 1199NE SEIU

FOR THE STATE:
/s/ Sarah Cook 2-28-22

FOR THE UNION:
/s/ Rebecca Simonsen 2-28-22

MEMORANDUM OF AGREEMENT 44

FLOAT POOL PILOT PROGRAM



STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

February 22, 2022

Ms. Rebecca Simonsen
New England Health Care Employees Union
District 1199 SEIU
77 Huyshope Avenue
Hartford, CT 06106

Dear Ms. Simonsen:

I am writing in regard to an issue raised during contract negotiations for a successor agreement to the contract that expired June 30, 2021. During our discussions the State raised the topic of float pool positions for certain direct care titles.

During our discussions the parties agreed to meet following the ratification of the successor contract to discuss a pilot program which would allow the State to hire some specific 1199 direct care titles into a float pool. The parties recognized that the State and Union may benefit from establishing a pilot program on this issue.

Sincerely,

A handwritten signature in black ink, appearing to read "David Krayeski", written over a horizontal line.

David Krayeski
Office of Labor Relations
OLR Program Administrator

MEMORANDUM OF AGREEMENT 45
CLINICAL SOCIAL WORKER LICENSURE CANDIDATE CLASSIFICATION



STATE OF CONNECTICUT
OFFICE OF POLICY AND MANAGEMENT
Office of Labor Relations

February 22, 2022

Ms. Rebecca Simonsen
New England Health Care Employees Union
District 1199 SEIU
77 Huyshope Avenue
Hartford, CT 06106

Dear Ms. Simonsen:

I am writing in regard to an issue raised during contract negotiations for a successor agreement to the contract that expired June 30, 2021. During our discussions the Union raised the issue of revisions to the Clinical Social Worker Licensure Candidate classification.

I would like to reiterate my position on this issue. The State of Connecticut agrees to meet and discuss the impact of reinstating the use of the Clinical Social Worker Licensure Candidate classification and incorporating this classification within the Collective Bargaining Agreement if and or when the Department of Administrative Services releases the aforementioned title.

Sincerely,

A handwritten signature in blue ink, appearing to read "David Krayeski", with a long horizontal flourish extending to the right.

David Krayeski
Office of Labor Relations
OLR Program Administrator

MEMORANDUM OF AGREEMENT 46

RECLASS GRIEVANCE PROCESS

STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations



February 27, 2022

Rebecca Simonsen, Vice President
New England Healthcare Employees Union
District 1199NE SEIU

Dear Ms. Simonsen,

I am writing regarding issues raised during contract negotiations for a successor agreement to the contract that expired on June 30, 2021. The State raised the issue of how Human Resource centralization impacts the reclassification grievance process. The parties agreed to meet, in conjunction with Department of Administrative Services (DAS), within ninety (90) days after ratification of the collective bargaining agreement to discuss improvements to the reclassification process.

Sincerely,

A handwritten signature in blue ink that reads "Sarah Cook".

Sarah Cook
Labor Relations Program Manager
Office of Labor Relations
450 Capitol Avenue,
Hartford, CT 06106

APPENDIX "A"
SERVICE RATING REGULATIONS

Sec. 5-237-1. Service rating

- (a) The appointing authority shall cause a service rating report to be filed on the form prescribed by the Commissioner of Administrative Services in the following instances and at the following times:
- (1) During any working test period, either promotional or original, the quality of service of any Employee shall be reported as either: "good" or better for satisfactory or better performance and the form shall be on file in the office of the appointing authority not more than six nor less than two weeks prior to the termination of the period; or less than "good" for fair or unsatisfactory performance and the report shall be approved by the appointing authority and filed with the office of the Commissioner of Administrative Services;
 - (2) When the performance of an Employee with permanent status has been less than "good," in order to preclude an annual salary increase, the report shall be approved by the appointing authority and filed in the office of the Commissioner prior to the Employee's increase date;
 - (3) When the appointing authority wishes to amend a previously submitted fair or unsatisfactory report due to the marked improvement in an Employee's performance, such report shall be filed with the office of the Commissioner of Administrative Services not later than two weeks prior to the increase date and if acceptable to the Commissioner it shall have precedence over previous reports and shall restore the annual increase;
 - (4) Annually for each permanent Employee, said annual rating to be filed in the office of the appointing authority at least three months prior to the Employee's annual increase date; or
 - (5) At such other times as the appointing authority deems that the quality of service of an Employee should be recorded.
- (a) All service ratings are to be discussed with the Employee by the Employee's immediate supervisor. The Employee shall be asked to sign such report as a confirmation that he has seen the form and discussed it with the supervisor. Such signature shall not be construed to indicate agreement or approval of the rating by the Employee.
 - (b) A service rating report indicating unsatisfactory service or performance less than "good" shall state in detail the reason therefore. A copy of such report shall be furnished to the Employee.
 - (c) Any report of less than "good" shall be considered in determining demotion or dismissal as provided for by these regulations. In no event shall any such report made two or more years prior to any demotion or dismissal be considered.

(Effective January 18, 1984)

APPENDIX "B"

GENERIC SERVICE RATING FORM

STATE OF CONNECTICUT

Employee may add a rebuttal to the Service Rating. Refer to Article 38, Section Three of the collective bargaining agreement for directions, parameters and timeframes.

EMPLOYEE SERVICE RATING
NEHCEU, DISTRICT 1199, P-1 AND NP-6 BARGAINING UNITS
REV. 5/2017

| | | |
|---|---|--|
| Type of Service Rating | | |
| <input type="checkbox"/> Initial Probationary <input type="checkbox"/> Annual <input type="checkbox"/> Promotional | | |
| Employee Name | | Class Title |
| Division | | Department |
| Instructions: Evaluate the employee on the job being performed during the current horizontal line which most closely coincides with your overall judgment which this appraisal is made will determine its value to you, the empl | | |
| Job Elements | Good | |
| | Excellent | Good |
| Knowledge of Work | <input type="checkbox"/> | <input type="checkbox"/> |
| Consider the employee's grasp of procedures, techniques and instructions necessary to perform job and the degree to which skills have been mastered. | Thorough knowledge of all aspects of work. Can perform without assistance. | Knowledgeable in most phases of work. Can perform with little or no assistance. |
| Quantity of Work | <input type="checkbox"/> | <input type="checkbox"/> |
| Consider the volume of work produced under normal conditions and the rate of progress on assignments. | Rapid worker. Rate of progress on assignments and volume of output is consistently above average. Well organized. | Work output is at acceptable levels. Works at a steady pace. Work done timely. |
| Quality of Work | <input type="checkbox"/> | <input type="checkbox"/> |
| Consider the accuracy, thoroughness, and appearance of work assignments without regard to volume. | Extremely accurate worker. Consistently superior in all phases of this category. | Work is complete, well presented and accurate. Seldom needs revisions and/or corrections. Rarely repeats mistakes. |
| Cooperation | <input type="checkbox"/> | <input type="checkbox"/> |
| Consider manner of handling work relationships. | Goes out of way to cooperate. | Gets along well with associates. |
| Judgement | <input type="checkbox"/> | <input type="checkbox"/> |
| Does employee think intelligently and make decisions in a logical manner. | Thinks quickly, logically outstanding. | Judgement usually logical and reliable. |
| Other Elements | <input type="checkbox"/> | <input type="checkbox"/> |
| Consider other elements of job performance which are not included above, yet are job related i.e. attendance, physical performance on job, supervisory ability, affirmative action responsibilities.** | | |

OVERALL EVALUATION OF EMPLOYEE:

| | |
|--|--|
| <input type="checkbox"/> Excellent | Employee regularly exceeds the requirements of the position. No more than two (2) of the employee's job element ratings can be "good," the remainder must be at the level of "excellent." |
| <input type="checkbox"/> Good | Employee meets all position requirements and may exceed them at times. Most of the employee's ratings must be "good." A "fair" rating in one job category is still overall "good" rating, but is indicative of a performance problem that has to be corrected. |
| <input type="checkbox"/> Fair | Employee has occasionally failed to meet the requirements of the position through inconsistent performance. The employee must be rated "fair" in two or more job elements and have no unsatisfactory ratings. |
| <input type="checkbox"/> Unsatisfactory | Employee has failed to meet the requirements of the position. The employee must be rated "unsatisfactory" in one or more job elements. |

| | | | |
|--------------|------------|-------|------|
| RATED BY: | SIGNATURE: | TITLE | DATE |
| REVIEWED BY: | SIGNATURE: | TITLE | DATE |
| APPROVED BY: | SIGNATURE: | TITLE | DATE |
| EMPLOYEE: | SIGNATURE: | TITLE | DATE |

The employee's annual increment will be denied unless marked improvement in the employee's performance results in an amended rating not later than two weeks prior to the increase date.

NOTE TO EMPLOYEE: Your signature confirms that you have seen the report and discussed it with your supervisor. It does not indicate your agreement with or approval of the rating.

*Comments from the rater should be attached only in the following instances: the employ element, and/or has been disciplined during the rating period; the employee has demons area that was "Less Than Good" in the last service rating.
 **If comments pertaining to supervisory ability are appropriate, ability to delegate auth observance of personnel and affirmative action policies should be considered.

Pursuant to Article 38 section 2 of the collective bargaining agreement, "All employees covered by this agreement shall be given copies of their completed service ratings at the time the Employee or Union Delegate signs the service rating".

APPENDIX "C"

The following is an excerpt from Department of Administrative Services General Letter No 115 (Which may be amended from time to time).

Personally Owned Motor Vehicles on State Business Appropriate Use of Personally Owned Vehicles for State Business

The Agency Transportation Administrator must authorize the use of a personally owned motor vehicle by an Employee for state business.

Proof of Insurance

All state Employees who are authorized by their Agency Transportation Administrator to use their own motor vehicles in the performance of their duties must carry at least the minimum insurance coverage of:

- Third party liability: \$50,000/\$100,000
- Property damage liability: \$5,000
- * If the applicable collective bargaining agreement provides for different levels of minimum insurance coverage, the collective bargaining agreement controls.

Reimbursement for Use of Personally Owned Vehicles

Reimbursement for use of an Employee's personally owned vehicle will be made in accordance with State Standard Travel Regulations (5-141c-1 to 5-141c-11) and/or the applicable collective bargaining agreements. If the use of a personally-owned motor vehicle by an Employee is authorized by the Agency Transportation Administrator for official state business, the Employee shall be reimbursed at an established mileage rate for travel on official state business less their normal round-trip commute from home to their official duty station, unless another method of calculating mileage has been provided under the applicable collective bargaining agreement. (See attached mileage map.)

No payment for use of personally-owned vehicles is permitted for the following:

- Travel from home to official duty station or field assignment, unless provided under the applicable collective bargaining agreement;
- Any activity except official state business; or
- Participation in any activity in which an honorarium, stipend, monetary fee or gift of any value is given to the Employee involved.

Employees traveling on state business are responsible for the full content of DAS General Letter 115 which should be read in its entirety and can be obtained in electronic form at: [/www.das.state.ct.us/Fleet/GL11509rev.pdf](http://www.das.state.ct.us/Fleet/GL11509rev.pdf)

For District 1199

/s/ Paul Fortier 4-13-09

For State of Connecticut

/s/ Fae Brown-Brewton 4-13-09

LEAVE DONATION GUIDELINES

1. To be eligible to receive leave donations, the employee must have achieved permanent status and have six (6) months of service.
2. The absent employee must have exhausted all of his/her accrued paid time and otherwise be on leave without pay status.
3. A request to donate leave time may be initiated by the Union or a group of employees; it should not be generated by an individual on his or her own behalf. The request should be directed to the agency/facility head or designee. A donation request can be initiated before the recipient exhausts all accruals, but should not be submitted until the pay period that the exhaustion of such leave is expected to occur.
4. Once the Leave Donation Forms are compiled, they should be submitted along with a summary denoting:
 - A. the name of the employee to whom the leave time is being donated;
 - B. the names of employees who are willing to donate; and
 - C. the number of sick, vacation and/or personal leave days being donated by each employee.
5. Donation of leave may occur between NP-6 and P-1 bargaining unit members.
6. Donations may occur between different employing agencies for employees in the NP-6 and P-1 bargaining units.
7. Donation shall be made only in minimum units of one day (or the equivalent hours), which shall be the length of the standard work day of the donating employee (e.g. 7 hours or 8 hours).
8. Requests to donate leave shall be forwarded to the agency head or designee along with:
 - A. the absent employee's name and official job classification;
 - B. the absent employee's length of service;
 - C. the absent employee's sick leave record for the current and previous year;
 - D. the current medical certificate stating the nature of the illness, the prognosis and the probable date when the employee will return to work.
9. The agency head or designees shall review all requests for compliance with the collective bargaining agreement and notify the employee of approval (or denial). Requests which involve donations between agencies shall be reviewed by both agency heads (or designees). If the request to donate is leave approved, the donated days will be transferred to the sick leave account of the absent employee. The actual transfer will occur on the date upon which the absent employee exhausts all accrued leave time. If the donation is contributed into a different agency/payroll, written confirmation must be received indicating that the time has been deducted from the donating employees before the time is credited to the absent employee.
10. The absent employee may use the days in the same manner as any other sick leave, including the "pay-off" of previously advanced sick leave days (as provided in Regulation 5-247-5). The donated time will remain as accrued sick leave for the absent employee and shall not be returned to the donating employees even if the absent employee returns to work before exhausting all of the donated time.

III. VALIDATION-- To Be Completed By Recipient's HUMAN RESOURCES DEPARTMENT

[All Leave Before Donation 0_hrs] [Hours Donated ____#hrs] [New Leave Balance ____#hrs]

FOR PAYROLL PERIOD BEGINNING: _____

Reviewed By: _____
 Human Resources Representative

 Signature (Date)

1st Agency Head or Designee _____
 (Signature) (Date)

2nd Agency Head or Designee (if required) _____
 (Signature) (Date)

APPROVED: Yes [] No [] Date Employee Notified: _____

APPENDIX "E"
COMPETITIVE/NONCOMPETITIVE JOB TITLES

| Job Title P-1 Classified Competitive | Job Class |
|--|----------------------|
| BEHAVIOR MODIFICATION PROGRAM SPECIALIST | 1181 |
| BEHAVIORAL HEALTH COMMUNITY MONITOR | 4402 |
| CHEMIST 1 | 1540 |
| CHEMIST 2 | 7520 |
| CHILDREN AND FAMILIES REGULATORY CONSULTANT | 1916 |
| CLINICAL EDUCATION SPECIALIST (GENERAL) | 2656 |
| CLINICAL EDUCATION SPECIALIST (PSYCHIATRIC) | 2657 |
| COMMUNITY CLINICIAN | 0967 |
| DEVELOPMENTAL SERVICES TRAINING PROGRAM COORDINATOR | 2655 |
| EPIDEMIOLOGIST 1 (INFECTIOUS/CHRONIC DISEASES) | 0285 |
| EPIDEMIOLOGIST 1 (TOXIC HAZARDS) | 0284 |
| EPIDEMIOLOGIST 2 (INFECTIOUS/CHRONIC DISEASES) | 0287 |
| EPIDEMIOLOGIST 2 (TOXIC HAZARDS) | 0286 |
| EPIDEMIOLOGIST 3 (INFECTIOUS/CHRONIC DISEASES) | 0289 |
| EPIDEMIOLOGIST 3 (TOXIC HAZARDS) | 0288 |
| EPIDEMIOLOGIST 4 (INFECTIOUS/CHRONIC DISEASES) | 0291 |
| EPIDEMIOLOGIST 4 (TOXIC HAZARDS) | 0290 |
| EVIDENCE CONTROL OFFICER | 8135 |
| EVIDENCE CONTROL OFFICER (RC) | 2316 |
| FORENSIC SCIENCE EXAMINER 1 | 2583 |
| FORENSIC SCIENCE EXAMINER 2 | 2588 |
| FORENSIC SCIENCE EXAMINER 3 | 8223 |
| HEALTH PROGRAM ASSISTANT 1 | 4404 |
| HEALTH PROGRAM ASSISTANT 2 | 4405 |
| HEALTH PROGRAM ASSOCIATE | 4406 |
| HEALTH PROGRAM SUPERVISOR | 7209 |
| HEALTH SERVICES WIC PROGRAM SUPERVISOR | 9338 |
| LABORATORY CONSULTANT | 5609 |
| LABORATORY INFORMATION MANAGEMENT SYSTEM SPECIALIST | 5236 |
| MEDICAL SOCIAL WORKER | 5631 |
| MEDICAL TECHNOLOGIST 1 | 5635 |
| MEDICAL TECHNOLOGIST 2 | 5636 |
| MICROBIOLOGIST 1 | 5670 |
| MICROBIOLOGIST 2 | 7390 |
| NUTRITION CONSULTANT 1 | 5950 |
| NUTRITION CONSULTANT 2 | 7391 |
| PRINCIPAL CHEMIST | 6377 |
| PRINCIPAL MICROBIOLOGIST | 6375 |
| PSYCHIATRIC SOCIAL WORKER ASSISTANT (RC) | 6613 |
| PSYCHIATRIC SOCIAL WORKER ASSOCIATE (RC) | 6620 |
| QUALITY REVIEW SPECIALIST (from Licensed Facilities Inspector) | 5687 |
| QUALITY REVIEW SPECIALIST SUPERVISOR (from Licensed Facilities Specialist Supervisor) | 5669 |
| REGIONAL LONG TERM CARE OMBUDSMAN | 6779 |
| REHABILITATION THERAPIST 1 (ART) | 6895 |
| REHABILITATION THERAPIST 1 (DANCE AND MOVEMENT) | 6894 |
| REHABILITATION THERAPIST 1 (MUSIC) | 6892 |
| REHABILITATION THERAPIST 1 (THERAPEUTIC RECREATION) | 6891 |
| REHABILITATION THERAPIST 2 (ART) | 6900 |
| REHABILITATION THERAPIST 2 (DANCE AND MOVEMENT) | 6899 |
| REHABILITATION THERAPIST 2 (MUSIC) | 6897 |
| REHABILITATION THERAPIST 2 (THERAPEUTIC RECREATION) | 6896 |
| REHABILITATION THERAPY SUPERVISOR 1 | 6868 |
| REHABILITATION THERAPY SUPERVISOR 2 | 6455 |
| SAFETY EDUCATION INSTRUCTOR | 5552 |
| SOCIAL WORKER - HEALTH CARE PROFESSIONAL | 7749 |
| SUPERVISING CHEMIST | 8218 |
| SUPERVISING LABORATORY CONSULTANT (ENVIRONMENTAL) | 8510 |
| SUPERVISING LABORATORY CONSULTANT (MEDICAL) | 8509 |
| SUPERVISING LABORATORY CONSULTANT (TRAINING AND CONSULTATION) | 8508 |
| SUPERVISING MEDICAL SOCIAL WORK CONSULTANT | 8382 |
| SUPERVISING MICROBIOLOGIST | 8210 |
| TOXICOLOGIST | 8801 |

| Job Title P-1 Classified Noncompetitive | Job Class |
|--|----------------------|
| ASSOCIATE CHAPLAIN | 1511 |
| CERTIFIED ADDICTION COUNSELOR TRAINEE | 2353 |
| CHAPLAIN | 1510 |
| CONNECTICUT CAREERS TRAINEE | 1991 |
| DEVELOPMENTAL SERVICES CASE MANAGER TRAINEE | 5651 |
| FORENSIC HEAD NURSE | 3990 |
| FORENSIC NURSE | 0356 |
| GRADUATE NURSE | 1886 |
| HEAD NURSE | 4356 |
| HEAD NURSE (CORRECTIONAL FACILITY) | 2293 |
| NURSE | 1969 |
| NURSE (CORRECTIONAL FACILITY) | 2294 |
| PSYCHIATRIC RESIDENT 1 | 6873 |
| PSYCHIATRIC RESIDENT 2 | 6874 |
| PSYCHIATRIC RESIDENT 3 | 6872 |
| PSYCHIATRIC RESIDENT 4 | 6875 |
| PSYCHOLOGY INTERN | 6632 |
| REGISTERED PROFESSIONAL NURSE (PER DIEM) | 0274 |
| SOCIAL WORKER TRAINEE - HEALTH CARE PROFESSIONAL | 7752 |
| SUPERVISING CHAPLAIN | 1512 |
| UTILIZATION REVIEW NURSE | 5612 |

| Job Title NP-6 Classified Competitive | Job Class |
|---|----------------------|
| ASSISTANT SUPERVISOR OF SCIENTIFIC SUPPORTIVE SERVICES | 0875 |
| CHILDREN SERVICES SPECIALIST | 1921 |
| CHILDREN SERVICES UNIT SUPERVISOR | 1920 |
| DENTAL LABORATORY TECHNICIAN 1 | 2350 |
| DENTAL LABORATORY TECHNICIAN 2 | 7112 |
| DEVELOPMENTAL SERVICES RESIDENTIAL PROGRAM SUPERVISOR 1 | 5664 |
| EKG/EKG TECHNICIAN | 7375 |
| FORENSIC TECHNICIAN SUPERVISOR | 7203 |
| FORENSIC TREATMENT SPECIALIST | 6617 |
| LEAD CHILDREN SERVICES WORKER | 1922 |
| LEAD FORENSIC TREATMENT SPECIALIST | 6616 |
| LEAD VETERANS' RESIDENTIAL FACILITY WORKER | 0939 |
| MENTAL HEALTH ASSISTANT 2 | 5723 |
| MENTAL HEALTH ASSOCIATE | 7376 |
| PATIENT WORK PROGRAM COORDINATOR | 4741 |
| REHABILITATION COUNSELOR 2 (RC) | 6797 |
| SUPERVISOR OF SCIENTIFIC SUPPORTIVE SERVICES | 8583 |

| Job Title NP-6 Classified Noncompetitive | Job Class |
|---|----------------------|
| CHILDREN SERVICES ASSISTANT | 1924 |
| CHILDREN SERVICES WORKER | 1923 |
| DENTAL ASSISTANT | 2341 |
| DENTAL ASSISTANT (PER DIEM) | 2342 |
| DEVELOPMENTAL SERVICES SUPPORTED LIVING WORKER | 4858 |
| DEVELOPMENTAL SERVICES WORKER 1 | 5661 |
| DEVELOPMENTAL SERVICES WORKER 2 | 5662 |
| DIAGNOSTIC IMAGING ASSISTANT | 9559 |
| FORENSIC TECHNICIAN 1 | 3991 |
| FORENSIC TECHNICIAN 2 | 7186 |
| HEALTH SERVICES WORKER | 0114 |
| HEALTH SERVICES WORKER TRAINEE | 0115 |
| LABORATORY AIDE | 5240 |
| LABORATORY ASSISTANT 1 | 5237 |
| LABORATORY ASSISTANT 1 (PER DIEM) | 5239 |
| LABORATORY ASSISTANT 2 | 4968 |
| LABORATORY ASSISTANT 3 | 5238 |
| LEAD DEVELOPMENTAL SERVICES WORKER | 5721 |
| LEAD TRANSPORT AIDE | 8138 |
| LEAD TRANSPORT AIDE (RC) | 1526 |
| LICENSED PRACTICAL NURSE | 5415 |
| LICENSED PRACTICAL NURSE (PER DIEM) | 0276 |
| MENTAL HEALTH ASSISTANT 1 | 5724 |
| MENTAL HEALTH TRAINEE | 5725 |
| NURSE'S AIDE | 5910 |
| OPERATING ROOM/ANESTHESIA TECHNICIAN | 1978 |

| Job Title NP-6 Classified Noncompetitive | Job Class |
|---|----------------------|
| PATIENT AIDE | 8548 |
| PHARMACY TECHNICIAN TRAINEE | 6195 |
| PHLEBOTOMIST | 7597 |
| RECOVERY SUPPORT SPECIALIST | 5729 |
| RECOVERY SUPPORT SPECIALIST TRAINEE | 5728 |
| REHABILITATION THERAPY ASSISTANT 1 | 8723 |
| REHABILITATION THERAPY ASSISTANT 2 | 8724 |
| SUBSTANCE ABUSE/HIV SUPERVISOR | 6795 |
| SUPERVISING DEVELOPMENTAL SERVICES WORKER 1 | 5659 |
| SUPERVISING DEVELOPMENTAL SERVICES WORKER 2 | 5663 |
| SURGICAL TECHNOLOGIST | 8611 |
| TRANSPORT AIDE | 8147 |
| TRANSPORT AIDE (RC) | 0259 |
| VETERANS' RESIDENTIAL FACILITY WORKER | 9170 |

| Job Title NP-6 Classified Competitive (Non-examined) | Job Class |
|---|----------------------|
| ASSISTANT SUPERVISOR F CENTRAL STERILE PROCESSING | 0488 |
| CERTIFIED OCCUPATIONAL THERAPY ASSISTANT | 0699 |
| CERTIFIED STERILE PROCESSING INSTRUMENT SPECIALIST | 6018 |
| LEAD DENTAL ASSISTANT | 2339 |
| LEAD RESPIRATORY THERAPIST | 4445 |
| LEAD SURGICAL TECHNOLOGIST | 8607 |
| PHARMACY TECHNICIAN | 6194 |
| PHARMACY TECHNICIAN COORDINATOR | 6193 |
| PRINCIPAL RADIOLOGICAL TECHNOLOGIST | 9382 |
| RESPIRATORY THERAPIST | 6881 |
| RESPIRATORY THERAPIST (PER DIEM) | 6893 |
| RESPIRATORY THERAPY SUPERVISOR | 6884 |
| RESPIRATORY THERAPY TECHNICIAN | 6885 |
| STAFF RADIOLOGICAL TECHNOLOGIST | 9381 |
| STAFF RADIOLOGICAL TECHNOLOGIST (PER DIEM) | 9383 |
| SURGICAL TECHNOLOGIST 1 | 8609 |
| SURGICAL TECHNOLOGIST 1 (PER DIEM) | 8614 |
| SURGICAL TECHNOLOGIST 2 | 8611 |
| SURGICAL TECHNOLOGIST 2 (PER DIEM) | 8612 |

| Job Title – P-1 Classified Competitive (Non-examined) | Job Class |
|--|----------------------|
| ADVANCED NURSE PRACTITIONER | 2697 |
| ASSOCIATE MARITAL AND FAMILY THERAPIST | 4250 |
| ASSOCIATE PROFESSIONAL COUNSELOR | 4249 |
| AUDIOLOGIST | 1114 |
| BEHAVIORAL HEALTH UNIT SUPERVISOR | 0452 |
| CERTIFIED ADDICTION COUNSELOR | 2351 |
| CLINICAL NURSE COORDINATOR (GENERAL) | 1974 |
| CLINICAL NURSE COORDINATOR (PSYCHIATRIC) | 1975 |
| CLINICAL SOCIAL WORK LICENSURE CANDIDATE | 0964 |
| CLINICAL SOCIAL WORKER | 0966 |
| CLINICAL SOCIAL WORKER ASSOCIATE | 0965 |
| COMMUNICATIONS THERAPIST (RC) | 7783 |
| COMMUNITY NURSE COORDINATOR | 1538 |
| CONSUMER PROTECTION DRUG CONTROL AGENT | 2212 |
| CONSUMER PROTECTION DRUG CONTROL PRINCIPAL AGENT | 2211 |
| DENTAL HYGIENIST | 7161 |
| DENTAL SERVICES COORDINATOR | 7537 |
| DENTIST | 4940 |
| DEVELOPMENTAL SERVICES CASE MANAGER | 5660 |
| DEVELOPMENTAL SERVICES SUPERVISOR OF CASE MANAGEMENT | 0578 |
| DEVELOPMENTAL SPECIALIST 1 | 2558 |
| DEVELOPMENTAL SPECIALIST 2 | 7164 |
| DIETITIAN | 8490 |
| FUNERAL HOME COMPLIANCE SPECIALIST | 1668 |
| HEALTH SERVICES SOCIAL WORK CONSULTANT | 0235 |
| INFECTION CONTROL PRACTITIONER | 4878 |
| LEAD DENTIST | 7320 |
| LEAD NURSE CLINICAL INSTRUCTOR | 5912 |
| LEAD NURSE CLINICIAN | 5906 |
| MARITAL AND FAMILY THERAPIST | 0735 |
| NURSE ADVOCATE | 5901 |
| NURSE CLINICAL INSTRUCTOR (GENERAL) | 5914 |

| Job Title – P-1 Classified Competitive (Non-examined) | Job Class |
|--|----------------------|
| NURSE CLINICAL INSTRUCTOR (PSYCHIATRIC) | 5911 |
| NURSE CLINICIAN | 5915 |
| NURSE CONSULTANT (CHILDREN AND FAMILIES) | 5928 |
| NURSE CONSULTANT (DEVELOPMENTAL SERVICES) | 5903 |
| NURSE CONSULTANT (EARLY CHILDHOOD) | 5908 |
| NURSE CONSULTANT (GENERAL) | 5927 |
| NURSE CONSULTANT (HEALTHCARE ADVOCATE) | 5904 |
| NURSE CONSULTANT (MENTAL HEALTH AND ADDICTION SERVICES) | 0371 |
| NURSE CONSULTANT (PUBLIC HEALTH) | 5905 |
| NURSE CONSULTANT (WORKERS COMPENSATION) | 0375 |
| OCCUPATIONAL THERAPIST | 5971 |
| OCCUPATIONAL THERAPIST (PER DIEM) | 4669 |
| OCCUPATIONAL THERAPY SUPERVISOR | 5980 |
| OPTOMETRIST | 8275 |
| OPTOMETRIST (PER DIEM) | 8277 |
| PHARMACIST | 6190 |
| PHARMACY CONSULTANT | 6200 |
| PHARMACY SUPERVISOR | 6192 |
| PHYSICAL THERAPIST | 6251 |
| PHYSICAL THERAPIST (PER DIEM) | 4670 |
| PHYSICAL THERAPY SUPERVISOR | 6250 |
| PHYSICIAN (PART-TIME) | 4662 |
| PHYSICIAN 1 (PER DIEM) | 4666 |
| PHYSICIAN 2 | 6263 |
| PHYSICIAN ASSISTANT | 6262 |
| PODIATRIST | 8276 |
| PODIATRIST (PER DIEM) | 8278 |
| POSTDOCTORAL FELLOW - PSYCHOLOGY DEPARTMENT (CLINICAL) | 6628 |
| POSTDOCTORAL FELLOW - PSYCHOLOGY DEPARTMENT (CONSULTING) | 6446 |
| PRINCIPAL PHYSICIAN | 4661 |
| PRINCIPAL PHYSICIAN (DMHAS) | 4663 |
| PRINCIPAL PSYCHIATRIST | 6186 |
| PRINCIPAL PSYCHIATRIST (DMHAS) | 6184 |
| PROFESSIONAL COUNSELOR | 6355 |
| PSRB/COMPETENCY MONITOR | 5392 |
| PSYCHIATRIC ADVANCED PRACTICE REGISTERED NURSE | 5913 |
| PSYCHIATRIST (PART-TIME) | 6188 |
| PSYCHIATRIST (PER DIEM) | 4667 |
| PSYCHOLOGIST (CLINICAL) | 6629 |
| PSYCHOLOGIST (CONSULTING) | 6448 |
| PSYCHOLOGIST (PER DIEM) | 4668 |
| SOCIAL SERVICES DENTAL CONSULTANT | 4818 |
| SPEECH PATHOLOGIST | 7781 |
| SPEECH PATHOLOGIST (PER DIEM) | 4671 |
| STAFF PHYSICIAN | 4660 |
| STAFF PHYSICIAN (DMHAS) | 4659 |
| STAFF PSYCHIATRIST | 6187 |
| STAFF PSYCHIATRIST (DMHAS) | 6183 |
| STATE VETERINARIAN | 8110 |
| SUPERVISING ADDICTION COUNSELOR | 2352 |
| SUPERVISING CLINICIAN | 3293 |
| SUPERVISING COMMUNICATIONS THERAPIST | 8497 |
| SUPERVISING COMMUNITY NURSE COORDINATOR | 1539 |
| SUPERVISING DIETITIAN | 8492 |
| SUPERVISING MEDICAL TECHNOLOGIST | 5637 |
| SUPERVISING NURSE (CORRECTIONAL FACILITY) | 2289 |
| SUPERVISING NURSE | 5922 |
| SUPERVISING NURSE CONSULTANT | 7400 |
| SUPERVISING PSYCHOLOGIST 1 | 6630 |
| SUPERVISING PSYCHOLOGIST 1 | 6452 |
| SUPERVISING PSYCHOLOGIST 2 | 6578 |
| SUPERVISING PSYCHOLOGIST 2 | 6577 |
| UTILIZATION REVIEW NURSE COORDINATOR | 5613 |

| | |
|-------------------------|------|
| PROFESSIONAL SPECIALIST | 6570 |
|-------------------------|------|

APPENDIX "F"

LONGEVITY SCHEDULE

(July 1, 2009 through June 30, 2012)

| SALARY GROUP | 10 YEARS | 15 YEARS | 20 YEARS | 25 YEARS |
|-------------------------|---------------------|---------------------|---------------------|---------------------|
| 1-11 | 75.00 | 150.00 | 225.00 | 300.00 |
| 12 | 75.25 | 150.50 | 225.75 | 301.00 |
| 13 | 92.00 | 184.00 | 276.00 | 368.00 |
| 14 | 94.75 | 189.50 | 284.25 | 379.00 |
| 15 | 97.50 | 195.00 | 292.50 | 390.00 |
| 16 | 100.50 | 201.00 | 301.50 | 402.00 |
| 17 | 103.25 | 206.50 | 309.75 | 413.00 |
| 18 | 106.00 | 212.00 | 318.00 | 424.00 |
| 19 | 109.00 | 218.00 | 327.00 | 436.00 |
| 20 | 111.75 | 223.50 | 335.25 | 447.00 |
| 21 | 114.75 | 229.50 | 344.25 | 459.00 |
| 22 | 136.25 | 272.50 | 408.75 | 545.00 |
| 23 | 142.00 | 284.00 | 426.00 | 568.00 |
| 24 | 147.75 | 295.50 | 443.25 | 591.00 |
| 25 | 153.25 | 306.50 | 459.75 | 613.00 |
| 26 | 159.00 | 318.00 | 477.00 | 636.00 |
| 27 | 164.50 | 329.00 | 493.50 | 658.00 |
| 28 | 170.25 | 340.50 | 510.75 | 681.00 |
| 29 | 187.50 | 375.00 | 562.50 | 750.00 |
| 30 | 193.00 | 386.00 | 579.00 | 772.00 |
| 31 | 198.75 | 397.50 | 596.25 | 795.00 |
| 32 | 204.25 | 408.50 | 612.75 | 817.00 |
| 33 | 210.00 | 420.00 | 630.00 | 840.00 |
| 34 | 215.75 | 431.50 | 647.25 | 863.00 |
| 35 | 221.25 | 442.50 | 663.75 | 885.00 |
| 36 | 227.00 | 454.00 | 681.00 | 908.00 |
| 37 | 233.00 | 466.00 | 699.00 | 932.00 |
| 38 | 238.50 | 477.00 | 715.50 | 954.00 |
| 39 | 244.25 | 488.50 | 732.75 | 977.00 |
| 40 | 249.50 | 499.00 | 748.50 | 998.00 |
| 41 | 225.50 | 511.00 | 766.50 | 1022.00 |
| 42 | 261.25 | 522.50 | 783.75 | 1045.00 |
| 43 | 266.75 | 533.50 | 800.25 | 1067.00 |

| Job Class | P-1 Job Title | Salary Group | | | |
|-----------|--|--------------|---------|-----------|---------|
| | | 35 Hour | 36 Hour | 37.5 Hour | 40 Hour |
| 2697 | Advanced Nurse Practitioner | HJ30 | | XJ30 | FL30 |
| 1511 | Associate Chaplain | HC26 | | XC26 | FP26 |
| 4250 | Associate Marital and Family Therapist | | | | FP26 |
| 4249 | Associate Professional Counselor | HC26 | | XC26 | FP26 |
| 1181 | Behavior Modification Program Specialist | HC22 | | XC22 | FP22 |
| 4402 | Behavioral Health Community Monitor | HC24 | | | |
| 0452 | Behavioral Health Unit Supervisor | HC28 | | XC28 | FP28 |
| 2351 | Certified Addiction Counselor | HX21 | | | FX21 |
| 2353 | Certified Addiction Counselor Trainee | | | | FX18 |
| 1510 | Chaplain | HC22 | | XC22 | FP22 |
| 1540 | Chemist 1 | HC18 | | XC18 | FP18 |
| 7520 | Chemist 2 | HC22 | | XC22 | FP22 |
| 7087 | Chemist 2 (OM) | | | | VR99 |
| 1916 | Children And Families Regulatory Consultant | | | | FP25 |
| 2656 | Clinical Education Specialist (General) | HC28 | | XC28 | FP28 |
| 2657 | Clinical Education Specialist (Psychiatric) | HC28 | | XC28 | FP28 |
| 6587 | Clinical Neuropsychologist | | | | FP35 |
| 1974 | Clinical Nurse Coordinator (General) | HC24 | | XC24 | FP24 |
| 1975 | Clinical Nurse Coordinator (Psychiatric) | HC24 | | XC24 | FP24 |
| 0966 | Clinical Social Worker | HC25 | | XC25 | FP25 |
| 0965 | Clinical Social Worker Associate | HC26 | | XC26 | FP26 |
| 7783 | Communications Therapist (RC) | HC28 | | | FP28 |
| 0967 | Community Clinician | HC22 | | | FP22 |
| 1538 | Community Nurse Coordinator | | | | FP25 |
| 1991 | Connecticut Careers Trainee (Health Care Professional) | HC15 | | XC15 | FP15 |
| 2212 | Consumer Protection Drug Control Agent | | | | FG28 |
| 2211 | Consumer Protection Drug Control Principal Agent | | | | FG31 |
| 2340 | Dental Hygienist 1 | HC15 | | XC15 | FP17 |
| 7161 | Dental Hygienist 2 | HC19 | | | FP19 |
| 7537 | Dental Services Coordinator | HC23 | | | |
| 4940 | Dentist | DX07 | | DY07 | DZ07 |
| 5660 | Developmental Services Case Manager | HC24 | | | FP24 |
| 5651 | Developmental Services Case Manager Trainee | HC22 | | | FP22 |
| 0578 | Developmental Services Supervisor Of Case Management | | | | FP26 |
| 2558 | Developmental Specialist 1 | HC23 | | XC23 | FP23 |
| 7164 | Developmental Specialist 2 | HC25 | | XC25 | FP25 |
| 8490 | Dietitian | HC22 | | XC22 | FP22 |
| 0285 | Epidemiologist 1 (Infectious/Chronic Diseases) | HC20 | | | |
| 0284 | Epidemiologist 1 (Toxic Hazards) | HC20 | | | |
| 0287 | Epidemiologist 2 (Infectious/Chronic Diseases) | HC23 | | | |
| 0286 | Epidemiologist 2 (Toxic Hazards) | HC23 | | | |
| 0289 | Epidemiologist 3 (Infectious/Chronic Diseases) | HC28 | | | |
| 0288 | Epidemiologist 3 (Toxic Hazards) | HC28 | | | |
| 0291 | Epidemiologist 4 (Infectious/Chronic Diseases) | HC32 | | | |
| 0290 | Epidemiologist 4 (Toxic Hazards) | HC32 | | | |
| 8135 | Evidence Control Officer | HC16 | | | FP16 |
| 2316 | Evidence Control Officer (RC) | | | | FP18 |
| 3990 | Forensic Head Nurse | HJ25 | | | FL25 |
| 0356 | Forensic Nurse | HJ22 | | | FL22 |
| 2583 | Forensic Science Examiner 1 | | | | FP23 |

| Job Class | P-1 Job Title | Salary Group | | | |
|-----------|--|--------------|---------|-----------|---------|
| | | 35 Hour | 36 Hour | 37.5 Hour | 40 Hour |
| 2588 | Forensic Science Examiner 2 | | | | FP25 |
| 8223 | Forensic Science Examiner 3 | | | | FP27 |
| 1668 | Funeral Home Compliance Specialist | HC23 | | | |
| 1886 | Graduate Nurse | HC19 | | XC19 | FP19 |
| 4356 | Head Nurse | HJ24 | | XJ24 | FL24 |
| 2293 | Head Nurse (Correctional Facility) | HJ26 | SJ26 | | FL26 |
| 2655 | Health Care Training Coordinator | | | | FP23 |
| 4404 | Health Program Assistant 1 | HC19 | | XC19 | FP19 |
| 4405 | Health Program Assistant 2 | HC21 | | XC21 | FP21 |
| 4406 | Health Program Associate | HC24 | | XC24 | FP24 |
| 7209 | Health Program Supervisor | HC28 | | XC28 | FP28 |
| 0235 | Health Services Social Work Consultant | HC24 | | | |
| 9338 | Health Services WIC Program Supervisor | HC29 | | | |
| 4878 | Infection Control Practitioner | HC25 | | XC25 | FP25 |
| 5609 | Laboratory Consultant | HC25 | | XC25 | FP25 |
| 5236 | Laboratory Information Management System Specialist | HC27 | | | |
| 7320 | Lead Dentist | DX09 | | DY09 | DZ09 |
| 5906 | Lead Nurse Clinician | HC30 | | XC30 | FP30 |
| 0964 | Licensed Master Social Worker | HC23 | | XC23 | FP23 |
| 0735 | Marital and Family Therapist | HC25 | | XC25 | FP25 |
| 5631 | Medical Social Worker | HC24 | | | |
| 5635 | Medical Technologist 1 | HC18 | | XC18 | FP18 |
| 5636 | Medical Technologist 2 | HC20 | | XC20 | FP20 |
| 5670 | Microbiologist 1 | HC18 | | XC18 | FP18 |
| 7390 | Microbiologist 2 | HC22 | | XC22 | FP22 |
| 1969 | Nurse | HJ21 | | XJ21 | FL21 |
| 2294 | Nurse (Correctional Facility) | HJ21 | SJ21 | XS21 | FL21 |
| 5901 | Nurse Advocate | HC24 | | | FP24 |
| 5914 | Nurse Clinical Instructor (General) | HC24 | | | FP24 |
| 5909 | Nurse Clinical Instructor (Psych)(Om) | | | | VR99 |
| 5911 | Nurse Clinical Instructor (Psychiatric) | HC24 | | XC24 | FP24 |
| 5915 | Nurse Clinician | HC26 | | XC26 | FP26 |
| 5928 | Nurse Consultant (Children and Families) | | | XC28 | FP28 |
| 5903 | Nurse Consultant (Developmental Services) | HC28 | | | |
| 5908 | Nurse Consultant (Early Childhood) | | | | FP28 |
| 5916 | Nurse Consultant (Facility Licensing and Investigations) | HJ28 | | XJ28 | FL28 |
| 5927 | Nurse Consultant (General) | HC28 | | XC28 | FP28 |
| 5904 | Nurse Consultant (Healthcare Advocate) | HC28 | | | FP28 |
| 0371 | Nurse Consultant (Mental Health and Addiction Services) | HC28 | | | FP28 |
| 5905 | Nurse Consultant (Public Health) | HC28 | | | |
| 0375 | Nurse Consultant (Workers Compensation) | HC28 | | | |
| 5950 | Nutrition Consultant 1 | HC21 | | XC21 | FP21 |
| 7391 | Nutrition Consultant 2 | HC24 | | XC24 | FP24 |
| 5971 | Occupational Therapist | HC25 | | XC25 | FP25 |
| 4669 | Occupational Therapist (Per Diem) | HDOT | | | |
| 5980 | Occupational Therapy Supervisor | HC29 | | XC29 | FP29 |
| 8275 | Optometrist | RX05 | | RY05 | RZ05 |
| 8277 | Optometrist (Per Diem) | HDOP | | | VR99 |
| 6190 | Pharmacist | HG26 | | XG26 | FG26 |
| 6200 | Pharmacy Consultant | HC28 | | XC24 | FP28 |

| Job Class | P-1 Job Title | Salary Group | | | |
|-----------|--|--------------|---------|-----------|---------|
| | | 35 Hour | 36 Hour | 37.5 Hour | 40 Hour |
| 6192 | Pharmacy Supervisor | HC29 | | | FG29 |
| 6251 | Physical Therapist | HC25 | | XC25 | FP25 |
| 4670 | Physical Therapist (Per Diem) | HDPT | | | VR99 |
| 6250 | Physical Therapy Supervisor | HC29 | | XC29 | FP29 |
| 4662 | Physician (Part-Time) (Variable Rate) | | | | VR99 |
| 4666 | Physician (Per Diem) | HDPH | | | VR99 |
| 6263 | Physician 2 | RK09 | | | RL09 |
| 6262 | Physician Assistant | HC30 | | XC30 | FP30 |
| 8276 | Podiatrist | RX05 | | RY05 | RZ05 |
| 8278 | Podiatrist (Per Diem) | HDPO | | | VR99 |
| 6628 | Postdoctoral Fellow - Psychology Department (Clinical) | HJ26 | | XJ26 | FL26 |
| 6446 | Postdoctoral Fellow - Psychology Department (Consulting) | HC26 | | XC26 | FP26 |
| 6377 | Principal Chemist | HC24 | | | FP24 |
| 6375 | Principal Microbiologist | HC24 | | | |
| 4661 | Principal Physician | | | | RQ01 |
| 4663 | Principal Physician (DMHAS) | | | | RQ01 |
| 6186 | Principal Psychiatrist | | | | RQ01 |
| 6184 | Principal Psychiatrist (DMHAS) | | | | RQ01 |
| 6355 | Professional Counselor | HC25 | | XC25 | FP25 |
| 6570 | Professional Specialist | | | | VR99 |
| 5392 | PSRB/Competency Monitor | HC26 | | XC26 | |
| 5913 | Psychiatric Advanced Practice Registered Nurse | HJ32 | | XJ32 | FL32 |
| 6873 | Psychiatric Resident 1 | RX01 | | RY01 | |
| 6874 | Psychiatric Resident 2 | RX02 | | RY02 | |
| 6872 | Psychiatric Resident 3 | RX03 | | RY03 | |
| 6875 | Psychiatric Resident 4 | RX04 | | RJ04 | |
| 6612 | Psychiatric Social Work Supervisor (RC) | HC28 | | XC28 | FP28 |
| 6621 | Psychiatric Social Worker (RC) | HC22 | | XC22 | FP22 |
| 6613 | Psychiatric Social Worker Assistant (RC) | HC19 | | XC19 | FP19 |
| 6620 | Psychiatric Social Worker Associate (RC) | HC25 | | XC25 | FP25 |
| 6188 | Psychiatrist (Part-Time) | | | | VR99 |
| 4667 | Psychiatrist (Per Diem) | HDPS | | | VR99 |
| 6624 | Psychiatrist 3 | RX10 | | RY10 | RZ10 |
| 6629 | Psychologist (Clinical) | HJ30 | | XJ30 | FL30 |
| 6448 | Psychologist (Consulting) | HC30 | | XC30 | FP30 |
| 4668 | Psychologist (Per Diem) | HDPY | | | |
| 6634 | Psychology Associate Specialist (RC) | HC25 | | | |
| 6632 | Psychology Intern | HC17 | | XC17 | FP17 |
| 1671 | Public Health Laboratory Research Specialist | HC32 | | | |
| 5687 | Quality Review Specialist | HC23 | | | |
| 5669 | Quality Review Specialist Supervisor | HC25 | | | |
| 6779 | Regional Long Term Care Ombudsman | | | | FP23 |
| 0274 | Registered Professional Nurse (Per Diem) | HDRN | | | VR99 |
| 6895 | Rehabilitation Therapist 1 (Art) | HC19 | | XC19 | FP19 |
| 6894 | Rehabilitation Therapist 1 (Dance And Movement) | HC19 | | XC19 | FP19 |
| 6892 | Rehabilitation Therapist 1 (Music) | HC19 | | XC19 | FP19 |
| 6891 | Rehabilitation Therapist 1 (Therapeutic Recreation) | HC19 | | XC19 | FP19 |
| 6900 | Rehabilitation Therapist 2 (Art) | HC23 | | XC23 | FP23 |
| 6899 | Rehabilitation Therapist 2 (Dance And Movement) | HC23 | | XC23 | FP23 |
| 6897 | Rehabilitation Therapist 2 (Music) | HC23 | | XC23 | FP23 |

| Job Class | P-1 Job Title | Salary Group | | | |
|-----------|--|--------------|---------|-----------|-----------|
| | | 35 Hour | 36 Hour | 37.5 Hour | 40 Hour |
| 6896 | Rehabilitation Therapist 2 (Therapeutic Recreation) | HC23 | | XC23 | FP23 |
| 6868 | Rehabilitation Therapy Supervisor 1 | HC25 | | XC25 | FP25 |
| 6455 | Rehabilitation Therapy Supervisor 2 | HC28 | | XC28 | FP28 |
| 5552 | Safety Education Instructor | HC19 | | XC19 | FP19 |
| 2491 | Social Services Medical Administration Manager | | | | FP33 |
| 7749 | Social Worker - Health Care Professional | HC24 | | | FP24 |
| 7781 | Speech Pathologist | HC25 | | XC25 | FP25 |
| 4671 | Speech Pathologist (Per Diem) | HDSP | | | VR99 |
| 4660 | Staff Physician | | | | RS01 |
| 4659 | Staff Physician (DMHAS) | | | | RS01 |
| 6187 | Staff Psychiatrist | | | | RS01/VR99 |
| 6183 | Staff Psychiatrist (DMHAS) | | | | RS01 |
| 8110 | State Veterinarian | HC32 | | | FP32 |
| 2352 | Supervising Addiction Counselor | | | | FX24 |
| 1512 | Supervising Chaplain | HC31 | | XC31 | FP31 |
| 8218 | Supervising Chemist | HC30 | | | |
| 3293 | Supervising Clinician | HC28 | | XC28 | FP28 |
| 8497 | Supervising Communications Therapist | HC29 | | XC29 | FP29 |
| 1539 | Supervising Community Nurse Coordinator | | | | FP28 |
| 8492 | Supervising Dietitian | | | | FP26 |
| 8510 | Supervising Laboratory Consultant (Environmental) (RC) | HC27 | | | |
| 8509 | Supervising Laboratory Consultant (Medical) (RC) | HC27 | | | |
| 8382 | Supervising Medical Social Work Consultant | | | | FP26 |
| 5637 | Supervising Medical Technologist | HC26 | | XC26 | FP26 |
| 8210 | Supervising Microbiologist | HC30 | | | |
| 5922 | Supervising Nurse | HC28 | | XC28 | FP28 |
| 2289 | Supervising Nurse (Correctional Facility) | HC28 | | XC28 | FP28 |
| 7400 | Supervising Nurse Consultant | HC31 | | | FP31 |
| 5917 | Supervising Nurse Consultant (Facility Licensing and Investigations) | HJ31 | | XJ31 | FL31 |
| 6630 | Supervising Psychologist 1 (Clinical) | HC32 | | XC32 | FP32 |
| 6452 | Supervising Psychologist 1 (Consulting) | HC32 | | XC32 | FP32 |
| 6578 | Supervising Psychologist 2 (Clinical) | HC35 | | XC35 | FP35 |
| 6577 | Supervising Psychologist 2 (Consulting) | HC35 | | XC35 | FP35 |
| 8801 | Toxicologist | HC32 | | XC32 | FP32 |
| 5614 | Transitional Nurse (RC) | | | | VN99 |
| 5612 | Utilization Review Nurse | HC23 | | XC23 | FP23/VR99 |
| 5613 | Utilization Review Nurse Coordinator | HC25 | | XC25 | FP25 |

P-1 HC 35-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| HC | 15 | Annual | \$ 45,408.00 | \$ 47,044.00 | \$ 48,681.00 | \$ 50,317.00 | \$ 51,957.00 | \$ 53,601.00 | \$ 55,236.00 | \$ 56,755.00 | \$ 58,276.00 | \$ 59,835.00 | \$ 61,436.00 |
| | | Bi-Wk | \$ 1,739.78 | \$ 1,802.46 | \$ 1,865.18 | \$ 1,927.86 | \$ 1,990.69 | \$ 2,053.68 | \$ 2,116.33 | \$ 2,174.53 | \$ 2,232.80 | \$ 2,292.53 | \$ 2,353.87 |
| | | Daily | \$ 173.98 | \$ 180.25 | \$ 186.52 | \$ 192.79 | \$ 199.07 | \$ 205.37 | \$ 211.64 | \$ 217.46 | \$ 223.28 | \$ 229.26 | \$ 235.39 |
| | | Hourly | \$ 24.86 | \$ 25.75 | \$ 26.65 | \$ 27.55 | \$ 28.44 | \$ 29.34 | \$ 30.24 | \$ 31.07 | \$ 31.90 | \$ 32.76 | \$ 33.63 |
| HC | 16 | Annual | \$ 47,615.00 | \$ 49,302.00 | \$ 50,994.00 | \$ 52,679.00 | \$ 54,364.00 | \$ 56,056.00 | \$ 57,735.00 | \$ 59,318.00 | \$ 60,908.00 | \$ 62,539.00 | \$ 64,215.00 |
| | | Bi-Wk | \$ 1,824.33 | \$ 1,888.97 | \$ 1,953.80 | \$ 2,018.36 | \$ 2,082.92 | \$ 2,147.74 | \$ 2,212.07 | \$ 2,272.73 | \$ 2,333.64 | \$ 2,396.14 | \$ 2,460.35 |
| | | Daily | \$ 182.44 | \$ 188.90 | \$ 195.38 | \$ 201.84 | \$ 208.30 | \$ 214.78 | \$ 221.21 | \$ 227.28 | \$ 233.37 | \$ 239.62 | \$ 246.04 |
| | | Hourly | \$ 26.07 | \$ 26.99 | \$ 27.92 | \$ 28.84 | \$ 29.76 | \$ 30.69 | \$ 31.61 | \$ 32.47 | \$ 33.34 | \$ 34.24 | \$ 35.15 |
| HC | 17 | Annual | \$ 49,972.00 | \$ 51,713.00 | \$ 53,448.00 | \$ 55,179.00 | \$ 56,914.00 | \$ 58,642.00 | \$ 60,385.00 | \$ 62,048.00 | \$ 63,707.00 | \$ 65,413.00 | \$ 67,164.00 |
| | | Bi-Wk | \$ 1,914.64 | \$ 1,981.35 | \$ 2,047.82 | \$ 2,114.14 | \$ 2,180.62 | \$ 2,246.82 | \$ 2,313.61 | \$ 2,377.32 | \$ 2,440.89 | \$ 2,506.25 | \$ 2,573.34 |
| | | Daily | \$ 191.47 | \$ 198.14 | \$ 204.79 | \$ 211.42 | \$ 218.07 | \$ 224.69 | \$ 231.37 | \$ 237.74 | \$ 244.09 | \$ 250.63 | \$ 257.34 |
| | | Hourly | \$ 27.36 | \$ 28.31 | \$ 29.26 | \$ 30.21 | \$ 31.16 | \$ 32.10 | \$ 33.06 | \$ 33.97 | \$ 34.87 | \$ 35.81 | \$ 36.77 |
| HC | 18 | Annual | \$ 52,493.00 | \$ 54,273.00 | \$ 56,056.00 | \$ 57,836.00 | \$ 59,605.00 | \$ 61,386.00 | \$ 63,161.00 | \$ 64,900.00 | \$ 66,639.00 | \$ 68,427.00 | \$ 70,266.00 |
| | | Bi-Wk | \$ 2,011.23 | \$ 2,079.43 | \$ 2,147.74 | \$ 2,215.94 | \$ 2,283.72 | \$ 2,351.96 | \$ 2,419.97 | \$ 2,486.60 | \$ 2,563.22 | \$ 2,621.73 | \$ 2,692.19 |
| | | Daily | \$ 201.13 | \$ 207.95 | \$ 214.78 | \$ 221.60 | \$ 228.38 | \$ 235.20 | \$ 242.00 | \$ 248.66 | \$ 255.33 | \$ 262.18 | \$ 269.22 |
| | | Hourly | \$ 28.74 | \$ 29.71 | \$ 30.69 | \$ 31.66 | \$ 32.63 | \$ 33.60 | \$ 34.58 | \$ 35.53 | \$ 36.48 | \$ 37.46 | \$ 38.46 |
| HC | 19 | Annual | \$ 55,078.00 | \$ 56,914.00 | \$ 58,742.00 | \$ 60,581.00 | \$ 62,400.00 | \$ 64,230.00 | \$ 66,061.00 | \$ 67,880.00 | \$ 69,696.00 | \$ 71,562.00 | \$ 73,482.00 |
| | | Bi-Wk | \$ 2,110.27 | \$ 2,180.62 | \$ 2,250.66 | \$ 2,321.12 | \$ 2,390.81 | \$ 2,460.92 | \$ 2,531.08 | \$ 2,600.77 | \$ 2,670.35 | \$ 2,741.84 | \$ 2,815.41 |
| | | Daily | \$ 211.03 | \$ 218.07 | \$ 225.07 | \$ 232.12 | \$ 239.09 | \$ 246.10 | \$ 253.11 | \$ 260.08 | \$ 267.04 | \$ 274.19 | \$ 281.55 |
| | | Hourly | \$ 30.15 | \$ 31.16 | \$ 32.16 | \$ 33.16 | \$ 34.16 | \$ 35.16 | \$ 36.16 | \$ 37.16 | \$ 38.15 | \$ 39.17 | \$ 40.23 |
| HC | 20 | Annual | \$ 57,889.00 | \$ 59,763.00 | \$ 61,637.00 | \$ 63,507.00 | \$ 65,376.00 | \$ 67,253.00 | \$ 69,126.00 | \$ 71,029.00 | \$ 72,928.00 | \$ 74,881.00 | \$ 76,885.00 |
| | | Bi-Wk | \$ 2,217.97 | \$ 2,289.78 | \$ 2,361.58 | \$ 2,433.22 | \$ 2,504.83 | \$ 2,576.75 | \$ 2,648.51 | \$ 2,721.42 | \$ 2,794.18 | \$ 2,869.01 | \$ 2,945.79 |
| | | Daily | \$ 221.80 | \$ 228.98 | \$ 236.16 | \$ 243.33 | \$ 250.49 | \$ 257.68 | \$ 264.86 | \$ 272.15 | \$ 279.42 | \$ 286.91 | \$ 294.58 |
| | | Hourly | \$ 31.69 | \$ 32.72 | \$ 33.74 | \$ 34.77 | \$ 35.79 | \$ 36.82 | \$ 37.84 | \$ 38.88 | \$ 39.92 | \$ 40.99 | \$ 42.09 |
| HC | 21 | Annual | \$ 60,742.00 | \$ 62,666.00 | \$ 64,591.00 | \$ 66,521.00 | \$ 68,448.00 | \$ 70,371.00 | \$ 72,301.00 | \$ 74,287.00 | \$ 76,273.00 | \$ 78,316.00 | \$ 80,413.00 |
| | | Bi-Wk | \$ 2,327.28 | \$ 2,401.00 | \$ 2,474.76 | \$ 2,548.70 | \$ 2,622.53 | \$ 2,696.21 | \$ 2,770.16 | \$ 2,846.25 | \$ 2,922.34 | \$ 3,000.62 | \$ 3,080.96 |
| | | Daily | \$ 232.73 | \$ 240.10 | \$ 247.48 | \$ 254.87 | \$ 262.26 | \$ 269.63 | \$ 277.02 | \$ 284.63 | \$ 292.24 | \$ 300.07 | \$ 308.10 |
| | | Hourly | \$ 33.25 | \$ 34.30 | \$ 35.36 | \$ 36.41 | \$ 37.47 | \$ 38.52 | \$ 39.58 | \$ 40.67 | \$ 41.75 | \$ 42.87 | \$ 44.02 |

P-1 HC 35-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|---------------|
| HC | 22 | Annual | \$ 62,400.00 | \$ 64,690.00 | \$ 66,978.00 | \$ 69,261.00 | \$ 71,547.00 | \$ 73,835.00 | \$ 76,118.00 | \$ 78,214.00 | \$ 80,304.00 | \$ 82,457.00 | \$ 84,668.00 |
| | | Bi-Wk | \$ 2,390.81 | \$ 2,478.55 | \$ 2,566.21 | \$ 2,653.68 | \$ 2,741.27 | \$ 2,828.93 | \$ 2,916.40 | \$ 2,996.71 | \$ 3,076.79 | \$ 3,159.28 | \$ 3,243.99 |
| | | Daily | \$ 239.09 | \$ 247.86 | \$ 256.63 | \$ 265.37 | \$ 274.13 | \$ 282.90 | \$ 291.64 | \$ 299.68 | \$ 307.68 | \$ 315.93 | \$ 324.40 |
| | | Hourly | \$ 34.16 | \$ 35.41 | \$ 36.67 | \$ 37.91 | \$ 39.17 | \$ 40.42 | \$ 41.67 | \$ 42.82 | \$ 43.96 | \$ 45.14 | \$ 46.35 |
| HC | 23 | Annual | \$ 65,361.00 | \$ 67,744.00 | \$ 70,116.00 | \$ 72,502.00 | \$ 74,881.00 | \$ 77,266.00 | \$ 79,650.00 | \$ 81,834.00 | \$ 84,027.00 | \$ 86,280.00 | \$ 88,589.00 |
| | | Bi-Wk | \$ 2,504.26 | \$ 2,595.56 | \$ 2,686.44 | \$ 2,777.86 | \$ 2,869.01 | \$ 2,960.39 | \$ 3,051.73 | \$ 3,135.41 | \$ 3,219.43 | \$ 3,305.75 | \$ 3,394.22 |
| | | Daily | \$ 250.43 | \$ 259.56 | \$ 268.65 | \$ 277.79 | \$ 286.91 | \$ 296.04 | \$ 305.18 | \$ 313.55 | \$ 321.95 | \$ 330.58 | \$ 339.43 |
| | | Hourly | \$ 35.78 | \$ 37.08 | \$ 38.38 | \$ 39.69 | \$ 40.99 | \$ 42.30 | \$ 43.60 | \$ 44.80 | \$ 46.00 | \$ 47.23 | \$ 48.49 |
| HC | 24 | Annual | \$ 68,499.00 | \$ 70,984.00 | \$ 73,462.00 | \$ 75,948.00 | \$ 78,436.00 | \$ 80,912.00 | \$ 83,394.00 | \$ 85,682.00 | \$ 87,977.00 | \$ 90,334.00 | \$ 92,753.00 |
| | | Bi-Wk | \$ 2,624.49 | \$ 2,719.70 | \$ 2,814.64 | \$ 2,909.89 | \$ 3,005.22 | \$ 3,100.08 | \$ 3,195.18 | \$ 3,282.84 | \$ 3,370.77 | \$ 3,461.08 | \$ 3,553.76 |
| | | Daily | \$ 262.45 | \$ 271.97 | \$ 281.47 | \$ 290.99 | \$ 300.53 | \$ 310.01 | \$ 319.52 | \$ 328.29 | \$ 337.08 | \$ 346.11 | \$ 355.38 |
| | | Hourly | \$ 37.50 | \$ 38.86 | \$ 40.21 | \$ 41.57 | \$ 42.94 | \$ 44.29 | \$ 45.65 | \$ 46.90 | \$ 48.16 | \$ 49.45 | \$ 50.77 |
| HC | 25 | Annual | \$ 71,842.00 | \$ 74,426.00 | \$ 76,987.00 | \$ 79,567.00 | \$ 82,138.00 | \$ 84,718.00 | \$ 87,285.00 | \$ 89,689.00 | \$ 92,088.00 | \$ 94,552.00 | \$ 97,084.00 |
| | | Bi-Wk | \$ 2,752.57 | \$ 2,851.58 | \$ 2,949.70 | \$ 3,048.55 | \$ 3,147.05 | \$ 3,245.91 | \$ 3,344.26 | \$ 3,436.37 | \$ 3,528.28 | \$ 3,622.69 | \$ 3,719.70 |
| | | Daily | \$ 275.26 | \$ 285.16 | \$ 294.97 | \$ 304.86 | \$ 314.71 | \$ 324.60 | \$ 334.43 | \$ 343.64 | \$ 352.83 | \$ 362.27 | \$ 371.97 |
| | | Hourly | \$ 39.33 | \$ 40.74 | \$ 42.14 | \$ 43.56 | \$ 44.96 | \$ 46.38 | \$ 47.78 | \$ 49.10 | \$ 50.41 | \$ 51.76 | \$ 53.14 |
| HC | 26 | Annual | \$ 75,383.00 | \$ 78,050.00 | \$ 80,731.00 | \$ 83,394.00 | \$ 86,065.00 | \$ 88,736.00 | \$ 91,399.00 | \$ 93,910.00 | \$ 96,425.00 | \$ 99,010.00 | \$ 101,664.00 |
| | | Bi-Wk | \$ 2,888.24 | \$ 2,990.43 | \$ 3,093.15 | \$ 3,195.18 | \$ 3,297.51 | \$ 3,399.85 | \$ 3,501.88 | \$ 3,598.09 | \$ 3,694.45 | \$ 3,793.49 | \$ 3,895.18 |
| | | Daily | \$ 288.83 | \$ 299.05 | \$ 309.32 | \$ 319.52 | \$ 329.76 | \$ 339.99 | \$ 350.19 | \$ 359.81 | \$ 369.45 | \$ 379.35 | \$ 389.52 |
| | | Hourly | \$ 41.27 | \$ 42.73 | \$ 44.19 | \$ 45.65 | \$ 47.11 | \$ 48.57 | \$ 50.03 | \$ 51.41 | \$ 52.78 | \$ 54.20 | \$ 55.65 |
| HC | 27 | Annual | \$ 79,126.00 | \$ 81,890.00 | \$ 84,652.00 | \$ 87,409.00 | \$ 90,175.00 | \$ 92,930.00 | \$ 95,703.00 | \$ 98,330.00 | \$ 100,961.00 | \$ 103,667.00 | \$ 106,450.00 |
| | | Bi-Wk | \$ 3,031.65 | \$ 3,137.55 | \$ 3,243.38 | \$ 3,349.01 | \$ 3,454.99 | \$ 3,560.54 | \$ 3,666.79 | \$ 3,767.44 | \$ 3,868.24 | \$ 3,971.92 | \$ 4,078.55 |
| | | Daily | \$ 303.17 | \$ 313.76 | \$ 324.34 | \$ 334.91 | \$ 345.50 | \$ 356.06 | \$ 366.68 | \$ 376.75 | \$ 386.83 | \$ 397.20 | \$ 407.86 |
| | | Hourly | \$ 43.31 | \$ 44.83 | \$ 46.34 | \$ 47.85 | \$ 49.36 | \$ 50.87 | \$ 52.39 | \$ 53.83 | \$ 55.27 | \$ 56.75 | \$ 58.27 |
| HC | 28 | Annual | \$ 83,122.00 | \$ 85,979.00 | \$ 88,843.00 | \$ 91,702.00 | \$ 94,557.00 | \$ 97,405.00 | \$ 100,259.00 | \$ 103,015.00 | \$ 105,775.00 | \$ 108,612.00 | \$ 111,526.00 |
| | | Bi-Wk | \$ 3,184.76 | \$ 3,294.22 | \$ 3,403.95 | \$ 3,513.49 | \$ 3,622.88 | \$ 3,732.00 | \$ 3,841.35 | \$ 3,946.94 | \$ 4,052.69 | \$ 4,161.38 | \$ 4,273.03 |
| | | Daily | \$ 318.48 | \$ 329.43 | \$ 340.40 | \$ 351.35 | \$ 362.29 | \$ 373.20 | \$ 384.14 | \$ 394.70 | \$ 405.27 | \$ 416.14 | \$ 427.31 |
| | | Hourly | \$ 45.50 | \$ 47.07 | \$ 48.63 | \$ 50.20 | \$ 51.76 | \$ 53.32 | \$ 54.88 | \$ 56.39 | \$ 57.90 | \$ 59.45 | \$ 61.05 |

P-1 HC 35-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | | |
|------|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|-------------|
| HC | 29 | Annual | \$ 83,920.00 | \$ 87,067.00 | \$ 90,219.00 | \$ 93,370.00 | \$ 96,520.00 | \$ 99,664.00 | \$ 102,814.00 | \$ 105,968.00 | \$ 109,122.00 | \$ 112,276.00 | \$ 115,430.00 | \$ 118,584.00 | |
| | | Bi-Wk | \$ 3,215.33 | \$ 3,335.91 | \$ 3,456.67 | \$ 3,577.40 | \$ 3,698.09 | \$ 3,818.55 | \$ 3,939.24 | \$ 4,059.74 | \$ 4,180.24 | \$ 4,300.74 | \$ 4,421.24 | \$ 4,541.74 | \$ 4,662.24 |
| | | Daily | \$ 321.54 | \$ 333.60 | \$ 345.67 | \$ 357.74 | \$ 369.81 | \$ 381.86 | \$ 393.93 | \$ 405.99 | \$ 418.06 | \$ 430.12 | \$ 442.19 | \$ 454.26 | \$ 466.32 |
| | | Hourly | \$ 45.94 | \$ 47.66 | \$ 49.39 | \$ 51.11 | \$ 52.83 | \$ 54.56 | \$ 56.28 | \$ 58.00 | \$ 59.72 | \$ 61.44 | \$ 63.16 | \$ 64.88 | \$ 66.60 |
| HC | 30 | Annual | \$ 87,285.00 | \$ 90,528.00 | \$ 93,775.00 | \$ 97,010.00 | \$ 100,248.00 | \$ 103,489.00 | \$ 106,734.00 | \$ 109,983.00 | \$ 113,233.00 | \$ 116,483.00 | \$ 119,733.00 | \$ 122,983.00 | |
| | | Bi-Wk | \$ 3,344.26 | \$ 3,468.51 | \$ 3,592.92 | \$ 3,716.86 | \$ 3,840.92 | \$ 3,965.10 | \$ 4,089.43 | \$ 4,213.86 | \$ 4,338.34 | \$ 4,462.82 | \$ 4,587.30 | \$ 4,711.78 | |
| | | Daily | \$ 334.43 | \$ 346.86 | \$ 359.30 | \$ 371.69 | \$ 384.10 | \$ 396.51 | \$ 408.95 | \$ 421.38 | \$ 433.82 | \$ 446.25 | \$ 458.69 | \$ 471.12 | |
| | | Hourly | \$ 47.78 | \$ 49.56 | \$ 51.33 | \$ 53.10 | \$ 54.88 | \$ 56.65 | \$ 58.43 | \$ 60.20 | \$ 61.98 | \$ 63.75 | \$ 65.53 | \$ 67.30 | |
| HC | 31 | Annual | \$ 90,791.00 | \$ 94,121.00 | \$ 97,459.00 | \$ 100,797.00 | \$ 104,142.00 | \$ 107,475.00 | \$ 110,807.00 | \$ 114,139.00 | \$ 117,471.00 | \$ 120,803.00 | \$ 124,135.00 | \$ 127,467.00 | |
| | | Bi-Wk | \$ 3,478.59 | \$ 3,606.17 | \$ 3,734.07 | \$ 3,861.96 | \$ 3,990.12 | \$ 4,117.82 | \$ 4,245.48 | \$ 4,373.14 | \$ 4,500.80 | \$ 4,628.46 | \$ 4,756.12 | \$ 4,883.78 | |
| | | Daily | \$ 347.86 | \$ 360.62 | \$ 373.41 | \$ 386.20 | \$ 399.02 | \$ 411.79 | \$ 424.55 | \$ 437.32 | \$ 450.08 | \$ 462.84 | \$ 475.61 | \$ 488.37 | |
| | | Hourly | \$ 49.70 | \$ 51.52 | \$ 53.35 | \$ 55.18 | \$ 57.01 | \$ 58.83 | \$ 60.65 | \$ 62.48 | \$ 64.30 | \$ 66.13 | \$ 67.95 | \$ 69.78 | |
| HC | 32 | Annual | \$ 94,428.00 | \$ 97,858.00 | \$ 101,283.00 | \$ 104,708.00 | \$ 108,143.00 | \$ 111,567.00 | \$ 115,005.00 | \$ 118,443.00 | \$ 121,881.00 | \$ 125,319.00 | \$ 128,757.00 | \$ 132,195.00 | |
| | | Bi-Wk | \$ 3,617.94 | \$ 3,749.35 | \$ 3,880.58 | \$ 4,011.81 | \$ 4,143.41 | \$ 4,274.60 | \$ 4,406.33 | \$ 4,537.66 | \$ 4,668.89 | \$ 4,800.12 | \$ 4,931.35 | \$ 5,062.58 | |
| | | Daily | \$ 361.80 | \$ 374.94 | \$ 388.06 | \$ 401.19 | \$ 414.35 | \$ 427.46 | \$ 440.64 | \$ 453.77 | \$ 466.89 | \$ 480.01 | \$ 493.12 | \$ 506.25 | |
| | | Hourly | \$ 51.69 | \$ 53.57 | \$ 55.44 | \$ 57.32 | \$ 59.20 | \$ 61.07 | \$ 62.95 | \$ 64.82 | \$ 66.70 | \$ 68.58 | \$ 70.45 | \$ 72.33 | |
| HC | 33 | Annual | \$ 98,233.00 | \$ 101,757.00 | \$ 105,278.00 | \$ 108,799.00 | \$ 112,324.00 | \$ 115,848.00 | \$ 119,380.00 | \$ 122,912.00 | \$ 126,444.00 | \$ 129,976.00 | \$ 133,508.00 | \$ 137,040.00 | |
| | | Bi-Wk | \$ 3,763.72 | \$ 3,898.74 | \$ 4,033.64 | \$ 4,168.55 | \$ 4,303.61 | \$ 4,438.63 | \$ 4,573.95 | \$ 4,709.27 | \$ 4,844.59 | \$ 4,979.91 | \$ 5,115.23 | \$ 5,250.55 | |
| | | Daily | \$ 376.38 | \$ 389.88 | \$ 403.37 | \$ 416.86 | \$ 430.37 | \$ 443.87 | \$ 457.40 | \$ 470.91 | \$ 484.42 | \$ 497.93 | \$ 511.44 | \$ 524.95 | |
| | | Hourly | \$ 53.77 | \$ 55.70 | \$ 57.63 | \$ 59.56 | \$ 61.49 | \$ 63.41 | \$ 65.35 | \$ 67.28 | \$ 69.20 | \$ 71.13 | \$ 73.06 | \$ 74.99 | |
| HC | 34 | Annual | \$ 102,276.00 | \$ 105,894.00 | \$ 109,516.00 | \$ 113,138.00 | \$ 116,751.00 | \$ 120,378.00 | \$ 123,992.00 | \$ 127,606.00 | \$ 131,220.00 | \$ 134,834.00 | \$ 138,448.00 | \$ 142,062.00 | |
| | | Bi-Wk | \$ 3,918.63 | \$ 4,057.25 | \$ 4,196.02 | \$ 4,334.79 | \$ 4,473.22 | \$ 4,612.19 | \$ 4,750.66 | \$ 4,889.19 | \$ 5,027.72 | \$ 5,166.25 | \$ 5,304.78 | \$ 5,443.31 | |
| | | Daily | \$ 391.87 | \$ 405.73 | \$ 419.61 | \$ 433.48 | \$ 447.33 | \$ 461.22 | \$ 475.07 | \$ 488.92 | \$ 502.77 | \$ 516.62 | \$ 530.47 | \$ 544.32 | |
| | | Hourly | \$ 55.99 | \$ 57.97 | \$ 59.95 | \$ 61.93 | \$ 63.91 | \$ 65.89 | \$ 67.87 | \$ 69.84 | \$ 71.82 | \$ 73.80 | \$ 75.78 | \$ 77.76 | |
| HC | 35 | Annual | \$ 106,480.00 | \$ 110,186.00 | \$ 113,904.00 | \$ 117,614.00 | \$ 121,325.00 | \$ 125,033.00 | \$ 128,753.00 | \$ 132,473.00 | \$ 136,193.00 | \$ 139,913.00 | \$ 143,633.00 | \$ 147,353.00 | |
| | | Bi-Wk | \$ 4,079.70 | \$ 4,221.69 | \$ 4,364.99 | \$ 4,508.29 | \$ 4,651.59 | \$ 4,794.89 | \$ 4,938.19 | \$ 5,081.49 | \$ 5,224.79 | \$ 5,368.09 | \$ 5,511.39 | \$ 5,654.69 | |
| | | Daily | \$ 407.97 | \$ 422.17 | \$ 436.50 | \$ 450.63 | \$ 464.85 | \$ 479.06 | \$ 493.19 | \$ 507.32 | \$ 521.45 | \$ 535.58 | \$ 549.71 | \$ 563.84 | |
| | | Hourly | \$ 58.29 | \$ 60.31 | \$ 62.08 | \$ 64.38 | \$ 66.41 | \$ 68.44 | \$ 70.20 | \$ 72.13 | \$ 74.06 | \$ 76.00 | \$ 77.93 | \$ 79.86 | |

P-1 HC 35-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| HC | 36 | Annual | \$ 110,907.00 | \$ 114,711.00 | \$ 118,521.00 | \$ 122,327.00 | \$ 126,139.00 | \$ 129,941.00 | \$ 133,749.00 | \$ 137,428.00 | \$ 141,107.00 | \$ 144,883.00 | \$ 148,761.00 |
| | | Bi-Wk | \$ 4,249.32 | \$ 4,395.06 | \$ 4,541.04 | \$ 4,686.86 | \$ 4,832.92 | \$ 4,978.59 | \$ 5,124.49 | \$ 5,265.45 | \$ 5,406.40 | \$ 5,551.08 | \$ 5,699.66 |
| | | Daily | \$ 424.94 | \$ 439.51 | \$ 454.11 | \$ 468.69 | \$ 483.30 | \$ 497.86 | \$ 512.45 | \$ 526.55 | \$ 540.64 | \$ 555.11 | \$ 569.97 |
| | | Hourly | \$ 60.71 | \$ 62.79 | \$ 64.88 | \$ 66.96 | \$ 69.05 | \$ 71.13 | \$ 73.21 | \$ 75.23 | \$ 77.24 | \$ 79.31 | \$ 81.43 |

P-1 HC 35-Hours Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| HC | 15 | Annual | \$ 46,544.00 | \$ 48,221.00 | \$ 49,899.00 | \$ 51,575.00 | \$ 53,256.00 | \$ 54,942.00 | \$ 56,617.00 | \$ 58,174.00 | \$ 59,733.00 | \$ 61,331.00 | \$ 62,972.00 |
| | | Bi-Wk | \$ 1,783.30 | \$ 1,847.55 | \$ 1,911.84 | \$ 1,976.06 | \$ 2,040.46 | \$ 2,105.06 | \$ 2,169.24 | \$ 2,228.89 | \$ 2,288.63 | \$ 2,349.85 | \$ 2,412.73 |
| | | Daily | \$ 178.33 | \$ 184.76 | \$ 191.19 | \$ 197.61 | \$ 204.05 | \$ 210.51 | \$ 216.93 | \$ 222.89 | \$ 228.87 | \$ 234.99 | \$ 241.28 |
| | | Hourly | \$ 25.48 | \$ 26.40 | \$ 27.32 | \$ 28.23 | \$ 29.15 | \$ 30.08 | \$ 30.99 | \$ 31.85 | \$ 32.70 | \$ 33.57 | \$ 34.47 |
| HC | 16 | Annual | \$ 48,806.00 | \$ 50,535.00 | \$ 52,269.00 | \$ 53,996.00 | \$ 55,724.00 | \$ 57,458.00 | \$ 59,179.00 | \$ 60,801.00 | \$ 62,431.00 | \$ 64,103.00 | \$ 65,821.00 |
| | | Bi-Wk | \$ 1,869.97 | \$ 1,936.21 | \$ 2,002.65 | \$ 2,068.82 | \$ 2,135.02 | \$ 2,201.46 | \$ 2,267.40 | \$ 2,329.55 | \$ 2,392.00 | \$ 2,456.06 | \$ 2,521.88 |
| | | Daily | \$ 187.00 | \$ 193.63 | \$ 200.27 | \$ 206.89 | \$ 213.51 | \$ 220.15 | \$ 226.74 | \$ 232.96 | \$ 239.20 | \$ 245.61 | \$ 252.19 |
| | | Hourly | \$ 26.72 | \$ 27.67 | \$ 28.61 | \$ 29.56 | \$ 30.51 | \$ 31.45 | \$ 32.40 | \$ 33.28 | \$ 34.18 | \$ 35.09 | \$ 36.03 |
| HC | 17 | Annual | \$ 51,222.00 | \$ 53,006.00 | \$ 54,785.00 | \$ 56,559.00 | \$ 58,337.00 | \$ 60,109.00 | \$ 61,895.00 | \$ 63,600.00 | \$ 65,300.00 | \$ 67,049.00 | \$ 68,844.00 |
| | | Bi-Wk | \$ 1,962.53 | \$ 2,030.89 | \$ 2,099.05 | \$ 2,167.02 | \$ 2,235.14 | \$ 2,303.03 | \$ 2,371.46 | \$ 2,436.79 | \$ 2,501.92 | \$ 2,568.93 | \$ 2,637.71 |
| | | Daily | \$ 196.26 | \$ 203.09 | \$ 209.91 | \$ 216.71 | \$ 223.52 | \$ 230.31 | \$ 237.15 | \$ 243.68 | \$ 250.20 | \$ 256.90 | \$ 263.78 |
| | | Hourly | \$ 28.04 | \$ 29.02 | \$ 29.99 | \$ 30.96 | \$ 31.94 | \$ 32.91 | \$ 33.88 | \$ 34.82 | \$ 35.75 | \$ 36.70 | \$ 37.69 |
| HC | 18 | Annual | \$ 53,806.00 | \$ 55,630.00 | \$ 57,458.00 | \$ 59,282.00 | \$ 61,096.00 | \$ 62,921.00 | \$ 64,741.00 | \$ 66,523.00 | \$ 68,305.00 | \$ 70,138.00 | \$ 72,023.00 |
| | | Bi-Wk | \$ 2,061.54 | \$ 2,131.42 | \$ 2,201.46 | \$ 2,271.35 | \$ 2,340.85 | \$ 2,410.77 | \$ 2,480.50 | \$ 2,548.78 | \$ 2,617.05 | \$ 2,687.28 | \$ 2,759.51 |
| | | Daily | \$ 206.16 | \$ 213.15 | \$ 220.15 | \$ 227.14 | \$ 234.09 | \$ 241.08 | \$ 248.05 | \$ 254.88 | \$ 261.71 | \$ 268.73 | \$ 275.96 |
| | | Hourly | \$ 29.46 | \$ 30.45 | \$ 31.45 | \$ 32.45 | \$ 33.45 | \$ 34.44 | \$ 35.44 | \$ 36.42 | \$ 37.39 | \$ 38.39 | \$ 39.43 |
| HC | 19 | Annual | \$ 56,455.00 | \$ 58,337.00 | \$ 60,211.00 | \$ 62,096.00 | \$ 63,960.00 | \$ 65,836.00 | \$ 67,713.00 | \$ 69,577.00 | \$ 71,439.00 | \$ 73,352.00 | \$ 75,320.00 |
| | | Bi-Wk | \$ 2,163.03 | \$ 2,235.14 | \$ 2,306.94 | \$ 2,379.16 | \$ 2,450.58 | \$ 2,522.46 | \$ 2,594.37 | \$ 2,665.79 | \$ 2,737.13 | \$ 2,810.43 | \$ 2,885.83 |
| | | Daily | \$ 216.31 | \$ 223.52 | \$ 230.70 | \$ 237.92 | \$ 245.06 | \$ 252.25 | \$ 259.44 | \$ 266.58 | \$ 273.72 | \$ 281.05 | \$ 288.59 |
| | | Hourly | \$ 30.91 | \$ 31.94 | \$ 32.96 | \$ 33.99 | \$ 35.01 | \$ 36.04 | \$ 37.07 | \$ 38.09 | \$ 39.11 | \$ 40.15 | \$ 41.23 |
| HC | 20 | Annual | \$ 59,337.00 | \$ 61,258.00 | \$ 63,178.00 | \$ 65,095.00 | \$ 67,011.00 | \$ 68,935.00 | \$ 70,855.00 | \$ 72,805.00 | \$ 74,752.00 | \$ 76,754.00 | \$ 78,808.00 |
| | | Bi-Wk | \$ 2,273.45 | \$ 2,347.05 | \$ 2,420.62 | \$ 2,494.07 | \$ 2,567.48 | \$ 2,641.19 | \$ 2,714.76 | \$ 2,789.47 | \$ 2,864.07 | \$ 2,940.77 | \$ 3,019.47 |
| | | Daily | \$ 227.35 | \$ 234.71 | \$ 242.07 | \$ 249.41 | \$ 256.75 | \$ 264.12 | \$ 271.48 | \$ 278.95 | \$ 286.41 | \$ 294.08 | \$ 301.95 |
| | | Hourly | \$ 32.48 | \$ 33.53 | \$ 34.59 | \$ 35.63 | \$ 36.68 | \$ 37.74 | \$ 38.79 | \$ 39.85 | \$ 40.92 | \$ 42.02 | \$ 43.14 |
| HC | 21 | Annual | \$ 62,261.00 | \$ 64,233.00 | \$ 66,206.00 | \$ 68,185.00 | \$ 70,160.00 | \$ 72,131.00 | \$ 74,109.00 | \$ 76,145.00 | \$ 78,180.00 | \$ 80,274.00 | \$ 82,424.00 |
| | | Bi-Wk | \$ 2,385.48 | \$ 2,461.04 | \$ 2,536.63 | \$ 2,612.46 | \$ 2,688.13 | \$ 2,763.64 | \$ 2,839.43 | \$ 2,917.44 | \$ 2,995.41 | \$ 3,075.64 | \$ 3,158.01 |
| | | Daily | \$ 238.55 | \$ 246.11 | \$ 253.67 | \$ 261.25 | \$ 268.82 | \$ 276.37 | \$ 283.95 | \$ 291.75 | \$ 299.55 | \$ 307.57 | \$ 315.81 |
| | | Hourly | \$ 34.08 | \$ 35.16 | \$ 36.24 | \$ 37.33 | \$ 38.41 | \$ 39.49 | \$ 40.57 | \$ 41.68 | \$ 42.80 | \$ 43.94 | \$ 45.12 |

| P-1 HC 35-Hours Salary Plan Effective 07/01/2023 | | | | | | | | | | | | | |
|--|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|---------------|
| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
| HC | 22 | Annual | \$ 63,960.00 | \$ 66,308.00 | \$ 68,653.00 | \$ 70,993.00 | \$ 73,336.00 | \$ 75,681.00 | \$ 78,021.00 | \$ 80,170.00 | \$ 82,312.00 | \$ 84,519.00 | \$ 86,785.00 |
| | | Bi-Wk | \$ 2,450.58 | \$ 2,540.54 | \$ 2,630.39 | \$ 2,720.04 | \$ 2,809.81 | \$ 2,899.66 | \$ 2,989.32 | \$ 3,071.65 | \$ 3,153.72 | \$ 3,238.28 | \$ 3,325.10 |
| | | Daily | \$ 245.06 | \$ 254.06 | \$ 263.04 | \$ 272.01 | \$ 280.99 | \$ 289.97 | \$ 298.94 | \$ 307.17 | \$ 315.38 | \$ 323.83 | \$ 332.51 |
| | | Hourly | \$ 35.01 | \$ 36.30 | \$ 37.58 | \$ 38.86 | \$ 40.15 | \$ 41.43 | \$ 42.71 | \$ 43.89 | \$ 45.06 | \$ 46.27 | \$ 47.51 |
| HC | 23 | Annual | \$ 66,996.00 | \$ 69,438.00 | \$ 71,869.00 | \$ 74,315.00 | \$ 76,754.00 | \$ 79,198.00 | \$ 81,642.00 | \$ 83,880.00 | \$ 86,128.00 | \$ 88,437.00 | \$ 90,804.00 |
| | | Bi-Wk | \$ 2,566.90 | \$ 2,660.46 | \$ 2,753.61 | \$ 2,847.32 | \$ 2,940.77 | \$ 3,034.41 | \$ 3,128.05 | \$ 3,213.80 | \$ 3,299.93 | \$ 3,388.40 | \$ 3,479.09 |
| | | Daily | \$ 256.69 | \$ 266.05 | \$ 275.37 | \$ 284.74 | \$ 294.08 | \$ 303.45 | \$ 312.81 | \$ 321.38 | \$ 330.00 | \$ 338.84 | \$ 347.91 |
| | | Hourly | \$ 36.67 | \$ 38.01 | \$ 39.34 | \$ 40.68 | \$ 42.02 | \$ 43.35 | \$ 44.69 | \$ 45.92 | \$ 47.15 | \$ 48.41 | \$ 49.71 |
| HC | 24 | Annual | \$ 70,212.00 | \$ 72,759.00 | \$ 75,299.00 | \$ 77,847.00 | \$ 80,397.00 | \$ 82,935.00 | \$ 85,479.00 | \$ 87,825.00 | \$ 90,177.00 | \$ 92,593.00 | \$ 95,072.00 |
| | | Bi-Wk | \$ 2,690.12 | \$ 2,787.71 | \$ 2,885.02 | \$ 2,982.65 | \$ 3,080.35 | \$ 3,177.59 | \$ 3,275.06 | \$ 3,364.95 | \$ 3,455.06 | \$ 3,547.63 | \$ 3,642.61 |
| | | Daily | \$ 269.02 | \$ 278.78 | \$ 288.51 | \$ 298.27 | \$ 308.04 | \$ 317.76 | \$ 327.51 | \$ 336.50 | \$ 345.51 | \$ 354.77 | \$ 364.27 |
| | | Hourly | \$ 38.44 | \$ 39.83 | \$ 41.22 | \$ 42.61 | \$ 44.01 | \$ 45.40 | \$ 46.79 | \$ 48.08 | \$ 49.36 | \$ 50.69 | \$ 52.04 |
| HC | 25 | Annual | \$ 73,639.00 | \$ 76,287.00 | \$ 78,912.00 | \$ 81,557.00 | \$ 84,192.00 | \$ 86,836.00 | \$ 89,488.00 | \$ 91,932.00 | \$ 94,391.00 | \$ 96,916.00 | \$ 99,512.00 |
| | | Bi-Wk | \$ 2,821.42 | \$ 2,922.88 | \$ 3,023.45 | \$ 3,124.79 | \$ 3,225.75 | \$ 3,327.05 | \$ 3,427.90 | \$ 3,522.30 | \$ 3,616.52 | \$ 3,713.26 | \$ 3,812.73 |
| | | Daily | \$ 282.15 | \$ 292.29 | \$ 302.35 | \$ 312.48 | \$ 322.58 | \$ 332.71 | \$ 342.79 | \$ 352.23 | \$ 361.66 | \$ 371.33 | \$ 381.28 |
| | | Hourly | \$ 40.31 | \$ 41.76 | \$ 43.20 | \$ 44.64 | \$ 46.09 | \$ 47.53 | \$ 48.97 | \$ 50.32 | \$ 51.67 | \$ 53.05 | \$ 54.47 |
| HC | 26 | Annual | \$ 77,268.00 | \$ 80,002.00 | \$ 82,750.00 | \$ 85,479.00 | \$ 88,217.00 | \$ 90,955.00 | \$ 93,684.00 | \$ 96,258.00 | \$ 98,836.00 | \$ 101,486.00 | \$ 104,206.00 |
| | | Bi-Wk | \$ 2,960.46 | \$ 3,065.22 | \$ 3,170.50 | \$ 3,275.06 | \$ 3,379.97 | \$ 3,484.87 | \$ 3,589.43 | \$ 3,688.05 | \$ 3,786.82 | \$ 3,888.36 | \$ 3,992.57 |
| | | Daily | \$ 296.05 | \$ 306.53 | \$ 317.05 | \$ 327.51 | \$ 338.00 | \$ 348.49 | \$ 358.95 | \$ 368.81 | \$ 378.69 | \$ 388.84 | \$ 399.26 |
| | | Hourly | \$ 42.30 | \$ 43.79 | \$ 45.30 | \$ 46.79 | \$ 48.29 | \$ 49.79 | \$ 51.28 | \$ 52.69 | \$ 54.10 | \$ 55.55 | \$ 57.04 |
| HC | 27 | Annual | \$ 81,105.00 | \$ 83,938.00 | \$ 86,769.00 | \$ 89,595.00 | \$ 92,430.00 | \$ 95,254.00 | \$ 98,096.00 | \$ 100,789.00 | \$ 103,486.00 | \$ 106,259.00 | \$ 109,112.00 |
| | | Bi-Wk | \$ 3,107.48 | \$ 3,216.02 | \$ 3,324.49 | \$ 3,432.76 | \$ 3,541.38 | \$ 3,649.58 | \$ 3,758.47 | \$ 3,861.65 | \$ 3,964.99 | \$ 4,071.23 | \$ 4,180.54 |
| | | Daily | \$ 310.75 | \$ 321.61 | \$ 332.45 | \$ 343.28 | \$ 354.14 | \$ 364.96 | \$ 375.85 | \$ 386.17 | \$ 396.50 | \$ 407.13 | \$ 418.06 |
| | | Hourly | \$ 44.40 | \$ 45.95 | \$ 47.50 | \$ 49.04 | \$ 50.60 | \$ 52.14 | \$ 53.70 | \$ 55.17 | \$ 56.65 | \$ 58.17 | \$ 59.73 |
| HC | 28 | Annual | \$ 85,201.00 | \$ 88,129.00 | \$ 91,065.00 | \$ 93,995.00 | \$ 96,921.00 | \$ 99,841.00 | \$ 102,766.00 | \$ 105,591.00 | \$ 108,420.00 | \$ 111,328.00 | \$ 114,315.00 |
| | | Bi-Wk | \$ 3,264.41 | \$ 3,376.60 | \$ 3,489.09 | \$ 3,601.35 | \$ 3,713.45 | \$ 3,825.33 | \$ 3,937.40 | \$ 4,045.64 | \$ 4,154.03 | \$ 4,265.45 | \$ 4,379.89 |
| | | Daily | \$ 326.45 | \$ 337.66 | \$ 348.91 | \$ 360.14 | \$ 371.35 | \$ 382.54 | \$ 393.74 | \$ 404.57 | \$ 415.41 | \$ 426.55 | \$ 437.99 |
| | | Hourly | \$ 46.64 | \$ 48.24 | \$ 49.85 | \$ 51.45 | \$ 53.05 | \$ 54.65 | \$ 56.25 | \$ 57.80 | \$ 59.35 | \$ 60.94 | \$ 62.57 |

P-1 HC 35-Hours Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| HC | 29 | Annual | \$ 86,018.00 | \$ 89,244.00 | \$ 92,475.00 | \$ 95,705.00 | \$ 98,933.00 | \$ 102,156.00 | \$ 105,385.00 | \$ 108,279.00 | \$ 111,183.00 | \$ 114,158.00 | \$ 117,215.00 |
| | | Bi-Wk | \$ 3,295.71 | \$ 3,419.32 | \$ 3,543.11 | \$ 3,666.86 | \$ 3,790.54 | \$ 3,914.03 | \$ 4,037.74 | \$ 4,148.63 | \$ 4,259.89 | \$ 4,373.87 | \$ 4,491.00 |
| | | Daily | \$ 329.58 | \$ 341.94 | \$ 354.32 | \$ 366.69 | \$ 379.06 | \$ 391.41 | \$ 403.78 | \$ 414.87 | \$ 425.99 | \$ 437.39 | \$ 449.10 |
| | | Hourly | \$ 47.09 | \$ 48.85 | \$ 50.62 | \$ 52.39 | \$ 54.16 | \$ 55.92 | \$ 57.69 | \$ 59.27 | \$ 60.86 | \$ 62.49 | \$ 64.16 |
| HC | 30 | Annual | \$ 89,468.00 | \$ 92,792.00 | \$ 96,120.00 | \$ 99,436.00 | \$ 102,755.00 | \$ 106,077.00 | \$ 109,403.00 | \$ 112,410.00 | \$ 115,415.00 | \$ 118,501.00 | \$ 121,670.00 |
| | | Bi-Wk | \$ 3,427.90 | \$ 3,555.25 | \$ 3,682.76 | \$ 3,809.81 | \$ 3,936.98 | \$ 4,064.26 | \$ 4,191.69 | \$ 4,306.90 | \$ 4,422.04 | \$ 4,540.27 | \$ 4,661.69 |
| | | Daily | \$ 342.79 | \$ 355.53 | \$ 368.28 | \$ 380.99 | \$ 393.70 | \$ 406.43 | \$ 419.17 | \$ 430.69 | \$ 442.21 | \$ 454.03 | \$ 466.17 |
| | | Hourly | \$ 48.97 | \$ 50.79 | \$ 52.62 | \$ 54.43 | \$ 56.25 | \$ 58.07 | \$ 59.89 | \$ 61.53 | \$ 63.18 | \$ 64.87 | \$ 66.60 |
| HC | 31 | Annual | \$ 93,061.00 | \$ 96,475.00 | \$ 99,896.00 | \$ 103,317.00 | \$ 106,746.00 | \$ 110,162.00 | \$ 113,578.00 | \$ 116,704.00 | \$ 119,824.00 | \$ 123,028.00 | \$ 126,317.00 |
| | | Bi-Wk | \$ 3,565.56 | \$ 3,696.37 | \$ 3,827.44 | \$ 3,958.51 | \$ 4,089.89 | \$ 4,220.77 | \$ 4,351.65 | \$ 4,471.42 | \$ 4,590.96 | \$ 4,713.72 | \$ 4,839.74 |
| | | Daily | \$ 356.56 | \$ 369.64 | \$ 382.75 | \$ 395.86 | \$ 408.99 | \$ 422.08 | \$ 435.17 | \$ 447.15 | \$ 459.10 | \$ 471.38 | \$ 483.98 |
| | | Hourly | \$ 50.94 | \$ 52.81 | \$ 54.68 | \$ 56.56 | \$ 58.43 | \$ 60.30 | \$ 62.17 | \$ 63.88 | \$ 65.59 | \$ 67.34 | \$ 69.14 |
| HC | 32 | Annual | \$ 96,789.00 | \$ 100,305.00 | \$ 103,816.00 | \$ 107,326.00 | \$ 110,847.00 | \$ 114,357.00 | \$ 117,881.00 | \$ 121,125.00 | \$ 124,365.00 | \$ 127,690.00 | \$ 131,107.00 |
| | | Bi-Wk | \$ 3,708.40 | \$ 3,843.11 | \$ 3,977.63 | \$ 4,112.11 | \$ 4,247.02 | \$ 4,381.50 | \$ 4,516.52 | \$ 4,640.81 | \$ 4,764.95 | \$ 4,892.34 | \$ 5,023.26 |
| | | Daily | \$ 370.84 | \$ 384.32 | \$ 397.77 | \$ 411.22 | \$ 424.71 | \$ 438.15 | \$ 451.66 | \$ 464.09 | \$ 476.50 | \$ 489.24 | \$ 502.33 |
| | | Hourly | \$ 52.98 | \$ 54.91 | \$ 56.83 | \$ 58.75 | \$ 60.68 | \$ 62.60 | \$ 64.53 | \$ 66.30 | \$ 68.08 | \$ 69.90 | \$ 71.77 |
| HC | 33 | Annual | \$ 100,689.00 | \$ 104,301.00 | \$ 107,910.00 | \$ 111,519.00 | \$ 115,133.00 | \$ 118,745.00 | \$ 122,355.00 | \$ 125,729.00 | \$ 129,095.00 | \$ 132,552.00 | \$ 136,100.00 |
| | | Bi-Wk | \$ 3,857.82 | \$ 3,996.21 | \$ 4,134.49 | \$ 4,272.76 | \$ 4,411.23 | \$ 4,549.62 | \$ 4,688.32 | \$ 4,817.21 | \$ 4,946.17 | \$ 5,078.63 | \$ 5,214.56 |
| | | Daily | \$ 385.79 | \$ 399.63 | \$ 413.45 | \$ 427.28 | \$ 441.13 | \$ 454.97 | \$ 468.84 | \$ 481.73 | \$ 494.62 | \$ 507.87 | \$ 521.46 |
| | | Hourly | \$ 55.12 | \$ 57.09 | \$ 59.07 | \$ 61.04 | \$ 63.02 | \$ 65.00 | \$ 66.98 | \$ 68.82 | \$ 70.66 | \$ 72.56 | \$ 74.50 |
| HC | 34 | Annual | \$ 104,833.00 | \$ 108,542.00 | \$ 112,254.00 | \$ 115,967.00 | \$ 119,670.00 | \$ 123,388.00 | \$ 127,092.00 | \$ 130,584.00 | \$ 134,084.00 | \$ 137,682.00 | \$ 141,372.00 |
| | | Bi-Wk | \$ 4,016.60 | \$ 4,158.70 | \$ 4,300.92 | \$ 4,443.19 | \$ 4,585.06 | \$ 4,727.51 | \$ 4,869.43 | \$ 5,003.22 | \$ 5,137.32 | \$ 5,275.18 | \$ 5,416.56 |
| | | Daily | \$ 401.66 | \$ 415.87 | \$ 430.10 | \$ 444.32 | \$ 458.51 | \$ 472.76 | \$ 486.95 | \$ 500.33 | \$ 513.74 | \$ 527.52 | \$ 541.66 |
| | | Hourly | \$ 57.38 | \$ 59.41 | \$ 61.45 | \$ 63.48 | \$ 65.51 | \$ 67.54 | \$ 69.57 | \$ 71.48 | \$ 73.40 | \$ 75.36 | \$ 77.38 |
| HC | 35 | Annual | \$ 109,142.00 | \$ 112,941.00 | \$ 116,240.00 | \$ 120,555.00 | \$ 124,359.00 | \$ 128,159.00 | \$ 131,460.00 | \$ 135,071.00 | \$ 138,686.00 | \$ 142,401.00 | \$ 146,217.00 |
| | | Bi-Wk | \$ 4,181.69 | \$ 4,327.25 | \$ 4,453.64 | \$ 4,618.97 | \$ 4,764.72 | \$ 4,910.31 | \$ 5,036.79 | \$ 5,175.14 | \$ 5,313.64 | \$ 5,455.98 | \$ 5,602.19 |
| | | Daily | \$ 418.17 | \$ 432.73 | \$ 445.37 | \$ 461.90 | \$ 476.48 | \$ 491.04 | \$ 503.68 | \$ 517.52 | \$ 531.37 | \$ 545.60 | \$ 560.22 |
| | | Hourly | \$ 59.74 | \$ 61.82 | \$ 63.63 | \$ 65.99 | \$ 68.07 | \$ 70.15 | \$ 71.96 | \$ 73.94 | \$ 75.91 | \$ 77.95 | \$ 80.04 |

P-1 HC 35-Hours Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| HC | 36 | Annual | \$ 113,680.00 | \$ 117,579.00 | \$ 121,485.00 | \$ 125,386.00 | \$ 129,293.00 | \$ 133,190.00 | \$ 137,093.00 | \$ 140,864.00 | \$ 144,635.00 | \$ 148,506.00 | \$ 152,481.00 |
| | | Bi-Wk | \$ 4,355.56 | \$ 4,504.95 | \$ 4,654.60 | \$ 4,804.07 | \$ 4,953.76 | \$ 5,103.07 | \$ 5,252.61 | \$ 5,397.09 | \$ 5,541.58 | \$ 5,689.89 | \$ 5,842.19 |
| | | Daily | \$ 435.56 | \$ 450.50 | \$ 465.46 | \$ 480.41 | \$ 495.38 | \$ 510.31 | \$ 525.27 | \$ 539.71 | \$ 554.16 | \$ 568.99 | \$ 584.22 |
| | | Hourly | \$ 62.23 | \$ 64.36 | \$ 66.50 | \$ 68.63 | \$ 70.77 | \$ 72.91 | \$ 75.04 | \$ 77.11 | \$ 79.17 | \$ 81.29 | \$ 83.46 |

P-1 XC 37.5-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XC 15 | Annual | \$48,649.00 | \$50,406.00 | \$52,160.00 | \$53,910.00 | \$55,666.00 | \$57,428.00 | \$59,181.00 | \$60,810.00 | \$62,437.00 | \$64,110.00 | \$65,824.00 | |
| | Bi-Wk | \$1,863.95 | \$1,931.27 | \$1,998.47 | \$2,065.52 | \$2,132.80 | \$2,200.31 | \$2,267.48 | \$2,329.89 | \$2,392.23 | \$2,456.33 | \$2,522.00 | |
| | Daily | \$186.40 | \$193.13 | \$199.85 | \$206.56 | \$213.28 | \$220.04 | \$226.75 | \$232.99 | \$239.23 | \$245.64 | \$252.20 | |
| | Hourly | \$24.86 | \$25.76 | \$26.65 | \$27.55 | \$28.44 | \$29.34 | \$30.24 | \$31.07 | \$31.90 | \$32.76 | \$33.63 | |
| XC 16 | Annual | \$51,015.00 | \$52,825.00 | \$54,637.00 | \$56,443.00 | \$58,249.00 | \$60,061.00 | \$61,857.00 | \$63,555.00 | \$65,257.00 | \$67,005.00 | \$68,804.00 | |
| | Bi-Wk | \$1,954.60 | \$2,023.95 | \$2,093.38 | \$2,162.57 | \$2,231.77 | \$2,301.19 | \$2,370.00 | \$2,435.06 | \$2,500.27 | \$2,567.25 | \$2,636.17 | |
| | Daily | \$195.46 | \$202.40 | \$209.34 | \$216.26 | \$223.18 | \$230.12 | \$237.00 | \$243.51 | \$250.03 | \$256.73 | \$263.62 | |
| | Hourly | \$26.07 | \$26.99 | \$27.92 | \$28.84 | \$29.76 | \$30.69 | \$31.60 | \$32.47 | \$33.34 | \$34.23 | \$35.15 | |
| XC 17 | Annual | \$53,544.00 | \$55,404.00 | \$57,265.00 | \$59,121.00 | \$60,982.00 | \$62,830.00 | \$64,702.00 | \$66,480.00 | \$68,257.00 | \$70,084.00 | \$71,963.00 | |
| | Bi-Wk | \$2,051.50 | \$2,122.76 | \$2,194.07 | \$2,265.18 | \$2,336.48 | \$2,407.28 | \$2,479.01 | \$2,547.13 | \$2,615.22 | \$2,685.22 | \$2,757.21 | |
| | Daily | \$205.15 | \$212.28 | \$219.41 | \$226.52 | \$233.65 | \$240.73 | \$247.91 | \$254.72 | \$261.53 | \$268.53 | \$275.73 | |
| | Hourly | \$27.36 | \$28.31 | \$29.26 | \$30.21 | \$31.16 | \$32.10 | \$33.06 | \$33.97 | \$34.87 | \$35.81 | \$36.77 | |
| XC 18 | Annual | \$56,244.00 | \$58,152.00 | \$60,061.00 | \$61,966.00 | \$63,862.00 | \$65,773.00 | \$67,675.00 | \$69,536.00 | \$71,398.00 | \$73,316.00 | \$75,288.00 | |
| | Bi-Wk | \$2,154.95 | \$2,228.05 | \$2,301.19 | \$2,374.18 | \$2,446.82 | \$2,520.04 | \$2,592.92 | \$2,664.22 | \$2,735.56 | \$2,809.05 | \$2,884.60 | |
| | Daily | \$215.50 | \$222.81 | \$230.12 | \$237.42 | \$244.69 | \$252.01 | \$259.30 | \$266.43 | \$273.56 | \$280.91 | \$288.46 | |
| | Hourly | \$28.74 | \$29.71 | \$30.69 | \$31.66 | \$32.63 | \$33.61 | \$34.58 | \$35.53 | \$36.48 | \$37.46 | \$38.47 | |
| XC 19 | Annual | \$59,014.00 | \$60,982.00 | \$62,941.00 | \$64,910.00 | \$66,857.00 | \$68,819.00 | \$70,780.00 | \$72,730.00 | \$74,673.00 | \$76,675.00 | \$78,731.00 | |
| | Bi-Wk | \$2,261.08 | \$2,336.48 | \$2,411.54 | \$2,486.98 | \$2,561.58 | \$2,636.75 | \$2,711.88 | \$2,786.60 | \$2,861.04 | \$2,937.74 | \$3,016.52 | |
| | Daily | \$226.11 | \$233.65 | \$241.16 | \$248.70 | \$256.16 | \$263.68 | \$271.19 | \$278.66 | \$286.11 | \$293.78 | \$301.66 | |
| | Hourly | \$30.15 | \$31.16 | \$32.16 | \$33.16 | \$34.16 | \$35.16 | \$36.16 | \$37.16 | \$38.15 | \$39.17 | \$40.23 | |
| XC 20 | Annual | \$62,022.00 | \$64,031.00 | \$66,040.00 | \$68,043.00 | \$70,046.00 | \$72,056.00 | \$74,065.00 | \$76,103.00 | \$78,137.00 | \$80,232.00 | \$82,378.00 | |
| | Bi-Wk | \$2,376.33 | \$2,453.30 | \$2,530.27 | \$2,607.02 | \$2,683.76 | \$2,760.77 | \$2,837.74 | \$2,915.83 | \$2,993.76 | \$3,074.03 | \$3,156.25 | |
| | Daily | \$237.64 | \$245.33 | \$253.03 | \$260.71 | \$268.38 | \$276.08 | \$283.78 | \$291.59 | \$299.38 | \$307.41 | \$315.63 | |
| | Hourly | \$31.69 | \$32.72 | \$33.74 | \$34.77 | \$35.79 | \$36.82 | \$37.84 | \$38.88 | \$39.92 | \$40.99 | \$42.09 | |
| XC 21 | Annual | \$65,081.00 | \$67,142.00 | \$69,206.00 | \$71,273.00 | \$73,337.00 | \$75,398.00 | \$77,465.00 | \$79,592.00 | \$81,723.00 | \$83,910.00 | \$86,158.00 | |
| | Bi-Wk | \$2,493.53 | \$2,572.50 | \$2,651.58 | \$2,730.77 | \$2,809.85 | \$2,888.82 | \$2,968.01 | \$3,049.51 | \$3,131.15 | \$3,214.95 | \$3,301.08 | |
| | Daily | \$249.36 | \$257.25 | \$265.16 | \$273.08 | \$280.99 | \$288.89 | \$296.81 | \$304.96 | \$313.12 | \$321.50 | \$330.11 | |
| | Hourly | \$33.25 | \$34.30 | \$35.36 | \$36.42 | \$37.47 | \$38.52 | \$39.58 | \$40.67 | \$41.75 | \$42.87 | \$44.02 | |

P-1 XC 37.5-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| XC | 22 | Annual | \$66,857.00 | \$69,311.00 | \$71,765.00 | \$74,207.00 | \$76,657.00 | \$79,109.00 | \$81,556.00 | \$83,798.00 | \$86,041.00 | \$88,348.00 | \$90,713.00 |
| | | Bi-Wk | \$2,561.58 | \$2,655.60 | \$2,749.62 | \$2,843.19 | \$2,937.05 | \$3,031.00 | \$3,124.76 | \$3,218.66 | \$3,296.60 | \$3,384.99 | \$3,475.60 |
| | | Daily | \$256.16 | \$265.56 | \$274.97 | \$284.32 | \$293.71 | \$303.10 | \$312.48 | \$321.07 | \$329.66 | \$338.50 | \$347.56 |
| | | Hourly | \$34.16 | \$35.41 | \$36.67 | \$37.91 | \$39.17 | \$40.42 | \$41.67 | \$42.81 | \$43.96 | \$45.14 | \$46.35 |
| XC | 23 | Annual | \$70,028.00 | \$72,584.00 | \$75,124.00 | \$77,680.00 | \$80,232.00 | \$82,785.00 | \$85,340.00 | \$87,680.00 | \$90,027.00 | \$92,441.00 | \$94,920.00 |
| | | Bi-Wk | \$2,683.07 | \$2,781.00 | \$2,878.32 | \$2,976.25 | \$3,074.03 | \$3,171.84 | \$3,269.74 | \$3,359.39 | \$3,449.32 | \$3,541.81 | \$3,636.79 |
| | | Daily | \$268.31 | \$278.10 | \$287.84 | \$297.63 | \$307.41 | \$317.19 | \$326.98 | \$335.94 | \$344.94 | \$354.19 | \$363.68 |
| | | Hourly | \$35.78 | \$37.08 | \$38.38 | \$39.69 | \$40.99 | \$42.30 | \$43.60 | \$44.80 | \$46.00 | \$47.23 | \$48.50 |
| XC | 24 | Annual | \$73,394.00 | \$76,054.00 | \$78,708.00 | \$81,372.00 | \$84,037.00 | \$86,692.00 | \$89,350.00 | \$91,802.00 | \$94,262.00 | \$96,786.00 | \$99,376.00 |
| | | Bi-Wk | \$2,812.04 | \$2,913.95 | \$3,015.64 | \$3,117.71 | \$3,219.81 | \$3,321.54 | \$3,423.38 | \$3,517.32 | \$3,611.58 | \$3,708.28 | \$3,807.51 |
| | | Daily | \$281.21 | \$291.40 | \$301.57 | \$311.78 | \$321.99 | \$332.16 | \$342.34 | \$351.74 | \$361.16 | \$370.83 | \$380.76 |
| | | Hourly | \$37.50 | \$38.86 | \$40.21 | \$41.57 | \$42.94 | \$44.29 | \$45.65 | \$46.90 | \$48.16 | \$49.45 | \$50.77 |
| XC | 25 | Annual | \$76,972.00 | \$79,743.00 | \$82,487.00 | \$85,251.00 | \$88,007.00 | \$90,770.00 | \$93,521.00 | \$96,094.00 | \$98,664.00 | \$101,306.00 | \$104,016.00 |
| | | Bi-Wk | \$2,949.12 | \$3,055.29 | \$3,160.43 | \$3,266.33 | \$3,371.92 | \$3,477.78 | \$3,583.19 | \$3,681.77 | \$3,780.23 | \$3,881.46 | \$3,985.29 |
| | | Daily | \$294.92 | \$305.53 | \$316.05 | \$326.64 | \$337.20 | \$347.78 | \$358.32 | \$368.18 | \$378.03 | \$388.15 | \$398.53 |
| | | Hourly | \$39.33 | \$40.74 | \$42.14 | \$43.56 | \$44.96 | \$46.38 | \$47.78 | \$49.10 | \$50.41 | \$51.76 | \$53.14 |
| XC | 26 | Annual | \$80,769.00 | \$83,626.00 | \$86,498.00 | \$89,350.00 | \$92,212.00 | \$95,074.00 | \$97,928.00 | \$100,620.00 | \$103,312.00 | \$106,083.00 | \$108,925.00 |
| | | Bi-Wk | \$3,084.60 | \$3,204.07 | \$3,314.10 | \$3,423.38 | \$3,533.03 | \$3,642.69 | \$3,752.04 | \$3,855.18 | \$3,958.32 | \$4,064.49 | \$4,173.38 |
| | | Daily | \$309.46 | \$320.41 | \$331.41 | \$342.34 | \$353.31 | \$364.27 | \$375.21 | \$385.52 | \$395.84 | \$406.45 | \$417.34 |
| | | Hourly | \$41.27 | \$42.73 | \$44.19 | \$45.65 | \$47.11 | \$48.57 | \$50.03 | \$51.41 | \$52.78 | \$54.20 | \$55.65 |
| XC | 27 | Annual | \$84,778.00 | \$87,739.00 | \$90,701.00 | \$93,652.00 | \$96,616.00 | \$99,569.00 | \$102,538.00 | \$105,355.00 | \$108,172.00 | \$111,076.00 | \$114,052.00 |
| | | Bi-Wk | \$3,248.20 | \$3,361.65 | \$3,475.14 | \$3,588.20 | \$3,701.77 | \$3,814.91 | \$3,928.66 | \$4,036.60 | \$4,144.53 | \$4,255.79 | \$4,369.81 |
| | | Daily | \$324.82 | \$336.17 | \$347.52 | \$358.82 | \$370.18 | \$381.50 | \$392.87 | \$403.66 | \$414.46 | \$425.58 | \$436.99 |
| | | Hourly | \$43.31 | \$44.83 | \$46.34 | \$47.85 | \$49.36 | \$50.87 | \$52.39 | \$53.83 | \$55.27 | \$56.75 | \$58.27 |
| XC | 28 | Annual | \$89,060.00 | \$92,117.00 | \$95,187.00 | \$98,252.00 | \$101,310.00 | \$104,364.00 | \$107,420.00 | \$110,376.00 | \$113,331.00 | \$116,371.00 | \$119,492.00 |
| | | Bi-Wk | \$3,412.27 | \$3,529.39 | \$3,647.02 | \$3,764.45 | \$3,881.61 | \$3,998.63 | \$4,115.71 | \$4,228.97 | \$4,342.19 | \$4,458.66 | \$4,578.24 |
| | | Daily | \$341.23 | \$352.94 | \$364.71 | \$376.45 | \$388.17 | \$399.87 | \$411.58 | \$422.90 | \$434.22 | \$445.87 | \$457.83 |
| | | Hourly | \$45.50 | \$47.06 | \$48.63 | \$50.20 | \$51.76 | \$53.32 | \$54.88 | \$56.39 | \$57.90 | \$59.45 | \$61.05 |

P-1 XC 37.5-Hours Salary Plan Effective 07/01/2022

| Plan Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| XC 29 | Annual | \$89,916.00 | \$93,288.00 | \$96,664.00 | \$100,039.00 | \$103,413.00 | \$106,781.00 | \$110,158.00 | \$113,183.00 | \$116,217.00 | \$119,328.00 | \$122,523.00 |
| | Bi-Wk | \$3,445.06 | \$3,574.26 | \$3,703.61 | \$3,832.92 | \$3,962.19 | \$4,091.23 | \$4,220.62 | \$4,336.52 | \$4,452.76 | \$4,571.96 | \$4,694.37 |
| | Daily | \$344.51 | \$357.43 | \$370.37 | \$383.30 | \$396.22 | \$409.13 | \$422.07 | \$433.66 | \$445.28 | \$457.20 | \$469.44 |
| | Hourly | \$45.94 | \$47.66 | \$49.39 | \$51.11 | \$52.83 | \$54.55 | \$56.28 | \$57.83 | \$59.38 | \$60.96 | \$62.60 |
| XC 30 | Annual | \$93,521.00 | \$96,993.00 | \$100,472.00 | \$103,940.00 | \$107,409.00 | \$110,879.00 | \$114,358.00 | \$117,501.00 | \$120,643.00 | \$123,869.00 | \$127,181.00 |
| | Bi-Wk | \$3,583.19 | \$3,716.21 | \$3,849.51 | \$3,982.38 | \$4,115.29 | \$4,248.24 | \$4,381.54 | \$4,501.96 | \$4,622.34 | \$4,745.94 | \$4,872.84 |
| | Daily | \$358.32 | \$371.63 | \$384.96 | \$398.24 | \$411.53 | \$424.83 | \$438.16 | \$450.20 | \$462.24 | \$474.60 | \$487.29 |
| | Hourly | \$47.78 | \$49.55 | \$51.33 | \$53.10 | \$54.88 | \$56.65 | \$58.43 | \$60.03 | \$61.64 | \$63.28 | \$64.98 |
| XC 31 | Annual | \$97,276.00 | \$100,845.00 | \$104,420.00 | \$107,998.00 | \$111,579.00 | \$115,149.00 | \$118,724.00 | \$121,992.00 | \$125,250.00 | \$128,601.00 | \$132,037.00 |
| | Bi-Wk | \$3,727.05 | \$3,863.80 | \$4,000.77 | \$4,137.86 | \$4,275.06 | \$4,411.84 | \$4,548.82 | \$4,674.03 | \$4,798.86 | \$4,927.25 | \$5,058.89 |
| | Daily | \$372.71 | \$386.38 | \$400.08 | \$413.79 | \$427.51 | \$441.19 | \$454.89 | \$467.41 | \$479.89 | \$492.73 | \$505.89 |
| | Hourly | \$49.70 | \$51.52 | \$53.35 | \$55.18 | \$57.01 | \$58.83 | \$60.66 | \$62.33 | \$63.99 | \$65.70 | \$67.46 |
| XC 32 | Annual | \$101,173.00 | \$104,848.00 | \$108,518.00 | \$112,186.00 | \$115,869.00 | \$119,536.00 | \$123,218.00 | \$126,611.00 | \$129,998.00 | \$133,475.00 | \$137,046.00 |
| | Bi-Wk | \$3,876.37 | \$4,017.17 | \$4,157.78 | \$4,298.32 | \$4,439.43 | \$4,579.93 | \$4,721.00 | \$4,851.00 | \$4,980.77 | \$5,113.99 | \$5,250.81 |
| | Daily | \$387.64 | \$401.72 | \$415.78 | \$429.84 | \$443.95 | \$458.00 | \$472.10 | \$485.10 | \$498.08 | \$511.40 | \$525.09 |
| | Hourly | \$51.69 | \$53.57 | \$55.44 | \$57.32 | \$59.20 | \$61.07 | \$62.95 | \$64.68 | \$66.42 | \$68.19 | \$70.02 |
| XC 33 | Annual | \$105,250.00 | \$109,027.00 | \$112,799.00 | \$116,572.00 | \$120,347.00 | \$124,125.00 | \$127,907.00 | \$131,426.00 | \$134,945.00 | \$138,554.00 | \$142,265.00 |
| | Bi-Wk | \$4,032.57 | \$4,177.28 | \$4,321.81 | \$4,466.37 | \$4,611.00 | \$4,755.75 | \$4,900.66 | \$5,035.48 | \$5,170.31 | \$5,308.59 | \$5,450.77 |
| | Daily | \$403.26 | \$417.73 | \$432.19 | \$446.64 | \$461.10 | \$475.58 | \$490.07 | \$503.55 | \$517.04 | \$530.86 | \$545.08 |
| | Hourly | \$53.77 | \$55.70 | \$57.63 | \$59.56 | \$61.48 | \$63.41 | \$65.35 | \$67.14 | \$68.94 | \$70.79 | \$72.68 |
| XC 34 | Annual | \$109,584.00 | \$113,458.00 | \$117,341.00 | \$121,219.00 | \$125,091.00 | \$128,974.00 | \$132,849.00 | \$136,501.00 | \$140,158.00 | \$143,917.00 | \$147,774.00 |
| | Bi-Wk | \$4,198.63 | \$4,347.05 | \$4,495.83 | \$4,644.41 | \$4,792.76 | \$4,941.54 | \$5,090.00 | \$5,229.93 | \$5,370.04 | \$5,514.07 | \$5,661.84 |
| | Daily | \$419.87 | \$434.71 | \$449.59 | \$464.45 | \$479.28 | \$494.16 | \$509.00 | \$523.00 | \$537.01 | \$551.41 | \$566.19 |
| | Hourly | \$55.99 | \$57.97 | \$59.95 | \$61.93 | \$63.91 | \$65.89 | \$67.87 | \$69.74 | \$71.61 | \$73.53 | \$75.50 |
| XC 35 | Annual | \$114,084.00 | \$118,058.00 | \$121,504.00 | \$126,017.00 | \$129,991.00 | \$133,962.00 | \$137,412.00 | \$141,189.00 | \$144,968.00 | \$148,848.00 | \$152,840.00 |
| | Bi-Wk | \$4,371.04 | \$4,523.30 | \$4,655.33 | \$4,828.24 | \$4,980.50 | \$5,132.65 | \$5,284.83 | \$5,409.55 | \$5,554.33 | \$5,702.99 | \$5,855.94 |
| | Daily | \$437.11 | \$452.33 | \$465.54 | \$482.83 | \$498.05 | \$513.27 | \$526.49 | \$540.96 | \$555.44 | \$570.30 | \$585.60 |
| | Hourly | \$58.29 | \$60.32 | \$62.08 | \$64.38 | \$66.41 | \$68.44 | \$70.20 | \$72.13 | \$74.06 | \$76.04 | \$78.08 |

P-1 XC 37.5-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XC | 36 | Annual | \$118,829.00 | \$122,904.00 | \$126,988.00 | \$131,066.00 | \$135,150.00 | \$139,226.00 | \$143,302.00 | \$147,245.00 | \$151,186.00 | \$155,232.00 | \$159,386.00 |
| | | Bi-Wk | \$4,552.84 | \$4,708.97 | \$4,865.45 | \$5,021.69 | \$5,178.17 | \$5,334.33 | \$5,490.50 | \$5,641.58 | \$5,792.57 | \$5,947.59 | \$6,106.75 |
| | | Daily | \$455.29 | \$470.90 | \$486.55 | \$502.17 | \$517.82 | \$533.44 | \$549.05 | \$564.16 | \$579.26 | \$594.76 | \$610.68 |
| | | Hourly | \$60.71 | \$62.79 | \$64.88 | \$66.96 | \$69.05 | \$71.13 | \$73.21 | \$75.23 | \$77.24 | \$79.31 | \$81.43 |

P-1 XC 37.5-Hours Salary Plan Effective 07/01/2023

| Plan Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| XC 15 | Annual | \$49,866.00 | \$51,667.00 | \$53,464.00 | \$55,258.00 | \$57,058.00 | \$58,864.00 | \$60,661.00 | \$62,331.00 | \$63,998.00 | \$65,713.00 | \$67,470.00 |
| | Bi-Wk | \$1,910.58 | \$1,979.58 | \$2,048.43 | \$2,117.17 | \$2,186.14 | \$2,255.33 | \$2,324.18 | \$2,388.17 | \$2,452.04 | \$2,517.74 | \$2,585.06 |
| | Daily | \$191.06 | \$197.96 | \$204.85 | \$211.72 | \$218.62 | \$225.54 | \$232.42 | \$238.82 | \$245.21 | \$251.78 | \$258.51 |
| | Hourly | \$25.48 | \$26.40 | \$27.32 | \$28.23 | \$29.15 | \$30.08 | \$30.99 | \$31.85 | \$32.70 | \$33.57 | \$34.47 |
| XC 16 | Annual | \$52,291.00 | \$54,146.00 | \$56,003.00 | \$57,855.00 | \$59,706.00 | \$61,563.00 | \$63,404.00 | \$65,144.00 | \$66,889.00 | \$68,681.00 | \$70,525.00 |
| | Bi-Wk | \$2,003.49 | \$2,074.56 | \$2,145.71 | \$2,216.67 | \$2,287.59 | \$2,358.74 | \$2,429.28 | \$2,495.94 | \$2,562.80 | \$2,631.46 | \$2,702.11 |
| | Daily | \$200.35 | \$207.46 | \$214.58 | \$221.67 | \$228.76 | \$235.88 | \$242.93 | \$249.60 | \$256.28 | \$263.15 | \$270.22 |
| | Hourly | \$26.72 | \$27.67 | \$28.61 | \$29.56 | \$30.51 | \$31.45 | \$32.40 | \$33.28 | \$34.18 | \$35.09 | \$36.03 |
| XC 17 | Annual | \$54,883.00 | \$56,790.00 | \$58,697.00 | \$60,600.00 | \$62,507.00 | \$64,401.00 | \$66,320.00 | \$68,142.00 | \$69,964.00 | \$71,837.00 | \$73,763.00 |
| | Bi-Wk | \$2,102.80 | \$2,175.87 | \$2,248.93 | \$2,321.84 | \$2,394.91 | \$2,467.48 | \$2,541.00 | \$2,610.81 | \$2,680.62 | \$2,752.38 | \$2,826.17 |
| | Daily | \$210.28 | \$217.59 | \$224.90 | \$232.19 | \$239.50 | \$246.75 | \$254.10 | \$261.09 | \$268.07 | \$275.24 | \$282.62 |
| | Hourly | \$28.04 | \$29.02 | \$29.99 | \$30.96 | \$31.94 | \$32.90 | \$33.88 | \$34.82 | \$35.75 | \$36.70 | \$37.69 |
| XC 18 | Annual | \$57,651.00 | \$59,606.00 | \$61,563.00 | \$63,516.00 | \$65,459.00 | \$67,418.00 | \$69,367.00 | \$71,275.00 | \$73,183.00 | \$75,149.00 | \$77,171.00 |
| | Bi-Wk | \$2,208.86 | \$2,283.76 | \$2,358.74 | \$2,433.57 | \$2,508.01 | \$2,583.07 | \$2,657.74 | \$2,730.85 | \$2,803.95 | \$2,879.28 | \$2,956.75 |
| | Daily | \$220.89 | \$228.38 | \$235.88 | \$243.36 | \$250.81 | \$258.31 | \$265.78 | \$273.09 | \$280.40 | \$287.93 | \$295.68 |
| | Hourly | \$29.46 | \$30.46 | \$31.45 | \$32.45 | \$33.45 | \$34.45 | \$35.44 | \$36.42 | \$37.39 | \$38.40 | \$39.43 |
| XC 19 | Annual | \$60,490.00 | \$62,507.00 | \$64,515.00 | \$66,533.00 | \$68,529.00 | \$70,540.00 | \$72,550.00 | \$74,549.00 | \$76,540.00 | \$78,592.00 | \$80,700.00 |
| | Bi-Wk | \$2,317.63 | \$2,394.91 | \$2,471.84 | \$2,549.16 | \$2,625.64 | \$2,702.69 | \$2,779.70 | \$2,856.29 | \$2,932.57 | \$3,011.19 | \$3,091.96 |
| | Daily | \$231.77 | \$239.50 | \$247.19 | \$254.92 | \$262.57 | \$270.27 | \$277.97 | \$285.63 | \$293.26 | \$301.12 | \$309.20 |
| | Hourly | \$30.91 | \$31.94 | \$32.96 | \$33.99 | \$35.01 | \$36.04 | \$37.07 | \$38.09 | \$39.11 | \$40.15 | \$41.23 |
| XC 20 | Annual | \$63,573.00 | \$65,632.00 | \$67,691.00 | \$69,745.00 | \$71,798.00 | \$73,858.00 | \$75,917.00 | \$78,006.00 | \$80,091.00 | \$82,238.00 | \$84,438.00 |
| | Bi-Wk | \$2,435.75 | \$2,514.64 | \$2,593.53 | \$2,672.23 | \$2,750.89 | \$2,829.81 | \$2,908.70 | \$2,988.74 | \$3,068.63 | \$3,150.89 | \$3,235.18 |
| | Daily | \$243.58 | \$251.47 | \$259.36 | \$267.23 | \$275.09 | \$282.99 | \$290.87 | \$298.88 | \$306.87 | \$315.09 | \$323.52 |
| | Hourly | \$32.48 | \$33.53 | \$34.59 | \$35.63 | \$36.68 | \$37.74 | \$38.79 | \$39.85 | \$40.92 | \$42.02 | \$43.14 |
| XC 21 | Annual | \$66,709.00 | \$68,821.00 | \$70,937.00 | \$73,055.00 | \$75,171.00 | \$77,283.00 | \$79,402.00 | \$81,582.00 | \$83,767.00 | \$86,008.00 | \$88,312.00 |
| | Bi-Wk | \$2,555.91 | \$2,636.82 | \$2,717.90 | \$2,799.05 | \$2,880.12 | \$2,961.04 | \$3,042.23 | \$3,125.75 | \$3,209.47 | \$3,295.33 | \$3,383.61 |
| | Daily | \$255.60 | \$263.69 | \$271.79 | \$279.91 | \$288.02 | \$296.11 | \$304.23 | \$312.58 | \$320.95 | \$329.54 | \$338.37 |
| | Hourly | \$34.08 | \$35.16 | \$36.24 | \$37.33 | \$38.41 | \$39.49 | \$40.57 | \$41.68 | \$42.80 | \$43.94 | \$45.12 |

P-1 XC 37.5-Hours Salary Plan Effective 07/01/2023

| Plan Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------------|--------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| XC 22 | Annual | \$68,529.00 | \$71,044.00 | \$73,560.00 | \$76,063.00 | \$78,574.00 | \$81,087.00 | \$83,595.00 | \$85,893.00 | \$88,193.00 | \$90,557.00 | \$92,981.00 |
| | Bi-Wk | \$2,625.64 | \$2,722.00 | \$2,818.40 | \$2,914.30 | \$3,010.50 | \$3,106.79 | \$3,202.88 | \$3,290.92 | \$3,379.05 | \$3,469.62 | \$3,562.50 |
| | Daily | \$262.57 | \$272.20 | \$281.84 | \$291.43 | \$301.05 | \$310.68 | \$320.29 | \$329.10 | \$337.91 | \$346.97 | \$356.25 |
| | Hourly | \$35.01 | \$36.30 | \$37.58 | \$38.86 | \$40.14 | \$41.43 | \$42.71 | \$43.88 | \$45.06 | \$46.27 | \$47.50 |
| XC 23 | Annual | \$71,779.00 | \$74,399.00 | \$77,003.00 | \$79,622.00 | \$82,238.00 | \$84,855.00 | \$87,474.00 | \$89,872.00 | \$92,278.00 | \$94,753.00 | \$97,293.00 |
| | Bi-Wk | \$2,750.16 | \$2,850.54 | \$2,950.31 | \$3,050.66 | \$3,150.89 | \$3,251.15 | \$3,351.50 | \$3,443.38 | \$3,535.56 | \$3,630.39 | \$3,727.71 |
| | Daily | \$275.02 | \$285.06 | \$295.04 | \$305.07 | \$315.09 | \$325.12 | \$335.15 | \$344.34 | \$353.56 | \$363.04 | \$372.78 |
| | Hourly | \$36.67 | \$38.01 | \$39.34 | \$40.68 | \$42.02 | \$43.35 | \$44.69 | \$45.92 | \$47.15 | \$48.41 | \$49.71 |
| XC 24 | Annual | \$75,229.00 | \$77,956.00 | \$80,676.00 | \$83,407.00 | \$86,138.00 | \$88,860.00 | \$91,584.00 | \$94,098.00 | \$96,619.00 | \$99,206.00 | \$101,861.00 |
| | Bi-Wk | \$2,882.34 | \$2,986.82 | \$3,091.04 | \$3,195.68 | \$3,300.31 | \$3,404.60 | \$3,508.97 | \$3,605.29 | \$3,701.88 | \$3,801.00 | \$3,902.73 |
| | Daily | \$288.24 | \$298.69 | \$309.11 | \$319.57 | \$330.04 | \$340.46 | \$350.90 | \$360.53 | \$370.19 | \$380.10 | \$390.28 |
| | Hourly | \$38.44 | \$39.83 | \$41.22 | \$42.61 | \$44.01 | \$45.40 | \$46.79 | \$48.08 | \$49.36 | \$50.68 | \$52.04 |
| XC 25 | Annual | \$78,897.00 | \$81,737.00 | \$84,550.00 | \$87,383.00 | \$90,208.00 | \$93,040.00 | \$95,860.00 | \$98,497.00 | \$101,131.00 | \$103,839.00 | \$106,617.00 |
| | Bi-Wk | \$3,022.88 | \$3,131.69 | \$3,239.47 | \$3,348.01 | \$3,456.25 | \$3,564.76 | \$3,672.80 | \$3,773.84 | \$3,874.76 | \$3,978.51 | \$4,084.95 |
| | Daily | \$302.29 | \$313.17 | \$323.95 | \$334.81 | \$345.63 | \$356.48 | \$367.28 | \$377.39 | \$387.48 | \$397.86 | \$408.50 |
| | Hourly | \$40.31 | \$41.76 | \$43.20 | \$44.65 | \$46.09 | \$47.54 | \$48.98 | \$50.32 | \$51.67 | \$53.05 | \$54.47 |
| XC 26 | Annual | \$82,789.00 | \$85,717.00 | \$88,661.00 | \$91,584.00 | \$94,518.00 | \$97,451.00 | \$100,377.00 | \$103,136.00 | \$105,895.00 | \$108,736.00 | \$111,649.00 |
| | Bi-Wk | \$3,172.00 | \$3,284.18 | \$3,396.98 | \$3,508.97 | \$3,621.38 | \$3,733.76 | \$3,845.87 | \$3,951.58 | \$4,057.28 | \$4,166.14 | \$4,277.74 |
| | Daily | \$317.20 | \$328.42 | \$339.70 | \$350.90 | \$362.14 | \$373.38 | \$384.59 | \$395.16 | \$405.73 | \$416.62 | \$427.78 |
| | Hourly | \$42.30 | \$43.79 | \$45.30 | \$46.79 | \$48.29 | \$49.79 | \$51.28 | \$52.69 | \$54.10 | \$55.55 | \$57.04 |
| XC 27 | Annual | \$86,898.00 | \$89,933.00 | \$92,969.00 | \$95,994.00 | \$99,032.00 | \$102,059.00 | \$105,102.00 | \$107,989.00 | \$110,877.00 | \$113,853.00 | \$116,904.00 |
| | Bi-Wk | \$3,329.43 | \$3,445.71 | \$3,562.04 | \$3,677.94 | \$3,794.33 | \$3,910.31 | \$4,026.90 | \$4,137.51 | \$4,248.17 | \$4,362.19 | \$4,479.09 |
| | Daily | \$332.95 | \$344.58 | \$356.21 | \$367.80 | \$379.44 | \$391.04 | \$402.69 | \$413.76 | \$424.82 | \$436.22 | \$447.91 |
| | Hourly | \$44.40 | \$45.95 | \$47.50 | \$49.04 | \$50.60 | \$52.14 | \$53.70 | \$55.17 | \$56.65 | \$58.17 | \$59.73 |
| XC 28 | Annual | \$91,287.00 | \$94,420.00 | \$97,567.00 | \$100,709.00 | \$103,843.00 | \$106,974.00 | \$110,106.00 | \$113,136.00 | \$116,165.00 | \$119,281.00 | \$122,480.00 |
| | Bi-Wk | \$3,497.59 | \$3,617.63 | \$3,738.20 | \$3,858.59 | \$3,978.66 | \$4,098.63 | \$4,218.63 | \$4,334.72 | \$4,450.77 | \$4,570.16 | \$4,692.73 |
| | Daily | \$349.76 | \$361.77 | \$373.82 | \$385.86 | \$397.87 | \$409.87 | \$421.87 | \$433.48 | \$445.08 | \$457.02 | \$469.28 |
| | Hourly | \$46.64 | \$48.24 | \$49.85 | \$51.45 | \$53.05 | \$54.65 | \$56.25 | \$57.80 | \$59.35 | \$60.94 | \$62.57 |

P-1 XC 37.5-Hours Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| XC | 29 | Annual | \$92,164.00 | \$95,621.00 | \$99,081.00 | \$102,540.00 | \$105,999.00 | \$109,451.00 | \$112,912.00 | \$116,013.00 | \$119,123.00 | \$122,312.00 | \$125,587.00 |
| | | Bi-Wk | \$3,531.19 | \$3,663.64 | \$3,796.21 | \$3,928.74 | \$4,061.27 | \$4,193.53 | \$4,326.14 | \$4,444.95 | \$4,564.10 | \$4,686.29 | \$4,811.77 |
| | | Daily | \$353.12 | \$366.37 | \$379.63 | \$392.88 | \$406.13 | \$419.36 | \$432.62 | \$444.50 | \$456.41 | \$468.63 | \$481.18 |
| | | Hourly | \$47.09 | \$48.85 | \$50.62 | \$52.39 | \$54.16 | \$55.92 | \$57.69 | \$59.27 | \$60.86 | \$62.49 | \$64.16 |
| XC | 30 | Annual | \$95,860.00 | \$99,418.00 | \$102,984.00 | \$106,539.00 | \$110,095.00 | \$113,651.00 | \$117,217.00 | \$120,439.00 | \$123,660.00 | \$126,966.00 | \$130,361.00 |
| | | Bi-Wk | \$3,672.80 | \$3,809.12 | \$3,945.75 | \$4,081.96 | \$4,218.20 | \$4,354.45 | \$4,491.08 | \$4,614.53 | \$4,737.94 | \$4,864.60 | \$4,994.68 |
| | | Daily | \$367.28 | \$380.92 | \$394.58 | \$408.20 | \$421.82 | \$435.45 | \$449.11 | \$461.46 | \$473.80 | \$486.46 | \$499.47 |
| | | Hourly | \$48.98 | \$50.79 | \$52.61 | \$54.43 | \$56.25 | \$58.06 | \$59.89 | \$61.53 | \$63.18 | \$64.87 | \$66.60 |
| XC | 31 | Annual | \$99,708.00 | \$103,367.00 | \$107,031.00 | \$110,698.00 | \$114,369.00 | \$118,028.00 | \$121,693.00 | \$125,042.00 | \$128,382.00 | \$131,817.00 | \$135,338.00 |
| | | Bi-Wk | \$3,820.23 | \$3,960.43 | \$4,100.81 | \$4,241.31 | \$4,381.96 | \$4,522.15 | \$4,662.57 | \$4,790.89 | \$4,918.86 | \$5,050.46 | \$5,185.37 |
| | | Daily | \$382.03 | \$396.05 | \$410.09 | \$424.14 | \$438.20 | \$452.22 | \$466.26 | \$479.09 | \$491.89 | \$505.05 | \$518.54 |
| | | Hourly | \$50.94 | \$52.81 | \$54.68 | \$56.56 | \$58.43 | \$60.30 | \$62.17 | \$63.88 | \$65.59 | \$67.34 | \$69.14 |
| XC | 32 | Annual | \$103,703.00 | \$107,470.00 | \$111,231.00 | \$114,991.00 | \$118,766.00 | \$122,525.00 | \$126,299.00 | \$129,777.00 | \$133,248.00 | \$136,812.00 | \$140,473.00 |
| | | Bi-Wk | \$3,973.30 | \$4,117.63 | \$4,261.73 | \$4,405.79 | \$4,550.43 | \$4,694.45 | \$4,839.05 | \$4,972.30 | \$5,105.29 | \$5,241.84 | \$5,382.11 |
| | | Daily | \$397.33 | \$411.77 | \$426.18 | \$440.58 | \$455.05 | \$469.45 | \$483.91 | \$497.23 | \$510.53 | \$524.19 | \$538.22 |
| | | Hourly | \$52.98 | \$54.91 | \$56.83 | \$58.75 | \$60.68 | \$62.60 | \$64.53 | \$66.30 | \$68.08 | \$69.90 | \$71.77 |
| XC | 33 | Annual | \$107,882.00 | \$111,753.00 | \$115,619.00 | \$119,487.00 | \$123,356.00 | \$127,229.00 | \$131,105.00 | \$134,712.00 | \$138,319.00 | \$142,018.00 | \$145,822.00 |
| | | Bi-Wk | \$4,133.41 | \$4,281.73 | \$4,429.85 | \$4,578.05 | \$4,726.29 | \$4,874.68 | \$5,023.19 | \$5,161.38 | \$5,299.58 | \$5,441.31 | \$5,587.05 |
| | | Daily | \$413.35 | \$428.18 | \$442.99 | \$457.81 | \$472.63 | \$487.47 | \$502.32 | \$516.14 | \$529.96 | \$544.14 | \$558.71 |
| | | Hourly | \$55.12 | \$57.09 | \$59.07 | \$61.05 | \$63.02 | \$65.00 | \$66.98 | \$68.82 | \$70.67 | \$72.56 | \$74.50 |
| XC | 34 | Annual | \$112,324.00 | \$116,295.00 | \$120,275.00 | \$124,250.00 | \$128,219.00 | \$132,199.00 | \$136,171.00 | \$139,914.00 | \$143,662.00 | \$147,515.00 | \$151,469.00 |
| | | Bi-Wk | \$4,303.61 | \$4,455.75 | \$4,608.24 | \$4,760.54 | \$4,912.61 | \$5,065.10 | \$5,217.28 | \$5,360.69 | \$5,504.30 | \$5,651.92 | \$5,803.41 |
| | | Daily | \$430.37 | \$445.58 | \$460.83 | \$476.06 | \$491.27 | \$506.51 | \$521.73 | \$536.07 | \$550.43 | \$565.20 | \$580.35 |
| | | Hourly | \$57.39 | \$59.41 | \$61.45 | \$63.48 | \$65.51 | \$67.54 | \$69.57 | \$71.48 | \$73.40 | \$75.36 | \$77.38 |
| XC | 35 | Annual | \$116,937.00 | \$121,010.00 | \$124,542.00 | \$129,168.00 | \$133,241.00 | \$137,312.00 | \$140,848.00 | \$144,719.00 | \$148,593.00 | \$152,570.00 | \$156,661.00 |
| | | Bi-Wk | \$4,480.35 | \$4,636.40 | \$4,771.73 | \$4,948.97 | \$5,105.02 | \$5,261.00 | \$5,396.48 | \$5,544.79 | \$5,693.22 | \$5,845.60 | \$6,002.34 |
| | | Daily | \$448.04 | \$463.64 | \$477.18 | \$494.90 | \$510.51 | \$526.10 | \$539.65 | \$554.48 | \$569.33 | \$584.56 | \$600.24 |
| | | Hourly | \$59.74 | \$61.82 | \$63.63 | \$65.99 | \$68.07 | \$70.15 | \$71.96 | \$73.94 | \$75.91 | \$77.95 | \$80.04 |

P-1 XC 37.5-Hours Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XC | 36 | Annual | \$121,800.00 | \$125,977.00 | \$130,163.00 | \$134,343.00 | \$138,529.00 | \$142,707.00 | \$146,885.00 | \$150,927.00 | \$154,966.00 | \$159,113.00 | \$163,371.00 |
| | | Bi-Wk | \$4,666.67 | \$4,826.71 | \$4,987.09 | \$5,147.25 | \$5,307.63 | \$5,467.71 | \$5,627.78 | \$5,782.65 | \$5,937.40 | \$6,096.29 | \$6,259.43 |
| | | Daily | \$466.67 | \$482.68 | \$498.71 | \$514.73 | \$530.77 | \$546.78 | \$562.78 | \$578.27 | \$593.74 | \$609.63 | \$625.95 |
| | | Hourly | \$62.23 | \$64.36 | \$66.50 | \$68.63 | \$70.77 | \$72.91 | \$75.04 | \$77.11 | \$79.17 | \$81.29 | \$83.46 |

P-1 FP 40-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| FP | 15 | Annual | \$ 51,893.00 | \$ 53,765.00 | \$ 55,635.00 | \$ 57,504.00 | \$ 59,378.00 | \$ 61,258.00 | \$ 63,127.00 | \$ 64,865.00 | \$ 66,600.00 | \$ 68,385.00 | \$ 70,213.00 |
| | | Bi-Wk | \$ 1,988.24 | \$ 2,059.97 | \$ 2,131.61 | \$ 2,203.22 | \$ 2,275.02 | \$ 2,347.05 | \$ 2,418.66 | \$ 2,485.25 | \$ 2,551.73 | \$ 2,620.12 | \$ 2,690.16 |
| | | Daily | \$ 198.83 | \$ 206.00 | \$ 213.17 | \$ 220.33 | \$ 227.51 | \$ 234.71 | \$ 241.87 | \$ 248.53 | \$ 255.18 | \$ 262.02 | \$ 269.02 |
| | | Hourly | \$ 24.86 | \$ 25.75 | \$ 26.65 | \$ 27.55 | \$ 28.44 | \$ 29.34 | \$ 30.24 | \$ 31.07 | \$ 31.90 | \$ 32.76 | \$ 33.63 |
| FP | 16 | Annual | \$ 54,418.00 | \$ 56,346.00 | \$ 58,279.00 | \$ 60,204.00 | \$ 62,132.00 | \$ 64,063.00 | \$ 65,982.00 | \$ 67,792.00 | \$ 69,607.00 | \$ 71,472.00 | \$ 73,390.00 |
| | | Bi-Wk | \$ 2,084.99 | \$ 2,158.86 | \$ 2,232.92 | \$ 2,306.67 | \$ 2,380.54 | \$ 2,454.53 | \$ 2,528.05 | \$ 2,597.40 | \$ 2,666.94 | \$ 2,738.40 | \$ 2,811.88 |
| | | Daily | \$ 208.50 | \$ 215.89 | \$ 223.30 | \$ 230.67 | \$ 238.06 | \$ 245.46 | \$ 252.81 | \$ 259.74 | \$ 266.70 | \$ 273.84 | \$ 281.19 |
| | | Hourly | \$ 26.07 | \$ 26.99 | \$ 27.92 | \$ 28.84 | \$ 29.76 | \$ 30.69 | \$ 31.61 | \$ 32.47 | \$ 33.34 | \$ 34.23 | \$ 35.15 |
| FP | 17 | Annual | \$ 57,111.00 | \$ 59,098.00 | \$ 61,083.00 | \$ 63,063.00 | \$ 65,045.00 | \$ 67,020.00 | \$ 69,013.00 | \$ 70,913.00 | \$ 72,809.00 | \$ 74,757.00 | \$ 76,758.00 |
| | | Bi-Wk | \$ 2,188.17 | \$ 2,264.30 | \$ 2,340.35 | \$ 2,416.21 | \$ 2,492.15 | \$ 2,567.82 | \$ 2,644.18 | \$ 2,716.98 | \$ 2,789.62 | \$ 2,864.26 | \$ 2,940.92 |
| | | Daily | \$ 218.82 | \$ 226.43 | \$ 234.04 | \$ 241.63 | \$ 249.22 | \$ 256.79 | \$ 264.42 | \$ 271.70 | \$ 278.97 | \$ 286.43 | \$ 294.10 |
| | | Hourly | \$ 27.36 | \$ 28.31 | \$ 29.26 | \$ 30.21 | \$ 31.16 | \$ 32.10 | \$ 33.06 | \$ 33.97 | \$ 34.88 | \$ 35.81 | \$ 36.77 |
| FP | 18 | Annual | \$ 59,992.00 | \$ 62,028.00 | \$ 64,063.00 | \$ 66,098.00 | \$ 68,119.00 | \$ 70,157.00 | \$ 72,185.00 | \$ 74,171.00 | \$ 76,159.00 | \$ 78,202.00 | \$ 80,304.00 |
| | | Bi-Wk | \$ 2,298.55 | \$ 2,376.56 | \$ 2,454.53 | \$ 2,532.50 | \$ 2,609.93 | \$ 2,688.01 | \$ 2,765.71 | \$ 2,841.81 | \$ 2,917.97 | \$ 2,996.25 | \$ 3,076.79 |
| | | Daily | \$ 229.86 | \$ 237.66 | \$ 245.46 | \$ 253.25 | \$ 261.00 | \$ 268.81 | \$ 276.58 | \$ 284.19 | \$ 291.80 | \$ 299.63 | \$ 307.68 |
| | | Hourly | \$ 28.74 | \$ 29.71 | \$ 30.69 | \$ 31.66 | \$ 32.63 | \$ 33.61 | \$ 34.58 | \$ 35.53 | \$ 36.48 | \$ 37.46 | \$ 38.46 |
| FP | 19 | Annual | \$ 62,947.00 | \$ 65,045.00 | \$ 67,135.00 | \$ 69,237.00 | \$ 71,315.00 | \$ 73,405.00 | \$ 75,496.00 | \$ 77,578.00 | \$ 79,650.00 | \$ 81,785.00 | \$ 83,977.00 |
| | | Bi-Wk | \$ 2,411.77 | \$ 2,492.15 | \$ 2,572.23 | \$ 2,652.76 | \$ 2,732.38 | \$ 2,812.46 | \$ 2,892.57 | \$ 2,972.34 | \$ 3,051.73 | \$ 3,133.53 | \$ 3,217.51 |
| | | Daily | \$ 241.18 | \$ 249.22 | \$ 257.23 | \$ 265.28 | \$ 273.24 | \$ 281.25 | \$ 289.26 | \$ 297.24 | \$ 305.18 | \$ 313.36 | \$ 321.76 |
| | | Hourly | \$ 30.15 | \$ 31.16 | \$ 32.16 | \$ 33.16 | \$ 34.16 | \$ 35.16 | \$ 36.16 | \$ 37.16 | \$ 38.15 | \$ 39.17 | \$ 40.22 |
| FP | 20 | Annual | \$ 66,158.00 | \$ 68,302.00 | \$ 70,442.00 | \$ 72,581.00 | \$ 74,715.00 | \$ 76,861.00 | \$ 79,002.00 | \$ 81,174.00 | \$ 83,346.00 | \$ 85,580.00 | \$ 87,869.00 |
| | | Bi-Wk | \$ 2,534.79 | \$ 2,616.94 | \$ 2,698.93 | \$ 2,780.89 | \$ 2,862.65 | \$ 2,944.87 | \$ 3,026.90 | \$ 3,110.12 | \$ 3,193.34 | \$ 3,278.93 | \$ 3,366.63 |
| | | Daily | \$ 253.48 | \$ 261.70 | \$ 269.90 | \$ 278.09 | \$ 286.27 | \$ 294.49 | \$ 302.69 | \$ 311.02 | \$ 319.34 | \$ 327.90 | \$ 336.67 |
| | | Hourly | \$ 31.69 | \$ 32.72 | \$ 33.74 | \$ 34.77 | \$ 35.79 | \$ 36.82 | \$ 37.84 | \$ 38.88 | \$ 39.92 | \$ 40.99 | \$ 42.09 |
| FP | 21 | Annual | \$ 69,420.00 | \$ 71,620.00 | \$ 73,819.00 | \$ 76,024.00 | \$ 78,226.00 | \$ 80,422.00 | \$ 82,630.00 | \$ 84,899.00 | \$ 87,171.00 | \$ 89,502.00 | \$ 91,899.00 |
| | | Bi-Wk | \$ 2,659.78 | \$ 2,744.07 | \$ 2,828.32 | \$ 2,912.80 | \$ 2,997.17 | \$ 3,081.31 | \$ 3,165.91 | \$ 3,252.84 | \$ 3,339.89 | \$ 3,429.20 | \$ 3,521.04 |
| | | Daily | \$ 265.98 | \$ 274.41 | \$ 282.84 | \$ 291.28 | \$ 299.72 | \$ 308.14 | \$ 316.60 | \$ 325.29 | \$ 333.99 | \$ 342.92 | \$ 352.11 |
| | | Hourly | \$ 33.25 | \$ 34.31 | \$ 35.36 | \$ 36.41 | \$ 37.47 | \$ 38.52 | \$ 39.58 | \$ 40.67 | \$ 41.75 | \$ 42.87 | \$ 44.02 |

P-1 FP 40-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|--------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| FP | 22 | Annual | \$ 71,315.00 | \$ 73,933.00 | \$ 76,549.00 | \$ 79,153.00 | \$ 81,768.00 | \$ 84,382.00 | \$ 86,991.00 | \$ 89,385.00 | \$ 91,777.00 | \$ 94,236.00 | \$ 96,763.00 |
| | | Bi-Wk | \$ 2,732.38 | \$ 2,832.69 | \$ 2,932.92 | \$ 3,032.69 | \$ 3,132.88 | \$ 3,233.03 | \$ 3,332.99 | \$ 3,424.72 | \$ 3,516.37 | \$ 3,610.58 | \$ 3,707.40 |
| | | Daily | \$ 273.24 | \$ 283.27 | \$ 293.30 | \$ 303.27 | \$ 313.29 | \$ 323.31 | \$ 333.30 | \$ 342.48 | \$ 351.64 | \$ 361.06 | \$ 370.74 |
| | | Hourly | \$ 34.16 | \$ 35.41 | \$ 36.67 | \$ 37.91 | \$ 39.17 | \$ 40.42 | \$ 41.67 | \$ 42.81 | \$ 43.96 | \$ 45.14 | \$ 46.35 |
| FP | 23 | Annual | \$ 74,697.00 | \$ 77,421.00 | \$ 80,132.00 | \$ 82,858.00 | \$ 85,580.00 | \$ 88,305.00 | \$ 91,030.00 | \$ 93,526.00 | \$ 96,030.00 | \$ 98,604.00 | \$ 101,247.00 |
| | | Bi-Wk | \$ 2,861.96 | \$ 2,966.33 | \$ 3,070.20 | \$ 3,174.64 | \$ 3,278.93 | \$ 3,383.34 | \$ 3,487.74 | \$ 3,583.38 | \$ 3,679.32 | \$ 3,777.94 | \$ 3,879.20 |
| | | Daily | \$ 286.20 | \$ 296.64 | \$ 307.02 | \$ 317.47 | \$ 327.90 | \$ 338.34 | \$ 348.78 | \$ 358.34 | \$ 367.94 | \$ 377.80 | \$ 387.92 |
| | | Hourly | \$ 35.78 | \$ 37.08 | \$ 38.38 | \$ 39.69 | \$ 40.99 | \$ 42.30 | \$ 43.60 | \$ 44.80 | \$ 46.00 | \$ 47.23 | \$ 48.49 |
| FP | 24 | Annual | \$ 78,284.00 | \$ 81,124.00 | \$ 83,955.00 | \$ 86,797.00 | \$ 89,640.00 | \$ 92,472.00 | \$ 95,306.00 | \$ 97,923.00 | \$ 100,545.00 | \$ 103,237.00 | \$ 106,002.00 |
| | | Bi-Wk | \$ 2,999.39 | \$ 3,108.20 | \$ 3,216.67 | \$ 3,325.56 | \$ 3,434.49 | \$ 3,542.99 | \$ 3,651.58 | \$ 3,751.84 | \$ 3,852.30 | \$ 3,955.45 | \$ 4,061.38 |
| | | Daily | \$ 299.94 | \$ 310.82 | \$ 321.67 | \$ 332.56 | \$ 343.45 | \$ 354.30 | \$ 365.16 | \$ 375.19 | \$ 385.23 | \$ 395.55 | \$ 406.14 |
| | | Hourly | \$ 37.50 | \$ 38.86 | \$ 40.21 | \$ 41.57 | \$ 42.94 | \$ 44.29 | \$ 45.65 | \$ 46.90 | \$ 48.16 | \$ 49.45 | \$ 50.77 |
| FP | 25 | Annual | \$ 82,104.00 | \$ 85,059.00 | \$ 87,985.00 | \$ 90,933.00 | \$ 93,873.00 | \$ 96,820.00 | \$ 99,756.00 | \$ 102,502.00 | \$ 105,243.00 | \$ 108,057.00 | \$ 110,953.00 |
| | | Bi-Wk | \$ 3,145.75 | \$ 3,258.97 | \$ 3,371.08 | \$ 3,484.03 | \$ 3,596.67 | \$ 3,709.58 | \$ 3,822.07 | \$ 3,927.28 | \$ 4,032.30 | \$ 4,140.12 | \$ 4,251.08 |
| | | Daily | \$ 314.58 | \$ 325.90 | \$ 337.11 | \$ 348.41 | \$ 359.67 | \$ 370.96 | \$ 382.21 | \$ 392.73 | \$ 403.23 | \$ 414.02 | \$ 425.11 |
| | | Hourly | \$ 39.33 | \$ 40.74 | \$ 42.14 | \$ 43.56 | \$ 44.96 | \$ 46.37 | \$ 47.78 | \$ 49.10 | \$ 50.41 | \$ 51.76 | \$ 53.14 |
| FP | 26 | Annual | \$ 86,154.00 | \$ 89,200.00 | \$ 92,264.00 | \$ 95,306.00 | \$ 98,358.00 | \$ 101,412.00 | \$ 104,456.00 | \$ 107,326.00 | \$ 110,199.00 | \$ 113,156.00 | \$ 116,187.00 |
| | | Bi-Wk | \$ 3,300.92 | \$ 3,417.63 | \$ 3,535.02 | \$ 3,651.58 | \$ 3,768.51 | \$ 3,885.52 | \$ 4,002.15 | \$ 4,112.11 | \$ 4,222.19 | \$ 4,335.48 | \$ 4,451.61 |
| | | Daily | \$ 330.10 | \$ 341.77 | \$ 353.51 | \$ 365.16 | \$ 376.86 | \$ 388.56 | \$ 400.22 | \$ 411.22 | \$ 422.22 | \$ 433.55 | \$ 445.17 |
| | | Hourly | \$ 41.27 | \$ 42.73 | \$ 44.19 | \$ 45.65 | \$ 47.11 | \$ 48.57 | \$ 50.03 | \$ 51.41 | \$ 52.78 | \$ 54.20 | \$ 55.65 |
| FP | 27 | Annual | \$ 90,430.00 | \$ 93,587.00 | \$ 96,746.00 | \$ 99,896.00 | \$ 103,055.00 | \$ 106,208.00 | \$ 109,375.00 | \$ 112,379.00 | \$ 115,386.00 | \$ 118,480.00 | \$ 121,657.00 |
| | | Bi-Wk | \$ 3,464.76 | \$ 3,585.71 | \$ 3,706.75 | \$ 3,827.44 | \$ 3,948.47 | \$ 4,069.28 | \$ 4,190.62 | \$ 4,305.71 | \$ 4,420.92 | \$ 4,539.47 | \$ 4,661.19 |
| | | Daily | \$ 346.48 | \$ 358.58 | \$ 370.68 | \$ 382.75 | \$ 394.85 | \$ 406.93 | \$ 419.07 | \$ 430.58 | \$ 442.10 | \$ 453.95 | \$ 466.12 |
| | | Hourly | \$ 43.31 | \$ 44.83 | \$ 46.34 | \$ 47.85 | \$ 49.36 | \$ 50.87 | \$ 52.39 | \$ 53.83 | \$ 55.27 | \$ 56.75 | \$ 58.27 |
| FP | 28 | Annual | \$ 94,996.00 | \$ 98,259.00 | \$ 101,535.00 | \$ 104,804.00 | \$ 108,066.00 | \$ 111,319.00 | \$ 114,583.00 | \$ 117,733.00 | \$ 120,886.00 | \$ 124,129.00 | \$ 127,457.00 |
| | | Bi-Wk | \$ 3,639.70 | \$ 3,764.72 | \$ 3,890.23 | \$ 4,015.48 | \$ 4,140.46 | \$ 4,265.10 | \$ 4,390.16 | \$ 4,510.85 | \$ 4,631.65 | \$ 4,755.91 | \$ 4,883.41 |
| | | Daily | \$ 363.97 | \$ 376.48 | \$ 389.03 | \$ 401.55 | \$ 414.05 | \$ 426.51 | \$ 439.02 | \$ 451.09 | \$ 463.17 | \$ 475.60 | \$ 488.35 |
| | | Hourly | \$ 45.50 | \$ 47.06 | \$ 48.63 | \$ 50.20 | \$ 51.76 | \$ 53.32 | \$ 54.88 | \$ 56.39 | \$ 57.90 | \$ 59.45 | \$ 61.05 |

P-1 FP 40-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| FP | 29 | Annual | \$ 95,907.00 | \$ 99,506.00 | \$ 103,108.00 | \$ 106,709.00 | \$ 110,307.00 | \$ 113,902.00 | \$ 117,504.00 | \$ 120,729.00 | \$ 123,966.00 | \$ 127,282.00 | \$ 130,691.00 |
| | | Bi-Wk | \$ 3,674.60 | \$ 3,812.50 | \$ 3,950.50 | \$ 4,088.47 | \$ 4,226.33 | \$ 4,364.07 | \$ 4,502.07 | \$ 4,625.64 | \$ 4,749.66 | \$ 4,876.71 | \$ 5,007.32 |
| | | Daily | \$ 367.46 | \$ 381.25 | \$ 395.05 | \$ 408.85 | \$ 422.64 | \$ 436.41 | \$ 450.21 | \$ 462.57 | \$ 474.97 | \$ 487.68 | \$ 500.74 |
| | | Hourly | \$ 45.94 | \$ 47.66 | \$ 49.39 | \$ 51.11 | \$ 52.83 | \$ 54.56 | \$ 56.28 | \$ 57.83 | \$ 59.38 | \$ 60.96 | \$ 62.60 |
| FP | 30 | Annual | \$ 99,756.00 | \$ 103,460.00 | \$ 107,170.00 | \$ 110,869.00 | \$ 114,568.00 | \$ 118,272.00 | \$ 121,982.00 | \$ 125,335.00 | \$ 128,686.00 | \$ 132,125.00 | \$ 135,659.00 |
| | | Bi-Wk | \$ 3,822.07 | \$ 3,963.99 | \$ 4,106.14 | \$ 4,247.86 | \$ 4,389.58 | \$ 4,531.50 | \$ 4,673.64 | \$ 4,802.11 | \$ 4,930.50 | \$ 5,062.27 | \$ 5,197.67 |
| | | Daily | \$ 382.21 | \$ 396.40 | \$ 410.62 | \$ 424.79 | \$ 438.96 | \$ 453.15 | \$ 467.37 | \$ 480.22 | \$ 493.05 | \$ 506.23 | \$ 519.77 |
| | | Hourly | \$ 47.78 | \$ 49.55 | \$ 51.33 | \$ 53.10 | \$ 54.87 | \$ 56.65 | \$ 58.43 | \$ 60.03 | \$ 61.64 | \$ 63.28 | \$ 64.98 |
| FP | 31 | Annual | \$ 103,759.00 | \$ 107,569.00 | \$ 111,380.00 | \$ 115,198.00 | \$ 119,019.00 | \$ 122,827.00 | \$ 126,639.00 | \$ 130,124.00 | \$ 133,600.00 | \$ 137,173.00 | \$ 140,841.00 |
| | | Bi-Wk | \$ 3,975.45 | \$ 4,121.42 | \$ 4,267.44 | \$ 4,413.72 | \$ 4,560.12 | \$ 4,706.02 | \$ 4,852.07 | \$ 4,985.60 | \$ 5,118.78 | \$ 5,255.68 | \$ 5,396.21 |
| | | Daily | \$ 397.55 | \$ 412.15 | \$ 426.75 | \$ 441.38 | \$ 456.02 | \$ 470.61 | \$ 485.21 | \$ 498.56 | \$ 511.88 | \$ 525.57 | \$ 539.63 |
| | | Hourly | \$ 49.70 | \$ 51.52 | \$ 53.35 | \$ 55.18 | \$ 57.01 | \$ 58.83 | \$ 60.66 | \$ 62.32 | \$ 63.99 | \$ 65.70 | \$ 67.46 |
| FP | 32 | Annual | \$ 107,918.00 | \$ 111,837.00 | \$ 115,752.00 | \$ 119,666.00 | \$ 123,593.00 | \$ 127,504.00 | \$ 131,435.00 | \$ 135,050.00 | \$ 138,662.00 | \$ 142,372.00 | \$ 146,184.00 |
| | | Bi-Wk | \$ 4,134.79 | \$ 4,284.95 | \$ 4,434.95 | \$ 4,584.91 | \$ 4,735.37 | \$ 4,885.22 | \$ 5,035.83 | \$ 5,174.33 | \$ 5,312.73 | \$ 5,454.87 | \$ 5,600.92 |
| | | Daily | \$ 413.48 | \$ 428.50 | \$ 443.50 | \$ 458.50 | \$ 473.54 | \$ 488.53 | \$ 503.59 | \$ 517.44 | \$ 531.28 | \$ 545.49 | \$ 560.10 |
| | | Hourly | \$ 51.69 | \$ 53.57 | \$ 55.44 | \$ 57.32 | \$ 59.20 | \$ 61.07 | \$ 62.95 | \$ 64.68 | \$ 66.41 | \$ 68.19 | \$ 70.02 |
| FP | 33 | Annual | \$ 112,266.00 | \$ 116,294.00 | \$ 120,316.00 | \$ 124,343.00 | \$ 128,370.00 | \$ 132,399.00 | \$ 136,433.00 | \$ 140,186.00 | \$ 143,940.00 | \$ 147,791.00 | \$ 151,749.00 |
| | | Bi-Wk | \$ 4,301.38 | \$ 4,455.71 | \$ 4,609.81 | \$ 4,764.10 | \$ 4,918.40 | \$ 5,072.76 | \$ 5,227.32 | \$ 5,371.12 | \$ 5,514.95 | \$ 5,662.50 | \$ 5,814.14 |
| | | Daily | \$ 430.14 | \$ 445.58 | \$ 460.99 | \$ 476.41 | \$ 491.84 | \$ 507.28 | \$ 522.74 | \$ 537.12 | \$ 551.50 | \$ 566.25 | \$ 581.42 |
| | | Hourly | \$ 53.77 | \$ 55.70 | \$ 57.63 | \$ 59.56 | \$ 61.48 | \$ 63.41 | \$ 65.35 | \$ 67.14 | \$ 68.94 | \$ 70.79 | \$ 72.68 |
| FP | 34 | Annual | \$ 116,888.00 | \$ 121,021.00 | \$ 125,163.00 | \$ 129,302.00 | \$ 133,430.00 | \$ 137,574.00 | \$ 141,707.00 | \$ 145,600.00 | \$ 149,500.00 | \$ 153,509.00 | \$ 157,624.00 |
| | | Bi-Wk | \$ 4,478.47 | \$ 4,636.82 | \$ 4,795.52 | \$ 4,954.10 | \$ 5,112.27 | \$ 5,271.04 | \$ 5,429.39 | \$ 5,578.55 | \$ 5,727.97 | \$ 5,881.58 | \$ 6,039.24 |
| | | Daily | \$ 447.85 | \$ 463.69 | \$ 479.56 | \$ 495.41 | \$ 511.23 | \$ 527.11 | \$ 542.94 | \$ 557.86 | \$ 572.80 | \$ 588.16 | \$ 603.93 |
| | | Hourly | \$ 55.99 | \$ 57.97 | \$ 59.95 | \$ 61.93 | \$ 63.91 | \$ 65.89 | \$ 67.87 | \$ 69.74 | \$ 71.60 | \$ 73.52 | \$ 75.50 |
| FP | 35 | Annual | \$ 121,691.00 | \$ 125,927.00 | \$ 129,606.00 | \$ 134,417.00 | \$ 138,655.00 | \$ 142,895.00 | \$ 146,572.00 | \$ 150,601.00 | \$ 154,632.00 | \$ 158,773.00 | \$ 163,029.00 |
| | | Bi-Wk | \$ 4,662.50 | \$ 4,824.79 | \$ 4,965.75 | \$ 5,150.08 | \$ 5,312.46 | \$ 5,474.91 | \$ 5,615.79 | \$ 5,770.16 | \$ 5,924.60 | \$ 6,083.26 | \$ 6,246.33 |
| | | Daily | \$ 466.25 | \$ 482.48 | \$ 496.58 | \$ 515.01 | \$ 531.25 | \$ 547.50 | \$ 561.58 | \$ 577.02 | \$ 592.46 | \$ 608.33 | \$ 624.64 |
| | | Hourly | \$ 58.29 | \$ 60.31 | \$ 62.08 | \$ 64.38 | \$ 66.41 | \$ 68.44 | \$ 70.20 | \$ 72.13 | \$ 74.06 | \$ 76.05 | \$ 78.08 |

P-1 FP 40-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| FP | 36 | Annual | \$ 126,750.00 | \$ 131,096.00 | \$ 135,454.00 | \$ 139,802.00 | \$ 144,161.00 | \$ 148,507.00 | \$ 152,855.00 | \$ 157,061.00 | \$ 161,265.00 | \$ 165,581.00 | \$ 170,013.00 |
| | | Bi-Wk | \$ 4,856.33 | \$ 5,022.84 | \$ 5,189.81 | \$ 5,356.40 | \$ 5,523.41 | \$ 5,689.93 | \$ 5,856.52 | \$ 6,017.67 | \$ 6,178.74 | \$ 6,344.10 | \$ 6,513.91 |
| | | Daily | \$ 485.64 | \$ 502.29 | \$ 518.99 | \$ 535.64 | \$ 552.35 | \$ 569.00 | \$ 585.66 | \$ 601.77 | \$ 617.88 | \$ 634.41 | \$ 651.40 |
| | | Hourly | \$ 60.71 | \$ 62.79 | \$ 64.88 | \$ 66.96 | \$ 69.05 | \$ 71.13 | \$ 73.21 | \$ 75.23 | \$ 77.24 | \$ 79.31 | \$ 81.43 |

P-1 FP 40-Hours Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| FP | 15 | Annual | \$ 53,191.00 | \$ 55,110.00 | \$ 57,026.00 | \$ 58,942.00 | \$ 60,858.00 | \$ 62,790.00 | \$ 64,706.00 | \$ 66,487.00 | \$ 68,265.00 | \$ 70,095.00 | \$ 71,969.00 |
| | | Bi-Wk | \$ 2,037.97 | \$ 2,111.50 | \$ 2,184.91 | \$ 2,258.32 | \$ 2,331.92 | \$ 2,405.75 | \$ 2,479.16 | \$ 2,547.40 | \$ 2,615.52 | \$ 2,685.64 | \$ 2,757.44 |
| | | Daily | \$ 203.80 | \$ 211.15 | \$ 218.50 | \$ 225.84 | \$ 233.20 | \$ 240.58 | \$ 247.92 | \$ 254.74 | \$ 261.56 | \$ 268.57 | \$ 275.75 |
| | | Hourly | \$ 25.48 | \$ 26.40 | \$ 27.32 | \$ 28.23 | \$ 29.15 | \$ 30.08 | \$ 30.99 | \$ 31.85 | \$ 32.70 | \$ 33.58 | \$ 34.47 |
| FP | 16 | Annual | \$ 55,779.00 | \$ 57,755.00 | \$ 59,736.00 | \$ 61,710.00 | \$ 63,686.00 | \$ 65,665.00 | \$ 67,632.00 | \$ 69,487.00 | \$ 71,348.00 | \$ 73,259.00 | \$ 75,225.00 |
| | | Bi-Wk | \$ 2,137.13 | \$ 2,212.84 | \$ 2,288.74 | \$ 2,364.37 | \$ 2,440.08 | \$ 2,515.91 | \$ 2,591.27 | \$ 2,662.34 | \$ 2,733.64 | \$ 2,806.86 | \$ 2,882.19 |
| | | Daily | \$ 213.72 | \$ 221.29 | \$ 228.88 | \$ 236.44 | \$ 244.01 | \$ 251.60 | \$ 259.13 | \$ 266.24 | \$ 273.37 | \$ 280.69 | \$ 288.22 |
| | | Hourly | \$ 26.72 | \$ 27.67 | \$ 28.61 | \$ 29.56 | \$ 30.51 | \$ 31.45 | \$ 32.40 | \$ 33.28 | \$ 34.18 | \$ 35.09 | \$ 36.03 |
| FP | 17 | Annual | \$ 58,539.00 | \$ 60,576.00 | \$ 62,611.00 | \$ 64,640.00 | \$ 66,672.00 | \$ 68,696.00 | \$ 70,739.00 | \$ 72,686.00 | \$ 74,630.00 | \$ 76,626.00 | \$ 78,677.00 |
| | | Bi-Wk | \$ 2,242.88 | \$ 2,320.92 | \$ 2,398.89 | \$ 2,476.63 | \$ 2,554.49 | \$ 2,632.04 | \$ 2,710.31 | \$ 2,784.91 | \$ 2,859.39 | \$ 2,935.87 | \$ 3,014.45 |
| | | Daily | \$ 224.29 | \$ 232.10 | \$ 239.89 | \$ 247.67 | \$ 255.45 | \$ 263.21 | \$ 271.04 | \$ 278.50 | \$ 285.94 | \$ 293.59 | \$ 301.45 |
| | | Hourly | \$ 28.04 | \$ 29.02 | \$ 29.99 | \$ 30.96 | \$ 31.94 | \$ 32.91 | \$ 33.88 | \$ 34.82 | \$ 35.75 | \$ 36.70 | \$ 37.69 |
| FP | 18 | Annual | \$ 61,492.00 | \$ 63,579.00 | \$ 65,665.00 | \$ 67,751.00 | \$ 69,822.00 | \$ 71,911.00 | \$ 73,990.00 | \$ 76,026.00 | \$ 78,063.00 | \$ 80,158.00 | \$ 82,312.00 |
| | | Bi-Wk | \$ 2,356.02 | \$ 2,435.98 | \$ 2,515.91 | \$ 2,595.83 | \$ 2,675.18 | \$ 2,755.22 | \$ 2,834.87 | \$ 2,912.88 | \$ 2,990.92 | \$ 3,071.19 | \$ 3,153.72 |
| | | Daily | \$ 235.61 | \$ 243.60 | \$ 251.60 | \$ 259.59 | \$ 267.52 | \$ 275.53 | \$ 283.49 | \$ 291.29 | \$ 299.10 | \$ 307.12 | \$ 315.38 |
| | | Hourly | \$ 29.46 | \$ 30.45 | \$ 31.45 | \$ 32.45 | \$ 33.44 | \$ 34.45 | \$ 35.44 | \$ 36.42 | \$ 37.39 | \$ 38.39 | \$ 39.43 |
| FP | 19 | Annual | \$ 64,521.00 | \$ 66,672.00 | \$ 68,814.00 | \$ 70,968.00 | \$ 73,098.00 | \$ 75,241.00 | \$ 77,384.00 | \$ 79,518.00 | \$ 81,642.00 | \$ 83,830.00 | \$ 86,077.00 |
| | | Bi-Wk | \$ 2,472.07 | \$ 2,554.49 | \$ 2,636.56 | \$ 2,719.09 | \$ 2,800.69 | \$ 2,882.80 | \$ 2,964.91 | \$ 3,046.67 | \$ 3,128.05 | \$ 3,211.88 | \$ 3,297.97 |
| | | Daily | \$ 247.21 | \$ 255.45 | \$ 263.66 | \$ 271.91 | \$ 280.07 | \$ 288.28 | \$ 296.50 | \$ 304.67 | \$ 312.81 | \$ 321.19 | \$ 329.80 |
| | | Hourly | \$ 30.91 | \$ 31.94 | \$ 32.96 | \$ 33.99 | \$ 35.01 | \$ 36.04 | \$ 37.07 | \$ 38.09 | \$ 39.11 | \$ 40.15 | \$ 41.23 |
| FP | 20 | Annual | \$ 67,812.00 | \$ 70,010.00 | \$ 72,204.00 | \$ 74,396.00 | \$ 76,583.00 | \$ 78,783.00 | \$ 80,978.00 | \$ 83,204.00 | \$ 85,430.00 | \$ 87,720.00 | \$ 90,066.00 |
| | | Bi-Wk | \$ 2,598.17 | \$ 2,682.38 | \$ 2,766.44 | \$ 2,850.43 | \$ 2,934.22 | \$ 3,018.51 | \$ 3,102.61 | \$ 3,187.90 | \$ 3,273.19 | \$ 3,360.92 | \$ 3,450.81 |
| | | Daily | \$ 259.82 | \$ 268.24 | \$ 276.65 | \$ 285.05 | \$ 293.43 | \$ 301.86 | \$ 310.27 | \$ 318.79 | \$ 327.32 | \$ 336.10 | \$ 345.09 |
| | | Hourly | \$ 32.48 | \$ 33.53 | \$ 34.59 | \$ 35.64 | \$ 36.68 | \$ 37.74 | \$ 38.79 | \$ 39.85 | \$ 40.92 | \$ 42.02 | \$ 43.14 |
| FP | 21 | Annual | \$ 71,156.00 | \$ 73,411.00 | \$ 75,665.00 | \$ 77,925.00 | \$ 80,182.00 | \$ 82,433.00 | \$ 84,696.00 | \$ 87,022.00 | \$ 89,351.00 | \$ 91,740.00 | \$ 94,197.00 |
| | | Bi-Wk | \$ 2,726.29 | \$ 2,812.69 | \$ 2,899.05 | \$ 2,985.64 | \$ 3,072.11 | \$ 3,158.36 | \$ 3,245.06 | \$ 3,334.18 | \$ 3,423.41 | \$ 3,514.95 | \$ 3,609.09 |
| | | Daily | \$ 272.63 | \$ 281.27 | \$ 289.91 | \$ 298.57 | \$ 307.22 | \$ 315.84 | \$ 324.51 | \$ 333.42 | \$ 342.35 | \$ 351.50 | \$ 360.91 |
| | | Hourly | \$ 34.08 | \$ 35.16 | \$ 36.24 | \$ 37.33 | \$ 38.41 | \$ 39.48 | \$ 40.57 | \$ 41.68 | \$ 42.80 | \$ 43.94 | \$ 45.12 |

P-1 FP 40-Hours Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | |
|------|-------|--------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|-------------|
| FP | 22 | Annual | \$ 73,098.00 | \$ 75,782.00 | \$ 78,463.00 | \$ 81,132.00 | \$ 83,813.00 | \$ 86,492.00 | \$ 89,166.00 | \$ 91,620.00 | \$ 94,072.00 | \$ 96,592.00 | \$ 99,183.00 | |
| | | Bi-Wk | \$ 2,800.69 | \$ 2,903.53 | \$ 3,006.25 | \$ 3,108.51 | \$ 3,211.23 | \$ 3,313.87 | \$ 3,416.33 | \$ 3,518.63 | \$ 3,620.85 | \$ 3,723.07 | \$ 3,825.29 | \$ 3,927.51 |
| | | Daily | \$ 280.07 | \$ 290.36 | \$ 300.63 | \$ 310.86 | \$ 321.13 | \$ 331.39 | \$ 341.64 | \$ 351.89 | \$ 362.14 | \$ 372.39 | \$ 382.64 | \$ 392.89 |
| | | Hourly | \$ 35.01 | \$ 36.30 | \$ 37.58 | \$ 38.86 | \$ 40.15 | \$ 41.43 | \$ 42.71 | \$ 43.99 | \$ 45.27 | \$ 46.55 | \$ 47.83 | \$ 49.11 |
| FP | 23 | Annual | \$ 76,565.00 | \$ 79,357.00 | \$ 82,136.00 | \$ 84,930.00 | \$ 87,720.00 | \$ 90,513.00 | \$ 93,306.00 | \$ 95,865.00 | \$ 98,431.00 | \$ 101,070.00 | \$ 103,779.00 | |
| | | Bi-Wk | \$ 2,933.53 | \$ 3,040.50 | \$ 3,146.98 | \$ 3,254.03 | \$ 3,360.92 | \$ 3,467.94 | \$ 3,574.95 | \$ 3,672.99 | \$ 3,771.31 | \$ 3,872.42 | \$ 3,976.21 | |
| | | Daily | \$ 293.36 | \$ 304.05 | \$ 314.70 | \$ 325.41 | \$ 336.10 | \$ 346.80 | \$ 357.50 | \$ 367.30 | \$ 377.14 | \$ 387.25 | \$ 397.63 | |
| | | Hourly | \$ 36.67 | \$ 38.01 | \$ 39.34 | \$ 40.68 | \$ 42.02 | \$ 43.35 | \$ 44.69 | \$ 45.92 | \$ 47.15 | \$ 48.41 | \$ 49.71 | |
| FP | 24 | Annual | \$ 80,242.00 | \$ 83,153.00 | \$ 86,054.00 | \$ 88,967.00 | \$ 91,881.00 | \$ 94,784.00 | \$ 97,689.00 | \$ 100,372.00 | \$ 103,059.00 | \$ 105,818.00 | \$ 108,653.00 | |
| | | Bi-Wk | \$ 3,074.41 | \$ 3,185.94 | \$ 3,297.09 | \$ 3,408.70 | \$ 3,520.35 | \$ 3,631.58 | \$ 3,742.88 | \$ 3,845.68 | \$ 3,948.63 | \$ 4,054.33 | \$ 4,162.96 | |
| | | Daily | \$ 307.45 | \$ 318.60 | \$ 329.71 | \$ 340.87 | \$ 352.04 | \$ 363.16 | \$ 374.29 | \$ 384.57 | \$ 394.87 | \$ 405.44 | \$ 416.30 | |
| | | Hourly | \$ 38.44 | \$ 39.83 | \$ 41.22 | \$ 42.61 | \$ 44.01 | \$ 45.40 | \$ 46.79 | \$ 48.08 | \$ 49.36 | \$ 50.68 | \$ 52.04 | |
| FP | 25 | Annual | \$ 84,157.00 | \$ 87,186.00 | \$ 90,185.00 | \$ 93,207.00 | \$ 96,220.00 | \$ 99,241.00 | \$ 102,250.00 | \$ 105,065.00 | \$ 107,875.00 | \$ 110,750.00 | \$ 113,727.00 | |
| | | Bi-Wk | \$ 3,224.41 | \$ 3,340.46 | \$ 3,455.37 | \$ 3,571.15 | \$ 3,686.60 | \$ 3,802.34 | \$ 3,917.63 | \$ 4,025.48 | \$ 4,133.15 | \$ 4,243.64 | \$ 4,357.36 | |
| | | Daily | \$ 322.45 | \$ 334.05 | \$ 345.54 | \$ 357.12 | \$ 368.66 | \$ 380.24 | \$ 391.77 | \$ 402.55 | \$ 413.32 | \$ 424.37 | \$ 435.74 | |
| | | Hourly | \$ 40.31 | \$ 41.76 | \$ 43.20 | \$ 44.64 | \$ 46.09 | \$ 47.53 | \$ 48.98 | \$ 50.32 | \$ 51.67 | \$ 53.05 | \$ 54.47 | |
| FP | 26 | Annual | \$ 88,308.00 | \$ 91,430.00 | \$ 94,571.00 | \$ 97,689.00 | \$ 100,817.00 | \$ 103,948.00 | \$ 107,068.00 | \$ 110,010.00 | \$ 112,954.00 | \$ 115,985.00 | \$ 119,092.00 | |
| | | Bi-Wk | \$ 3,383.45 | \$ 3,503.07 | \$ 3,623.41 | \$ 3,742.88 | \$ 3,862.73 | \$ 3,982.69 | \$ 4,102.23 | \$ 4,214.95 | \$ 4,327.74 | \$ 4,443.87 | \$ 4,562.92 | |
| | | Daily | \$ 338.35 | \$ 350.31 | \$ 362.35 | \$ 374.29 | \$ 386.28 | \$ 398.27 | \$ 410.23 | \$ 421.50 | \$ 432.78 | \$ 444.39 | \$ 456.30 | |
| | | Hourly | \$ 42.30 | \$ 43.79 | \$ 45.30 | \$ 46.79 | \$ 48.29 | \$ 49.79 | \$ 51.28 | \$ 52.69 | \$ 54.10 | \$ 55.55 | \$ 57.04 | |
| FP | 27 | Annual | \$ 92,691.00 | \$ 95,927.00 | \$ 99,165.00 | \$ 102,394.00 | \$ 105,632.00 | \$ 108,864.00 | \$ 112,110.00 | \$ 115,189.00 | \$ 118,271.00 | \$ 121,442.00 | \$ 124,699.00 | |
| | | Bi-Wk | \$ 3,551.38 | \$ 3,675.37 | \$ 3,799.43 | \$ 3,923.15 | \$ 4,047.21 | \$ 4,171.04 | \$ 4,295.41 | \$ 4,413.38 | \$ 4,531.46 | \$ 4,652.96 | \$ 4,777.74 | |
| | | Daily | \$ 355.14 | \$ 367.54 | \$ 379.95 | \$ 392.32 | \$ 404.73 | \$ 417.11 | \$ 429.55 | \$ 441.34 | \$ 453.15 | \$ 465.30 | \$ 477.78 | |
| | | Hourly | \$ 44.40 | \$ 45.95 | \$ 47.50 | \$ 49.04 | \$ 50.60 | \$ 52.14 | \$ 53.70 | \$ 55.17 | \$ 56.65 | \$ 58.17 | \$ 59.73 | |
| FP | 28 | Annual | \$ 97,371.00 | \$ 100,716.00 | \$ 104,074.00 | \$ 107,425.00 | \$ 110,768.00 | \$ 114,102.00 | \$ 117,448.00 | \$ 120,677.00 | \$ 123,909.00 | \$ 127,233.00 | \$ 130,644.00 | |
| | | Bi-Wk | \$ 3,730.69 | \$ 3,858.86 | \$ 3,987.51 | \$ 4,115.91 | \$ 4,243.99 | \$ 4,371.73 | \$ 4,499.93 | \$ 4,623.64 | \$ 4,747.48 | \$ 4,874.83 | \$ 5,005.52 | |
| | | Daily | \$ 373.07 | \$ 385.89 | \$ 398.76 | \$ 411.60 | \$ 424.40 | \$ 437.18 | \$ 450.00 | \$ 462.37 | \$ 474.75 | \$ 487.49 | \$ 500.56 | |
| | | Hourly | \$ 46.64 | \$ 48.24 | \$ 49.85 | \$ 51.45 | \$ 53.05 | \$ 54.65 | \$ 56.25 | \$ 57.80 | \$ 59.35 | \$ 60.94 | \$ 62.57 | |

P-1 FP 40-Hours Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| FP | 29 | Annual | \$ 98,305.00 | \$ 101,994.00 | \$ 105,686.00 | \$ 109,377.00 | \$ 113,065.00 | \$ 116,750.00 | \$ 120,442.00 | \$ 123,748.00 | \$ 127,066.00 | \$ 130,465.00 | \$ 133,959.00 |
| | | Bi-Wk | \$ 3,766.48 | \$ 3,907.82 | \$ 4,049.28 | \$ 4,190.69 | \$ 4,332.00 | \$ 4,473.19 | \$ 4,614.64 | \$ 4,741.31 | \$ 4,868.43 | \$ 4,998.66 | \$ 5,132.53 |
| | | Daily | \$ 376.65 | \$ 390.79 | \$ 404.93 | \$ 419.07 | \$ 433.20 | \$ 447.32 | \$ 461.47 | \$ 474.14 | \$ 486.85 | \$ 499.87 | \$ 513.26 |
| | | Hourly | \$ 47.09 | \$ 48.85 | \$ 50.62 | \$ 52.39 | \$ 54.15 | \$ 55.92 | \$ 57.69 | \$ 59.27 | \$ 60.86 | \$ 62.49 | \$ 64.16 |
| FP | 30 | Annual | \$ 102,250.00 | \$ 106,047.00 | \$ 109,850.00 | \$ 113,641.00 | \$ 117,433.00 | \$ 121,229.00 | \$ 125,032.00 | \$ 128,469.00 | \$ 131,904.00 | \$ 135,429.00 | \$ 139,051.00 |
| | | Bi-Wk | \$ 3,917.63 | \$ 4,063.11 | \$ 4,208.92 | \$ 4,354.07 | \$ 4,499.35 | \$ 4,644.79 | \$ 4,790.50 | \$ 4,922.19 | \$ 5,053.80 | \$ 5,188.86 | \$ 5,327.63 |
| | | Daily | \$ 391.77 | \$ 406.32 | \$ 420.89 | \$ 435.41 | \$ 449.94 | \$ 464.48 | \$ 479.05 | \$ 492.22 | \$ 505.38 | \$ 518.89 | \$ 532.77 |
| | | Hourly | \$ 48.98 | \$ 50.79 | \$ 52.62 | \$ 54.43 | \$ 56.25 | \$ 58.06 | \$ 59.89 | \$ 61.53 | \$ 63.18 | \$ 64.87 | \$ 66.60 |
| FP | 31 | Annual | \$ 106,353.00 | \$ 110,259.00 | \$ 114,165.00 | \$ 118,078.00 | \$ 121,995.00 | \$ 125,898.00 | \$ 129,805.00 | \$ 133,378.00 | \$ 136,940.00 | \$ 140,603.00 | \$ 144,363.00 |
| | | Bi-Wk | \$ 4,074.83 | \$ 4,224.49 | \$ 4,374.14 | \$ 4,524.07 | \$ 4,674.14 | \$ 4,823.68 | \$ 4,973.38 | \$ 5,110.27 | \$ 5,246.75 | \$ 5,387.09 | \$ 5,531.15 |
| | | Daily | \$ 407.49 | \$ 422.45 | \$ 437.42 | \$ 452.41 | \$ 467.42 | \$ 482.37 | \$ 497.34 | \$ 511.03 | \$ 524.68 | \$ 538.71 | \$ 553.12 |
| | | Hourly | \$ 50.94 | \$ 52.81 | \$ 54.68 | \$ 56.56 | \$ 58.43 | \$ 60.30 | \$ 62.17 | \$ 63.88 | \$ 65.59 | \$ 67.34 | \$ 69.14 |
| FP | 32 | Annual | \$ 110,616.00 | \$ 114,633.00 | \$ 118,646.00 | \$ 122,658.00 | \$ 126,683.00 | \$ 130,692.00 | \$ 134,721.00 | \$ 138,427.00 | \$ 142,129.00 | \$ 145,932.00 | \$ 149,839.00 |
| | | Bi-Wk | \$ 4,238.17 | \$ 4,392.07 | \$ 4,545.83 | \$ 4,699.55 | \$ 4,853.76 | \$ 5,007.36 | \$ 5,161.73 | \$ 5,303.72 | \$ 5,445.56 | \$ 5,591.27 | \$ 5,740.96 |
| | | Daily | \$ 423.82 | \$ 439.21 | \$ 454.59 | \$ 469.96 | \$ 485.38 | \$ 500.74 | \$ 516.18 | \$ 530.38 | \$ 544.56 | \$ 559.13 | \$ 574.10 |
| | | Hourly | \$ 52.98 | \$ 54.91 | \$ 56.83 | \$ 58.75 | \$ 60.68 | \$ 62.60 | \$ 64.53 | \$ 66.30 | \$ 68.07 | \$ 69.90 | \$ 71.77 |
| FP | 33 | Annual | \$ 115,073.00 | \$ 119,202.00 | \$ 123,324.00 | \$ 127,452.00 | \$ 131,580.00 | \$ 135,709.00 | \$ 139,844.00 | \$ 143,691.00 | \$ 147,539.00 | \$ 151,486.00 | \$ 155,543.00 |
| | | Bi-Wk | \$ 4,408.93 | \$ 4,567.13 | \$ 4,725.06 | \$ 4,883.22 | \$ 5,041.38 | \$ 5,199.58 | \$ 5,358.01 | \$ 5,505.41 | \$ 5,652.84 | \$ 5,804.07 | \$ 5,959.51 |
| | | Daily | \$ 440.90 | \$ 456.72 | \$ 472.51 | \$ 488.33 | \$ 504.14 | \$ 519.96 | \$ 535.81 | \$ 550.55 | \$ 565.29 | \$ 580.41 | \$ 595.96 |
| | | Hourly | \$ 55.12 | \$ 57.09 | \$ 59.07 | \$ 61.05 | \$ 63.02 | \$ 65.00 | \$ 66.98 | \$ 68.82 | \$ 70.67 | \$ 72.56 | \$ 74.50 |
| FP | 34 | Annual | \$ 119,811.00 | \$ 124,047.00 | \$ 128,293.00 | \$ 132,535.00 | \$ 136,766.00 | \$ 141,014.00 | \$ 145,250.00 | \$ 149,240.00 | \$ 153,238.00 | \$ 157,347.00 | \$ 161,565.00 |
| | | Bi-Wk | \$ 4,590.46 | \$ 4,752.76 | \$ 4,915.45 | \$ 5,077.97 | \$ 5,240.08 | \$ 5,402.84 | \$ 5,565.14 | \$ 5,718.01 | \$ 5,871.19 | \$ 6,028.63 | \$ 6,190.23 |
| | | Daily | \$ 459.05 | \$ 475.28 | \$ 491.55 | \$ 507.80 | \$ 524.01 | \$ 540.29 | \$ 556.52 | \$ 571.81 | \$ 587.12 | \$ 602.87 | \$ 619.03 |
| | | Hourly | \$ 57.39 | \$ 59.41 | \$ 61.45 | \$ 63.48 | \$ 65.51 | \$ 67.54 | \$ 69.57 | \$ 71.48 | \$ 73.39 | \$ 75.36 | \$ 77.38 |
| FP | 35 | Annual | \$ 124,734.00 | \$ 129,076.00 | \$ 133,847.00 | \$ 137,778.00 | \$ 142,122.00 | \$ 146,468.00 | \$ 150,237.00 | \$ 154,367.00 | \$ 158,498.00 | \$ 162,743.00 | \$ 167,105.00 |
| | | Bi-Wk | \$ 4,779.09 | \$ 4,945.45 | \$ 5,089.93 | \$ 5,278.86 | \$ 5,445.29 | \$ 5,611.81 | \$ 5,756.21 | \$ 5,914.45 | \$ 6,072.73 | \$ 6,235.37 | \$ 6,402.50 |
| | | Daily | \$ 477.91 | \$ 494.55 | \$ 509.00 | \$ 527.89 | \$ 544.53 | \$ 561.19 | \$ 575.63 | \$ 591.45 | \$ 607.28 | \$ 623.54 | \$ 640.25 |
| | | Hourly | \$ 59.74 | \$ 61.82 | \$ 63.63 | \$ 65.99 | \$ 68.07 | \$ 70.15 | \$ 71.96 | \$ 73.94 | \$ 75.91 | \$ 77.95 | \$ 80.04 |

P-1 FP 40-Hours Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| FP | 36 | Annual | \$ 129,919.00 | \$ 134,374.00 | \$ 138,841.00 | \$ 143,298.00 | \$ 147,766.00 | \$ 152,220.00 | \$ 156,677.00 | \$ 160,988.00 | \$ 165,297.00 | \$ 169,721.00 | \$ 174,264.00 |
| | | Bi-Wk | \$ 4,977.74 | \$ 5,148.43 | \$ 5,319.58 | \$ 5,490.35 | \$ 5,661.54 | \$ 5,832.19 | \$ 6,002.96 | \$ 6,168.13 | \$ 6,333.22 | \$ 6,502.73 | \$ 6,676.79 |
| | | Daily | \$ 497.78 | \$ 514.85 | \$ 531.96 | \$ 549.04 | \$ 566.16 | \$ 583.22 | \$ 600.30 | \$ 616.82 | \$ 633.33 | \$ 650.28 | \$ 667.68 |
| | | Hourly | \$ 62.23 | \$ 64.36 | \$ 66.50 | \$ 68.63 | \$ 70.77 | \$ 72.91 | \$ 75.04 | \$ 77.11 | \$ 79.17 | \$ 81.29 | \$ 83.46 |

P-1 RX 35-Hours Doctors Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|------|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| RX | 5 | Annual | \$ 110,484.00 | \$ 113,913.00 | \$ 117,333.00 | \$ 120,769.00 | \$ 124,193.00 | \$ 127,616.00 | \$ 131,057.00 |
| | | Bi-Wk | \$ 4,233.11 | \$ 4,364.49 | \$ 4,495.52 | \$ 4,627.17 | \$ 4,758.36 | \$ 4,889.51 | \$ 5,021.35 |
| | | Daily | \$ 423.32 | \$ 436.45 | \$ 449.56 | \$ 462.72 | \$ 475.84 | \$ 488.96 | \$ 502.14 |
| | | Hourly | \$ 60.48 | \$ 62.35 | \$ 64.23 | \$ 66.11 | \$ 67.98 | \$ 69.86 | \$ 71.74 |
| RX | 6 | Annual | \$ 114,285.00 | \$ 117,807.00 | \$ 121,329.00 | \$ 124,860.00 | \$ 128,382.00 | \$ 131,911.00 | \$ 135,427.00 |
| | | Bi-Wk | \$ 4,378.74 | \$ 4,513.68 | \$ 4,648.63 | \$ 4,783.91 | \$ 4,918.86 | \$ 5,054.07 | \$ 5,188.78 |
| | | Daily | \$ 437.88 | \$ 451.37 | \$ 464.87 | \$ 478.40 | \$ 491.89 | \$ 505.41 | \$ 518.88 |
| | | Hourly | \$ 62.56 | \$ 64.49 | \$ 66.41 | \$ 68.35 | \$ 70.27 | \$ 72.21 | \$ 74.13 |
| RX | 7 | Annual | \$ 118,325.00 | \$ 121,948.00 | \$ 125,573.00 | \$ 129,193.00 | \$ 132,808.00 | \$ 136,432.00 | \$ 140,048.00 |
| | | Bi-Wk | \$ 4,533.53 | \$ 4,672.34 | \$ 4,811.23 | \$ 4,949.93 | \$ 5,088.43 | \$ 5,227.28 | \$ 5,365.83 |
| | | Daily | \$ 453.36 | \$ 467.24 | \$ 481.13 | \$ 495.00 | \$ 508.85 | \$ 522.73 | \$ 536.59 |
| | | Hourly | \$ 64.77 | \$ 66.75 | \$ 68.74 | \$ 70.72 | \$ 72.70 | \$ 74.68 | \$ 76.66 |
| RX | 8 | Annual | \$ 122,533.00 | \$ 126,246.00 | \$ 129,957.00 | \$ 133,669.00 | \$ 137,377.00 | \$ 141,093.00 | \$ 144,805.00 |
| | | Bi-Wk | \$ 4,694.76 | \$ 4,837.02 | \$ 4,979.20 | \$ 5,121.42 | \$ 5,263.49 | \$ 5,405.87 | \$ 5,548.09 |
| | | Daily | \$ 469.48 | \$ 483.71 | \$ 497.92 | \$ 512.15 | \$ 526.35 | \$ 540.59 | \$ 554.81 |
| | | Hourly | \$ 67.07 | \$ 69.11 | \$ 71.14 | \$ 73.17 | \$ 75.20 | \$ 77.23 | \$ 79.26 |
| RX | 9 | Annual | \$ 126,960.00 | \$ 130,759.00 | \$ 134,578.00 | \$ 138,380.00 | \$ 142,192.00 | \$ 145,998.00 | \$ 149,803.00 |
| | | Bi-Wk | \$ 4,864.37 | \$ 5,009.93 | \$ 5,156.25 | \$ 5,301.92 | \$ 5,447.97 | \$ 5,593.80 | \$ 5,739.58 |
| | | Daily | \$ 486.44 | \$ 501.00 | \$ 515.63 | \$ 530.20 | \$ 544.80 | \$ 559.38 | \$ 573.96 |
| | | Hourly | \$ 69.50 | \$ 71.58 | \$ 73.67 | \$ 75.75 | \$ 77.83 | \$ 79.92 | \$ 82.00 |
| RX | 10 | Annual | \$ 131,562.00 | \$ 135,473.00 | \$ 139,385.00 | \$ 143,295.00 | \$ 147,208.00 | \$ 151,124.00 | \$ 155,036.00 |
| | | Bi-Wk | \$ 5,040.69 | \$ 5,190.54 | \$ 5,340.43 | \$ 5,490.23 | \$ 5,640.16 | \$ 5,790.20 | \$ 5,940.08 |
| | | Daily | \$ 504.07 | \$ 519.06 | \$ 534.05 | \$ 549.03 | \$ 564.02 | \$ 579.02 | \$ 594.01 |
| | | Hourly | \$ 72.01 | \$ 74.16 | \$ 76.30 | \$ 78.44 | \$ 80.58 | \$ 82.72 | \$ 84.86 |
| RX | 11 | Annual | \$ 136,333.00 | \$ 140,327.00 | \$ 144,337.00 | \$ 148,341.00 | \$ 152,341.00 | \$ 156,354.00 | \$ 160,362.00 |
| | | Bi-Wk | \$ 5,223.49 | \$ 5,376.52 | \$ 5,530.16 | \$ 5,683.57 | \$ 5,836.82 | \$ 5,990.58 | \$ 6,144.14 |
| | | Daily | \$ 522.35 | \$ 537.66 | \$ 553.02 | \$ 568.36 | \$ 583.69 | \$ 599.06 | \$ 614.42 |
| | | Hourly | \$ 74.63 | \$ 76.81 | \$ 79.01 | \$ 81.20 | \$ 83.39 | \$ 85.58 | \$ 87.78 |

P-1 RX 35-Hours Doctors Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| RX | 12 | Annual | \$ 141,335.00 | \$ 145,435.00 | \$ 149,533.00 | \$ 153,627.00 | \$ 157,733.00 | \$ 161,827.00 | \$ 165,922.00 |
| | | Bi-Wk | \$ 5,415.14 | \$ 5,572.23 | \$ 5,729.24 | \$ 5,886.10 | \$ 6,043.41 | \$ 6,200.27 | \$ 6,357.17 |
| | | Daily | \$ 541.52 | \$ 557.23 | \$ 572.93 | \$ 588.61 | \$ 604.35 | \$ 620.03 | \$ 635.72 |
| | | Hourly | \$ 77.36 | \$ 79.61 | \$ 81.85 | \$ 84.09 | \$ 86.34 | \$ 88.58 | \$ 90.82 |

P-1 RX 35-Hours Doctors Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|------|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| RX | 5 | Annual | \$ 113,247.00 | \$ 116,761.00 | \$ 120,267.00 | \$ 123,789.00 | \$ 127,298.00 | \$ 130,807.00 | \$ 134,334.00 |
| | | Bi-Wk | \$ 4,338.97 | \$ 4,473.61 | \$ 4,607.94 | \$ 4,742.88 | \$ 4,877.32 | \$ 5,011.77 | \$ 5,146.90 |
| | | Daily | \$ 433.90 | \$ 447.37 | \$ 460.80 | \$ 474.29 | \$ 487.74 | \$ 501.18 | \$ 514.69 |
| | | Hourly | \$ 61.99 | \$ 63.91 | \$ 65.83 | \$ 67.76 | \$ 69.68 | \$ 71.60 | \$ 73.53 |
| RX | 6 | Annual | \$ 117,143.00 | \$ 120,753.00 | \$ 124,363.00 | \$ 127,982.00 | \$ 131,592.00 | \$ 135,209.00 | \$ 138,813.00 |
| | | Bi-Wk | \$ 4,488.24 | \$ 4,626.56 | \$ 4,764.87 | \$ 4,903.53 | \$ 5,041.84 | \$ 5,180.43 | \$ 5,318.51 |
| | | Daily | \$ 448.83 | \$ 462.66 | \$ 476.49 | \$ 490.36 | \$ 504.19 | \$ 518.05 | \$ 531.86 |
| | | Hourly | \$ 64.12 | \$ 66.10 | \$ 68.07 | \$ 70.06 | \$ 72.03 | \$ 74.01 | \$ 75.98 |
| RX | 7 | Annual | \$ 121,284.00 | \$ 124,997.00 | \$ 128,713.00 | \$ 132,423.00 | \$ 136,129.00 | \$ 139,843.00 | \$ 143,550.00 |
| | | Bi-Wk | \$ 4,646.90 | \$ 4,789.16 | \$ 4,931.54 | \$ 5,073.68 | \$ 5,215.68 | \$ 5,357.97 | \$ 5,500.00 |
| | | Daily | \$ 464.69 | \$ 478.92 | \$ 493.16 | \$ 507.37 | \$ 521.57 | \$ 535.80 | \$ 550.00 |
| | | Hourly | \$ 66.39 | \$ 68.42 | \$ 70.46 | \$ 72.49 | \$ 74.51 | \$ 76.55 | \$ 78.58 |
| RX | 8 | Annual | \$ 125,597.00 | \$ 129,403.00 | \$ 133,206.00 | \$ 137,011.00 | \$ 140,812.00 | \$ 144,621.00 | \$ 148,426.00 |
| | | Bi-Wk | \$ 4,812.15 | \$ 4,957.97 | \$ 5,103.68 | \$ 5,249.47 | \$ 5,395.10 | \$ 5,541.04 | \$ 5,686.82 |
| | | Daily | \$ 481.22 | \$ 495.80 | \$ 510.37 | \$ 524.95 | \$ 539.51 | \$ 554.11 | \$ 568.69 |
| | | Hourly | \$ 68.75 | \$ 70.83 | \$ 72.91 | \$ 75.00 | \$ 77.08 | \$ 79.16 | \$ 81.25 |
| RX | 9 | Annual | \$ 130,134.00 | \$ 134,028.00 | \$ 137,943.00 | \$ 141,840.00 | \$ 145,747.00 | \$ 149,648.00 | \$ 153,549.00 |
| | | Bi-Wk | \$ 4,985.98 | \$ 5,135.18 | \$ 5,285.18 | \$ 5,434.49 | \$ 5,584.18 | \$ 5,733.64 | \$ 5,883.11 |
| | | Daily | \$ 498.60 | \$ 513.52 | \$ 528.52 | \$ 543.45 | \$ 558.42 | \$ 573.37 | \$ 588.32 |
| | | Hourly | \$ 71.23 | \$ 73.36 | \$ 75.51 | \$ 77.64 | \$ 79.78 | \$ 81.91 | \$ 84.05 |
| RX | 10 | Annual | \$ 134,852.00 | \$ 138,860.00 | \$ 142,870.00 | \$ 146,878.00 | \$ 150,889.00 | \$ 154,903.00 | \$ 158,912.00 |
| | | Bi-Wk | \$ 5,166.75 | \$ 5,320.31 | \$ 5,473.95 | \$ 5,627.51 | \$ 5,781.19 | \$ 5,934.99 | \$ 6,088.59 |
| | | Daily | \$ 516.68 | \$ 532.04 | \$ 547.40 | \$ 562.76 | \$ 578.12 | \$ 593.50 | \$ 608.86 |
| | | Hourly | \$ 73.82 | \$ 76.01 | \$ 78.20 | \$ 80.40 | \$ 82.59 | \$ 84.79 | \$ 86.98 |
| RX | 11 | Annual | \$ 139,742.00 | \$ 143,836.00 | \$ 147,946.00 | \$ 152,050.00 | \$ 156,150.00 | \$ 160,263.00 | \$ 164,372.00 |
| | | Bi-Wk | \$ 5,354.10 | \$ 5,510.96 | \$ 5,668.43 | \$ 5,825.68 | \$ 5,982.76 | \$ 6,140.35 | \$ 6,297.78 |
| | | Daily | \$ 535.41 | \$ 551.10 | \$ 566.85 | \$ 582.57 | \$ 598.28 | \$ 614.04 | \$ 629.78 |
| | | Hourly | \$ 76.49 | \$ 78.73 | \$ 80.98 | \$ 83.23 | \$ 85.47 | \$ 87.72 | \$ 89.97 |

P-1 RX 35-Hours Doctors Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|------|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| RX | 12 | Annual | \$ 144,869.00 | \$ 149,071.00 | \$ 153,272.00 | \$ 157,488.00 | \$ 161,677.00 | \$ 165,873.00 | \$ 170,071.00 |
| | | Bi-Wk | \$ 5,550.54 | \$ 5,711.54 | \$ 5,872.50 | \$ 6,033.26 | \$ 6,194.53 | \$ 6,355.29 | \$ 6,516.14 |
| | | Daily | \$ 555.06 | \$ 571.16 | \$ 587.25 | \$ 603.33 | \$ 619.46 | \$ 635.53 | \$ 651.62 |
| | | Hourly | \$ 79.30 | \$ 81.60 | \$ 83.90 | \$ 86.19 | \$ 88.50 | \$ 90.79 | \$ 93.09 |

P-1 RY 37.5-Hours Doctors Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| RY | 5 | Annual | \$118,376.00 | \$122,049.00 | \$125,715.00 | \$129,394.00 | \$133,062.00 | \$136,732.00 | \$140,418.00 |
| | | Bi-Wk | \$4,535.48 | \$4,676.21 | \$4,816.67 | \$4,957.63 | \$5,098.17 | \$5,238.78 | \$5,380.00 |
| | | Daily | \$453.55 | \$467.63 | \$481.67 | \$495.77 | \$509.82 | \$523.88 | \$538.00 |
| | | Hourly | \$60.48 | \$62.35 | \$64.23 | \$66.11 | \$67.98 | \$69.86 | \$71.74 |
| RY | 6 | Annual | \$122,447.00 | \$126,222.00 | \$129,994.00 | \$133,779.00 | \$137,550.00 | \$141,331.00 | \$145,102.00 |
| | | Bi-Wk | \$4,691.46 | \$4,836.10 | \$4,980.62 | \$5,125.64 | \$5,270.12 | \$5,414.99 | \$5,559.47 |
| | | Daily | \$469.15 | \$483.61 | \$498.07 | \$512.57 | \$527.02 | \$541.50 | \$555.95 |
| | | Hourly | \$62.56 | \$64.49 | \$66.41 | \$68.35 | \$70.27 | \$72.20 | \$74.13 |
| RY | 7 | Annual | \$126,778.00 | \$130,660.00 | \$134,540.00 | \$138,420.00 | \$142,293.00 | \$146,176.00 | \$150,061.00 |
| | | Bi-Wk | \$4,857.40 | \$5,006.14 | \$5,154.79 | \$5,303.45 | \$5,451.84 | \$5,600.62 | \$5,749.09 |
| | | Daily | \$485.74 | \$500.62 | \$515.48 | \$530.35 | \$545.19 | \$560.07 | \$574.91 |
| | | Hourly | \$64.77 | \$66.75 | \$68.74 | \$70.72 | \$72.70 | \$74.68 | \$76.66 |
| RY | 8 | Annual | \$131,285.00 | \$135,263.00 | \$139,240.00 | \$143,217.00 | \$147,190.00 | \$151,172.00 | \$155,148.00 |
| | | Bi-Wk | \$5,030.08 | \$5,182.50 | \$5,334.87 | \$5,487.25 | \$5,639.47 | \$5,792.04 | \$5,944.37 |
| | | Daily | \$503.01 | \$518.25 | \$533.49 | \$548.73 | \$563.95 | \$579.21 | \$594.44 |
| | | Hourly | \$67.07 | \$69.10 | \$71.14 | \$73.17 | \$75.20 | \$77.23 | \$79.26 |
| RY | 9 | Annual | \$136,029.00 | \$140,097.00 | \$144,190.00 | \$148,264.00 | \$152,349.00 | \$156,426.00 | \$160,505.00 |
| | | Bi-Wk | \$5,211.84 | \$5,367.71 | \$5,524.53 | \$5,680.62 | \$5,837.13 | \$5,993.34 | \$6,149.62 |
| | | Daily | \$521.19 | \$536.78 | \$552.46 | \$568.07 | \$583.72 | \$599.34 | \$614.97 |
| | | Hourly | \$69.50 | \$71.57 | \$73.67 | \$75.75 | \$77.83 | \$79.92 | \$82.00 |
| RY | 10 | Annual | \$140,958.00 | \$145,149.00 | \$149,339.00 | \$153,530.00 | \$157,722.00 | \$161,918.00 | \$166,108.00 |
| | | Bi-Wk | \$5,400.69 | \$5,561.27 | \$5,721.81 | \$5,882.38 | \$6,042.99 | \$6,203.76 | \$6,364.30 |
| | | Daily | \$540.07 | \$556.13 | \$572.19 | \$588.24 | \$604.30 | \$620.38 | \$636.43 |
| | | Hourly | \$72.01 | \$74.16 | \$76.30 | \$78.44 | \$80.58 | \$82.72 | \$84.86 |
| RY | 11 | Annual | \$146,070.00 | \$150,350.00 | \$154,647.00 | \$158,935.00 | \$163,219.00 | \$167,522.00 | \$171,816.00 |
| | | Bi-Wk | \$5,596.56 | \$5,760.54 | \$5,925.18 | \$6,089.47 | \$6,253.61 | \$6,418.47 | \$6,582.99 |
| | | Daily | \$559.66 | \$576.06 | \$592.52 | \$608.95 | \$625.37 | \$641.85 | \$658.30 |
| | | Hourly | \$74.63 | \$76.81 | \$79.01 | \$81.20 | \$83.39 | \$85.58 | \$87.78 |

P-1 RY 37.5-Hours Doctors Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| RY | 12 | Annual | \$151,428.00 | \$155,823.00 | \$160,214.00 | \$164,601.00 | \$168,999.00 | \$173,388.00 | \$177,774.00 |
| | | Bi-Wk | \$5,801.84 | \$5,970.23 | \$6,138.47 | \$6,306.56 | \$6,475.06 | \$6,643.22 | \$6,811.27 |
| | | Daily | \$580.19 | \$597.03 | \$613.85 | \$630.66 | \$647.51 | \$664.33 | \$681.13 |
| | | Hourly | \$77.36 | \$79.61 | \$81.85 | \$84.09 | \$86.34 | \$88.58 | \$90.82 |

P-1 RZ 40-Hours Doctors Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|------|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------|--------|
| RZ | 5 | Annual | \$ 126,267.00 | \$ 130,183.00 | \$ 134,095.00 | \$ 138,020.00 | \$ 141,934.00 | \$ 145,848.00 | \$ 149,780.00 | | |
| | | Bi-Wk | \$ 4,837.82 | \$ 4,987.86 | \$ 5,137.74 | \$ 5,288.13 | \$ 5,438.09 | \$ 5,588.05 | \$ 5,738.70 | | |
| | | Daily | \$ 483.79 | \$ 498.79 | \$ 513.78 | \$ 528.82 | \$ 543.81 | \$ 558.81 | \$ 573.87 | | |
| | | Hourly | \$ 60.48 | \$ 62.35 | \$ 64.23 | \$ 66.11 | \$ 67.98 | \$ 69.86 | \$ 71.74 | | |
| RZ | 6 | Annual | \$ 130,609.00 | \$ 134,636.00 | \$ 138,657.00 | \$ 142,694.00 | \$ 146,719.00 | \$ 150,754.00 | \$ 154,773.00 | | |
| | | Bi-Wk | \$ 5,004.18 | \$ 5,158.47 | \$ 5,312.53 | \$ 5,467.21 | \$ 5,621.42 | \$ 5,776.02 | \$ 5,930.00 | | |
| | | Daily | \$ 500.42 | \$ 515.85 | \$ 531.26 | \$ 546.73 | \$ 562.15 | \$ 577.61 | \$ 593.00 | | |
| | | Hourly | \$ 62.56 | \$ 64.49 | \$ 66.41 | \$ 68.35 | \$ 70.27 | \$ 72.21 | \$ 74.13 | | |
| RZ | 7 | Annual | \$ 135,228.00 | \$ 139,368.00 | \$ 143,509.00 | \$ 147,647.00 | \$ 151,780.00 | \$ 155,922.00 | \$ 160,054.00 | | |
| | | Bi-Wk | \$ 5,181.15 | \$ 5,339.78 | \$ 5,498.43 | \$ 5,656.98 | \$ 5,815.33 | \$ 5,974.03 | \$ 6,132.34 | | |
| | | Daily | \$ 518.12 | \$ 533.98 | \$ 549.85 | \$ 565.70 | \$ 581.54 | \$ 597.41 | \$ 613.24 | | |
| | | Hourly | \$ 64.77 | \$ 66.75 | \$ 68.74 | \$ 70.72 | \$ 72.70 | \$ 74.68 | \$ 76.66 | | |
| RZ | 8 | Annual | \$ 140,036.00 | \$ 144,279.00 | \$ 148,520.00 | \$ 152,763.00 | \$ 157,001.00 | \$ 161,247.00 | \$ 165,488.00 | | |
| | | Bi-Wk | \$ 5,365.37 | \$ 5,527.94 | \$ 5,690.43 | \$ 5,852.99 | \$ 6,015.37 | \$ 6,178.05 | \$ 6,340.54 | | |
| | | Daily | \$ 536.54 | \$ 552.80 | \$ 569.05 | \$ 585.30 | \$ 601.54 | \$ 617.81 | \$ 634.06 | | |
| | | Hourly | \$ 67.07 | \$ 69.10 | \$ 71.14 | \$ 73.17 | \$ 75.20 | \$ 77.23 | \$ 79.26 | | |
| RZ | 9 | Annual | \$ 145,096.00 | \$ 149,437.00 | \$ 153,802.00 | \$ 158,148.00 | \$ 162,505.00 | \$ 166,852.00 | \$ 171,204.00 | | |
| | | Bi-Wk | \$ 5,559.24 | \$ 5,725.56 | \$ 5,892.80 | \$ 6,059.32 | \$ 6,226.25 | \$ 6,392.80 | \$ 6,559.55 | | |
| | | Daily | \$ 555.93 | \$ 572.56 | \$ 589.28 | \$ 605.94 | \$ 622.63 | \$ 639.28 | \$ 655.96 | | |
| | | Hourly | \$ 69.50 | \$ 71.57 | \$ 73.66 | \$ 75.75 | \$ 77.83 | \$ 79.91 | \$ 82.00 | | |
| RZ | 10 | Annual | \$ 150,355.00 | \$ 154,827.00 | \$ 159,295.00 | \$ 163,763.00 | \$ 168,236.00 | \$ 172,709.00 | \$ 177,182.00 | | |
| | | Bi-Wk | \$ 5,760.73 | \$ 5,932.07 | \$ 6,103.26 | \$ 6,274.45 | \$ 6,445.83 | \$ 6,617.21 | \$ 6,788.59 | | |
| | | Daily | \$ 576.08 | \$ 593.21 | \$ 610.33 | \$ 627.45 | \$ 644.59 | \$ 661.73 | \$ 678.86 | | |
| | | Hourly | \$ 72.01 | \$ 74.16 | \$ 76.30 | \$ 78.44 | \$ 80.58 | \$ 82.72 | \$ 84.86 | | |
| RZ | 11 | Annual | \$ 155,806.00 | \$ 160,374.00 | \$ 164,956.00 | \$ 169,532.00 | \$ 174,101.00 | \$ 178,688.00 | \$ 183,267.00 | | |
| | | Bi-Wk | \$ 5,969.58 | \$ 6,144.60 | \$ 6,320.16 | \$ 6,495.48 | \$ 6,670.54 | \$ 6,846.29 | \$ 7,021.73 | | |
| | | Daily | \$ 596.96 | \$ 614.46 | \$ 632.02 | \$ 649.55 | \$ 667.06 | \$ 684.63 | \$ 702.18 | | |
| | | Hourly | \$ 74.62 | \$ 76.81 | \$ 79.01 | \$ 81.20 | \$ 83.39 | \$ 85.58 | \$ 87.78 | | |

P-1 RZ 40-Hours Doctors Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|------|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| RZ | 12 | Annual | \$ 161,524.00 | \$ 166,209.00 | \$ 170,893.00 | \$ 175,573.00 | \$ 180,265.00 | \$ 184,945.00 | \$ 189,627.00 | | |
| | | Bi-Wk | \$ 6,188.66 | \$ 6,368.17 | \$ 6,547.63 | \$ 6,726.94 | \$ 6,906.71 | \$ 7,086.02 | \$ 7,265.41 | | |
| | | Daily | \$ 618.87 | \$ 636.82 | \$ 654.77 | \$ 672.70 | \$ 690.68 | \$ 708.61 | \$ 726.55 | | |
| | | Hourly | \$ 77.36 | \$ 79.61 | \$ 81.95 | \$ 84.09 | \$ 86.34 | \$ 88.58 | \$ 90.82 | | |
| RZ | 13 | Annual | \$ 178,290.00 | \$ 183,460.00 | \$ 188,628.00 | \$ 193,796.00 | \$ 198,965.00 | \$ 204,132.00 | \$ 209,296.00 | | |
| | | Bi-Wk | \$ 6,831.04 | \$ 7,029.12 | \$ 7,227.13 | \$ 7,425.14 | \$ 7,623.19 | \$ 7,821.15 | \$ 8,019.01 | | |
| | | Daily | \$ 683.11 | \$ 702.92 | \$ 722.72 | \$ 742.52 | \$ 762.32 | \$ 782.12 | \$ 801.91 | | |
| | | Hourly | \$ 85.39 | \$ 87.87 | \$ 90.34 | \$ 92.82 | \$ 95.29 | \$ 97.77 | \$ 100.24 | | |
| RZ | 14 | Annual | \$ 201,546.00 | \$ 207,363.00 | \$ 213,175.00 | \$ 218,988.00 | \$ 224,801.00 | \$ 230,616.00 | \$ 236,429.00 | \$ 242,246.00 | \$ 248,056.00 |
| | | Bi-Wk | \$ 7,722.07 | \$ 7,944.95 | \$ 8,167.63 | \$ 8,390.35 | \$ 8,613.07 | \$ 8,835.87 | \$ 9,058.59 | \$ 9,281.46 | \$ 9,504.07 |
| | | Daily | \$ 772.21 | \$ 794.50 | \$ 816.77 | \$ 839.04 | \$ 861.31 | \$ 883.59 | \$ 905.86 | \$ 928.15 | \$ 950.41 |
| | | Hourly | \$ 96.53 | \$ 99.32 | \$ 102.10 | \$ 104.88 | \$ 107.67 | \$ 110.45 | \$ 113.24 | \$ 116.02 | \$ 118.81 |

P-1 RZ 40-Hours Doctors Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|------|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------|--------|
| RZ | 5 | Annual | \$ 129,424.00 | \$ 133,438.00 | \$ 137,448.00 | \$ 141,471.00 | \$ 145,483.00 | \$ 149,495.00 | \$ 153,525.00 | | |
| | | Bi-Wk | \$ 4,958.78 | \$ 5,112.57 | \$ 5,266.21 | \$ 5,420.35 | \$ 5,574.07 | \$ 5,727.78 | \$ 5,882.19 | | |
| | | Daily | \$ 495.88 | \$ 511.26 | \$ 526.63 | \$ 542.04 | \$ 557.41 | \$ 572.78 | \$ 588.22 | | |
| | | Hourly | \$ 61.99 | \$ 63.91 | \$ 65.83 | \$ 67.76 | \$ 69.68 | \$ 71.60 | \$ 73.53 | | |
| RZ | 6 | Annual | \$ 133,875.00 | \$ 138,002.00 | \$ 142,124.00 | \$ 146,262.00 | \$ 150,387.00 | \$ 154,523.00 | \$ 158,643.00 | | |
| | | Bi-Wk | \$ 5,129.32 | \$ 5,287.44 | \$ 5,445.37 | \$ 5,603.91 | \$ 5,761.96 | \$ 5,920.43 | \$ 6,078.28 | | |
| | | Daily | \$ 512.94 | \$ 528.75 | \$ 544.54 | \$ 560.40 | \$ 576.20 | \$ 592.05 | \$ 607.83 | | |
| | | Hourly | \$ 64.12 | \$ 66.10 | \$ 68.07 | \$ 70.05 | \$ 72.03 | \$ 74.01 | \$ 75.98 | | |
| RZ | 7 | Annual | \$ 138,609.00 | \$ 142,853.00 | \$ 147,097.00 | \$ 151,339.00 | \$ 155,575.00 | \$ 159,821.00 | \$ 164,056.00 | | |
| | | Bi-Wk | \$ 5,310.69 | \$ 5,473.30 | \$ 5,635.91 | \$ 5,798.43 | \$ 5,960.73 | \$ 6,123.41 | \$ 6,285.68 | | |
| | | Daily | \$ 531.07 | \$ 547.33 | \$ 563.60 | \$ 579.85 | \$ 596.08 | \$ 612.35 | \$ 628.57 | | |
| | | Hourly | \$ 66.39 | \$ 68.42 | \$ 70.45 | \$ 72.49 | \$ 74.51 | \$ 76.55 | \$ 78.58 | | |
| RZ | 8 | Annual | \$ 143,537.00 | \$ 147,886.00 | \$ 152,233.00 | \$ 156,583.00 | \$ 160,927.00 | \$ 165,279.00 | \$ 169,626.00 | | |
| | | Bi-Wk | \$ 5,499.51 | \$ 5,666.14 | \$ 5,832.69 | \$ 5,999.35 | \$ 6,165.79 | \$ 6,332.53 | \$ 6,499.09 | | |
| | | Daily | \$ 549.96 | \$ 566.62 | \$ 583.27 | \$ 599.94 | \$ 616.58 | \$ 633.26 | \$ 649.91 | | |
| | | Hourly | \$ 68.75 | \$ 70.83 | \$ 72.91 | \$ 75.00 | \$ 77.08 | \$ 79.16 | \$ 81.24 | | |
| RZ | 9 | Annual | \$ 148,724.00 | \$ 153,173.00 | \$ 157,648.00 | \$ 162,102.00 | \$ 166,568.00 | \$ 171,024.00 | \$ 175,485.00 | | |
| | | Bi-Wk | \$ 5,698.24 | \$ 5,868.70 | \$ 6,040.16 | \$ 6,210.81 | \$ 6,381.92 | \$ 6,552.65 | \$ 6,723.57 | | |
| | | Daily | \$ 569.83 | \$ 586.87 | \$ 604.02 | \$ 621.09 | \$ 638.20 | \$ 655.27 | \$ 672.36 | | |
| | | Hourly | \$ 71.23 | \$ 73.36 | \$ 75.51 | \$ 77.64 | \$ 79.78 | \$ 81.91 | \$ 84.05 | | |
| RZ | 10 | Annual | \$ 154,114.00 | \$ 158,698.00 | \$ 163,278.00 | \$ 167,858.00 | \$ 172,442.00 | \$ 177,027.00 | \$ 181,612.00 | | |
| | | Bi-Wk | \$ 5,904.76 | \$ 6,080.39 | \$ 6,255.87 | \$ 6,431.35 | \$ 6,606.98 | \$ 6,782.65 | \$ 6,958.32 | | |
| | | Daily | \$ 590.48 | \$ 608.04 | \$ 625.59 | \$ 643.14 | \$ 660.70 | \$ 678.27 | \$ 695.84 | | |
| | | Hourly | \$ 73.81 | \$ 76.01 | \$ 78.20 | \$ 80.40 | \$ 82.59 | \$ 84.79 | \$ 86.98 | | |
| RZ | 11 | Annual | \$ 159,702.00 | \$ 164,384.00 | \$ 169,080.00 | \$ 173,771.00 | \$ 178,454.00 | \$ 183,156.00 | \$ 187,849.00 | | |
| | | Bi-Wk | \$ 6,118.86 | \$ 6,298.24 | \$ 6,478.17 | \$ 6,657.90 | \$ 6,837.32 | \$ 7,017.48 | \$ 7,197.28 | | |
| | | Daily | \$ 611.89 | \$ 629.83 | \$ 647.82 | \$ 665.79 | \$ 683.74 | \$ 701.75 | \$ 719.73 | | |
| | | Hourly | \$ 76.49 | \$ 78.73 | \$ 80.98 | \$ 83.23 | \$ 85.47 | \$ 87.72 | \$ 89.97 | | |

P-1 RZ 40-Hours Doctors Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|------|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| RZ | 12 | Annual | \$ 165,563.00 | \$ 170,365.00 | \$ 175,166.00 | \$ 179,963.00 | \$ 184,772.00 | \$ 189,569.00 | \$ 194,368.00 | | |
| | | Bi-Wk | \$ 6,343.41 | \$ 6,527.40 | \$ 6,711.35 | \$ 6,895.14 | \$ 7,079.39 | \$ 7,263.19 | \$ 7,447.05 | | |
| | | Daily | \$ 634.35 | \$ 652.74 | \$ 671.14 | \$ 689.52 | \$ 707.94 | \$ 726.32 | \$ 744.71 | | |
| | | Hourly | \$ 79.30 | \$ 81.60 | \$ 83.90 | \$ 86.19 | \$ 88.50 | \$ 90.79 | \$ 93.09 | | |
| RZ | 13 | Annual | \$ 182,748.00 | \$ 188,047.00 | \$ 193,344.00 | \$ 198,641.00 | \$ 203,940.00 | \$ 209,236.00 | \$ 214,529.00 | | |
| | | Bi-Wk | \$ 7,001.84 | \$ 7,204.87 | \$ 7,407.82 | \$ 7,610.77 | \$ 7,813.80 | \$ 8,016.71 | \$ 8,219.51 | | |
| | | Daily | \$ 700.19 | \$ 720.49 | \$ 740.79 | \$ 761.08 | \$ 781.38 | \$ 801.68 | \$ 821.96 | | |
| | | Hourly | \$ 87.53 | \$ 90.07 | \$ 92.60 | \$ 95.14 | \$ 97.68 | \$ 100.21 | \$ 102.75 | | |
| RZ | 14 | Annual | \$ 206,585.00 | \$ 212,548.00 | \$ 218,505.00 | \$ 224,463.00 | \$ 230,422.00 | \$ 236,382.00 | \$ 242,340.00 | \$ 248,303.00 | \$ 254,258.00 |
| | | Bi-Wk | \$ 7,915.14 | \$ 8,143.61 | \$ 8,371.84 | \$ 8,600.12 | \$ 8,828.43 | \$ 9,056.79 | \$ 9,285.06 | \$ 9,513.53 | \$ 9,741.69 |
| | | Daily | \$ 791.52 | \$ 814.37 | \$ 837.19 | \$ 860.02 | \$ 882.85 | \$ 905.68 | \$ 928.51 | \$ 951.36 | \$ 974.17 |
| | | Hourly | \$ 98.94 | \$ 101.80 | \$ 104.65 | \$ 107.51 | \$ 110.36 | \$ 113.21 | \$ 116.07 | \$ 118.92 | \$ 121.78 |

P-1 DX 35-Hours Dentists Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | |
|------|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|-------------|
| DX | 7 | Annual | \$ 118,325.00 | \$ 121,948.00 | \$ 125,573.00 | \$ 129,193.00 | \$ 132,808.00 | \$ 136,432.00 | \$ 140,048.00 | \$ 143,830.00 | \$ 147,714.00 | |
| | | Bi-Wk | \$ 4,533.53 | \$ 4,672.34 | \$ 4,811.23 | \$ 4,949.93 | \$ 5,088.43 | \$ 5,227.28 | \$ 5,365.83 | \$ 5,504.33 | \$ 5,642.73 | \$ 5,781.14 |
| | | Daily | \$ 453.36 | \$ 467.24 | \$ 481.13 | \$ 495.00 | \$ 508.85 | \$ 522.73 | \$ 536.59 | \$ 550.43 | \$ 564.27 | \$ 578.11 |
| | | Hourly | \$ 64.77 | \$ 66.75 | \$ 68.74 | \$ 70.72 | \$ 72.70 | \$ 74.68 | \$ 76.66 | \$ 78.64 | \$ 80.62 | \$ 82.60 |
| DX | 9 | Annual | \$ 126,961.00 | \$ 130,760.00 | \$ 134,577.00 | \$ 138,382.00 | \$ 142,192.00 | \$ 146,000.00 | \$ 149,804.00 | \$ 153,712.00 | \$ 157,719.00 | |
| | | Bi-Wk | \$ 4,864.41 | \$ 5,009.97 | \$ 5,156.21 | \$ 5,302.00 | \$ 5,447.97 | \$ 5,593.87 | \$ 5,739.62 | \$ 5,885.35 | \$ 6,031.04 | \$ 6,176.73 |
| | | Daily | \$ 486.45 | \$ 501.00 | \$ 515.63 | \$ 530.20 | \$ 544.80 | \$ 559.39 | \$ 573.97 | \$ 588.94 | \$ 604.29 | \$ 619.40 |
| | | Hourly | \$ 69.50 | \$ 71.58 | \$ 73.67 | \$ 75.75 | \$ 77.83 | \$ 79.92 | \$ 82.00 | \$ 84.14 | \$ 86.33 | \$ 88.49 |

P-1 DX 35-Hours Dentists Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|------|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| DX | 7 | Annual | \$ 121,284.00 | \$ 124,997.00 | \$ 128,713.00 | \$ 132,423.00 | \$ 136,129.00 | \$ 139,843.00 | \$ 143,550.00 | \$ 147,426.00 | \$ 151,407.00 |
| | | Bi-Wk | \$ 4,646.90 | \$ 4,789.16 | \$ 4,931.54 | \$ 5,073.68 | \$ 5,215.68 | \$ 5,357.97 | \$ 5,500.00 | \$ 5,648.51 | \$ 5,801.04 |
| | | Daily | \$ 464.69 | \$ 478.92 | \$ 493.16 | \$ 507.37 | \$ 521.57 | \$ 535.80 | \$ 550.00 | \$ 564.86 | \$ 580.11 |
| | | Hourly | \$ 66.39 | \$ 68.42 | \$ 70.46 | \$ 72.49 | \$ 74.51 | \$ 76.55 | \$ 78.58 | \$ 80.70 | \$ 82.88 |
| DX | 9 | Annual | \$ 130,136.00 | \$ 134,029.00 | \$ 137,942.00 | \$ 141,842.00 | \$ 145,747.00 | \$ 149,650.00 | \$ 153,550.00 | \$ 157,555.00 | \$ 161,662.00 |
| | | Bi-Wk | \$ 4,986.06 | \$ 5,135.22 | \$ 5,285.14 | \$ 5,434.56 | \$ 5,584.18 | \$ 5,733.72 | \$ 5,883.15 | \$ 6,036.60 | \$ 6,193.95 |
| | | Daily | \$ 498.61 | \$ 513.53 | \$ 528.52 | \$ 543.46 | \$ 558.42 | \$ 573.38 | \$ 588.32 | \$ 603.66 | \$ 619.40 |
| | | Hourly | \$ 71.23 | \$ 73.37 | \$ 75.51 | \$ 77.64 | \$ 79.78 | \$ 81.92 | \$ 84.05 | \$ 86.24 | \$ 88.49 |

P-1 DY 37.5-Hours Dentists Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|------|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| DY | 7 | Annual | \$ 126,778.00 | \$ 130,660.00 | \$ 134,540.00 | \$ 138,420.00 | \$ 142,293.00 | \$ 146,176.00 | \$ 150,051.00 | \$ 154,103.00 | \$ 158,294.00 |
| | | Bi-Wk | \$ 4,857.40 | \$ 5,006.14 | \$ 5,154.79 | \$ 5,303.45 | \$ 5,451.84 | \$ 5,600.62 | \$ 5,749.09 | \$ 5,904.33 | \$ 6,063.76 |
| | | Daily | \$ 485.74 | \$ 500.62 | \$ 515.48 | \$ 530.35 | \$ 545.19 | \$ 560.07 | \$ 574.91 | \$ 590.44 | \$ 606.38 |
| | | Hourly | \$ 64.77 | \$ 66.75 | \$ 68.74 | \$ 70.72 | \$ 72.70 | \$ 74.68 | \$ 76.66 | \$ 78.73 | \$ 80.86 |
| DY | 9 | Annual | \$ 136,029.00 | \$ 140,097.00 | \$ 144,190.00 | \$ 148,263.00 | \$ 152,349.00 | \$ 156,428.00 | \$ 160,506.00 | \$ 164,690.00 | \$ 168,988.00 |
| | | Bi-Wk | \$ 5,211.84 | \$ 5,367.71 | \$ 5,524.53 | \$ 5,680.58 | \$ 5,837.13 | \$ 5,993.34 | \$ 6,149.66 | \$ 6,309.97 | \$ 6,474.64 |
| | | Daily | \$ 521.19 | \$ 536.78 | \$ 552.46 | \$ 568.06 | \$ 583.72 | \$ 599.34 | \$ 614.97 | \$ 631.00 | \$ 647.47 |
| | | Hourly | \$ 69.50 | \$ 71.57 | \$ 73.67 | \$ 75.75 | \$ 77.83 | \$ 79.92 | \$ 82.00 | \$ 84.14 | \$ 86.33 |

P-1 DY 37.5-Hours Dentists Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|------|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| DY | 7 | Annual | \$ 129,948.00 | \$ 133,927.00 | \$ 137,904.00 | \$ 141,881.00 | \$ 145,851.00 | \$ 149,831.00 | \$ 153,803.00 | \$ 157,956.00 | \$ 162,221.00 |
| | | Bi-Wk | \$ 4,978.86 | \$ 5,131.31 | \$ 5,283.68 | \$ 5,436.06 | \$ 5,588.17 | \$ 5,740.66 | \$ 5,892.84 | \$ 6,051.96 | \$ 6,215.37 |
| | | Daily | \$ 497.89 | \$ 513.14 | \$ 528.37 | \$ 543.61 | \$ 558.82 | \$ 574.07 | \$ 589.29 | \$ 605.20 | \$ 621.54 |
| | | Hourly | \$ 66.39 | \$ 68.42 | \$ 70.45 | \$ 72.49 | \$ 74.51 | \$ 76.55 | \$ 78.58 | \$ 80.70 | \$ 82.88 |
| DY | 9 | Annual | \$ 139,430.00 | \$ 143,600.00 | \$ 147,795.00 | \$ 151,970.00 | \$ 156,158.00 | \$ 160,337.00 | \$ 164,519.00 | \$ 168,808.00 | \$ 173,213.00 |
| | | Bi-Wk | \$ 5,342.15 | \$ 5,501.92 | \$ 5,662.65 | \$ 5,822.61 | \$ 5,983.07 | \$ 6,143.19 | \$ 6,303.41 | \$ 6,467.74 | \$ 6,636.52 |
| | | Daily | \$ 534.22 | \$ 550.20 | \$ 566.27 | \$ 582.27 | \$ 598.31 | \$ 614.32 | \$ 630.35 | \$ 646.78 | \$ 663.66 |
| | | Hourly | \$ 71.23 | \$ 73.36 | \$ 75.51 | \$ 77.64 | \$ 79.78 | \$ 81.91 | \$ 84.05 | \$ 86.24 | \$ 88.49 |

| P-1 DZ 40-Hours Dentists Salary Plan Effective 07/01/2022 | | | | | | | | | | | |
|---|-------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
| DZ | 7 | Annual | \$ 135,228.00 | \$ 139,368.00 | \$ 143,509.00 | \$ 147,647.00 | \$ 151,780.00 | \$ 155,922.00 | \$ 160,054.00 | \$ 164,376.00 | \$ 168,815.00 |
| | | Bi-Wk | \$ 5,181.15 | \$ 5,339.78 | \$ 5,498.43 | \$ 5,656.98 | \$ 5,815.33 | \$ 5,974.03 | \$ 6,132.34 | \$ 6,297.94 | \$ 6,468.01 |
| | | Daily | \$ 518.12 | \$ 533.98 | \$ 549.85 | \$ 565.70 | \$ 581.54 | \$ 597.41 | \$ 613.24 | \$ 629.80 | \$ 646.81 |
| | | Hourly | \$ 64.77 | \$ 66.75 | \$ 68.74 | \$ 70.72 | \$ 72.70 | \$ 74.68 | \$ 76.66 | \$ 78.73 | \$ 80.86 |
| DZ | 9 | Annual | \$ 145,096.00 | \$ 149,437.00 | \$ 153,802.00 | \$ 158,148.00 | \$ 162,505.00 | \$ 166,852.00 | \$ 171,204.00 | \$ 175,669.00 | \$ 180,250.00 |
| | | Bi-Wk | \$ 5,559.24 | \$ 5,725.56 | \$ 5,892.80 | \$ 6,059.32 | \$ 6,226.25 | \$ 6,392.80 | \$ 6,559.55 | \$ 6,730.62 | \$ 6,906.14 |
| | | Daily | \$ 555.93 | \$ 572.56 | \$ 589.28 | \$ 605.94 | \$ 622.63 | \$ 639.28 | \$ 655.96 | \$ 673.07 | \$ 690.62 |
| | | Hourly | \$ 69.50 | \$ 71.57 | \$ 73.66 | \$ 75.75 | \$ 77.83 | \$ 79.91 | \$ 82.00 | \$ 84.14 | \$ 86.33 |
| P-1 DZ 40-Hours Dentists Salary Plan Effective 07/01/2023 | | | | | | | | | | | |
| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
| DZ | 7 | Annual | \$ 138,609.00 | \$ 142,853.00 | \$ 147,097.00 | \$ 151,339.00 | \$ 155,575.00 | \$ 159,821.00 | \$ 164,056.00 | \$ 168,486.00 | \$ 173,036.00 |
| | | Bi-Wk | \$ 5,310.69 | \$ 5,473.30 | \$ 5,635.91 | \$ 5,798.43 | \$ 5,960.73 | \$ 6,123.41 | \$ 6,285.68 | \$ 6,455.41 | \$ 6,629.74 |
| | | Daily | \$ 531.07 | \$ 547.33 | \$ 563.60 | \$ 579.85 | \$ 596.08 | \$ 612.35 | \$ 628.57 | \$ 645.55 | \$ 662.98 |
| | | Hourly | \$ 66.39 | \$ 68.42 | \$ 70.45 | \$ 72.49 | \$ 74.51 | \$ 76.55 | \$ 78.58 | \$ 80.70 | \$ 82.88 |
| DZ | 9 | Annual | \$ 148,724.00 | \$ 153,173.00 | \$ 157,648.00 | \$ 162,102.00 | \$ 166,568.00 | \$ 171,024.00 | \$ 175,485.00 | \$ 180,061.00 | \$ 184,757.00 |
| | | Bi-Wk | \$ 5,698.24 | \$ 5,868.70 | \$ 6,040.16 | \$ 6,210.81 | \$ 6,381.92 | \$ 6,552.65 | \$ 6,723.57 | \$ 6,898.89 | \$ 7,078.82 |
| | | Daily | \$ 569.83 | \$ 586.87 | \$ 604.02 | \$ 621.09 | \$ 638.20 | \$ 655.27 | \$ 672.36 | \$ 689.89 | \$ 707.89 |
| | | Hourly | \$ 71.23 | \$ 73.36 | \$ 75.51 | \$ 77.64 | \$ 79.78 | \$ 81.91 | \$ 84.05 | \$ 86.24 | \$ 88.49 |

| Job Class | NP-6 Job Title | Salary Group | | | |
|-----------|---|--------------|---------|-----------|-----------|
| | | 35 Hour | 36 Hour | 37.5 Hour | 40 Hour |
| 0488 | Assistant Supervisor of Central Sterile Processing and Distribution | | | | FK19 |
| 0875 | Assistant Supervisor Of Scientific Supportive Services | HN17 | | | |
| 6018 | Central Sterile Processing Instrument Specialist | | | | FK13 |
| 0699 | Certified Occupational Therapy Assistant | HN18 | | XN18 | FK18 |
| 1924 | Children Services Assistant | HN/HM13 | | XN/XM13 | FJ/FK13 |
| 1921 | Children Services Specialist | HN20 | | XN20 | FK20 |
| 1920 | Children Services Unit Supervisor | HN25 | | XN25 | FK25 |
| 1923 | Children Services Worker | HN/HM18 | | XN/XM18 | FJ/FK18 |
| 2341 | Dental Assistant | HN14 | | | FK14 |
| 2342 | Dental Assistant (Per Diem) | DHDA | | | |
| 2350 | Dental Laboratory Technician 1 | HN16 | | XN16 | FK16 |
| 7112 | Dental Laboratory Technician 2 | HN19 | | XN19 | FK19 |
| 5664 | Developmental Services Residential Program Supervisor 1 | HN25 | | | |
| 4858 | Developmental Services Supported Living Worker | HN18 | | | |
| 5661 | Developmental Services Worker 1 | HN/HM14 | | | |
| 5662 | Developmental Services Worker 2 | HN16 | | | |
| 9559 | Diagnostic Imaging Assistant | | | | FK07 |
| 3991 | Forensic Technician 1 | HN12 | | XN12 | FK12 |
| 7186 | Forensic Technician 2 | HN16 | | XN16 | FK16 |
| 7203 | Forensic Technician Supervisor | HN18 | | XN18 | |
| 6617 | Forensic Treatment Specialist | HN19 | | XN19 | FK19/VR99 |
| 0114 | Health Services Worker | HN12 | | | FK12 |
| 0115 | Health Services Worker Trainee | HN09 | | | |
| 6796 | HIV Counselor | HN20 | | | |
| 5240 | Laboratory Aide | HN10 | | XN10 | FK10 |
| 5237 | Laboratory Assistant 1 | HN11 | | XN11 | FK11 |
| 5239 | Laboratory Assistant 1 (Per Diem) | DHLA | | | |
| 4968 | Laboratory Assistant 2 | HN13 | | XN13 | FK13 |
| 5238 | Laboratory Assistant 3 | HN16 | | XN16 | FK16 |
| 1922 | Lead Children Services Worker | HN20 | | | FK20 |
| 2339 | Lead Dental Assistant | HN16 | | | FK16 |
| 5721 | Lead Developmental Services Worker | HN18 | | | |
| 6616 | Lead Forensic Treatment Specialist | HN21 | | XN21 | FK21 |
| 4445 | Lead Respiratory Therapist | HN20 | | | FK20 |
| 8607 | Lead Surgical Technologist | | | | FK20 |
| 8138 | Lead Transport Aide | | | | FK13 |
| 1526 | Lead Transport Aide (RC) | | | | FK15 |
| 0939 | Lead Veterans' Residential Facility Worker | | | | FK18 |
| 5415 | Licensed Practical Nurse | HN18 | XE18 | XN18 | FK18 |
| 0276 | Licensed Practical Nurse (Per Diem) | DHLN | | | |
| 5724 | Mental Health Assistant 1 | HN/HM16 | | XN/XM16 | FJ/FK16 |
| 5723 | Mental Health Assistant 2 | HN18 | | XN18 | FK18 |
| 7376 | Mental Health Associate | HN20 | | XN20 | FK20 |
| 5725 | Mental Health Trainee | HN/HM14 | | XN/XM14 | FJ/FK14 |
| 5910 | Nurse's Aide | HN14 | | XN14 | FK14 |
| 8545 | Nurse's Aide (Per Diem) | DHNA | | | |
| 1978 | Operating Room/Anesthesia Technician | HN14 | | XN14 | FK14 |
| 4741 | Patient Work Program Coordinator | HN19 | | XN19 | FK19 |
| 6194 | Pharmacy Technician | HN13 | | XN13 | FK13 |
| 6193 | Pharmacy Technician Coordinator | | | | FK15 |

| Job Class | NP-6 Job Title | Salary Group | | | |
|-----------|--|--------------|---------|-----------|---------|
| | | 35 Hour | 36 Hour | 37.5 Hour | 40 Hour |
| 6195 | Pharmacy Technician Trainee | HN09 | | XN09 | FK09 |
| 7597 | Phlebotomist | HN11 | | | FK11 |
| 9382 | Principal Radiological Technologist | HN18 | | | |
| 5729 | Recovery Support Specialist | HN14 | | XN14 | FK14 |
| 5728 | Recovery Support Specialist Trainee | HN13 | | XN13 | FK13 |
| 6797 | Rehabilitation Counselor 2 (RC) | HN20 | | | |
| 8723 | Rehabilitation Therapy Assistant 1 | HN15 | | XN15 | FK15 |
| 8724 | Rehabilitation Therapy Assistant 2 | HN17 | | XN17 | FK17 |
| 6881 | Respiratory Therapist | HN18 | | XN18 | FK18 |
| 6893 | Respiratory Therapist (Per Diem) | DHRT | | | |
| 6884 | Respiratory Therapy Supervisor | HN23 | | XN23 | FK23 |
| 6885 | Respiratory Therapy Technician | HN16 | | XN16 | FK16 |
| 9381 | Staff Radiological Technologist | HN15 | | XN15 | |
| 9383 | Staff Radiological Technologist (Per Diem) | DHSR | | | VR99 |
| 6795 | Substance Abuse/HIV Supervisor | HN23 | | | FK23 |
| 5659 | Supervising Developmental Services Worker 1 | HN20 | | | |
| 5663 | Supervising Developmental Services Worker 2 | HN20 | | | |
| 8583 | Supervisor Of Scientific Supportive Services | HN21 | | | |
| 8609 | Surgical Technologist 1 | | | | FK16 |
| 8614 | Surgical Technologist 1 (Per Diem) | DHSU | | | |
| 8611 | Surgical Technologist 2 | | | | FK18 |
| 8612 | Surgical Technologist 2 (Per Diem) | DHST | | | |
| 8147 | Transport Aide | | | | FK09 |
| 8891 | UCH Lead Respiratory Therapist | | | | FK23 |
| 8890 | UCH Respiratory Therapist | | | | FK20 |
| 8892 | UCH Respiratory Therapist Supervisor | | | | FK25 |
| 9170 | Veterans Residential Facility Worker | HN16 | | | FK16 |

NP-6 HN 35-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| HN | 9 | Annual | \$ 35,973.00 | \$ 37,035.00 | \$ 38,096.00 | \$ 39,163.00 | \$ 40,225.00 | \$ 41,280.00 | \$ 42,332.00 | \$ 43,514.00 | \$ 44,679.00 | \$ 45,873.00 | \$ 47,104.00 |
| | | Bi-Wk | \$ 1,378.28 | \$ 1,418.97 | \$ 1,459.62 | \$ 1,500.50 | \$ 1,541.19 | \$ 1,581.61 | \$ 1,622.69 | \$ 1,667.21 | \$ 1,711.84 | \$ 1,757.59 | \$ 1,804.76 |
| | | Daily | \$ 137.83 | \$ 141.90 | \$ 145.97 | \$ 150.05 | \$ 154.12 | \$ 158.17 | \$ 162.27 | \$ 166.73 | \$ 171.19 | \$ 175.76 | \$ 180.48 |
| | | Hourly | \$ 19.69 | \$ 20.28 | \$ 20.86 | \$ 21.44 | \$ 22.02 | \$ 22.60 | \$ 23.19 | \$ 23.82 | \$ 24.46 | \$ 25.11 | \$ 25.79 |
| HN | 10 | Annual | \$ 37,119.00 | \$ 38,230.00 | \$ 39,339.00 | \$ 40,461.00 | \$ 41,566.00 | \$ 42,694.00 | \$ 43,864.00 | \$ 45,069.00 | \$ 46,276.00 | \$ 47,514.00 | \$ 48,790.00 |
| | | Bi-Wk | \$ 1,422.19 | \$ 1,464.76 | \$ 1,507.25 | \$ 1,550.23 | \$ 1,592.57 | \$ 1,635.79 | \$ 1,680.62 | \$ 1,726.79 | \$ 1,773.03 | \$ 1,820.46 | \$ 1,869.35 |
| | | Daily | \$ 142.22 | \$ 146.48 | \$ 150.73 | \$ 155.03 | \$ 159.26 | \$ 163.58 | \$ 168.07 | \$ 172.68 | \$ 177.31 | \$ 182.05 | \$ 186.94 |
| | | Hourly | \$ 20.32 | \$ 20.93 | \$ 21.54 | \$ 22.15 | \$ 22.76 | \$ 23.37 | \$ 24.01 | \$ 24.67 | \$ 25.33 | \$ 26.01 | \$ 26.71 |
| HN | 11 | Annual | \$ 38,282.00 | \$ 39,440.00 | \$ 40,609.00 | \$ 41,762.00 | \$ 42,953.00 | \$ 44,164.00 | \$ 45,382.00 | \$ 46,630.00 | \$ 47,875.00 | \$ 49,158.00 | \$ 50,477.00 |
| | | Bi-Wk | \$ 1,466.75 | \$ 1,511.12 | \$ 1,555.91 | \$ 1,600.08 | \$ 1,645.71 | \$ 1,692.11 | \$ 1,738.78 | \$ 1,786.60 | \$ 1,834.30 | \$ 1,883.45 | \$ 1,933.99 |
| | | Daily | \$ 146.68 | \$ 151.12 | \$ 155.60 | \$ 160.01 | \$ 164.58 | \$ 169.22 | \$ 173.88 | \$ 178.66 | \$ 183.43 | \$ 188.35 | \$ 193.40 |
| | | Hourly | \$ 20.96 | \$ 21.59 | \$ 22.23 | \$ 22.86 | \$ 23.52 | \$ 24.18 | \$ 24.84 | \$ 25.53 | \$ 26.21 | \$ 26.91 | \$ 27.63 |
| HN | 12 | Annual | \$ 39,514.00 | \$ 40,729.00 | \$ 41,929.00 | \$ 43,176.00 | \$ 44,428.00 | \$ 45,704.00 | \$ 46,965.00 | \$ 48,256.00 | \$ 49,545.00 | \$ 50,871.00 | \$ 52,232.00 |
| | | Bi-Wk | \$ 1,513.95 | \$ 1,560.50 | \$ 1,606.48 | \$ 1,654.26 | \$ 1,702.23 | \$ 1,751.12 | \$ 1,799.43 | \$ 1,848.89 | \$ 1,898.28 | \$ 1,949.09 | \$ 2,001.23 |
| | | Daily | \$ 151.40 | \$ 156.05 | \$ 160.65 | \$ 165.43 | \$ 170.23 | \$ 175.12 | \$ 179.95 | \$ 184.89 | \$ 189.83 | \$ 194.91 | \$ 200.13 |
| | | Hourly | \$ 21.63 | \$ 22.30 | \$ 22.95 | \$ 23.64 | \$ 24.32 | \$ 25.02 | \$ 25.71 | \$ 26.42 | \$ 27.12 | \$ 27.85 | \$ 28.59 |
| HN | 13 | Annual | \$ 41,723.00 | \$ 43,258.00 | \$ 44,790.00 | \$ 46,335.00 | \$ 47,874.00 | \$ 49,414.00 | \$ 50,961.00 | \$ 52,360.00 | \$ 53,762.00 | \$ 55,201.00 | \$ 56,679.00 |
| | | Bi-Wk | \$ 1,598.59 | \$ 1,657.40 | \$ 1,716.10 | \$ 1,775.29 | \$ 1,834.26 | \$ 1,893.26 | \$ 1,952.53 | \$ 2,006.14 | \$ 2,059.85 | \$ 2,114.99 | \$ 2,171.61 |
| | | Daily | \$ 159.86 | \$ 165.74 | \$ 171.61 | \$ 177.53 | \$ 183.43 | \$ 189.33 | \$ 195.26 | \$ 200.62 | \$ 205.99 | \$ 211.50 | \$ 217.17 |
| | | Hourly | \$ 22.84 | \$ 23.68 | \$ 24.52 | \$ 25.37 | \$ 26.21 | \$ 27.05 | \$ 27.90 | \$ 28.66 | \$ 29.43 | \$ 30.22 | \$ 31.03 |
| HN | 14 | Annual | \$ 43,659.00 | \$ 45,259.00 | \$ 46,851.00 | \$ 48,439.00 | \$ 50,028.00 | \$ 51,618.00 | \$ 53,208.00 | \$ 54,870.00 | \$ 56,136.00 | \$ 57,643.00 | \$ 59,191.00 |
| | | Bi-Wk | \$ 1,672.76 | \$ 1,734.07 | \$ 1,795.06 | \$ 1,855.91 | \$ 1,916.79 | \$ 1,977.71 | \$ 2,038.63 | \$ 2,094.64 | \$ 2,150.81 | \$ 2,208.55 | \$ 2,267.86 |
| | | Daily | \$ 167.28 | \$ 173.41 | \$ 179.51 | \$ 185.60 | \$ 191.68 | \$ 197.78 | \$ 203.87 | \$ 209.47 | \$ 215.09 | \$ 220.86 | \$ 226.79 |
| | | Hourly | \$ 23.90 | \$ 24.78 | \$ 25.65 | \$ 26.52 | \$ 27.39 | \$ 28.26 | \$ 29.13 | \$ 29.93 | \$ 30.73 | \$ 31.56 | \$ 32.40 |

NP-6 HN 35-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| HN | 15 | Annual | \$ 45,748.00 | \$ 47,382.00 | \$ 49,020.00 | \$ 50,654.00 | \$ 52,290.00 | \$ 53,941.00 | \$ 55,571.00 | \$ 57,099.00 | \$ 58,632.00 | \$ 60,199.00 | \$ 61,813.00 |
| | | Bi-Wk | \$ 1,752.80 | \$ 1,815.41 | \$ 1,878.17 | \$ 1,940.77 | \$ 2,003.68 | \$ 2,066.71 | \$ 2,129.16 | \$ 2,187.71 | \$ 2,246.44 | \$ 2,306.48 | \$ 2,368.32 |
| | | Daily | \$ 175.28 | \$ 181.55 | \$ 187.82 | \$ 194.08 | \$ 200.37 | \$ 206.68 | \$ 212.92 | \$ 218.78 | \$ 224.65 | \$ 230.65 | \$ 236.84 |
| | | Hourly | \$ 25.04 | \$ 25.94 | \$ 26.84 | \$ 27.73 | \$ 28.63 | \$ 29.53 | \$ 30.42 | \$ 31.26 | \$ 32.10 | \$ 32.95 | \$ 33.84 |
| HN | 16 | Annual | \$ 47,954.00 | \$ 49,639.00 | \$ 51,330.00 | \$ 53,016.00 | \$ 54,701.00 | \$ 56,390.00 | \$ 58,068.00 | \$ 59,667.00 | \$ 61,265.00 | \$ 62,904.00 | \$ 64,590.00 |
| | | Bi-Wk | \$ 1,837.32 | \$ 1,901.88 | \$ 1,966.67 | \$ 2,031.27 | \$ 2,095.83 | \$ 2,160.54 | \$ 2,224.83 | \$ 2,286.10 | \$ 2,347.32 | \$ 2,410.12 | \$ 2,474.72 |
| | | Daily | \$ 183.74 | \$ 190.19 | \$ 196.67 | \$ 203.13 | \$ 209.59 | \$ 216.06 | \$ 222.49 | \$ 228.61 | \$ 234.74 | \$ 241.02 | \$ 247.48 |
| | | Hourly | \$ 26.25 | \$ 27.17 | \$ 28.10 | \$ 29.02 | \$ 29.95 | \$ 30.87 | \$ 31.79 | \$ 32.66 | \$ 33.54 | \$ 34.44 | \$ 35.36 |
| HN | 17 | Annual | \$ 50,312.00 | \$ 52,053.00 | \$ 53,785.00 | \$ 55,521.00 | \$ 57,254.00 | \$ 58,985.00 | \$ 60,720.00 | \$ 62,390.00 | \$ 64,061.00 | \$ 65,778.00 | \$ 67,539.00 |
| | | Bi-Wk | \$ 1,927.67 | \$ 1,994.37 | \$ 2,060.73 | \$ 2,127.25 | \$ 2,193.64 | \$ 2,259.97 | \$ 2,326.44 | \$ 2,390.43 | \$ 2,454.45 | \$ 2,520.23 | \$ 2,587.71 |
| | | Daily | \$ 192.77 | \$ 199.44 | \$ 206.08 | \$ 212.73 | \$ 219.37 | \$ 226.00 | \$ 232.65 | \$ 239.05 | \$ 245.45 | \$ 252.03 | \$ 258.78 |
| | | Hourly | \$ 27.54 | \$ 28.50 | \$ 29.44 | \$ 30.39 | \$ 31.34 | \$ 32.29 | \$ 33.24 | \$ 34.15 | \$ 35.07 | \$ 36.01 | \$ 36.97 |
| HN | 18 | Annual | \$ 52,838.00 | \$ 54,607.00 | \$ 56,390.00 | \$ 58,165.00 | \$ 59,942.00 | \$ 61,725.00 | \$ 63,498.00 | \$ 65,244.00 | \$ 66,993.00 | \$ 68,791.00 | \$ 70,632.00 |
| | | Bi-Wk | \$ 2,024.45 | \$ 2,092.23 | \$ 2,160.54 | \$ 2,228.55 | \$ 2,296.63 | \$ 2,364.99 | \$ 2,432.88 | \$ 2,499.78 | \$ 2,566.79 | \$ 2,635.68 | \$ 2,706.21 |
| | | Daily | \$ 202.45 | \$ 209.23 | \$ 216.06 | \$ 222.86 | \$ 229.67 | \$ 236.50 | \$ 243.29 | \$ 249.98 | \$ 256.68 | \$ 263.57 | \$ 270.63 |
| | | Hourly | \$ 28.93 | \$ 29.89 | \$ 30.87 | \$ 31.84 | \$ 32.81 | \$ 33.79 | \$ 34.76 | \$ 35.72 | \$ 36.67 | \$ 37.66 | \$ 38.67 |
| HN | 19 | Annual | \$ 55,413.00 | \$ 57,254.00 | \$ 59,080.00 | \$ 60,916.00 | \$ 62,741.00 | \$ 64,575.00 | \$ 66,398.00 | \$ 68,224.00 | \$ 70,049.00 | \$ 71,924.00 | \$ 73,850.00 |
| | | Bi-Wk | \$ 2,123.11 | \$ 2,193.64 | \$ 2,263.61 | \$ 2,333.95 | \$ 2,403.87 | \$ 2,474.14 | \$ 2,543.99 | \$ 2,613.95 | \$ 2,683.87 | \$ 2,755.71 | \$ 2,829.51 |
| | | Daily | \$ 212.32 | \$ 219.37 | \$ 226.37 | \$ 233.40 | \$ 240.39 | \$ 247.42 | \$ 254.40 | \$ 261.40 | \$ 268.39 | \$ 275.58 | \$ 282.96 |
| | | Hourly | \$ 30.34 | \$ 31.34 | \$ 32.34 | \$ 33.35 | \$ 34.35 | \$ 35.35 | \$ 36.35 | \$ 37.35 | \$ 38.35 | \$ 39.37 | \$ 40.43 |
| HN | 20 | Annual | \$ 58,220.00 | \$ 60,093.00 | \$ 61,971.00 | \$ 63,839.00 | \$ 65,718.00 | \$ 67,590.00 | \$ 69,470.00 | \$ 71,379.00 | \$ 73,286.00 | \$ 75,248.00 | \$ 77,265.00 |
| | | Bi-Wk | \$ 2,230.66 | \$ 2,302.42 | \$ 2,374.37 | \$ 2,445.94 | \$ 2,517.94 | \$ 2,589.66 | \$ 2,661.69 | \$ 2,734.83 | \$ 2,807.90 | \$ 2,883.07 | \$ 2,960.35 |
| | | Daily | \$ 223.07 | \$ 230.25 | \$ 237.44 | \$ 244.60 | \$ 251.80 | \$ 258.97 | \$ 266.17 | \$ 273.49 | \$ 280.79 | \$ 288.31 | \$ 296.04 |
| | | Hourly | \$ 31.87 | \$ 32.90 | \$ 33.92 | \$ 34.95 | \$ 35.98 | \$ 37.00 | \$ 38.03 | \$ 39.07 | \$ 40.12 | \$ 41.19 | \$ 42.30 |
| HN | 21 | Annual | \$ 61,079.00 | \$ 63,010.00 | \$ 64,932.00 | \$ 66,859.00 | \$ 68,786.00 | \$ 70,704.00 | \$ 72,633.00 | \$ 74,632.00 | \$ 76,628.00 | \$ 78,678.00 | \$ 80,786.00 |
| | | Bi-Wk | \$ 2,340.20 | \$ 2,414.18 | \$ 2,487.82 | \$ 2,561.65 | \$ 2,635.48 | \$ 2,708.97 | \$ 2,782.88 | \$ 2,859.47 | \$ 2,935.94 | \$ 3,014.49 | \$ 3,095.25 |
| | | Daily | \$ 234.02 | \$ 241.42 | \$ 248.79 | \$ 256.17 | \$ 263.55 | \$ 270.90 | \$ 278.29 | \$ 285.95 | \$ 293.60 | \$ 301.45 | \$ 309.53 |
| | | Hourly | \$ 33.44 | \$ 34.49 | \$ 35.55 | \$ 36.60 | \$ 37.65 | \$ 38.70 | \$ 39.76 | \$ 40.85 | \$ 41.95 | \$ 43.07 | \$ 44.22 |

NP-6 HN 35-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|
| HN | 22 | Annual | \$ 62,741.00 | \$ 65,025.00 | \$ 67,311.00 | \$ 69,593.00 | \$ 71,887.00 | \$ 74,168.00 | \$ 76,452.00 | \$ 78,564.00 | \$ 80,660.00 | \$ 82,818.00 | \$ 85,034.00 |
| | | Bi-Wk | \$ 2,403.87 | \$ 2,491.38 | \$ 2,578.97 | \$ 2,666.40 | \$ 2,754.30 | \$ 2,841.69 | \$ 2,929.20 | \$ 3,009.74 | \$ 3,090.43 | \$ 3,173.11 | \$ 3,258.01 |
| | | Daily | \$ 240.39 | \$ 249.14 | \$ 257.90 | \$ 266.64 | \$ 275.43 | \$ 284.17 | \$ 292.92 | \$ 300.98 | \$ 309.05 | \$ 317.32 | \$ 325.81 |
| | | Hourly | \$ 34.35 | \$ 35.60 | \$ 36.85 | \$ 38.10 | \$ 39.35 | \$ 40.60 | \$ 41.85 | \$ 43.00 | \$ 44.15 | \$ 45.34 | \$ 46.55 |
| HN | 23 | Annual | \$ 65,693.00 | \$ 68,080.00 | \$ 70,455.00 | \$ 72,839.00 | \$ 75,219.00 | \$ 77,599.00 | \$ 79,985.00 | \$ 82,182.00 | \$ 84,383.00 | \$ 86,642.00 | \$ 88,964.00 |
| | | Bi-Wk | \$ 2,516.98 | \$ 2,608.43 | \$ 2,699.43 | \$ 2,790.77 | \$ 2,881.96 | \$ 2,973.15 | \$ 3,064.56 | \$ 3,148.74 | \$ 3,233.07 | \$ 3,319.62 | \$ 3,408.59 |
| | | Daily | \$ 251.70 | \$ 260.85 | \$ 269.95 | \$ 279.08 | \$ 288.20 | \$ 297.32 | \$ 306.46 | \$ 314.88 | \$ 323.31 | \$ 331.97 | \$ 340.86 |
| | | Hourly | \$ 35.96 | \$ 37.27 | \$ 38.57 | \$ 39.87 | \$ 41.18 | \$ 42.48 | \$ 43.78 | \$ 44.99 | \$ 46.19 | \$ 47.43 | \$ 48.70 |
| HN | 24 | Annual | \$ 68,839.00 | \$ 71,319.00 | \$ 73,809.00 | \$ 76,290.00 | \$ 78,770.00 | \$ 81,254.00 | \$ 83,735.00 | \$ 86,035.00 | \$ 88,337.00 | \$ 90,703.00 | \$ 93,133.00 |
| | | Bi-Wk | \$ 2,637.51 | \$ 2,732.53 | \$ 2,827.94 | \$ 2,922.99 | \$ 3,018.01 | \$ 3,113.19 | \$ 3,208.24 | \$ 3,296.37 | \$ 3,384.56 | \$ 3,475.22 | \$ 3,568.32 |
| | | Daily | \$ 263.76 | \$ 273.26 | \$ 282.80 | \$ 292.30 | \$ 301.81 | \$ 311.32 | \$ 320.83 | \$ 329.64 | \$ 338.46 | \$ 347.53 | \$ 356.84 |
| | | Hourly | \$ 37.68 | \$ 39.04 | \$ 40.40 | \$ 41.76 | \$ 43.12 | \$ 44.48 | \$ 45.84 | \$ 47.10 | \$ 48.36 | \$ 49.65 | \$ 50.98 |
| HN | 25 | Annual | \$ 72,188.00 | \$ 74,760.00 | \$ 77,334.00 | \$ 79,904.00 | \$ 82,479.00 | \$ 85,053.00 | \$ 87,626.00 | \$ 90,035.00 | \$ 92,443.00 | \$ 94,919.00 | \$ 97,456.00 |
| | | Bi-Wk | \$ 2,765.83 | \$ 2,864.37 | \$ 2,962.99 | \$ 3,061.46 | \$ 3,160.12 | \$ 3,258.74 | \$ 3,357.32 | \$ 3,449.62 | \$ 3,541.88 | \$ 3,636.75 | \$ 3,733.95 |
| | | Daily | \$ 276.59 | \$ 286.44 | \$ 296.30 | \$ 306.15 | \$ 316.02 | \$ 325.88 | \$ 335.74 | \$ 344.97 | \$ 354.19 | \$ 363.68 | \$ 373.40 |
| | | Hourly | \$ 39.52 | \$ 40.92 | \$ 42.33 | \$ 43.74 | \$ 45.15 | \$ 46.56 | \$ 47.97 | \$ 49.29 | \$ 50.60 | \$ 51.96 | \$ 53.35 |
| HN | 26 | Annual | \$ 75,730.00 | \$ 78,388.00 | \$ 81,057.00 | \$ 83,735.00 | \$ 86,407.00 | \$ 89,063.00 | \$ 91,732.00 | \$ 94,257.00 | \$ 96,781.00 | \$ 99,376.00 | \$ 102,039.00 |
| | | Bi-Wk | \$ 2,901.54 | \$ 3,003.38 | \$ 3,105.64 | \$ 3,208.24 | \$ 3,310.62 | \$ 3,412.38 | \$ 3,514.64 | \$ 3,611.38 | \$ 3,708.09 | \$ 3,807.51 | \$ 3,909.55 |
| | | Daily | \$ 290.16 | \$ 300.34 | \$ 310.57 | \$ 320.83 | \$ 331.07 | \$ 341.24 | \$ 351.47 | \$ 361.14 | \$ 370.81 | \$ 380.76 | \$ 390.96 |
| | | Hourly | \$ 41.46 | \$ 42.91 | \$ 44.37 | \$ 45.84 | \$ 47.30 | \$ 48.75 | \$ 50.21 | \$ 51.60 | \$ 52.98 | \$ 54.40 | \$ 55.86 |

NP-6 HN 35-Hours Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| HN | 9 | Annual | \$ 36,873.00 | \$ 37,961.00 | \$ 39,049.00 | \$ 40,143.00 | \$ 41,231.00 | \$ 42,312.00 | \$ 43,411.00 | \$ 44,602.00 | \$ 45,796.00 | \$ 47,020.00 | \$ 48,282.00 |
| | | Bi-Wk | \$ 1,412.76 | \$ 1,454.45 | \$ 1,496.14 | \$ 1,538.05 | \$ 1,579.74 | \$ 1,621.15 | \$ 1,663.26 | \$ 1,708.89 | \$ 1,754.64 | \$ 1,801.54 | \$ 1,849.89 |
| | | Daily | \$ 141.28 | \$ 145.45 | \$ 149.62 | \$ 153.81 | \$ 157.98 | \$ 162.12 | \$ 166.33 | \$ 170.89 | \$ 175.47 | \$ 180.16 | \$ 184.99 |
| | | Hourly | \$ 20.19 | \$ 20.78 | \$ 21.38 | \$ 21.98 | \$ 22.57 | \$ 23.16 | \$ 23.77 | \$ 24.42 | \$ 25.07 | \$ 25.74 | \$ 26.43 |
| HN | 10 | Annual | \$ 38,047.00 | \$ 39,186.00 | \$ 40,323.00 | \$ 41,473.00 | \$ 42,606.00 | \$ 43,762.00 | \$ 44,961.00 | \$ 46,196.00 | \$ 47,433.00 | \$ 48,702.00 | \$ 50,010.00 |
| | | Bi-Wk | \$ 1,457.74 | \$ 1,501.38 | \$ 1,544.95 | \$ 1,589.01 | \$ 1,632.42 | \$ 1,676.71 | \$ 1,722.65 | \$ 1,769.97 | \$ 1,817.36 | \$ 1,865.98 | \$ 1,916.10 |
| | | Daily | \$ 145.78 | \$ 150.14 | \$ 154.50 | \$ 158.91 | \$ 163.25 | \$ 167.68 | \$ 172.27 | \$ 177.00 | \$ 181.74 | \$ 186.60 | \$ 191.61 |
| | | Hourly | \$ 20.83 | \$ 21.45 | \$ 22.08 | \$ 22.71 | \$ 23.33 | \$ 23.96 | \$ 24.61 | \$ 25.29 | \$ 25.97 | \$ 26.66 | \$ 27.38 |
| HN | 11 | Annual | \$ 39,240.00 | \$ 40,426.00 | \$ 41,625.00 | \$ 42,807.00 | \$ 44,027.00 | \$ 45,289.00 | \$ 46,517.00 | \$ 47,796.00 | \$ 49,072.00 | \$ 50,387.00 | \$ 51,739.00 |
| | | Bi-Wk | \$ 1,503.45 | \$ 1,548.89 | \$ 1,594.83 | \$ 1,640.12 | \$ 1,686.86 | \$ 1,734.45 | \$ 1,782.27 | \$ 1,831.27 | \$ 1,880.16 | \$ 1,930.54 | \$ 1,982.34 |
| | | Daily | \$ 150.35 | \$ 154.89 | \$ 159.49 | \$ 164.02 | \$ 168.69 | \$ 173.45 | \$ 178.23 | \$ 183.13 | \$ 188.02 | \$ 193.06 | \$ 198.24 |
| | | Hourly | \$ 21.48 | \$ 22.13 | \$ 22.79 | \$ 23.44 | \$ 24.10 | \$ 24.78 | \$ 25.47 | \$ 26.17 | \$ 26.86 | \$ 27.58 | \$ 28.32 |
| HN | 12 | Annual | \$ 40,502.00 | \$ 41,748.00 | \$ 42,978.00 | \$ 44,256.00 | \$ 45,539.00 | \$ 46,847.00 | \$ 48,140.00 | \$ 49,463.00 | \$ 50,784.00 | \$ 52,143.00 | \$ 53,538.00 |
| | | Bi-Wk | \$ 1,551.81 | \$ 1,599.55 | \$ 1,646.67 | \$ 1,695.64 | \$ 1,744.79 | \$ 1,794.91 | \$ 1,844.45 | \$ 1,895.14 | \$ 1,945.75 | \$ 1,997.82 | \$ 2,051.27 |
| | | Daily | \$ 155.19 | \$ 159.96 | \$ 164.67 | \$ 169.57 | \$ 174.48 | \$ 179.50 | \$ 184.45 | \$ 189.52 | \$ 194.58 | \$ 199.79 | \$ 205.13 |
| | | Hourly | \$ 22.17 | \$ 22.86 | \$ 23.53 | \$ 24.23 | \$ 24.93 | \$ 25.65 | \$ 26.35 | \$ 27.08 | \$ 27.80 | \$ 28.55 | \$ 29.31 |
| HN | 13 | Annual | \$ 42,767.00 | \$ 44,340.00 | \$ 45,910.00 | \$ 47,494.00 | \$ 49,071.00 | \$ 50,650.00 | \$ 52,236.00 | \$ 53,669.00 | \$ 55,107.00 | \$ 56,582.00 | \$ 58,096.00 |
| | | Bi-Wk | \$ 1,638.59 | \$ 1,698.86 | \$ 1,759.01 | \$ 1,819.70 | \$ 1,880.12 | \$ 1,940.62 | \$ 2,001.38 | \$ 2,056.29 | \$ 2,111.38 | \$ 2,167.90 | \$ 2,225.91 |
| | | Daily | \$ 163.86 | \$ 169.89 | \$ 175.91 | \$ 181.97 | \$ 188.02 | \$ 194.07 | \$ 200.14 | \$ 205.63 | \$ 211.14 | \$ 216.79 | \$ 222.60 |
| | | Hourly | \$ 23.41 | \$ 24.27 | \$ 25.13 | \$ 26.00 | \$ 26.86 | \$ 27.73 | \$ 28.60 | \$ 29.38 | \$ 30.17 | \$ 30.97 | \$ 31.80 |
| HN | 14 | Annual | \$ 44,751.00 | \$ 46,391.00 | \$ 48,023.00 | \$ 49,650.00 | \$ 51,279.00 | \$ 52,909.00 | \$ 54,539.00 | \$ 56,037.00 | \$ 57,540.00 | \$ 59,085.00 | \$ 60,671.00 |
| | | Bi-Wk | \$ 1,714.60 | \$ 1,777.44 | \$ 1,839.97 | \$ 1,902.30 | \$ 1,964.72 | \$ 2,027.17 | \$ 2,089.62 | \$ 2,147.02 | \$ 2,204.60 | \$ 2,263.80 | \$ 2,324.56 |
| | | Daily | \$ 171.46 | \$ 177.75 | \$ 184.00 | \$ 190.23 | \$ 196.48 | \$ 202.72 | \$ 208.97 | \$ 214.71 | \$ 220.46 | \$ 226.38 | \$ 232.46 |
| | | Hourly | \$ 24.50 | \$ 25.40 | \$ 26.29 | \$ 27.18 | \$ 28.07 | \$ 28.96 | \$ 29.86 | \$ 30.68 | \$ 31.50 | \$ 32.34 | \$ 33.21 |

NP-6 HN 35-Hours Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| HN | 15 | Annual | \$ 46,892.00 | \$ 48,567.00 | \$ 50,246.00 | \$ 51,921.00 | \$ 53,604.00 | \$ 55,290.00 | \$ 56,961.00 | \$ 58,527.00 | \$ 60,098.00 | \$ 61,704.00 | \$ 63,359.00 |
| | | Bi-Wk | \$ 1,796.63 | \$ 1,860.81 | \$ 1,925.14 | \$ 1,989.32 | \$ 2,053.80 | \$ 2,118.40 | \$ 2,182.42 | \$ 2,242.42 | \$ 2,302.61 | \$ 2,364.14 | \$ 2,427.55 |
| | | Daily | \$ 179.67 | \$ 186.09 | \$ 192.52 | \$ 198.94 | \$ 205.38 | \$ 211.84 | \$ 218.25 | \$ 224.25 | \$ 230.27 | \$ 236.42 | \$ 242.76 |
| | | Hourly | \$ 25.67 | \$ 26.59 | \$ 27.51 | \$ 28.42 | \$ 29.34 | \$ 30.27 | \$ 31.18 | \$ 32.04 | \$ 32.90 | \$ 33.78 | \$ 34.68 |
| HN | 16 | Annual | \$ 49,153.00 | \$ 50,880.00 | \$ 52,614.00 | \$ 54,342.00 | \$ 56,069.00 | \$ 57,800.00 | \$ 59,520.00 | \$ 61,159.00 | \$ 62,797.00 | \$ 64,477.00 | \$ 66,205.00 |
| | | Bi-Wk | \$ 1,883.26 | \$ 1,949.43 | \$ 2,015.87 | \$ 2,082.07 | \$ 2,148.24 | \$ 2,214.56 | \$ 2,280.46 | \$ 2,343.26 | \$ 2,406.02 | \$ 2,470.39 | \$ 2,536.60 |
| | | Daily | \$ 188.33 | \$ 194.95 | \$ 201.59 | \$ 208.21 | \$ 214.83 | \$ 221.46 | \$ 228.05 | \$ 234.33 | \$ 240.61 | \$ 247.04 | \$ 253.66 |
| | | Hourly | \$ 26.91 | \$ 27.85 | \$ 28.80 | \$ 29.75 | \$ 30.69 | \$ 31.64 | \$ 32.58 | \$ 33.48 | \$ 34.38 | \$ 35.30 | \$ 36.24 |
| HN | 17 | Annual | \$ 51,570.00 | \$ 53,355.00 | \$ 55,130.00 | \$ 56,910.00 | \$ 58,686.00 | \$ 60,460.00 | \$ 62,238.00 | \$ 63,950.00 | \$ 65,663.00 | \$ 67,423.00 | \$ 69,228.00 |
| | | Bi-Wk | \$ 1,975.87 | \$ 2,044.26 | \$ 2,112.27 | \$ 2,180.46 | \$ 2,248.51 | \$ 2,316.48 | \$ 2,384.60 | \$ 2,450.20 | \$ 2,515.83 | \$ 2,583.26 | \$ 2,652.42 |
| | | Daily | \$ 197.59 | \$ 204.43 | \$ 211.23 | \$ 218.05 | \$ 224.86 | \$ 231.65 | \$ 238.46 | \$ 245.02 | \$ 251.59 | \$ 258.33 | \$ 265.25 |
| | | Hourly | \$ 28.23 | \$ 29.21 | \$ 30.18 | \$ 31.15 | \$ 32.13 | \$ 33.10 | \$ 34.07 | \$ 35.01 | \$ 35.95 | \$ 36.91 | \$ 37.90 |
| HN | 18 | Annual | \$ 54,159.00 | \$ 55,973.00 | \$ 57,800.00 | \$ 59,620.00 | \$ 61,441.00 | \$ 63,270.00 | \$ 65,086.00 | \$ 66,876.00 | \$ 68,668.00 | \$ 70,511.00 | \$ 72,398.00 |
| | | Bi-Wk | \$ 2,075.06 | \$ 2,144.56 | \$ 2,214.56 | \$ 2,284.30 | \$ 2,354.07 | \$ 2,424.14 | \$ 2,493.72 | \$ 2,562.30 | \$ 2,630.96 | \$ 2,701.58 | \$ 2,773.87 |
| | | Daily | \$ 207.51 | \$ 214.46 | \$ 221.46 | \$ 228.43 | \$ 235.41 | \$ 242.42 | \$ 249.38 | \$ 256.23 | \$ 263.10 | \$ 270.16 | \$ 277.39 |
| | | Hourly | \$ 29.65 | \$ 30.64 | \$ 31.64 | \$ 32.64 | \$ 33.63 | \$ 34.64 | \$ 35.63 | \$ 36.61 | \$ 37.59 | \$ 38.60 | \$ 39.63 |
| HN | 19 | Annual | \$ 56,799.00 | \$ 58,686.00 | \$ 60,557.00 | \$ 62,439.00 | \$ 64,310.00 | \$ 66,190.00 | \$ 68,058.00 | \$ 69,930.00 | \$ 71,801.00 | \$ 73,723.00 | \$ 75,697.00 |
| | | Bi-Wk | \$ 2,176.21 | \$ 2,248.51 | \$ 2,320.20 | \$ 2,392.30 | \$ 2,463.99 | \$ 2,536.02 | \$ 2,607.59 | \$ 2,679.32 | \$ 2,751.00 | \$ 2,824.64 | \$ 2,900.27 |
| | | Daily | \$ 217.63 | \$ 224.86 | \$ 232.02 | \$ 239.23 | \$ 246.40 | \$ 253.61 | \$ 260.76 | \$ 267.94 | \$ 275.10 | \$ 282.47 | \$ 290.03 |
| | | Hourly | \$ 31.09 | \$ 32.13 | \$ 33.15 | \$ 34.18 | \$ 35.20 | \$ 36.23 | \$ 37.26 | \$ 38.28 | \$ 39.30 | \$ 40.36 | \$ 41.44 |
| HN | 20 | Annual | \$ 59,676.00 | \$ 61,596.00 | \$ 63,521.00 | \$ 65,435.00 | \$ 67,361.00 | \$ 69,280.00 | \$ 71,207.00 | \$ 73,164.00 | \$ 75,119.00 | \$ 77,130.00 | \$ 79,197.00 |
| | | Bi-Wk | \$ 2,286.44 | \$ 2,360.00 | \$ 2,433.76 | \$ 2,507.09 | \$ 2,580.89 | \$ 2,654.41 | \$ 2,728.24 | \$ 2,803.22 | \$ 2,878.13 | \$ 2,955.18 | \$ 3,034.37 |
| | | Daily | \$ 228.65 | \$ 236.00 | \$ 243.38 | \$ 250.71 | \$ 258.09 | \$ 265.45 | \$ 272.83 | \$ 280.33 | \$ 287.82 | \$ 295.52 | \$ 303.44 |
| | | Hourly | \$ 32.67 | \$ 33.72 | \$ 34.77 | \$ 35.82 | \$ 36.87 | \$ 37.93 | \$ 38.98 | \$ 40.05 | \$ 41.12 | \$ 42.22 | \$ 43.35 |
| HN | 21 | Annual | \$ 62,606.00 | \$ 64,586.00 | \$ 66,556.00 | \$ 68,531.00 | \$ 70,506.00 | \$ 72,472.00 | \$ 74,449.00 | \$ 76,498.00 | \$ 78,544.00 | \$ 80,645.00 | \$ 82,806.00 |
| | | Bi-Wk | \$ 2,398.70 | \$ 2,474.56 | \$ 2,550.04 | \$ 2,625.71 | \$ 2,701.38 | \$ 2,776.71 | \$ 2,852.46 | \$ 2,930.96 | \$ 3,009.35 | \$ 3,089.85 | \$ 3,172.65 |
| | | Daily | \$ 239.87 | \$ 247.46 | \$ 255.01 | \$ 262.58 | \$ 270.14 | \$ 277.68 | \$ 285.25 | \$ 293.10 | \$ 300.94 | \$ 308.99 | \$ 317.27 |
| | | Hourly | \$ 34.27 | \$ 35.36 | \$ 36.43 | \$ 37.52 | \$ 38.60 | \$ 39.67 | \$ 40.75 | \$ 41.88 | \$ 43.00 | \$ 44.15 | \$ 45.33 |

NP-6 HN 35-Hours Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|
| HN | 22 | Annual | \$ 64,310.00 | \$ 66,651.00 | \$ 68,994.00 | \$ 71,333.00 | \$ 73,685.00 | \$ 76,023.00 | \$ 78,364.00 | \$ 80,518.00 | \$ 82,677.00 | \$ 84,889.00 | \$ 87,160.00 |
| | | Bi-Wk | \$ 2,463.99 | \$ 2,553.68 | \$ 2,643.45 | \$ 2,733.07 | \$ 2,823.19 | \$ 2,912.76 | \$ 3,002.46 | \$ 3,084.99 | \$ 3,167.71 | \$ 3,252.46 | \$ 3,339.47 |
| | | Daily | \$ 246.40 | \$ 255.37 | \$ 264.35 | \$ 273.31 | \$ 282.32 | \$ 291.28 | \$ 300.25 | \$ 308.50 | \$ 316.78 | \$ 325.25 | \$ 333.96 |
| | | Hourly | \$ 35.20 | \$ 36.49 | \$ 37.77 | \$ 39.05 | \$ 40.34 | \$ 41.62 | \$ 42.90 | \$ 44.08 | \$ 45.26 | \$ 46.47 | \$ 47.71 |
| HN | 23 | Annual | \$ 67,336.00 | \$ 69,782.00 | \$ 72,217.00 | \$ 74,660.00 | \$ 77,100.00 | \$ 79,539.00 | \$ 81,985.00 | \$ 84,237.00 | \$ 86,493.00 | \$ 88,609.00 | \$ 91,189.00 |
| | | Bi-Wk | \$ 2,579.93 | \$ 2,673.64 | \$ 2,766.94 | \$ 2,860.54 | \$ 2,954.03 | \$ 3,047.48 | \$ 3,141.19 | \$ 3,227.48 | \$ 3,313.91 | \$ 3,402.65 | \$ 3,493.84 |
| | | Daily | \$ 258.00 | \$ 267.37 | \$ 276.70 | \$ 286.06 | \$ 295.41 | \$ 304.75 | \$ 314.12 | \$ 322.75 | \$ 331.40 | \$ 340.27 | \$ 349.39 |
| | | Hourly | \$ 36.86 | \$ 38.20 | \$ 39.53 | \$ 40.87 | \$ 42.21 | \$ 43.54 | \$ 44.88 | \$ 46.11 | \$ 47.35 | \$ 48.61 | \$ 49.92 |
| HN | 24 | Annual | \$ 70,560.00 | \$ 73,102.00 | \$ 75,655.00 | \$ 78,198.00 | \$ 80,740.00 | \$ 83,286.00 | \$ 85,829.00 | \$ 88,186.00 | \$ 90,546.00 | \$ 92,971.00 | \$ 95,462.00 |
| | | Bi-Wk | \$ 2,703.45 | \$ 2,800.85 | \$ 2,898.66 | \$ 2,996.10 | \$ 3,093.49 | \$ 3,191.04 | \$ 3,288.47 | \$ 3,378.78 | \$ 3,469.20 | \$ 3,562.11 | \$ 3,657.55 |
| | | Daily | \$ 270.35 | \$ 280.09 | \$ 289.87 | \$ 299.61 | \$ 309.35 | \$ 319.11 | \$ 328.85 | \$ 337.88 | \$ 346.92 | \$ 356.22 | \$ 365.76 |
| | | Hourly | \$ 38.63 | \$ 40.02 | \$ 41.41 | \$ 42.81 | \$ 44.20 | \$ 45.59 | \$ 46.98 | \$ 48.27 | \$ 49.56 | \$ 50.89 | \$ 52.26 |
| HN | 25 | Annual | \$ 73,993.00 | \$ 76,629.00 | \$ 79,268.00 | \$ 81,902.00 | \$ 84,541.00 | \$ 87,180.00 | \$ 89,817.00 | \$ 92,286.00 | \$ 94,755.00 | \$ 97,292.00 | \$ 99,893.00 |
| | | Bi-Wk | \$ 2,834.99 | \$ 2,935.98 | \$ 3,037.09 | \$ 3,138.01 | \$ 3,239.12 | \$ 3,340.23 | \$ 3,441.27 | \$ 3,535.87 | \$ 3,630.46 | \$ 3,727.67 | \$ 3,827.32 |
| | | Daily | \$ 283.50 | \$ 293.60 | \$ 303.71 | \$ 313.81 | \$ 323.92 | \$ 334.03 | \$ 344.13 | \$ 353.59 | \$ 363.05 | \$ 372.77 | \$ 382.74 |
| | | Hourly | \$ 40.50 | \$ 41.95 | \$ 43.39 | \$ 44.83 | \$ 46.28 | \$ 47.72 | \$ 49.17 | \$ 50.52 | \$ 51.87 | \$ 53.26 | \$ 54.68 |
| HN | 26 | Annual | \$ 77,624.00 | \$ 80,348.00 | \$ 83,084.00 | \$ 85,829.00 | \$ 88,568.00 | \$ 91,290.00 | \$ 94,026.00 | \$ 96,614.00 | \$ 99,201.00 | \$ 101,861.00 | \$ 104,590.00 |
| | | Bi-Wk | \$ 2,974.10 | \$ 3,078.47 | \$ 3,183.30 | \$ 3,288.47 | \$ 3,393.41 | \$ 3,497.71 | \$ 3,602.53 | \$ 3,701.69 | \$ 3,800.81 | \$ 3,902.73 | \$ 4,007.28 |
| | | Daily | \$ 297.41 | \$ 307.85 | \$ 318.33 | \$ 328.85 | \$ 339.35 | \$ 349.78 | \$ 360.26 | \$ 370.17 | \$ 380.09 | \$ 390.28 | \$ 400.73 |
| | | Hourly | \$ 42.49 | \$ 43.98 | \$ 45.48 | \$ 46.98 | \$ 48.48 | \$ 49.97 | \$ 51.47 | \$ 52.89 | \$ 54.30 | \$ 55.76 | \$ 57.25 |

NP-6 XN 37.5-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|-------|--------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| XN 9 | Annual | | \$38,546.00 | \$39,679.00 | \$40,817.00 | \$41,961.00 | \$43,100.00 | \$44,229.00 | \$45,377.00 | \$46,622.00 | \$47,870.00 | \$49,149.00 | \$50,470.00 |
| | Bi-Wk | | \$1,476.86 | \$1,520.27 | \$1,563.87 | \$1,607.71 | \$1,651.35 | \$1,694.60 | \$1,738.59 | \$1,786.29 | \$1,834.10 | \$1,883.11 | \$1,933.72 |
| | Daily | | \$147.69 | \$152.03 | \$156.39 | \$160.78 | \$165.14 | \$169.46 | \$173.86 | \$178.63 | \$183.41 | \$188.32 | \$193.38 |
| | Hourly | | \$19.70 | \$20.28 | \$20.86 | \$21.44 | \$22.02 | \$22.60 | \$23.19 | \$23.82 | \$24.46 | \$25.11 | \$25.79 |
| XN 10 | Annual | | \$39,770.00 | \$40,961.00 | \$42,146.00 | \$43,352.00 | \$44,536.00 | \$45,744.00 | \$46,998.00 | \$48,287.00 | \$49,581.00 | \$50,910.00 | \$52,275.00 |
| | Bi-Wk | | \$1,523.76 | \$1,569.39 | \$1,614.79 | \$1,661.00 | \$1,706.37 | \$1,752.65 | \$1,800.69 | \$1,850.08 | \$1,899.66 | \$1,950.58 | \$2,002.88 |
| | Daily | | \$152.38 | \$156.94 | \$161.48 | \$166.10 | \$170.64 | \$175.27 | \$180.07 | \$185.01 | \$189.97 | \$195.06 | \$200.29 |
| | Hourly | | \$20.32 | \$20.93 | \$21.54 | \$22.15 | \$22.76 | \$23.37 | \$24.01 | \$24.67 | \$25.33 | \$26.01 | \$26.71 |
| XN 11 | Annual | | \$41,017.00 | \$42,257.00 | \$43,509.00 | \$44,746.00 | \$46,022.00 | \$47,320.00 | \$48,628.00 | \$49,960.00 | \$51,298.00 | \$52,669.00 | \$54,081.00 |
| | Bi-Wk | | \$1,571.54 | \$1,619.05 | \$1,667.02 | \$1,714.41 | \$1,763.30 | \$1,813.03 | \$1,863.15 | \$1,914.18 | \$1,965.45 | \$2,017.97 | \$2,072.07 |
| | Daily | | \$157.16 | \$161.91 | \$166.71 | \$171.45 | \$176.33 | \$181.31 | \$186.32 | \$191.42 | \$196.55 | \$201.80 | \$207.21 |
| | Hourly | | \$20.96 | \$21.59 | \$22.23 | \$22.86 | \$23.52 | \$24.18 | \$24.85 | \$25.53 | \$26.21 | \$26.91 | \$27.63 |
| XN 12 | Annual | | \$42,337.00 | \$43,640.00 | \$44,922.00 | \$46,260.00 | \$47,601.00 | \$48,970.00 | \$50,320.00 | \$51,706.00 | \$53,084.00 | \$54,505.00 | \$55,964.00 |
| | Bi-Wk | | \$1,622.11 | \$1,672.04 | \$1,721.15 | \$1,772.42 | \$1,823.80 | \$1,876.25 | \$1,927.97 | \$1,981.08 | \$2,033.87 | \$2,088.32 | \$2,144.22 |
| | Daily | | \$162.22 | \$167.21 | \$172.12 | \$177.25 | \$182.38 | \$187.63 | \$192.80 | \$198.11 | \$203.39 | \$208.84 | \$214.43 |
| | Hourly | | \$21.63 | \$22.30 | \$22.95 | \$23.64 | \$24.32 | \$25.02 | \$25.71 | \$26.42 | \$27.12 | \$27.85 | \$28.59 |
| XN 13 | Annual | | \$44,704.00 | \$46,347.00 | \$47,988.00 | \$49,643.00 | \$51,297.00 | \$52,945.00 | \$54,600.00 | \$56,099.00 | \$57,603.00 | \$59,144.00 | \$60,729.00 |
| | Bi-Wk | | \$1,712.80 | \$1,775.75 | \$1,838.63 | \$1,902.04 | \$1,965.41 | \$2,028.55 | \$2,091.96 | \$2,149.39 | \$2,207.02 | \$2,266.06 | \$2,326.79 |
| | Daily | | \$171.28 | \$177.58 | \$183.87 | \$190.21 | \$196.55 | \$202.86 | \$209.20 | \$214.94 | \$220.71 | \$226.61 | \$232.68 |
| | Hourly | | \$22.84 | \$23.68 | \$24.52 | \$25.37 | \$26.21 | \$27.05 | \$27.90 | \$28.66 | \$29.43 | \$30.22 | \$31.03 |
| XN 14 | Annual | | \$46,780.00 | \$48,491.00 | \$50,200.00 | \$51,898.00 | \$53,601.00 | \$55,305.00 | \$57,009.00 | \$58,574.00 | \$60,146.00 | \$61,759.00 | \$63,420.00 |
| | Bi-Wk | | \$1,792.34 | \$1,857.90 | \$1,923.38 | \$1,988.43 | \$2,053.68 | \$2,118.97 | \$2,184.26 | \$2,244.22 | \$2,304.45 | \$2,366.25 | \$2,429.89 |
| | Daily | | \$179.24 | \$185.79 | \$192.34 | \$198.85 | \$205.37 | \$211.90 | \$218.43 | \$224.43 | \$230.45 | \$236.63 | \$242.99 |
| | Hourly | | \$23.90 | \$24.78 | \$25.65 | \$26.52 | \$27.39 | \$28.26 | \$29.13 | \$29.93 | \$30.73 | \$31.55 | \$32.40 |

NP-6 XN 37.5-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|---------|
| XN 15 | Annual | \$49,018.00 | \$50,765.00 | \$52,523.00 | \$54,271.00 | \$56,030.00 | \$57,796.00 | \$59,539.00 | \$61,181.00 | \$62,817.00 | \$64,499.00 | \$66,228.00 | |
| | Bi-Wk | \$1,878.09 | \$1,945.02 | \$2,012.38 | \$2,079.35 | \$2,146.75 | \$2,214.41 | \$2,281.19 | \$2,344.10 | \$2,406.79 | \$2,471.23 | \$2,537.48 | |
| | Daily | \$187.81 | \$194.51 | \$201.24 | \$207.94 | \$214.68 | \$221.45 | \$228.12 | \$234.41 | \$240.68 | \$247.13 | \$253.75 | |
| | Hourly | \$25.05 | \$25.94 | \$26.84 | \$27.73 | \$28.63 | \$29.53 | \$30.42 | \$31.26 | \$32.10 | \$32.95 | \$33.84 | |
| XN 16 | Annual | \$51,380.00 | \$53,185.00 | \$54,997.00 | \$56,803.00 | \$58,608.00 | \$60,418.00 | \$62,218.00 | \$63,928.00 | \$65,641.00 | \$67,397.00 | \$69,205.00 | |
| | Bi-Wk | \$1,968.59 | \$2,037.74 | \$2,107.17 | \$2,176.37 | \$2,245.52 | \$2,314.87 | \$2,383.84 | \$2,449.35 | \$2,514.99 | \$2,582.27 | \$2,651.54 | |
| | Daily | \$196.86 | \$203.78 | \$210.72 | \$217.64 | \$224.56 | \$231.49 | \$238.39 | \$244.94 | \$251.50 | \$258.23 | \$265.16 | |
| | Hourly | \$26.25 | \$27.17 | \$28.10 | \$29.02 | \$29.95 | \$30.87 | \$31.79 | \$32.66 | \$33.54 | \$34.44 | \$35.36 | |
| XN 17 | Annual | \$53,903.00 | \$55,773.00 | \$57,628.00 | \$59,486.00 | \$61,344.00 | \$63,200.00 | \$65,057.00 | \$66,845.00 | \$68,639.00 | \$70,474.00 | \$72,364.00 | |
| | Bi-Wk | \$2,065.25 | \$2,136.90 | \$2,207.97 | \$2,279.16 | \$2,350.35 | \$2,421.46 | \$2,492.61 | \$2,561.12 | \$2,629.85 | \$2,700.16 | \$2,772.57 | |
| | Daily | \$206.53 | \$213.69 | \$220.80 | \$227.92 | \$235.04 | \$242.15 | \$249.27 | \$256.12 | \$262.99 | \$270.02 | \$277.26 | |
| | Hourly | \$27.54 | \$28.50 | \$29.44 | \$30.39 | \$31.34 | \$32.29 | \$33.24 | \$34.15 | \$35.07 | \$36.01 | \$36.97 | |
| XN 18 | Annual | \$56,613.00 | \$58,512.00 | \$60,418.00 | \$62,317.00 | \$64,224.00 | \$66,136.00 | \$68,034.00 | \$69,907.00 | \$71,777.00 | \$73,704.00 | \$75,679.00 | |
| | Bi-Wk | \$2,169.09 | \$2,241.84 | \$2,314.87 | \$2,387.63 | \$2,460.69 | \$2,533.95 | \$2,606.67 | \$2,678.43 | \$2,750.08 | \$2,823.91 | \$2,899.58 | |
| | Daily | \$216.91 | \$224.19 | \$231.49 | \$238.77 | \$246.07 | \$253.40 | \$260.67 | \$267.85 | \$275.01 | \$282.40 | \$289.96 | |
| | Hourly | \$28.93 | \$29.90 | \$30.87 | \$31.84 | \$32.81 | \$33.79 | \$34.76 | \$35.72 | \$36.67 | \$37.66 | \$38.67 | |
| XN 19 | Annual | \$59,372.00 | \$61,344.00 | \$63,302.00 | \$65,268.00 | \$67,221.00 | \$69,187.00 | \$71,142.00 | \$73,098.00 | \$75,054.00 | \$77,062.00 | \$79,125.00 | |
| | Bi-Wk | \$2,274.79 | \$2,350.35 | \$2,425.37 | \$2,500.69 | \$2,575.52 | \$2,650.85 | \$2,725.75 | \$2,800.69 | \$2,875.64 | \$2,952.57 | \$3,031.61 | |
| | Daily | \$227.48 | \$235.04 | \$242.54 | \$250.07 | \$257.56 | \$265.09 | \$272.58 | \$280.07 | \$287.57 | \$295.26 | \$303.17 | |
| | Hourly | \$30.34 | \$31.34 | \$32.34 | \$33.35 | \$34.35 | \$35.35 | \$36.35 | \$37.35 | \$38.35 | \$39.37 | \$40.43 | |
| XN 20 | Annual | \$62,380.00 | \$64,387.00 | \$66,399.00 | \$68,400.00 | \$70,413.00 | \$72,419.00 | \$74,434.00 | \$76,478.00 | \$78,522.00 | \$80,622.00 | \$82,784.00 | |
| | Bi-Wk | \$2,390.04 | \$2,466.94 | \$2,544.03 | \$2,620.69 | \$2,697.82 | \$2,774.68 | \$2,851.88 | \$2,930.20 | \$3,008.51 | \$3,088.97 | \$3,171.81 | |
| | Daily | \$239.01 | \$246.70 | \$254.41 | \$262.07 | \$269.79 | \$277.47 | \$285.19 | \$293.02 | \$300.86 | \$308.90 | \$317.19 | |
| | Hourly | \$31.87 | \$32.90 | \$33.93 | \$34.95 | \$35.98 | \$37.00 | \$38.03 | \$39.07 | \$40.12 | \$41.19 | \$42.30 | |
| XN 21 | Annual | \$65,444.00 | \$67,511.00 | \$69,571.00 | \$71,636.00 | \$73,699.00 | \$75,755.00 | \$77,823.00 | \$79,962.00 | \$82,101.00 | \$84,296.00 | \$86,555.00 | |
| | Bi-Wk | \$2,507.44 | \$2,586.63 | \$2,665.56 | \$2,744.68 | \$2,823.72 | \$2,902.50 | \$2,981.73 | \$3,063.68 | \$3,145.64 | \$3,229.74 | \$3,316.29 | |
| | Daily | \$250.75 | \$258.67 | \$266.56 | \$274.47 | \$282.38 | \$290.25 | \$298.18 | \$306.37 | \$314.57 | \$322.98 | \$331.63 | |
| | Hourly | \$33.44 | \$34.49 | \$35.55 | \$36.60 | \$37.65 | \$38.70 | \$39.76 | \$40.85 | \$41.95 | \$43.07 | \$44.22 | |

NP-6 XN 37.5-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|---------|
| XN 22 | Annual | \$67,221.00 | \$69,670.00 | \$72,121.00 | \$74,564.00 | \$77,023.00 | \$79,466.00 | \$81,914.00 | \$84,167.00 | \$86,421.00 | \$88,735.00 | \$91,109.00 | |
| | Bi-Wk | \$2,575.52 | \$2,669.35 | \$2,763.26 | \$2,856.86 | \$2,951.08 | \$3,044.68 | \$3,138.47 | \$3,224.79 | \$3,311.15 | \$3,399.81 | \$3,490.77 | |
| | Daily | \$257.56 | \$266.94 | \$276.33 | \$285.69 | \$295.11 | \$304.47 | \$313.85 | \$322.48 | \$331.12 | \$339.99 | \$349.08 | |
| | Hourly | \$34.35 | \$35.60 | \$36.85 | \$38.10 | \$39.35 | \$40.60 | \$41.85 | \$43.00 | \$44.15 | \$45.34 | \$46.55 | |
| XN 23 | Annual | \$70,384.00 | \$72,943.00 | \$75,487.00 | \$78,040.00 | \$80,591.00 | \$83,142.00 | \$85,699.00 | \$88,054.00 | \$90,410.00 | \$92,830.00 | \$95,318.00 | |
| | Bi-Wk | \$2,696.71 | \$2,794.76 | \$2,892.23 | \$2,990.04 | \$3,087.78 | \$3,185.52 | \$3,283.49 | \$3,373.72 | \$3,463.99 | \$3,556.71 | \$3,652.04 | |
| | Daily | \$269.68 | \$279.48 | \$289.23 | \$299.01 | \$308.78 | \$318.56 | \$328.35 | \$337.38 | \$346.40 | \$355.68 | \$365.21 | |
| | Hourly | \$35.96 | \$37.27 | \$38.57 | \$39.87 | \$41.18 | \$42.48 | \$43.78 | \$44.99 | \$46.19 | \$47.43 | \$48.70 | |
| XN 24 | Annual | \$73,756.00 | \$76,413.00 | \$79,079.00 | \$81,739.00 | \$84,396.00 | \$87,058.00 | \$89,718.00 | \$92,179.00 | \$94,647.00 | \$97,182.00 | \$99,787.00 | |
| | Bi-Wk | \$2,825.91 | \$2,927.71 | \$3,029.85 | \$3,131.77 | \$3,233.57 | \$3,335.56 | \$3,437.48 | \$3,531.77 | \$3,626.33 | \$3,723.45 | \$3,823.26 | |
| | Daily | \$282.60 | \$292.78 | \$302.99 | \$313.18 | \$323.36 | \$333.56 | \$343.75 | \$353.18 | \$362.64 | \$372.35 | \$382.33 | |
| | Hourly | \$37.68 | \$39.04 | \$40.40 | \$41.76 | \$43.12 | \$44.48 | \$45.84 | \$47.10 | \$48.36 | \$49.65 | \$50.98 | |
| XN 25 | Annual | \$77,346.00 | \$80,099.00 | \$82,857.00 | \$85,613.00 | \$88,372.00 | \$91,130.00 | \$93,883.00 | \$96,466.00 | \$99,048.00 | \$101,698.00 | \$104,419.00 | |
| | Bi-Wk | \$2,963.45 | \$3,068.93 | \$3,174.60 | \$3,280.20 | \$3,385.91 | \$3,491.58 | \$3,597.05 | \$3,696.02 | \$3,794.95 | \$3,896.48 | \$4,000.73 | |
| | Daily | \$296.35 | \$306.90 | \$317.46 | \$328.02 | \$338.60 | \$349.16 | \$359.71 | \$369.61 | \$379.50 | \$389.65 | \$400.08 | |
| | Hourly | \$39.52 | \$40.92 | \$42.33 | \$43.74 | \$45.15 | \$46.56 | \$47.97 | \$49.29 | \$50.60 | \$51.96 | \$53.35 | |
| XN 26 | Annual | \$81,139.00 | \$83,987.00 | \$86,849.00 | \$89,718.00 | \$92,575.00 | \$95,425.00 | \$98,286.00 | \$100,990.00 | \$103,695.00 | \$106,476.00 | \$109,326.00 | |
| | Bi-Wk | \$3,108.78 | \$3,217.90 | \$3,327.55 | \$3,437.48 | \$3,546.94 | \$3,656.14 | \$3,765.75 | \$3,869.35 | \$3,972.99 | \$4,079.55 | \$4,188.74 | |
| | Daily | \$310.88 | \$321.79 | \$332.76 | \$343.75 | \$354.70 | \$365.62 | \$376.58 | \$386.94 | \$397.30 | \$407.96 | \$418.88 | |
| | Hourly | \$41.46 | \$42.91 | \$44.37 | \$45.84 | \$47.30 | \$48.75 | \$50.21 | \$51.60 | \$52.98 | \$54.40 | \$55.85 | |

NP-6 XN 37.5-Hours Salary Plan Effective 07/01/2023

| Plan Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| XN 9 | Annual | \$39,510.00 | \$40,671.00 | \$41,838.00 | \$43,011.00 | \$44,178.00 | \$45,335.00 | \$46,512.00 | \$47,788.00 | \$49,067.00 | \$50,378.00 | \$51,732.00 |
| | Bi-Wk | \$1,513.80 | \$1,558.28 | \$1,602.99 | \$1,647.94 | \$1,692.65 | \$1,736.98 | \$1,782.07 | \$1,830.96 | \$1,879.97 | \$1,930.20 | \$1,982.07 |
| | Daily | \$151.38 | \$155.83 | \$160.30 | \$164.80 | \$169.27 | \$173.70 | \$178.21 | \$183.10 | \$188.00 | \$193.02 | \$198.21 |
| | Hourly | \$20.19 | \$20.78 | \$21.38 | \$21.98 | \$22.57 | \$23.16 | \$23.77 | \$24.42 | \$25.07 | \$25.74 | \$26.43 |
| XN 10 | Annual | \$40,765.00 | \$41,986.00 | \$43,200.00 | \$44,436.00 | \$45,650.00 | \$46,888.00 | \$48,173.00 | \$49,495.00 | \$50,821.00 | \$52,183.00 | \$53,582.00 |
| | Bi-Wk | \$1,561.88 | \$1,608.66 | \$1,655.18 | \$1,702.53 | \$1,749.05 | \$1,796.48 | \$1,845.71 | \$1,896.37 | \$1,947.17 | \$1,999.35 | \$2,052.96 |
| | Daily | \$156.19 | \$160.87 | \$165.52 | \$170.26 | \$174.91 | \$179.65 | \$184.58 | \$189.64 | \$194.72 | \$199.94 | \$205.30 |
| | Hourly | \$20.83 | \$21.45 | \$22.07 | \$22.71 | \$23.33 | \$23.96 | \$24.61 | \$25.29 | \$25.97 | \$26.66 | \$27.38 |
| XN 11 | Annual | \$42,043.00 | \$43,314.00 | \$44,597.00 | \$45,865.00 | \$47,173.00 | \$48,503.00 | \$49,844.00 | \$51,209.00 | \$52,581.00 | \$53,986.00 | \$55,434.00 |
| | Bi-Wk | \$1,610.85 | \$1,659.55 | \$1,708.70 | \$1,757.28 | \$1,807.40 | \$1,858.36 | \$1,909.74 | \$1,962.04 | \$2,014.60 | \$2,068.43 | \$2,123.91 |
| | Daily | \$161.09 | \$165.96 | \$170.87 | \$175.73 | \$180.74 | \$185.84 | \$190.98 | \$196.21 | \$201.46 | \$206.85 | \$212.40 |
| | Hourly | \$21.48 | \$22.13 | \$22.79 | \$23.44 | \$24.10 | \$24.78 | \$25.47 | \$26.17 | \$26.87 | \$27.58 | \$28.32 |
| XN 12 | Annual | \$43,396.00 | \$44,731.00 | \$46,046.00 | \$47,417.00 | \$48,792.00 | \$50,195.00 | \$51,578.00 | \$52,999.00 | \$54,412.00 | \$55,868.00 | \$57,364.00 |
| | Bi-Wk | \$1,662.69 | \$1,713.84 | \$1,764.22 | \$1,816.75 | \$1,869.43 | \$1,923.19 | \$1,976.17 | \$2,030.62 | \$2,084.76 | \$2,140.54 | \$2,197.86 |
| | Daily | \$166.27 | \$171.39 | \$176.43 | \$181.68 | \$186.95 | \$192.32 | \$197.62 | \$203.07 | \$208.48 | \$214.06 | \$219.79 |
| | Hourly | \$22.17 | \$22.86 | \$23.53 | \$24.23 | \$24.93 | \$25.65 | \$26.35 | \$27.08 | \$27.80 | \$28.55 | \$29.31 |
| XN 13 | Annual | \$45,822.00 | \$47,506.00 | \$49,188.00 | \$50,885.00 | \$52,580.00 | \$54,269.00 | \$55,965.00 | \$57,502.00 | \$59,044.00 | \$60,623.00 | \$62,248.00 |
| | Bi-Wk | \$1,755.64 | \$1,820.16 | \$1,884.60 | \$1,949.62 | \$2,014.56 | \$2,079.28 | \$2,144.26 | \$2,203.15 | \$2,262.23 | \$2,322.73 | \$2,384.99 |
| | Daily | \$175.57 | \$182.02 | \$188.46 | \$194.97 | \$201.46 | \$207.93 | \$214.43 | \$220.32 | \$226.23 | \$232.28 | \$238.50 |
| | Hourly | \$23.41 | \$24.27 | \$25.13 | \$26.00 | \$26.87 | \$27.73 | \$28.60 | \$29.38 | \$30.17 | \$30.97 | \$31.80 |
| XN 14 | Annual | \$47,950.00 | \$49,704.00 | \$51,455.00 | \$53,196.00 | \$54,942.00 | \$56,688.00 | \$58,435.00 | \$60,039.00 | \$61,650.00 | \$63,303.00 | \$65,006.00 |
| | Bi-Wk | \$1,837.17 | \$1,904.37 | \$1,971.46 | \$2,038.17 | \$2,105.06 | \$2,171.96 | \$2,238.89 | \$2,300.35 | \$2,362.07 | \$2,425.41 | \$2,490.66 |
| | Daily | \$183.72 | \$190.44 | \$197.15 | \$203.82 | \$210.51 | \$217.20 | \$223.89 | \$230.04 | \$236.21 | \$242.55 | \$249.07 |
| | Hourly | \$24.50 | \$25.40 | \$26.29 | \$27.18 | \$28.07 | \$28.96 | \$29.86 | \$30.68 | \$31.50 | \$32.34 | \$33.21 |

NP-6 XN 37.5-Hours Salary Plan Effective 07/01/2023

| Plan Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| XN 15 | Annual | \$50,244.00 | \$52,035.00 | \$53,837.00 | \$55,628.00 | \$57,431.00 | \$59,241.00 | \$61,028.00 | \$62,711.00 | \$64,388.00 | \$66,112.00 | \$67,884.00 |
| | Bi-Wk | \$1,925.06 | \$1,993.68 | \$2,062.73 | \$2,131.35 | \$2,200.43 | \$2,269.78 | \$2,338.24 | \$2,402.73 | \$2,466.98 | \$2,533.03 | \$2,600.92 |
| | Daily | \$192.51 | \$199.37 | \$206.28 | \$213.14 | \$220.05 | \$226.98 | \$233.83 | \$240.28 | \$246.70 | \$253.31 | \$260.10 |
| | Hourly | \$25.67 | \$26.59 | \$27.51 | \$28.42 | \$29.34 | \$30.27 | \$31.18 | \$32.04 | \$32.90 | \$33.78 | \$34.68 |
| XN 16 | Annual | \$52,665.00 | \$54,515.00 | \$56,372.00 | \$58,224.00 | \$60,074.00 | \$61,929.00 | \$63,774.00 | \$65,527.00 | \$67,283.00 | \$69,082.00 | \$70,936.00 |
| | Bi-Wk | \$2,017.82 | \$2,088.70 | \$2,159.85 | \$2,230.81 | \$2,301.69 | \$2,372.76 | \$2,443.45 | \$2,510.62 | \$2,577.90 | \$2,646.82 | \$2,717.86 |
| | Daily | \$201.79 | \$208.87 | \$215.99 | \$223.09 | \$230.17 | \$237.28 | \$244.35 | \$251.07 | \$257.79 | \$264.69 | \$271.79 |
| | Hourly | \$26.91 | \$27.85 | \$28.80 | \$29.75 | \$30.69 | \$31.64 | \$32.58 | \$33.48 | \$34.38 | \$35.30 | \$36.24 |
| XN 17 | Annual | \$55,251.00 | \$57,168.00 | \$59,069.00 | \$60,974.00 | \$62,878.00 | \$64,780.00 | \$66,684.00 | \$68,517.00 | \$70,355.00 | \$72,236.00 | \$74,174.00 |
| | Bi-Wk | \$2,116.90 | \$2,190.35 | \$2,263.19 | \$2,336.17 | \$2,409.12 | \$2,482.00 | \$2,554.95 | \$2,625.18 | \$2,695.60 | \$2,767.67 | \$2,841.92 |
| | Daily | \$211.69 | \$219.04 | \$226.32 | \$233.62 | \$240.92 | \$248.20 | \$255.50 | \$262.52 | \$269.56 | \$276.77 | \$284.20 |
| | Hourly | \$28.23 | \$29.21 | \$30.18 | \$31.15 | \$32.13 | \$33.10 | \$34.07 | \$35.01 | \$35.95 | \$36.91 | \$37.90 |
| XN 18 | Annual | \$58,029.00 | \$59,975.00 | \$61,929.00 | \$63,875.00 | \$65,830.00 | \$67,790.00 | \$69,735.00 | \$71,655.00 | \$73,572.00 | \$75,547.00 | \$77,571.00 |
| | Bi-Wk | \$2,223.34 | \$2,297.90 | \$2,372.76 | \$2,447.32 | \$2,522.23 | \$2,597.32 | \$2,671.84 | \$2,745.41 | \$2,818.86 | \$2,894.53 | \$2,972.07 |
| | Daily | \$222.34 | \$229.79 | \$237.28 | \$244.74 | \$252.23 | \$259.74 | \$267.19 | \$274.55 | \$281.89 | \$289.46 | \$297.21 |
| | Hourly | \$29.65 | \$30.64 | \$31.64 | \$32.64 | \$33.63 | \$34.64 | \$35.63 | \$36.61 | \$37.59 | \$38.60 | \$39.63 |
| XN 19 | Annual | \$60,857.00 | \$62,878.00 | \$64,885.00 | \$66,900.00 | \$68,902.00 | \$70,917.00 | \$72,921.00 | \$74,926.00 | \$76,931.00 | \$78,989.00 | \$81,104.00 |
| | Bi-Wk | \$2,331.69 | \$2,409.12 | \$2,486.02 | \$2,563.22 | \$2,639.93 | \$2,717.13 | \$2,793.91 | \$2,870.73 | \$2,947.55 | \$3,026.40 | \$3,107.44 |
| | Daily | \$233.17 | \$240.92 | \$248.61 | \$256.33 | \$264.00 | \$271.72 | \$279.40 | \$287.08 | \$294.76 | \$302.64 | \$310.75 |
| | Hourly | \$31.09 | \$32.13 | \$33.15 | \$34.18 | \$35.20 | \$36.23 | \$37.26 | \$38.28 | \$39.31 | \$40.36 | \$41.44 |
| XN 20 | Annual | \$63,940.00 | \$65,997.00 | \$68,059.00 | \$70,110.00 | \$72,174.00 | \$74,230.00 | \$76,295.00 | \$78,390.00 | \$80,486.00 | \$82,638.00 | \$84,854.00 |
| | Bi-Wk | \$2,449.81 | \$2,528.63 | \$2,607.63 | \$2,686.21 | \$2,765.29 | \$2,844.07 | \$2,923.19 | \$3,003.45 | \$3,083.76 | \$3,166.21 | \$3,251.12 |
| | Daily | \$244.99 | \$252.87 | \$260.77 | \$268.63 | \$276.53 | \$284.41 | \$292.32 | \$300.35 | \$308.38 | \$316.63 | \$325.12 |
| | Hourly | \$32.67 | \$33.72 | \$34.77 | \$35.82 | \$36.88 | \$37.93 | \$38.98 | \$40.05 | \$41.12 | \$42.22 | \$43.35 |
| XN 21 | Annual | \$67,081.00 | \$69,199.00 | \$71,311.00 | \$73,427.00 | \$75,542.00 | \$77,649.00 | \$79,769.00 | \$81,962.00 | \$84,154.00 | \$86,404.00 | \$88,719.00 |
| | Bi-Wk | \$2,570.16 | \$2,651.31 | \$2,732.23 | \$2,813.30 | \$2,894.33 | \$2,975.06 | \$3,056.29 | \$3,140.31 | \$3,224.30 | \$3,310.50 | \$3,399.20 |
| | Daily | \$257.02 | \$265.14 | \$273.23 | \$281.33 | \$289.44 | \$297.51 | \$305.63 | \$314.04 | \$322.43 | \$331.05 | \$339.92 |
| | Hourly | \$34.27 | \$35.36 | \$36.43 | \$37.52 | \$38.60 | \$39.67 | \$40.76 | \$41.88 | \$43.00 | \$44.14 | \$45.33 |

NP-6 XN 37.5-Hours Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|--------------|
| XN | 22 | Annual | \$68,902.00 | \$71,412.00 | \$73,925.00 | \$76,429.00 | \$78,949.00 | \$81,453.00 | \$83,962.00 | \$86,272.00 | \$88,582.00 | \$90,954.00 | \$93,387.00 |
| | | Bi-Wk | \$2,639.93 | \$2,736.10 | \$2,832.38 | \$2,928.32 | \$3,024.87 | \$3,120.81 | \$3,216.94 | \$3,305.45 | \$3,393.95 | \$3,484.83 | \$3,578.05 |
| | | Daily | \$284.00 | \$273.61 | \$283.24 | \$292.84 | \$302.49 | \$312.09 | \$321.70 | \$330.55 | \$339.40 | \$348.49 | \$357.81 |
| | | Hourly | \$35.20 | \$36.49 | \$37.77 | \$39.05 | \$40.34 | \$41.62 | \$42.90 | \$44.08 | \$45.26 | \$46.47 | \$47.71 |
| XN | 23 | Annual | \$72,144.00 | \$74,767.00 | \$77,375.00 | \$79,991.00 | \$82,606.00 | \$85,221.00 | \$87,842.00 | \$90,256.00 | \$92,671.00 | \$95,151.00 | \$97,701.00 |
| | | Bi-Wk | \$2,764.14 | \$2,864.64 | \$2,964.56 | \$3,064.79 | \$3,164.99 | \$3,265.18 | \$3,365.60 | \$3,458.09 | \$3,550.62 | \$3,645.64 | \$3,743.34 |
| | | Daily | \$276.42 | \$286.47 | \$296.46 | \$306.48 | \$316.50 | \$326.52 | \$336.56 | \$345.81 | \$355.07 | \$364.57 | \$374.34 |
| | | Hourly | \$36.86 | \$38.20 | \$39.53 | \$40.87 | \$42.20 | \$43.54 | \$44.88 | \$46.11 | \$47.35 | \$48.61 | \$49.92 |
| XN | 24 | Annual | \$75,600.00 | \$78,324.00 | \$81,056.00 | \$83,783.00 | \$86,506.00 | \$89,235.00 | \$91,961.00 | \$94,484.00 | \$97,014.00 | \$99,612.00 | \$102,282.00 |
| | | Bi-Wk | \$2,896.56 | \$3,000.92 | \$3,105.60 | \$3,210.08 | \$3,314.41 | \$3,418.97 | \$3,523.41 | \$3,620.08 | \$3,717.02 | \$3,816.56 | \$3,918.86 |
| | | Daily | \$289.66 | \$300.10 | \$310.56 | \$321.01 | \$331.45 | \$341.90 | \$352.35 | \$362.01 | \$371.71 | \$381.66 | \$391.89 |
| | | Hourly | \$38.63 | \$40.02 | \$41.41 | \$42.81 | \$44.20 | \$45.59 | \$46.98 | \$48.27 | \$49.57 | \$50.89 | \$52.26 |
| XN | 25 | Annual | \$79,280.00 | \$82,102.00 | \$84,929.00 | \$87,754.00 | \$90,582.00 | \$93,409.00 | \$96,231.00 | \$98,878.00 | \$101,525.00 | \$104,241.00 | \$107,030.00 |
| | | Bi-Wk | \$3,037.55 | \$3,145.68 | \$3,253.99 | \$3,362.23 | \$3,470.58 | \$3,578.89 | \$3,687.02 | \$3,788.43 | \$3,889.85 | \$3,993.91 | \$4,100.77 |
| | | Daily | \$303.76 | \$314.57 | \$325.40 | \$336.23 | \$347.06 | \$357.89 | \$368.71 | \$378.85 | \$388.99 | \$399.40 | \$410.08 |
| | | Hourly | \$40.51 | \$41.95 | \$43.39 | \$44.83 | \$46.28 | \$47.72 | \$49.17 | \$50.52 | \$51.87 | \$53.26 | \$54.68 |
| XN | 26 | Annual | \$83,168.00 | \$86,087.00 | \$89,021.00 | \$91,961.00 | \$94,890.00 | \$97,811.00 | \$100,744.00 | \$103,515.00 | \$106,288.00 | \$109,138.00 | \$112,060.00 |
| | | Bi-Wk | \$3,186.52 | \$3,298.36 | \$3,410.77 | \$3,523.41 | \$3,635.64 | \$3,747.55 | \$3,859.93 | \$3,966.10 | \$4,072.34 | \$4,181.54 | \$4,293.49 |
| | | Daily | \$318.66 | \$329.84 | \$341.08 | \$352.35 | \$363.57 | \$374.76 | \$386.00 | \$396.61 | \$407.24 | \$418.16 | \$429.35 |
| | | Hourly | \$42.49 | \$43.98 | \$45.48 | \$46.98 | \$48.48 | \$49.97 | \$51.47 | \$52.89 | \$54.30 | \$55.76 | \$57.25 |

NP-6 FK 40-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| FK | 9 | Annual | \$ 41,113.00 | \$ 42,327.00 | \$ 43,535.00 | \$ 44,757.00 | \$ 45,971.00 | \$ 47,177.00 | \$ 48,402.00 | \$ 49,728.00 | \$ 51,060.00 | \$ 52,427.00 | \$ 53,835.00 |
| | | Bi-Wk | \$ 1,575.22 | \$ 1,621.73 | \$ 1,668.01 | \$ 1,714.83 | \$ 1,761.35 | \$ 1,807.55 | \$ 1,854.49 | \$ 1,905.29 | \$ 1,956.33 | \$ 2,008.70 | \$ 2,062.65 |
| | | Daily | \$ 157.53 | \$ 162.18 | \$ 166.81 | \$ 171.49 | \$ 176.14 | \$ 180.76 | \$ 185.45 | \$ 190.53 | \$ 195.64 | \$ 200.87 | \$ 206.27 |
| | | Hourly | \$ 19.70 | \$ 20.28 | \$ 20.86 | \$ 21.44 | \$ 22.02 | \$ 22.60 | \$ 23.19 | \$ 23.82 | \$ 24.46 | \$ 25.11 | \$ 25.79 |
| FK | 10 | Annual | \$ 42,420.00 | \$ 43,690.00 | \$ 44,958.00 | \$ 46,239.00 | \$ 47,506.00 | \$ 48,794.00 | \$ 50,130.00 | \$ 51,506.00 | \$ 52,885.00 | \$ 54,303.00 | \$ 55,768.00 |
| | | Bi-Wk | \$ 1,625.29 | \$ 1,673.95 | \$ 1,722.53 | \$ 1,771.61 | \$ 1,820.16 | \$ 1,869.51 | \$ 1,920.69 | \$ 1,973.41 | \$ 2,026.25 | \$ 2,080.58 | \$ 2,136.33 |
| | | Daily | \$ 162.53 | \$ 167.40 | \$ 172.26 | \$ 177.17 | \$ 182.02 | \$ 186.96 | \$ 192.07 | \$ 197.35 | \$ 202.63 | \$ 208.06 | \$ 213.64 |
| | | Hourly | \$ 20.32 | \$ 20.93 | \$ 21.54 | \$ 22.15 | \$ 22.76 | \$ 23.37 | \$ 24.01 | \$ 24.67 | \$ 25.33 | \$ 26.01 | \$ 26.71 |
| FK | 11 | Annual | \$ 43,753.00 | \$ 45,074.00 | \$ 46,411.00 | \$ 47,730.00 | \$ 49,091.00 | \$ 50,475.00 | \$ 51,868.00 | \$ 53,291.00 | \$ 54,716.00 | \$ 56,181.00 | \$ 57,685.00 |
| | | Bi-Wk | \$ 1,676.37 | \$ 1,726.98 | \$ 1,778.20 | \$ 1,828.74 | \$ 1,880.89 | \$ 1,933.91 | \$ 1,987.28 | \$ 2,041.81 | \$ 2,096.40 | \$ 2,152.53 | \$ 2,210.16 |
| | | Daily | \$ 167.64 | \$ 172.70 | \$ 177.82 | \$ 182.88 | \$ 188.09 | \$ 193.40 | \$ 198.73 | \$ 204.19 | \$ 209.64 | \$ 215.26 | \$ 221.02 |
| | | Hourly | \$ 20.96 | \$ 21.59 | \$ 22.23 | \$ 22.86 | \$ 23.52 | \$ 24.18 | \$ 24.85 | \$ 25.53 | \$ 26.21 | \$ 26.91 | \$ 27.63 |
| FK | 12 | Annual | \$ 45,160.00 | \$ 46,549.00 | \$ 47,920.00 | \$ 49,343.00 | \$ 50,774.00 | \$ 52,232.00 | \$ 53,675.00 | \$ 55,152.00 | \$ 56,624.00 | \$ 58,138.00 | \$ 59,683.00 |
| | | Bi-Wk | \$ 1,730.27 | \$ 1,783.49 | \$ 1,836.02 | \$ 1,890.54 | \$ 1,945.37 | \$ 2,001.23 | \$ 2,056.52 | \$ 2,113.11 | \$ 2,169.51 | \$ 2,227.51 | \$ 2,287.09 |
| | | Daily | \$ 173.03 | \$ 178.35 | \$ 183.61 | \$ 189.06 | \$ 194.54 | \$ 200.13 | \$ 205.66 | \$ 211.32 | \$ 216.96 | \$ 222.76 | \$ 228.71 |
| | | Hourly | \$ 21.63 | \$ 22.30 | \$ 22.96 | \$ 23.64 | \$ 24.32 | \$ 25.02 | \$ 25.71 | \$ 26.42 | \$ 27.12 | \$ 27.85 | \$ 28.59 |
| FK | 13 | Annual | \$ 47,683.00 | \$ 49,437.00 | \$ 51,189.00 | \$ 52,954.00 | \$ 54,715.00 | \$ 56,473.00 | \$ 58,241.00 | \$ 59,838.00 | \$ 61,440.00 | \$ 63,088.00 | \$ 64,776.00 |
| | | Bi-Wk | \$ 1,826.94 | \$ 1,894.14 | \$ 1,961.27 | \$ 2,028.89 | \$ 2,096.37 | \$ 2,163.72 | \$ 2,231.46 | \$ 2,292.65 | \$ 2,354.03 | \$ 2,417.17 | \$ 2,481.84 |
| | | Daily | \$ 182.70 | \$ 189.42 | \$ 196.13 | \$ 202.89 | \$ 209.64 | \$ 216.38 | \$ 223.15 | \$ 229.27 | \$ 235.41 | \$ 241.72 | \$ 248.19 |
| | | Hourly | \$ 22.84 | \$ 23.68 | \$ 24.52 | \$ 25.37 | \$ 26.21 | \$ 27.05 | \$ 27.90 | \$ 28.66 | \$ 29.43 | \$ 30.22 | \$ 31.03 |
| FK | 14 | Annual | \$ 49,900.00 | \$ 51,724.00 | \$ 53,546.00 | \$ 55,368.00 | \$ 57,173.00 | \$ 58,991.00 | \$ 60,810.00 | \$ 62,479.00 | \$ 64,155.00 | \$ 65,876.00 | \$ 67,647.00 |
| | | Bi-Wk | \$ 1,911.88 | \$ 1,981.77 | \$ 2,051.58 | \$ 2,121.00 | \$ 2,190.54 | \$ 2,260.20 | \$ 2,329.89 | \$ 2,393.84 | \$ 2,458.05 | \$ 2,523.99 | \$ 2,591.84 |
| | | Daily | \$ 191.19 | \$ 198.18 | \$ 205.16 | \$ 212.10 | \$ 219.06 | \$ 226.02 | \$ 232.99 | \$ 239.39 | \$ 245.81 | \$ 252.40 | \$ 259.19 |
| | | Hourly | \$ 23.90 | \$ 24.78 | \$ 25.65 | \$ 26.52 | \$ 27.39 | \$ 28.26 | \$ 29.13 | \$ 29.93 | \$ 30.73 | \$ 31.55 | \$ 32.40 |

NP-6 FK 40-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| FK | 15 | Annual | \$ 52,285.00 | \$ 54,149.00 | \$ 56,023.00 | \$ 57,890.00 | \$ 59,765.00 | \$ 61,647.00 | \$ 63,509.00 | \$ 65,257.00 | \$ 67,004.00 | \$ 68,800.00 | \$ 70,642.00 |
| | | Bi-Wk | \$ 2,003.26 | \$ 2,074.68 | \$ 2,146.48 | \$ 2,218.01 | \$ 2,289.85 | \$ 2,361.96 | \$ 2,433.30 | \$ 2,500.27 | \$ 2,567.21 | \$ 2,636.02 | \$ 2,706.60 |
| | | Daily | \$ 200.33 | \$ 207.47 | \$ 214.65 | \$ 221.81 | \$ 228.99 | \$ 236.20 | \$ 243.33 | \$ 250.03 | \$ 256.73 | \$ 263.61 | \$ 270.66 |
| | | Hourly | \$ 25.05 | \$ 25.94 | \$ 26.84 | \$ 27.73 | \$ 28.63 | \$ 29.53 | \$ 30.42 | \$ 31.26 | \$ 32.10 | \$ 32.96 | \$ 33.84 |
| FK | 16 | Annual | \$ 54,805.00 | \$ 56,729.00 | \$ 58,662.00 | \$ 60,589.00 | \$ 62,514.00 | \$ 64,448.00 | \$ 66,366.00 | \$ 68,190.00 | \$ 70,017.00 | \$ 71,890.00 | \$ 73,818.00 |
| | | Bi-Wk | \$ 2,099.81 | \$ 2,173.53 | \$ 2,247.59 | \$ 2,321.42 | \$ 2,395.18 | \$ 2,469.28 | \$ 2,542.76 | \$ 2,612.65 | \$ 2,682.65 | \$ 2,754.41 | \$ 2,828.28 |
| | | Daily | \$ 209.99 | \$ 217.36 | \$ 224.76 | \$ 232.15 | \$ 239.52 | \$ 246.93 | \$ 254.28 | \$ 261.27 | \$ 268.27 | \$ 275.45 | \$ 282.83 |
| | | Hourly | \$ 26.25 | \$ 27.17 | \$ 28.10 | \$ 29.02 | \$ 29.94 | \$ 30.87 | \$ 31.79 | \$ 32.66 | \$ 33.54 | \$ 34.44 | \$ 35.36 |
| FK | 17 | Annual | \$ 57,499.00 | \$ 59,488.00 | \$ 61,469.00 | \$ 63,453.00 | \$ 65,432.00 | \$ 67,413.00 | \$ 69,393.00 | \$ 71,302.00 | \$ 73,212.00 | \$ 75,172.00 | \$ 77,187.00 |
| | | Bi-Wk | \$ 2,203.03 | \$ 2,279.24 | \$ 2,355.14 | \$ 2,431.15 | \$ 2,506.98 | \$ 2,582.88 | \$ 2,658.74 | \$ 2,731.88 | \$ 2,805.06 | \$ 2,880.16 | \$ 2,957.36 |
| | | Daily | \$ 220.31 | \$ 227.93 | \$ 235.52 | \$ 243.12 | \$ 250.70 | \$ 258.29 | \$ 265.88 | \$ 273.19 | \$ 280.51 | \$ 288.02 | \$ 295.74 |
| | | Hourly | \$ 27.54 | \$ 28.50 | \$ 29.44 | \$ 30.39 | \$ 31.34 | \$ 32.29 | \$ 33.24 | \$ 34.15 | \$ 35.07 | \$ 36.01 | \$ 36.97 |
| FK | 18 | Annual | \$ 60,385.00 | \$ 62,411.00 | \$ 64,448.00 | \$ 66,475.00 | \$ 68,504.00 | \$ 70,543.00 | \$ 72,570.00 | \$ 74,564.00 | \$ 76,562.00 | \$ 78,618.00 | \$ 80,725.00 |
| | | Bi-Wk | \$ 2,313.61 | \$ 2,391.23 | \$ 2,469.28 | \$ 2,546.94 | \$ 2,624.68 | \$ 2,702.80 | \$ 2,780.46 | \$ 2,856.86 | \$ 2,933.41 | \$ 3,012.19 | \$ 3,092.92 |
| | | Daily | \$ 231.37 | \$ 239.13 | \$ 246.93 | \$ 254.70 | \$ 262.47 | \$ 270.28 | \$ 278.05 | \$ 285.69 | \$ 293.35 | \$ 301.22 | \$ 309.30 |
| | | Hourly | \$ 28.93 | \$ 29.90 | \$ 30.87 | \$ 31.84 | \$ 32.81 | \$ 33.79 | \$ 34.76 | \$ 35.72 | \$ 36.67 | \$ 37.66 | \$ 38.67 |
| FK | 19 | Annual | \$ 63,329.00 | \$ 65,432.00 | \$ 67,519.00 | \$ 69,617.00 | \$ 71,701.00 | \$ 73,799.00 | \$ 75,882.00 | \$ 77,970.00 | \$ 80,056.00 | \$ 82,199.00 | \$ 84,399.00 |
| | | Bi-Wk | \$ 2,426.40 | \$ 2,506.98 | \$ 2,586.94 | \$ 2,667.32 | \$ 2,747.17 | \$ 2,827.55 | \$ 2,907.36 | \$ 2,987.36 | \$ 3,067.28 | \$ 3,149.39 | \$ 3,233.68 |
| | | Daily | \$ 242.64 | \$ 250.70 | \$ 258.70 | \$ 266.74 | \$ 274.72 | \$ 282.76 | \$ 290.74 | \$ 298.74 | \$ 306.73 | \$ 314.94 | \$ 323.37 |
| | | Hourly | \$ 30.33 | \$ 31.34 | \$ 32.34 | \$ 33.35 | \$ 34.34 | \$ 35.35 | \$ 36.35 | \$ 37.35 | \$ 38.35 | \$ 39.37 | \$ 40.43 |
| FK | 20 | Annual | \$ 66,538.00 | \$ 68,679.00 | \$ 70,825.00 | \$ 72,959.00 | \$ 75,107.00 | \$ 77,246.00 | \$ 79,394.00 | \$ 81,575.00 | \$ 83,763.00 | \$ 85,997.00 | \$ 88,304.00 |
| | | Bi-Wk | \$ 2,549.35 | \$ 2,631.38 | \$ 2,713.61 | \$ 2,795.37 | \$ 2,877.67 | \$ 2,959.62 | \$ 3,041.92 | \$ 3,125.48 | \$ 3,208.93 | \$ 3,294.91 | \$ 3,383.30 |
| | | Daily | \$ 254.94 | \$ 263.14 | \$ 271.37 | \$ 279.54 | \$ 287.77 | \$ 295.97 | \$ 304.20 | \$ 312.55 | \$ 320.90 | \$ 329.50 | \$ 338.33 |
| | | Hourly | \$ 31.87 | \$ 32.90 | \$ 33.93 | \$ 34.95 | \$ 35.98 | \$ 37.00 | \$ 38.03 | \$ 39.07 | \$ 40.12 | \$ 41.19 | \$ 42.30 |
| FK | 21 | Annual | \$ 69,804.00 | \$ 72,012.00 | \$ 74,208.00 | \$ 76,412.00 | \$ 78,612.00 | \$ 80,805.00 | \$ 83,010.00 | \$ 85,293.00 | \$ 87,574.00 | \$ 89,918.00 | \$ 92,325.00 |
| | | Bi-Wk | \$ 2,674.49 | \$ 2,759.09 | \$ 2,843.22 | \$ 2,927.67 | \$ 3,011.96 | \$ 3,095.98 | \$ 3,180.46 | \$ 3,267.94 | \$ 3,355.33 | \$ 3,445.14 | \$ 3,537.36 |
| | | Daily | \$ 267.45 | \$ 275.91 | \$ 284.33 | \$ 292.77 | \$ 301.20 | \$ 309.60 | \$ 318.05 | \$ 326.80 | \$ 335.54 | \$ 344.52 | \$ 353.74 |
| | | Hourly | \$ 33.44 | \$ 34.49 | \$ 35.55 | \$ 36.60 | \$ 37.65 | \$ 38.70 | \$ 39.76 | \$ 40.85 | \$ 41.95 | \$ 43.07 | \$ 44.22 |

NP-6 FK 40-Hours Salary Plan Effective 07/01/2022

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|
| FK | 22 | Annual | \$ 71,701.00 | \$ 74,315.00 | \$ 76,928.00 | \$ 79,537.00 | \$ 82,157.00 | \$ 84,762.00 | \$ 87,376.00 | \$ 89,776.00 | \$ 92,183.00 | \$ 94,651.00 | \$ 97,182.00 |
| | | Bi-Wk | \$ 2,747.17 | \$ 2,847.32 | \$ 2,947.44 | \$ 3,047.40 | \$ 3,147.78 | \$ 3,247.59 | \$ 3,347.74 | \$ 3,439.70 | \$ 3,531.92 | \$ 3,626.48 | \$ 3,723.45 |
| | | Daily | \$ 274.72 | \$ 284.74 | \$ 294.75 | \$ 304.74 | \$ 314.78 | \$ 324.76 | \$ 334.78 | \$ 343.97 | \$ 353.20 | \$ 362.65 | \$ 372.35 |
| | | Hourly | \$ 34.34 | \$ 35.60 | \$ 36.85 | \$ 38.10 | \$ 39.35 | \$ 40.60 | \$ 41.85 | \$ 43.00 | \$ 44.15 | \$ 45.34 | \$ 46.55 |
| FK | 23 | Annual | \$ 75,077.00 | \$ 77,804.00 | \$ 80,518.00 | \$ 83,244.00 | \$ 85,963.00 | \$ 88,686.00 | \$ 91,410.00 | \$ 93,923.00 | \$ 96,436.00 | \$ 99,020.00 | \$ 101,673.00 |
| | | Bi-Wk | \$ 2,876.52 | \$ 2,981.00 | \$ 3,084.99 | \$ 3,189.43 | \$ 3,293.61 | \$ 3,397.94 | \$ 3,502.30 | \$ 3,598.59 | \$ 3,694.87 | \$ 3,793.87 | \$ 3,895.52 |
| | | Daily | \$ 287.66 | \$ 298.10 | \$ 308.50 | \$ 318.95 | \$ 329.37 | \$ 339.80 | \$ 350.23 | \$ 359.86 | \$ 369.49 | \$ 379.39 | \$ 389.56 |
| | | Hourly | \$ 35.96 | \$ 37.27 | \$ 38.57 | \$ 39.87 | \$ 41.18 | \$ 42.48 | \$ 43.78 | \$ 44.99 | \$ 46.19 | \$ 47.43 | \$ 48.70 |
| FK | 24 | Annual | \$ 78,673.00 | \$ 81,507.00 | \$ 84,351.00 | \$ 87,190.00 | \$ 90,021.00 | \$ 92,861.00 | \$ 95,700.00 | \$ 98,324.00 | \$ 100,957.00 | \$ 103,660.00 | \$ 106,439.00 |
| | | Bi-Wk | \$ 3,014.30 | \$ 3,122.88 | \$ 3,231.84 | \$ 3,340.62 | \$ 3,449.09 | \$ 3,557.90 | \$ 3,666.67 | \$ 3,767.21 | \$ 3,868.09 | \$ 3,971.65 | \$ 4,078.13 |
| | | Daily | \$ 301.43 | \$ 312.29 | \$ 323.19 | \$ 334.07 | \$ 344.91 | \$ 355.79 | \$ 366.67 | \$ 376.73 | \$ 386.81 | \$ 397.17 | \$ 407.82 |
| | | Hourly | \$ 37.68 | \$ 39.04 | \$ 40.40 | \$ 41.76 | \$ 43.12 | \$ 44.48 | \$ 45.84 | \$ 47.10 | \$ 48.36 | \$ 49.65 | \$ 50.98 |
| FK | 25 | Annual | \$ 82,503.00 | \$ 85,442.00 | \$ 88,381.00 | \$ 91,319.00 | \$ 94,265.00 | \$ 97,204.00 | \$ 100,143.00 | \$ 102,895.00 | \$ 105,650.00 | \$ 108,479.00 | \$ 111,379.00 |
| | | Bi-Wk | \$ 3,161.04 | \$ 3,273.64 | \$ 3,386.25 | \$ 3,498.82 | \$ 3,611.69 | \$ 3,724.30 | \$ 3,836.90 | \$ 3,942.34 | \$ 4,047.90 | \$ 4,156.29 | \$ 4,267.40 |
| | | Daily | \$ 316.11 | \$ 327.37 | \$ 338.63 | \$ 349.89 | \$ 361.17 | \$ 372.43 | \$ 383.69 | \$ 394.24 | \$ 404.79 | \$ 415.63 | \$ 426.74 |
| | | Hourly | \$ 39.52 | \$ 40.93 | \$ 42.33 | \$ 43.74 | \$ 45.15 | \$ 46.56 | \$ 47.97 | \$ 49.28 | \$ 50.60 | \$ 51.96 | \$ 53.35 |
| FK | 26 | Annual | \$ 86,548.00 | \$ 89,584.00 | \$ 92,638.00 | \$ 95,700.00 | \$ 98,749.00 | \$ 101,787.00 | \$ 104,840.00 | \$ 107,722.00 | \$ 110,608.00 | \$ 113,574.00 | \$ 116,614.00 |
| | | Bi-Wk | \$ 3,316.02 | \$ 3,432.34 | \$ 3,549.35 | \$ 3,666.67 | \$ 3,783.49 | \$ 3,899.89 | \$ 4,016.86 | \$ 4,127.28 | \$ 4,237.86 | \$ 4,351.50 | \$ 4,467.97 |
| | | Daily | \$ 331.61 | \$ 343.24 | \$ 354.94 | \$ 366.67 | \$ 378.35 | \$ 389.99 | \$ 401.69 | \$ 412.73 | \$ 423.79 | \$ 435.15 | \$ 446.80 |
| | | Hourly | \$ 41.46 | \$ 42.91 | \$ 44.37 | \$ 45.84 | \$ 47.30 | \$ 48.75 | \$ 50.22 | \$ 51.60 | \$ 52.98 | \$ 54.40 | \$ 55.85 |

NP-6 FK 40-Hours Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| FK | 9 | Annual | \$ 42,141.00 | \$ 43,386.00 | \$ 44,624.00 | \$ 45,876.00 | \$ 47,121.00 | \$ 48,357.00 | \$ 49,613.00 | \$ 50,972.00 | \$ 52,337.00 | \$ 53,738.00 | \$ 55,181.00 |
| | | Bi-Wk | \$ 1,614.60 | \$ 1,662.30 | \$ 1,709.74 | \$ 1,757.71 | \$ 1,805.41 | \$ 1,852.76 | \$ 1,900.89 | \$ 1,952.96 | \$ 2,005.25 | \$ 2,058.93 | \$ 2,114.22 |
| | | Daily | \$ 161.46 | \$ 166.23 | \$ 170.98 | \$ 175.78 | \$ 180.55 | \$ 185.28 | \$ 190.09 | \$ 195.30 | \$ 200.53 | \$ 205.90 | \$ 211.43 |
| | | Hourly | \$ 20.19 | \$ 20.78 | \$ 21.38 | \$ 21.98 | \$ 22.57 | \$ 23.16 | \$ 23.77 | \$ 24.42 | \$ 25.07 | \$ 25.74 | \$ 26.43 |
| FK | 10 | Annual | \$ 43,481.00 | \$ 44,783.00 | \$ 46,082.00 | \$ 47,395.00 | \$ 48,694.00 | \$ 50,014.00 | \$ 51,384.00 | \$ 52,794.00 | \$ 54,208.00 | \$ 55,661.00 | \$ 57,152.00 |
| | | Bi-Wk | \$ 1,665.94 | \$ 1,715.83 | \$ 1,765.60 | \$ 1,815.91 | \$ 1,865.68 | \$ 1,916.25 | \$ 1,968.74 | \$ 2,022.76 | \$ 2,076.94 | \$ 2,132.61 | \$ 2,189.74 |
| | | Daily | \$ 166.60 | \$ 171.59 | \$ 176.56 | \$ 181.60 | \$ 186.57 | \$ 191.63 | \$ 196.88 | \$ 202.28 | \$ 207.70 | \$ 213.27 | \$ 218.98 |
| | | Hourly | \$ 20.83 | \$ 21.45 | \$ 22.07 | \$ 22.70 | \$ 23.33 | \$ 23.96 | \$ 24.61 | \$ 25.29 | \$ 25.97 | \$ 26.66 | \$ 27.38 |
| FK | 11 | Annual | \$ 44,847.00 | \$ 46,201.00 | \$ 47,572.00 | \$ 48,924.00 | \$ 50,319.00 | \$ 51,737.00 | \$ 53,165.00 | \$ 54,624.00 | \$ 56,084.00 | \$ 57,592.00 | \$ 59,128.00 |
| | | Bi-Wk | \$ 1,718.28 | \$ 1,770.16 | \$ 1,822.69 | \$ 1,874.49 | \$ 1,927.94 | \$ 1,982.27 | \$ 2,036.98 | \$ 2,092.88 | \$ 2,148.82 | \$ 2,206.37 | \$ 2,265.45 |
| | | Daily | \$ 171.83 | \$ 177.02 | \$ 182.27 | \$ 187.45 | \$ 192.80 | \$ 198.23 | \$ 203.70 | \$ 209.29 | \$ 214.89 | \$ 220.64 | \$ 226.55 |
| | | Hourly | \$ 21.48 | \$ 22.13 | \$ 22.79 | \$ 23.44 | \$ 24.10 | \$ 24.78 | \$ 25.47 | \$ 26.17 | \$ 26.87 | \$ 27.58 | \$ 28.32 |
| FK | 12 | Annual | \$ 46,289.00 | \$ 47,713.00 | \$ 49,118.00 | \$ 50,577.00 | \$ 52,044.00 | \$ 53,538.00 | \$ 55,017.00 | \$ 56,531.00 | \$ 58,040.00 | \$ 59,592.00 | \$ 61,186.00 |
| | | Bi-Wk | \$ 1,773.53 | \$ 1,828.09 | \$ 1,881.92 | \$ 1,937.82 | \$ 1,994.03 | \$ 2,051.27 | \$ 2,107.94 | \$ 2,165.94 | \$ 2,223.76 | \$ 2,283.22 | \$ 2,344.30 |
| | | Daily | \$ 177.36 | \$ 182.81 | \$ 188.20 | \$ 193.79 | \$ 199.41 | \$ 205.13 | \$ 210.80 | \$ 216.60 | \$ 222.38 | \$ 228.33 | \$ 234.43 |
| | | Hourly | \$ 22.17 | \$ 22.86 | \$ 23.53 | \$ 24.23 | \$ 24.93 | \$ 25.65 | \$ 26.35 | \$ 27.08 | \$ 27.80 | \$ 28.55 | \$ 29.31 |
| FK | 13 | Annual | \$ 48,876.00 | \$ 50,673.00 | \$ 52,469.00 | \$ 54,278.00 | \$ 56,083.00 | \$ 57,885.00 | \$ 59,698.00 | \$ 61,334.00 | \$ 62,976.00 | \$ 64,666.00 | \$ 66,396.00 |
| | | Bi-Wk | \$ 1,872.65 | \$ 1,941.50 | \$ 2,010.31 | \$ 2,079.62 | \$ 2,148.78 | \$ 2,217.82 | \$ 2,287.28 | \$ 2,349.97 | \$ 2,412.88 | \$ 2,477.63 | \$ 2,543.91 |
| | | Daily | \$ 187.27 | \$ 194.15 | \$ 201.04 | \$ 207.97 | \$ 214.88 | \$ 221.79 | \$ 228.73 | \$ 235.00 | \$ 241.29 | \$ 247.77 | \$ 254.40 |
| | | Hourly | \$ 23.41 | \$ 24.27 | \$ 25.13 | \$ 26.00 | \$ 26.86 | \$ 27.73 | \$ 28.60 | \$ 29.38 | \$ 30.17 | \$ 30.98 | \$ 31.80 |
| FK | 14 | Annual | \$ 51,148.00 | \$ 53,018.00 | \$ 54,885.00 | \$ 56,742.00 | \$ 58,603.00 | \$ 60,466.00 | \$ 62,331.00 | \$ 64,041.00 | \$ 65,759.00 | \$ 67,523.00 | \$ 69,339.00 |
| | | Bi-Wk | \$ 1,959.70 | \$ 2,031.35 | \$ 2,102.88 | \$ 2,174.03 | \$ 2,245.33 | \$ 2,316.71 | \$ 2,388.17 | \$ 2,453.68 | \$ 2,519.51 | \$ 2,587.09 | \$ 2,656.67 |
| | | Daily | \$ 195.97 | \$ 203.14 | \$ 210.29 | \$ 217.41 | \$ 224.54 | \$ 231.68 | \$ 238.82 | \$ 245.37 | \$ 251.96 | \$ 258.71 | \$ 265.67 |
| | | Hourly | \$ 24.50 | \$ 25.40 | \$ 26.29 | \$ 27.18 | \$ 28.07 | \$ 28.96 | \$ 29.86 | \$ 30.68 | \$ 31.50 | \$ 32.34 | \$ 33.21 |

NP-6 FK 40-Hours Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|
| FK | 15 | Annual | \$ 53,593.00 | \$ 55,503.00 | \$ 57,424.00 | \$ 59,338.00 | \$ 61,260.00 | \$ 63,189.00 | \$ 65,097.00 | \$ 66,889.00 | \$ 68,680.00 | \$ 70,520.00 | \$ 72,409.00 | |
| | | Bi-Wk | \$ 2,053.38 | \$ 2,126.56 | \$ 2,200.16 | \$ 2,273.49 | \$ 2,347.13 | \$ 2,421.04 | \$ 2,494.14 | \$ 2,562.80 | \$ 2,631.42 | \$ 2,699.99 | \$ 2,768.57 | \$ 2,837.15 |
| | | Daily | \$ 205.34 | \$ 212.66 | \$ 220.02 | \$ 227.35 | \$ 234.72 | \$ 242.11 | \$ 249.42 | \$ 256.28 | \$ 263.15 | \$ 270.00 | \$ 276.87 | \$ 283.74 |
| | | Hourly | \$ 25.67 | \$ 26.59 | \$ 27.51 | \$ 28.42 | \$ 29.34 | \$ 30.27 | \$ 31.18 | \$ 32.04 | \$ 32.90 | \$ 33.78 | \$ 34.68 | \$ 35.58 |
| FK | 16 | Annual | \$ 56,176.00 | \$ 58,148.00 | \$ 60,129.00 | \$ 62,104.00 | \$ 64,077.00 | \$ 66,060.00 | \$ 68,026.00 | \$ 69,895.00 | \$ 71,768.00 | \$ 73,688.00 | \$ 75,664.00 | |
| | | Bi-Wk | \$ 2,152.34 | \$ 2,227.90 | \$ 2,303.80 | \$ 2,379.47 | \$ 2,455.06 | \$ 2,531.04 | \$ 2,606.37 | \$ 2,677.97 | \$ 2,749.74 | \$ 2,823.30 | \$ 2,899.01 | |
| | | Daily | \$ 215.24 | \$ 222.79 | \$ 230.38 | \$ 237.95 | \$ 245.51 | \$ 253.11 | \$ 260.64 | \$ 267.80 | \$ 274.98 | \$ 282.33 | \$ 289.91 | |
| | | Hourly | \$ 26.91 | \$ 27.85 | \$ 28.80 | \$ 29.75 | \$ 30.69 | \$ 31.64 | \$ 32.58 | \$ 33.48 | \$ 34.38 | \$ 35.30 | \$ 36.24 | \$ 37.17 |
| FK | 17 | Annual | \$ 58,937.00 | \$ 60,976.00 | \$ 63,006.00 | \$ 65,040.00 | \$ 67,068.00 | \$ 69,099.00 | \$ 71,128.00 | \$ 73,085.00 | \$ 75,043.00 | \$ 77,052.00 | \$ 79,117.00 | |
| | | Bi-Wk | \$ 2,258.13 | \$ 2,336.25 | \$ 2,414.03 | \$ 2,491.96 | \$ 2,569.66 | \$ 2,647.48 | \$ 2,725.22 | \$ 2,800.20 | \$ 2,875.22 | \$ 2,952.19 | \$ 3,031.31 | |
| | | Daily | \$ 225.82 | \$ 233.63 | \$ 241.41 | \$ 249.20 | \$ 256.97 | \$ 264.75 | \$ 272.53 | \$ 280.02 | \$ 287.53 | \$ 295.22 | \$ 303.14 | |
| | | Hourly | \$ 28.23 | \$ 29.21 | \$ 30.18 | \$ 31.15 | \$ 32.13 | \$ 33.10 | \$ 34.07 | \$ 35.01 | \$ 35.95 | \$ 36.91 | \$ 37.90 | \$ 38.89 |
| FK | 18 | Annual | \$ 61,895.00 | \$ 63,972.00 | \$ 66,060.00 | \$ 68,137.00 | \$ 70,217.00 | \$ 72,307.00 | \$ 74,385.00 | \$ 76,429.00 | \$ 78,477.00 | \$ 80,584.00 | \$ 82,744.00 | |
| | | Bi-Wk | \$ 2,371.46 | \$ 2,451.04 | \$ 2,531.04 | \$ 2,610.62 | \$ 2,690.31 | \$ 2,770.39 | \$ 2,850.00 | \$ 2,928.32 | \$ 3,006.79 | \$ 3,087.51 | \$ 3,170.27 | |
| | | Daily | \$ 237.15 | \$ 245.11 | \$ 253.11 | \$ 261.07 | \$ 269.04 | \$ 277.04 | \$ 285.00 | \$ 292.84 | \$ 300.68 | \$ 308.76 | \$ 317.03 | |
| | | Hourly | \$ 29.65 | \$ 30.64 | \$ 31.64 | \$ 32.64 | \$ 33.63 | \$ 34.63 | \$ 35.63 | \$ 36.61 | \$ 37.59 | \$ 38.60 | \$ 39.63 | \$ 40.64 |
| FK | 19 | Annual | \$ 64,913.00 | \$ 67,068.00 | \$ 69,207.00 | \$ 71,358.00 | \$ 73,494.00 | \$ 75,644.00 | \$ 77,780.00 | \$ 79,920.00 | \$ 82,058.00 | \$ 84,254.00 | \$ 86,509.00 | |
| | | Bi-Wk | \$ 2,487.09 | \$ 2,569.66 | \$ 2,651.61 | \$ 2,734.03 | \$ 2,815.87 | \$ 2,898.24 | \$ 2,980.08 | \$ 3,062.07 | \$ 3,143.99 | \$ 3,228.13 | \$ 3,314.53 | |
| | | Daily | \$ 248.71 | \$ 256.97 | \$ 265.17 | \$ 273.41 | \$ 281.59 | \$ 289.83 | \$ 298.01 | \$ 306.21 | \$ 314.40 | \$ 322.82 | \$ 331.46 | |
| | | Hourly | \$ 31.09 | \$ 32.13 | \$ 33.15 | \$ 34.18 | \$ 35.20 | \$ 36.23 | \$ 37.26 | \$ 38.28 | \$ 39.30 | \$ 40.36 | \$ 41.44 | \$ 42.52 |
| FK | 20 | Annual | \$ 68,202.00 | \$ 70,396.00 | \$ 72,596.00 | \$ 74,783.00 | \$ 76,985.00 | \$ 79,178.00 | \$ 81,379.00 | \$ 83,615.00 | \$ 85,847.00 | \$ 88,147.00 | \$ 90,512.00 | |
| | | Bi-Wk | \$ 2,613.11 | \$ 2,697.17 | \$ 2,781.46 | \$ 2,865.25 | \$ 2,949.62 | \$ 3,033.64 | \$ 3,117.97 | \$ 3,203.64 | \$ 3,289.16 | \$ 3,377.28 | \$ 3,467.90 | |
| | | Daily | \$ 261.32 | \$ 269.72 | \$ 278.15 | \$ 286.53 | \$ 294.97 | \$ 303.37 | \$ 311.80 | \$ 320.37 | \$ 328.92 | \$ 337.73 | \$ 346.79 | |
| | | Hourly | \$ 32.67 | \$ 33.72 | \$ 34.77 | \$ 35.82 | \$ 36.88 | \$ 37.93 | \$ 38.98 | \$ 40.05 | \$ 41.12 | \$ 42.22 | \$ 43.35 | \$ 44.49 |
| FK | 21 | Annual | \$ 71,550.00 | \$ 73,813.00 | \$ 76,064.00 | \$ 78,323.00 | \$ 80,578.00 | \$ 82,826.00 | \$ 85,086.00 | \$ 87,426.00 | \$ 89,764.00 | \$ 92,166.00 | \$ 94,634.00 | |
| | | Bi-Wk | \$ 2,741.38 | \$ 2,828.09 | \$ 2,914.33 | \$ 3,000.89 | \$ 3,087.28 | \$ 3,173.41 | \$ 3,260.00 | \$ 3,349.66 | \$ 3,439.24 | \$ 3,531.27 | \$ 3,625.83 | |
| | | Daily | \$ 274.14 | \$ 282.81 | \$ 291.44 | \$ 300.09 | \$ 308.73 | \$ 317.35 | \$ 326.00 | \$ 334.97 | \$ 343.93 | \$ 353.13 | \$ 362.59 | |
| | | Hourly | \$ 34.27 | \$ 35.36 | \$ 36.43 | \$ 37.52 | \$ 38.60 | \$ 39.67 | \$ 40.75 | \$ 41.88 | \$ 43.00 | \$ 44.15 | \$ 45.33 | \$ 46.52 |

NP-6 FK 40-Hours Salary Plan Effective 07/01/2023

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|------|-------|--------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| FK | 22 | Annual | \$ 73,494.00 | \$ 76,173.00 | \$ 78,852.00 | \$ 81,526.00 | \$ 84,211.00 | \$ 86,892.00 | \$ 89,561.00 | \$ 92,221.00 | \$ 94,880.00 | \$ 97,018.00 | \$ 99,612.00 |
| | | Bi-Wk | \$ 2,815.87 | \$ 2,918.51 | \$ 3,021.15 | \$ 3,123.61 | \$ 3,226.48 | \$ 3,328.82 | \$ 3,431.46 | \$ 3,525.71 | \$ 3,620.23 | \$ 3,717.17 | \$ 3,816.56 |
| | | Daily | \$ 281.59 | \$ 291.86 | \$ 302.12 | \$ 312.37 | \$ 322.65 | \$ 332.89 | \$ 343.15 | \$ 352.58 | \$ 362.03 | \$ 371.72 | \$ 381.66 |
| | | Hourly | \$ 35.20 | \$ 36.49 | \$ 37.77 | \$ 39.05 | \$ 40.34 | \$ 41.62 | \$ 42.90 | \$ 44.08 | \$ 45.26 | \$ 46.47 | \$ 47.71 |
| FK | 23 | Annual | \$ 76,954.00 | \$ 79,750.00 | \$ 82,531.00 | \$ 85,326.00 | \$ 88,113.00 | \$ 90,904.00 | \$ 93,696.00 | \$ 96,272.00 | \$ 98,847.00 | \$ 101,496.00 | \$ 104,215.00 |
| | | Bi-Wk | \$ 2,948.43 | \$ 3,055.56 | \$ 3,162.11 | \$ 3,269.20 | \$ 3,375.98 | \$ 3,482.92 | \$ 3,589.89 | \$ 3,688.59 | \$ 3,787.25 | \$ 3,888.74 | \$ 3,992.92 |
| | | Daily | \$ 294.85 | \$ 305.56 | \$ 316.22 | \$ 326.92 | \$ 337.60 | \$ 348.30 | \$ 358.99 | \$ 368.86 | \$ 378.73 | \$ 388.88 | \$ 399.30 |
| | | Hourly | \$ 36.86 | \$ 38.20 | \$ 39.53 | \$ 40.87 | \$ 42.20 | \$ 43.54 | \$ 44.88 | \$ 46.11 | \$ 47.35 | \$ 48.61 | \$ 49.92 |
| FK | 24 | Annual | \$ 80,640.00 | \$ 83,545.00 | \$ 86,460.00 | \$ 89,370.00 | \$ 92,272.00 | \$ 95,183.00 | \$ 98,093.00 | \$ 100,783.00 | \$ 103,481.00 | \$ 106,252.00 | \$ 109,100.00 |
| | | Bi-Wk | \$ 3,089.66 | \$ 3,200.96 | \$ 3,312.65 | \$ 3,424.14 | \$ 3,535.33 | \$ 3,646.86 | \$ 3,758.36 | \$ 3,861.42 | \$ 3,964.79 | \$ 4,070.96 | \$ 4,180.08 |
| | | Daily | \$ 308.97 | \$ 320.10 | \$ 331.27 | \$ 342.42 | \$ 353.54 | \$ 364.69 | \$ 375.84 | \$ 386.15 | \$ 396.48 | \$ 407.10 | \$ 418.01 |
| | | Hourly | \$ 38.63 | \$ 40.02 | \$ 41.41 | \$ 42.81 | \$ 44.20 | \$ 45.59 | \$ 46.98 | \$ 48.27 | \$ 49.56 | \$ 50.89 | \$ 52.26 |
| FK | 25 | Annual | \$ 84,566.00 | \$ 87,579.00 | \$ 90,591.00 | \$ 93,602.00 | \$ 96,622.00 | \$ 99,635.00 | \$ 102,647.00 | \$ 105,468.00 | \$ 108,292.00 | \$ 111,191.00 | \$ 114,164.00 |
| | | Bi-Wk | \$ 3,240.08 | \$ 3,355.52 | \$ 3,470.92 | \$ 3,586.29 | \$ 3,702.00 | \$ 3,817.44 | \$ 3,932.84 | \$ 4,040.92 | \$ 4,149.12 | \$ 4,260.20 | \$ 4,374.10 |
| | | Daily | \$ 324.01 | \$ 335.56 | \$ 347.10 | \$ 358.63 | \$ 370.20 | \$ 381.75 | \$ 393.29 | \$ 404.10 | \$ 414.92 | \$ 426.02 | \$ 437.41 |
| | | Hourly | \$ 40.51 | \$ 41.95 | \$ 43.39 | \$ 44.83 | \$ 46.28 | \$ 47.72 | \$ 49.17 | \$ 50.52 | \$ 51.87 | \$ 53.26 | \$ 54.68 |
| FK | 26 | Annual | \$ 88,712.00 | \$ 91,824.00 | \$ 94,954.00 | \$ 98,093.00 | \$ 101,218.00 | \$ 104,332.00 | \$ 107,461.00 | \$ 110,416.00 | \$ 113,374.00 | \$ 116,414.00 | \$ 119,530.00 |
| | | Bi-Wk | \$ 3,398.93 | \$ 3,518.17 | \$ 3,638.09 | \$ 3,758.36 | \$ 3,878.09 | \$ 3,997.40 | \$ 4,117.28 | \$ 4,230.50 | \$ 4,343.84 | \$ 4,460.31 | \$ 4,579.70 |
| | | Daily | \$ 339.90 | \$ 351.82 | \$ 363.81 | \$ 375.84 | \$ 387.81 | \$ 399.74 | \$ 411.73 | \$ 423.05 | \$ 434.39 | \$ 446.04 | \$ 457.97 |
| | | Hourly | \$ 42.49 | \$ 43.98 | \$ 45.48 | \$ 46.98 | \$ 48.48 | \$ 49.97 | \$ 51.47 | \$ 52.89 | \$ 54.30 | \$ 55.76 | \$ 57.25 |