

MASTER AGREEMENT
BETWEEN
STATE OF RHODE ISLAND
AND
RHODE ISLAND COUNCIL 94, A.F.S.C.M.E.
AFL-CIO

July 1, 2004 through June 30, 2008

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MEMORANDUM OF AGREEMENT

This Master Agreement is hereby entered into this _____ day of _____, 2005 by and between the State of Rhode Island, hereinafter referred to as the State, and Rhode Island Council 94, A.F.S.C.M.E., AFL-CIO, hereinafter referred to as the Union.

PURPOSE

It is the purpose of this Agreement to carry out the policy of the State of Rhode Island by encouraging a more harmonious and cooperative relationship between the State and its employees by providing for procedures which will facilitate free and frequent communication between the State and its employees. By means of this Agreement, therefore, the signatories hereto bind themselves to maintain and improve the present high standards of service to the people of the State of Rhode Island, and agree further that high morale and good personnel relations through a stabilized Union relationship are essential to carry out this end.

ARTICLE 1

RECOGNITION

1.1 The State hereby recognizes the Union for the purposes of this Master Agreement as the sole and exclusive bargaining agent for all State employees with regard to wages, hours, and working conditions for whom Rhode Island Council 94, A.F.S.C.M.E., AFL-CIO are currently certified to represent by the decision of the State Labor Relations Board, and those State employees who are in

bargaining units that are recognized by mutual agreement or upon certification by the State Labor Relations Board.

Upon such recognition, such new units shall automatically be covered by the terms of this Master Agreement and negotiations for mini-contracts shall begin immediately upon such recognition. Upon termination of the Council 94 certification for any bargaining unit, the provisions of this Master Contract shall be automatically terminated. The terms of this Master Contract are non-transferable and non-assignable. The following is a list of the certificate numbers currently represented by Council 94:

EE-1690	EE-1704	EE-1714	EE-1715	EE-1766	EE-1767
EE-1778	EE-1789	EE-1794	EE-1804	EE-1805	EE-1825
EE-1847	EE-1848	EE-1896	EE-1899	EE-1926	EE-1993
EE-2048	EE-2057	EE-2060	EE-2069	EE-2089	EE-2098
EE-3095	EE-3113	EE-3114	EE-3133	EE-3144	EE-3146
EE-3149	EE-3152	EE-3157	EE-3163	EE-3221	EE-3260
EE-3324	EE-3328	EE-3332	EE-3333	EE-3337	EE-3338
EE-3342	EE-3373	EE-3402	EE-3403	EE-3406	EE-3417
EE-3418	EE-3446	EE-3504			

ARTICLE 2

NON-DISCRIMINATION CLAUSE

2.1 The State and the Union agree not to discriminate against any member of the bargaining units covered by this Agreement because of race, religion, creed, color, sex or sexual orientation, age, physical handicap, marital status, country of ancestral origin, political beliefs, or affiliations and/or membership in any

lawful organization.

2.2 The State agrees that no employee shall be discriminated against, intimidated or coerced in the exercise of their right to bargain collectively through the Union, or on account of their membership in, or activities on behalf of the Union.

2.3 The Union shall not discriminate against any employee in the administration of this agreement because of non-membership in the Union.

2.4 The State and the Union agree to establish a committee consisting of representatives from both sides to continue to explore affirmative employment action, diversity training and, if possible, to enter into a Letter of Understanding.

2.5 Nothing in this Agreement shall be construed so as to prevent compliance with any obligation imposed by the Americans With Disabilities Act of 1990.

ARTICLE 3

UNION SECURITY & DUES DEDUCTION

3.1 The State Controller shall deduct Union dues from the wages of all members within the respective bargaining units.

3.2 In those bargaining units in which the Union has been certified as the exclusive bargaining agent, only the dues for the sole and exclusive bargaining agent shall be deducted. Membership in the Union may be determined by each individual employee.

3.3 All non-members of the exclusive bargaining organization shall pay to the exclusive organization a service charge as a contribution toward the negotiation and administration of the

collective bargaining agreement in an amount equal to the regular bi-weekly membership dues of said organization.

3.4 The State Controller shall forward all deductions covered by this agreement to Rhode Island Council 94, A.F.S.C.M.E., AFL-CIO on a bi-weekly basis.

3.5 The State Controller shall deduct back dues from any arbitration award in the case of a suspension or discharge which has been overturned by an arbitrator, and shall remit the amount to Council 94, A.F.S.C.M.E.

3.6 The State recognizes the Union's ability to increase dues lawfully and in accordance with its constitution and by-laws, and upon written representation by the Union that dues have been lawfully increased and in accordance with its constitution and by-laws, the State agrees to adjust the amount of dues deduction accordingly, provided that such an adjustment is consistent with the authorization of the employee as required by law.

The Union shall indemnify and save the State harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the State in reliance upon the Union's representation that its dues have been lawfully increased and in accordance with the Union's constitution and by-laws or for the purpose of complying with any of the provisions of this Article.

3.7 The appointing authority shall give written notice to the Treasurer of the Union of all new employees within the respective bargaining units who become eligible for membership in the Union.

Said notice shall be given monthly and shall include the employee's name, address, social security number, date of hire, classification, work assignment and location.

ARTICLE 4

MANAGEMENT RIGHTS

4.1 The Union recognizes that except as specifically limited, abridged or relinquished by the terms and provisions of this agreement, all rights to manage, direct or supervise the operations of the State and the employees are vested solely in the State.

For example, but not limited thereto, the employer shall have the exclusive rights subject to the provisions of this agreement and consistent with the applicable laws and regulations:

- A. To direct employees in the performance of the duties of their positions;
- B. To hire, promote, transfer, assign, and retain employees in positions within the bargaining units and to suspend, demote, discharge, or take other disciplinary action against such employees;
- C. To maintain the efficiency of the operations entrusted to it;
- D. To determine the methods, means and personnel by which such operations are to be conducted;
- E. To relieve employees from duties because of lack of work or for other legitimate reasons;
- F. To take whatever actions may be necessary to carry out

its mission in emergency situations, i.e. an unforeseen circumstance or a combination of circumstances which calls for immediate action in a situation which is not expected to be of a recurring nature.

ARTICLE 5

HOURS OF WORK

5.1 It is hereby agreed that there shall be three basic work weeks as follows:

1. A 35 hour work week (5 consecutive days of 7 consecutive hours), exclusive of unpaid lunch periods.
2. A 40 hour work week (5 consecutive days of 8 consecutive hours each), exclusive of unpaid lunch periods.
3. A non-standard work week (5 consecutive days of at least 7 consecutive hours each), exclusive of unpaid lunch periods.
4. Non-Standard, non-exempt work week: Employees so classified by the Personnel Administrator who work more than forty (40) hours in a work week shall receive overtime pay at time and one half for all hours worked in excess of forty (40) hours. Employees so classified are listed in Appendix A. The number of hours in an employee's regular work week will not be increased as a consequence of this paragraph. Nothing in this agreement shall be construed to change existing work weeks.

Basic work weeks which include Saturday or Sunday or both Saturday and Sunday will be limited to new or vacant positions. If

the number of bidders are insufficient to fill such positions, involuntary changes in scheduled work hours will be subject to the provisions of Section 5.2 of this Article.

5.2 It is recognized that there are now other work schedules peculiar to certain classes of positions, which are recognized by the State and the Union, and such exceptions shall remain in full force and effect. In the event it becomes necessary to change the scheduled work hours in any area, the State shall notify the Union's Executive Director, and the parties hereto shall make every effort to agree mutually on the hours for such schedules and fix the hours subject to the grievance procedure and arbitration provisions of this Agreement. In the event that a new schedule for hours of work is agreed upon, that schedule shall be posted and bid upon in accordance with the seniority provisions of this Agreement. If the hours are not agreed to, then the issue shall be submitted to expedited arbitration.

5.3 Employees who work at least sixteen hours a week shall be entitled to fringe benefits on a pro-rata basis in accordance with the present practice.

5.4 Employees shall be granted a fifteen minute coffee break during the first half and the second half of their work day. All employees shall be granted a meal period of not less than one-half hour duration nor more than one hour duration during each work day to be determined by the work day schedule that applies.

5.5 Shift hours, upon being scheduled will be posted. Wherever time clocks are used in any bargaining unit, they must be

used by all personnel in a classification within a bargaining unit or no one.

5.6 No employee who has performed work before or after scheduled shift hours will have the right or will be required by the State, by reason thereof, to take time off to equalize their working hours.

5.7 When an employee is required in writing by the appointing authority or their designee to work in a higher class of position for a period of more than three consecutive working days, such employee shall receive the lowest salary rate of that higher class, which will provide a pay increase of at least one step over their present rate retroactive to the first day of such assignment. Written authorization or direction to an employee to work in a higher class of position shall be given to the employee within twenty-four hours of said direction, and an employee may refuse such assignment if said employee does not receive such written notice or authorization.

ARTICLE 6

SALARY SCHEDULE

6.1 WAGES.

- A. Year 1, July, 2004 (beginning June 27, 2004) 1.5%.

(There shall be a payment to all employees representing 3.5% of the overtime earnings of each employee during the period June 27, 2004 through June 25, 2005.)

- B. Year 1, July, 2005 (beginning June 25, 2005) 2.5%

(Based on wages as of June 26, 2004.)

- C. Year 2, July, 2005 (beginning June 26, 2005) 4.0%

- D. Year 3, July, 2006 (beginning June 25, 2006) 3.0%

- E. Year 4, July, 2007 (beginning June 24, 2007) 3.0%

6.2 An employee appointed from an employment or promotional list shall receive a one-step increase at the satisfactory completion of the probationary period which shall be one-hundred thirty days worked and shall receive an additional one-step increase each year thereafter in their classification until they have reached the maximum of their grade.

6.3 An employee with temporary status shall receive a one-step increase after six months of service, which shall be one-hundred thirty days worked, and after each year of service thereafter in their classification, until they have reached the maximum of their grade.

6.4 Each employee shall be granted a longevity increase according to the following formula:

Percentage Increase

<u>Years of Service</u>	<u>On Base Rate</u>
5	5%
11	10%
15	15%
20	17.5%
25	20%

6.5a Each employee, who has successfully completed a four-course curriculum approved in advance by the Personnel Administrator, shall be entitled to a one-step pay increment next above their current base step (or if the employee is at the maximum of the grade, an increment equal in the amount to the difference between the last step in the pay range and that step immediately prior to it.)

6.5b 1. Persons employed prior to July 1, 2001 may retain the increment provided for in 6.5a but shall be eligible for only one such increment, under the Incentive In-Service Training Program, during the course of his/her employment with the State.

2. A person employed prior to July 1, 2001 may become eligible for multiple increment payments under Paragraph 3 by submitting to the Department of Administration's

Office of Training and Development a written form giving up career increment retention under Paragraph 1.

3. Persons first employed on or after July 1, 2001 shall be eligible to earn an unlimited number of additional increments during their careers, subject to the following:

a. Each earned increment shall be retained for not more than four (4) years; and

b. Each employee shall be eligible to earn additional increments, under the Incentive In-Service Training Program, by commencing additional training three years or more after final payment of the previously earned increment.

6.6 The following schedule sets forth the pay plan, including step increases for each grade in the pay plan. Classification title and grade levels shall be as set forth in Appendix B, Salary Schedules and Grade Levels.

6.7 Employees who work the second or third shift will be paid on Thursday, if possible.

6.8 Overpayments/Fast Track Arbitration

a) In the event an employee is overpaid for any reason, the State shall provide documentation concerning the overpayment to the employee and, upon request of the employee, to the president of his/her local union. The amount of the overpayment shall be repaid to the State by payroll deduction. If the amount of the overpayment is less than 15% of the employee's net bi-weekly pay, the State may

recoup the entire payment in one lump sum. If the overpayment exceeds 15% of the employee's bi-weekly pay, the State may recoup the over payment in installments not to exceed 15% of the employee's net bi-weekly pay.

b) Any dispute between the State and the Union or between the State and any employee, regarding the amount of any overpayment of wages, shall be submitted to fast-track arbitration in accordance with Article 26.7. The arbitrator shall decide issues of fact and, if applicable, the appropriate remedy. If the arbitrator orders the employee to reimburse the State, the reimbursement shall be by payroll deduction in amounts ordered by the arbitrator.

c) In the event that the State and employee agree as to the amount of wages the employee was overpaid, but disagree as to the reimbursement schedule, the payroll deduction reimbursement schedule shall be submitted to fast-track arbitration in accordance with Article 26.7 on a last best offer basis.

ARTICLE 7

SHIFT DIFFERENTIAL

7.1 The "evening tour of duty" shall mean those hours worked between the hours of 3:00 p.m. and 12 midnight. The "night tour of duty" shall mean those hours worked between the hours of 11:00 p.m. and 8:00 a.m.

Employees whose scheduled hours are 7 a.m. to 3 p.m. or 8 a.m. to 4:30 p.m. shall not receive shift differential for the 7 a.m. to 8 a.m. hour or the 3 p.m. to 4:30 p.m. hour and one half.

7.2 All employees, who are permanently assigned to work

sixteen or more hours of a forty hour work week or fourteen or more hours of a thirty-five hour work week during the "evening tour of duty" or during the "night tour of duty" shall be compensated an additional seventy cents an hour over the rate prescribed for the classification in which their work is performed for all hours of the work week.

7.3 Any full-time employee, who is assigned to work during the "evening tour of duty" or the "night tour of duty" for less than the sixteen hours or fourteen mentioned in Section 7.2 of this Article, shall be compensated for the hours actually worked at the rate of shift differential provided herein.

Any employee assigned to the first shift and required to work on the second shift, in addition to working their daily assigned work shift, shall be compensated for the hours worked on the second shift at the rate of time and one-half their normal hourly rate without regard to any added shift differential pay.

Any employee assigned to the day schedule, who is required to change that schedule to work an evening or night tour of duty in place of that employee's regularly scheduled hours, shall receive shift differential pay for such evening or night tour of duty hours actually worked.

Any employee who normally works an assigned "evening tour of duty," who is requested to work the day shift following the completion of their "evening tour of duty" will be compensated for those additional hours of work assigned by receiving time and one-half for those additional hours worked at the employee's base

rate of pay, if overtime payment requirements have been met.

7.4(a) Employees working in the classification of Certified Nursing Assistant (CNA), in Group Homes, the Veterans Home, and State hospitals, shall be paid a stipend of \$_____ per hour for all hours worked on Saturdays and Sundays, effective July 1, 2006.

(b) The Union and the State shall negotiate changes to the seniority provisions applicable to CNAs in order to permit all CNAs working at Group Homes, the Veterans Home, and State hospitals to be assigned to schedules which allow regular weekend days off. In the event that the Union and the State fail to reach agreement on a modification of the seniority provisions to allow this, the stipends referred to above shall not go into effect.

(c) Article 7.4 (a)-(c) shall be null and void if the legislature enacts patient staffing limits applicable to CNAs at the Group Homes, Veterans Home, and State hospitals.

ARTICLE 8

OVERTIME

8.1 It is agreed that when it becomes necessary for the efficient conduct of the business of the State, an appointing authority may direct or authorize overtime work.

8.2 Overtime work shall be defined as the required performance of work in excess of the established work week.

8.3 Compensation for overtime work shall not be paid to employees in the non-standard category.

8.4 Time and one-half shall be paid in each and any of the

following instances, and each instance shall not be dependent on any other instance, but there shall be no pyramiding or duplication of overtime.

All work performed in excess of forty hours and, in those classes of position in which it is applicable, all work performed in excess of thirty-five hours in any week, with the following exception:

When funds become unavailable within a department to pay cash for work performed between thirty-five and forty hours for employees in a thirty-five hour work week, compensatory time shall be credited to the affected employee at the rate of one and one-half times such hours. However, in any event, an employee may elect to take compensatory time in lieu of cash for the hours between thirty-five and forty.

8.5 Whenever an employee is required to work on a holiday designated in this agreement, which falls on their regularly scheduled workday, they shall be credited with the number of hours in their official work schedule for that day, plus the number of hours actually worked at the rate of one and one-half times.

*8.6 Overtime work is to be made a matter of record and distributed fairly and equitably among employees eligible for and capable of performing the work in their respective division and class of position. A record of overtime work will be furnished to the Union at the close of each pay period.

*8.7 Hours which are paid for, but not actually worked,

except sick leave in accordance with R.I.G.L. 36-4-63, shall be counted as hours worked for purposes of overtime compensation.

(*see Letter of Understanding Sick Leave Bill)

*8.8 Overtime shall be offered to employees eligible for overtime on the basis of their seniority in their classification within the division in which they are employed. An employee offered overtime will be excused at their request, provided authorized personnel are available and willing to meet the need; and any employee so excused shall not be offered overtime work again, until their name comes up again in the seniority rotation. In the event that an insufficient number of employees within the classification and division in which overtime work is assigned voluntarily accept the assignment, the State may direct and require employees within the classification and division to perform the work. Such required overtime assignments shall be made in the reverse order of seniority. A record of overtime work will be furnished to the Union at its request.

(*see Letter of Understanding Sick Leave Bill)

8.9 No employee shall be required to work more than sixteen consecutive hours except in a State emergency.

8.10 Employees who accrue compensatory time must use such compensatory time within the fiscal year accrued. Unused compensatory time will be automatically paid to employees at the end of each fiscal year. This section will not apply to compensatory time on the books as of June 1, 1996.

ARTICLE 9

HOLIDAYS

9.1 The following shall constitute the official holidays for the purpose of this Agreement:

New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Victory Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Election Day (any day on which a general election of State officers is held), Christmas Day and any day which the Governor or the General Assembly designate as a holiday.

9.2 If a holiday falls on a regularly scheduled work day, the employee shall be entitled to the day off and shall be credited with the number of hours in their official work schedule for the day.

9.3 Whenever an employee in a standard work week (35 hours or 40 hours weekly) or non-standard employee is required to work on a holiday which falls on their regularly scheduled work day, they shall be credited with the number of hours in their official work schedule for that day, plus the number of hours actually worked. The Hours actually worked shall be compensated at the rate of one and one-half times. This provision as it applies to non-standard employees shall be effective upon ratification of the contract. The parties agree that for the purpose of overtime pay under Section 9.3 of this Article the Christmas, New Years, Fourth of July, and Veteran's Day holidays shall be observed on Saturday or Sunday in those years when such holidays fall on Saturday or Sunday rather than on Monday as provided for by R.I.G.L. 25-1-1 et seq.

The parties further agree, that when such holidays fall on Saturday or Sunday employees who would have otherwise received overtime holiday pay for working on Monday, if the holiday were being celebrated on that day, shall not receive such pay but shall receive their regular rate of pay for that day.

This provision shall not apply to employees whose regularly scheduled work week is Monday through Friday.

9.4 If a holiday falls on one of an employee's regularly scheduled days off, they shall be credited with the number of hours for one day in their official work schedule. The hours so credited for this day shall not be used in the computation of overtime.

9.5 If a holiday falls on a regularly scheduled work day within an employee's vacation period, the employee shall not be charged annual leave for their absence on that date.

9.6 In the event that any holiday listed in Section 9.1 is eliminated by legislative action and a new holiday is not substituted for the holiday that was eliminated during the same legislative session, the State agrees to add one additional day of Personal Leave.

ARTICLE 10

INCLEMENT WEATHER/EMERGENCY

10.1 In the event that the Governor or designee determines that an emergency situation exists and as a result makes a public declaration that an emergency exists or that State offices are closed, the following provisions shall apply:

1. The Department of Administration shall determine the

- designated starting time of the emergency.
2. Employees who are either allowed to leave their work place early or are excused from traveling to work shall be allowed to discharge vacation leave, personal leave or sick leave. An employee who elects to discharge sick leave may discharge up to a maximum of two (2) sick days per calendar year for such events.
 3. Employees who are required to remain at their place of work or to travel to work shall be compensated at the rate of time and one half for each hour worked commencing at the designated starting time of the emergency as determined by the Department of Administration.
 4. Deletion of the prior language in Article 10 shall not negate the practice of granting time off for annual employee outings.
 5. In the event that employees are either allowed to leave their work place early or are excused from traveling to work in accordance with this Article, Section 10.1.3 shall only apply to employees at the affected work place.

ARTICLE 11

SENIORITY

11.1 The parties agree to recognize seniority as defined in the following manner:

Primary Seniority is the length of service within a class of position.

Secondary Seniority is the length of service in which an employee has worked in the next lower rated position in the classification hierarchy.

State Seniority is the length of service in which an employee has worked for the State.

11.2 It is hereby agreed that the parties hereto recognize primary seniority in all cases of shift preference, days off, floats, relief assignments, vacation time, holiday time, job assignments and location assignments within the same bargaining unit (except for temporary assignments of sixty days or less within the Division of Taxation.)

11.3 Where there are no bids under Section 11.2 from within a bargaining unit, the appointing authority shall appoint a member of any bargaining unit represented by Council 94 who bid for a lateral transfer, and this appointment shall be from the top three primary seniority employees so bidding.

Employees who are transferred as the result of a bid for a transfer under this section shall not be eligible to again be so transferred until four months has expired from the date of the latest transfer. The limitation of four months, however, shall not apply to employees in classifications that may require work in a schedule other than the normal seven or eight hour day and the Monday through Friday daily work schedule.

11.4 All new and vacant positions to which recruitment is to be initiated shall be posted on bulletin boards in all work areas within the bargaining units for a period of seven (7) calendar days and notice of such vacancies shall be sent to the Union at the time of the posting. In addition, all new and vacant positions to which recruitment is to be initiated shall be posted at special

predesignated posting sites selected upon recommendation of the Union and approval by the Director of Administration so as to maximize awareness by employees. The list of said vacancies shall also be sent to the Executive Director of Council 94 at the time of posting. Employees who apply for such vacancies shall make a request in writing to the Personnel Office or appropriate administrative officer of the unit where the vacancy exist not later than three days after the posting period has ended. The Union recognizes the right of the State to consider Affirmative Action factors when hiring new employees for any position once Section 4 (a) - (g) of this section are complied with. The Union also agrees that Affirmative Action factors may be taken into account when making a selection among bargaining unit employees when reviewing those employees eligible under this section.

11.4a All new and vacant positions shall be filled from the top six employees represented by Council 94 on the certified promotional list.

11.4b Where there are less than six employees from within Council 94 on the certified promotional list the State will select an employee represented by Council 94 who is on the list.

11.4c Any employee hired after January 1, 1978 and holding temporary or provisional status in a class for which said employee must take a civil service examination may be appointed from any list of eligibles certified by the State Division of Personnel for the class of position in which they are employed, provided said employee is reachable on the list certified.

11.4d Where no list exists for certification, all new and vacant positions shall be filled from within the bargaining unit wherein the new or vacant position exists from the top three state seniority employees, or if there are less than three eligible employees therein, then from the top three state seniority employees from within any other bargaining units covered by the Master Agreement. Whenever there are less than three eligible applicants from within any bargaining units covered by the Master Contract for a vacancy, the State may repost such vacancy.

11.4e All non-competitive positions, to which the parties agree, shall be filled by the top state seniority bidder from within the bargaining unit. If no bids are made from within the bargaining unit, then by the top state seniority employee who is a member of a bargaining unit represented by Council 94 who has submitted a bid.

11.4f If no bids are submitted from any member of a bargaining unit represented by Council 94, then the State has the right to fill from outside the bargaining units covered by this Master Agreement.

11.4g Under the provisions of this Article, the State agrees to supply the Executive Director of Council 94 every certified list and amended certified list used for all positions covered by this

Master Agreement and the name of the employee who was appointed to the new or vacant position.

11.5 The appointing authority shall prepare and forward to the Union office of the appropriate bargaining unit a seniority list of employees by class of positions and shall notify the Union of additions and deletions each month. Seniority lists shall be updated each six months.

11.6 Employees performing work in the bargaining unit shall not be required to perform work in any agency outside their career field classification, except in an emergency which is defined herein.

LAY-OFFS:

11.7 Whenever the State decides on a layoff of persons covered by this Agreement, including a layoff due to job abolishment, such layoff must be reviewed and approved by the Director of Administration or by the Chief Executive Officer of an independent statutory authority, such as the Judiciary. All such layoffs shall be managed by the Office of Personnel Administration. Notification to the Executive Director of AFSCME, Council 94 will be sent fifteen (15) calendar days prior to sending any layoff notice. The following rules will apply to selection for layoff, bumping, and recall:

1. "Seniority" under these rules always means State seniority.
2. Two weeks' notice of layoff shall be given to any employee so affected.

3. The least senior employee in a class selected for layoff in a department, division, agency, or bargaining unit will be identified for a layoff.
4. Bumping rights hereunder apply to an equal or lower class, but not to a higher class.

11.7A Any employee who receives notice of a layoff shall have the right to accept the layoff and be placed on the recall list, or to exercise the following bumping rights:

1. Initial Layoff Notice Plus:

There will be a maximum of three (3) bumps following the least senior employee in a class in a department, division, agency, or bargaining unit being identified for layoff.

2. Priority in Bumping:

- a. FIRST BUMP:

Employees will have the right to bump the least senior employee in any class an employee chooses, including their own, for which such employee is qualified and able to perform in any bargaining unit covered by the Master Contract. The employee so bumped will be required to accept a vacancy within the same class, in the same bargaining unit, if available.

- b. SECOND BUMP:

If no such vacancy is available, that employee will also have the right to bump the least senior

employee in any class for which such employee is qualified and able to perform in any bargaining unit. The employee so bumped will be required to accept a vacancy within the same class in the same bargaining unit, if available.

c. THIRD AND FINAL BUMP:

The final bumpee in any bumping series will be the least senior (by State seniority) employee covered by the Master Agreement, in a position, which the bumping employee is qualified and able to perform such work. The employee so bumped will be laid off and placed on the recall list unless there is a vacancy in such class, in which case the employee will be placed in such vacancy.

11.7B Special Provisions:

1.A. Employees will bring their current status with them into whatever classification they are eligible to bump. Employees who do not have permanent status, and who bump into a different classification will be required to serve a ninety (90) day probationary period. Progress reports will be issued after the first thirty (30) days, sixty (60) days and ninety (90) days.

1.B. If an employee successfully completes this probationary period, the examination will be waived to the extent permitted by law.

1.C. If an employee fails a probationary period, such failure may be grieved by the Union. Absent mutual agreement

between the employer, the Union, and the employee, the employee must serve at least sixty (60) days of the ninety (90) day probationary period, the State will have the option of offering to place such employee in any vacant position which the State deems available and appropriate for such employee in an equal or lower class, which vacancy has been posted. The failure to offer any such vacancy shall not be subject to the grievance and arbitration procedure. If the State makes an offer which is accepted by such employee, with the consent of the Union, the failure of the State to offer such vacancy to any other employee shall not be subject to the grievance and arbitration procedure.

2. Vacancies so filled in accordance with subsection 11.7A (1a), (1b), or (1c) which have not been previously posted will be posted on a closed bid for lateral transfers within the bargaining unit only using primary seniority. Such closed bids will be made within ninety (90) days.

3. If the least senior employee in any classification is a part-time employee working fewer than 35 hours per week, the bumping full-time employee may bypass such person and bump the least senior full-time employee in the same classification.

4. Employees covered by 36-4-59, 36-5-7, or 36-5-8 who have their position eliminated will retain the right to remain in State service in a comparable position with no reduction in salary or status. The State will offer alternative assignments if available.

If the employee chooses not to accept such assignments, the

employee will be subject to the same bumping rules as listed under this section, without loss of salary or status.

11.8 Recall Rights

A. Employees affected by a layoff action, including employees who bumped, will be placed on an appropriate recall list and shall be recalled in order of State Seniority.

B. An employee will have recall rights to a position in the same class in the bargaining unit which management intends to fill, from which the employee was laid off and exercised bumping rights.

Any employee who refuses a recall to an unrestricted position will be removed from the recall list.

C. In addition, an employee who has been actually laid off and is on the recall list will have recall rights to any other position for which such employee is qualified and able to perform, in an equal or lower class, provided such employee has indicated in advance a desire and willingness for the job in "parameters" established at time of layoff, and subject to completion of a ninety (90) day probationary period in the manner specified in subsection 5 in any class in which an employee has never had permanent status, with recourse to expedited arbitration. An employee who refuses three (3) recall offers to unrestricted positions shall forfeit all recall rights.

D. No appointment may be made to any position covered by the Master Agreement in a class affected by a layoff set forth in the preceding paragraphs while an employee who has been laid off is

available for recall and remains on the recall list.

E. The parties agree to make expedited arbitration without going through grievance procedure, the exclusive procedure for resolving disputes over layoff, bumping, and recall.

F. Recall notices shall be sent by certified mail, return receipt requested.

G. Unpaid sick leave and personal leave accruals as of the date of layoff will be frozen for three (3) years from date of layoff.

11.9 Employees appointed from employment or promotional lists shall serve a probationary period of six months, during which time, the appointing authority shall report to the Personnel Administrator every sixty days concerning the work of the employee; and at the expiration of the probationary period, unless the appointing authority files with the Personnel Administrator a statement in writing that the services of the employee, during the probationary period, have not been satisfactory and that it is desired that they not be continued in the service, they shall receive permanent status in their classification. Each new employee, not appointed from a list, shall be considered a temporary employee and also shall serve a probationary period of six months.

11.10 The six months probationary period shall mean one-hundred thirty days worked in the class of position.

11.11 All new and vacant positions shall be filled within three pay periods after the bidding procedure is completed, and an

employee has been selected for the position in question.

11.12 Seniority shall be considered broken for the following reasons only:

- (a) When an employee has been discharged for just cause;
- (b) When an employee voluntarily terminates their employment;
- (c) When an employee fails to respond to a recall notice;
- (d) When an employee fails to notify the departmental director of their absence from work within five working days, unless extenuating circumstances prohibit such notice;
- (e) When an employee fails to renew a leave of absence;
- (f) When an employee engages in other work without authorization while on leave of absence;
- (g) When an employee is laid off in excess of three consecutive years.

11.13 The union recognizes the State's right to reorganize. The following parameters shall be followed by the parties when a reorganization is necessitated by an Executive Order or legislation.

1. The State shall notify the Executive Director, and the President(s) of the affected bargaining unit(s) at least fifteen (15) calendar days in advance of notification to bargaining unit(s) members of its intention to reorganize.

2. The Union and the State shall meet immediately to review and discuss the State's plan for such reorganization and proposed alternatives or changes. The parties will attempt to develop a

mutually acceptable procedure for dealing with bargaining unit members affected by the State's reorganization plan within thirty (30) days of the initial contact with the Executive Director of AFSCME Council 94. If no agreement is reached, the reorganization plan will proceed pursuant to this Article. The Union cannot grieve the inability of the parties to agree to a reorganization plan.

3. That plan shall include a thirty day notification to the affected employees.

4. Affected employees shall be given the right to bid on new assignments by primary seniority.

5. Affected employees who have no available assignments within their classification will be offered vacant positions which the State intends to fill and which have been posted by state seniority in other classifications which they are qualified and able to fill, including positions of equal pay and positions in lower classes without loss of pay.

6. Any employees affected by reorganization that do not exercise seniority to fill any such available comparable assignment or vacancy without loss of pay will be allowed to bump the least senior employee not directly involved in the reorganization in classification within the bargaining unit. If the employee cannot bump the least senior employee in class, the employee will bump the least senior employee in any class, in the bargaining unit, which such employee is qualified and able to fill. The employee bumped shall take whatever comparable assignment or vacancy is available without loss of pay, by State seniority. The rights of the bumping

employee and of the bumpee shall be to a position in an equal or lower class, but not in a higher class.

7. In cases where an entire operation is moved from one location to another, all affected employees will be redeployed.

8. In the event that the number of employees affected by reorganization exceeds the number of available assignments or vacancies, any layoffs will be governed by Articles 11.7 and 11.8.

9. Assignment of bargaining unit work: No grievance shall be filed or supported by the Union alleging that bargaining unit work previously performed within a Council 94 bargaining unit has been assigned outside of such bargaining unit pursuant to the implementation of a reorganization, unless it is in conjunction with a request for a union representation issue as a result of such reorganization. Such grievance would be held in abeyance by the parties until an official decision is issued by the Labor Board or the inter union dispute is resolved through an alternative dispute resolution procedure. In no event shall the union seek nullification of the reorganization as a remedy for such grievance. This section shall be operative only with regard to labor organizations whose collective bargaining agreements contain similar language. Nothing in this Section 9 shall prevent the Union from subsequently pursuing issues under Article 38 based on nullification of the reorganization plan or other such drastically changed circumstances.

10. Reclassification of existing bargaining unit

classifications must be done through negotiations between the parties.

11. Any changes in shifts and/or days off only, shall not constitute a reorganization under this Article and must be done under Article 5 of this Agreement.

ARTICLE 12

VACATIONS

12.1 No employee shall receive any vacation until such employee has completed thirteen bi-weekly pay periods, but vacation credits shall accrue during such time. The following vacation days are credited on January 1 of each year:

Employees with 6 mos. to 10 yrs.	2 days on January 1.
Employees with 10 yrs. to 20 yrs.	4 days on January 1.
Employees with 20 yrs. and over	9 days on January 1.

The remaining entitled vacation is accrued throughout the year.

12.2 It is agreed that all employees covered by this Agreement shall receive a vacation with pay according to the following schedule:

<u>Years of Service</u>	<u>Schedule</u>
1) At least 6 months but not more than 5 years	10 working days
2) At least 5 years but not more than 10 years	15 working days
3) At least 10 years but not more than 15 years	18 working days

- | | |
|---|-----------------|
| 4) At least 15 years
but not more
than 20 years | 20 working days |
| 5) At least 20 years
but not more than
25 years | 26 working days |
| 6) 25 years or more. | 28 working days |

12.3 When the service of an employee shall be terminated by resignation, death, dismissal or otherwise, if such employee shall not have used actual vacation time equal to their vacation credits, such employee or their estate shall, upon such termination, be entitled to receive full pay for each hour of vacation to their credit as of the date of termination.

12.4 Appointing authorities shall assign vacation leave with justice and equity, and once assigned, such leave shall be posted by the State.

12.5 Each employee shall be allowed to take at least two consecutive weeks of vacation at some time during the calendar year.

12.6 Should a question arise between employees as to when their vacation will be taken, the senior employees shall have preference.

12.7 Employees may be allowed to carry over from one year to another not more than the vacation time accrued and credited in two years. Provided however an employee shall only be allowed to be paid for one year of accrual under Article 12.3.

12.8 A record of all vacation time due shall be made available to any employee covered by this Master Agreement in all

departments at least every two weeks (one week after payroll). A record of all vacation time due shall be given to all employees covered by this Master Agreement every three months.

ARTICLE 13

SICK LEAVE

13.1 Sick leave with pay shall be granted to employees covered by this agreement. Sick leave with pay is hereby defined to mean a necessary absence from duty due to illness, injury or exposure to contagious disease and may include absence due to illness or death in the immediate family of the employee (per death) or necessary attendance upon a member of the immediate family who is ill, subject to the provisions of Section 5.0623 of the Personnel Rules in effect at this time. The definition of "Immediate Family" for the purpose of sick leave and bereavement leave, shall include domestic partners of the same or opposite sex who have lived in the same household for at least six (6) months and have made a commitment to continue to live as a family.

13.2 Employees, whose basic work week is thirty-five hours or in the non-standard category, shall accrue four hours for each bi-weekly period of service; employees, whose basic work week is forty hours, shall accrue five hours for each bi-weekly period of service.

13.3 When the total accumulation shall amount to 875 hours (125 days) for an employee assigned to a thirty-five hour schedule or a non-standard schedule and 1000 hours (125 days) for an employee assigned to a forty hour work schedule, no further credit

shall accrue until the total shall have been reduced to less than the maximum.

13.4 When the service of an employee shall be terminated by retirement (mandatory, voluntary or involuntary), or death, such employee or their estate shall be entitled to receive full pay for each hour of accrued sick leave to their credit as of the date of termination, according to the following formula:

A 35 hour a week employee or a non-standard employee shall be entitled to receive a full pay for 50% of all accrued sick leave over 390 hours, up to and including 630 hours and 75% pay for all accrued sick leave over 630 hours, up to and including 875 hours. A 40 hour a week employee shall be entitled to receive full pay for 50% of all accrued sick leave over 468 hours up to and including 720 hours and 75% pay for all sick leave over 720 hours, up to and including 1000 hours.

13.5 The appointing authority may require a physician's certificate or other satisfactory evidence in support of any request for sick leave with pay, but must require a physician's certificate or other satisfactory evidence for each sick leave with pay covering an absence of more than three consecutive working days.

13.6 In the event of death in the employee's family, the employee shall be entitled to absence with full pay "per death" not chargeable to the employee's sick leave accumulation for:

- (a) four (4) days in the case of the death of a spouse (including domestic partner), child (including foster child or stepchild who resides with the employee), mother, father, brother, or sister;
- (b) three (3) days in the case of the death of a mother-in-law, father-in-law, grandmother, grandfather, grandchild or any other relative living in the employee's household;
- (c) one (1) day in the case of the death of an aunt, uncle, sister-in-law or brother-in-law.

If more than the above days of bereavement leave are needed, such additional time must be charged to annual or personal leave.

Sick leave requests must be in accordance with the provisions of Article 13, Sick Leave.

13.7 A pregnant employee, so certified by the employee's physician shall be entitled to use accrued sick leave for any time said employee is unable to work, for medical reasons.

A) At the expiration of maternity leave, the employee shall be returned to the position from which said employee is on leave at the same step of the then current range for said employee's class of position.

B) It is agreed that pregnant employees, who have exhausted their sick leave accruals or who decline to utilize their sick leave, shall be granted a maternity leave without pay. A pregnant employee shall submit written notification to the

appointing authority of the anticipated duration of the maternity leave at least two weeks in advance, if possible, of the commencement of the leave period. Leave shall be granted for a period of not less than three months nor more than twelve months and may be extended by mutual consent; and an early return by the employee may be made upon completion of a minimum of three months and written notice of thirty days to the appointing authority.

C) A pregnant employee shall not be required to commence maternity leave prior to childbirth, unless unable to satisfactorily perform the job duties, and continuance at work does not deprive co-workers of their contractual rights.

13.8 Whenever an employee shall be absent from their duties and receiving compensation as provided in the Worker's Compensation Laws, they shall be granted sick leave in accordance with the rules applicable thereto, in an amount not to exceed their regular compensation. Deductions from accumulated credits shall be applied only to that part of their salary which is paid as an addition to Worker's Compensation payments, and the total of the two shall not exceed the regular salary for a given pay period. Annual leave credits may be applied in the same manner. When such absence shall not be covered by sick leave or annual leave, it shall be deemed to be leave without pay.

Provided, however, that if it shall be determined during the Worker's Compensation proceedings that the injury resulted from a physical assault, arising out of the regular course of employment, the employee's leave shall not be reduced for the first twenty-six

weeks of the disability arising from such an assault. During the twenty-seventh week and thereafter, for the duration of the employee's disability, deductions from accumulated credit shall be applied as indicated above.

13.9 Any employee whose employment requires exposure to X-rays, shall be granted special sick leave credits, not to exceed 120 hours in a calendar year, if such employee is a forty hour employee or 105 hours in a calendar year, if such employee is a thirty-five hour or non-standard employee. Such sick leave credits shall be available and sick leave granted upon the approval of the Personnel Administrator on the written recommendation of the appointing authority. Such recommendations shall be based upon a determination by blood tests or other approved method and supported by a statement from a qualified physician that the health of the employee required such sick leave to permit recuperation from exposure to such occupational hazards.

13.10 Sick Leave Bank:

- A. The State and the Union agree to establish a Sick Leave Bank Committee who shall be responsible to administer a Sick Leave Bank in each bargaining unit covered by the Master Agreement. A separate sick leave bank may be established in a particular department by mutual Agreement.
- B. Each Sick Leave Bank Committee shall be composed of six members, three (3) of whom shall be appointed by the President of the Union and three (3) by the State. The Sick Leave Bank Committee shall establish the rules and

procedures to be used by employees who have contributed to the Sick Leave Bank. Each Sick Leave Bank Committee, may decide, by majority vote, to permit sick leave bank donations to be made on an as needed basis. Decisions of the Sick Leave Bank Committee to grant sick leave bank days shall be by majority vote, shall be final and shall not be subject to the grievance and arbitration provisions of the contract.

C. The following provisions must be included in the rules and procedures adopted by the Sick Leave Bank Committee:

1. The Committee must review the sick leave utilization of any member of the Sick Leave Bank who applies for sick leave from the bank. Sick leave will not be granted to an applicant with evidence of prior sick leave abuse in his or her personnel file or attendance record. Prior utilization of sick leave does not by itself indicate sick leave abuse.
2. The Committee must require adequate evidence of catastrophic illness or injury, which is not job-related, of an employee only (not any family member).
3. The maximum amount of sick leave that the Committee may grant shall be 480 hours per employee assigned to a forty (40) hour work week and 420 hours per employee assigned to a thirty-five (35) hour work week. Hours granted shall not exceed the total hours available in the Bank.

4. Employees must make contributions to the Sick Leave Bank on January 2 of each calendar year. Any employee who does not make a contribution to the Bank shall not be eligible to apply to the Bank for any sick leave.
 5. Members of the bargaining unit who wish to be eligible to apply to the Bank for sick leave shall contribute eight (8) hours of sick leave if assigned to a forty (40) hour work week and seven hours of sick leave if assigned to a thirty-five (35) hour work week.
 6. An employee who applies to the Sick Leave Bank must have used all available accrued and accumulated leave including vacation and personal leave.
 7. Part-time employees may participate on a pro rated basis.
- D. Any unused sick leave remaining in the Sick Leave Bank on December 31 shall not be carried forward into the next year.
- E. If during the calendar year the Sick Leave Bank falls below three hundred fifty (350) hours, the Sick Leave Bank Committee may solicit additional contributions of one additional day (8 hours or 7 hours) from those employees who made a contribution on January 2 of that calendar year.

ARTICLE 14

HEALTH & WELFARE

14.1 The State will maintain the current health benefits through June 30, 2008, through a product provided by Blue Cross, United Health Care, or a substantially equivalent package of benefits delivered through a PPO, except as modified as set forth herein.

14.2 The parties shall consider modest health care plan design changes, to be effective July 1, 2006, that will provide additional savings in the overall cost of the premium which would allocate slightly more costs to the direct users, which at a minimum shall implement increases in Emergency Room co-pays from \$25.00 to \$30.00 and Urgicare co-pays from \$10.00 to \$15.00.

14.3 Effective June 26, 2005, employees shall contribute toward the cost of health care coverage in the amount equal to 2.5% of base wages and 0.5% of other wages. Said amounts shall be via payroll deductions.

14.4 The employee waiver will be increased from \$1,300 to \$2,002 effective January 1, 2002.

14.5 Employee Drug Co-Pay The employee drug co-pay shall be as follows:

Date	Generic	Formulary	Non-formulary
Jan. 1, 2004	\$5.00	\$12.00	\$30.00

The State will explore the feasibility of offering a drug mail order program, which will be less expensive for both the State and the employees.

14.6 The State will provide a vision/optical care program for the employee.

14.7 Dental Program: The State will provide a dental plan for the employees and their family. The coverage shall be \$1,200 under the dental program to be effective upon the expiration of the current dental program.

ARTICLE 15

RETIREMENT

15.1 It is agreed by the parties hereto that all employees covered by this Agreement shall be the recipients and beneficiaries of all retirement benefits contained in the General Laws of the State of Rhode Island as amended from time to time, as well as of any rules and regulations or determinations made by the State Retirement Board as set forth in Title 36, Chapter 8 of the General Laws of the State of Rhode Island as it pertains to said Board's establishment of rules and regulations for the administration and transaction of the business of the retirement system.

ARTICLE 16

GROUP LIFE INSURANCE

16.1 It is agreed that all employees shall be eligible to participate in the State Employees' Group Life Insurance Program, as established by 36-12-6 of the General Laws of 1956, as amended.

16.2 The following provisions of the insurance program are set forth herein:

- a) Each new employee will be automatically covered, unless such employee designates in writing that they desire not to be insured.
- b) Each covered employee will be provided with an amount of group life insurance equal to the amount of their annual compensation taken to the next higher multiple of one thousand dollars, plus an equal amount of group accidental death insurance with dismemberment coverage.
- c) Each such amounts of insurance will be reduced by one percent thereof at the end of each calendar month following the date the employee attains the age of sixty-five years until the amount of such insurance reaches twenty-five percent of the coverage in force immediately prior to the employee's sixty-fifth birthday.
- d) The cost to the employee of such insurance shall not exceed the rate of twenty-five cents bi-weekly for each one thousand dollars of their group life insurance.
- e) Upon an employee's termination from state service, the policy may be converted to an individual policy of life insurance at standard rates.

ARTICLE 17

LEAVE WITHOUT PAY

17.1 It is agreed that, upon written application, an employee with permanent status may be granted a leave without pay, not to exceed six months, subject to renewal for reason of personal illness, disability, educational improvement or other purpose deemed proper and approved by the appointing authority and Personnel Administrator. Approval of such leaves shall not be unreasonably withheld.

17.2 At the expiration of such leave, the employee shall be returned to the position from which they are on leave at the same step of the then current range for their class of position.

17.3 Duly elected Union representatives to Union conferences or conventions shall, upon request, be granted up to ten work days per year of leave without pay, not to exceed eighty employees.

17.4 All employees who on or after January 1, 1996 transfer to a different class or are promoted will be entitled a leave of absence from their previous positions for six (6) months.

17.5 (a) The State need not repost a position which has been filled once the prior incumbent on leave no longer has the right to return to his/her prior position.

17.5 (b) Where a posting is for a position subject to a leave, the posting shall state the nature of the leave and to include the provisions of 17.5 (a).

ARTICLE 18

JURY LEAVE

18.1 Every employee covered by this agreement who is ordered by appropriate authority to report for jury duty shall be granted a leave of absence from their regular duties during the actual period of such duty and shall receive their jury duty pay or their regular pay, whichever is the greater.

18.2 Every employee covered by this agreement, who is subpoenaed to appear in Court on State business on a day off or during vacation, shall be compensated for the time expended.

Any employee who expends time in accordance with this section shall be paid at the rate of time and one-half. A minimum of four hours shall be allocated to each employee, regardless of the time expended less than four hours.

ARTICLE 19

MILITARY LEAVE

19.1 Every employee covered by this agreement who has left or shall leave his/her position by reason of entering the armed forces of the United States (whether through membership in the Reserve of the United States Military or Naval Forces or in Rhode Island National Guard or Naval Reserve, or by reason of enlistment, induction, commission, or otherwise) is entitled to and is hereby granted military leave of absence from said position, commencing with the time of leaving said position for said purpose and continuing throughout the duration of said absence required by the

continuance of service in the armed forces. Such leave of absence shall be deemed to have expired six months after the date of discharge from or authorized separation from active duty as a member of the armed forces. Re-enlistment or other continued service in the armed forces resulting from a choice by the employee shall serve to cancel such leave.

19.2 For the first sixty (60) calendar days of such absence, each such employee who have been employed for one-hundred eighty or more calendar days within the twelve months next preceding such entrance into the armed forces shall be paid by the State the difference between the employee's State salary and military base pay.

19.3 Employees who are called up to military duty in defense of our Nation and mobilized in excess of sixty (60) days shall be paid the difference between the employee's State salary and military base pay for as long as the employee remains deployed on active duty. If the employee provides documentation of his/her military base pay rate, the State shall provide for payments under this Section on an on-going basis through direct deposit or other payment method. The employee shall notify the State at the conclusion of the period of mobilization, so that adjustments may be made to reflect actual military base pay received. Re-enlistment or other continued service in the armed forces resulting from a choice by the employee shall cancel such payments.

19.4 In no case shall such employee receive more than the amount the employee would have received had the employee not been absent from his/her position. No employee shall be allowed to receive pay more than once under this Article for Military Leave for training purposes in a three (3) year period.

19.5 Employees on paid leave, described in paragraphs 19.2 and 19.3 above, shall accrue such sick leave and annual leave credits as would have accrued while working in said position.

19.6 Employees on military leave shall be granted yearly salary increases and longevity increases when due in accordance with the conditions of eligibility outlined in these regulations.

19.7 At the conclusion of such military leave of absence, the employee shall be returned to his/her position, subject, however, to any law or rule which may hereafter be enacted affecting such right of return or defining the conditions under which such return may be made. At the conclusion of each calendar year during such absence, annual leave and sick leave accumulations shall be carried over to the credit of the employee.

ARTICLE 20

MILITARY TRAINING LEAVE

20.1 Employees covered by this agreement who, by reason of membership in the United States Military, Naval or Air Reserve of the Rhode Island National Guard or Naval Reserve, are required by the appropriate authorities to participate in training activities or in active duty as a part of the State military force or special duty as a part of the Federal military force, shall be granted

military training leave with pay not to exceed fifteen working days in any one calendar year. Should the employee be required to participate in such training activities for a period greater than fifteen working days, they shall be granted leave without pay for this purpose.

20.2 During the period of military training leave with pay, the employee shall accrue sick and vacation leave credits.

20.3 Such training activities as defined in this section shall not include weekly drill nights or similar drill periods lasting less than one day or training period voluntarily engaged in by the employee beyond the training period required generally of the members of the respective armed service.

ARTICLE 21

CALL IN TIME

21.1 It is agreed that when an employee is called to work a shift other than their own, they will be permitted to complete the shift period unless they are informed prior to the beginning of the shift that they are only needed for a stated number of hours.

21.2 Employees who are called in to report for work after having left their place of employment and outside their regular scheduled work hours shall receive not less than four hours pay at their overtime rate.

ARTICLE 22

BULLETIN BOARDS

22.1 The State agrees to provide reasonable bulletin board space for exclusive use by the Union where notices may be posted. All notices shall be on Union stationary, signed by an official of the Union and shall only be used to notify employees of matters pertaining to Union affairs. The notices may remain posted for a reasonable period of time. No material shall be posted which is inflammatory, profane or obscene, or defamatory on the State or its representatives, or which constitutes political election campaign material for or against any person, organization or faction thereof.

ARTICLE 23

UNION COMMITTEE

23.1 Designated Union members or officers shall be granted time with pay during working hours to investigate and seek to settle grievances and to attend hearings and meetings and conferences on contract negotiations with State officials. Such time shall be with the approval of the department director involved, and such approval shall not be unreasonably withheld. It is understood that full accountability for the use of such paid leave is a legitimate management concern.

23.2 No Union steward or committee member or representative shall be discriminated against as a result of performance of legitimate Union business.

23.3 The Union shall furnish the State and Department with a written list of its officers immediately after their designation and shall promptly notify the State of any change in such officers.

23.4 Union staff representatives will be permitted to visit Union officers and committee members on State premises for the purpose of discussing Union business.

23.5 Block time for union officials including implementation and accountability procedures for such time, can be subjects for mini-contract negotiations. There will be no deadline for entering into mini-contract negotiations on this issue.

23.6 The provisions of the Master Contract and mini-contracts on block time for union officials, if any, shall supersede all existing inconsistent memoranda, policies.

23.7 The State agrees to pay the cost of printing the agreement and will provide sufficient copies to the Union.

ARTICLE 24

DISCIPLINE & DISCHARGE

24.1 Disciplinary action may be imposed upon an employee only for just cause. Any disciplinary action imposed upon an employee may be processed as a grievance through the regular grievance procedure as outlined in Article 25. If the appointing authority has reason to reprimand an employee, it shall be done in a manner that will not embarrass the employee before other employees or the

public. Initial minor infractions, irregularities, or deficiencies shall be privately brought to the attention of the employee. After a period of one year, if the employee has not committed any further infractions of appropriate rules and regulations, written reprimands shall be expunged from the employee's personnel records, oral reprimands shall be removed from the personnel file after six months. Each employee shall be furnished with a copy of all performance evaluations or disciplinary entry in their personnel record and shall be permitted to respond thereto. The contents of an employee's personnel record shall be disclosed to the employee upon the employee's request and shall be disclosed to the employee's Union representative. Where appropriate, disciplinary action or measures shall include only the following:

1. Oral Reprimand
2. Written Reprimand
3. Suspension
4. Discharge
5. Demotion where appropriate

When any disciplinary action is to be implemented, the Appointing Authority shall before or at the time such action is taken, notify the employee and the Union in writing of the specific reasons for such action.

24.2 The Appointing Authority shall not discharge or suspend an employee without just cause. Within two weeks of such suspension or discharge, the Union may file a grievance with the State Labor Relations Administrator as set forth in Article 25 and

such hearing shall be held no later than three days after the Union's request.

24.3 In the event that an employee is dismissed, demoted or suspended under this section, and such employee appeals such action and their appeal is sustained, they shall be restored to their former position and compensated at their regular rate for any time lost during the period of such dismissal, demotion or suspension.

24.4 An employee may be granted a demotion upon request, when recommended by the appointing authority and approved by the Personnel Administrator. In this instance their current status shall be transferred to the lower class.

ARTICLE 25

GRIEVANCE PROCEDURE

25.1 For the purpose of this agreement, the term "grievance" means any difference or dispute between the State and the Union, or between the State and any employee with respect to the interpretation, application, or violation of any of the provisions of this agreement.

25.2 There shall be a grievance procedure as follows:

Step 1.

- (a) A grievance shall be presented by the aggrieved employee and/or by the Union within ten (10) days of the employee's and/or Union's knowledge of the occurrence of such grievance.
- (b) An aggrieved employee shall discuss their problem

with their Union representative and immediate supervisor, who shall attempt to settle the problem within one working day.

Step 2.

- (a) If the grievance is not resolved in Step 1 above, it shall be reduced to writing and submitted to the designee of the Director of the Department of Administration by the aggrieved employee and/or by the Union within fourteen (14) days of the employee's and/or Union's knowledge of the occurrence of such grievance. The written grievance shall set forth the factual and contractual allegations of the grievance, as well as the relief requested. The aggrieved employee and/or the Union representative shall meet, within fourteen (14) days of the submission of the written grievance, with the Director's designee who shall conduct a hearing on the grievance. Two (2) Union officers and the aggrieved may present the grievance at the hearing. Such designee shall render a written decision to the Union and to the employee within fourteen (14) days of the hearing. The decision shall respond to the factual and contractual allegations of the grievance.

Step 3.

- (a) In the event the grievance is not settled in a manner satisfactory to the aggrieved member and/or the Union, then such grievance may be submitted to arbitration in the manner provided herein, within thirty (30) days from the transmittal of the Step 2 decision. Either party to this agreement shall be permitted to call witnesses as part of the grievance procedure. The State, on request, will produce payroll and other records, as necessary. Members of the Union committee, stewards, the aggrieved employee and employee witnesses who are State employees will be paid at their regular rate up to their normal quitting time for time spent in processing grievances. The Union representative will have the right to assist the aggrieved at any step of the grievance procedure.

Miscellaneous

- (a) Nothing contained herein deprives an individual employee of the right to process their grievance without Union representation. If such grievance is processed without Union representation, the facts and disposition of said grievance will be furnished to the Union.
- (b) The grievant may be represented by a third party at Step 2 or Step 3 of this procedure, upon the mutual

consent of the State and the Union in writing.

- (c) It is also agreed that in all cases of suspension, dismissal or class actions, the aggrieved and/or the Union may go immediately to Step 2 of the grievance procedure.

25.3 A Civil Service employee may process their grievance through either the grievance procedure or before the Personnel Appeal Board. However, the initiation of a matter before the Personnel Appeal Board shall be deemed a waiver of the employee's right to utilize or continue to utilize the grievance procedure provided herein with respect to that matter.

25.4 The State shall allow each employee in the bargaining unit the right, upon request, to review the contents of their personnel file. No material derogatory to an employee's conduct, service, character or personality will be placed in said employee's personnel file, unless they have had an opportunity to review the material.

Material including references obtained relative to an employee's initial appointment shall be considered confidential and not subject to review by the employee.

25.5 Sustained grievances will be implemented or the necessary paperwork to implement the decision will be initiated within five (5) working days after the receipt of the decision by the department.

25.6 A subcommittee for both parties shall continue to negotiate over a supplemental agreement to improve the grievance

procedure. The committee shall consist of four (4) members, two (2) selected by each party. The Committee shall meet no less than monthly commencing in March 1996. Recommendations shall be submitted to the State and AFSCME Council 94 for possible agreement in an addendum to the existing contract, no later than January 1, 1997.

ARTICLE 26

ARBITRATION

26.1 If a grievance is not settled under Article 25, such grievance shall, at the request of the Union or the State, be submitted to arbitration. The parties shall attempt to mutually agree on an arbitrator through such procedures, as they consider appropriate. In the absence of an agreement the matter will be referred to the American Arbitration Association.

26.2 The decision of the arbitrator shall be final and binding upon the parties. The expense of such arbitrations shall be borne equally by the parties.

26.3 Only grievances arising out of the provisions of this contract, relating to the application or interpretation thereof, may be submitted to arbitration.

26.4 All matters concerning changes in wage schedules, monetary fringe benefits or any other matters requiring the appropriation of money shall not become a subject for arbitration. It is understood that this section shall not be applied to any obligation arising under this agreement.

26.5 All submissions to arbitration must be made within 30 days after the grievance procedure decision.

26.6 Discharge, suspension, health and safety grievances must be heard in arbitration within four months and the demand must be filed within ten days of the grievance decision, if the Union desires an accelerated arbitration on such issues, and same will be scheduled, if possible.

26.7 FAST TRACK ARBITRATION: A panel of six (6) arbitrators mutually selected shall hear cases on a rotating basis, not less than one day each month. The parties shall mutually select not less than three (3) nor more than six (6) cases to be heard on any day. The cost of arbitration shall be shared equally by the parties. A brief, summary decision shall be provided by the arbitrator within five (5) working days of hearing. The decision will be final and binding, but not precedential.

26.8 Whenever expedited arbitration is required by this Agreement, as for example, in disputes over layoff, bumping and recall, the "fast track" panel of arbitrators shall rotate in all such cases. The American Arbitration Association Rules for Expedited Arbitration shall be applied by the panelists to the conduct of the proceeding. Any such arbitration award will be accorded the same impart as if the regular arbitration procedure had been utilized.

ARTICLE 27

MEDIATION

The Rhode Island Department of Labor and the Federal Mediation and Conciliation Service, recognizing that a mechanism which provides for an informal and expeditious resolution of grievances not only alleviates the costs attributed to arbitration, but also creates a more harmonious Labor-Management relationship, hereby enter into this agreement with the State of Rhode Island and Council 94 of the American Federation of State, County and Municipal Employees. The purpose of the agreement is to provide for the mediation of grievance disputes as an alternative to arbitration. The program will be administered by the Department of Labor. It is understood by the parties that this program will exist for so long as or until such time as either party notifies the Director of Labor that it wishes to terminate the agreement.

The following procedures will be followed in the use of meditations.

1. Before a grievance is submitted to mediation; it must have been processed through the third level of the internal grievance procedure.
2. The parties by mutual consent may submit unresolved grievances to mediation by filing a request for a hearing with the Director of Labor within fifteen work days of the receipt of the written response to the grievance at the Labor Relations Level of the Grievance Procedure.
3. The Department of Labor will assign a mediator to the

grievance within ten working days of the receipt of the parties request for mediation. The mediator will ordinarily be an employee of the State Department of Labor or the Federal Mediation and Conciliation Service.

4. The assigned mediator will schedule a mediation conference at a mutually agreeable time, normally, at the Rhode Island Department of Labor, no later than fifteen working days after their assignment to the case. The mediator will ordinarily schedule no more than three grievances for conference in a single day. The decision to postpone a hearing shall rest with the mediator.
5. Should the assigned mediator be unable to execute their responsibilities within the prescribed time period, another mediator shall be assigned to the case unless the parties mutually agree to retain the mediator and hold the Conference at a later date.
6. Grievances will be mediated one at a time in an informal setting. Relevant factors will emerge in a narrative fashion, without examination of witnesses, formal rules of evidence or record-keeping.
7. The individuals necessary to effectuate the resolution of the grievance shall be in attendance.
8. The mediator may schedule and structure meetings in whatever manner said mediator believes is most productive (joint, separate, off-the-record meetings, etc.).
9. Should the parties not be able to resolve the grievance

to their mutual satisfaction after a reasonable period of time, the mediator or either one of the parties shall withdraw the case from mediation.

10. It is understood by the parties that in no event will the mediator issue an advisory opinion on the matter.
11. Should the parties resolve the grievance as a result of the mediation process, the parties shall sign a settlement, which will set forth the terms of the agreement that they have reached. It is understood all grievance settlements will not be considered as precedent-setting unless the parties agree that to be the case in the terms of the settlement.
12. It is understood by the parties that all discussions between the mediator, the disputing parties and/or the grievant shall be privileged and treated as confidential. Any settlement proposal made by either party at the mediation session shall not be referred to at any future arbitration hearing or any other proceeding.
13. All written material which is submitted to the mediator during the mediation conference will be returned to the respective parties upon conclusion of the meeting.
14. It is agreed by the parties that any mediator conducting a grievance mediation conference shall not be called as a witness in any arbitration, administrative hearing or court proceeding arising out of a grievance.

ARTICLE 28

HEALTH & SAFETY

28.1 The State shall make every reasonable effort to provide and maintain safe working conditions relating to the safety and health of employees.

28.2 Each supervisor shall take prompt and appropriate action to correct any unsafe conditions or actions which are reported to or observed by them.

28.3 In any department where no Health and Safety committee exists, at the request of the Union a safety committee shall be appointed. Such committee shall be composed of three members selected by the Union and three members selected by the Director. The Union and the State shall have one co-chair each. Each local Union shall have a committee as designated above, if requested. Meetings shall be held monthly unless two or more members of the joint committee determine that additional meetings are necessary. Each local union reserves the right to have its own Health and Safety Committee.

28.4 The Health and Safety Committee shall also consider recommendations for meal facilities, uniforms, clothing, equipment, and parking for all employees.

28.5 The members of each local may report conditions which they consider unhealthy or unsafe to the President of the Local who shall be authorized to submit them to the Health and Safety Committee for consideration.

28.6 Employees shall not be required to use their personal

tools in carrying out their duties.

ARTICLE 29

TESTING

29.1 Employees who have the education and/or experience or have been previously admitted to the subject examination; or if the examination is for a position in the same pay grade or lower shall be given administrative leave to take such civil service examination upon timely application.

ARTICLE 30

NO STRIKES OR LOCKOUTS

30.1 The Union and its members will not cause, call or sanction any strike, work stoppage, or slowdown, nor will the State lockout its employees during the terms of this agreement.

30.2 It is agreed that all provisions of this agreement are binding on each of the individuals covered by this contract.

30.3 If, during the life of this agreement any employees represented by the Union engage in a strike, work stoppage or slowdown contrary to Article 30.1, the Union shall promptly notify the State Labor Relations Administrator, in writing, that the action is unauthorized and shall promptly take steps to end the unauthorized action. The State agrees that if the Union complies with these requirements, the Union shall not be liable for any damages caused by unauthorized strike, work stoppage or slowdown.

ARTICLE 31

SEVERABILITY

31.1 In the event that any Article, section or portion of this agreement, or any arbitrator's decision rendered under the terms of the agreement, is found to be invalid by a decision of a tribunal of competent jurisdiction or is unreasonably inconsistent with a national policy of wage and price controls, or shall have the effect of loss to the state of funds made available through federal law, then such specific arbitrator's decision, Article, section or portion specified in such tribunal decision or so in conflict or having such effect shall be of no force and effect, but the remainder of this agreement shall continue in full force and effect. In such an event, either party shall have the right immediately to reopen negotiations solely with respect to a substitute for such Article, section or portion. The parties agree to use their best effort to contest any such loss of federal funds which may be threatened.

31.2 Except as otherwise expressly provided herein, all privileges and benefits which employees have hitherto enjoyed shall be maintained and continued by the State during the term of this agreement.

ARTICLE 32

EDUCATION & TRAINING PROGRAM

32.1 The State and the Union recognize the need for the development and training of employees to fulfill the State's workforce requirements for maintaining the efficiency of operations, quality, and service. The State subscribes to the principles of career ladders and promotions from within its organization. The State agrees to establish an education and training committee to consider the needs of State employees in this area of concern.

32.2 During the course of negotiations, Council 94 proposed that the parties seek to establish an apprenticeship/career opportunity program. The parties agree to establish a committee to explore the need for such a program in State government for employees.

32.3 The committee shall be composed of four members designated by the Union and four members designated by the State. The committee shall study the need for an apprenticeship/career opportunity program for State employees and identify what is required to establish an apprenticeship program. They shall further identify sources of funds to implement an apprenticeship program, identify and explore other related issues.

32.4 The committee shall make periodic reports to the Union and the State.

32.5 Appointments to the Education and Training Committee and

the Apprenticeship/Career Opportunity Committee shall be made by both parties within thirty (30) days of the signing of this agreement.

ARTICLE 33

SUB-CONTRACTING PROCEDURE

33.1 The State shall continue to provide work for employees in the bargaining units, and shall avoid, insofar as is practicable, the sub-contracting of work performed by employees in the bargaining unit on the date of this agreement, provided however:

33.2 The State agrees that upon considering sub-contracting of any work presently performed by an employee which would have an adverse affect upon job security, wage rate, or classification status of any employee in the bargaining unit, it shall:

(1) Notify the Union's Executive Director in writing of its intention six months in advance of sub-contracting, and

(2) Whenever the State seeks and obtains bids from prospective sub-contractors, it shall, at least sixty days before binding itself to any sub-contracting agreement, notify the Executive Director of the Union that it has received the bids and shall grant the Union a reasonable opportunity to meet with the Director of Administration or other appropriate State Officials to discuss the advantages and disadvantages of sub-contracting and to develop a mutually acceptable plan for protecting the interests of any employees who will be affected.

The State's assurances in the development of such plan would

be to:

- (1) Place employees affected by the sub-contracting into available jobs which they can perform;
- (2) Place employees laid off on a preferred hiring list for recall;
- (3) Prohibit the hiring of any new employees to positions which the affected employees could perform;
- (4) Attempt to waive or modify any law or regulation, which would in any way deny preferred treatment of affected employees. In the event that such mutually acceptable plan is not resolved, either party may request the Federal Mediation and Conciliation Service to attempt to resolve the dispute. If such efforts do not provide a mutually acceptable plan, the FMCS shall recommend steps to be taken by the parties, but in any event, employees adversely affected by sub-contracting shall be enabled to utilize the seniority rights as established in this Agreement.

ARTICLE 34

LABOR MANAGEMENT COMMITTEE

34.1 During the term of this agreement, the parties agree to meet concerning the overall administration of the agreement, problems concerning the welfare of the State and the Union, and other matters of importance. The Committee shall consist of three members from the Union, one of which must be the Executive Director or their designee, and three members of the State administration, one of which must be the Labor Relations Administrator or their designee.

ARTICLE 35

LEGAL DEFENSE

35.1 The State agrees to provide legal defense for and to hold harmless the employees who are defendants in civil litigation arising from their conduct on behalf of the State. Provided, however, that this provision shall apply only in cases in which the employee is being sued for errors or mistakes in intellectual judgment or analysis and shall not apply to physical acts of the employees, except in reasonable self-defense.

ARTICLE 36

COMPENSATION PLAN/MALPRACTICE COMMITTEES

36.1 The parties agree to the formation of a Compensation Plan Committee composed of five members each from the Union and the State who will meet no later than thirty days after the date of this Agreement to review the State Compensation Plan, including job specifications, qualification standards, rate ranges, and grades, examination, rate premiums and in-service training.

36.2 The parties agree to form a malpractice committee of seven members consisting of three members appointed by the State, three members appointed by the Union and the six members to choose a seventh member, who shall preside over the meetings. This committee shall be formed within thirty days after the signing of this agreement.

36.3 The purpose of the malpractice committee shall be to study the necessity of providing malpractice insurance to licensed

practical nurses, Phlebotomist, and any other employees subject to malpractice suits.

36.4 Said malpractice committee shall continue for the duration of the Agreement and meet at the call of either party.

ARTICLE 37

P.E.O.P.L.E. DEDUCTIONS

37.1 Upon receipt of a voluntary written individual order therefore from any of its employees covered by this Agreement on forms provided by the Union, the employer will deduct from the pay of such employee those P.E.O.P.L.E. contributions authorized by the employee.

ARTICLE 38

NON-PERFORMANCE OF BARGAINING UNIT WORK

38.1 Work normally performed within an established bargaining unit shall not be performed by any employee outside said bargaining unit, except in an emergency situation.

ARTICLE 39

CASE LOADS

39.1 The State and the Union shall study the issue of maximum target case loads, based upon FY 06 as the study period, for CNAs at the Veterans Home, Staff Investigators and Senior Compliance Officers at the Rhode Island Commission for Human Rights, investigators at the Department of Elderly Affairs, and Eligibility Technicians at the Department of Human Services, and establish maximum target case loads for FY 07. In the event that reallocation of existing FTE's is not sufficient to permit the maintenance of such target case loads, the State and the Union shall jointly approach the legislature to request authorization for the appropriate number of FTE's to allow for implementation of the aforesaid target case loads.

ARTICLE 40

MILEAGE PROVISIONS

40.1 When an employee is required by the employer to use his or her vehicle for official State business he/she will be paid mileage at the rate set by the federal General Services Administration. The GSA mileage rate shall be adjusted on July 1st and January 1st of each year to reflect the rate that is in effect on those dates.

ARTICLE 41

PERSONAL BUSINESS LEAVE

41.1 The State shall allow each employee a maximum of thirty-two hours or the equivalent of four working days leave with pay per fiscal year to be used for personal business and/or religious observance. Personal leave with pay may be used as follows:

(a) One-half day on Good Friday afternoon;

(b) One-half day on the day before Christmas;

(c) One-half day on the day before New Year's Day, and;

(d) Two and one-half days for personal business and/or other religious observance.

41.2 Employees shall not be required to state the reason for personal leave.

41.3 Prior approval for personal leave must be obtained and may only be denied if the resulting absence interferes with the proper conduct of division functions. Employees denied personal leave on Good Friday afternoon, the day before Christmas, or the day before New Year's Day, due to the "interference with the proper conduct of Division functions," shall be entitled to take the half day personal leave at another time.

41.4 Personal leave shall not be carried over from year to year.

41.5 Grievances arising out of this provision shall be filed directly with the Office of Labor Relations; a hearing and decision shall be rendered within twenty-four hours of the receipt of such grievance.

41.6 Employees originally appointed prior to April 1st shall be entitled to four personal leave days as provided in this Article.

41.7 Employees originally appointed between April 1st and prior to June 30th shall be entitled to three personal leave days as provided in this Article.

41.8 Employees originally appointed between July 1st and September 30th shall be entitled to two personal leave days as provided in this Article.

41.9 Employees originally appointed after September 30th shall be entitled to one personal leave day as provided in this Article.

ARTICLE 42

RECLASSIFICATION AND/OR UPGRADING

42.1 During the term of this Agreement any employee who believes their responsibilities more closely resemble the job description of another classified position, rather than the one assigned, or any employee asked to perform responsibilities out of classification, or any employee whose duties have been significantly changed to reflect duties required of a higher classification, may appeal for reclassification or upgrading to that position in the following manner:

A. Make a request in writing for a desk audit to the Personnel Officer or other appropriate official within the agency. The employee shall be furnished with a questionnaire within five working days of said request.

B. Within five working days, upon receipt of the completed questionnaire, the employee's immediate supervisor and Department Director shall forward said questionnaire to the Division of Personnel, Classification Section, for study. The Department Director or their designee shall then notify the employee and Union that documents were sent to Personnel.

C. Within sixty working days after receipt of said questionnaire, the Personnel Division shall issue a finding relative to the merits of the employee's claim. The report will be in writing, and it will set forth specific reasons for approval or denial. A copy of this report will be forwarded to the employee and the Union.

D. If the appeal is granted, it shall be implemented in accordance with the provision of Merit System Law and Personnel Rule 2.016:

"When an employee holds permanent status, or is serving probationary period in a class of position and the position is reallocated to a different class of position, the Personnel Administrator may approve their employment in said different class of position with the status held in the former class, if their name appears on a current list deemed appropriate by the Personnel Administrator, or if they pass a non-competitive examination of the same degree of difficulty as an open competitive examination for said different class of position; otherwise, the employee may be employed in the

said different class of position only with temporary status, subject to the provisions of the Act and Rules."

If an employee's position is reallocated from a standard to a non-standard classification, and the overtime payments to be repaid exceed the amount of retroactive pay resulting from the reallocation, then for pay purposes the reallocation shall be prospective only and the employee shall neither be paid retroactively nor obligated to repay overtime payments received.

E. If the appeal of the employee is denied by the Personnel Division, then the employee may appeal to the Director of Administration or their designee, who shall conduct a hearing with the employee within ten working days of the request for an appeal by the employee. The Director of Administration or said designee shall render a decision in writing containing specific reasons for approval or denial within ten working days of the hearing. Copies will be sent to the employee and the Union.

F. If the appeal is denied by the Director of Administration, the employee may appeal to the State Personnel Appeal Board. The decision of the Personnel Appeal Board shall be final and binding.

G. If the appeal of the employee is granted, the employee will be paid retroactively to the date of filing.

H. The State agrees that work will not be reassigned for the purpose of avoiding reclassification or upgrading during a reclassification or upgrading appeal.

I. In the event the employee is in fact working out of classification, or their job is determined to be in need of an

upgrading, the State may exercise one of three options:

1. The employee should be reallocated to the position that best represents the duties performed by the employee, or;
2. Inform the employee they are not to perform any duties other than those required of the class specifications for said position, or;
3. Create a classification which reflects the duties performed by the employee.

42.2 It is agreed by both parties that there is direct relationship between registered nurses and licensed practical nurses and that custom and tradition has been observed in the payment of wages and benefits between two classifications.

It is further agreed that a study of these classifications and their relative grades should be made and that equity be served in the establishment of a grade for Licensed Practical Nurses proportionate to their duties and responsibilities to Registered Nurses.

Further, that as soon as this is established, the correct grade for a Licensed Practical Nurse should be established at the conclusion of said study.

ARTICLE 43

TUITION REIMBURSEMENT

43.1 Employees within the bargaining unit under this program may apply to have the cost of tuition and required books reimbursed for approved courses taken at approved or accredited colleges or universities, trade schools or continuing adult education programs which are job related or required as part of job related degree programs and for which the employee receives at least a Grade C for undergraduate courses and a Grade B for graduate courses. Requests to take courses under the program must be presented in advance to the employee's appointing authority who will make recommendation for approval or denial to the Education Committee.

43.2 Tuition reimbursement shall be funded in an amount not to exceed \$75,000 per calendar year. Unused funds shall not be carried from one year to another.

43.3 Employees under this program shall not be allowed to attend courses during the employee's normal working hours.

43.4 An Education Committee shall be established consisting of four members appointed by Council 94 and four members appointed by the State. The Committee shall review all course requests and shall provide all policies and procedures for implementation of the tuition reimbursement program for both undergraduate and graduate programs.

43.5 Course reimbursement shall be made in a fair and equitable manner and shall benefit the greatest number of employees as is practicable. Course reimbursement shall be made on the basis

of State seniority, by local, on a rotating basis.

ARTICLE 44

DAY CARE

44.1 The parties agree to form a committee consisting of four representatives designated by the Union and four representatives designated by the State. This committee shall meet within 30 days of the ratification of this contract and at other times thereafter as the members may deem necessary.

44.2 The committee shall have as its purpose the task of determining the feasibility of establishing day care facilities for State employees. The committee shall consider the following:

1. Center location sites.
2. The number of children who will be served.
3. The minimum age and maximum age of children to be served.
4. Criteria for eligibility of parents.
5. Hours.
6. Who should offer the service.
7. Administration and fees.
8. Licensing and legal requirement.
9. Any other related issue.

The committee shall report its findings concerning day care to Council 94 and the State, as they become available. The

State and the Union shall meet to discuss in good faith the findings of the committee and possible implementation.

ARTICLE 45

RETIREE MEDICAL COVERAGE

45.1 The State and the Union have agreed that any employee covered by the contract that retires in accordance with R.I.G.L. 36-8-1 et seq. shall be able to elect to receive employer paid individual medical coverage.

45.2 An employee who elects to receive individual medical coverage must notify their appointing authority not less than two weeks notice of their intention to retire.

45.3 An employee who elects to receive individual medical care coverage shall receive basic individual Blue Cross Plan 100 and major medical or its equivalent. If an employee retires under this provision prior to reaching age sixty-five, in that event, when such an employee reaches age sixty-five, they shall receive individual plan sixty-five or its equivalent. If an employee has already reached age sixty-five and elects to receive individual medical coverage under the provision, they shall receive individual plan sixty-five or its equivalent.

45.4 An employee who elects individual medical coverage under this provision may elect to purchase medical coverage for the family at their expense at the group rate.

45.5 Present employees who have at least thirty years of service and who are not covered under the provisions of FICA and are therefore not entitled to medicare supplement shall continue to

receive medical coverage and the State shall pay ninety percent of the cost. When such employee reaches the age of sixty-five, the State agrees to pay one hundred percent of the premium.

45.6 The following formula will be used for paying the cost of individual coverage for employees who retire:

Years of Service	Age	State's Share	Employee's Share
10-15	60	50%	50%
16-22	60	70%	30%
23-27	60	80%	20%
28+	--	90%	10%
28+	60	100%	0%
35+	Any	100%	0%

45.7 At Age sixty-five, upon reaching eligibility for Medicare supplement, the formula shall be increased as follows:

Years of Service	Age	State's Share	Employee's Share
10-15	65+	50%	50%
16-19		70%	30%
20-27		90%	10%
28+		100%	0%

ARTICLE 46

ALTERATION OF AGREEMENT

46.1 The State and the Union acknowledge that this agreement represents the results of collective bargaining negotiations between the said parties conducted under and in accordance with the provisions of the Labor Relations Act and constitutes the entire agreement between the parties for the duration of the life of said agreements; each party waiving the right to bargain collectively with each other with reference to any subject matter, issue, or thing whether specifically covered herein or wholly omitted herefrom and irrespective of whether said subject was mentioned or discussed during the negotiations preceding the execution of this agreement.

46.2 It is hereby agreed that any alteration or modification of this agreement shall be binding upon the parties hereto only if executed in writing.

46.3 The waiver of any breach or condition of this agreement by either party shall not constitute a precedent in the future enforcement of all the terms and conditions herein.

46.4 Both parties recognize that there may be hours, holidays and working conditions peculiar to specific bargaining units covered by this agreement. To this extent, it is agreed that the parties may enter into mini-contracts covering specific bargaining units upon request for negotiations made by either party within thirty days from the signing of this agreement.

46.5 Clothing allowance subject to binding arbitration for

those employees who have or had in the past received clothing allowance.

46.6 U. R. I. student help to be resolved in the mini-contract.

46.7 Flextime subject for mini-contract.

46.8 Mini-contracts shall be in negotiations for a period of not more than ninety days of original request. Any unresolved issues, at the conclusion of this time, shall be submitted to expedited arbitration, and said arbitrator's award shall be binding on both parties, provided, however, that matters concerning changes in work schedules, monetary fringe benefits or other matters requiring the appropriation of money shall not become a subject for arbitration.

46.9 All present mini-contracts in existence shall remain in full force and effect until renegotiated by the parties.

ARTICLE 47

TRANSITIONAL EMPLOYMENT

47.1 The parties recognize the desirability of light duty assignments as a means of returning injured workers to productive employment.

The director and/or their designee in agreement with the local Union shall define and assign transitional employment for employees who have job related injuries, which prevent or limit

performance of full job duties and responsibilities within the following parameters:

Based upon clearly defined medical verification, the parties shall modify the tasks of the employee including job task, hours, shift and/or work location, to provide transitional employment in order to accommodate the employee's injury.

If no transitional employment is available in the employee's classification, the employee may be offered work outside their classification on a limited basis with approval of the local Union. The transitional employment for such employees shall be reviewed on a regular basis. The review interval shall be agreed upon by the local Union involved, the appointing authority, and the employee. The transitional employment period shall not exceed six months unless mutually agreed upon by the local Union involved, the appointing authority, and the employee with medical documentation. If the employee cannot return to their classification and/or assignment based upon medical verification after attaining maximum medical improvement, the State shall attempt to assist them with other employment, education, or training in State service within the bargaining unit in accordance with the Master Contract and the Worker's Compensation Laws.

If the injury is not job related and the employee requests to return to work, the appointing authority upon receipt of medical verification that the injured employee can perform limited tasks in their classification, the appointing authority, subject to the needs of the department may modify the tasks of the

employees' normal assignment to enable the employee to return to work after utilization of the employees' sick leave.

Any such transitional employee will not displace any bargaining unit member while participating in the program.

ARTICLE 48

TEMPORARY SERVICES

The State may employ temps to perform bargaining unit work subject to the following provisions:

1. Such temps will be considered members of the bargaining unit and shall pay either union dues or an agency service fee.
2. Temps shall be paid at the first step of the pay plan for the classification in which they are employed and shall receive no benefits (e.g. health insurance).
3. Temps shall accrue seniority and shall be eligible to bid for vacant positions after all other employees represented by Council 94 have exhausted their bidding rights.
4. Temps shall remain "at will" employees and shall not be covered by the contract except for compliance with the pay provision and the right to bid for a vacant position.
5. There shall be a statewide cap of 50 temps under the Master Agreement, excluding temps employed under existing departmental agreements. Departmental agreements governing the use of temps for a programmatic purpose shall be for a duration of six (6) months, renewable for good reason for additional six (6) month periods. If

either a local union or a department alleges that agreement on the use of temps is being unreasonably withheld, such negotiations shall cease and the matter shall be reviewed and resolved by the Director of Administration and the Union President. Failing such resolution, such department may utilize temps in compliance with this Agreement and the Union may submit the dispute to binding arbitration.

6. Nothing in this Article shall restrict or supersede existing departmental agreements over the use of temps.

7. When a department hires a temp pursuant to the agreement, the President of the Local Union will be notified.

ARTICLE 49

EMPLOYEE FEEDBACK PROGRAM

49.1 A joint committee composed of six (6) members, three (3) plus the Director of Administration appointed by the State, and three (3) plus the President of the Union appointed by the President of the Union, will establish, implement, and monitor a process by which employees and their supervisors discuss performance goals and obtain feedback with respect thereto.

The intent of the parties is to adopt existing models of process and feedback forms to each department and to implement such process on or about July 2001.

No written forms or other aspects of the feedback process shall be used to impose discipline, select for promotion, or assignment, or for any type of adverse personnel action.

Forms or documents applicable to individual employees shall not be public records but shall be protected by the principle of confidentiality applicable to employee personnel records.

Special problems in the administration of this Article shall be addressed by the Union President directly with the Director of Administration at the request of either such party.

The employee feedback form shall be retained in the employee's personnel file for a period of one (1) year. Only the most recent feedback material shall be included in the individual employee's personnel file.

ARTICLE 50

PARITY

50.1 Subsequent to the ratification of this agreement by Council 94, any increases in wages or benefits received by any other labor organization through negotiations, beyond those contained herein, shall be extended to employees covered by this agreement. In the event such wages or benefits are directly related to concessions made by other labor organizations, Council 94 shall have the option of making concessions of equal value in order to qualify for receipt of such wages or benefits.

ARTICLE 51

TERMINATION & REOPENING OF AGREEMENT

51.1 This agreement shall be in force from July 1, 2004 through June 30, 2008.

51.2 This agreement shall be automatically renewed from year to year thereafter, unless either party shall notify the other in writing ninety days prior to the anniversary date that it desires to modify this agreement. In the event that such notice is given, negotiations shall begin not later than sixty days prior to the termination date. This agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this agreement to the other party. In the event that either party desires to terminate this agreement, written notice must be given to the other party not less than ten days prior to the designated termination date.

IN WITNESS WHEREOF, the parties have set their hands this _____ day of _____ 2005.

FOR THE STATE OF RHODE ISLAND:

FOR COUNCIL 94, AFSCME, AFL-CIO:

Governor, Donald L. Carcieri

J. Michael Downey, President
Rhode Island Council 94

Beverly E. Najarian
Director of Administration

Dennis Grilli
Executive Director

Louis Roccabello
Vice President - State

Letters of Understanding

Sexual Harassment

Executive Order (Sexual Harassment)

Sick Leave Amendment

Sick Leave Bill

Joint Statement

Employee Rights

Arbitrator's Decision, Housing State Vehicles

Personal Business Leave Time

Sick Leave Committee

Article 11.4 (EE-1847, EE-1848, and EE-1926)

Article 11.4 (EE-1964, 1965, 1859, 2001 and 1809)

Article 11.4 (EE-1778 and 2060)

Incentive Training Program Committee

Article 22 Bulletin Boards

Articles 9.3 and 9.5, Holidays

Article 7, Section 1, Shift Differential

Consecutive Shifts

Mini Contracts

Memorandum of Agreement - Job Protection/Automation

Memorandum of Agreement - Pay Equity

Memorandum of Agreement - Emergency/Temporary Employee

Letter Dated January 23, 2001

EXECUTIVE ORDER NO.

SEXUAL HARASSMENT

WHEREAS, it is imperative that all State employees be permitted a work atmosphere free from unwanted sexual harassment.

Sexual harassment is an offensive working condition which will not be tolerated by this Administration. It is a particularly sensitive issue, but it is an issue that must be dealt with openly and firmly.

WHEREAS, sexual harassment is unsolicited, deliberate or repeated sexually explicit derogatory statements, gestures or physical contacts which are objectionable to the recipient and which cause discomfort or humiliation. Sexual harassment may involve pressure from a person of either sex against a person of the opposite or same sex, and may occur in any employment relationship.

WHEREAS, in some cases sexual harassment constitutes unlawful sex discrimination for which legal remedies are available under Title VII of the Civil Rights Act of 1964, as amended. In other cases the nature of the harassment is such that internal personnel procedures may be the appropriate form of redress.

WHEREAS, sexual harassment undermines the integrity of the workplace, results in deleterious employment consequences to its victims, and must be eliminated.

NOW, THEREFORE, by virtue of the authority vested in me as Governor of the State of Rhode Island and Providence Plantations it is ordered as follows:

To ensure a work environment free from sexual harassment

1. The Director of the Department of Equal Opportunity shall be responsible for providing a program of training for the Equal Opportunity officers of each Department, Agency, Board and Commission under the jurisdiction of the Governor. Such training shall include the identification of sexual harassment and the procedures for investigation and resolution of complaints.

2. The head of each Department, Agency, Board and Commission under the jurisdiction of the Governor shall be responsible for:

A. disseminating to each person in their employ appropriate information concerning the nature of sexual harassment, methods by which it may be prevented or eliminated, and organizations through which victims may seek assistance; and,

B. briefing supervisory personnel on the problems of sexual harassment and their role in taking corrective action.

All other constitutional officers are urged to implement similar policies to assure the elimination of sexual harassment.

This order shall not be construed to enlarge upon, not to limit or abridge the rights of any person under the constitutions or statutes of the United States or the State of Rhode Island.

This order is effective upon filing with the Secretary of State.

Sincerely, Governor

LETTER OF UNDERSTANDING

SICK LEAVE BILL

The parties hereto recognize that the Rhode Island General Assembly has enacted an amendment to Title 36, Chapter 4, of the Merit System Law. Said amendment is identified as Title 36, Chapter 4, Section 63. Therefore, the parties have agreed to amend those provisions contained in the October 2, 1980 Collective Bargaining Agreement that conflict with R.I.G.L. 36-4-63. These provisions are set forth below. Should the legislature repeal the R.I.G.L. 36-4-63 in whole or in part or should a court of competent jurisdiction declare R.I.G.L. 36-4-63 to be unconstitutional in whole or in part, those provisions set forth below would again become operative from the effective date of a final adjudication by a court of competent jurisdiction declaring said statute to be unconstitutional.

8.6 Overtime work is to be made a matter of record and distributed fairly and equitably among employees capable of performing the work in their respective division and class of position. A record of overtime work will be furnished to the Union at the close of each pay period.

8.7 Hours credited for holidays, sick leave, vacation and compensable injury shall be considered as time worked for the purpose of computing overtime. Where the employee's work record gives evidence of abuse of sick leave, then it shall be the management's prerogative to deny the applications of hours credited for sick leave for the purpose of computing overtime. However, the

employee shall be entitled to pursue such a denial through the grievance procedure, where they feel the denial improper.

8.8 Overtime shall be offered to employees on the basis of their seniority in their classification within the division in which they are employed. An employee offered overtime will be excused at their request, provided authorized personnel are available and willing to meet the need; and any employee so excused shall not be offered overtime work again, until their name comes up again in the seniority rotation. In the event that an insufficient number of employees within the classification and division in which overtime work is assigned voluntarily accept the assignment, the State may direct and require employees within the classification and division to perform the work. Such required overtime assignments shall be made in the reverse order of seniority. A record of overtime work will be furnished to the Union at its request.

LETTER OF UNDERSTANDING

SICK LEAVE BILL

The parties hereto recognize that the Rhode Island General Assembly has enacted an amendment to Title 36, Chapter 4, of the Merit System Law. Said amendment is identified as Title 36, Chapter 4, Section 63. Therefore, the parties have agreed to amend those provisions contained in the October 2, 1980 Collective Bargaining Agreement that conflict with R.I.G.L. 36-4-63. These provisions are set forth below. Should the legislature repeal the R.I.G.L. 36-4-63 in whole or in part or should a court of competent jurisdiction declare R.I.G.L. 36-4-63 to be unconstitutional in whole or in part, those provisions set forth below would again become operative from the effective date of a final adjudication by a court of competent jurisdiction declaring said statute to be unconstitutional.

13.5 The appointing authority may require a physician's certificate or other satisfactory evidence in support of any request for sick leave with pay, but must require a physician's certificate or other satisfactory evidence for each sick leave with pay covering an absence of more than three consecutive working days.

The State reserves the right to notify the Union of additional provisions in the Collective Bargaining Agreement which it contends also conflict with 36-4-63.

August 27, 1980

JOINT STATEMENT

Attached to this Joint Statement is a copy of a comment supplied by the Board of Arbitration (Albert J. Hoban, Chairman) regarding the subject of "Employee Rights."

The parties reaffirm their recognition of the rights guaranteed to employees under the constitution and laws of the United States and the State of Rhode Island in the same manner as has been previously acknowledged outside of the terms and conditions of any collective bargaining agreement.

Neither this Joint Statement nor the attached comments of the Board of Arbitration may be considered as part of the Master Agreement and nothing contained in either this Joint Statement or the said attached comment is subject to any grievance or arbitration procedure under said Master Agreement.

EMPLOYEE RIGHTS

During negotiations and at the hearing, both parties made proposals for adding to or changing the language in the present contract on the grounds that although the State and its managers and the Union and its members have legal rights outside the agreement, those rights are more readily recognized if they are in the contract where they can be pointed to if their denial is threatened. There is much to be said for this theory, but if the Board accepted and applied it, the agreement would be as large as a dictionary and the important day to day sections would be lost in the forest of language. The Board is not going to make the Union's proposed Article XLIV a part of the contract for the reasons advanced by the State. Instead, it sets forth the entire proposal in this decision so that, in the unlikely event that a violation of any of these rights is threatened, the persons interested will have available this proposal as rights which both sides recognize but did not make a part of the agreement because it was unnecessary to do so.

An employee shall suffer no impairment of freedom of speech concerning the operations of this State. Active discussion of State operations shall be encouraged and protected within this master contract.

An employee shall have the right to talk to their Union representative free from employer domination.

An employee accused of any violation of this contract shall have a right to a fair trial with strict adherence to due process.

The accused employee shall be considered innocent until proven guilty.

All employees covered by this agreement shall have the right to be free from any coercion, harassment, or discrimination by supervisors or their superiors.

LETTER OF UNDERSTANDING

1. The parties agree to abide by the decision of the arbitrator in the pending arbitration arising out of the Department of Environmental Management as it applies to the issue of requiring payment by employees who house State vehicles after hours.

2. During the negotiation process between the State of Rhode Island and Council 94, AFSCME - AFL-CIO, it was agreed that regarding personal business leave time:

Where the State has previously approved four personal business leave days, for employees in unusual work week schedules, that exceed the thirty-two hours for personal business leave as provided in the Personal Business Leave Article, that practice will continue provided:

- a. The total personal leave time will not exceed thirty hours per fiscal year and,
- b. The practice will not establish a precedent for any amount of personal leave time other than that provided in Article 41 (Personal Business Leave).
- c. The parties agree to meet and resolve the issue of the fourth personal leave day for irregular work schedule.

3. Within ten days of the signing of the Master Agreement, a committee will be formed consisting of three members of the State and three members of the Union. Each party will submit the names of the representatives at the date of the signing of this agreement and a meeting can be called by two members of this committee not later than ten days after the signing of the Master Agreement.

The committee will study the proposal concerning the sick leave provision on Article 13.3 as proposed by the Union and upon a majority decision of the full committee, the State agrees to implement the committee recommendations including the recommendations of the committee as to the time of implementation except, however, that this committee will also study Article 13.5 of the present contract and will have as its first priority the establishment of a uniform policy in carrying out the provisions of Article 13.5 of the existing contract. That within ninety days of the formation of the committee, a decision by the majority of the full committee shall be implemented by the Director of Administration. Said implementation shall be made within thirty days of the receipt of the recommendations.

4. During the negotiations between the State of Rhode Island and Council 94, AFSCME, on the master contract, it was mutually understood and agreed to by both parties that the subject of considering bargaining units, EE numbers, 1847, 1848 and 1926 be considered as one bargaining unit for the purpose of carrying out the provision of Article 11.4. The language pertaining to this issue will be inserted in the mini-contract. The language will be as mutually agreed upon.

When a position becomes vacant in one of the following EE numbers, 1847, 1848, and 1926, the employees in that EE number shall have first preference for the vacant position, according to the provisions of Article 11.4. If there are no applicants from the priority EE number, then the employees from the other

designated EE numbers may apply for the vacant position according to the provisions of Article 11.4. These positions may be posted simultaneously in designated EE number groups.

5. It is hereby agreed to by the parties that for the purpose of carrying out the provisions of Article 11.4 of the master contract, the bargaining units, EE numbers 1964, 1965, 1859, 2001 and 1809 shall be considered one bargaining unit.

6. It is hereby agreed to by the parties that for the purpose of carrying out the provisions of Article 11.4 of the master contract the bargaining units, EE numbers 1778 and 2060 shall be considered one bargaining unit.

7. Within ninety days of the signing of this agreement, a committee will be formed consisting of three members of the State and three members of the Union to study an incentive training program, inequities within the present program and inequities in the program among all State employees and all other facets necessary to make recommendations, including the time limits appropriate for said implementation. Provided, however, the committee complete its report within six months of the date of the first meeting.

The committee recommendations will be submitted to the Director of Administration. The Director of Administration shall decide within sixty days of the receipt of the report as to whether the State will implement or not implement said recommendations.

8. During the negotiation process between the State of Rhode Island and Council 94, AFSCME, AFL-CIO, it was agreed that

regarding Article 22, Bulletin Boards that materials concerning Union outings, social and educational functions are proper subjects for posting on Union bulletin boards.

9. During the negotiations between the State of Rhode Island and Council 94, AFSCME, it is hereby mutually understood and agreed upon by the parties that Article 9.3 and 9.5 will become effective January 1, 1981 and that anyone enjoying benefits greater than those spelled out in the Article and sections at the time of the signing of the agreement and continuing up to the effective date of the implementation shall not be deprived of those benefits by the new language in this contract.

10. During the negotiations between the State of Rhode Island and Council 94, AFSCME, it was mutually understood and agreed to that Article VII, Section 1 of the existing contract containing the language "The night tour of duty shall mean hours worked between the hours of 11 p.m. and 8 am" shall not pertain to those employees who begin work on their shift at 7 a.m..

11. During the negotiations between the State of Rhode Island and Council 94, AFSCME, on the master contract, it was mutually understood and agreed to by both parties that the subject of allowing time or money for those employees who work consecutive shifts in certain bargaining units will be proper items for negotiations in a mini-contract.

12. Mini contracts or Special Local Addendum Agreements shall be utilized to negotiate and resolve the following:

- Comp-time for non-standard employees and the impact of

FLSA on same.

- RIC student help issue.
- VDT relief periods and protection by job assignments for pregnant employees.
- Local 1350 de-institutionalization agreement with approval by the Local Union and the Department Director.
- DOE/School Lunch agreement on job protection for employees affected by sub-contracting and privatization.
- Light duty assignments.
- Flex Time - refer to Article 47.7

MEMORANDUM OF AGREEMENT

JOB PROTECTION/AUTOMATION

The State agrees still further that employees affected by automation shall be offered job/lay-off protection by Special Agreement of the parties which shall be detailed after the conclusion of negotiations.

S/STATE OF RHODE ISLAND

S/COUNCIL 94

MEMORANDUM OF AGREEMENT

PAY EQUITY

Council 94 proposed addressing the issue of Pay Equity for female dominated classifications represented by the Union. Negotiations relating to Pay Equity on Council 94 classifications will be deferred and continued after the signing of the Agreement.

The parties agree that the issue of Pay Equity for female dominated classifications shall be left open and will be negotiated by the parties after the signing of the Agreement, with reopener negotiations for each year of the Agreement. The parties agree still further that Pay Equity upgrades shall be separate from, and in addition to, any wage increases which employees might otherwise receive by any collective bargaining agreement now or hereafter in

effect. No employee or classification shall be adversely affected by said implementation of pay equity.

S/STATE OF RHODE ISLAND

S/COUNCIL 94

MEMORANDUM OF AGREEMENT

EMERGENCY/TEMPORARY EMPLOYEES

The parties shall provide a letter on the use of emergency appointments and the use of temporary help. In the event the Union notifies the State of any concern on the use of same, the State will take appropriate action. Details will be developed by Letter of Understanding by the parties.

S/STATE OF RHODE ISLAND

S/COUNCIL 94

MEMORANDUM OF AGREEMENT TUITION REIMBURSEMENT

Employees within a Council 94 bargaining unit may apply to have the cost of tuition and required books reimbursed for approved courses taken at approved accredited colleges, universities, trade schools, or continuing adult education programs. Reimbursements shall not exceed \$600 per semester for a total not to exceed \$1,200 per fiscal year/per employee. Courses must be job related or required as part of a job related degree program and may not be taken during scheduled working hours. The employee must receive at least a Grade C for undergraduate courses and a Grade B for graduate courses. Requests to take courses under this program must be presented in advance to the agency Director's Designee who will either approve or deny the application in accordance with the rules outlined above.

The Tuition Reimbursement Committee will meet two times per year to address any and all concerns relating to this program. Meetings shall take place approximately on April 1 and October 1 of each year.

S/FOR THE STATE:

S/FOR THE UNION:

Dated: July 1, 2004

MEMORANDUM OF AGREEMENT

With regard to the implementation of 17.5 at the Training School and the Group Homes, as to 24/7 operations, the State and the Union shall meet and discuss for the purposes of establishing an equitable procedure. This may include a one-time reposting of limited positions. In the event the postings take place, the results shall not be subject to grievance or arbitration.

APPENDIX A

Asset Protection Officer	Non Standard (Non-exempt)
Assistant Administrative Officer	Non Standard (Non-exempt)
Assistant Administrator/Monitoring & Compliance	Non Standard (Non-exempt)
Business Management Officer	Non Standard (Non-exempt)
Buyer II (DOA/OP)	Non Standard (Non-exempt)
Central Intake Supervisor	Non Standard (Non-exempt)
Chief Transportation & Grounds (RIMC)	Non Standard (Non-exempt)
Chief Heating Plant Operator	Non Standard (Non-exempt)
Chief Power Plant Operator	Non Standard (Non-exempt)
Coordinator of Library Services Prof/Sci. Collection	Non Standard (Non-exempt)
Coordinator of Maintenance Programs	Non Standard (Non-exempt)
Customer Service Specialist II	Non Standard (Non-exempt)
Customer Service Specialist III	Non Standard (Non-exempt)
Disease Control Representative	Non Standard (Non-exempt)
Education Unit Representative	Non Standard (Non-exempt)
Fire Safety Inspector	Non Standard (Non-exempt)
Food Service Administrator	Non Standard (Non-exempt)
Health Promotion Coordinator	Non Standard (Non-exempt)
Human Services Program Planner	Non Standard (Non-exempt)
Inspector Breath Analysis	Non Standard (Non-exempt)
Junior Electronic Computer Programmer	Non Standard (Non-exempt)
Laundry Manager	Non Standard (Non-exempt)
Pharmacy Inspector	Non Standard (Non-exempt)
Principal Community Development Training Specialist	Non Standard (Non-exempt)
Principal Information & Public Relations Specialist	Non Standard (Non-exempt)
Principal Programmer/Analyst	Non Standard (Non-exempt)
Principal Programmer/Analyst (OIP)	Non Standard (Non-exempt)
Principal Rate Analyst (Community Based Sr.)	Non Standard (Non-exempt)
Principal Resource Specialist	Non Standard (Non-exempt)
Principal Systems Analyst	Non Standard (Non-exempt)
Senior Behavior Specialist	Non Standard (Non-exempt)
Senior Appraiser, Real & Pers Prop.	Non Standard (Non-exempt)
Senior Casework Supervisor	Non Standard (Non-exempt)
Senior Community Development Training Specialist	Non Standard (Non-exempt)
Senior Disease Control Representative	Non Standard (Non-exempt)
Senior Equal Opportunity Officer	Non Standard (Non-exempt)
Senior Food Service Administrator	Non Standard (Non-exempt)

Senior Systems Analyst	Non Standard (Non-exempt)
State Aid Spec-Municipal Finance	Non Standard (Non-exempt)
Supervising Activities Therapist	Non Standard (Non-exempt)
Supervisor Breath Analysis Program	Non Standard (Non-exempt)
Supervisor Community Development Training Spec.	Non Standard (Non-exempt)
Supervising Disease Control Representative	Non Standard (Non-exempt)
Systems Analyst	Non Standard (Non-exempt)
Systems Analyst Trainee	Non Standard (Non-exempt)
Tasc Case Manager/Interviewer	Non Standard (Non-exempt)
Training Supervisor	Non Standard (Non-exempt)
Principal Community Liaison Worker	Non Standard (Non-exempt)

SALARY SCHEDULES

SCHEDULE 300

Classified Annual Salaries

Effective June 27, 2004

301	47923	49628	50978	52252	54249	328	41964	43376	44857	47120
302	34720	35494	36289	37596		329	43517	44997	46555	48956
303	23475	23753	24041	24461		330	45143	46695	48322	50795
304	23475	23802	24086	24368	24792	331	46836	48463	50159	52778
305	23802	24086	24368	24652	25122	332	48599	50302	52069	54754
306	24086	24368	24652	24984	25454	333	50441	52210	54048	56876
307	24368	24699	25031	25360	25877	334	52279	54118	56029	58997
308	24699	25052	25407	25737	26254	335	54189	56097	58080	61113
309	25052	25431	25783	26163	26729	336	56097	58080	60125	63312
310	25431	25833	26210	26586	27200	337	58006	60060	62181	65505
311	25833	26303	26729	27153	27815	338	59913	62035	64231	67694
312	26303	26822	27249	27719	28425	339	61968	64161	66493	69955
313	26822	27341	27815	28285	29041	340	64161	66493	69955	73424
314	27341	27955	28425	28947	29700	341	66493	69955	73424	76884
315	27955	28569	29088	29609	30413	342	69955	73424	76884	80344
316	28569	29184	29700	30267	31137	343	73424	76884	80344	83814
317	29184	29844	30413	30989	31972	344	76884	80344	83814	87280
318	29844	30599	31244	31920	33021	345	80344	83814	87280	90741
319	30599	31347	32025	32794	33988	346	83814	87280	90741	94206
320	31347	32191	32964	33757	35066	347	87280	90741	94206	97673
321	32191	33136	33936	34821	36202	348	90741	94206	97673	101135
322	33136	34170	35066	36012	37608	349	94206	97673	101135	104600
323	34170	35239	36202	37342	39084	350	97673	101135	104600	108067
324	35239	36399	37540	38683	40489	351	101135	104600	108067	111532
325	36399	37739	38883	40086	41964	352	104600	108067	111532	114999
326	37739	39084	40290	41562	43587	353	108067	111532	114999	118459
327	40489	41765	43163	45349						

SCHEDULE 300

Classified Annual Salaries

Effective June 25, 2005

301	49104	50851	52234	53539	55585	328	42998	44444	45962	48281
302	35575	36368	37183	38522		329	44589	46105	47702	50162
303	24053	24338	24633	25064		330	46255	47845	49512	52046
304	24053	24388	24679	24968	25403	331	47990	49657	51395	54078
305	24388	24679	24968	25260	25741	332	49796	51541	53352	56103
306	24679	24968	25260	25600	26081	333	51684	53496	55379	58276
307	24968	25307	25647	25984	26515	334	53566	55451	57409	60450
308	25307	25669	26033	26371	26901	335	55524	57479	59511	62618
309	25669	26057	26418	26807	27387	336	57479	59511	61605	64871
310	26057	26469	26856	27241	27870	337	59435	61539	63712	67118
311	26469	26951	27387	27822	28500	338	61389	63563	65813	69362
312	26951	27483	27920	28401	29125	339	63494	65742	68130	71678
313	27483	28014	28500	28982	29756	340	65742	68130	71678	75233
314	28014	28644	29125	29660	30431	341	68130	71678	75233	78778
315	28644	29273	29804	30338	31163	342	71678	75233	78778	82323
316	29273	29903	30431	31013	31904	343	75233	78778	82323	85878
317	29903	30579	31163	31752	32760	344	78778	82323	85878	89430
318	30579	31353	32013	32706	33834	345	82323	85878	89430	92976
319	31353	32119	32814	33601	34825	346	85878	89430	92976	96527
320	32119	32984	33776	34588	35930	347	89430	92976	96527	100079
321	32984	33952	34771	35678	37094	348	92976	96527	100079	103626
322	33952	35012	35930	36899	38534	349	96527	100079	103626	107176
323	35012	36107	37094	38262	40046	350	100079	103626	107176	110729
324	36107	37295	38464	39635	41487	351	103626	107176	110729	114279
325	37295	38668	39840	41074	42998	352	107176	110729	114279	117832
326	38668	40046	41283	42586	44661	353	110729	114279	117832	121376
327	41487	42794	44226	46466						

SCHEDULE 300

Classified Annual Salaries

Effective June 26, 2005

301	51068	52885	54323	55681	57808	328	44718	46222	47800	50212
302	36998	37823	38670	40063		329	46373	47949	49610	52168
303	25015	25312	25618	26067		330	48105	49759	51492	54128
304	25015	25364	25666	25967	26419	331	49910	51643	53451	56241
305	25364	25666	25967	26270	26771	332	51788	53603	55486	58347
306	25666	25967	26270	26624	27124	333	53751	55636	57594	60607
307	25967	26319	26673	27023	27576	334	55709	57669	59705	62868
308	26319	26696	27074	27426	27977	335	57745	59778	61891	65123
309	26696	27099	27475	27879	28482	336	59778	61891	64069	67466
310	27099	27528	27930	28331	28985	337	61812	64001	66260	69803
311	27528	28029	28482	28935	29640	338	63845	66106	68446	72136
312	28029	28582	29037	29537	30290	339	66034	68372	70855	74545
313	28582	29135	29640	30141	30946	340	68372	70855	74545	78242
314	29135	29790	30290	30846	31648	341	70855	74545	78242	81929
315	29790	30444	30996	31552	32410	342	74545	78242	81929	85616
316	30444	31099	31648	32254	33180	343	78242	81929	85616	89313
317	31099	31802	32410	33022	34070	344	81929	85616	89313	93007
318	31802	32607	33294	34014	35187	345	85616	89313	93007	96695
319	32607	33404	34127	34945	36218	346	89313	93007	96695	100388
320	33404	34303	35127	35972	37367	347	93007	96695	100388	104082
321	34303	35310	36162	37105	38578	348	96695	100388	104082	107771
322	35310	36412	37367	38375	40075	349	100388	104082	107771	111463
323	36412	37551	38578	39792	41648	350	104082	107771	111463	115158
324	37551	38787	40003	41220	43146	351	107771	111463	115158	118850
325	38787	40215	41434	42717	44718	352	111463	115158	118850	122545
326	40215	41648	42934	44289	46447	353	115158	118850	122545	126231
327	43146	44506	45995	48325						

SCHEDULE 300

Classified Annual Salaries

Effective June 25, 2006

301	52600	54472	55953	57351	59542	328	46060	47609	49234	51718
302	38108	38958	39830	41265		329	47764	49387	51098	53733
303	25765	26071	26387	26849		330	49548	51252	53037	55752
304	25765	26125	26436	26746	27212	331	51407	53192	55055	57928
305	26125	26436	26746	27058	27574	332	53342	55211	57151	60097
306	26436	26746	27058	27423	27938	333	55364	57305	59322	62425
307	26746	27109	27473	27834	28403	334	57380	59399	61496	64754
308	27109	27497	27886	28249	28816	335	59477	61571	63748	67077
309	27497	27912	28299	28715	29336	336	61571	63748	65991	69490
310	27912	28354	28768	29181	29855	337	63666	65921	68248	71897
311	28354	28870	29336	29803	30529	338	65760	68089	70499	74300
312	28870	29439	29908	30423	31199	339	68015	70423	72981	76781
313	29439	30009	30529	31045	31874	340	70423	72981	76781	80589
314	30009	30684	31199	31771	32597	341	72981	76781	80589	84387
315	30684	31357	31926	32499	33382	342	76781	80589	84387	88184
316	31357	32032	32597	33222	34175	343	80589	84387	88184	91992
317	32032	32756	33382	34013	35092	344	84387	88184	91992	95797
318	32756	33585	34293	35034	36243	345	88184	91992	95797	99596
319	33585	34406	35151	35993	37305	346	91992	95797	99596	103400
320	34406	35332	36181	37051	38488	347	95797	99596	103400	107204
321	35332	36369	37247	38218	39735	348	99596	103400	107204	111004
322	36369	37504	38488	39526	41277	349	103400	107204	111004	114807
323	37504	38678	39735	40986	42897	350	107204	111004	114807	118613
324	38678	39951	41203	42457	44440	351	111004	114807	118613	122415
325	39951	41421	42677	43999	46060	352	114807	118613	122415	126221
326	41421	42897	44222	45618	47840	353	118613	122415	126221	130018
327	44440	45841	47375	49775						

SCHEDULE 300

Classified Annual Salaries

Effective June 24, 2007

301	54178	56106	57632	59072	61328	328	47442	49037	50711	53270
302	39251	40127	41025	42503		329	49197	50869	52631	55345
303	26538	26853	27179	27654		330	51034	52790	54628	57425
304	26538	26909	27229	27548	28028	331	52949	54788	56707	59666
305	26909	27229	27548	27870	28401	332	54942	56867	58866	61900
306	27229	27548	27870	28246	28776	333	57025	59024	61102	64298
307	27548	27922	28297	28669	29255	334	59101	61181	63341	66697
308	27922	28322	28723	29096	29680	335	61261	63418	65660	69089
309	28322	28749	29148	29576	30216	336	63418	65660	67971	71575
310	28749	29205	29631	30056	30751	337	65576	67899	70295	74054
311	29205	29736	30216	30697	31445	338	67733	70132	72614	76529
312	29736	30322	30805	31336	32135	339	70055	72536	75170	79084
313	30322	30909	31445	31976	32830	340	72536	75170	79084	83007
314	30909	31605	32135	32724	33575	341	75170	79084	83007	86919
315	31605	32298	32884	33474	34383	342	79084	83007	86919	90830
316	32298	32993	33575	34219	35200	343	83007	86919	90830	94752
317	32993	33739	34383	35033	36145	344	86919	90830	94752	98671
318	33739	34593	35322	36085	37330	345	90830	94752	98671	102584
319	34593	35438	36206	37073	38424	346	94752	98671	102584	106502
320	35438	36392	37266	38163	39643	347	98671	102584	106502	110420
321	36392	37460	38364	39365	40927	348	102584	106502	110420	114334
322	37460	38629	39643	40712	42515	349	106502	110420	114334	118251
323	38629	39838	40927	42216	44184	350	110420	114334	118251	122171
324	39838	41150	42439	43731	45773	351	114334	118251	122171	126087
325	41150	42664	43957	45319	47442	352	118251	122171	126087	130008
326	42664	44184	45549	46987	49275	353	122171	126087	130008	133919
327	45773	47216	48796	51268						

SCHEDULE 300

Classified Abbreviated Hourly Salaries

Effective June 27, 2004

301	G	9.11	9.25	9.49	35 Hrs.
302	G	12.06	12.20	12.41	35 Hrs.
303	G	11.52	11.62	11.85	40 Hrs.
304	G	11.63	11.75	11.98	40 Hrs.
305	G	11.75	11.92	12.15	40 Hrs.
306	G	11.92	12.06	12.29	40 Hrs.
307	G	12.09	12.23	12.49	40 Hrs.
308	G	12.24	12.45	12.68	40 Hrs.
309	G	12.46	12.63	12.91	40 Hrs.
310	G	12.68	12.86	13.12	40 Hrs.
311	G	12.91	13.11	13.44	40 Hrs.
312	G	13.15	13.39	13.74	40 Hrs.
313	G	13.44	13.66	14.05	40 Hrs.
314	G	13.74	13.98	14.35	40 Hrs.
315	G	14.06	14.27	14.67	40 Hrs.
316	G	14.17	14.44	14.81	40 Hrs.
317	G	14.32	14.58	15.01	40 Hrs.
318	G	14.67	14.92	15.42	40 Hrs.
319	G	15.09	15.41	15.89	40 Hrs.
320	G	15.13	15.45	15.96	40 Hrs.
321	G	15.45	15.79	16.35	40 Hrs.
322	G	15.88	16.28	16.91	40 Hrs.
323	G	16.33	16.77	17.41	40 Hrs.
324	G	16.91	17.35	18.12	40 Hrs.
325	G	12.59	12.76	12.99	35 Hrs.
326	G	13.04	13.22	13.48	35 Hrs.
327	G	13.76	13.98	14.35	35 Hrs.
328	G	14.48	14.72	15.15	35 Hrs.
329	G	15.18	15.46	15.89	35 Hrs.

SCHEDULE 300

Classified Abbreviated Hourly Salaries

Effective June 25, 2005

301	G	9.34	9.47	9.72	35 Hrs.
302	G	12.36	12.50	12.72	35 Hrs.
303	G	11.80	11.91	12.14	40 Hrs.
304	G	11.92	12.04	12.27	40 Hrs.
305	G	12.04	12.21	12.45	40 Hrs.
306	G	12.21	12.36	12.59	40 Hrs.
307	G	12.39	12.53	12.80	40 Hrs.
308	G	12.54	12.76	12.99	40 Hrs.
309	G	12.77	12.94	13.23	40 Hrs.
310	G	12.99	13.18	13.45	40 Hrs.
311	G	13.23	13.44	13.77	40 Hrs.
312	G	13.48	13.72	14.08	40 Hrs.
313	G	13.77	14.00	14.39	40 Hrs.
314	G	14.08	14.32	14.71	40 Hrs.
315	G	14.40	14.62	15.03	40 Hrs.
316	G	14.52	14.80	15.17	40 Hrs.
317	G	14.67	14.93	15.38	40 Hrs.
318	G	15.03	15.29	15.80	40 Hrs.
319	G	15.46	15.79	16.29	40 Hrs.
320	G	15.51	15.83	16.35	40 Hrs.
321	G	15.83	16.18	16.75	40 Hrs.
322	G	16.28	16.68	17.33	40 Hrs.
323	G	16.73	17.18	17.84	40 Hrs.
324	G	17.33	17.77	18.56	40 Hrs.
325	G	12.90	13.07	13.31	35 Hrs.
326	G	13.36	13.54	13.81	35 Hrs.
327	G	14.10	14.32	14.71	35 Hrs.
328	G	14.84	15.08	15.53	35 Hrs.
329	G	15.56	15.84	16.29	35 Hrs.

SCHEDULE 300

Classified Abbreviated Hourly Salaries

Effective June 26, 2005

301	G	9.71	9.85	10.11	35 Hrs.
302	G	12.85	13.00	13.23	35 Hrs.
303	G	12.27	12.39	12.63	40 Hrs.
304	G	12.40	12.52	12.76	40 Hrs.
305	G	12.52	12.70	12.95	40 Hrs.
306	G	12.70	12.85	13.09	40 Hrs.
307	G	12.89	13.03	13.31	40 Hrs.
308	G	13.04	13.27	13.51	40 Hrs.
309	G	13.28	13.46	13.76	40 Hrs.
310	G	13.51	13.71	13.99	40 Hrs.
311	G	13.76	13.98	14.32	40 Hrs.
312	G	14.02	14.27	14.64	40 Hrs.
313	G	14.32	14.56	14.97	40 Hrs.
314	G	14.64	14.89	15.30	40 Hrs.
315	G	14.98	15.20	15.63	40 Hrs.
316	G	15.10	15.39	15.78	40 Hrs.
317	G	15.26	15.53	16.00	40 Hrs.
318	G	15.63	15.90	16.43	40 Hrs.
319	G	16.08	16.42	16.94	40 Hrs.
320	G	16.13	16.46	17.00	40 Hrs.
321	G	16.46	16.83	17.42	40 Hrs.
322	G	16.93	17.35	18.02	40 Hrs.
323	G	17.40	17.87	18.55	40 Hrs.
324	G	18.02	18.48	19.30	40 Hrs.
325	G	13.42	13.59	13.84	35 Hrs.
326	G	13.89	14.08	14.36	35 Hrs.
327	G	14.66	14.89	15.30	35 Hrs.
328	G	15.43	15.68	16.15	35 Hrs.
329	G	16.18	16.47	16.94	35 Hrs.

SCHEDULE 300

Classified Abbreviated Hourly Salaries

Effective June 25, 2006

301	G	10.00	10.15	10.41	35 Hrs.
302	G	13.24	13.39	13.63	35 Hrs.
303	G	12.64	12.76	13.01	40 Hrs.
304	G	12.77	12.90	13.14	40 Hrs.
305	G	12.90	13.08	13.34	40 Hrs.
306	G	13.08	13.24	13.48	40 Hrs.
307	G	13.28	13.42	13.71	40 Hrs.
308	G	13.43	13.67	13.92	40 Hrs.
309	G	13.68	13.86	14.17	40 Hrs.
310	G	13.92	14.12	14.41	40 Hrs.
311	G	14.17	14.40	14.75	40 Hrs.
312	G	14.44	14.70	15.08	40 Hrs.
313	G	14.75	15.00	15.42	40 Hrs.
314	G	15.08	15.34	15.76	40 Hrs.
315	G	15.43	15.66	16.10	40 Hrs.
316	G	15.55	15.85	16.25	40 Hrs.
317	G	15.72	16.00	16.48	40 Hrs.
318	G	16.10	16.38	16.92	40 Hrs.
319	G	16.56	16.91	17.45	40 Hrs.
320	G	16.61	16.95	17.51	40 Hrs.
321	G	16.95	17.33	17.94	40 Hrs.
322	G	17.44	17.87	18.56	40 Hrs.
323	G	17.92	18.41	19.11	40 Hrs.
324	G	18.56	19.03	19.88	40 Hrs.
325	G	13.82	14.00	14.26	35 Hrs.
326	G	14.31	14.50	14.79	35 Hrs.
327	G	15.10	15.34	15.76	35 Hrs.
328	G	15.89	16.15	16.63	35 Hrs.
329	G	16.67	16.96	17.45	35 Hrs.

SCHEDULE 300

Classified Abbreviated Hourly Salaries

Effective June 24, 2007

301	G	10.30	10.45	10.72	35 Hrs.
302	G	13.64	13.79	14.04	35 Hrs.
303	G	13.02	13.14	13.40	40 Hrs.
304	G	13.15	13.29	13.53	40 Hrs.
305	G	13.29	13.47	13.74	40 Hrs.
306	G	13.47	13.64	13.88	40 Hrs.
307	G	13.68	13.82	14.12	40 Hrs.
308	G	13.83	14.08	14.34	40 Hrs.
309	G	14.09	14.28	14.60	40 Hrs.
310	G	14.34	14.54	14.84	40 Hrs.
311	G	14.60	14.83	15.19	40 Hrs.
312	G	14.87	15.14	15.53	40 Hrs.
313	G	15.19	15.45	15.88	40 Hrs.
314	G	15.53	15.80	16.23	40 Hrs.
315	G	15.89	16.13	16.58	40 Hrs.
316	G	16.02	16.33	16.74	40 Hrs.
317	G	16.19	16.48	16.97	40 Hrs.
318	G	16.58	16.87	17.43	40 Hrs.
319	G	17.06	17.42	17.97	40 Hrs.
320	G	17.11	17.46	18.04	40 Hrs.
321	G	17.46	17.85	18.48	40 Hrs.
322	G	17.96	18.41	19.12	40 Hrs.
323	G	18.46	18.96	19.68	40 Hrs.
324	G	19.12	19.60	20.48	40 Hrs.
325	G	14.23	14.42	14.69	35 Hrs.
326	G	14.74	14.93	15.23	35 Hrs.
327	G	15.55	15.80	16.23	35 Hrs.
328	G	16.37	16.63	17.13	35 Hrs.
329	G	17.17	17.47	17.97	35 Hrs.

SCHEDULE 300

Classified Hourly Salaries

Effective June 27, 2004

301	H	11.01	40 Hrs.
302	H	11.32	40 Hrs.
303	H	11.75	40 Hrs.
304	H	12.54	35 Hrs.
305	H	11.99	40 Hrs.
306	H	12.04	40 Hrs.
307	H	12.97	35 Hrs.
308	H	12.30	40 Hrs.
309	H	12.99	35 Hrs.
310	H	12.68	40 Hrs.
311	H	13.48	35 Hrs.
312	H	13.57	35 Hrs.
313	H	14.11	35 Hrs.
314	H	13.64	40 Hrs.
315	H	14.35	35 Hrs.
316	H	14.54	35 Hrs.
317	H	14.38	40 Hrs.
318	H	15.15	35 Hrs.
319	H	15.40	35 Hrs.
320	H	15.89	35 Hrs.

SCHEDULE 300

Classified Hourly Salaries

Effective June 25, 2005

301	H	11.28	40 Hrs.
302	H	11.60	40 Hrs.
303	H	12.04	40 Hrs.
304	H	12.84	35 Hrs.
305	H	12.28	40 Hrs.
306	H	12.33	40 Hrs.
307	H	13.29	35 Hrs.
308	H	12.60	40 Hrs.
309	H	13.31	35 Hrs.
310	H	12.99	40 Hrs.
311	H	13.81	35 Hrs.
312	H	13.90	35 Hrs.
313	H	14.46	35 Hrs.
314	H	13.98	40 Hrs.
315	H	14.71	35 Hrs.
316	H	14.90	35 Hrs.
317	H	14.74	40 Hrs.
318	H	15.53	35 Hrs.
319	H	15.78	35 Hrs.
320	H	16.29	35 Hrs.

SCHEDULE 300

Classified Hourly Salaries

Effective June 26, 2005

301	H	11.73	40 Hrs.
302	H	12.06	40 Hrs.
303	H	12.52	40 Hrs.
304	H	13.35	35 Hrs.
305	H	12.77	40 Hrs.
306	H	12.82	40 Hrs.
307	H	13.82	35 Hrs.
308	H	13.10	40 Hrs.
309	H	13.84	35 Hrs.
310	H	13.51	40 Hrs.
311	H	14.36	35 Hrs.
312	H	14.46	35 Hrs.
313	H	15.04	35 Hrs.
314	H	14.54	40 Hrs.
315	H	15.30	35 Hrs.
316	H	15.50	35 Hrs.
317	H	15.33	40 Hrs.
318	H	16.15	35 Hrs.
319	H	16.41	35 Hrs.
320	H	16.94	35 Hrs.

SCHEDULE 300

Classified Hourly Salaries

Effective June 25, 2006

301	H	12.08	40 Hrs.
302	H	12.42	40 Hrs.
303	H	12.90	40 Hrs.
304	H	13.75	35 Hrs.
305	H	13.15	40 Hrs.
306	H	13.20	40 Hrs.
307	H	14.23	35 Hrs.
308	H	13.49	40 Hrs.
309	H	14.26	35 Hrs.
310	H	13.92	40 Hrs.
311	H	14.79	35 Hrs.
312	H	14.89	35 Hrs.
313	H	15.49	35 Hrs.
314	H	14.98	40 Hrs.
315	H	15.76	35 Hrs.
316	H	15.96	35 Hrs.
317	H	15.79	40 Hrs.
318	H	16.63	35 Hrs.
319	H	16.90	35 Hrs.
320	H	17.45	35 Hrs.

SCHEDULE 300

Classified Hourly Salaries

Effective June 24, 2007

301	H	12.44	40 Hrs.
302	H	12.79	40 Hrs.
303	H	13.29	40 Hrs.
304	H	14.16	35 Hrs.
305	H	13.54	40 Hrs.
306	H	13.60	40 Hrs.
307	H	14.66	35 Hrs.
308	H	13.89	40 Hrs.
309	H	14.69	35 Hrs.
310	H	14.34	40 Hrs.
311	H	15.23	35 Hrs.
312	H	15.34	35 Hrs.
313	H	15.95	35 Hrs.
314	H	15.43	40 Hrs.
315	H	16.23	35 Hrs.
316	H	16.44	35 Hrs.
317	H	16.26	40 Hrs.
318	H	17.13	35 Hrs.
319	H	17.41	35 Hrs.
320	H	17.97	35 Hrs.

SCHEDULE 300

Classified Weekly Salaries

Effective June 27, 2004

301	W	274.35	40 Hrs.
302	W	411.96	40 Hrs.

SCHEDULE 300

Classified Weekly Salaries

Effective June 25, 2005

301	W	281.11	40 Hrs.
302	W	422.10	40 Hrs.

SCHEDULE 300

Classified Weekly Salaries

Effective June 26, 2005

301	W	292.35	40 Hrs.
302	W	438.98	40 Hrs.

SCHEDULE 300

Classified Weekly Salaries

Effective June 25, 2006

301	W	301.12	40 Hrs.
302	W	452.15	40 Hrs.

SCHEDULE 300

Classified Weekly Salaries

Effective June 24, 2007

301	W	310.15	40 Hrs.
302	W	465.71	40 Hrs.

SCHEDULE 500
CLASSIFIED ANNUAL SALARIES
Effective June 27, 2004

17	35829	37075	38683	39566	42027	43966	44746	45420	46121	46794	47597	48242
20	44792	46346	48352	49454	52530	54960	55931	56776	57649	58491	59495	60303

SCHEDULE 500
CLASSIFIED ANNUAL SALARIES
Effective June 25, 2005

17	36712	37988	39635	40540	43062	45049	45848	46539	47257	47946	48770	49430
20	45895	47487	49542	50672	53824	56314	57308	58174	59069	59932	60961	61788

SCHEDULE 500
CLASSIFIED ANNUAL SALARIES
Effective June 26, 2005

17	38180	39508	41220	42162	44784	46851	47682	48401	49147	49864	50721	51407
20	47731	49386	51524	52699	55977	58567	59600	60501	61432	62329	63399	64260

SCHEDULE 500
CLASSIFIED ANNUAL SALARIES
Effective June 25, 2006

17	39325	40693	42457	43427	46128	48257	49112	49853	50621	51360	52243	52949
20	49163	50868	53070	54280	57656	60324	61388	62316	63275	64199	65301	66188

SCHEDULE 500
CLASSIFIED ANNUAL SALARIES
Effective June 24, 2007

17 40505 41914 43731 44730 47512 49705 50585 51349 52140 52901 53810 54537

20 50638 52394 54662 55908 59386 62134 63230 64185 65173 66125 67260 68174

SCHEDULE B00

CLASSIFIED ANNUAL SALARIES

Effective June 27, 2004

B13	27955	28569	29088	29609	30413
B16	29844	30599	31244	31920	33021
B20	33136	34170	35066	36012	37608
B21	34170	35239	36202	37342	39084
B22	35239	36399	37540	38683	40489
B24	37739	39084	40290	41562	43587
B25	40489	41765	44380	45349	46495
B26	41964	43376	44857	47120	48524
B27	43517	44997	46555	48956	
B28	45143	46695	48322	50795	
B29	46836	48463	50159	52778	
B30	48599	50302	52069	54754	
B31	50441	52210	54048	56876	
B32	52279	54118	56029	58997	
B34	56097	58080	60125	63312	

SCHEDULE B00**CLASSIFIED ANNUAL SALARIES**

Effective June 25, 2005

B13	28644	29273	29804	30338	31163
B16	30579	31353	32013	32706	33834
B20	33952	35012	35930	36899	38534
B21	35012	36107	37094	38262	40046
B22	36107	37295	38464	39635	41487
B24	38668	40046	41283	42586	44661
B25	41487	42794	45473	46466	47640
B26	42998	44444	45962	48281	49719
B27	44589	46105	47702	50162	
B28	46255	47845	49512	52046	
B29	47990	49657	51395	54078	
B30	49796	51541	53352	56103	
B31	51684	53496	55379	58276	
B32	53566	55451	57409	60450	
B34	57479	59511	61605	64871	

SCHEDULE B00

CLASSIFIED ANNUAL SALARIES

Effective June 26, 2005

B13	29790	30444	30996	31552	32410
B16	31802	32607	33294	34014	35187
B20	35310	36412	37367	38375	40075
B21	36412	37551	38578	39792	41648
B22	37551	38787	40003	41220	43146
B24	40215	41648	42934	44289	46447
B25	43146	44506	47292	48325	49546
B26	44718	46222	47800	50212	51708
B27	46373	47949	49610	52168	
B28	48105	49759	51492	54128	
B29	49910	51643	53451	56241	
B30	51788	53603	55486	58347	
B31	53751	55636	57594	60607	
B32	55709	57669	59705	62868	
B34	59778	61891	64069	67466	

SCHEDULE B00**CLASSIFIED ANNUAL SALARIES**

Effective June 25, 2006

B13	30684	31357	31926	32499	33382
B16	32756	33585	34293	35034	36243
B20	36369	37504	38488	39526	41277
B21	37504	38678	39735	40986	42897
B22	38678	39951	41203	42457	44440
B24	41421	42897	44222	45618	47840
B25	44440	45841	48711	49775	51032
B26	46060	47609	49234	51718	53259
B27	47764	49387	51098	53733	
B28	49548	51252	53037	55752	
B29	51407	53192	55055	57928	
B30	53342	55211	57151	60097	
B31	55364	57305	59322	62425	
B32	57380	59399	61496	64754	
B34	61571	63748	65991	69490	

SCHEDULE B00**CLASSIFIED ANNUAL SALARIES**

Effective June 24, 2007

B13	31605	32298	32884	33474	34383
B16	33739	34593	35322	36085	37330
B20	37460	38629	39643	40712	42515
B21	38629	39838	40927	42216	44184
B22	39838	41150	42439	43731	45773
B24	42664	44184	45549	46987	49275
B25	45773	47216	50172	51268	52563
B26	47442	49037	50711	53270	54857
B27	49197	50869	52631	55345	
B28	51034	52790	54628	57425	
B29	52949	54788	56707	59666	
B30	54942	56867	58866	61900	
B31	57025	59024	61102	64298	
B32	59101	61181	63341	66697	
B34	63418	65660	67971	71575	

SCHEDULE 300

UNCLASSIFIED ANNUAL SALARIES

Effective June 27, 2004

301	23475	23753	24041	24461		329	46836	48463	50159	52778
302	23475	23802	24086	24368	24792	330	48599	50302	52069	54754
303	23802	24086	24368	24652	25122	331	50441	52210	54048	56876
304	24086	24368	24652	24984	25454	332	52279	54118	56029	58997
305	24368	24699	25031	25360	25877	333	54189	56097	58080	61113
306	24699	25052	25407	25737	26254	334	56097	58080	60125	63312
307	25052	25431	25783	26163	26729	335	58006	60060	62181	65505
308	25431	25833	26210	26586	27200	336	59913	62035	64231	67694
309	25833	26303	26729	27153	27815	337	61968	64161	66493	69955
310	26303	26822	27249	27719	28425	338	64161	66493	69955	73424
311	26822	27341	27815	28285	29041	339	66493	69955	73424	76884
312	27341	27955	28425	28947	29700	340	69955	73424	76884	80344
313	27955	28569	29088	29609	30413	341	73424	76884	80344	83814
314	28569	29184	29700	30267	31137	342	76884	80344	83814	87280
315	29184	29844	30413	30989	31972	343	80344	83814	87280	90730
316	29844	30599	31244	31920	33021	344	83814	87280	90741	94206
317	30599	31347	32025	32794	33988	345	87280	90741	94206	97673
318	31347	32191	32964	33757	35066	346	90741	94206	97673	101135
319	32191	33136	33936	34821	36202	347	94206	97673	101135	104600
320	33136	34170	35066	36012	37608	348	97673	101135	104600	108067
321	34170	35239	36202	37342	39084	349	101135	104600	108067	111532
322	35239	36399	37540	38683	40489	350	104600	108067	111532	114999
323	36399	37739	38883	40086	41964	351	108067	111532	114999	118459
324	37739	39084	40290	41562	43587	352	111532	114999	118459	121927
325	40489	41765	43163	45349		353	114999	118459	121927	125395
326	41964	43376	44857	47120		354	118459	121927	125395	128859
327	43517	44997	46555	48956		355	121927	125395	128859	132327
328	45143	46695	48322	50795						

SCHEDULE 300

UNCLASSIFIED ANNUAL SALARIES

Effective June 25, 2005

301	24053	24338	24633	25064		329	47990	49657	51395	54078
302	24053	24388	24679	24968	25403	330	49796	51541	53352	56103
303	24388	24679	24968	25260	25741	331	51684	53496	55379	58276
304	24679	24968	25260	25600	26081	332	53566	55451	57409	60450
305	24968	25307	25647	25984	26515	333	55524	57479	59511	62618
306	25307	25669	26033	26371	26901	334	57479	59511	61605	64871
307	25669	26057	26418	26807	27387	335	59435	61539	63712	67118
308	26057	26469	26856	27241	27870	336	61389	63563	65813	69362
309	26469	26951	27387	27822	28500	337	63494	65742	68130	71678
310	26951	27483	27920	28401	29125	338	65742	68130	71678	75233
311	27483	28014	28500	28982	29756	339	68130	71678	75233	78778
312	28014	28644	29125	29660	30431	340	71678	75233	78778	82323
313	28644	29273	29804	30338	31163	341	75233	78778	82323	85878
314	29273	29903	30431	31013	31904	342	78778	82323	85878	89430
315	29903	30579	31163	31752	32760	343	82323	85878	89430	92965
316	30579	31353	32013	32706	33834	344	85878	89430	92976	96527
317	31353	32119	32814	33601	34825	345	89430	92976	96527	100079
318	32119	32984	33776	34588	35930	346	92976	96527	100079	103626
319	32984	33952	34771	35678	37094	347	96527	100079	103626	107176
320	33952	35012	35930	36899	38534	348	100079	103626	107176	110729
321	35012	36107	37094	38262	40046	349	103626	107176	110729	114279
322	36107	37295	38464	39635	41487	350	107176	110729	114279	117832
323	37295	38668	39840	41074	42998	351	110729	114279	117832	121376
324	38668	40046	41283	42586	44661	352	114279	117832	121376	124930
325	41487	42794	44226	46466		353	117832	121376	124930	128484
326	42998	44444	45962	48281		354	121376	124930	128484	132033
327	44589	46105	47702	50162		355	124930	128484	132033	135586
328	46255	47845	49512	52046						

SCHEDULE 300

UNCLASSIFIED ANNUAL SALARIES

Effective June 26, 2005

301	25015	25312	25618	26067		329	49910	51643	53451	56241
302	25015	25364	25666	25967	26419	330	51788	53603	55486	58347
303	25364	25666	25967	26270	26771	331	53751	55636	57594	60607
304	25666	25967	26270	26624	27124	332	55709	57669	59705	62868
305	25967	26319	26673	27023	27576	333	57745	59778	61891	65123
306	26319	26696	27074	27426	27977	334	59778	61891	64069	67466
307	26696	27099	27475	27879	28482	335	61812	64001	66260	69803
308	27099	27528	27930	28331	28985	336	63845	66106	68446	72136
309	27528	28029	28482	28935	29640	337	66034	68372	70855	74545
310	28029	28582	29037	29537	30290	338	68372	70855	74545	78242
311	28582	29135	29640	30141	30946	339	70855	74545	78242	81929
312	29135	29790	30290	30846	31648	340	74545	78242	81929	85616
313	29790	30444	30996	31552	32410	341	78242	81929	85616	89313
314	30444	31099	31648	32254	33180	342	81929	85616	89313	93007
315	31099	31802	32410	33022	34070	343	85616	89313	93007	96684
316	31802	32607	33294	34014	35187	344	89313	93007	96695	100388
317	32607	33404	34127	34945	36218	345	93007	96695	100388	104082
318	33404	34303	35127	35972	37367	346	96695	100388	104082	107771
319	34303	35310	36162	37105	38578	347	100388	104082	107771	111463
320	35310	36412	37367	38375	40075	348	104082	107771	111463	115158
321	36412	37551	38578	39792	41648	349	107771	111463	115158	118850
322	37551	38787	40003	41220	43146	350	111463	115158	118850	122545
323	38787	40215	41434	42717	44718	351	115158	118850	122545	126231
324	40215	41648	42934	44289	46447	352	118850	122545	126231	129927
325	43146	44506	45995	48325		353	122545	126231	129927	133623
326	44718	46222	47800	50212		354	126231	129927	133623	137314
327	46373	47949	49610	52168		355	129927	133623	137314	141009
328	48105	49759	51492	54128						

SCHEDULE 300

UNCLASSIFIED ANNUAL SALARIES

Effective June 25, 2006

301	25765	26071	26387	26849		329	51407	53192	55055	57928
302	25765	26125	26436	26746	27212	330	53342	55211	57151	60097
303	26125	26436	26746	27058	27574	331	55364	57305	59322	62425
304	26436	26746	27058	27423	27938	332	57380	59399	61496	64754
305	26746	27109	27473	27834	28403	333	59477	61571	63748	67077
306	27109	27497	27886	28249	28816	334	61571	63748	65991	69490
307	27497	27912	28299	28715	29336	335	63666	65921	68248	71897
308	27912	28354	28768	29181	29855	336	65760	68089	70499	74300
309	28354	28870	29336	29803	30529	337	68015	70423	72981	76781
310	28870	29439	29908	30423	31199	338	70423	72981	76781	80589
311	29439	30009	30529	31045	31874	339	72981	76781	80589	84387
312	30009	30684	31199	31771	32597	340	76781	80589	84387	88184
313	30684	31357	31926	32499	33382	341	80589	84387	88184	91992
314	31357	32032	32597	33222	34175	342	84387	88184	91992	95797
315	32032	32756	33382	34013	35092	343	88184	91992	95797	99585
316	32756	33585	34293	35034	36243	344	91992	95797	99596	103400
317	33585	34406	35151	35993	37305	345	95797	99596	103400	107204
318	34406	35332	36181	37051	38488	346	99596	103400	107204	111004
319	35332	36369	37247	38218	39735	347	103400	107204	111004	114807
320	36369	37504	38488	39526	41277	348	107204	111004	114807	118613
321	37504	38678	39735	40986	42897	349	111004	114807	118613	122415
322	38678	39951	41203	42457	44440	350	114807	118613	122415	126221
323	39951	41421	42677	43999	46060	351	118613	122415	126221	130018
324	41421	42897	44222	45618	47840	352	122415	126221	130018	133825
325	44440	45841	47375	49775		353	126221	130018	133825	137632
326	46060	47609	49234	51718		354	130018	133825	137632	141433
327	47764	49387	51098	53733		355	133825	137632	141433	145239
328	49548	51252	53037	55752						

SCHEDULE 300

UNCLASSIFIED ANNUAL SALARIES

Effective June 24, 2007

301	26538	26853	27179	27654		329	52949	54788	56707	59666
302	26538	26909	27229	27548	28028	330	54942	56867	58866	61900
303	26909	27229	27548	27870	28401	331	57025	59024	61102	64298
304	27229	27548	27870	28246	28776	332	59101	61181	63341	66697
305	27548	27922	28297	28669	29255	333	61261	63418	65660	69089
306	27922	28322	28723	29096	29680	334	63418	65660	67971	71575
307	28322	28749	29148	29576	30216	335	65576	67899	70295	74054
308	28749	29205	29631	30056	30751	336	67733	70132	72614	76529
309	29205	29736	30216	30697	31445	337	70055	72536	75170	79084
310	29736	30322	30805	31336	32135	338	72536	75170	79084	83007
311	30322	30909	31445	31976	32830	339	75170	79084	83007	86919
312	30909	31605	32135	32724	33575	340	79084	83007	86919	90830
313	31605	32298	32884	33474	34383	341	83007	86919	90830	94752
314	32298	32993	33575	34219	35200	342	86919	90830	94752	98671
315	32993	33739	34383	35033	36145	343	90830	94752	98671	102573
316	33739	34593	35322	36085	37330	344	94752	98671	102584	106502
317	34593	35438	36206	37073	38424	345	98671	102584	106502	110420
318	35438	36392	37266	38163	39643	346	102584	106502	110420	114334
319	36392	37460	38364	39365	40927	347	106502	110420	114334	118251
320	37460	38629	39643	40712	42515	348	110420	114334	118251	122171
321	38629	39838	40927	42216	44184	349	114334	118251	122171	126087
322	39838	41150	42439	43731	45773	350	118251	122171	126087	130008
323	41150	42664	43957	45319	47442	351	122171	126087	130008	133919
324	42664	44184	45549	46987	49275	352	126087	130008	133919	137840
325	45773	47216	48796	51268		353	130008	133919	137840	141761
326	47442	49037	50711	53270		354	133919	137840	141761	145676
327	49197	50869	52631	55345		355	137840	141761	145676	149596
328	51034	52790	54628	57425						

SCHEDULE 300

UNCLASSIFIED ANNUAL SALARIES

Effective June 27, 2004

301	23475	23753	24041	24461	
302	23475	23802	24086	24368	24792
303	23802	24086	24368	24652	25122
304	24086	24368	24652	24984	25454
305	24368	24699	25031	25360	25877
306	24699	25052	25407	25737	26254
307	25052	25431	25783	26163	26729
308	25431	25833	26210	26586	27200
309	25833	26303	26729	27153	27815
310	26303	26822	27249	27719	28425
311	26822	27341	27815	28285	29041
312	27341	27955	28425	28947	29700
313	27955	28569	29088	29609	30413
314	28569	29184	29700	30267	31137
315	29184	29844	30413	30989	31972
316	29844	30599	31244	31920	33021
317	30599	31347	32025	32794	33988
318	31347	32191	32964	33757	35066
319	32191	33136	33936	34821	36202
320	33136	34170	35066	36012	37608
321	34170	35239	36202	37342	39084
322	35239	36399	37540	38683	40489
323	36399	37739	38883	40086	41964
324	37739	39084	40290	41562	43587
325	40489	41765	43163	45349	
326	41964	43376	44857	47120	
327	43517	44997	46555	48956	
328	45143	46695	48322	50795	
329	46836	48463	50159	52778	

330	48599	50302	52069	54754
331	50441	52210	54048	56876
332	52279	54118	56029	58997
333	54189	56097	58080	61113
334	56097	58080	60125	63312
335	58006	60060	62181	65505
336	59913	62035	64231	67694
337	61968	64161	66493	69955
338	64161	66493	69955	73424
339	66493	69955	73424	76884
340	69955	73424	76884	80344
341	73424	76884	80344	83814
342	76884	80344	83814	87280
343	80344	83814	87280	90730
344	83814	87280	90741	94206
345	87280	90741	94206	97673
346	90741	94206	97673	101135
347	94206	97673	101135	104600
348	97673	101135	104600	108067
349	101135	104600	108067	111532
350	104600	108067	111532	114999
351	108067	111532	114999	118459
352	111532	114999	118459	121927
353	114999	118459	121927	125395
354	118459	121927	125395	128859
355	121927	125395	128859	132327

SCHEDULE 300

UNCLASSIFIED ANNUAL SALARIES

Effective June 25, 2005

301	24053	24338	24633	25064	
302	24053	24388	24679	24968	25403
303	24388	24679	24968	25260	25741
304	24679	24968	25260	25600	26081
305	24968	25307	25647	25984	26515
306	25307	25669	26033	26371	26901
307	25669	26057	26418	26807	27387
308	26057	26469	26856	27241	27870
309	26469	26951	27387	27822	28500
310	26951	27483	27920	28401	29125
311	27483	28014	28500	28982	29756
312	28014	28644	29125	29660	30431
313	28644	29273	29804	30338	31163
314	29273	29903	30431	31013	31904
315	29903	30579	31163	31752	32760
316	30579	31353	32013	32706	33834
317	31353	32119	32814	33601	34825
318	32119	32984	33776	34588	35930
319	32984	33952	34771	35678	37094
320	33952	35012	35930	36899	38534
321	35012	36107	37094	38262	40046
322	36107	37295	38464	39635	41487
323	37295	38668	39840	41074	42998
324	38668	40046	41283	42586	44661
325	41487	42794	44226	46466	
326	42998	44444	45962	48281	
327	44589	46105	47702	50162	
328	46255	47845	49512	52046	
329	47990	49657	51395	54078	

330	49796	51541	53352	56103
331	51684	53496	55379	58276
332	53566	55451	57409	60450
333	55524	57479	59511	62618
334	57479	59511	61605	64871
335	59435	61539	63712	67118
336	61389	63563	65813	69362
337	63494	65742	68130	71678
338	65742	68130	71678	75233
339	68130	71678	75233	78778
340	71678	75233	78778	82323
341	75233	78778	82323	85878
342	78778	82323	85878	89430
343	82323	85878	89430	92965
344	85878	89430	92976	96527
345	89430	92976	96527	100079
346	92976	96527	100079	103626
347	96527	100079	103626	107176
348	100079	103626	107176	110729
349	103626	107176	110729	114279
350	107176	110729	114279	117832
351	110729	114279	117832	121376
352	114279	117832	121376	124930
353	117832	121376	124930	128484
354	121376	124930	128484	132033
355	124930	128484	132033	135586

SCHEDULE 300

UNCLASSIFIED ANNUAL SALARIES

Effective June 26, 2005

301	25015	25312	25618	26067	
302	25015	25364	25666	25967	26419
303	25364	25666	25967	26270	26771
304	25666	25967	26270	26624	27124
305	25967	26319	26673	27023	27576
306	26319	26696	27074	27426	27977
307	26696	27099	27475	27879	28482
308	27099	27528	27930	28331	28985
309	27528	28029	28482	28935	29640
310	28029	28582	29037	29537	30290
311	28582	29135	29640	30141	30946
312	29135	29790	30290	30846	31648
313	29790	30444	30996	31552	32410
314	30444	31099	31648	32254	33180
315	31099	31802	32410	33022	34070
316	31802	32607	33294	34014	35187
317	32607	33404	34127	34945	36218
318	33404	34303	35127	35972	37367
319	34303	35310	36162	37105	38578
320	35310	36412	37367	38375	40075
321	36412	37551	38578	39792	41648
322	37551	38787	40003	41220	43146
323	38787	40215	41434	42717	44718
324	40215	41648	42934	44289	46447
325	43146	44506	45995	48325	
326	44718	46222	47800	50212	
327	46373	47949	49610	52168	
328	48105	49759	51492	54128	
329	49910	51643	53451	56241	

330	51788	53603	55486	58347
331	53751	55636	57594	60607
332	55709	57669	59705	62868
333	57745	59778	61891	65123
334	59778	61891	64069	67466
335	61812	64001	66260	69803
336	63845	66106	68446	72136
337	66034	68372	70855	74545
338	68372	70855	74545	78242
339	70855	74545	78242	81929
340	74545	78242	81929	85616
341	78242	81929	85616	89313
342	81929	85616	89313	93007
343	85616	89313	93007	96684
344	89313	93007	96695	100388
345	93007	96695	100388	104082
346	96695	100388	104082	107771
347	100388	104082	107771	111463
348	104082	107771	111463	115158
349	107771	111463	115158	118850
350	111463	115158	118850	122545
351	115158	118850	122545	126231
352	118850	122545	126231	129927
353	122545	126231	129927	133623
354	126231	129927	133623	137314
355	129927	133623	137314	141009

SCHEDULE 300

UNCLASSIFIED ANNUAL SALARIES

Effective June 25, 2006

301	25765	26071	26387	26849	
302	25765	26125	26436	26746	27212
303	26125	26436	26746	27058	27574
304	26436	26746	27058	27423	27938
305	26746	27109	27473	27834	28403
306	27109	27497	27886	28249	28816
307	27497	27912	28299	28715	29336
308	27912	28354	28768	29181	29855
309	28354	28870	29336	29803	30529
310	28870	29439	29908	30423	31199
311	29439	30009	30529	31045	31874
312	30009	30684	31199	31771	32597
313	30684	31357	31926	32499	33382
314	31357	32032	32597	33222	34175
315	32032	32756	33382	34013	35092
316	32756	33585	34293	35034	36243
317	33585	34406	35151	35993	37305
318	34406	35332	36181	37051	38488
319	35332	36369	37247	38218	39735
320	36369	37504	38488	39526	41277
321	37504	38678	39735	40986	42897
322	38678	39951	41203	42457	44440
323	39951	41421	42677	43999	46060
324	41421	42897	44222	45618	47840
325	44440	45841	47375	49775	
326	46060	47609	49234	51718	
327	47764	49387	51098	53733	
328	49548	51252	53037	55752	
329	51407	53192	55055	57928	

330	53342	55211	57151	60097
331	55364	57305	59322	62425
332	57380	59399	61496	64754
333	59477	61571	63748	67077
334	61571	63748	65991	69490
335	63666	65921	68248	71897
336	65760	68089	70499	74300
337	68015	70423	72981	76781
338	70423	72981	76781	80589
339	72981	76781	80589	84387
340	76781	80589	84387	88184
341	80589	84387	88184	91992
342	84387	88184	91992	95797
343	88184	91992	95797	99585
344	91992	95797	99596	103400
345	95797	99596	103400	107204
346	99596	103400	107204	111004
347	103400	107204	111004	114807
348	107204	111004	114807	118613
349	111004	114807	118613	122415
350	114807	118613	122415	126221
351	118613	122415	126221	130018
352	122415	126221	130018	133825
353	126221	130018	133825	137632
354	130018	133825	137632	141433
355	133825	137632	141433	145239

SCHEDULE 300

UNCLASSIFIED ANNUAL SALARIES

Effective June 24, 2007

301	26538	26853	27179	27654	
302	26538	26909	27229	27548	28028
303	26909	27229	27548	27870	28401
304	27229	27548	27870	28246	28776
305	27548	27922	28297	28669	29255
306	27922	28322	28723	29096	29680
307	28322	28749	29148	29576	30216
308	28749	29205	29631	30056	30751
309	29205	29736	30216	30697	31445
310	29736	30322	30805	31336	32135
311	30322	30909	31445	31976	32830
312	30909	31605	32135	32724	33575
313	31605	32298	32884	33474	34383
314	32298	32993	33575	34219	35200
315	32993	33739	34383	35033	36145
316	33739	34593	35322	36085	37330
317	34593	35438	36206	37073	38424
318	35438	36392	37266	38163	39643
319	36392	37460	38364	39365	40927
320	37460	38629	39643	40712	42515
321	38629	39838	40927	42216	44184
322	39838	41150	42439	43731	45773
323	41150	42664	43957	45319	47442
324	42664	44184	45549	46987	49275
325	45773	47216	48796	51268	
326	47442	49037	50711	53270	
327	49197	50869	52631	55345	
328	51034	52790	54628	57425	
329	52949	54788	56707	59666	

330	54942	56867	58866	61900
331	57025	59024	61102	64298
332	59101	61181	63341	66697
333	61261	63418	65660	69089
334	63418	65660	67971	71575
335	65576	67899	70295	74054
336	67733	70132	72614	76529
337	70055	72536	75170	79084
338	72536	75170	79084	83007
339	75170	79084	83007	86919
340	79084	83007	86919	90830
341	83007	86919	90830	94752
342	86919	90830	94752	98671
343	90830	94752	98671	102573
344	94752	98671	102584	106502
345	98671	102584	106502	110420
346	102584	106502	110420	114334
347	106502	110420	114334	118251
348	110420	114334	118251	122171
349	114334	118251	122171	126087
350	118251	122171	126087	130008
351	122171	126087	130008	133919
352	126087	130008	133919	137840
353	130008	133919	137840	141761
354	133919	137840	141761	145676
355	137840	141761	145676	149596

SCHEDULE 300

UNCLASSIFIED ABBREVIATED HOURLY SALARIES

Effective June 27, 2004

301 G 12.91 13.11 13.34 35 Hrs.

SCHEDULE 300

UNCLASSIFIED ABBREVIATED HOURLY SALARIES

Effective June 25, 2005

301 G 13.23 13.44 13.67 35 Hrs.

SCHEDULE 300

UNCLASSIFIED ABBREVIATED HOURLY SALARIES

Effective June 26, 2005

301 G 13.76 13.98 14.22 35 Hrs.

SCHEDULE 300

UNCLASSIFIED ABBREVIATED HOURLY SALARIES

Effective June 25, 2006

301 G 14.17 14.40 14.65 35 Hrs.

SCHEDULE 300

UNCLASSIFIED ABBREVIATED HOURLY SALARIES

Effective June 24, 2007

301 G 14.60 14.83 15.09 35 Hrs.

SCHEDULE 300

UNCASSIFIED FLAT ANNUAL SALARIES

Effective June 27, 2004

301	\$	37557	310	\$	39084
302	\$	21590	311	\$	17725
303	\$	32000	339	\$	31863
304	\$	23363	341	\$	31373
305	\$	37540	357	\$	56498
306	\$	43587	382	\$	35851
307	\$	29601	383	\$	40490
308	\$	35199	384	\$	33005
309	\$	26701	385	\$	55687

SCHEDULE 300

UNCASSIFIED FLAT ANNUAL SALARIES

Effective June 25, 2005

301	\$	38482	310	\$	40046
302	\$	22122	311	\$	18162
303	\$	32788	339	\$	32648
304	\$	23939	341	\$	32145
305	\$	38464	357	\$	57890
306	\$	44661	382	\$	36734
307	\$	30331	383	\$	41488
308	\$	36066	384	\$	33818
309	\$	27358	385	\$	57059

SCHEDULE 300

UNCASSIFIED FLAT ANNUAL SALARIES

Effective June 26, 2005

301	\$	40021	310	\$	41648
302	\$	23007	311	\$	18888
303	\$	34100	339	\$	33954
304	\$	24897	341	\$	33431
305	\$	40003	357	\$	60206
306	\$	46447	382	\$	38203
307	\$	31544	383	\$	43148
308	\$	37509	384	\$	35171
309	\$	28452	385	\$	59341

SCHEDULE 300

UNCASSIFIED FLAT ANNUAL SALARIES

Effective June 25, 2006

301	\$	41222	310	\$	42897
302	\$	23697	311	\$	19455
303	\$	35123	339	\$	34973
304	\$	25644	341	\$	34434
305	\$	41203	357	\$	62012
306	\$	47840	382	\$	39349
307	\$	32490	383	\$	44442
308	\$	38634	384	\$	36226
309	\$	29306	385	\$	61121

SCHEDULE 300

UNCLASSIFIED FLAT ANNUAL SALARIES

Effective June 24, 2007

301	\$	42459	310	\$	44184
302	\$	24408	311	\$	20039
303	\$	36177	339	\$	36022
304	\$	26413	341	\$	35467
305	\$	42439	357	\$	63872
306	\$	49275	382	\$	40529
307	\$	33465	383	\$	45775
308	\$	39793	384	\$	37313
309	\$	30185	385	\$	62955

SCHEDULE 300

UNCLASSIFIED HOURLY SALARIES

Effective June 27, 2004

300	H	\$	11.08	35 Hrs.
302	H	\$	21.08	40 Hrs.
303	H	\$	11.24	35 Hrs.
313	H	\$	9.93	35 Hrs.
322	H	\$	13.91	35 Hrs.
325	H	\$	14.48	35 Hrs.
335	H	\$	12.23	35 Hrs.
336	H	\$	16.03	35 Hrs.

SCHEDULE 300

UNCLASSIFIED HOURLY SALARIES

Effective June 25, 2005

300	H	\$	11.36	35 Hrs.
302	H	\$	21.60	40 Hrs.
303	H	\$	11.51	35 Hrs.
313	H	\$	10.17	35 Hrs.
322	H	\$	14.25	35 Hrs.
325	H	\$	14.84	35 Hrs.
335	H	\$	12.53	35 Hrs.
336	H	\$	16.42	35 Hrs.

SCHEDULE 300

UNCLASSIFIED HOURLY SALARIES

Effective June 26, 2005

300	H	\$	11.81	35 Hrs.
302	H	\$	22.46	40 Hrs.
303	H	\$	11.97	35 Hrs.
313	H	\$	10.58	35 Hrs.
322	H	\$	14.82	35 Hrs.
325	H	\$	15.43	35 Hrs.
335	H	\$	13.03	35 Hrs.
336	H	\$	17.08	35 Hrs.

SCHEDULE 300

UNCLASSIFIED HOURLY SALARIES

Effective June 25, 2006

300	H	\$	12.16	35 Hrs.
302	H	\$	23.13	40 Hrs.
303	H	\$	12.33	35 Hrs.
313	H	\$	10.90	35 Hrs.
322	H	\$	15.26	35 Hrs.
325	H	\$	15.89	35 Hrs.
335	H	\$	13.42	35 Hrs.
336	H	\$	17.59	35 Hrs.

SCHEDULE 300

UNCLASSIFIED HOURLY SALARIES

Effective June 24, 2007

300	H	\$	12.52	35 Hrs.
302	H	\$	23.82	40 Hrs.
303	H	\$	12.70	35 Hrs.
313	H	\$	11.23	35 Hrs.
322	H	\$	15.72	35 Hrs.
325	H	\$	16.37	35 Hrs.
335	H	\$	13.82	35 Hrs.
336	H	\$	18.12	35 Hrs.

SCHEDULE E00

UNCLASSIFIED ANNUAL SALARIES

Effective June 27, 2004

E013	29184	29844	30413	30989	31972
E024	41964	43376	44857	47120	48524
E029	50441	52210	54048	56876	

SCHEDULE E00

UNCLASSIFIED ANNUAL SALARIES

Effective June 25, 2005

E013	29903	30579	31163	31752	32760
E024	42998	44444	45962	48281	49719
E029	51684	53496	55379	58276	

SCHEDULE E00

UNCLASSIFIED ANNUAL SALARIES

Effective June 26, 2005

E013	31099	31802	32410	33022	34070
E024	44718	46222	47800	50212	51708
E029	53751	55636	57594	60607	

SCHEDULE E00

UNCLASSIFIED ANNUAL SALARIES

Effective June 25, 2006

E013	32032	32756	33382	34013	35092
E024	46060	47609	49234	51718	53259
E029	55364	57305	59322	62425	

SCHEDULE E00

UNCLASSIFIED ANNUAL SALARIES

Effective June 24, 2007

E013	32993	33739	34383	35033	36145
E024	47442	49037	50711	53270	54857
E029	57025	59024	61102	64298	

SCHEDULE 600
UNCLASSIFIED ANNUAL SALARIES
 Effective June 27, 2004

601 ** The 601 pay grade has been established to accommodate the 35 Hour exception to grade 624 - normally a 40 hour work week

Pay Grade	0 - 6 Months	7-18 Months	19-30 Months	31-42 Months	43-54 Months	55-66 Months	67-78 Months	79-90 Months	91-102 Months	103-114 Months	115-126 Months	127-180 Months	181-240 Months	241-300 Months	301+ Months
601 **	32841	34062	34962	36544	36668	38069	38812	39679	40051	40299	40670	42073	43842	44853	45863
607	25372	25710	26046	26700	27348	28262	28684	29116	29554	29997	30445	30903	31367	31836	32314
608	25710	26070	26436	27091	27756	28681	29112	29547	29992	30441	30897	31362	31830	32309	32794
609	26070	26456	26816	27487	28156	29095	29532	29973	30425	30880	31345	31814	32293	32772	33267
610	26456	26867	27253	27933	28617	29568	30011	30463	30918	31383	31854	32332	32815	33308	33810
611	26867	27347	27776	28471	29167	30139	30593	31049	31515	31990	32467	32956	33449	33949	34463
612	27347	27863	28313	29020	29727	30719	31180	31648	32123	32603	33093	33590	34092	34604	35123
613	27878	28407	28890	29612	30334	31345	31814	32293	32778	33268	33766	34274	34785	35308	35841
614	28407	29034	29510	30250	30987	32018	32498	32989	33483	33982	34494	35010	35538	36069	36612
615	29034	29657	30186	30942	31694	32754	33243	33743	34249	34765	35284	35813	36351	36895	37449
616	29657	30287	30811	31583	32352	33430	33931	34440	34957	35480	36015	36553	37101	37660	38225

617	30287	30957	31539	32326	33113	34218	34730	35253	35779	36317	36862	37415	37975	38545	39124
618	30957	31727	32481	33290	34103	35240	35770	36305	36850	37403	37964	38532	39111	39699	40292
619	31727	32491	33426	34259	35097	36266	36808	37361	37919	38491	39069	39652	40248	40854	41464
620	32491	33352	34622	35486	36353	37564	38128	38699	39282	39868	40465	41076	41691	42315	42950
621	33323	34481	35282	36169	37336	39004	39855	40846	41273	41554	41978	43364	45177	46222	47267
622	34314	35370	36914	37835	38761	40052	40652	41264	41880	42507	43144	43792	44452	45117	45795
623	35370	36461	38350	39308	40266	41610	42231	42866	43510	44163	44824	45496	46179	46874	47573
624	37532	38928	39956	41764	41906	43507	44357	45347	45772	46056	46480	48083	50105	51260	52415
625	39013	40178	41406	42442	43474	44926	45599	46285	46976	47682	48397	49124	49861	50607	51367
626	40213	41674	42837	44863	45004	46760	47609	48601	49026	49310	49734	51487	53668	54902	56131
627	41818	43120	44866	45989	47108	48679	49410	50151	50904	51666	52443	53229	54027	54836	55661
628	43320	44760	46608	47773	48939	50569	51330	52099	52883	53672	54478	55296	56125	56968	57822
629	44906	46415	48351	49560	50768	52461	53248	54048	54858	55679	56515	57365	58222	59095	59983
630	46264	48116	49658	52210	52352	54475	55325	56316	56743	57026	57451	59571	62119	63533	64948
631	47856	49771	51764	53832	55985	58223	59096	59984	60886	61799	62724	63667	64618	65590	66572
632	49592	51575	53639	55784	58016	60337	61242	62158	63093	64039	64999	65974	66963	67970	68989

633	51506	53563	55706	57936	60254	62665	63603	64557	65523	66509	67504	68519	69547	70589	71648
634	53630	55777	58006	60331	62741	65248	66231	67223	68231	69253	70292	71346	72415	73504	74604
635	55967	58208	60535	62957	65476	68092	69113	70151	71204	72270	73354	74457	75571	76706	77857
636	58520	60858	63293	65826	68459	71197	72264	73349	74452	75566	76699	77852	79017	80202	81406

SCHEDULE 600
UNCLASSIFIED ANNUAL SALARIES
 Effective June 25, 2005

601 ** The 601 pay grade has been established to accommodate the 35 Hour exception to grade 624 - normally a 40 hour work week

Pay Grade	0 - 6 Months	7-18 Months	19-30 Months	31-42 Months	43-54 Months	55-66 Months	67-78 Months	79-90 Months	91-102 Months	103-114 Months	115-126 Months	127-180 Months	181-240 Months	241-300 Months	301+ Months
601 **	33649	34901	35823	37444	37571	39007	39768	40656	41038	41291	41672	43109	44923	45957	46993
607	25997	26343	26687	27357	28022	28958	29390	29833	30282	30736	31195	31664	32139	32621	33109
608	26343	26712	27087	27759	28440	29387	29829	30274	30731	31191	31658	32135	32614	33105	33601
609	26712	27108	27477	28164	28850	29812	30260	30711	31174	31641	32117	32598	33089	33580	34086
610	27108	27529	27924	28621	29322	30296	30750	31214	31679	32156	32638	33128	33623	34129	34642
611	27529	28021	28461	29172	29885	30882	31347	31814	32291	32778	33266	33768	34273	34785	35312
612	28021	28549	29011	29735	30460	31476	31948	32427	32914	33406	33908	34418	34932	35457	35988
613	28565	29106	29602	30341	31081	32117	32598	33089	33586	34087	34598	35118	35642	36177	36723
614	29106	29749	30237	30995	31750	32807	33299	33801	34308	34819	35343	35873	36414	36957	37514
615	29749	30388	30930	31704	32475	33561	34062	34574	35093	35621	36154	36695	37247	37804	38372

616	30388	31033	31570	32361	33149	34253	34767	35288	35818	36354	36902	37454	38015	38587	39166
617	31033	31720	32316	33122	33929	35060	35586	36121	36660	37211	37770	38336	38911	39494	40088
618	31720	32508	33281	34110	34943	36108	36651	37199	37757	38324	38899	39482	40074	40676	41285
619	32508	33291	34249	35103	35961	37159	37715	38281	38853	39439	40032	40629	41239	41860	42485
620	33291	34173	35474	36360	37249	38489	39068	39652	40249	40850	41462	42088	42718	43358	44008
621	34144	35330	36151	37059	38255	39965	40837	41852	42290	42578	43012	44432	46289	47361	48431
622	35159	36241	37823	38767	39716	41038	41653	42280	42911	43554	44206	44871	45547	46228	46923
623	36241	37359	39294	40276	41258	42635	43271	43922	44582	45250	45928	46617	47317	48028	48745
624	38456	39887	40941	42793	42938	44579	45449	46464	46900	47190	47625	49267	51340	52522	53706
625	39973	41167	42426	43488	44545	46032	46722	47425	48133	48856	49589	50334	51089	51853	52632
626	41204	42700	43892	45968	46113	47912	48781	49798	50233	50524	50959	52755	54990	56255	57513
627	42848	44182	45971	47121	48268	49878	50627	51386	52158	52938	53735	54540	55358	56187	57032
628	44387	45863	47756	48950	50145	51815	52594	53382	54185	54994	55820	56658	57508	58371	59246
629	46012	47558	49541	50781	52019	53753	54559	55379	56209	57050	57907	58778	59656	60551	61461
630	47403	49301	50881	53496	53641	55817	56687	57703	58140	58430	58866	61039	63649	65098	66548
631	49035	50996	53039	55157	57364	59658	60552	61462	62385	63321	64269	65235	66210	67206	68212

632	50813	52846	54960	57158	59445	61823	62750	63689	64647	65617	66600	67599	68612	69645	70688
633	52775	54882	57078	59363	61739	64209	65170	66147	67137	68147	69166	70206	71260	72328	73413
634	54950	57151	59435	61817	64287	66855	67862	68879	69912	70959	72023	73104	74199	75315	76441
635	57346	59642	62026	64508	67088	69769	70816	71879	72958	74050	75161	76291	77432	78595	79774
636	59961	62357	64852	67447	70145	72951	74044	75156	76286	77427	78589	79769	80963	82178	83411

SCHEDULE 600
UNCLASSIFIED ANNUAL SALARIES

Effective June 26, 2005

601 ** The 601 pay grade has been established to accommodate the 35 Hour exception to grade 624 - normally a 40 hour work week

Pay Grade	0 - 6	7-18	19-30	31-42	43-54	55-66	67-78	79-90	91-102	103-114	115-126	127-180	181-240	241-300	301+
	Months	Months	Months	Months	Months	Months	Months	Months	Months	Months	Months	Months	Months	Months	Months
601 **	34995	36297	37257	38942	39074	40567	41359	42283	42679	42943	43339	44833	46720	47795	48872
607	27037	27397	27754	28451	29143	30116	30566	31026	31493	31965	32443	32931	33425	33926	34433
608	27397	27780	28170	28869	29578	30562	31022	31485	31960	32439	32924	33420	33919	34429	34945
609	27780	28192	28576	29291	30004	31004	31470	31939	32421	32907	33402	33902	34413	34923	35449
610	28192	28630	29041	29766	30495	31508	31980	32463	32946	33442	33944	34453	34968	35494	36028
611	28630	29142	29599	30339	31080	32117	32601	33087	33583	34089	34597	35119	35644	36176	36724
612	29142	29691	30171	30924	31678	32735	33226	33724	34231	34742	35264	35795	36329	36875	37428
613	29708	30270	30786	31555	32324	33402	33902	34413	34929	35450	35982	36523	37068	37624	38192
614	30270	30939	31446	32235	33020	34119	34631	35153	35680	36212	36757	37308	37871	38435	39015
615	30939	31604	32167	32972	33774	34903	35424	35957	36497	37046	37600	38163	38737	39316	39907

616	31604	32274	32833	33655	34475	35623	36158	36700	37251	37808	38378	38952	39536	40130	40733
617	32274	32989	33609	34447	35286	36462	37009	37566	38126	38699	39281	39869	40467	41074	41692
618	32989	33808	34612	35474	36341	37552	38117	38687	39267	39857	40455	41061	41677	42303	42936
619	33808	34623	35619	36507	37399	38645	39224	39812	40407	41017	41633	42254	42889	43534	44184
620	34623	35540	36893	37814	38739	40029	40631	41238	41859	42484	43120	43772	44427	45092	45768
621	35510	36743	37597	38541	39785	41564	42470	43526	43982	44281	44732	46209	48141	49255	50368
622	36565	37691	39336	40318	41305	42680	43319	43971	44627	45296	45974	46666	47369	48077	48800
623	37691	38853	40866	41887	42908	44340	45002	45679	46365	47060	47765	48482	49210	49949	50695
624	39994	41482	42579	44505	44656	46362	47267	48323	48776	49078	49530	51238	53394	54623	55854
625	41572	42814	44123	45228	46327	47873	48591	49322	50058	50810	51573	52347	53133	53927	54737
626	42852	44408	45648	47807	47958	49828	50732	51790	52242	52545	52997	54865	57190	58505	59814
627	44562	45949	47810	49006	50199	51873	52652	53441	54244	55056	55884	56722	57572	58434	59313
628	46162	47698	49666	50908	52151	53888	54698	55517	56352	57194	58053	58924	59808	60706	61616
629	47852	49460	51523	52812	54100	55903	56741	57594	58457	59332	60223	61129	62042	62973	63919
630	49299	51273	52916	55636	55787	58050	58954	60011	60466	60767	61221	63481	66195	67702	69210
631	50996	53036	55161	57363	59659	62044	62974	63920	64880	65854	66840	67844	68858	69894	70940

632	52846	54960	57158	59444	61823	64296	65260	66237	67233	68242	69264	70303	71356	72431	73516
633	54886	57077	59361	61738	64209	66777	67777	68793	69822	70873	71933	73014	74110	75221	76350
634	57148	59437	61812	64290	66858	69529	70576	71634	72708	73797	74904	76028	77167	78328	79499
635	59640	62028	64507	67088	69772	72560	73649	74754	75876	77012	78167	79343	80529	81739	82965
636	62359	64851	67446	70145	72951	75869	77006	78162	79337	80524	81733	82960	84202	85465	86747

SCHEDULE 600
UNCLASSIFIED ANNUAL SALARIES

Effective June 25, 2006

601 ** The 601 pay grade has been established to accommodate the 35 Hour exception to grade 624 - normally a 40 hour work week

Pay Grade	0 - 6 Months	7-18 Months	19-30 Months	31-42 Months	43-54 Months	55-66 Months	67-78 Months	79-90 Months	91-102 Months	103- 114 Months	115- 126 Months	127- 180 Months	181- 240 Months	241- 300 Months	301+ Months
601 **	36045	37385	38374	40110	40247	41784	42599	43551	43959	44231	44639	46178	48122	49229	50339
607	27848	28219	28587	29305	30017	31019	31483	31957	32438	32924	33416	33919	34428	34944	35466
608	28219	28613	29015	29735	30465	31479	31953	32430	32919	33412	33912	34423	34937	35462	35993
609	28613	29038	29433	30170	30904	31934	32414	32897	33394	33894	34404	34919	35445	35971	36512
610	29038	29489	29912	30659	31410	32453	32939	33437	33934	34445	34962	35487	36017	36559	37109
611	29489	30016	30487	31249	32012	33081	33579	34080	34590	35112	35635	36173	36713	37261	37826
612	30016	30582	31076	31852	32628	33717	34223	34736	35258	35784	36322	36869	37419	37981	38551
613	30599	31178	31710	32502	33294	34404	34919	35445	35977	36513	37061	37619	38180	38753	39338
614	31178	31867	32389	33202	34011	35143	35670	36208	36750	37298	37860	38427	39007	39588	40185
615	31867	32552	33132	33961	34787	35950	36487	37036	37592	38157	38728	39308	39899	40495	41104
616	32552	33242	33818	34665	35509	36692	37243	37801	38369	38942	39529	40121	40722	41334	41955

617	33242	33979	34617	35480	36345	37556	38119	38693	39270	39860	40459	41065	41681	42306	42943
618	33979	34822	35650	36538	37431	38679	39261	39848	40445	41053	41669	42293	42927	43572	44224
619	34822	35662	36688	37602	38521	39804	40401	41006	41619	42248	42882	43522	44176	44840	45510
620	35662	36606	38000	38948	39901	41230	41850	42475	43115	43759	44414	45085	45760	46445	47141
621	36575	37845	38725	39697	40979	42811	43744	44832	45301	45609	46074	47595	49585	50733	51879
622	37662	38822	40516	41528	42544	43960	44619	45290	45966	46655	47353	48066	48790	49519	50264
623	38822	40019	42092	43144	44195	45670	46352	47049	47756	48472	49198	49936	50686	51447	52216
624	41194	42726	43856	45840	45996	47753	48685	49773	50239	50550	51016	52775	54996	56262	57530
625	42819	44098	45447	46585	47717	49309	50049	50802	51560	52334	53120	53917	54727	55545	56379
626	44138	45740	47017	49241	49397	51323	52254	53344	53809	54121	54587	56511	58906	60260	61608
627	45899	47327	49244	50476	51705	53429	54232	55044	55871	56708	57561	58424	59299	60187	61092
628	47547	49129	51156	52435	53716	55505	56339	57183	58043	58910	59795	60692	61602	62527	63464
629	49288	50944	53069	54396	55723	57580	58443	59322	60211	61112	62030	62963	63903	64862	65837
630	50778	52811	54503	57305	57461	59791	60723	61811	62280	62590	63058	65385	68181	69733	71286
631	52526	54627	56816	59084	61449	63905	64863	65838	66826	67830	68845	69879	70924	71991	73068
632	54431	56609	58873	61227	63678	66225	67218	68224	69250	70289	71342	72412	73497	74604	75721

633	56533	58789	61142	63590	66135	68780	69810	70857	71917	72999	74091	75204	76333	77478	78640
634	58862	61220	63666	66219	68864	71615	72693	73783	74889	76011	77151	78309	79482	80678	81884
635	61429	63889	66442	69101	71865	74737	75858	76997	78152	79322	80512	81723	82945	84191	85454
636	64230	66797	69469	72249	75140	78145	79316	80507	81717	82940	84185	85449	86728	88029	89349

SCHEDULE 600
UNCLASSIFIED ANNUAL SALARIES
 Effective June 24, 2007

601 ** The 601 pay grade has been established to accommodate the 35 Hour exception to grade 624 - normally a 40 hour work week

Pay Grade	0 - 6 Months	7-18 Months	19-30 Months	31-42 Months	43-54 Months	55-66 Months	67-78 Months	79-90 Months	91-102 Months	103-114 Months	115-126 Months	127-180 Months	181-240 Months	241-300 Months	301+ Months
601 **	37126	38507	39526	41313	41454	43038	43878	44858	45278	45558	45978	47563	49565	50706	51849
607	28683	29066	29445	30184	30918	31950	32427	32916	33411	33912	34418	34937	35461	35992	36530
608	29066	29471	29885	30627	31379	32423	32912	33403	33907	34414	34929	35456	35985	36526	37073
609	29471	29909	30316	31075	31831	32892	33386	33884	34396	34911	35436	35967	36508	37050	37607
610	29909	30374	30809	31579	32352	33427	33927	34440	34952	35478	36011	36552	37098	37656	38222
611	30374	30916	31402	32186	32972	34073	34586	35102	35628	36165	36704	37258	37814	38379	38961
612	30916	31499	32008	32808	33607	34729	35250	35778	36316	36858	37412	37975	38542	39120	39708
613	31517	32113	32661	33477	34293	35436	35967	36508	37056	37608	38173	38748	39325	39916	40518
614	32113	32823	33361	34198	35031	36197	36740	37294	37852	38417	38996	39580	40177	40776	41391
615	32823	33529	34126	34980	35831	37028	37582	38147	38720	39302	39890	40487	41096	41710	42337

616	33529	34239	34833	35705	36574	37793	38360	38935	39520	40110	40715	41325	41944	42574	43214
617	34239	34998	35656	36544	37435	38683	39263	39854	40448	41056	41673	42297	42931	43575	44231
618	34998	35867	36719	37634	38554	39839	40439	41043	41658	42285	42919	43562	44215	44879	45551
619	35867	36732	37789	38730	39677	40998	41613	42236	42868	43515	44168	44828	45501	46185	46875
620	36732	37704	39140	40116	41098	42467	43105	43749	44408	45072	45746	46438	47133	47838	48555
621	37672	38980	39887	40888	42208	44095	45056	46177	46660	46977	47456	49023	51073	52255	53435
622	38792	39987	41731	42774	43820	45279	45958	46649	47345	48055	48774	49508	50254	51005	51772
623	39987	41220	43355	44438	45521	47040	47743	48460	49189	49926	50674	51434	52207	52990	53782
624	42430	44008	45172	47215	47376	49186	50146	51266	51746	52066	52546	54358	56646	57950	59256
625	44104	45421	46810	47983	49149	50788	51550	52326	53107	53904	54714	55535	56369	57211	58070
626	45462	47112	48428	50718	50879	52863	53822	54944	55423	55745	56225	58206	60673	62068	63456
627	47276	48747	50721	51990	53256	55032	55859	56695	57547	58409	59288	60177	61078	61993	62925
628	48973	50603	52691	54008	55327	57170	58029	58898	59784	60677	61589	62513	63450	64403	65368
629	50767	52472	54661	56028	57395	59307	60196	61102	62017	62945	63891	64852	65820	66808	67812
630	52301	54395	56138	59024	59185	61585	62545	63665	64148	64468	64950	67347	70226	71825	73425
631	54102	56266	58520	60857	63292	65822	66809	67813	68831	69865	70910	71975	73052	74151	75260

632	56064	58307	60639	63064	65588	68212	69235	70271	71327	72398	73482	74584	75702	76842	77993
633	58229	60553	62976	65498	68119	70843	71904	72983	74075	75189	76314	77460	78623	79802	80999
634	60628	63057	65576	68206	70930	73763	74874	75996	77136	78291	79466	80658	81866	83098	84341
635	63272	65806	68435	71174	74021	76979	78134	79307	80497	81702	82927	84175	85433	86717	88018
636	66157	68801	71553	74416	77394	80489	81695	82922	84169	85428	86711	88012	89330	90670	92029