

APPENDIX B1

AFSCME/CEBA CLASSIFICATION PLAN

GRADE 1

7205 Recreation Programmer I

* GRADE 1M-S

2104 Support Team Worker

* GRADE 1M-E

3306 Event Staff

GRADE 2

GRADE 3

1111 Account Clerk I (Inactive)
3115 Dietary Assistant (Inactive)
Life Skills Aide (Inactive)
1102 Parking Division Cashier
1602 Receptionist
1411 Switchboard Operator

* GRADE 3M

Nursing Assistant (Inactive)

GRADE 4

8619 Laundry Machine Operator

GRADE 5

Cafeteria Cook
Clinical Assistant
Concessions Cook (Inactive)
1402 Data Entry Clerk
Food Preparation Worker
Nutrition and Supply Services Assistant (Inactive)
Police Records Clerk (Inactive)
1310 Public Service Clerk

* GRADE 5M

Certified Nursing Assistant
Unit Clerk

GRADE 6

2105 Beautician (Inactive)
Medical Assistant (Inactive)

APPENDIX B-1 (cont'd)

* GRADE 6M

Cook I

GRADE 7

7202 Recreation Assistant
7203 Recreation Programmer II
1131 Sr. Police Records Clerk (Inactive)
Adult Day Care Recreation Aide

GRADE 8

Administrative Assistant * Effective July 6, 2014
1112 Account Clerk II
Animal Control Officer
Assistant Security Coordinator (Inactive)
1113 Cashier Clerk
Customer Service Specialist
5320 *Dental Health Educator (Inactive)*
1312 Office Assistant
Park Ranger (Inactive)
F355 Parking Control Officer
Process Server
Usher Coordinator (Inactive)
1103 Vital Records Clerk
Election Assistant
Parking Office Assistant
Shelter Security Guard

GRADE 9

Customer Service Representative
Office Associate
1135 *Printer (Inactive)*
7302 Shelter Attendant
Dental Assistant

GRADE 10

Treasury Cashier Clerk
8231 Engineering Technician
Lead Scalehouse Attendant (Inactive)
1103 Parking Garage Shift Leader
Security Supervisor
Senior Public Service Clerk (Inactive)
Supervising Park Ranger

APPENDIX B-1 (cont'd)

* GRADE 10M

3311 Licensed Practical Nurse

* GRADE 10M – LDT

Licensed Dietetic Technician

GRADE 11

Assessment Support Services Specialist
Booking Coordinator (Inactive)
7301 Financial Eligibility Specialist
8154 Housing Inspector (Inactive)
Permitting and Inspections Support Services Specialist
2321 Materials Manager
3352 *Medical Transcriptionist (Inactive)*
8236 Planning Technician
Support Services Specialist
A124 Volunteer Coordinator (Inactive)
Water Resources Support Services Specialist

GRADE 12

Accountant
1121 Administrative Associate * Effective July 6, 2014
1431 Computer Operator
2305 Human Service Specialist
2314 Human Services Eligibility Specialist
3331 Laboratory Technician (Inactive)
Permit Technician
Treasury Lead Cashier Clerk

GRADE 13

Adult Day Care Program Coordinator (Inactive)
1123 Financial Administrative Assistant
C327 Licensing Inspector (Inactive)
A141 *Senior Printer (Inactive)*
Licensing & Registration Assistant

GRADE 14

A342 *Computer Operations Specialist (Inactive)*
Certified Permit Technician
Senior Parking Control Officer

APPENDIX B-1 (cont'd)

GRADE 15

1124 *Financial Services Specialist (Inactive)*
2309 **Geriatric Social Worker**

* GRADE 15M-N

Adult Day Services Nurse
5321 Registered Nurse

* GRADE 15M-HD

5330 Dental Hygienist

* GRADE 15M-HM

Outreach Worker
Substance Abuse Counselor/Case Manager (Inactive)

GRADE 16

1222 Appraiser **
3327 *Appraiser/Code Enforcement Officer (Inactive)*
8153 Code Enforcement Officer
Communications & Customer Services Specialist
Help Desk Specialist
A347 Network Operations Specialist
Solid Waste Compliance Officer
Solid Waste Program Administrator

* Grade 16M - H

5332 Public Health Nurse
5333

GRADE 17

Engineering Archivist
Construction Inspector
Health Inspector
GIS Mapping Technician
Project Assistant **(Inactive)**
5122 Rehabilitation Specialist
Water **Resources** Technician

* GRADE 17M

Certified Code Enforcement Officer
Certified Code Enforcement Officer – Housing safety Office
Certified Code Enforcement Officer – Health Inspector

GRADE 18

Asset Management Tech
8121 *Electrical Inspector (Inactive)*
Code Enforcement Officer (Electrical)
Facilities Security Officer **(Inactive)**
GIS Mapping Specialist
Loan Officer
4149 Pavement Inspector **(Inactive)**
Port Facility Security Officer
Preservation Compliance Officer
Senior Appraiser
Survey CAD Specialist
Survey GIS Specialist
Transportation Technician **(Inactive)**
Water Resources Compliance Specialist

GRADE 18M-SP

Code Enforcement Field Supervisor (Inactive)
Code Enforcement Officer/ Plan Reviewer
Construction Inspection Specialist
Lead Surveyor
Life Safety Code Enforcement Officer/Plan reviewer
Zoning Specialist

GRADE 18M-AP

Appraiser/Certified Code Enforcement Officer (Inactive)

* See Appendices B-3, B-4, B-5, B-6, B-7, B-8, B-9, B-10, B-11, B-12, B-13, B-14, B-15, B-16 and B-17 for market wage rates.

CEBA BASE PAY PLAN
APPENDIX B-2
EFFECTIVE 07/07/2019

PAY GRADE		1	2	3	4	5	6	7	8	9	10
		Recruit	3 mos-1 yr	1-2 yrs.	2-4 yrs.	4-6 yrs.	6-8 yrs.	8-12 yrs.	12-16 yrs.	16-20 yrs.	20+ yrs.
1	Annual	28,139	29,289	29,913	30,674	31,415	32,156	32,975	33,755	34,613	35,724
	Weekly	541.13	563.25	575.25	589.88	604.13	618.38	634.13	649.13	665.63	687.00
	Hourly	<u>14.43</u>	<u>15.02</u>	<u>15.34</u>	<u>15.73</u>	<u>16.11</u>	<u>16.49</u>	<u>16.91</u>	<u>17.31</u>	<u>17.75</u>	<u>18.32</u>
2	Annual	28,958	30,167	30,791	31,532	32,292	33,072	33,891	34,691	35,529	36,680
	Weekly	556.88	580.13	592.13	606.38	621.00	636.00	651.75	667.13	683.25	705.38
	Hourly	<u>14.85</u>	<u>15.47</u>	<u>15.79</u>	<u>16.17</u>	<u>16.56</u>	<u>16.96</u>	<u>17.38</u>	<u>17.79</u>	<u>18.22</u>	<u>18.81</u>
3	Annual	29,738	30,888	31,512	32,292	33,053	33,891	34,691	35,529	36,426	37,674
	Weekly	571.88	594.00	606.00	621.00	635.63	651.75	667.13	683.25	700.50	724.50
	Hourly	<u>15.25</u>	<u>15.84</u>	<u>16.16</u>	<u>16.56</u>	<u>16.95</u>	<u>17.38</u>	<u>17.79</u>	<u>18.22</u>	<u>18.68</u>	<u>19.32</u>
4	Annual	30,420	31,629	32,273	33,033	33,794	34,671	35,529	36,426	37,304	38,571
	Weekly	585.00	608.25	620.63	635.25	649.88	666.75	683.25	700.50	717.38	741.75
	Hourly	<u>15.60</u>	<u>16.22</u>	<u>16.55</u>	<u>16.94</u>	<u>17.33</u>	<u>17.78</u>	<u>18.22</u>	<u>18.68</u>	<u>19.13</u>	<u>19.78</u>
5	Annual	31,220	32,448	33,150	33,950	34,730	35,607	36,504	37,401	38,318	39,624
	Weekly	600.38	624.00	637.50	652.88	667.88	684.75	702.00	719.25	736.88	762.00
	Hourly	<u>16.01</u>	<u>16.64</u>	<u>17.00</u>	<u>17.41</u>	<u>17.81</u>	<u>18.26</u>	<u>18.72</u>	<u>19.18</u>	<u>19.65</u>	<u>20.32</u>
6	Annual	32,214	33,501	34,223	35,061	35,919	36,719	37,616	38,532	39,507	40,989
	Weekly	619.50	644.25	658.13	674.25	690.75	706.13	723.38	741.00	759.75	788.25
	Hourly	<u>16.52</u>	<u>17.18</u>	<u>17.55</u>	<u>17.98</u>	<u>18.42</u>	<u>18.83</u>	<u>19.29</u>	<u>19.76</u>	<u>20.26</u>	<u>21.02</u>
7	Annual	33,053	34,398	35,100	35,958	36,758	37,713	38,649	39,624	40,619	42,042
	Weekly	635.63	661.50	675.00	691.50	706.88	725.25	743.25	762.00	781.13	808.50
	Hourly	<u>16.95</u>	<u>17.64</u>	<u>18.00</u>	<u>18.44</u>	<u>18.85</u>	<u>19.34</u>	<u>19.82</u>	<u>20.32</u>	<u>20.83</u>	<u>21.56</u>
8	Annual	34,203	35,549	36,270	37,089	38,045	39,000	39,975	40,989	42,042	43,427
	Weekly	657.75	683.63	697.50	713.25	731.63	750.00	768.75	788.25	808.50	835.13
	Hourly	<u>17.54</u>	<u>18.23</u>	<u>18.60</u>	<u>19.02</u>	<u>19.51</u>	<u>20.00</u>	<u>20.50</u>	<u>21.02</u>	<u>21.56</u>	<u>22.27</u>
9	Annual	35,120	36,563	37,362	38,201	39,137	40,092	41,106	42,159	43,193	44,636
	Weekly	675.38	703.13	718.50	734.63	752.63	771.00	790.50	810.75	830.63	858.38
	Hourly	<u>18.01</u>	<u>18.75</u>	<u>19.16</u>	<u>19.59</u>	<u>20.07</u>	<u>20.56</u>	<u>21.08</u>	<u>21.62</u>	<u>22.15</u>	<u>22.89</u>
10	Annual	35,685	37,089	37,811	38,864	39,839	40,736	41,769	42,822	43,914	45,455
	Weekly	686.25	713.25	727.13	747.38	766.13	783.38	803.25	823.50	844.50	874.13
	Hourly	<u>18.30</u>	<u>19.02</u>	<u>19.39</u>	<u>19.93</u>	<u>20.43</u>	<u>20.89</u>	<u>21.42</u>	<u>21.96</u>	<u>22.52</u>	<u>23.31</u>
11	Annual	36,621	38,103	38,903	39,878	40,872	41,828	42,920	44,031	45,104	46,742
	Weekly	704.25	732.75	748.13	766.88	786.00	804.38	825.38	846.75	867.38	898.88
	Hourly	<u>18.78</u>	<u>19.54</u>	<u>19.95</u>	<u>20.45</u>	<u>20.96</u>	<u>21.45</u>	<u>22.01</u>	<u>22.58</u>	<u>23.13</u>	<u>23.97</u>
12	Annual	37,713	39,312	40,073	41,067	42,140	43,076	44,285	45,416	46,566	48,048
	Weekly	725.25	756.00	770.63	789.75	810.38	828.38	851.63	873.38	895.50	924.00
	Hourly	<u>19.34</u>	<u>20.16</u>	<u>20.55</u>	<u>21.06</u>	<u>21.61</u>	<u>22.09</u>	<u>22.71</u>	<u>23.29</u>	<u>23.88</u>	<u>24.64</u>
13	Annual	39,000	40,619	41,399	42,374	43,544	44,538	45,728	46,839	48,029	49,764
	Weekly	750.00	781.13	796.13	814.88	837.38	856.50	879.38	900.75	923.63	957.00
	Hourly	<u>20.00</u>	<u>20.83</u>	<u>21.23</u>	<u>21.73</u>	<u>22.33</u>	<u>22.84</u>	<u>23.45</u>	<u>24.02</u>	<u>24.63</u>	<u>25.52</u>

PAY		1	2	3	4	5	6	7	8	9	10	
GRADE		Recruit	6 mos-1 yr	1-2 yrs.	2-4 yrs.	4-6 yrs.	6-8 yrs.	8-12 yrs.	12-16 yrs.	16-20 yrs.	20+ yrs.	
14	Annual	40,053	41,711	42,549	43,680	44,714	45,845	46,995	48,165	49,355	51,110	
	Weekly	770.25	802.13	818.25	840.00	859.88	881.63	903.75	926.25	949.13	982.88	
	Hourly	20.54	21.39	21.82	22.40	22.93	23.51	24.10	24.70	25.31	26.21	
15	Annual	41,477	43,115	44,070	45,143	46,313	47,483	48,653	49,823	51,071	52,943	
	Weekly	797.63	829.13	847.50	868.13	890.63	913.13	935.63	958.13	982.13	1,018.13	
	Hourly	21.27	22.11	22.60	23.15	23.75	24.35	24.95	25.55	26.19	27.15	
16	Annual	42,530	44,382	45,279	46,410	47,541	48,711	49,901	51,149	52,436	54,269	
	Weekly	817.88	853.50	870.75	892.50	914.25	936.75	959.63	983.63	1,008.38	1,043.63	
	Hourly	21.81	22.76	23.22	23.80	24.38	24.98	25.59	26.23	26.89	27.83	
17	Annual	44,889	46,820	47,697	48,965	50,174	51,363	52,728	53,996	55,361	57,252	
	Weekly	863.25	900.38	917.25	941.63	964.88	987.75	1,014.00	1,038.38	1,064.63	1,101.00	
	Hourly	23.02	24.01	24.46	25.11	25.73	26.34	27.04	27.69	28.39	29.36	
18	Annual	47,424	49,413	50,330	51,675	52,962	54,191	55,673	57,038	58,422	60,509	
	Weekly	912.00	950.25	967.88	993.75	1,018.50	1,042.13	1,070.63	1,096.88	1,123.50	1,163.63	
	Hourly	24.32	25.34	25.81	26.50	27.16	27.79	28.55	29.25	29.96	31.03	

Refer to Contract Section 11. WAGES AND SALARIES

CEBA 07/07/19 (FY20)

**APPENDIX ---
BARRON CENTER**

**1M-S SUPPORT TEAM WORKER (Grade 1M)
37.5 hours/week**

Position # :

Effective Date		1	2	3	4	5	6	7	8	9	10	11
		Recruit	6 mos.	1 yr.	2 yrs.	3 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs.
7/7/2019	Annual	24,453	25,818	27,300	28,802	30,401	32,136	33,969	35,607	36,426	37,323	38,552
	Weekly	470.25	496.50	525.00	553.88	584.63	618.00	653.25	684.75	700.50	717.75	741.38
	Hourly	12.54	13.24	14.00	14.77	15.59	16.48	17.42	18.26	18.68	19.14	19.77

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for by an additional one dollar (\$1.00) per hour.

1M-E EVENT STAFF (Grade 1MB)											Position # :
37.5 hours/week											
Effective Date	1	2	3	4	5	6	7	8	9	10	
	Recruit	6 mos	1 yr.	2 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs.	
7/7/2019											
Annual	24,765	25,389	26,111	26,774	27,534	28,392	29,153	29,835	30,557	31,590	
Weekly	476.25	488.25	502.13	514.88	529.50	546.00	560.63	573.75	587.63	607.50	
Hourly	<u>12.70</u>	<u>13.02</u>	<u>13.39</u>	<u>13.73</u>	<u>14.12</u>	<u>14.56</u>	<u>14.95</u>	<u>15.30</u>	<u>15.67</u>	<u>16.20</u>	

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

APPENDIX ---

MARKET PAY PLAN

3M - NURSE ASSISTANT (Grade 3M)

Position # :

37.5 hours/week

Effective Date	1	2	3	4	5	6	7	8	9	10	11
	Recruit	6 mos.	1 yr.	2 yrs.	3 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs.
7/7/2019											
Annual	26,013	27,320	28,626	30,030	31,512	32,819	34,671	36,348	37,245	38,084	39,020
Weekly	500.25	525.38	550.50	577.50	606.00	631.13	666.75	699.00	716.25	732.38	750.38
Hourly	<u>13.34</u>	<u>14.01</u>	<u>14.68</u>	<u>15.40</u>	<u>16.16</u>	<u>16.83</u>	<u>17.78</u>	<u>18.64</u>	<u>19.10</u>	<u>19.53</u>	<u>20.01</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Week day evenings (2nd shift)	\$1.00 per hour
Week day nights (3rd shift)	\$2.00 per hour
Week end days	\$1.00 per hour
Week end evenings (2nd shift)	\$2.00 per hour
Week end nights (3rd shift)	\$3.00 per hour

5M-N UNIT CLERK (Grade UC)											Position # :	
37.5 hours/week												
Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.	
7/7/2019												
Annual	29,601	30,888	32,195	33,618	33,618	35,081	36,387	38,298	39,917	40,892	41,867	
Weekly	569.25	594.00	619.13	646.50	646.50	674.63	699.75	736.50	767.63	786.38	805.13	
Hourly	<u>15.18</u>	<u>15.84</u>	<u>16.51</u>	<u>17.24</u>	<u>17.99</u>	<u>18.66</u>	<u>19.64</u>	<u>20.47</u>	<u>20.97</u>	<u>21.47</u>	<u>22.33</u>	

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

APPENDIX ---

BARRON CENTER

5M-N CERTIFIED NURSE ASSISTANT (Grade 5M)											Position # :	
37.5 hours/week												
Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.	
7/7/2019												
Annual	27,320	28,568	29,913	31,337	32,799	34,340	35,958	37,635	38,532	39,449	40,443	
Weekly	525.38	549.38	575.25	602.63	630.75	660.38	691.50	723.75	741.00	758.63	777.75	
Hourly	<u>14.01</u>	<u>14.65</u>	<u>15.34</u>	<u>16.07</u>	<u>16.82</u>	<u>17.61</u>	<u>18.44</u>	<u>19.30</u>	<u>19.76</u>	<u>20.23</u>	<u>20.74</u>	

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

6M - COOK											Position # :
37.5 hours/week											
Effective Date		1	2	3	4	5	6	7	8	9	10
		Recruit	6 mos.	1 yr.	2 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs.
7/7/2019											
	Annual	34,788	35,451	36,212	37,031	38,298	39,429	40,658	41,691	42,725	43,817
	Weekly	669.00	681.75	696.38	712.13	736.50	758.25	781.88	801.75	821.63	842.63
	Hourly	<u>17.84</u>	<u>18.18</u>	<u>18.57</u>	<u>18.99</u>	<u>19.64</u>	<u>20.22</u>	<u>20.85</u>	<u>21.38</u>	<u>21.91</u>	<u>22.47</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for by an additional one dollar (\$1.00) per hour.

**APPENDIX ---
MARKET PAY PLAN**

LTD - LICENSED DIETETIC TECHNICIAN

Position # :

37.5 hours/week												
Effective Date		1	2	3	4	5	6	7	8	9	10	11
		Recruit	6 mos.	1 yr.	2 yrs.	3 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs.
7/7/2019												
	Annual	35,685	37,089	37,811	38,864	39,819	40,736	41,769	43,037	44,129	45,201	46,391
	Weekly	686.25	713.25	727.13	747.38	765.75	783.38	803.25	827.63	848.63	869.25	892.13
	Hourly	<u>18.30</u>	<u>19.02</u>	<u>19.39</u>	<u>19.93</u>	<u>20.42</u>	<u>20.89</u>	<u>21.42</u>	<u>22.07</u>	<u>22.63</u>	<u>23.18</u>	<u>23.79</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for by an additional one dollar (\$1.00) per hour.

10M - LICENSED PRACTICAL NURSE (Grade 10M)												Position # :		
40 hours/week														
Effective Date		1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.		
7/7/2019	Annual	44,013	45,406	46,904	48,422	49,858	51,355	52,853	54,350	55,682	57,096	59,197		
	Weekly	846.40	873.20	902.00	931.20	958.80	987.60	1,016.40	1,045.20	1,070.80	1,098.00	1,138.40		
	Hourly	<u>21.16</u>	<u>21.83</u>	<u>22.55</u>	<u>23.28</u>	<u>23.97</u>	<u>24.69</u>	<u>25.41</u>	<u>26.13</u>	<u>26.77</u>	<u>27.45</u>	<u>28.46</u>		

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

APPENDIX ---

MARKET PAY PLAN

15M-N REGISTERED NURSE AND

ADULT DAY SERVICES NURSE (Grade 15M)

Position # :

Position # :

40 hours/week

Effective Date		1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.		
7/7/2019	Annual	52,499	54,018	55,515	57,096	58,802	60,424	62,150	63,315	64,917	66,539	68,182		
	Weekly	1,009.60	1,038.80	1,067.60	1,098.00	1,130.80	1,162.00	1,195.20	1,217.60	1,248.40	1,279.60	1,311.20		
	Hourly	<u>25.24</u>	<u>25.97</u>	<u>26.69</u>	<u>27.45</u>	<u>28.27</u>	<u>29.05</u>	<u>29.88</u>	<u>30.44</u>	<u>31.21</u>	<u>31.99</u>	<u>32.78</u>		

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

Effective November 3, 2002, all work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

15M-HD DENTAL HYGIENIST (Grade DH)										Position # :
37.5 hours/week										
Effective Date		1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 12 yrs.	8 16 yrs.	9 20+ yrs.
7/7/2019										
	Annual	58,130	60,431	62,849	64,760	66,690	68,699	70,434	72,170	74,042
	Weekly	1,117.88	1,162.13	1,208.63	1,245.38	1,282.50	1,321.13	1,354.50	1,387.88	1,423.88
	Hourly	<u>29.81</u>	<u>30.99</u>	<u>32.23</u>	<u>33.21</u>	<u>34.20</u>	<u>35.23</u>	<u>36.12</u>	<u>37.01</u>	<u>37.97</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Note: Team Leader stipend (\$1.00 per hour) included in base wage.

**APPENDIX ---
MARKET PAY PLAN**

15M-HM OUTREACH WORKER AND SUSTANCE ABUSE COUNSELOR/CASE MANAGER (Grade OW)										Position # :	
37.5 hours/week											
Effective Date		1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
7/7/2019											
	Annual	44,070	45,182	46,313	47,483	48,653	49,316	50,154	51,363	52,709	53,976
	Weekly	847.50	868.88	890.63	913.13	935.63	948.38	964.50	987.75	1,013.63	1,038.00
	Hourly	<u>22.60</u>	<u>23.17</u>	<u>23.75</u>	<u>24.35</u>	<u>24.95</u>	<u>25.29</u>	<u>25.72</u>	<u>26.34</u>	<u>27.03</u>	<u>27.68</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

**APPENDIX ---
MARKET PAY PLAN**

16M-H PUBLIC HEALTH NURSE (Grade 16M)										Position # :
37.5 hours/week										
Effective Date		1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 12 yrs.	8 16 yrs.	9 20+ yrs.
7/7/2019										
	Annual	53,703	55,887	58,091	59,885	61,640	63,512	65,091	66,729	69,050
	Weekly	1,032.75	1,074.75	1,117.13	1,151.63	1,185.38	1,221.38	1,251.75	1,283.25	1,327.88
	Hourly	<u>27.54</u>	<u>28.66</u>	<u>29.79</u>	<u>30.71</u>	<u>31.61</u>	<u>32.57</u>	<u>33.38</u>	<u>34.22</u>	<u>35.41</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

17M - CERTIFIED CODE ENFORCEMENT OFFICER (Grade 17M)											Position # :
37.5 hours/week											
Effective Date		1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
7/7/2019	Annual	46,059	47,892	48,828	50,154	51,227	52,611	53,801	55,185	56,531	57,993
	Weekly	885.75	921.00	939.00	964.50	985.13	1,011.75	1,034.63	1,061.25	1,087.13	1,115.25
	Hourly	<u>23.62</u>	<u>24.56</u>	<u>25.04</u>	<u>25.72</u>	<u>26.27</u>	<u>26.98</u>	<u>27.59</u>	<u>28.30</u>	<u>28.99</u>	<u>29.74</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

**APPENDIX ---
MARKET PAY PLAN**

18M-SP CODE ENF FIELD SUPERVISOR & CODE ENF PLAN REVIEWER, AND ZONING SPECIALIST (Grade 18M)											Position # :
37.5 hours/week											
Effective Date		1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
7/7/2019	Annual	48,906	50,427	51,890	53,430	55,127	56,765	58,383	59,904	61,386	62,927
	Weekly	940.50	969.75	997.88	1,027.50	1,060.13	1,091.63	1,122.75	1,152.00	1,180.50	1,210.13
	Hourly	<u>25.08</u>	<u>25.86</u>	<u>26.61</u>	<u>27.40</u>	<u>28.27</u>	<u>29.11</u>	<u>29.94</u>	<u>30.72</u>	<u>31.48</u>	<u>32.27</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

**APPENDIX ---
MARKET PAY PLAN**

18M-AP APPRAISER / CERTIFIED CODE ENFORCEMENT OFFICER (Grade 18A)											Position # :
37.5 hours/week											
Effective Date		1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
7/7/2019	Annual	48,594	50,564	51,480	52,787	54,035	55,322	56,726	58,149	59,592	61,074
	Weekly	934.50	972.38	990.00	1,015.13	1,039.13	1,063.88	1,090.88	1,118.25	1,146.00	1,174.50
	Hourly	<u>24.92</u>	<u>25.93</u>	<u>26.40</u>	<u>27.07</u>	<u>27.71</u>	<u>28.37</u>	<u>29.09</u>	<u>29.82</u>	<u>30.56</u>	<u>31.32</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Effective 7/5/2020

PAY GRADE		1	2	3	4	5	6	7	8	9	10
		Recruit	1 mos-1 yr	1-2 yrs.	2-4 yrs.	4-6 yrs.	6-8 yrs.	8-12 yrs.	12-16 yrs.	16-20 yrs.	20+ yrs.
1	Annual	28,919	30,089	30,732	31,512	32,273	33,033	33,891	34,691	35,568	36,699
	Weekly	556.13	578.63	591.00	606.00	620.63	635.25	651.75	667.13	684.00	705.75
	Hourly	<u>14.83</u>	<u>15.43</u>	<u>15.76</u>	<u>16.16</u>	<u>16.55</u>	<u>16.94</u>	<u>17.38</u>	<u>17.79</u>	<u>18.24</u>	<u>18.82</u>
2	Annual	29,757	31,005	31,629	32,390	33,189	33,989	34,827	35,646	36,504	37,694
	Weekly	572.25	596.25	608.25	622.88	638.25	653.63	669.75	685.50	702.00	724.88
	Hourly	<u>15.26</u>	<u>15.90</u>	<u>16.22</u>	<u>16.61</u>	<u>17.02</u>	<u>17.43</u>	<u>17.86</u>	<u>18.28</u>	<u>18.72</u>	<u>19.33</u>
3	Annual	30,557	31,746	32,370	33,189	33,969	34,827	35,646	36,504	37,421	38,708
	Weekly	587.63	610.50	622.50	638.25	653.25	669.75	685.50	702.00	719.63	744.38
	Hourly	<u>15.67</u>	<u>16.28</u>	<u>16.60</u>	<u>17.02</u>	<u>17.42</u>	<u>17.86</u>	<u>18.28</u>	<u>18.72</u>	<u>19.19</u>	<u>19.85</u>
4	Annual	31,259	32,507	33,170	33,950	34,730	35,627	36,504	37,421	38,337	39,624
	Weekly	601.13	625.13	637.88	652.88	667.88	685.13	702.00	719.63	737.25	762.00
	Hourly	<u>16.03</u>	<u>16.67</u>	<u>17.01</u>	<u>17.41</u>	<u>17.81</u>	<u>18.27</u>	<u>18.72</u>	<u>19.19</u>	<u>19.66</u>	<u>20.32</u>
5	Annual	32,078	33,345	34,067	34,886	35,685	36,582	37,499	38,435	39,371	40,716
	Weekly	616.88	641.25	655.13	670.88	686.25	703.50	721.13	739.13	757.13	783.00
	Hourly	<u>16.45</u>	<u>17.10</u>	<u>17.47</u>	<u>17.89</u>	<u>18.30</u>	<u>18.76</u>	<u>19.23</u>	<u>19.71</u>	<u>20.19</u>	<u>20.88</u>
6	Annual	33,092	34,418	35,159	36,017	36,914	37,733	38,649	39,585	40,599	42,120
	Weekly	636.38	661.88	676.13	692.63	709.88	725.63	743.25	761.25	780.75	810.00
	Hourly	<u>16.97</u>	<u>17.65</u>	<u>18.03</u>	<u>18.47</u>	<u>18.93</u>	<u>19.35</u>	<u>19.82</u>	<u>20.30</u>	<u>20.82</u>	<u>21.60</u>
7	Annual	33,969	35,354	36,075	36,953	37,772	38,747	39,722	40,716	41,730	43,193
	Weekly	653.25	679.88	693.75	710.63	726.38	745.13	763.88	783.00	802.50	830.63
	Hourly	<u>17.42</u>	<u>18.13</u>	<u>18.50</u>	<u>18.95</u>	<u>19.37</u>	<u>19.87</u>	<u>20.37</u>	<u>20.88</u>	<u>21.40</u>	<u>22.15</u>
8	Annual	35,139	36,524	37,265	38,103	39,098	40,073	41,067	42,120	43,193	44,616
	Weekly	675.75	702.38	716.63	732.75	751.88	770.63	789.75	810.00	830.63	858.00
	Hourly	<u>18.02</u>	<u>18.73</u>	<u>19.11</u>	<u>19.54</u>	<u>20.05</u>	<u>20.55</u>	<u>21.06</u>	<u>21.60</u>	<u>22.15</u>	<u>22.88</u>
9	Annual	36,095	37,577	38,396	39,254	40,209	41,204	42,237	43,310	44,382	45,864
	Weekly	694.13	722.63	738.38	754.88	773.25	792.38	812.25	832.88	853.50	882.00
	Hourly	<u>18.51</u>	<u>19.27</u>	<u>19.69</u>	<u>20.13</u>	<u>20.62</u>	<u>21.13</u>	<u>21.66</u>	<u>22.21</u>	<u>22.76</u>	<u>23.52</u>
10	Annual	36,660	38,103	38,844	39,936	40,931	41,847	42,920	43,992	45,123	46,703
	Weekly	705.00	732.75	747.00	768.00	787.13	804.75	825.38	846.00	867.75	898.13
	Hourly	<u>18.80</u>	<u>19.54</u>	<u>19.92</u>	<u>20.48</u>	<u>20.99</u>	<u>21.46</u>	<u>22.01</u>	<u>22.56</u>	<u>23.14</u>	<u>23.95</u>
11	Annual	37,635	39,156	39,975	40,970	42,003	42,978	44,109	45,240	46,352	48,029
	Weekly	723.75	753.00	768.75	787.88	807.75	826.50	848.25	870.00	891.38	923.63
	Hourly	<u>19.30</u>	<u>20.08</u>	<u>20.50</u>	<u>21.01</u>	<u>21.54</u>	<u>22.04</u>	<u>22.62</u>	<u>23.20</u>	<u>23.77</u>	<u>24.63</u>
12	Annual	38,747	40,385	41,184	42,198	43,290	44,265	45,494	46,664	47,853	49,374
	Weekly	745.13	776.63	792.00	811.50	832.50	851.25	874.88	897.38	920.25	949.50
	Hourly	<u>19.87</u>	<u>20.71</u>	<u>21.12</u>	<u>21.64</u>	<u>22.20</u>	<u>22.70</u>	<u>23.33</u>	<u>23.93</u>	<u>24.54</u>	<u>25.32</u>

PAY GRADE		1	2	3	4	5	6	7	8	9	10
		Recruit	6 mos-1 yr	1-2 yrs.	2-4 yrs.	4-6 yrs.	6-8 yrs.	8-12 yrs.	12-16 yrs.	16-20 yrs.	20+ yrs.
13	Annual	40,073	41,730	42,530	43,544	44,733	45,767	46,976	48,126	49,355	51,129
	Weekly	770.63	802.50	817.88	837.38	860.25	880.13	903.38	925.50	949.13	983.25
	Hourly	20.55	21.40	21.81	22.33	22.94	23.47	24.09	24.68	25.31	26.22
14	Annual	41,145	42,861	43,719	44,889	45,942	47,112	48,282	49,491	50,720	52,514
	Weekly	791.25	824.25	840.75	863.25	883.50	906.00	928.50	951.75	975.38	1,009.88
	Hourly	21.10	21.98	22.42	23.02	23.56	24.16	24.76	25.38	26.01	26.93
15	Annual	42,608	44,304	45,279	46,391	47,580	48,789	49,998	51,188	52,475	54,405
	Weekly	819.38	852.00	870.75	892.13	915.00	938.25	961.50	984.38	1,009.13	1,046.25
	Hourly	21.85	22.72	23.22	23.79	24.40	25.02	25.64	26.25	26.91	27.90
16	Annual	43,700	45,611	46,527	47,678	48,848	50,057	51,266	52,553	53,879	55,770
	Weekly	840.38	877.13	894.75	916.88	939.38	962.63	985.88	1,010.63	1,036.13	1,072.50
	Hourly	22.41	23.39	23.86	24.45	25.05	25.67	26.29	26.95	27.63	28.60
17	Annual	46,118	48,107	49,004	50,310	51,558	52,767	54,171	55,478	56,882	58,832
	Weekly	886.88	925.13	942.38	967.50	991.50	1,014.75	1,041.75	1,066.88	1,093.88	1,131.38
	Hourly	23.65	24.67	25.13	25.80	26.44	27.06	27.78	28.45	29.17	30.17
18	Annual	48,731	50,778	51,714	53,099	54,425	55,673	57,213	58,598	60,021	62,166
	Weekly	937.13	976.50	994.50	1,021.13	1,046.63	1,070.63	1,100.25	1,126.88	1,154.25	1,195.50
	Hourly	24.99	26.04	26.52	27.23	27.91	28.55	29.34	30.05	30.78	31.88

Refer to Contract Section 11. WAGES AND SALARIES

BARRON CENTER

1M-S SUPPORT TEAM WORKER (Grade 1M)

Position # :

37.5 hours/week

Effective Date	1	2	3	4	5	6	7	8	9	10	11
	Recruit	6 mos.	1 yr.	2 yrs.	3 yrs.	4 yrs.	6 yrs.	8 yrs.	12 yrs.	16 yrs.	20+ yrs.
7/5/2020											
Annual	26,091	27,495	29,036	30,576	32,214	33,989	35,880	37,557	38,396	39,332	40,580
Weekly	501.75	528.75	558.38	588.00	619.50	653.63	690.00	722.25	738.38	756.38	780.38
Hourly	13.38	14.10	14.89	15.68	16.52	17.43	18.40	19.26	19.69	20.17	20.81

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for by an additional one dollar (\$1.00) per hour.

1M-E EVENT STAFF (Grade 1MB)											Position # :
37.5 hours/week											
Effective Date	1 Recruit	2 6 mos	3 1 yr.	4 2 yrs.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.	
7/5/2020											
Annual	26,423	27,066	27,807	28,490	29,270	30,147	30,927	31,629	32,370	33,443	
Weekly	508.13	520.50	534.75	547.88	562.88	579.75	594.75	608.25	622.50	643.13	
Hourly	<u>13.55</u>	<u>13.88</u>	<u>14.26</u>	<u>14.61</u>	<u>15.01</u>	<u>15.46</u>	<u>15.86</u>	<u>16.22</u>	<u>16.60</u>	<u>17.15</u>	

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

APPENDIX ---

MARKET PAY PLAN

3M - NURSE ASSISTANT (Grade 3M)

Position # :

37.5 hours/week											
Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
7/5/2020											
Annual	27,710	29,055	30,381	31,824	33,345	34,691	36,602	38,318	39,254	40,112	41,067
Weekly	532.88	558.75	584.25	612.00	641.25	667.13	703.88	736.88	754.88	771.38	789.75
Hourly	<u>14.21</u>	<u>14.90</u>	<u>15.58</u>	<u>16.32</u>	<u>17.10</u>	<u>17.79</u>	<u>18.77</u>	<u>19.65</u>	<u>20.13</u>	<u>20.57</u>	<u>21.06</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

BARRON CENTER												
5M-N UNIT CLERK (Grade UC)											Position # :	
37.5 hours/week												
Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.	
7/5/2020	Annual	31,395	32,721	34,047	35,510	35,510	37,011	38,357	40,326	41,984	42,998	43,992
	Weekly	603.75	629.25	654.75	682.88	682.88	711.75	737.63	775.50	807.38	826.88	846.00
	Hourly	<u>16.10</u>	<u>16.78</u>	<u>17.46</u>	<u>18.21</u>	<u>18.98</u>	<u>19.67</u>	<u>20.68</u>	<u>21.53</u>	<u>22.05</u>	<u>22.56</u>	<u>23.44</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

**APPENDIX ---
BARRON CENTER**

5M-N CERTIFIED NURSE ASSISTANT (Grade 5M)											Position # :	
37.5 hours/week												
Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.	
7/5/2020	Annual	29,055	30,323	31,707	33,170	34,671	36,251	37,928	39,644	40,560	41,516	42,530
	Weekly	558.75	583.13	609.75	637.88	666.75	697.13	729.38	762.38	780.00	798.38	817.88
		<u>14.90</u>	<u>15.55</u>	<u>16.26</u>	<u>17.01</u>	<u>17.78</u>	<u>18.59</u>	<u>19.45</u>	<u>20.33</u>	<u>20.80</u>	<u>21.29</u>	<u>21.81</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

BARRON CENTER MARKET PAY PLAN											
										Position # :	
6M - COOK 37.5 hours/week											
Effective Date		1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
7/5/2020											
	Annual	35,744	36,426	37,206	38,045	39,351	40,521	41,769	42,842	43,895	45,026
	Weekly	687.38	700.50	715.50	731.63	756.75	779.25	803.25	823.88	844.13	865.88
	Hourly	<u>18.33</u>	<u>18.68</u>	<u>19.08</u>	<u>19.51</u>	<u>20.18</u>	<u>20.78</u>	<u>21.42</u>	<u>21.97</u>	<u>22.51</u>	<u>23.09</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for by an additional one dollar (\$1.00) per hour.

APPENDIX ---

MARKET PAY PLAN

LTD - LICENSED DIETETIC TECHNICIAN

37.5 hours/week

Position # :

Effective Date		1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
7/5/2020												
	Annual	36,660	38,103	38,844	39,936	40,911	41,847	42,920	44,226	45,338	46,449	47,658
	Weekly	705.00	732.75	747.00	768.00	786.75	804.75	825.38	850.50	871.88	893.25	916.50
	Hourly	<u>18.80</u>	<u>19.54</u>	<u>19.92</u>	<u>20.48</u>	<u>20.98</u>	<u>21.46</u>	<u>22.01</u>	<u>22.68</u>	<u>23.25</u>	<u>23.82</u>	<u>24.44</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for by an additional one dollar (\$1.00) per hour.

CEBA 7/5/2020 (FY 21)

APPENDIX ---

MARKET PAY PLAN

10M - LICENSED PRACTICAL NURSE (Grade 10M)

40 hours/week

Position # :

Effective Date		1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
7/5/2020												
	Annual	45,219	46,654	48,194	49,754	51,230	52,770	54,309	55,848	57,221	58,656	60,819
	Weekly	869.60	897.20	926.80	956.80	985.20	1,014.80	1,044.40	1,074.00	1,100.40	1,128.00	1,169.60
	Hourly	<u>21.74</u>	<u>22.43</u>	<u>23.17</u>	<u>23.92</u>	<u>24.63</u>	<u>25.37</u>	<u>26.11</u>	<u>26.85</u>	<u>27.51</u>	<u>28.20</u>	<u>29.24</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

15M-N REGISTERED NURSE AND ADULT DAY SERVICES NURSE (Grade 15M)												Position # :
40 hours/week												Position # :
Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.	
7/5/2020												
Annual	53,934	55,494	57,034	58,656	60,424	62,088	63,856	65,062	66,706	68,370	70,054	
Weekly	1,037.20	1,067.20	1,096.80	1,128.00	1,162.00	1,194.00	1,228.00	1,251.20	1,282.80	1,314.80	1,347.20	
Hourly	<u>25.93</u>	<u>26.68</u>	<u>27.42</u>	<u>28.20</u>	<u>29.05</u>	<u>29.85</u>	<u>30.70</u>	<u>31.28</u>	<u>32.07</u>	<u>32.87</u>	<u>33.68</u>	

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

Effective November 3, 2002, all work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

CEBA 7/5/2020 (FY 21)

**APPENDIX ---
MARKET PAY PLAN**

15M-HD DENTAL HYGIENIST (Grade DH)											Position # :
37.5 hours/week											Position # :
Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 12 yrs.	8 16 yrs.	9 20+ yrs.		
7/5/2020											
Annual	59,729	62,088	64,584	66,534	68,523	70,590	72,365	74,159	76,070		
Weekly	1,148.63	1,194.00	1,242.00	1,279.50	1,317.75	1,357.50	1,391.63	1,426.13	1,462.88		
Hourly	<u>30.63</u>	<u>31.84</u>	<u>33.12</u>	<u>34.12</u>	<u>35.14</u>	<u>36.20</u>	<u>37.11</u>	<u>38.03</u>	<u>39.01</u>		

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Note: Team Leader stipend (\$1.00 per hour) included in base wage.

15M-HM OUTREACH WORKER AND SUSTANCE ABUSE COUNSELOR/CASE MANAGER (Grade OW)											Position # :
37.5 hours/week											Position # :
Effective Date		1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
7/5/2020	Annual	45,279	46,430	47,580	48,789	49,998	50,681	51,539	52,767	54,152	55,458
	Weekly	870.75	892.88	915.00	938.25	961.50	974.63	991.13	1,014.75	1,041.38	1,066.50
	Hourly	<u>23.22</u>	<u>23.81</u>	<u>24.40</u>	<u>25.02</u>	<u>25.64</u>	<u>25.99</u>	<u>26.43</u>	<u>27.06</u>	<u>27.77</u>	<u>28.44</u>
The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.											
APPENDIX --- MARKET PAY PLAN											
16M-H PUBLIC HEALTH NURSE (Grade 16M)											Position # :
37.5 hours/week											
Effective Date		1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 12 yrs.	8 16 yrs.	9 20+ yrs.	
7/5/2020	Annual	55,185	57,428	59,690	61,523	63,336	65,267	66,885	68,562	70,941	
	Weekly	1,061.25	1,104.38	1,147.88	1,183.13	1,218.00	1,255.13	1,286.25	1,318.50	1,364.25	
	Hourly	<u>28.30</u>	<u>29.45</u>	<u>30.61</u>	<u>31.55</u>	<u>32.48</u>	<u>33.47</u>	<u>34.30</u>	<u>35.16</u>	<u>36.38</u>	
The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.											
CEBA 7/5/2020 (FY 21)											
APPENDIX --- MARKET PAY PLAN											
17M - CERTIFIED CODE ENFORCEMENT OFFICER (Grade 17M)											Position # :
37.5 hours/week											
Effective Date		1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
7/5/2020	Annual	47,327	49,218	50,174	51,539	52,631	54,054	55,283	56,706	58,091	59,592
	Weekly	910.13	946.50	964.88	991.13	1,012.13	1,039.50	1,063.13	1,090.50	1,117.13	1,146.00
	Hourly	<u>24.27</u>	<u>25.24</u>	<u>25.73</u>	<u>26.43</u>	<u>26.99</u>	<u>27.72</u>	<u>28.35</u>	<u>29.08</u>	<u>29.79</u>	<u>30.56</u>
The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.											

MARKET PAY PLAN

18M-SP CODE ENF FIELD SUPERVISOR & CODE ENF PLAN REVIEWER, AND ZONING SPECIALIST (Grade 18M) **Position # :**
37.5 hours/week **Position # :**

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
7/5/2020										
Annual	50,252	51,812	53,313	54,893	56,648	58,325	59,982	61,542	63,083	64,662
Weekly	966.38	996.38	1,025.25	1,055.63	1,089.38	1,121.63	1,153.50	1,183.50	1,213.13	1,243.50
Hourly	<u>25.77</u>	<u>26.57</u>	<u>27.34</u>	<u>28.15</u>	<u>29.05</u>	<u>29.91</u>	<u>30.76</u>	<u>31.56</u>	<u>32.35</u>	<u>33.16</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

**APPENDIX ---
MARKET PAY PLAN**

18M-AP APPRAISER / CERTIFIED CODE ENFORCEMENT OFFICER (Grade 18A) **Position # :**
37.5 hours/week

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
7/5/2020										
Annual	49,940	51,948	52,904	54,230	55,517	56,843	58,286	59,748	61,230	62,751
Weekly	960.38	999.00	1,017.38	1,042.88	1,067.63	1,093.13	1,120.88	1,149.00	1,177.50	1,206.75
Hourly	<u>25.61</u>	<u>26.64</u>	<u>27.13</u>	<u>27.81</u>	<u>28.47</u>	<u>29.15</u>	<u>29.89</u>	<u>30.64</u>	<u>31.40</u>	<u>32.18</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.