



2005 - 2007



**COLLECTIVE BARGAINING
AGREEMENT
BY AND BETWEEN**

THE STATE OF WASHINGTON

AND

**WASHINGTON PUBLIC
EMPLOYEES ASSOCIATION
HIGHER EDUCATION
(WPEA HIGHER ED)**

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**WPEA HIGHER ED
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PREAMBLE

This Agreement is entered into by the State of Washington, referred to as the “State,” on behalf of each separate Community College District, referred to as the “Employer,” and the Washington Public Employees Association/UFCW 365, referred to as the “Union.” The Union is the exclusive bargaining representative for all bargaining units certified by the Public Employment Relations Commission.

For descriptive purposes only, a list of the bargaining units currently certified to the Union is listed in Appendix A.

ARTICLE 1
NON-DISCRIMINATION

Under this Agreement, discrimination against employees on the basis of religion, age, gender, sex, marital status, race, color, creed, national origin, political affiliation, status as a disabled veteran or Vietnam era veteran, sexual orientation, or the presence of any sensory, mental or physical disability is prohibited, and no unlawful harassment will be tolerated.

ARTICLE 2
APPOINTMENT AND REAPPOINTMENT

2.1 Filling Positions

The Employer will determine when a position will be filled, the type of appointment to be used when filling the position, and the skills and abilities necessary to perform the duties of the specific position within a job classification. The Employer will consider internal promotional candidates and employees who are requesting a transfer or voluntary demotion prior to considering other candidates. Consideration will be limited to employees who have the skills and abilities required for the position.

2.2 Appointment and Reemployment

The Employer will make appointments in accordance with the provisions in WAC 357-19, except for provisions relating to the General Government Transition Pool, General Government Non-Permanent Employment, General Government Return-to-Work Initiative Program, and Police Corps Programs.

2.3 Director's Reviews

A. Alleged Violation

Employees may request a review of an alleged violation of WAC 357-19 within thirty (30) calendar days of the date the employee could reasonably be expected to have knowledge of the action giving rise to a rule violation claim or the stated effective date, whichever is later. Such requests must be submitted to the Director of the Washington State Department of Personnel and comply with the provisions of WAC 357-49.

B. Remedial Action

Individuals appointed to a temporary appointment may submit a request for remedial action per WAC 357-19-450. Such requests must be submitted to the Director of the Washington State Department of Personnel within thirty (30) calendar days of the date the individual could reasonably be expected to have knowledge of the action giving rise to violation of the temporary appointment rules.

2.4 Grievability

The provisions of this Article are not subject to Article 25, Grievance Procedure.

ARTICLE 3
PERFORMANCE EVALUATION

3.1 Objective

The performance evaluation process gives supervisors an opportunity to discuss performance goals with their employees and assess and review their performance with regard to those goals. Supervisors can then provide support to employees in their professional development, so that skills and abilities can be aligned with college mission and goals and the Employer's job requirements.

3.2 Evaluation Process

- A. Employee work performance will be evaluated during probationary, trial service and transition periods and annually thereafter, at a time that allows for adequate application of the process. Supervisors will meet with employees at the start of their review period to discuss performance expectations. Employees will receive copies of their performance expectations as well as notification of any modifications made during the review period.

- B. The Employer will use the Performance and Development Plan (PDP) developed by the Washington State Department of Personnel. A copy of the performance evaluation will be provided to the employee at the time of the review. The original performance evaluation forms, including the employee's comments, will be maintained in the employee's personnel file.

- C. The performance evaluation process is subject to the grievance procedure in Article 25 up to Step 3.

3.3 PDP Training

Training will be provided to managers and supervisors prior to implementing the PDP.

ARTICLE 4
HOURS OF WORK

4.1 General

- A. The workweek for employees shall begin at 12:01 a.m. Sunday and shall conclude at 12:00 midnight Saturday.

- B. Full-time Employees:
Employees who are scheduled to work an average of forty (40) hours per workweek.

- C. Part-time Employees:
Employees who are scheduled to work an average of less than forty (40) hours per week.

- D. Workday:
One (1) of seven (7) consecutive, twenty-four (24) hours periods in a workweek.

E. Work Schedules:

Workweeks and work shifts of different numbers of hours may be established by the Employer in order to meet business and customer service needs, as long as the work schedules meet federal and state laws.

F. Work Shift:

The hours an employee is scheduled to work each workday in a workweek.

4.2 Position Designation

Each position will be designated as either overtime-eligible or overtime-exempt. Overtime-eligible and overtime-exempt employees will be informed of their status as such at the time of appointment.

4.3 Overtime-Eligible Positions--Schedules

A. Regular Work Schedules

The regular work schedule for overtime-eligible employees will not be more than forty (40) hours in a workweek, with starting and ending times as determined by the requirements of the position and the Employer.

B. Alternate Work Schedules

Workweeks and work shifts of different numbers of hours may be established for overtime-eligible employees by the Employer in order to meet business and customer service needs, as long as the alternate work schedules meet federal and state requirements. Prior to assigning employees to alternate work schedules, the Employer shall seek volunteers with the necessary skills and abilities who are qualified to perform such assignments. If more than one (1) volunteer has the necessary skills and abilities and is qualified to perform such assignments, seniority will be the determining factor in making the assignment.

C. Temporary Schedule Changes

Employees' workweeks and/or work schedules may be temporarily changed with prior notice from the Employer. A temporary schedule change is defined as a change lasting twenty-one (21) calendar days or less. Overtime-eligible employees will receive three (3) calendar days' written notice of any temporary schedule change. The day that notification is given is considered the first day of notice.

D. Permanent Schedule Changes

Employees' workweeks and work schedules may be permanently changed with prior notice from the Employer. Overtime-eligible employees will receive fourteen (14) calendar days' written notice of a permanent schedule change. The day notification is given is considered the first day of notice.

E. Emergency Schedule Changes

The Employer may adjust an overtime-eligible employee's workweek and work schedule without prior notice in emergencies or unforeseen operational needs. Employees affected by emergency schedule changes shall be allowed de minimis time to make necessary arrangements.

F. Employee-Requested Schedule Changes

Overtime-eligible employees' workweeks and work schedules may be changed at the employee's request and with the Employer's approval, provided the Employer's business and customer service needs are met and no overtime expense is incurred.

4.4 Overtime-Eligible Unpaid Meal Periods

Unpaid meal periods for employees working more than five (5) consecutive hours, if entitled, will be a minimum of thirty (30) minutes and will be scheduled as close to the middle of the work shift as possible, taking into account the Employer's work requirements and the employee's wishes. When an employee's unpaid meal period is interrupted by work duties, the employee will be allowed to resume his or her unpaid meal period following the interruption, if possible, to complete the unpaid meal period. In the event an employee is unable to complete the unpaid meal period due to operational necessity, the employee will be entitled to compensation, which will be computed based on the actual number of minutes worked within the unpaid meal period. Meal periods may not be used for late arrival or early departure from work and meal and rest periods will not be combined.

4.5 Overtime-Eligible Unpaid Meal Periods Outside of the Normal Workday

The Employer and the Union agree that employees working three (3) or more hours longer than a normal workday will be allowed at least one (1) thirty (30) minute meal period.

4.6 Overtime-Eligible Paid Meal Periods for Straight Shift Schedules

The Employer and the Union agree to paid meal periods that vary from and supersede the paid meal period requirements of WAC 296-126-092. Employees working straight shifts will not receive a paid meal period, but will be permitted to eat intermittently as time allows during their shifts while remaining on duty. Meal periods for employees on straight shifts do not require relief from duty.

4.7 Overtime-Eligible Rest Periods

Employees will be allowed rest periods of fifteen (15) minutes for each one (1) half shift of four (4) or more hours worked at or near the middle of each one (1) half shift of four (4) or more hours, taking into account the Employer's work requirements and the employee's wishes. Rest periods do not require relief from duty. Where the nature of the work allows employees to take intermittent rest periods equivalent to fifteen (15) minutes for each half shift, scheduled rest periods are not required. Rest periods may not be used for late arrival or early departure from work and rest and meal periods will not be combined.

4.8 Overtime-Exempt Employees

Overtime-exempt employees are not covered by federal or state overtime laws. Compensation is based on the premise that overtime-exempt employees are expected to work as many hours as necessary to provide the public services for which they were hired. These employees are accountable for their work product, and for meeting the objectives of the institution for which they work. The Employer's policy for all overtime-exempt employees is as follows:

- A. The Employer determines the products, services, and standards which must be met by overtime-exempt employees.
- B. Overtime-exempt employees are expected to work as many hours as necessary to accomplish their assignments or fulfill their responsibilities and must respond to directions from management to complete work assignments by specific deadlines. Full-time overtime-exempt employees are expected to work a minimum of forty (40) hours in a workweek and part-time overtime-exempt employees are expected to work proportionate hours. Overtime-exempt employees may be required to work specific hours to provide services, when deemed necessary by the Employer.
- C. The salary paid to overtime-exempt employees is full compensation for all hours worked.
- D. Overtime-exempt employees are not authorized to receive any form of overtime compensation, formal or informal.
- E. Appointing authorities may approve overtime-exempt employee absences with pay for extraordinary and excessive hours worked, without charging leave.
- F. If they give notification and receive the Employer's concurrence, overtime-exempt employees may alter their work hours. Employees are responsible for keeping management apprised of their schedules and their whereabouts.
- G. Prior approval from the Employer for the use of paid or unpaid leave for absences of two (2) or more hours is required, except for unanticipated sick leave.

ARTICLE 5

OVERTIME

5.1 Definitions

A. Overtime:

Overtime is defined as time that an overtime-eligible employee works in excess of forty (40) hours per workweek.

B. Overtime Rate:

In accordance with the applicable wage and hour laws, the overtime rate will be one and one-half (1-1/2) of an employee's regular rate of pay. The regular rate of pay will not include any allowable exclusions.

C. Work:

For overtime purposes, work is the time actually spent performing the duties assigned in addition to time during which an employee is excused from work for holidays, sick leave, vacations or compensatory time.

D. Work does not include:

1. Shared leave.
2. Leave without pay.
3. Additional compensation for time worked on a holiday.
4. Time compensated as standby, callback, or any other penalty pay.

5.2 Overtime-Eligibility and Compensation

Employees are eligible for overtime compensation under the following circumstances:

Overtime-eligible employees who have prior approval and work more than forty (40) hours in a workweek shall be compensated at the overtime rate.

An employee whose workweek is less than forty (40) hours will be paid at his or her regular rate of pay for all work performed up to forty (40) hours in a workweek and paid at the overtime rate for authorized work of more than forty (40) hours in a workweek.

5.3 General Provisions

- A. The Employer will determine whether work will be performed on regular work time or overtime, the number, the skills and abilities of the employees required to perform the work, and the duration of the work. The Employer will first attempt to meet its overtime requirements on a voluntary basis with qualified employees who are currently working. In the event there are not enough employees volunteering to work, the supervisor may require employees to work overtime.
- B. If an employee was not offered overtime for which he or she was qualified, the employee will be offered the next available overtime opportunity for which he or she is qualified. Under no circumstances shall an employee be compensated for overtime that was not worked. There will be no pyramiding of overtime.

5.4 Compensatory Time for Overtime-Eligible Employees

A. Compensatory Time Eligibility

Compensatory time off may be earned in lieu of cash only when an institution and the employee agree. Compensatory time must be granted at the rate of one and one-half (1-1/2) hours of compensatory time for each hour of overtime worked.

B. Maximum Compensatory Time

Employees may accumulate no more than one hundred sixty (160) hours of compensatory time.

C. Compensatory Time Use

Employees must use compensatory time prior to using vacation leave, unless this would result in the loss of their vacation leave. Compensatory time must be used and scheduled in the same manner as vacation leave, as in Article 9, Vacation Leave. The Employer may schedule an employee to use his or her compensatory time with seven (7) calendar days' notice.

D. Compensatory Time Cash Out

All compensatory time must be used by June 30th of each year. If compensatory time balances are not scheduled to be used by the employee by April of each year, the supervisor shall contact the employee to review his or her schedule. The employee's compensatory time balance will be cashed out every June 30th or when the employee:

1. Leaves state service for any reason,
2. Transfers to a position in their institution with different funding sources, or
3. Transfers to another state agency.

ARTICLE 6
TRAINING AND EMPLOYEE DEVELOPMENT

6.1 The Employer and the Union recognize the value and benefit of education and training designed to enhance employees' abilities to perform their job duties. Training and employee development opportunities will be provided to employees in accordance with current institution policies and available resources.

The Employer will continue to make funding available to employees covered by this agreement in the same manner and at the same amounts specified in collective bargaining agreements in effect as of ratification of this agreement. Nothing in this section will prevent the Employer from increasing opportunities and funding for training and employee development.

6.2 The Employer will continue to provide release time to each employee to participate in training and development activities consistent with their training and development policies required by WAC 251-24.

6.3 Employees may communicate their education and skill development training desires annually through the PDP process.

6.4 Employees who wish to use tuition fee waiver will be allowed to do so in accordance with Employer policy.

ARTICLE 7
LICENSING AND CERTIFICATION

7.1 The Employer will continue its current practices related to licensure and certification.

7.2 When the Employer requires a new license and/or certification, the Employer will reimburse the employee for the initial cost of the new license and/or certification. Thereafter, the employee will be responsible for maintaining the license and/or certification and for all renewal costs.

- 7.3** Employees will notify their appointing authority or designee if their work-related license and/or certification has expired, or has been restricted, revoked or suspended within twenty-four (24) hours of expiration, restriction, revocation or suspension, or prior to their next scheduled shift, whichever occurs first.

ARTICLE 8 HOLIDAYS

8.1 Paid Holidays

The following days are paid holidays for all eligible employees:

New Year's Day	January 1
Martin Luther King Jr.'s Birthday	Third Monday in January
Presidents' Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veterans' Day	November 11
Thanksgiving Day	Fourth Thursday in November
The day immediately after Thanksgiving	
Christmas Day	December 25
Personal Holiday	

8.2 Observance of Holidays

The Board of Trustees for each institution of higher education may establish calendars that observe holidays on dates other than those listed above.

8.3 Holiday Rules

The following rules apply to all holidays except the personal holiday:

- A. Employees will be paid at a straight-time rate even though they do not work.
- B. In addition to Subsection A above, employees will be paid for the hours actually worked on a holiday at the overtime rate.
- C. Permanent and probationary employees working twelve (12) month schedules or cyclic year position employees who work full monthly schedules throughout their work year will receive holiday pay if they were in pay status on the workday preceding the holiday.
- D. Cyclic year position employees scheduled to work less than full monthly schedules qualify for holiday compensation if they work or are in pay status on their last regularly scheduled working day preceding the holiday(s) in that month. Cyclic year employees will be entitled to the number of paid hours on a holiday in an amount proportionate to full-time employment.

- E. Permanent and probationary employees will receive pay equivalent to the employee's work shift on the holiday.
- F. For operational convenience or necessity, the Employer, with prior notice, may switch groups of employees from an alternate work schedule to a regular work schedule during the week of a holiday.
- G. When a holiday falls on the employee's scheduled workday, that day will be considered the holiday.
- H. When a holiday falls on the employee's scheduled day off, he or she shall receive an alternate day off.
- I. When a holiday falls on a Saturday, the Friday before will be the holiday. When a holiday falls on a Sunday, the following Monday will be the holiday.
- J. The holiday for night shift employees whose schedule begins on one calendar day and ends on the next calendar day will be determined by the institution. It will start either at:
 - 1. The beginning of the scheduled night shift that begins on the holiday, or
 - 2. The beginning of the shift that precedes the calendar holiday.

8.4 Personal Holidays

An employee may choose one (1) workday as a personal holiday during each calendar year if the employee has been continuously employed by the institution for more than four (4) months.

- A. An employee who is scheduled to work less than six (6) continuous months over a period covering two (2) calendar years will receive only one (1) personal holiday during this period.
- B. The institution will release the employee from work on the day selected as the personal holiday if:
 - 1. The employee has given at least fourteen (14) calendar days' written notice to the supervisor. However, the supervisor has the discretion to allow a shorter notice period.
 - 2. The number of employees choosing a specific day off allows an institution to continue its work efficiently and not incur overtime.
- C. Personal holidays may not be carried over to the next calendar year except when an eligible employee's request to take his or her personal holiday has been denied or canceled. The employee will attempt to reschedule his or her personal holiday during the balance of the calendar year. If he or she is unable to reschedule the day, it will be carried over to the next calendar year.

- D. Institutions may adopt eligibility policies to determine which requests for particular dates will be granted if all requests cannot be granted.
- E. Personal holidays are pro-rated for less than full-time employees.
- F. The pay for a full-time employee's personal holiday is eight (8) hours.
- G. Part or all of a personal holiday may be donated to another employee for shared leave as provided in RCW 1.16.050 and WAC 357. Any remaining portions of a day must be taken as one (1) absence.

**ARTICLE 9
VACATION LEAVE**

9.1 Employees will retain and carry forward any eligible and unused vacation leave that was accrued prior to the effective date of this Agreement.

9.2 Vacation Leave Credits

After six (6) months of continuous state employment, permanent full-time and less than full-time employees will be credited with vacation leave they accrued during the previous six (6) continuous months, according to the rate schedule and vacation leave accrual below. Thereafter, full-time and part-time employees will be credited with vacation leave accrued monthly, according to the rate schedule and vacation leave accrual below.

9.3 Vacation Leave Accrual

Full-time employees will accrue vacation leave according to the rate schedule below under the following conditions:

- A. Employees working less than full-time schedules will accrue vacation leave on the same proportional basis that their appointment bears to a full-time appointment.
- B. The scheduled period of cyclic year position leave without pay will not be deducted for purposes of computing the rate of vacation leave accrual for cyclic employees.
- C. Vacation leave will not accrue during leave without pay which exceeds ten (10) working days in any calendar month, nor will credit be given toward the rate of vacation leave accrual except during military leave without pay.

9.4 Vacation Leave Accrual Rate Schedule

<u>Full Years of Service</u>	<u>Monthly Rates</u>	<u>Hours Per Year</u>
During the first year of continuous state employment	8 hrs	Ninety-six (96)
During the second year of continuous state employment	8 hrs, 40 mins	One hundred and four (104)

During the third and fourth year of continuous employment	9 hrs, 20 mins	One hundred and twelve (112)
During the fifth, sixth and seventh year of total state employment	10 hrs	One hundred and twenty (120)
During the eighth, ninth and tenth year of total state employment	10 hrs, 40 mins	One hundred and twenty-eight (128)
During the eleventh year of total employment	11 hrs, 20 mins	One hundred and thirty-six (136)
During the twelfth year of total state employment	12 hrs	One hundred and forty-four (144)
During the thirteenth year of total state employment	12 hrs, 40 mins	One hundred fifty-two (152)
During the fourteenth year of total state employment	13 hrs, 20 mins	One hundred and sixty (160)
During the fifteenth year of total state employment	14 hrs	One hundred sixty-eight (168)
During the sixteenth and succeeding years of total state employment	14 hrs, 40 mins	One hundred seventy-six (176)

9.5 Vacation Scheduling for 24/7 Operations

Vacation requests will be considered on a first come, first served basis. In the event that two (2) or more employees request the same vacation period, the supervisor may limit the number of people who may take vacation leave at one time due to business needs and work requirements.

9.6 Vacation Scheduling for All Employees

A. Vacation leave will be charged in one-half (1/2) hour increments.

B. When considering requests for vacation leave, the Employer will take into account the desires of the employee but may require that leave be taken at a time convenient to the Employer.

C. Employees will not request or be authorized to take scheduled vacation leave if they do not have sufficient vacation leave to cover such absence.

D. Vacation leave will be approved or denied within ten (10) calendar days of the request. If the leave is denied, a reason will be provided in writing.

9.7 Family Care

Employees may use vacation leave for care of family members as required by the Family Care Act, WAC 296-130.

9.8 Vacation Cancellation

Should the Employer be required to cancel scheduled vacation leave because of an emergency or exceptional business needs, affected employees may select new vacation leave from available dates. In the event the affected employee has incurred non-

refundable, out of pocket, vacation expense, the employee may be reimbursed by the Employer.

9.9 Vacation Leave Maximum

Employees may accumulate maximum vacation balances not to exceed two hundred and forty (240) hours. However, there are two (2) exceptions that allow vacation leave to accumulate above the maximum:

- A. If an employee's request for vacation leave is denied by the Employer, and the employee is close to the vacation leave maximum, the institution will grant an extension for each month that the institution must defer the employee's request for vacation leave.
- B. An employee may also accumulate vacation leave days in excess of two hundred and forty (240) hours as long as the employee uses the excess balance prior to his or her anniversary date. Any leave in excess of the maximum that is not deferred in advance of its accrual as described above, will be lost on the employee's anniversary date.

9.10 Separation

Any employee, who either resigns with adequate notice or retires, is laid-off or is terminated by the Employer, will be entitled to be paid for vacation leave credits. In addition, the estate of a deceased employee will be entitled to payment for vacation leave credits.

**ARTICLE 10
SICK LEAVE**

10.1 Sick Leave Accrual

Employees will accrue eight (8) hours of sick leave per month under the following conditions:

- A. The employee must be employed for fifteen (15) calendar days or more during the month.
- B. Any leave without pay taken during the month will not be counted toward the fifteen (15) calendar day eligibility requirement.
- C. Holidays for which the employee is otherwise eligible that fall within the qualifying fifteen (15) calendar days count toward the minimum requirement.
- D. Sick leave credit for other than full-time employees will be computed and accrued in an amount proportionate to the time the employee is in pay status during the month to that required for full-time employment.

10.2 Sick Leave Use

Sick leave may be used for:

- A. A personal illness, injury or medical disability that prevents the employee from performing his or her job, or personal medical or dental appointments.
- B. Care of family members as required by the State Family Care Act, WAC 296-130.
- C. A death of any relative that requires the employee's absence from work. Relatives are defined for this purpose as spouse, significant other, son, daughter, grandchild, foster child, son-in-law, daughter-in-law, grandparent, parent, brother, sister, aunt, uncle, niece, nephew, first cousin, brother-in-law, sister-in-law and corresponding relatives of employee's spouse or significant other.
- D. Childcare emergencies after the employee has exhausted all his or her accrued compensatory time. Use of sick leave for emergency childcare is limited to a maximum of three (3) days each per calendar year.
- E. To care for a child under the age of eighteen (18) with a health condition that requires treatment or supervision, or to make arrangements for extended care.
- F. For family members' medical, dental or optical appointments when the presence of the employee is required, if arranged in advance with the Employer.

10.3 Use of Compensatory Time or Vacation Leave for Sick Leave Purposes

The Employer may allow an employee who has used all of his or her sick leave to use compensatory time or vacation leave for sick leave purposes.

10.4 Restoration of Vacation Leave

In the event an employee is injured or becomes ill while on vacation leave, the employee may submit a written request to use sick leave and have the equivalent amount of vacation leave restored. The supervisor may require a written medical certificate.

10.5 Sick Leave Reporting and Verification

An employee must promptly notify his or her supervisor on the first day of sick leave and each day after, unless there is mutual agreement to do otherwise. If an employee is in a position where a relief replacement is necessary if they are absent, he or she will notify the supervisor at least two (2) hours prior to the scheduled time to report to work. The employer may require a written medical certificate for any sick leave absence explaining the nature of the illness or absence in circumstances where the Employer suspects an abuse of sick leave. An employee returning to work after any sick leave absence may be required to provide written certification from his or her health care provider that the employee is able to return to work and perform the essential functions of the job with or without reasonable accommodation.

10.6 Sick Leave Annual Cash Out

Each January, employees are eligible to receive cash on a one (1) hour for four (4) hours basis for ninety six (96) hours or less of their accrued sick leave, if:

- A. Their sick leave balance at the end of the previous calendar year exceeds four hundred and eighty (480) hours;
- B. The converted sick leave hours do not reduce their previous calendar year sick leave balance below four hundred and eighty (480) hours; and
- C. They notify their payroll office by January 31st that they would like to convert their sick leave hours earned during the previous calendar year, minus any sick leave hours used during the previous year, to cash.

All converted hours will be deducted from the employee's sick leave balance.

10.7 Sick Leave Separation Cash Out

At the time of retirement from state service or at death, an eligible employee or the employee's estate will receive cash for his or her compensable sick leave balance on a one (1) hour for four (4) hours basis. For the purposes of this Section, retirement will not include "vested out of service" employees who leave funds on deposit with the retirement system.

10.8 Reemployment

Former state employees who are re-employed within three (3) years of leaving state service will be granted all unused sick leave credits they had at separation.

**ARTICLE 11
SHARED LEAVE**

11.1 Shared Leave

The purpose of the leave sharing program is to permit state employees, at no significantly increased cost to the state for providing leave, to come to the aid of another state employee who has been called to service in the uniformed services or who is suffering from or has a relative or household member suffering from an extraordinary or severe illness, injury, impairment, or physical or mental condition which has caused or is likely to cause the employee to take leave without pay or terminate his or her employment. For purposes of the leave sharing program, the following definitions apply:

- A. "Employee's relative" normally shall be limited to the employee's spouse, child, stepchild, grandchild, grandparent, or parent.
- B. "Household members" is defined as persons who reside in the same home who have reciprocal duties to and do provide financial support for one another. This term shall include, but is not limited to, foster children and legal wards. The term does not include persons sharing the same general house when the living style is primarily that of a dormitory or commune.
- C. "Severe" or "extraordinary" condition is defined as serious or extreme and/or life threatening.

- D. "Service in the uniformed services" means the performance of duty on a voluntary or involuntary basis in a uniformed service under competent authority and includes active duty, active duty for training, initial active duty for training, inactive duty training, full-time national guard duty including state-ordered active duty, and a period for which a person is absent from a position of employment for the purpose of an examination to determine the fitness of the person to perform any such duty.
- E. "Uniformed services" means the armed forces, the army national guard, and the air national guard of any state, territory, commonwealth, possession, or district when engaged in active duty for training, inactive duty training, full-time national guard duty, or state active duty, the commissioned corps of the public health service, the coast guard, and any other category of persons designated by the President of the United States in time of war or national emergency.

11.2 Shared Leave Receipt

An employee may be eligible to receive shared leave if the Employer has determined the employee meets the following criteria:

- A.
 - 1. The employee suffers from, or has a relative or household member suffering from, an illness, injury, impairment, or physical or mental condition which is of an extraordinary or severe nature; or
 - 2. The employee has been called to service in the uniformed services.
- B. The illness, injury, impairment, condition, or call to service has caused, or is likely to cause, the employee to:
 - 1. Go on leave without pay status; or
 - 2. Terminate state employment.
- C. The employee's absence and the use of shared leave are justified.
- D. The employee has depleted or will shortly deplete his or her:
 - 1. Vacation and sick leave reserves if the employee qualifies under Subsection A.1 of this Section; or
 - 2. Vacation and paid military leave allowed under RCW 38.40.060, if the employee qualifies under Subsection A.2 of this Section.
- E. The employee has abided by institution/agency rules regarding:
 - 1. Sick leave use if the employee qualifies under Subsection A.1 of this Section; or
 - 2. Military leave if the employee qualifies under Subsection A.2 of this Section.
- F. The employee has diligently pursued and been found to be ineligible for benefits under RCW 51.32 if the employee qualifies under Subsection A.1 of this Section.

11.3 Shared Leave Use

- A. The Employer shall determine the amount of leave, if any, which an employee may receive. However, an employee shall not receive more than two hundred sixty-one (261) days of shared leave.
- B. The Employer shall require the employee to submit, prior to approval or disapproval, a medical certificate from a licensed physician or health care practitioner verifying the employee's required absence, the description of the medical problem, and expected date of return-to-work status. The Employer shall require the employee to submit, prior to approval or disapproval, a copy of the military orders verifying the employee's required absence.
- C. The Employer should consider other methods of accommodating the employee's needs such as modified duty, modified hours, flex-time or special assignments in lieu of shared leave usage.
- D. Leave may be transferred from employees of one district to an employee of the same district or, with the approval of the heads of both state agencies/higher education institutions, to an employee of another state agency/higher education institution.
- E. Vacation, sick leave, or all or part of a personal holiday transferred from a donating employee shall be used solely for the purpose stated in this Article.
- F. The receiving employee shall be paid his/her regular rate of pay; therefore, the value of one hour of shared leave may cover more or less than one hour of the recipient's salary.

11.4 Leave Donation

An employee may donate vacation, sick leave, or personal holiday to another employee for purposes of the leave sharing program under the following conditions:

- A. The Employer approves the employee's request to donate a specified amount of vacation to an employee authorized to receive shared leave; and
 - 1. The full-time employee's request to donate leave will not cause his or her vacation balance to fall below eighty (80) hours. For part-time employees, requirements for vacation balances will be prorated; and
 - 2. Employees may not donate excess vacation that they would not be able to take due to an approaching anniversary date:
- B. The Employer approves the employee's request to donate a specified amount of sick leave to an employee authorized to receive shared leave. The employee's request to donate leave will not cause his or her sick leave balance to fall below one hundred seventy-six (176) hours after the transfer.

- C. The Employer approves the employee's request to donate all or part of his or her personal holiday to an employee authorized to receive shared leave.
 - 1. That portion of a personal holiday that is accrued, donated as shared leave, and then returned during the same calendar year to the donating employee, may be taken by the donating employee.
 - 2. An employee shall be allowed to split the personal holiday only when donating a portion of the personal holiday to the shared leave program.
- D. No employee may be intimidated, threatened, or coerced into donating leave for purposes of this program.

11.5 Shared Leave Administration

- A. The calculation of the recipient's leave value shall be in accordance with applicable Office of Financial Management policies, regulations, and procedures. The leave received will be coded as shared leave and be maintained separately from all other leave balances. All compensatory time, sick leave, and vacation accrued must be used prior to using shared leave when the employee qualifies for shared leave. Accrued vacation and paid military leave allowed under RCW 38.40.060 must be used prior to using shared leave for employees qualified under Subsection 11.2 of this Article.
- B. An employee on shared leave shall continue to be classified as a state employee and shall receive the same treatment in respect to salary, wages, and employee benefits as the employee would normally receive if using accrued vacation or sick leave.
- C. All salary and wage payments made to employees while on leave shall be made by the agency/institution employing the person receiving the leave.
- D. Where the employer has approved the transfer of leave by an employee of one agency/institution to an employee of another agency/institution, the agencies/institutions involved shall arrange for the transfer of funds and credit for the appropriate value of leave in accordance with Office of Financial Management policies, regulations, and procedures.
- E. Leave transferred under this Section shall not be used in any calculation to determine an agency's/institution's allocation of full-time equivalent staff positions.
- F. Any shared leave not used by the recipient shall be returned to the donor(s). The remaining shared leave is to be divided on a prorata basis among the donors and reinstated to the respective donors' appropriate leave balances based upon each employee's current salary rate at the time of the reversion. The shared leave returned shall be prorated back based on the donor's original donation.
- G. Unused shared leave may not be cashed out but shall be returned to the donors per Subsection F.

H. An employee who uses leave that is transferred under this section will not be required to repay the value of the leave that he or she used.

11.6 This Article is grievable only through Step 3 of the grievance process in Article 25.

ARTICLE 12 FAMILY AND MEDICAL LEAVE

12.1 A. Consistent with the federal Family and Medical Leave Act of 1993 (FMLA), an employee who has worked for the state for at least twelve (12) months and for at least one thousand two hundred fifty (1,250) hours during the twelve (12) months prior to the requested leave is entitled to up to twelve (12) workweeks of FMLA leave in a twelve (12) month period for any combination of the following:

1. Parental leave for the birth and to care for a newborn child or placement for adoption or foster care of a child and to care for that child; or
2. Personal medical leave due to the employee's own serious health condition that requires the employee's absence from work; or
3. Family medical leave to care for a spouse, a biological or adoptive child or stepchild, or a biological or adoptive parent or step-parent who suffers from a serious health condition that requires on-site care or supervision by the employee.

B. Entitlement to FMLA leave for the care of a newborn child or newly adopted or foster child ends twelve (12) months from the date of birth or the placement of the foster or adopted child.

C. The one thousand two hundred fifty (1,250) hour eligibility requirement noted above does not count vacation leave used as sick leave, sick leave, compensatory time off, or shared leave.

12.2 The twelve (12) week FMLA leave entitlement is available to the employee, provided that eligibility requirements listed in Section 12.1 are met. The FMLA leave entitlement period will be a rolling twelve (12) month period measured forward from the date an employee begins FMLA leave. Each time an employee takes FMLA leave during the twelve (12) month period, the leave will be subtracted from the twelve (12) weeks of available leave.

12.3 The Employer will continue the employee's existing employer-paid health insurance benefits during the period of leave covered by FMLA. The employee will be required to pay his or her share of health care premiums.

12.4 The Employer has the authority to designate absences that meet the criteria of the FMLA. Employees may be required to exhaust all paid leave prior to using any leave without pay, except for FMLA leave for a compensable work-related injury or illness. Leave for

a work-related injury, covered by workers' compensation or assault benefits, will run concurrently with the FMLA.

- 12.5** Serious health condition leave consistent with the requirements of the FMLA will be granted to an employee in order to care for a spouse, a biological or adoptive child or step child, or a biological or adoptive parent or step-parent who suffers from a serious medical condition that requires on-site care or supervision by the employee. Personal medical leave consistent with the requirements of the FMLA will be granted to an employee for his or her own serious health condition that requires the employee's absence from work. The Employer may require that such personal medical leave or serious health condition leave be supported by certification from the employee's or family member's health care provider.
- 12.6** Personal medical leave or serious health condition leave covered by the FMLA may be taken intermittently when certified as medically necessary.
- 12.7** Upon returning to work after the employee's own FMLA-qualifying illness, the employee will be required to provide a fitness for duty certificate from a health care provider.
- 12.8** The employee will provide the Employer with not less than thirty (30) days' notice before the FMLA leave is to begin. If the need for the leave is unforeseeable thirty (30) days in advance, then the employee will provide such notice when feasible.

ARTICLE 13 SUSPENDED OPERATIONS

- 13.1** If the Employer determines that the public health, property or safety is jeopardized and it is advisable due to emergency conditions to suspend the operation of all or any portion of the institution, the following will govern employees covered by this Agreement:
 - A. When prior notification has not been given, employees released until further notice after reporting to work, will suffer no loss in pay for the first day.
 - B. The following options will be made available to the affected employees who are not required to work for the balance of the closure:
 - 1. Vacation leave, personal holiday; or
 - 2. Accrued compensatory time (where applicable); or
 - 3. Leave without pay.
 - C. Employees required to work during a total campus shutdown will receive one and one-half (1½) times their regular pay for work performed during the period of suspended operation. Overtime worked by overtime-eligible employees during the closure will be compensated according to Article 6, Overtime, of this Agreement.
- 13.2** The applicable options listed in Subsection 13.1 B, above, will be made available to employees who are unable to report to work due to severe inclement weather.

ARTICLE 14
MISCELLANEOUS LEAVE

14.1 Bereavement Leave

Up to three (3) days of paid bereavement leave shall be granted for the death of any family member or household member that requires the employee's absence from work. Family members are defined as mother, father, sister, brother, mother-in-law, father-in-law, husband, wife, grandparent, grandchild, son, daughter, stepchild, and a child in the custody of and residing in the home of an employee.

14.2 Family Care Leave

In accordance with the Washington State Family Care Act, employees may use sick leave, compensatory time, vacation, personal holiday, and/or leave without pay to care for a child of the employee with a health condition, or a spouse, parent, parent-in-law, or grandparent who has a serious health condition. Use of such leave must be in accordance with the terms of this Agreement.

14.3 Military Leave

Employees shall be entitled to military leave with pay not to exceed fifteen (15) working days during each year, beginning October 1st and ending the following September 30th, in order to report for active duty, when called, or to take part in active training duty in such manner and at such time as they may be ordered to active duty or active training duty in the Washington National Guard or of the Army, Navy, Air Force, Coast Guard, or Marine Corps reserve of the United States or of any organized reserve or armed forces of the United States.

- A. Such leave shall be in addition to any vacation and sick leave to which an employee is entitled and shall not result in any reduction of benefits, performance ratings, privileges or pay.
- B. During military leave, the employee shall receive the normal base pay. Employees required to appear during working hours for a physical examination to determine physical fitness for military service shall receive full pay for the time required to complete the examination.

14.4 Parental Leave

Parental leave shall be granted to a permanent employee because of the birth of a child of the employee and in order to provide care, or because of the placement of a child with the employee for adoption or foster care.

- A. Parental leave shall not total more than six (6) months, and shall run concurrently with leave granted under Article 12, Family and Medical Leave.
- B. Requests for parental leave that exceed the provisions of Article 12, Family and Medical Leave, may be denied on the basis of operational necessity.

- C. Parental leave must be taken during the first year following the child's birth or placement of the child with the employee for adoption or foster care.
- D. The employee shall submit a written request for parental leave to the Employer and must receive the approval prior to taking parental leave. The employee shall provide not less than thirty (30) days' notice, except that if the child's birth or placement requires leave to begin in less than thirty (30) days, the employee shall provide notice as is practicable.

The Employer may require employees to exhaust all paid leave prior to using any leave without pay for parental leave, except that the employee shall be allowed to use eight (8) hours per month of accrued paid leave during each month of parental leave to provide for continuation of benefits as provided by the Public Employees' Benefits Board. The Employer shall designate on which day of each month the eight (8) hours paid leave will be used.

14.5 Temporary Disability Leave

Temporary disability leave shall be granted to a permanent employee who is precluded from performing his or her job duties because of a disability (including those related to pregnancy or childbirth). Temporary disability leave includes a serious health condition of the employee as provided in Article 12, Family and Medical Leave.

- A. Temporary disability leave shall not total more than twelve (12) months, and shall run concurrently with leave granted under Article 12, Family and Medical Leave.
- B. The temporary disability and recovery period shall be as defined and certified by the employee's licensed health care provider. The employee shall provide, in a timely manner, a copy of such certification to the Employer.

The Employer may require employees to exhaust all paid leave prior to using any leave without pay for temporary disability leave, except that the employee shall be allowed to use eight (8) hours per month of accrued paid leave during each month of temporary disability leave to provide for continuation of benefits as provided by the Public Employees' Benefits Board. The employer shall designate on which day of each month the eight (8) hours paid leave will be used.

14.6 Civil Duty Leave

Leave of absence with pay shall be granted employees to serve on jury duty, as trial witnesses, or to exercise other subpoenaed civil duties. Employees will be allowed to retain any compensation paid to them for their jury duty service. Employees shall reimburse the Employer for compensation received for all other civil duty, exclusive of expenses incurred.

14.7 Personal Leave

- A. An employee may choose one (1) workday as a personal leave day during the life of this Agreement, if the employee has been continuously employed by the institution for more than four (4) months.

- B. The institution will release the employee from work on the day selected for personal leave if:
 - 1. The employee has given at least fourteen (14) calendar days' written notice to the supervisor. However, the supervisor has the discretion to allow a shorter notice period.
 - 2. The number of employees choosing a specific day off allows an institution to continue its work efficiently and not incur overtime.
- B. Personal leave may not be carried over.
- D. Personal leave is pro-rated for less than full-time employees.
- E. The pay for a full-time employee's personal leave day is eight (8) hours.
- F. Personal leave may be used to care for family members as required by the Family Care Act, WAC 296-130.

This provision will expire with the expiration of the 2005-2007 Agreement.

ARTICLE 15 LEAVE WITHOUT PAY

15.1 Leave without pay will be granted for the following reasons:

- A. Family and medical leave (Article 12)
- B. Compensable work-related injury or illness leave (Article 18)
- C. Military leave
- D. Cyclic employment

15.2 Leave without pay may be granted for the following reasons:

- A. Educational leave
- B. Child or elder care emergencies
- C. Governmental service leave
- D. Citizen volunteer or community service leave
- E. Conditions applicable for leave with pay
- F. Union Activities (Article 34)
- G. As otherwise provided for in this Agreement

15.3 Limitations

Leave without pay will be limited to twelve (12) months in any consecutive five (5) year period, except for:

- A. Compensable work-related injury or illness leave

- B. Educational leave
- C. Governmental service leave
- D. Military leave
- E. Cyclic employment leave
- F. Leave for serious health condition taken under the provisions of the Family and Medical Leave article
- G. Leave taken voluntarily to reduce the effect of a layoff
- H. Leave authorized in advance by an appointing authority as part of a plan to reasonably accommodate a person of disability or
- I. Leave to participate in union activities.

Leave of absence without pay may be extended for an additional twelve (12) months upon signed request of the employee and signed approval of the appointing authority.

15.4 Returning Employee Rights

Employees returning from authorized leave without pay will be employed in the same position or in another position in the same job classification, as determined by the Employer, provided that such reemployment is not in conflict with other articles in this Agreement. The employee and the Employer may enter into a written agreement regarding return rights at the commencement of the leave.

15.5 Military Leave

In addition to fifteen (15) days of paid leave granted to employees for active duty or active duty training, unpaid military leave will be granted in accordance with RCW 38.40.060 and applicable federal law. Employees on military leave will be reinstated as provided in RCW 73.16 and applicable federal law.

15.6 Educational Leave

Leave without pay may be granted for educational leave for the duration of actual attendance in an educational program.

15.7 Child or Elder Care Emergencies

Leave without pay, compensatory time or paid leave, may be granted for child or elder care emergencies.

15.8 Cyclic Employment Leave

Leave without pay will be granted to cyclic employees during their off-season.

15.9 Governmental Service Leave

Leave without pay may be granted for government service in the public interest, including but not limited to the U.S. Public Health Service or Peace Corps leave.

15.10 Citizen Volunteer or Community Service Leave

Leave without pay may be granted for community volunteerism or service.

15.11 Requests for leave without pay will be submitted in writing. The Employer will approve or deny leave without pay requests, in writing, within fourteen (14) calendar days when practicable and will include the reason for denial.

**ARTICLE 16
PARKING**

The Employer agrees not to make any changes to current parking conditions for the term of this Agreement unless it first meets its collective bargaining obligation. Additionally, the Employer agrees to offer low-cost alternative transportation where appropriate and feasible.

**ARTICLE 17
SAFETY AND HEALTH**

17.1 The Employer, Employee and Union have a significant shared responsibility for workplace safety.

A. The Employer will abide by safety standards in accordance with applicable state and federal law.

B. Employees will comply with applicable safety practices and standards established by the Employer and the Washington Industrial Safety and Health Act (WISHA).

C. The Union will work cooperatively with the Employer on safety-related matters and encourage employees to work in a safe manner.

17.2 The Employer will determine and provide the required safety devices, personal protective equipment and apparel, which the employees will wear and/or use. If necessary, training will be provided to employees on the safe operation of the equipment prior to use.

17.3 Each Employer will form joint safety committees in accordance with WISHA requirements at each work location where there are eleven (11) or more employees. Meetings will be conducted in accordance with WAC 296-800-13020. Committee recommendations will be forwarded to the appropriate appointing authority for review and action, as necessary.

ARTICLE 18
WORK-RELATED INJURY OR ILLNESS

Compensable Work-Related Injury or Illness Leave

An employee who sustains a work-related illness or injury that is compensable under the state workers' compensation law may select time-loss compensation exclusively or leave payments in addition to time-loss compensation. Employees who take sick leave during a period in which they receive time-loss compensation will receive full sick leave pay, minus any time-loss benefits. Employees who take vacation leave or compensatory time during a period in which they receive time-loss compensation will receive full vacation leave or compensatory time pay in addition to any time-loss payments. Leave for a work-related injury, covered by workers' compensation will run concurrently with the FMLA. Notwithstanding Section 15.1 of Article 15, Leave Without Pay, the Employer may separate an employee in accordance with Article 29, Reasonable Accommodation and Disability Separation.

ARTICLE 19
UNIFORMS, TOOLS AND EQUIPMENT

19.1 Uniforms

The Employer may require employees to wear uniforms. Where required, the Employer will determine and provide the uniform or an equivalent clothing allowance. The Employer will continue current practices regarding the provision and maintenance of required uniforms, specialized clothing and footwear.

19.2 Tools and Equipment

As established by current practices, the Employer may determine and provide necessary tools, tool allowance, equipment and foul weather gear. The Employer will repair or replace employer-provided tools and equipment if damaged or worn out beyond usefulness in the normal course of business. Employees will be responsible for reimbursing the Employer for any provided tool or equipment damaged due to negligence or lost by the employee.

ARTICLE 20
DRUG AND ALCOHOL FREE WORKPLACE

20.1 All employees must report to work in a condition fit to perform their assigned duties unimpaired by alcohol or drugs. Each institution is required to comply with the Drug-Free Schools and Communities Act (DFSCA) and the Drug-Free Schools and Campuses Regulations in order to be eligible for federal funding.

20.2 Possession of Alcohol and Illegal Drugs

Employees may not use or possess alcohol while on duty, except when authorized by the institution's policy. The possession or use of illegal drugs is strictly prohibited.

20.3 Prescription and Over-the-Counter Medications

Employees taking physician-prescribed or over-the-counter medications, if there is a substantial likelihood that such medication will affect job safety, must notify their supervisor or other designated official of the fact that they are taking a medication and the side effects of the medication.

20.4 Drug and Alcohol Testing – Safety Sensitive Functions

Employees required to have a Commercial Driver’s License (CDL) are subject to pre-employment, post-accident, random and reasonable suspicion testing in accordance with the U.S. Department of Transportation rules, Coast Guard Regulations (46 CFR Part 16) or the Federal Omnibus Transportation Employee Testing Act of 1991. The testing will be conducted in accordance with current institution policy.

20.5 Testing for Reasonable Grounds

A. Reasonable suspicion testing for alcohol or controlled substances may be directed by the Employer for any employee when the Employer has reasonable grounds to suspect that alcohol or controlled substance usage may be adversely affecting the employee’s job performance or that the employee may present a danger to the physical safety of the employee or another. Specific objective grounds must be stated in writing that support the testing. Examples of specific objective grounds include but are not limited to:

1. Physical symptoms consistent with controlled substance and/or alcohol use;
2. Evidence or observation of controlled substance or alcohol use, possession, sale or delivery; or
3. The occurrence of an accident where a trained manager, supervisor or lead worker suspects controlled substance/alcohol usage may have been a factor. Post-accident drug and alcohol testing may be conducted when a work-related incident has occurred involving death, serious bodily injury or significant property/environmental damage, or the potential for death, serious injury, or significant property/environmental damage, and when the employee’s action(s) or inaction(s) either contributed to the incident or cannot be completely discounted as a contributing factor.

B. Referral

Referral for testing will be made on the basis of specific objective grounds documented by a supervisor or manager who has attended the training on detecting the signs/symptoms of being affected by controlled substances/alcohol and verified by another trained supervisor or manager.

C. Testing

When reasonable grounds exist, employees must submit to alcohol and/or controlled substance testing when required by the Employer. A refusal to test is considered the same as a positive test. When an employee is referred for testing, he or she will be removed immediately from duty and transported to the collection site. The cost of

reasonable suspicion testing, including the employee's salary, will be paid by the Employer.

- D. Testing will be conducted in such a way to ensure maximum accuracy and reliability by using the techniques, chain of custody procedures, equipment and laboratory facilities, which have been approved by the U.S. Department of Health and Human Services. All employees notified of a positive controlled substance or alcohol test result may request an independent test of their split sample at the employee's expense. If the test result is negative, the Employer will reimburse the employee for the cost of the split sample test.
- E. Rehabilitation
The Employer may use a positive drug or alcohol test to require an employee to successfully complete a rehabilitation program.
- F. Discipline
An employee who has a positive alcohol test and/or a positive controlled substance test may be subject to disciplinary action, up to and including dismissal based on the incident that prompted the testing, including a violation of the drug and alcohol free work place rules.

20.6 Training

Training will be made available to managers and supervisors. The training will include:

- A. The elements of the Employer's Drug and Alcohol Free Workplace Program;
- B. The effects of drugs and alcohol in the workplace;
- C. Behavioral symptoms of being affected by controlled substances and/or alcohol;
- D. Rehabilitation services available; and
- E. Medical confidentiality and HIPAA regulations regarding prescription and over-the-counter medications.

ARTICLE 21

ELECTRONIC MONITORING OF EMPLOYEE ACTIVITY

Employees generally will not be subjected to electronic monitoring in the workplace without notice by the Employer. Where the Employer has reasonable grounds to suspect that an employee has engaged or is engaging in misconduct, it may use electronic monitoring without prior notice as a part of a specific investigation, provided:

- A. The monitoring is part of a written investigation plan that describes the reason for, duration, and scope of the monitoring;
- B. The monitoring is narrowly tailored to meet the purpose of the investigation.

ARTICLE 22
RELOCATION/USE OF VEHICLES/TRAVEL

- 22.1** The Employer may pay moving expenses for employees affected by employer-initiated actions in accordance with the Office of Financial Management Financial and Administrative Policies, Regulations and Procedures Manual, Part 4, Chapter 2, Section 4.2.4.
- 22.2** Employees are responsible for providing their own transportation between their home and duty station or field site. However the Employer may authorize an employee who resides within a reasonable commuting distance of the employee's duty station or field site to take a personally assigned vehicle home, in accordance with the Office of Financial Management Financial and Administrative Policies, Regulations and Procedures Manual, Part 4, Chapter 2, Section 4.2.5.
- 22.3** Travel time will be considered time worked, when:
- A. It is required by the Employer during normal work hours from one work site to another; or
 - B. It occurs prior to normal work hours to a different work location that is greater than the employee's normal home-to-work travel time; or
 - C. The employee is authorized or required to travel away from home overnight and the travel occurs during normal working hours or during corresponding hours on non-working days.
- 22.4** Travel time will not be considered time worked, when:
- A. The employee is commuting between the employee's home and his or her office, work site; or
 - B. When traveling away from home overnight outside of regular working hours or outside of corresponding hours on non-working days when the employee is traveling on an airplane, train, boat, or automobile.

ARTICLE 23
USE OF ELECTRONIC DEVICES AND EQUIPMENT

- 23.1** Equipment provided by the Employer for the purpose of conducting business is to be used primarily for such purposes.
- 23.2** *De minimis* personal use of electronic office equipment is permitted, provided that such use does not interfere with business operations or job performance.

23.3 The Employer will reimburse employees for college required long distance telephone calls. However, business calls should be made on state telephones during working hours.

23.4 Employees may make use of their personal electronic devices during work time, provided that such use does not interfere with business operations or job performance.

ARTICLE 24

DISCIPLINARY PROCEDURES

24.1 Representation

A. Upon request, an employee has the right to a union representative at an investigatory interview called by the Employer, if the employee reasonably believes discipline could result. If the requested representative is not reasonably available, the employee will select another representative who is available.

B. Employees seeking representation are responsible for contacting their representative.

C. The role of the representative is to provide assistance and counsel to the employee, rather than serve as an adversary to the investigator. The exercise of rights in this Article will not interfere with the Employer's right to conduct the investigation.

24.2 Discipline

A. Employers will not discipline any employee without just cause.

B. Discipline includes oral and written reprimands, reductions in pay, suspensions, demotions, and discharges. Oral reprimands will be identified as such. When disciplining an employee, the Employer will make a reasonable effort to protect the privacy of the employee.

C. All institution policies regarding investigatory procedures related to alleged employee misconduct, are superseded. The Employer has the authority to determine the method of conducting investigations.

D. The Employer has the authority to impose discipline, which is then subject to the grievance procedure set forth in Article 25. Oral and written reprimands, however, may only be processed through Step 3 of the grievance procedure.

E. The Employer will provide an employee with fifteen (15) calendar days written notice prior to the effective date of a reduction in pay or demotion.

24.3 Investigations

A. Both parties agree that timely resolution of investigations of alleged employee misconduct is critical to maintaining a positive and productive work environment.

B. Employees are required to fully and truthfully answer all questions during an investigation.

- C. Employees placed on an alternative assignment during an investigation will not be prohibited from contacting their union representative.

24.4 Off-Duty Conduct

The off-duty activities of an employee may be grounds for disciplinary action if said activities are a conflict of interest as set forth in RCW 42.52, are detrimental to the employee's work performance or the program of the Employer, or otherwise constitutes just cause. Employees will report all arrests and any court-imposed sanctions or conditions that affect their ability to perform assigned duties to the Employer within twenty-four (24) hours or prior to their scheduled work shift, whichever occurs first.

24.5 Notice to Employees

When the Employer is contemplating disciplinary action (reduction in pay, suspension, demotion, and/or discharge) against an employee, the Employer will notify the employee and the Union. Such notice shall include the charges against the employee, an explanation of the evidence which forms the basis for the charge, and the action contemplated. The employee has the right to give reasons orally or in writing why the action should not be taken.

24.6 Probationary Employees

Nothing in this Article limits the Employer's right to separate a probationary employee during his or her probationary review period.

24.7 Removal of Documents

- A. Written reprimands will be removed from an employee's personnel file after three (3) years if:
 - 1. Circumstances do not warrant a longer retention period; and
 - 2. There has been no subsequent discipline; and
 - 3. The employee submits a written request for its removal.
- B. Records of disciplinary actions involving reductions in pay, suspension, or demotions, and written reprimands not removed after three (3) years will be removed after six (6) years if:
 - 1. Circumstances do not warrant a longer retention period; and
 - 2. There has been no subsequent discipline; and
 - 3. The employee submits a written request for its removal.
- C. Nothing in this Section will prevent the Employer from agreeing to an earlier removal date, unless to do so would violate RCW 41.06.450.

ARTICLE 25

GRIEVANCE PROCEDURE

25.1 Terms and Requirements

The Union and the Employer agree that it is in the best interest of all parties to resolve disputes at the earliest opportunity and at the lowest level. The Union and the Employer encourage problem resolution between employees and management and are committed to assisting in resolution of disputes as soon as possible. In the event a dispute is not resolved in an informal manner, this Article provides a formal process for problem resolution.

A. Grievance Definition

A grievance is an allegation by an employee or a group of employees that there has been a violation, misapplication, or misinterpretation of this Agreement, which occurred during the term of this Agreement. The term “grievant” as used in this Article includes the term “grievants.”

B. Filing a Grievance

Grievances may be filed by the Union on behalf of an employee or on behalf of a group of employees. If the Union does so, it will set forth the name of the employee or the names of the group of employees.

C. Computation of Time

The time limits in this Article must be strictly adhered to unless mutually modified in writing. Days are calendar days, and will be counted by excluding the first day and including the last day of timelines. When the last day falls on a Saturday, Sunday or holiday, the last day will be the next day which is not a Saturday, Sunday or holiday. Transmittal of grievances, appeals and responses will be in writing. Transmittal of grievances, appeals, and responses may be filed by fax or email. Timelines will apply to the date of receipt, not the date of postmarking.

D. Failure to Meet Timelines

Failure by the Union to comply with the timelines will result in the automatic withdrawal of the grievance. Failure by the Employer to comply with the timelines will entitle the Union to move the grievance to the next step of the procedure.

E. Contents

The written grievance must include the following information or it will not be processed:

1. The nature of the grievance;
2. The facts upon which it is based;
3. The specific article and section of the Agreement violated;
4. The specific remedy requested;
5. The name of the grievant(s) and;
6. The name and signature of the Union representative.

F. Modifications

No newly alleged violations may be made after the initial written grievance is filed, except by written mutual agreement.

G. Resolution

If the Employer provides the requested remedy or a mutually agreed-upon alternative, the grievance will be considered resolved and may not be moved to the next step.

H. Withdrawal

A grievance may be withdrawn at any time.

I. Resubmission

If resolved or withdrawn, a grievance cannot be resubmitted.

J. Pay

Job representatives will be provided a reasonable amount of time during their normal working hours to investigate and process grievances through Step 3. Grievants and job representatives will not lose pay for attending informal dispute resolution meetings, grievance meetings, alternative dispute resolution sessions, and arbitration hearings held during their scheduled work time. Grievants will not be paid for informal dispute resolution meetings, grievance meetings, alternative dispute resolution sessions, and arbitration hearings held during their off-duty time.

K. Group Grievances

No more than five (5) grievants will be permitted to attend a single grievance meeting.

L. Consolidation

The Employer may consolidate grievances arising out of the same set of facts.

M. Bypass

Any of the steps in this procedure may be bypassed with mutual written consent of the parties involved at the time the bypass is sought.

N. Discipline

Disciplinary grievances will be initiated at the level at which the disputed action was taken.

O. Grievance Files

Written grievance and responses will be maintained separately from the personnel files of the employees.

P. Alternative Resolution Methods

Any time during the grievance process, by mutual consent, the parties may use alternative methods to resolve the dispute. If the parties agree to use alternative methods, the time frames in this Article are suspended. If the selected alternative method does not result in a resolution, the Union may return to the grievance process and the time frames resume.

25.2 Filing and Processing

A. Filing

A grievance must be filed within thirty (30) days of the occurrence giving rise to the grievance, or the date the grievant knew or could reasonably have known of the occurrence.

B. Processing

Step 1 If the issue is not resolved informally, the Union may present a written grievance to the supervisor or designee with a copy to the Human Resources Office, within the thirty (30) day period described above. The responsible supervisor, manager or designee will meet in person or confer by telephone with a job representative and/or staff representative, and the grievant within ten (10) days of receipt of the grievance, and will respond in writing to the Union within ten (10) days after the meeting.

Step 2 If the grievance is not resolved at Step 1, the Union may move it to the next step by filing it with the Human Resources Office, within ten (10) days of the Union's receipt of the Step 1 decision. The Human Resources Office will designate who will hear the grievance at Step 2. The designee will meet in person or confer by telephone with a job representative or staff representative, and the grievant within ten (10) days of receipt of the appeal and will respond in writing to the Union within ten (10) days after the meeting.

Step 3 If the grievance is not resolved at Step 2, the Union may move to the next step by filing it with the President/Chancellor, with a copy to the Human Resources Office, within ten (10) days of the Union's receipt of the Step 2 decision. The President/Chancellor or designee will meet in person or confer by telephone with a job representative or staff representative and the grievant within ten (10) days of receipt of the appeal, and will respond in writing to the Union within ten (10) days after the meeting.

Step 4 If the grievance is not resolved at Step 3, the Union may file a demand for arbitration (with a copy of the grievance and all responses attached). It will be filed with the Director of the OFM Labor Relations Office (OFM/LRO) and the College President/designee within ten (10) days of receipt of the Step 3 decision.

Within ten (10) days of the receipt of the arbitration demand, the OFM/LRO will discuss with the Union whether a pre-arbitration review meeting will be scheduled with the OFM/LRO Director or designee, the College's Human Resource Office representative, and the Union's representative to review and attempt to settle the dispute. If the matter is not resolved in this pre-arbitration review, within ten (10) days of the meeting, the Union may file a demand to arbitrate the dispute with the American Arbitration Association (AAA).

If the parties are unable to reach agreement to conduct a meeting, the OFM/LRO Director or designee will notify the Union in writing that no pre-arbitration review meeting will be scheduled. Within ten (10) days of receipt of this notice, the Union may file a demand to arbitrate the matter with the AAA.

C. Selecting an Arbitrator

The parties will select an arbitrator by mutual agreement or by alternately striking names supplied by the AAA, and will follow the Labor Arbitration Rules of the AAA unless they agree otherwise in writing.

D. Authority of the Arbitrator

1. The arbitrator will:
 - a. Have no authority to add to, subtract from, or modify any of the provisions of this Agreement;
 - b. Be limited in his or her decision to the grievance issue(s) set forth in the original written grievance unless the parties agree to modify it;
 - c. Not make any award that provides an employee with compensation greater than would have resulted had there been no violation of this Agreement;
 - d. Not have the authority to order the Employer to modify his or her staffing levels or to direct staff to work overtime.
2. The arbitrator will hear arguments on and decide issues of arbitrability before the first day of arbitration at a time convenient for the parties, immediately prior to hearing the case on its merits, or as part of the entire hearing and decision-making process. If the issue of arbitrability is argued prior to the first day of arbitration, it may be argued in writing or by telephone, at the discretion of the arbitrator. Although the decision may be made orally, it will be put in writing and provided to the parties.
3. The decision of the arbitrator will be final and binding upon the Union, the Employer and the grievant.

E. Arbitration Costs

1. The expenses and fees of the arbitrator, and the cost (if any) of the hearing room will be shared equally by the parties.
2. If the arbitration hearing is postponed or canceled because of one party, that party will bear the cost of the postponement or cancellation. The costs of any mutually agreed upon postponements or cancellations will be shared equally by the parties.
3. If either party desires a record of the arbitration, a court reporter may be used. If that party purchases a transcript, a copy will be provided to the arbitrator, free of charge. If the other party desires a copy of the transcript, it will pay for half of the costs of the fee for the court reporter, the original transcript and a copy.
4. Each party is responsible for the costs of its attorneys, staff representatives, and all other costs related to the development and presentation of their case. When an employee is subpoenaed as a witness on behalf of the Union in an arbitration case, the employee may appear without loss of pay if he or she appears during his

or her work time. Every effort shall be made to avoid the presentation of repetitive witnesses. The Union is responsible for paying any travel or per diem expenses for its witnesses, the grievant and the job representative._

25.3 Election of Remedies

Arbitrating a claim under this Article constitutes a waiver of the right to pursue the same claim before the Equal Employment Opportunity Commission, the Human Rights Commission, or in a judicial or other forum. Pursuit of a claim before the Equal Employment Opportunity Commission, the Human Rights Commission, or in a judicial or other forum constitutes a waiver of the right to pursue the claim through arbitration under this Article.

ARTICLE 26 GENERAL CONDITIONS AND BENEFITS

26.1 The Employer will provide employee lounge facilities apart from work areas.

26.2 The Employer and the Union recognize the value of compressed workweeks, flextime arrangements and telecommuting/telework.

ARTICLE 27 LEGAL DEFENSE

If bargaining unit employees become defendants in civil liability suits arising out of actions taken or not taken in the course of their employment for the state, they have the right to request representation and indemnification through their agency according to RCW 4.92.

ARTICLE 28 PERSONNEL FILES

28.1 The Employer will maintain an official personnel file for each employee, showing a record of employment and such other information required for business and legal purposes. The Employer will determine the location of the personnel file.

28.2 Health and medical information obtained by the Employer will be maintained in a separate, confidential file. The Employer will not require employees to provide information about the health or medical conditions of the employee or the employee's family unless such information is related to the performance of duties within the scope of employment, fitness to hold the employee's position or the providing of benefits requested by the employee.

28.3 An employee and/or his or her representative may arrange to examine the employee's personnel file at reasonable times upon reasonable notice. Written authorization from the

employee is required before any representative of the employee will be granted access to the personnel file. The Employer may charge a reasonable fee for copying any materials beyond the first copy requested by the employee or his or her representative.

- 28.4** Employees will be provided a copy of all adverse material placed in the official personnel file at the time it is placed in the file. The employee or his or her representative may not remove any contents from the file; however, an employee may provide a written rebuttal or refuting documentation to any information in the file that he or she considers objectionable.
- 28.5** Information in the personnel files will be retained only as long as it has a reasonable bearing on the employee's job performance or upon the efficient and effective management of the District. Adverse material related to alleged employee misconduct that is determined to be false, and all information related to incidents of which the employee has been fully exonerated of wrong doing, will be promptly removed from the personnel file.
- 28.6** When documents in an employee's personnel file are the subject of public disclosure request, the Employer will provide the employee with a copy of the request at least seven (7) calendar days in advance of the intended release date.
- 28.7** The Employer will not release personal information about an employee except as is necessary, or as the law requires.
- 28.8** Supervisors may keep working files of documentation relevant to employee performance. Such documentation will be kept in the working file no more than the current evaluation period unless related to issues of an ongoing nature. Supervisors who keep employee working files will maintain them in a manner that protects against unauthorized access or casual observation. Employees may view these files per Section 28.3 above, but may not append refutations nor rebuttals to the file.

ARTICLE 29

REASONABLE ACCOMMODATION AND DISABILITY SEPARATION

- 29.1** The Employer and the Union will comply with all relevant federal and state laws, and regulations providing reasonable accommodations to qualified individuals with disabilities.
- 29.2** An employee who believes that he or she suffers a disability and requires a reasonable accommodation to perform the essential functions of his or her position may request such an accommodation by submitting a request to the Employer.
- 29.3** Employees requesting accommodation must cooperate with the Employer in discussing the need for and possible form of any accommodation. The Employer may require supporting medical documentation and may require the employee to obtain a second

medical opinion at Employer expense. Medical information disclosed to the Employer will be kept confidential.

- 29.4** The Employer will determine whether an employee is eligible for a reasonable accommodation and the accommodation to be provided.
- 29.5** An employee with permanent status may be separated from service when the Employer determines that the employee is unable to perform the essential functions of the employee's position due to a mental, sensory, or physical disability, which cannot be reasonably accommodated. Determinations of disability may be made by the Employer based on an employee's written request for disability separation or after obtaining a written statement from a licensed physician or licensed mental health professional. The Employer can require an employee to obtain an independent medical examination at Employer expense, from a licensed physician or licensed mental health professional of the Employer's choice. Evidence may be requested from the licensed physician or licensed mental health professional regarding the employee's limitations.
- 29.6** When the Employer has medical documentation of the employee's disability and has determined that the employee cannot be reasonably accommodated in any available position for which they qualify, or the employee requests separation due to disability, the Employer may separate the employee in accordance with WAC 357-46-160 through 170. An employee who has been separated due to disability may appeal the separation as provided in WAC 357-52.
- 29.7** The Employer will inform the employee in writing of the option to apply to return to employment prior to his or her separation due to disability. The Employer will provide assistance to individuals seeking reemployment under this Article for two (2) years. If reemployed, upon successful completion of the employee's probationary period, the time between separation and reemployment will be treated as leave without pay and will not be considered a break in service.

ARTICLE 30

SENIORITY

30.1 Definition

- A. Seniority for employees will be defined as the employee's length of classified service counted as the number of hours in paid status. All time spent in leave without pay status will be deducted from the calculation of seniority, except when the leave without pay is taken for:
1. Military leave,
 2. Compensable work-related injury or illness leave,
 3. Governmental service leave,
 4. Reducing the effects of layoff, and/or
 5. Time between disability separation and post-re-employment completion of probation.

- B. For the purposes of layoffs, a maximum of five (5) years' credit will be added to the seniority of permanent employees who are veterans or to their unmarried widows or widowers, as provided for in RCW 41.06.133 (13).

30.2 Ties

If two (2) or more employees have the same seniority, ties will be broken in the following order:

- A. Longest continuous time within their current job classification;
- B. Longest continuous time with the institution; and
- C. By lot.

30.3 Seniority List

The Employer will prepare and post a seniority list annually. The list will contain each employee's name, job classification and the total amount of seniority. A copy of the seniority list will be provided to the Union at the time of posting.

**ARTICLE 31
LAYOFF AND RECALL**

31.1 The Employer will determine the basis for, extent, effective date and the length of layoffs in accordance with the provisions of this Article.

When it is determined that layoffs will occur within a layoff unit, the Employer will provide the Union with:

- A. As much advance notice as possible, but not less than thirty (30) days' notice;
- B. Opportunity to meet with affected employees prior to the implementation of the layoff; and
- C. An invitation to meet under the provisions of the Labor/Management Communication Committee article of this Agreement.

31.2 Basis for Layoff

The reasons for layoff include, but are not limited to, the following:

- A. Lack of funds;
- B. Lack of work; or
- C. Organizational change.

Examples of layoff actions due to lack of work may include, but are not limited to:

- A. Termination of a project or special employment;

- B. Availability of fewer positions than there are employees entitled to such positions;
- C. Employee's ineligibility to continue in a position following its reallocation to a class with a higher salary range maximum; or
- D. Employee's ineligibility to continue, or choice not to continue, in a position following its reallocation to a class with a lower salary range maximum.

31.3 Voluntary Layoff, Leave of Absence or Reduction in Hours

The Employer may allow an employee to volunteer to be laid off, take an unpaid leave of absence or reduce his or her hours of work in order to reduce layoffs. If it is necessary to limit the number of employees in an institution on unpaid leave at the same time, the Employer will determine who will be granted a leave of absence and/or reduction in hours based upon staffing needs. Employees who volunteer to be laid off may request to have their names placed on the appropriate layoff list for the job classifications in which they held permanent status.

31.4 Probationary Employees

Employees with permanent status will not be separated from state service through a layoff action without first being offered positions they have the skills and abilities to perform within their current job classification within the layoff unit currently held by probationary employees. Probationary employees will be separated from employment before permanent employees.

31.5 Layoff Units

- A. A layoff unit is defined as the entity or administrative/organizational unit within each institution used for determining the available options for employees who are being laid off.
- B. The layoff unit(s) for each institution covered by this Agreement are described in Appendix B.

31.6 Options Within the Layoff Unit

- A. Employees will be laid off in accordance with seniority, as defined in Article 30, Seniority, and the skills and abilities of the employee. The Employer will determine if the employee possesses the required skills and abilities for the position and the comparability of the position. Employees being laid off will be provided one (1) option within the layoff unit:
 - 1. A funded vacant position for which the employee has the skills and abilities, within his or her current job classification.
 - 2. A funded filled position held by the least senior employee for which the employee has the skills and abilities, within his or her current job classification.
 - 3. A funded vacant position for which the employee has the skills and abilities, at the same or lower salary range as his or her current permanent position, within a job classification in which the employee has held permanent status.

4. A funded filled position held by the least senior employee for which the employee has the skills and abilities, at the same or lower salary range as his or her current permanent position, within a job classification in which the employee has held permanent status.
- B. The option will be determined, as specified above, in descending order of salary range and one progressively lower level at a time.

31.7 Institution-wide Options

In addition to the option offered in Section 31.6 above, employees being laid off will be offered up to three (3) funded vacant positions within their district provided they meet the skills and abilities required of the position(s) and the positions offered are at the same or lower salary range as the position from which the employee is currently being laid off. The Employer will determine if the employee possesses the required skills and abilities for the position.

31.8 Notification to Permanent Employees

- A. Permanent employees will receive written notice at least twenty-one (21) calendar days before the effective layoff date. The notice will include (a) the basis for the layoff; (b) the employee's layoff options; (c) the specific layoff lists for which the employee is entitled to placement; (d) the date by when an employee must select a layoff option; and (e) the process, including timelines, by which the employee is entitled to challenge the layoff. The Union will be provided with a copy of the notice.
- B. If the Employer chooses to implement a layoff action without providing twenty-one (21) calendar days' notice, the employee will be paid his or her salary for the days that he or she would have worked had full notice been given.
- C. Employees will be provided ten (10) calendar days to accept or decline, in writing, any option provided to them. This time period will run concurrent with the twenty-one (21) calendar days' notice of layoff provided by the Employer to the employee.
- D. Days are calendar days, and will be counted by excluding the first day and including the last day of timelines. When the last day falls on a Saturday, Sunday or holiday, the last day will be the next day which is not a Saturday, Sunday or holiday.

31.9 Salary

Employees appointed to a position as a result of a layoff action will have their salary determined as follows:

A. Current Salary Level

An employee who accepts another position within his or her current salary range will retain his or her current salary.

B. Lower Salary Level

An employee who accepts a position with a lower salary range will be paid an amount equal to his or her current salary.

C. Appointment from a Layoff List

1. Employees who are appointed from a layoff list to a position with the same salary range from which they were laid off will be paid the amount for which they were compensated when laid off plus any cost of living adjustments that occurred during the time they were laid off.
2. Employees who are appointed from a layoff list to a position with a lower salary range than the position from which they were laid off will be paid an amount equal to the salary they were receiving at the time they were laid off provided it is within the salary range of the new position. In those cases where the employee's prior salary exceeds the maximum amount of the salary range for the new position, the employee will be compensated at the maximum salary of the new salary range.

31.10 Transition Review Period

- A. The Employer will require an employee to complete a six (6) month transition review period when the employee accepts a layoff option to a job classification in which he or she has not held permanent status or has been appointed into a new position from a layoff list.
- B. The Employer will have the authority to shorten an employee's transition review period. Employees will receive a permanent appointment to the position upon successful completion of the transition review period.
- C. The Employer may separate an employee or an employee may voluntarily separate during the transition review period. Upon separation, and at the employee's request, the employee's name will be placed on or returned to the appropriate layoff list. The employee will remain on the list until such time as his or her eligibility expires or he or she has been rehired. Separation during the transition review period will not be subject to the grievance procedure in Article 25.

31.11 Recall

- A. The Employer will maintain a layoff list for each job classification. Permanent employees who are laid off may have their name placed on the register for the job classification from which they were laid off or bumped. Additionally, employees may request to have their name placed on the layoff list(s) for other job classifications in which they have held permanent status. An employee's name will remain on layoff lists for two (2) years from the effective date of his or her layoff.
- B. When a vacancy occurs within an institution and where there are names on a layoff list, the Employer will consider all of the laid-off employees, and the internal candidates who have the skills and abilities to perform the duties of the position to be filled. An employee who is offered a comparable position and refuses the offer will have his or her name removed from the appropriate lay off list(s).

31.12 Project Employment

- A. Permanent project employees have layoff rights. Formal options will be determined using the procedure outlined in Sections 31.6 and 31.7, above.

- B. Permanent status employees who left regular classified positions to accept project employment without a break in service have layoff rights within the institution in which they held permanent status to the job classification they held immediately prior to accepting project employment.

ARTICLE 32

MANAGEMENT RIGHTS

- 32.1** The Employer retains all rights of management, which, in addition to all powers, duties and rights established by constitutional provision or statute, will include but not be limited to, the right to:
- A. Determine the Employer's functions, programs, organizational structure and use of technology;
 - B. Determine the Employer's budget and size of the Employer's workforce and the financial basis for layoffs;
 - C. Direct and supervise employees;
 - D. Take all necessary actions to carry out the mission of the state and its institutions during emergencies;
 - E. Determine the Employer's mission and strategic plans;
 - F. Develop, enforce, modify or terminate any policy, procedure, manual or work method associated with the operations of the Employer;
 - G. Determine or consolidate the location of operations, offices, work sites, including permanently or temporarily moving operations in whole or part to other locations;
 - H. Establish or modify the workweek, daily work shift, hours of work and days off;
 - I. Establish work performance standards, which include, but are not limited to the priority, quality and quantity of work;
 - J. Establish, allocate, reallocate or abolish positions and determine the skills and abilities necessary to perform the duties of such positions;
 - K. Select, hire, assign, reassign, evaluate, retain, promote, demote, transfer and temporarily or permanently lay off employees;
 - L. Determine, prioritize and assign work to be performed;
 - M. Determine the need for and the method of scheduling, assigning, authorizing and approving overtime;

- N. Determine training needs, methods of training, and employees to be trained;
- O. Determine the reasons for and methods by which employees will be laid-off; and
- P. Suspend, demote, reduce pay, discharge and/or take other disciplinary actions.

32.2 The Employer agrees that the exercise of the above rights shall be consistent with the provisions of this Agreement.

ARTICLE 33

LABOR/MANAGEMENT COMMUNICATION COMMITTEE

33.1 Purpose

The purpose of the committee(s) is to provide communication between the parties and to promote constructive labor-management relations.

33.2 Committees

The committee(s) will meet, discuss, exchange, and consider information of a group nature and general interest to both parties:

A. Composition

Committees will consist of up to three (3) employer representatives and up to three (3) employee representatives. The Employer and Union will be responsible for the selection of their own representatives. If agreed to by both parties, additional representatives may be added.

B. Participation

1. The Union will provide the Employer with the names of their committee members at least ten (10) calendar days in advance of the date of the meeting in order to facilitate the release of employees.
2. Employees attending committee meetings during their work time will have no loss in pay. Attendance at meetings during employees' non-work time will not be compensated for or considered as time worked. The Union is responsible for paying any travel or per diem expenses of employee representatives.

C. Meetings

Meetings may be called by either party. Committee meetings will be scheduled on mutually acceptable dates and times. Agenda items will be exchanged prior to the meeting date. Each party may keep written records.

ARTICLE 34

UNION ACTIVITIES

34.1 Representation

Upon request, employees will have the right to representation at all levels on any matter adversely affecting their conditions of employment. The exercise of this right will not unreasonably delay or postpone a meeting. Except as otherwise specified in this Agreement, representation will not apply to discussions with an employee in the normal course of duty, such as giving instructions, assigning work, informal discussions, delivery of paperwork, staff or work unit meetings, or other routine communications with an employee.

34.2 Staff Representatives

- A. Within thirty (30) calendar days from the effective date of this Agreement, the Union will provide the Employer with a written list of staff representatives and the geographic jurisdictions they are responsible for. The Union will provide written notice to the Employer of any changes within thirty (30) calendar days of the changes.

- B. Staff representatives may have access to the Employer's offices or facilities in accordance with college policy to carry out representational activities. The representatives will notify Human Resources prior to their arrival and will not interrupt the normal operations of the institution. In accordance with Section 34.4 below, staff representatives may also meet with bargaining unit employees in non-work areas during their meal periods, rest periods, and before and after their shift.

34.3 Job Representatives

- A. Within thirty (30) calendar days from the effective date of this Agreement, the Union will provide the Employer with a written list of current job representatives and their campus jurisdiction. The Union will maintain the list. The Employer will not recognize an employee as a job representative if his or her name does not appear on the list.

- B. Job representatives will be released during their normal working hours to investigate and process grievances in accordance with Article 25, Grievance Procedure. In addition, job representatives will be provided reasonable time during their normal working hours to prepare for and attend meetings scheduled by management within the representatives' office, facility or geographic jurisdiction within the bargaining unit for the following representational activities:
 - 1. Investigatory interviews and pre-disciplinary meetings, in accordance with Article 24, Discipline, and/or
 - 2. Labor/Management Communication Committees and other committee meetings if such committees have been established by this Agreement.

The job representative will obtain prior approval from his or her supervisor to prepare for and attend a meeting. Notification will include the approximate amount of time the job representative expects the activity to take. Any college business requiring the employee's immediate attention will be completed prior to attending the meeting. Time spent preparing for and attending meetings during the job representatives' non-work hours will not be considered as time worked. Job representatives may not use state vehicles to travel to and from a work site in order to perform representational activities, unless authorized by the college.

- C. If the amount of time a job representative spends performing representational activities is affecting his or her ability to accomplish assigned duties, the Employer will not continue to release the employee and the Union will be notified.

34.4 Use of State Facilities, Resources, and Equipment

A. Meeting Space and Facilities

The Employer's offices and facilities may be used by the Union to hold meetings subject to the Employer's policy, availability of the space and with prior written authorization of the Employer.

B. Supplies and Equipment

The Union and its membership will not use state-purchased supplies or equipment to conduct union business or representational activities. This does not preclude the use of the telephone for representational activities if there is no cost to the Employer, the call is brief in duration and it does not disrupt or distract from institution business.

C. E-mail, Fax Machines, the Internet, and Intranets

The Union and its members will not use state-owned or operated e-mail, fax machines, the Internet, or intranets to communicate with one another. Employees may use state operated e-mail to request union representation. However, job representatives may use state owned/operated equipment to communicate with the Union and/or the Employer for the exclusive purpose of administration of this Agreement. Such use will:

1. Result in little or no cost to the Employer;
2. Be brief in duration and frequency;
3. Not interfere with the performance of their official duties;
4. Not distract from the conduct of state business;
5. Not disrupt other state employees and will not obligate other employees to make a personal use of state resources; and
6. Not compromise the security or integrity of state information or software.

The Union and its job representatives will not use the above-referenced state equipment for Union organizing, internal Union business, advocating for or against

the Union in an election or any other purpose prohibited by the Executive Ethics Board. Communication that occurs over state-owned equipment is the property of the Employer and may be subject to public disclosure.

34.5 Bulletin Boards

The Employer will maintain bulletin board(s) or space on existing bulletin boards currently provided to the Union for union communication. In bargaining units where no bulletin board or space on existing bulletin boards has been provided, the Employer will supply the Union with adequate bulletin board space in convenient places. Material posted on the bulletin board will be appropriate to the workplace, politically non-partisan, in compliance with state ethics law, and identified as union literature. Union communications may not be posted in any other location on the campus.

34.6 Time Off for Union Activities

A. Union-designated employees may be allowed time off without pay to attend union-sponsored meetings, training sessions, conferences, and conventions. The employee's time off will not interfere with the operating needs of the institution as determined by management. If the absence is approved, the employees may use accumulated compensatory time, vacation leave or personal holiday in accordance with Article 8, Holidays, instead of leave without pay. However, employees must use compensatory time prior to their use of vacation leave, unless the use would result in the loss of their vacation leave.

B. The Union will give the Employer a written list of the names of the employees it is requesting attend the above-listed activities, at least fourteen (14) calendar days prior to the activity.

34.7 Temporary Employment With the Union

With thirty (30) calendar days' notice, unless agreed otherwise, employees may be granted leave without pay to accept temporary employment with the Union of a specified duration, not to exceed six (6) months, provided the employee's time off will not interfere with the operating needs of the college. The parties may agree to an extension of leave without pay up to an additional six (6) months. The returning employee will be employed in a position in the same job classification and the same geographical area, as determined by the Employer.

ARTICLE 35 UNION SECURITY

35.1 Union Dues

When an employee provides written authorization to the Employer, the Union has the right to have deducted from the employee's salary, an amount equal to the fees or dues required to be a member of the Union. The Employer will provide payments for all said deductions to the Union at the Union's official headquarters each pay period.

35.2 Notification to Employees

The Employer will inform new, transferred, promoted, or demoted employees prior to appointment into positions included in the bargaining unit(s) of the Union's exclusive recognition and the union security provision. The Employer will furnish the employees appointed into bargaining unit positions with a dues authorization form.

35.3 Union Security

All employees covered by this Agreement will, as a condition of employment, either become members of the Union and pay membership dues or, as non-members, pay a fee as described in Subsections A, B, and C below, no later than the 30th day following the effective date of this Agreement or the beginning of their employment. If an employee fails to meet the conditions outlined below, the Union will notify the Employer and inform the employee that his or her employment may be terminated.

- A. Employees who choose not to become union members must pay to the Union, no later than the 30th day following the beginning of employment, an agency shop fee equal to the amount required to be a member in good standing of the Union.
- B. An employee who does not join the Union based on bona fide religious tenets, or teachings of a church or religious body of which he or she is a member, shall make payments to the Union that are equal to its membership dues, less monthly union insurance premiums, if any. These payments will be used for purposes within the program of the Union that are in harmony with the employee's conscience. Such employees will not be members of the Union, but are entitled to all of the representational rights of union members.
- C. The Union shall establish a procedure that any employee who makes a request may pay a representation fee equal to a pro rata share of collective bargaining expenses rather than the full membership fee.
- D. If an employee fails to meet the agency shop provisions outlined above, the Union will notify the Employer and inform the employee that his or her employment may be terminated.

35.4 The Employer agrees to deduct the membership dues, agency shop fee, non-association fee, or representation fee from the salary of employees who request such deduction in writing. Such request will be made on a Union payroll deduction authorization card.

35.5 Dues Cancellation

An employee may cancel his or her payroll deduction of dues by written notice to the Employer and the Union. The cancellation will become effective on the second payroll after receipt of the notice. However, the cancellation may cause the employee to be terminated, subject to Section 35.3, above.

35.6 Status Reports

A. Each month the Employer will provide the Union a report in an electronic format of the following data, if maintained by the Employer, for employees in the bargaining unit and those who enter or leave the bargaining unit or who start or stop deductions:

1. Name
 2. Mailing address
 3. Agency code
 4. Work location
 5. Classification code
 6. Bargaining unit code
- B. Information provided pursuant to this Section will be maintained by the Union in confidence according to the law.
- C. The Union will indemnify the Employer for any violations of employee privacy committed by the Union pursuant to this Section.

35.7 Indemnification

The Employer shall be held harmless by the Union and employees for compliance with this Article and any issues related to the deduction of dues and fees.

**ARTICLE 36
CLASSIFICATION**

36.1 Classification Plan Revisions

- A. The Employer will provide to the Union in writing any proposed changes to the classification plan including descriptions for newly created classifications. Upon request of the Union, the Employer will bargain the effect(s) of a change to an existing class or newly proposed classification.
- B. The Employer will allocate or reallocate positions, including newly created positions, to the appropriate classification within the classification plan in accordance with WAC 357-13-055.

36.2 Position Review

An individual employee who believes that his or her position is improperly classified may request a review according to the following procedure:

- A. The employee will complete and sign the appropriate form.
- B. The employee will then send the completed form to the Employer's Human Resources Office. The Human Resources Office will review the completed form and make a decision regarding appropriate classification within sixty (60) calendar days of receipt of the request.

- C. In the event the employee disagrees with the reallocation decision of the Employer, he or she may request a review of the decision by the Director of the Department of Personnel within thirty (30) calendar days of being provided the results of a position review or the notice of reallocation. The Director of the Department of Personnel will then make a written determination which will be provided to the employee.
- D. In accordance with the provisions of WAC 357-52, the employee may appeal the determination of the Director of the Department of Personnel to the Personnel Appeals Board through December 31, 2005, and to the Washington Personnel Resources Board after December 31, 2005, within thirty (30) calendar days of being provided the written decision of the Director of the Department of Personnel. The appropriate board will render a decision which will be final and binding.
- E. The effective date of a reallocation resulting from an employee request for a position review is the date the request was filed with the Human Resources Office.

36.3 Effect of Reallocation:

A. Reallocation to a Class With a Higher Salary Range Maximum

1. If the employee has performed the higher-level duties for at least six (6) months and meets the skills and abilities required of the position, the employee will remain in the position and retain his or her existing appointment status.
2. If the reallocation is the result of a change in the duties of the position and the employee has not performed the higher-level duties for at least six (6) months, the Employer must give the employee the opportunity to compete for the position if he or she possesses the required skills and abilities. If the employee is not selected for the position, or does not have the required skills and abilities, the layoff procedure specified in Article 31 of this Agreement will apply. If the employee is appointed to the position, he or she must serve a trial service period.

B. Reallocation to a Class With an Equal Salary Range Maximum

1. If the employee has the skills and abilities required of the position, the employee will remain in the position and retain his or her existing appointment status.
2. If the employee does not meet the skills and abilities required of the position, the layoff procedure specified in Article 31, Layoff and Recall of this Agreement will apply.

C. Reallocation to a Class With a Lower Salary Range Maximum

1. If the employee has the skills and abilities required of the position and chooses to remain in the reallocated position, the employee will retain his or her existing appointment status and has the right to be placed on the agency's internal layoff list for the classification the employee held permanent status in prior to the reallocation.
2. If the employee chooses to vacate the position or does not have the skills and abilities required of the position, the layoff procedure specified in Article 31 of this Agreement applies.

36.4 Salary Impact of Reallocation

An employee whose position is reallocated will have his or her salary determined as follows:

A. Reallocation to a Class With a Higher Salary Range Maximum

Upon appointment to the higher class, the employee's base salary will be increased as follows:

Employees promoted to a position in a higher class will be advanced to a step of the range for the new class which is nearest to five percent (5%) higher than the amount of the pre-promotional step.

B. Reallocation to a Class With an Equal Salary Range Maximum

The employee retains his or her previous base salary.

C. Reallocation to a Class With a Lower Salary Range Maximum

The employee will be paid an amount equal to his or her current salary provided it is within the salary range of the new position. In those cases where the employee's current salary exceeds the maximum amount of the salary range for the new position, the employee will be compensated at the salary he or she was receiving prior to the reallocation downward, until such time as the employee vacates the position or his or her salary falls within the new salary range.

36.5 Decisions regarding appropriate classification will not be subject to the grievance and arbitration procedure specified in this Agreement.

ARTICLE 37 COMPENSATION

37.1 Pay Range Assignments

A. Effective July 1, 2005, each classification represented by the Union will continue to be assigned to the same salary range of the "Washington State Salary Schedule for General Government and Higher Education - Effective July 1, 2001" (State Salary Schedule) as it was assigned on June 30, 2005. Effective July 1, 2005, each employee will continue to be assigned to the same range and step of the State Salary Schedule that he or she was assigned on June 30, 2005.

B. Effective July 1, 2005, all salary ranges and steps of the State Salary Schedule will be increased by 3.2%, as shown in Compensation Appendix A, attached.

C. Effective July 1, 2006, all salary ranges and steps of the State Salary Schedule which will become effective on July 1, 2005, will be increased by 1.6%, as shown in Compensation Appendix B, attached. This State Salary Schedule will remain in effect for twelve (12) months.

- D. Employees who are paid above the maximum for their range on the effective dates of the increases described in Subsections B and C above will not receive the specified increase to their current pay unless the new range encompasses their current rate of pay.

37.2 Classification Consolidation

Pursuant to RCW 41.06.136 (2) (b), the Employer will provide an estimated five million dollars (\$5,000,000) general fund-state to implement the initial phases of the Department of Personnel's Classification Consolidation Project.

37.3 Salary Survey 25% of Prevailing Rate

The Employer will provide an estimated two million dollars (\$2,000,000) for the purpose of partial implementation of the 2002 salary survey listed in Compensation Appendix C. Effective July 1, 2005, salaries for classifications found to be more than 25% behind prevailing rate, in accordance with the Department of Personnel's 2002 Salary Survey, will be brought to within 25% of prevailing rate.

37.4 Pay for Performing the Duties of a Higher Classification

Employees who are temporarily assigned the full scope of duties and responsibilities for more than fifteen (15) calendar days to a higher level classification will be notified in writing and will be advanced to a step of the range for the new class, that is nearest to five percent (5%) higher than the amount of the pre-promotional step.

37.5 Establishing Salaries for New Employees and New Classifications

- A. The Employer will assign newly hired employees to the appropriate range and step of the appropriate State Salary Schedules as described in Compensation Appendices A and B, attached.
- B. Upon request of the Union, the Employer will bargain the effects of a change to an existing class or newly proposed classification.

37.6 Periodic Increases

Employees will receive periodic increases as follows:

- A. Employees who are hired at the minimum step of the pay range will receive a two (2) step increase to base salary following completion of six (6) months of service, and an additional two (2) step increase annually thereafter, until they reach the top of the pay range.
- B. Employees who are hired above the minimum step of the salary range will receive a two (2) step increase annually, on their hire date, until they reach the top of the pay range.
- C. Employees in classes that have pay ranges shorter than a standard range will receive their periodic increases at the same intervals as employees in classes with standard ranges, in accordance with Subsection A, above.

37.7 Salary Assignment Upon Promotion

- A. Employees promoted to a position in a class whose range is less than six (6) ranges higher than the range of the former class will be advanced to a step of the range for the new class that is nearest to five percent (5%) higher than the amount of the pre-promotional step.
- B. Employees promoted to a position in a class whose range is six (6) or more ranges higher than the range of the former class will be advanced to a step of the range for the new class that is nearest to ten percent (10%) higher than the amount of the pre-promotional step.
- C. The Employer may grant higher increases in accordance with WAC 357-28-110.

37.8 Demotion

An employee who voluntarily demotes to another position with a lower salary range maximum will be placed in the new range at a salary equal to his or her previous base salary. If the previous base salary exceeds the new range, the employee's base salary will be set equal to the new range maximum.

37.9 Transfer

A transfer is defined as an employee-initiated move of an employee from one position to another position within the College or District in the same class or a different class with the same salary range maximum. Transferred employees will retain their current base salary.

37.10 Reassignment

Reassignment is defined as an Employer-initiated move of an employee within the College or District from one position to another in the same class or a different class with the same salary range maximum. Upon reassignment, an employee retains his or her current base salary.

37.11 Reversion

Reversion is defined as voluntary or involuntary movement of an employee during the trial service period to the class in which the employee most recently held permanent status, or movement to a class in the same or lower salary range, or separation placement onto the Employer's internal layoff list. Upon reversion, the base salary the employee was receiving prior to promotion will be reinstated.

37.12 Elevation

Elevation is defined as restoring an employee to the higher classification, with permanent status, which was held prior to being granted a demotion or to a class that is between the current class and the class from which the employee was demoted. Upon elevation, an employee's salary will be determined in the same manner that is provided for promotion in Section 37.6, above.

37.13 Part-Time Employment

Monthly compensation for part-time employment will be pro-rated based on the ratio of hours worked to hours required for full-time employment. In the alternative, part-time employees may be paid the appropriate hourly rate for all hours worked.

37.14 Callback

- A. When an overtime-eligible employee has left the institution grounds and is called to return to the work station outside of regularly scheduled hours to handle emergency situations which could not be anticipated, he or she will receive three (3) hours penalty pay plus time actually worked. The penalty pay will be compensated at the regular rate; time worked will be in accordance with Article 4, Hours of Work, and Article 5, Overtime.
- B. Time worked by an overtime-eligible employee immediately preceding the regular shift does not constitute callback, provided time worked does not exceed two (2) hours or notice of at least eight (8) hours has been given. An employee on standby status called to return to the workstation does not qualify for callback pay.

37.15 Shift Premium

- A. Shift premium for employees assigned to a shift in which a majority of time worked daily or weekly is between 5:00 p.m. and 7:00 a.m. will be \$.50 per hour or \$87.00 per month.
- B. Shift differential will be paid for the entire daily or weekly shift, which qualifies under Subsection A, above. Shift differential may also be computed and paid at the above monthly rate for employees permanently assigned to a qualifying afternoon or night shift.
- C. An employee assigned to a shift that qualifies for shift differential pay will receive the same shift differential for authorized period of paid leave.
- D. When an employee is regularly assigned to an afternoon or evening shift that qualifies for shift differential, the employee will receive shift differential pay during temporary assignment, not to exceed five (5) working days, to a shift that does not qualify for shift differential.

37.16 Standby

- A. An overtime-eligible employee is in standby status while waiting to be engaged to work by the Employer and both of the following conditions exist:
 - 1. The employee is required to be present at a specified location or is immediately available to be contacted. The location may be the employee's home or other specific location, but not a work site away from home.
 - 2. The Employer requires the employee to be prepared to report immediately for work if the need arises, although the need might not arise.
- B. Standby status will not be concurrent with work time.

- C. Employees on standby status will be compensated at a rate of seven percent (7%) of their hourly base salary for time spent in standby status.

37.17 Relocation Compensation

- A. The Employer may authorize lump sum relocation compensation, within existing budgetary resources, under the following conditions:
 - 1. When it is reasonably necessary that a person make a domiciliary move in accepting a reassignment or appointment; or
 - 2. It is necessary to successfully recruit or retain a qualified candidate or employee who will have to make a domiciliary move in order to accept the position.
- B. If the employee receiving the relocation payment terminates or causes termination of his or her employment with the state within one (1) year of the date of employment, the state will be entitled to reimbursement for the moving costs which have been paid and may withhold such sum as necessary from any amounts due the employee. Termination as a result of layoff or disability separation will not require the employee to repay the relocation compensation.

37.18 Salary Overpayment Recovery

- A. When the Employer has determined that an employee has been overpaid wages, the Employer will provide written notice to the employee that will include the following items:
 - 1. The amount of the overpayment;
 - 2. The basis for the claim; and
 - 3. The rights of the employee under the terms of this Agreement.

B. Method of Payback

The employee has the following options for paying back the overpayment:

- 1. Voluntary wage deduction
- 2. Cash
- 3. Check

The employee will have the option to repay the overpayment over a period of time equal to the number of pay periods during which the overpayment was made. The employee and the Employer may agree to make other repayment arrangements.

C. Appeal Rights

Any dispute concerning the occurrence or amount of the overpayment will be resolved through the grievance procedure in Article 25 of this Agreement.

37.19 Special Pay Salary Ranges

The Director of the Department of Personnel may adopt special pay salary ranges for positions based upon pay practices found in private industry or other governmental units. Current special pay practices at each institution will continue.

37.20 Multilingual/Sign Language/Braille Premium Pay

Whenever a classified position has a bona fide requirement for regular use of competent skills in more than one (1) language, and/or sign language (AMESLAN), and/or Braille, the Employer will authorize premium pay of two (2) steps above the level normally assigned for that position, except for those instances where the position is allocated to a class that specifies these skills.

37.21 Dependent Care Salary Reduction Plan

The Employer agrees to maintain the current dependent care salary reduction plan that allows eligible employees, covered by this Agreement, the option to participate in a dependent care reimbursement program for work-related dependent care expenses on a pre-tax basis as permitted by federal tax law or regulation.

37.22 Pre-tax Health Care Premiums

The Employer agrees to provide eligible employees with the option to pay for the employee portion of health premiums on a pre-tax basis as permitted by federal tax law or regulation.

37.23 Medical/Dental Expense Account

Effective January 2006, the Employer agrees to allow insurance eligible employees, covered by the Agreement, to participate in a medical and dental expense reimbursement program to cover co-payments, deductibles and other medical and dental expenses, if employees have such costs, or expenses for services not covered by health or dental insurance on a pre-tax basis as permitted by federal tax law or regulation.

**ARTICLE 38
HEALTH CARE BENEFIT AMOUNTS**

The Employer will contribute the following amounts for health care benefits for each bargaining unit member each month:

- A. \$663 from July 1, 2005 through June 30, 2006
- B. \$744 from July 1, 2006 through June 30, 2007

**ARTICLE 39
VOLUNTARY EMPLOYEE BENEFIT ACCOUNTS (VEBA)**

39.1 The Employer will provide to eligible employees covered by this Agreement a medical expense plan that provides for reimbursement of medical expenses. Instead of cash out of sick leave at retirement, the Employer may deposit equivalent funds in a medical expense plan for eligible employees, as authorized by RCW 41.04.340. The medical expense plan must meet the requirements of the Internal Revenue Code.

39.2 As a condition of participation, the medical expense plan provided shall require that each covered eligible employee sign an agreement with the Employer. The agreement shall include the following provisions.

- A. A provision to hold the Employer harmless should the United States government find that the Employer or the employee is indebted to the United States as a result of:
 - 1. The employee not paying income taxes due on the equivalent funds placed into the plan, or
 - 2. The Employer not withholding or deducting a tax, assessment, or other payment on funds placed into the plan as required by federal law.
- B. A provision to require each covered eligible employee to forfeit remuneration for accrued sick leave at retirement if the employee is covered by a medical expense plan and the employee refuses to sign the required agreement.

ARTICLE 40 STRIKES

Nothing in this Agreement permits or grants to any employees the right to strike or refuse to perform his or her official duties.

ARTICLE 41 ENTIRE AGREEMENT

- 41.1** This Agreement constitutes the entire agreement and any past practice or agreement between the parties, whether written or oral, is null and void, unless specifically preserved in this Agreement.
- 41.2** With regard to WACs 251 and 357, this Agreement preempts all subjects addressed, in whole or in part, by its provisions.
- 41.3** This Agreement supersedes specific provisions of institution policies with which it conflicts.
- 41.4** During the negotiations of the Agreement, each party had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining. Therefore, each party voluntarily and unqualifiedly waives the right and will not be obligated to bargain collectively, during the term of this Agreement, EXCEPT if the Employer intends to make a change in a mandatory subject of bargaining that is not addressed in this Agreement, the Employer will notify the Union and, if requested, engage in collective bargaining.

ARTICLE 42
SAVINGS

If any court or board of competent jurisdiction finds any article, section or portion of this Agreement to be unlawful or invalid, the remainder of the Agreement will remain in full force and effect. If such a finding is made, the parties agree to make themselves available to negotiate a substitute for the invalid article, section or portion.

ARTICLE 43
PRINTING OF AGREEMENT

The Employer will make this Agreement available on the appropriate Employer websites and provide a copy to the Union in electronic format. Each party will be responsible for the printing of the Agreement for their constituents.

ARTICLE 44
DURATION

- 44.1** All provisions of this Agreement will become effective July 1, 2005, and will remain in full force and effect through June 30, 2007.
- 44.2** Either party may request negotiations of a successor Agreement by notifying the other party in writing no sooner than January 1, 2006. Negotiations will begin at a time agreed upon by the parties.

APPENDIX A

BARGAINING UNITS REPRESENTED BY THE WASHINGTON PUBLIC EMPLOYEES ASSOCIATION- COMMUNITY COLLEGES AS OF DECEMBER 28, 2004

Bellevue CC	Non-Supervisory Classified excluding custodial, grounds and maintenance classes	8611
Cascadia CC	Non-Supervisory Classified	8166
Clark CC	Non-Supervisory custodial & maintenance Non-Supervisory clerical & professional Supervisory Classified	HRU-27 RU-585 8388
Columbia Basin CC	Non-Supervisory Classified	RBUC-29
Edmonds CC	Non-Supervisory Classified Supervisory Classified	8535 8535
Grays Harbor CC	Non-Supervisory Classified	8255
Highline CC	Non-Supervisory Classified	RM-122
Olympic CC	Non-Supervisory Classified Supervisory Classified	RM-35 RU-497
Pierce CC	Non-Supervisory Classified Supervisory Classified	8380 8380
Skagit Valley CC	Non-Supervisory Classified Supervisory Classified Non-Supervisory Head Start/ECAP Supervisory Head Start/ECAP	RU-554 RU-554 8001
Tacoma CC	Non-Supervisory custodial/maintenance/ grounds	RBUM-143
Walla Walla CC	Non-Supervisory Classified Supervisory Classified	8381 8381
Wenatchee CC	Non-Supervisory Classified	RU-524

APPENDIX B

WPEA HIGHER ED-LAYOFF UNITS

<u>College</u>	<u>Layoff Units</u>
Bellevue	<ol style="list-style-type: none">1. Project Employment2. All Other Classified Employees
Cascadia Community College	<ol style="list-style-type: none">1. Project Employment2. All Other Classified Employees
Clark College	<ol style="list-style-type: none">1. Classified Employees in Special Programs2. Classified employees in the Northwest Athletic Association of Community Colleges3. Project Employment4. All Other Classified Employees
Columbia Basin College	<ol style="list-style-type: none">1. Project Employment2. All Non-Supervisory Classified Staff
Edmonds Community College	<ol style="list-style-type: none">1. Head Start Employees2. Project Employment3. All Other Classified Employees Including Corrections Employees
Grays Harbor College	<ol style="list-style-type: none">1. Project Employment2. Satellite Campuses3. All Other Classified Employees
Highline Community College	<ol style="list-style-type: none">1. The Center for Learning Connections2. The Community Access/Supported Employment Programs3. Project Employment4. All Other Classified Employees
Lower Columbia College Classified Staff (pending appeal)	<ol style="list-style-type: none">1. Project Employment2. Head Start/ECEAP3. All Other Classified Staff
Olympic College	<ol style="list-style-type: none">1. Project Employment2. All Other Classified Employees

Pierce College	<ol style="list-style-type: none"> 1. Pierce County Careers Connection 2. Project Employment 3. All Other Classified Employees, including Corrections Programs
Skagit Valley College	<ol style="list-style-type: none"> 1. Project Employment 2. Head Start/ECEAP 3. All Other Classified Employees
Tacoma Community College	<ol style="list-style-type: none"> 1. Gig Harbor Campus Employees 2. Project Employment 3. All Other Classified Positions, including Gig Harbor Campus Custodians
Walla Walla Community College	<ol style="list-style-type: none"> 1. Education Program Employees at the Washington State Penitentiary in Walla Walla 2. Clarkston Center Employees 3. Coyote Ridge Corrections Center Employees 4. All Other Classified Employees
Wenatchee Valley College	<ol style="list-style-type: none"> 1. Project Employment 2. All Other Classified Employees

Compensation Appendix A

Service Salary Schedule for Represented Employees Effective July 1, 2005 through June 30, 2006

+ 3.20%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
14	16512	16896	17304	17664	18096	18504	18936	19344	19776	20232	20712	<i>Annual</i>
	1376	1408	1442	1472	1508	1542	1578	1612	1648	1686	1726	<i>Monthly</i>
	7.91	8.09	8.29	8.46	8.67	8.86	9.07	9.26	9.47	9.69	9.92	<i>Hourly</i>
	0.55	0.57	0.58	0.59	0.61	0.62	0.63	0.65	0.66	0.68	0.69	<i>Standby</i>
15	16896	17304	17664	18096	18504	18936	19344	19776	20232	20712	21156	<i>Annual</i>
	1408	1442	1472	1508	1542	1578	1612	1648	1686	1726	1763	<i>Monthly</i>
	8.09	8.29	8.46	8.67	8.86	9.07	9.26	9.47	9.69	9.92	10.13	<i>Hourly</i>
	0.57	0.58	0.59	0.61	0.62	0.63	0.65	0.66	0.68	0.69	0.71	<i>Standby</i>
16	17304	17664	18096	18504	18936	19344	19776	20232	20712	21156	21636	<i>Annual</i>
	1442	1472	1508	1542	1578	1612	1648	1686	1726	1763	1803	<i>Monthly</i>
	8.29	8.46	8.67	8.86	9.07	9.26	9.47	9.69	9.92	10.13	10.36	<i>Hourly</i>
	0.58	0.59	0.61	0.62	0.63	0.65	0.66	0.68	0.69	0.71	0.73	<i>Standby</i>
17	17664	18096	18504	18936	19344	19776	20232	20712	21156	21636	22152	<i>Annual</i>
	1472	1508	1542	1578	1612	1648	1686	1726	1763	1803	1846	<i>Monthly</i>
	8.46	8.67	8.86	9.07	9.26	9.47	9.69	9.92	10.13	10.36	10.61	<i>Hourly</i>
	0.59	0.61	0.62	0.63	0.65	0.66	0.68	0.69	0.71	0.73	0.74	<i>Standby</i>
18	18096	18504	18936	19344	19776	20232	20712	21156	21636	22152	22620	<i>Annual</i>
	1508	1542	1578	1612	1648	1686	1726	1763	1803	1846	1885	<i>Monthly</i>
	8.67	8.86	9.07	9.26	9.47	9.69	9.92	10.13	10.36	10.61	10.83	<i>Hourly</i>
	0.61	0.62	0.63	0.65	0.66	0.68	0.69	0.71	0.73	0.74	0.76	<i>Standby</i>
19	18504	18936	19344	19776	20232	20712	21156	21636	22152	22620	23196	<i>Annual</i>
	1542	1578	1612	1648	1686	1726	1763	1803	1846	1885	1933	<i>Monthly</i>
	8.86	9.07	9.26	9.47	9.69	9.92	10.13	10.36	10.61	10.83	11.11	<i>Hourly</i>
	0.62	0.63	0.65	0.66	0.68	0.69	0.71	0.73	0.74	0.76	0.78	<i>Standby</i>
20	18936	19344	19776	20232	20712	21156	21636	22152	22620	23196	23712	<i>Annual</i>
	1578	1612	1648	1686	1726	1763	1803	1846	1885	1933	1976	<i>Monthly</i>
	9.07	9.26	9.47	9.69	9.92	10.13	10.36	10.61	10.83	11.11	11.36	<i>Hourly</i>
	0.63	0.65	0.66	0.68	0.69	0.71	0.73	0.74	0.76	0.78	0.80	<i>Standby</i>
21	19344	19776	20232	20712	21156	21636	22152	22620	23196	23712	24252	<i>Annual</i>
	1612	1648	1686	1726	1763	1803	1846	1885	1933	1976	2021	<i>Monthly</i>
	9.26	9.47	9.69	9.92	10.13	10.36	10.61	10.83	11.11	11.36	11.61	<i>Hourly</i>
	0.65	0.66	0.68	0.69	0.71	0.73	0.74	0.76	0.78	0.80	0.81	<i>Standby</i>

Compensation Appendix A

Service Salary Schedule for Represented Employees Effective July 1, 2005 through June 30, 2006

+ 3.20%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
22	19776	20232	20712	21156	21636	22152	22620	23196	23712	24252	24828	<i>Annual</i>
	1648	1686	1726	1763	1803	1846	1885	1933	1976	2021	2069	<i>Monthly</i>
	9.47	9.69	9.92	10.13	10.36	10.61	10.83	11.11	11.36	11.61	11.89	<i>Hourly</i>
	0.66	0.68	0.69	0.71	0.73	0.74	0.76	0.78	0.80	0.81	0.83	<i>Standby</i>
23	20232	20712	21156	21636	22152	22620	23196	23712	24252	24828	25428	<i>Annual</i>
	1686	1726	1763	1803	1846	1885	1933	1976	2021	2069	2119	<i>Monthly</i>
	9.69	9.92	10.13	10.36	10.61	10.83	11.11	11.36	11.61	11.89	12.18	<i>Hourly</i>
	0.68	0.69	0.71	0.73	0.74	0.76	0.78	0.80	0.81	0.83	0.85	<i>Standby</i>
24	20712	21156	21636	22152	22620	23196	23712	24252	24828	25428	26004	<i>Annual</i>
	1726	1763	1803	1846	1885	1933	1976	2021	2069	2119	2167	<i>Monthly</i>
	9.92	10.13	10.36	10.61	10.83	11.11	11.36	11.61	11.89	12.18	12.45	<i>Hourly</i>
	0.69	0.71	0.73	0.74	0.76	0.78	0.80	0.81	0.83	0.85	0.87	<i>Standby</i>
25	21156	21636	22152	22620	23196	23712	24252	24828	25428	26004	26604	<i>Annual</i>
	1763	1803	1846	1885	1933	1976	2021	2069	2119	2167	2217	<i>Monthly</i>
	10.13	10.36	10.61	10.83	11.11	11.36	11.61	11.89	12.18	12.45	12.74	<i>Hourly</i>
	0.71	0.73	0.74	0.76	0.78	0.80	0.81	0.83	0.85	0.87	0.89	<i>Standby</i>
26	21636	22152	22620	23196	23712	24252	24828	25428	26004	26604	27216	<i>Annual</i>
	1803	1846	1885	1933	1976	2021	2069	2119	2167	2217	2268	<i>Monthly</i>
	10.36	10.61	10.83	11.11	11.36	11.61	11.89	12.18	12.45	12.74	13.03	<i>Hourly</i>
	0.73	0.74	0.76	0.78	0.80	0.81	0.83	0.85	0.87	0.89	0.91	<i>Standby</i>
27	22152	22620	23196	23712	24252	24828	25428	26004	26604	27216	27852	<i>Annual</i>
	1846	1885	1933	1976	2021	2069	2119	2167	2217	2268	2321	<i>Monthly</i>
	10.61	10.83	11.11	11.36	11.61	11.89	12.18	12.45	12.74	13.03	13.34	<i>Hourly</i>
	0.74	0.76	0.78	0.80	0.81	0.83	0.85	0.87	0.89	0.91	0.93	<i>Standby</i>
28	22620	23196	23712	24252	24828	25428	26004	26604	27216	27852	28524	<i>Annual</i>
	1885	1933	1976	2021	2069	2119	2167	2217	2268	2321	2377	<i>Monthly</i>
	10.83	11.11	11.36	11.61	11.89	12.18	12.45	12.74	13.03	13.34	13.66	<i>Hourly</i>
	0.76	0.78	0.80	0.81	0.83	0.85	0.87	0.89	0.91	0.93	0.96	<i>Standby</i>
29	23196	23712	24252	24828	25428	26004	26604	27216	27852	28524	29148	<i>Annual</i>
	1933	1976	2021	2069	2119	2167	2217	2268	2321	2377	2429	<i>Monthly</i>
	11.11	11.36	11.61	11.89	12.18	12.45	12.74	13.03	13.34	13.66	13.96	<i>Hourly</i>
	0.78	0.80	0.81	0.83	0.85	0.87	0.89	0.91	0.93	0.96	0.98	<i>Standby</i>
30	23712	24252	24828	25428	26004	26604	27216	27852	28524	29148	29880	<i>Annual</i>
	1976	2021	2069	2119	2167	2217	2268	2321	2377	2429	2490	<i>Monthly</i>
	11.36	11.61	11.89	12.18	12.45	12.74	13.03	13.34	13.66	13.96	14.31	<i>Hourly</i>
	0.80	0.81	0.83	0.85	0.87	0.89	0.91	0.93	0.96	0.98	1.00	<i>Standby</i>

Compensation Appendix A

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+ 3.20%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
31	24252	24828	25428	26004	26604	27216	27852	28524	29148	29880	30564	<i>Annual</i>
	2021	2069	2119	2167	2217	2268	2321	2377	2429	2490	2547	<i>Monthly</i>
	11.61	11.89	12.18	12.45	12.74	13.03	13.34	13.66	13.96	14.31	14.64	<i>Hourly</i>
	0.81	0.83	0.85	0.87	0.89	0.91	0.93	0.96	0.98	1.00	1.02	<i>Standby</i>
32	24828	25428	26004	26604	27216	27852	28524	29148	29880	30564	31284	<i>Annual</i>
	2069	2119	2167	2217	2268	2321	2377	2429	2490	2547	2607	<i>Monthly</i>
	11.89	12.18	12.45	12.74	13.03	13.34	13.66	13.96	14.31	14.64	14.98	<i>Hourly</i>
	0.83	0.85	0.87	0.89	0.91	0.93	0.96	0.98	1.00	1.02	1.05	<i>Standby</i>
33	25428	26004	26604	27216	27852	28524	29148	29880	30564	31284	32028	<i>Annual</i>
	2119	2167	2217	2268	2321	2377	2429	2490	2547	2607	2669	<i>Monthly</i>
	12.18	12.45	12.74	13.03	13.34	13.66	13.96	14.31	14.64	14.98	15.34	<i>Hourly</i>
	0.85	0.87	0.89	0.91	0.93	0.96	0.98	1.00	1.02	1.05	1.07	<i>Standby</i>
34	26004	26604	27216	27852	28524	29148	29880	30564	31284	32028	32760	<i>Annual</i>
	2167	2217	2268	2321	2377	2429	2490	2547	2607	2669	2730	<i>Monthly</i>
	12.45	12.74	13.03	13.34	13.66	13.96	14.31	14.64	14.98	15.34	15.69	<i>Hourly</i>
	0.87	0.89	0.91	0.93	0.96	0.98	1.00	1.02	1.05	1.07	1.10	<i>Standby</i>
35	26604	27216	27852	28524	29148	29880	30564	31284	32028	32760	33588	<i>Annual</i>
	2217	2268	2321	2377	2429	2490	2547	2607	2669	2730	2799	<i>Monthly</i>
	12.74	13.03	13.34	13.66	13.96	14.31	14.64	14.98	15.34	15.69	16.09	<i>Hourly</i>
	0.89	0.91	0.93	0.96	0.98	1.00	1.02	1.05	1.07	1.10	1.13	<i>Standby</i>
36	27216	27852	28524	29148	29880	30564	31284	32028	32760	33588	34368	<i>Annual</i>
	2268	2321	2377	2429	2490	2547	2607	2669	2730	2799	2864	<i>Monthly</i>
	13.03	13.34	13.66	13.96	14.31	14.64	14.98	15.34	15.69	16.09	16.46	<i>Hourly</i>
	0.91	0.93	0.96	0.98	1.00	1.02	1.05	1.07	1.10	1.13	1.15	<i>Standby</i>
37	27852	28524	29148	29880	30564	31284	32028	32760	33588	34368	35184	<i>Annual</i>
	2321	2377	2429	2490	2547	2607	2669	2730	2799	2864	2932	<i>Monthly</i>
	13.34	13.66	13.96	14.31	14.64	14.98	15.34	15.69	16.09	16.46	16.85	<i>Hourly</i>
	0.93	0.96	0.98	1.00	1.02	1.05	1.07	1.10	1.13	1.15	1.18	<i>Standby</i>
38	28524	29148	29880	30564	31284	32028	32760	33588	34368	35184	36048	<i>Annual</i>
	2377	2429	2490	2547	2607	2669	2730	2799	2864	2932	3004	<i>Monthly</i>
	13.66	13.96	14.31	14.64	14.98	15.34	15.69	16.09	16.46	16.85	17.26	<i>Hourly</i>
	0.96	0.98	1.00	1.02	1.05	1.07	1.10	1.13	1.15	1.18	1.21	<i>Standby</i>
39	29148	29880	30564	31284	32028	32760	33588	34368	35184	36048	36948	<i>Annual</i>
	2429	2490	2547	2607	2669	2730	2799	2864	2932	3004	3079	<i>Monthly</i>
	13.96	14.31	14.64	14.98	15.34	15.69	16.09	16.46	16.85	17.26	17.70	<i>Hourly</i>
	0.98	1.00	1.02	1.05	1.07	1.10	1.13	1.15	1.18	1.21	1.24	<i>Standby</i>

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+ 3.20%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
40	29880	30564	31284	32028	32760	33588	34368	35184	36048	36948	37884	<i>Annual</i>
	2490	2547	2607	2669	2730	2799	2864	2932	3004	3079	3157	<i>Monthly</i>
	14.31	14.64	14.98	15.34	15.69	16.09	16.46	16.85	17.26	17.70	18.14	<i>Hourly</i>
	1.00	1.02	1.05	1.07	1.10	1.13	1.15	1.18	1.21	1.24	1.27	<i>Standby</i>
41	30564	31284	32028	32760	33588	34368	35184	36048	36948	37884	38808	<i>Annual</i>
	2547	2607	2669	2730	2799	2864	2932	3004	3079	3157	3234	<i>Monthly</i>
	14.64	14.98	15.34	15.69	16.09	16.46	16.85	17.26	17.70	18.14	18.59	<i>Hourly</i>
	1.02	1.05	1.07	1.10	1.13	1.15	1.18	1.21	1.24	1.27	1.30	<i>Standby</i>
42	31284	32028	32760	33588	34368	35184	36048	36948	37884	38808	39816	<i>Annual</i>
	2607	2669	2730	2799	2864	2932	3004	3079	3157	3234	3318	<i>Monthly</i>
	14.98	15.34	15.69	16.09	16.46	16.85	17.26	17.70	18.14	18.59	19.07	<i>Hourly</i>
	1.05	1.07	1.10	1.13	1.15	1.18	1.21	1.24	1.27	1.30	1.33	<i>Standby</i>
43	32028	32760	33588	34368	35184	36048	36948	37884	38808	39816	40752	<i>Annual</i>
	2669	2730	2799	2864	2932	3004	3079	3157	3234	3318	3396	<i>Monthly</i>
	15.34	15.69	16.09	16.46	16.85	17.26	17.70	18.14	18.59	19.07	19.52	<i>Hourly</i>
	1.07	1.10	1.13	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.37	<i>Standby</i>
44	32760	33588	34368	35184	36048	36948	37884	38808	39816	40752	41808	<i>Annual</i>
	2730	2799	2864	2932	3004	3079	3157	3234	3318	3396	3484	<i>Monthly</i>
	15.69	16.09	16.46	16.85	17.26	17.70	18.14	18.59	19.07	19.52	20.02	<i>Hourly</i>
	1.10	1.13	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.37	1.40	<i>Standby</i>
45	33588	34368	35184	36048	36948	37884	38808	39816	40752	41808	42852	<i>Annual</i>
	2799	2864	2932	3004	3079	3157	3234	3318	3396	3484	3571	<i>Monthly</i>
	16.09	16.46	16.85	17.26	17.70	18.14	18.59	19.07	19.52	20.02	20.52	<i>Hourly</i>
	1.13	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.37	1.40	1.44	<i>Standby</i>
46	34368	35184	36048	36948	37884	38808	39816	40752	41808	42852	43956	<i>Annual</i>
	2864	2932	3004	3079	3157	3234	3318	3396	3484	3571	3663	<i>Monthly</i>
	16.46	16.85	17.26	17.70	18.14	18.59	19.07	19.52	20.02	20.52	21.05	<i>Hourly</i>
	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.37	1.40	1.44	1.47	<i>Standby</i>
47	35184	36048	36948	37884	38808	39816	40752	41808	42852	43956	45036	<i>Annual</i>
	2932	3004	3079	3157	3234	3318	3396	3484	3571	3663	3753	<i>Monthly</i>
	16.85	17.26	17.70	18.14	18.59	19.07	19.52	20.02	20.52	21.05	21.57	<i>Hourly</i>
	1.18	1.21	1.24	1.27	1.30	1.33	1.37	1.40	1.44	1.47	1.51	<i>Standby</i>
48	36048	36948	37884	38808	39816	40752	41808	42852	43956	45036	46152	<i>Annual</i>
	3004	3079	3157	3234	3318	3396	3484	3571	3663	3753	3846	<i>Monthly</i>
	17.26	17.70	18.14	18.59	19.07	19.52	20.02	20.52	21.05	21.57	22.10	<i>Hourly</i>
	1.21	1.24	1.27	1.30	1.33	1.37	1.40	1.44	1.47	1.51	1.55	<i>Standby</i>

Compensation Appendix A

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+ 3.20%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
49	36948	37884	38808	39816	40752	41808	42852	43956	45036	46152	47280	<i>Annual</i>
	3079	3157	3234	3318	3396	3484	3571	3663	3753	3846	3940	<i>Monthly</i>
	17.70	18.14	18.59	19.07	19.52	20.02	20.52	21.05	21.57	22.10	22.64	<i>Hourly</i>
	1.24	1.27	1.30	1.33	1.37	1.40	1.44	1.47	1.51	1.55	1.58	<i>Standby</i>
50	37884	38808	39816	40752	41808	42852	43956	45036	46152	47280	48492	<i>Annual</i>
	3157	3234	3318	3396	3484	3571	3663	3753	3846	3940	4041	<i>Monthly</i>
	18.14	18.59	19.07	19.52	20.02	20.52	21.05	21.57	22.10	22.64	23.22	<i>Hourly</i>
	1.27	1.30	1.33	1.37	1.40	1.44	1.47	1.51	1.55	1.58	1.63	<i>Standby</i>
51	38808	39816	40752	41808	42852	43956	45036	46152	47280	48492	49692	<i>Annual</i>
	3234	3318	3396	3484	3571	3663	3753	3846	3940	4041	4141	<i>Monthly</i>
	18.59	19.07	19.52	20.02	20.52	21.05	21.57	22.10	22.64	23.22	23.80	<i>Hourly</i>
	1.30	1.33	1.37	1.40	1.44	1.47	1.51	1.55	1.58	1.63	1.67	<i>Standby</i>
52	39816	40752	41808	42852	43956	45036	46152	47280	48492	49692	50964	<i>Annual</i>
	3318	3396	3484	3571	3663	3753	3846	3940	4041	4141	4247	<i>Monthly</i>
	19.07	19.52	20.02	20.52	21.05	21.57	22.10	22.64	23.22	23.80	24.41	<i>Hourly</i>
	1.33	1.37	1.40	1.44	1.47	1.51	1.55	1.58	1.63	1.67	1.71	<i>Standby</i>
53	40752	41808	42852	43956	45036	46152	47280	48492	49692	50964	52212	<i>Annual</i>
	3396	3484	3571	3663	3753	3846	3940	4041	4141	4247	4351	<i>Monthly</i>
	19.52	20.02	20.52	21.05	21.57	22.10	22.64	23.22	23.80	24.41	25.01	<i>Hourly</i>
	1.37	1.40	1.44	1.47	1.51	1.55	1.58	1.63	1.67	1.71	1.75	<i>Standby</i>
54	41808	42852	43956	45036	46152	47280	48492	49692	50964	52212	53520	<i>Annual</i>
	3484	3571	3663	3753	3846	3940	4041	4141	4247	4351	4460	<i>Monthly</i>
	20.02	20.52	21.05	21.57	22.10	22.64	23.22	23.80	24.41	25.01	25.63	<i>Hourly</i>
	1.40	1.44	1.47	1.51	1.55	1.58	1.63	1.67	1.71	1.75	1.79	<i>Standby</i>
55	42852	43956	45036	46152	47280	48492	49692	50964	52212	53520	54840	<i>Annual</i>
	3571	3663	3753	3846	3940	4041	4141	4247	4351	4460	4570	<i>Monthly</i>
	20.52	21.05	21.57	22.10	22.64	23.22	23.80	24.41	25.01	25.63	26.26	<i>Hourly</i>
	1.44	1.47	1.51	1.55	1.58	1.63	1.67	1.71	1.75	1.79	1.84	<i>Standby</i>
56	43956	45036	46152	47280	48492	49692	50964	52212	53520	54840	56220	<i>Annual</i>
	3663	3753	3846	3940	4041	4141	4247	4351	4460	4570	4685	<i>Monthly</i>
	21.05	21.57	22.10	22.64	23.22	23.80	24.41	25.01	25.63	26.26	26.93	<i>Hourly</i>
	1.47	1.51	1.55	1.58	1.63	1.67	1.71	1.75	1.79	1.84	1.89	<i>Standby</i>
57	45036	46152	47280	48492	49692	50964	52212	53520	54840	56220	57624	<i>Annual</i>
	3753	3846	3940	4041	4141	4247	4351	4460	4570	4685	4802	<i>Monthly</i>
	21.57	22.10	22.64	23.22	23.80	24.41	25.01	25.63	26.26	26.93	27.60	<i>Hourly</i>
	1.51	1.55	1.58	1.63	1.67	1.71	1.75	1.79	1.84	1.89	1.93	<i>Standby</i>

Compensation Appendix A

Service Salary Schedule for Represented Employees Effective July 1, 2005 through June 30, 2006

+ 3.20%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
58	46152	47280	48492	49692	50964	52212	53520	54840	56220	57624	59088	<i>Annual</i>
	3846	3940	4041	4141	4247	4351	4460	4570	4685	4802	4924	<i>Monthly</i>
	22.10	22.64	23.22	23.80	24.41	25.01	25.63	26.26	26.93	27.60	28.30	<i>Hourly</i>
	1.55	1.58	1.63	1.67	1.71	1.75	1.79	1.84	1.89	1.93	1.98	<i>Standby</i>
59	47280	48492	49692	50964	52212	53520	54840	56220	57624	59088	60528	<i>Annual</i>
	3940	4041	4141	4247	4351	4460	4570	4685	4802	4924	5044	<i>Monthly</i>
	22.64	23.22	23.80	24.41	25.01	25.63	26.26	26.93	27.60	28.30	28.99	<i>Hourly</i>
	1.58	1.63	1.67	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	<i>Standby</i>
60	48492	49692	50964	52212	53520	54840	56220	57624	59088	60528	62100	<i>Annual</i>
	4041	4141	4247	4351	4460	4570	4685	4802	4924	5044	5175	<i>Monthly</i>
	23.22	23.80	24.41	25.01	25.63	26.26	26.93	27.60	28.30	28.99	29.74	<i>Hourly</i>
	1.63	1.67	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	<i>Standby</i>
61	49692	50964	52212	53520	54840	56220	57624	59088	60528	62100	63600	<i>Annual</i>
	4141	4247	4351	4460	4570	4685	4802	4924	5044	5175	5300	<i>Monthly</i>
	23.80	24.41	25.01	25.63	26.26	26.93	27.60	28.30	28.99	29.74	30.46	<i>Hourly</i>
	1.67	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	<i>Standby</i>
62	50964	52212	53520	54840	56220	57624	59088	60528	62100	63600	65220	<i>Annual</i>
	4247	4351	4460	4570	4685	4802	4924	5044	5175	5300	5435	<i>Monthly</i>
	24.41	25.01	25.63	26.26	26.93	27.60	28.30	28.99	29.74	30.46	31.24	<i>Hourly</i>
	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19	<i>Standby</i>
63	52212	53520	54840	56220	57624	59088	60528	62100	63600	65220	66852	<i>Annual</i>
	4351	4460	4570	4685	4802	4924	5044	5175	5300	5435	5571	<i>Monthly</i>
	25.01	25.63	26.26	26.93	27.60	28.30	28.99	29.74	30.46	31.24	32.02	<i>Hourly</i>
	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	<i>Standby</i>
64	53520	54840	56220	57624	59088	60528	62100	63600	65220	66852	68496	<i>Annual</i>
	4460	4570	4685	4802	4924	5044	5175	5300	5435	5571	5708	<i>Monthly</i>
	25.63	26.26	26.93	27.60	28.30	28.99	29.74	30.46	31.24	32.02	32.80	<i>Hourly</i>
	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	<i>Standby</i>
65	54840	56220	57624	59088	60528	62100	63600	65220	66852	68496	70200	<i>Annual</i>
	4570	4685	4802	4924	5044	5175	5300	5435	5571	5708	5850	<i>Monthly</i>
	26.26	26.93	27.60	28.30	28.99	29.74	30.46	31.24	32.02	32.80	33.62	<i>Hourly</i>
	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	<i>Standby</i>
66	56220	57624	59088	60528	62100	63600	65220	66852	68496	70200	71988	<i>Annual</i>
	4685	4802	4924	5044	5175	5300	5435	5571	5708	5850	5999	<i>Monthly</i>
	26.93	27.60	28.30	28.99	29.74	30.46	31.24	32.02	32.80	33.62	34.48	<i>Hourly</i>
	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	<i>Standby</i>

Compensation Appendix A

Service Salary Schedule for Represented Employees Effective July 1, 2005 through June 30, 2006

+ 3.20%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
67	57624	59088	60528	62100	63600	65220	66852	68496	70200	71988	73776	<i>Annual</i>
	4802	4924	5044	5175	5300	5435	5571	5708	5850	5999	6148	<i>Monthly</i>
	27.60	28.30	28.99	29.74	30.46	31.24	32.02	32.80	33.62	34.48	35.33	<i>Hourly</i>
	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	<i>Standby</i>
68	59088	60528	62100	63600	65220	66852	68496	70200	71988	73776	75636	<i>Annual</i>
	4924	5044	5175	5300	5435	5571	5708	5850	5999	6148	6303	<i>Monthly</i>
	28.30	28.99	29.74	30.46	31.24	32.02	32.80	33.62	34.48	35.33	36.22	<i>Hourly</i>
	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	<i>Standby</i>
69	60528	62100	63600	65220	66852	68496	70200	71988	73776	75636	77520	<i>Annual</i>
	5044	5175	5300	5435	5571	5708	5850	5999	6148	6303	6460	<i>Monthly</i>
	28.99	29.74	30.46	31.24	32.02	32.80	33.62	34.48	35.33	36.22	37.13	<i>Hourly</i>
	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	<i>Standby</i>
70	62100	63600	65220	66852	68496	70200	71988	73776	75636	77520	79464	<i>Annual</i>
	5175	5300	5435	5571	5708	5850	5999	6148	6303	6460	6622	<i>Monthly</i>
	29.74	30.46	31.24	32.02	32.80	33.62	34.48	35.33	36.22	37.13	38.06	<i>Hourly</i>
	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	<i>Standby</i>
71	63600	65220	66852	68496	70200	71988	73776	75636	77520	79464	81432	<i>Annual</i>
	5300	5435	5571	5708	5850	5999	6148	6303	6460	6622	6786	<i>Monthly</i>
	30.46	31.24	32.02	32.80	33.62	34.48	35.33	36.22	37.13	38.06	39.00	<i>Hourly</i>
	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	<i>Standby</i>
72	65220	66852	68496	70200	71988	73776	75636	77520	79464	81432	83484	<i>Annual</i>
	5435	5571	5708	5850	5999	6148	6303	6460	6622	6786	6957	<i>Monthly</i>
	31.24	32.02	32.80	33.62	34.48	35.33	36.22	37.13	38.06	39.00	39.98	<i>Hourly</i>
	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	<i>Standby</i>
73	66852	68496	70200	71988	73776	75636	77520	79464	81432	83484	85572	<i>Annual</i>
	5571	5708	5850	5999	6148	6303	6460	6622	6786	6957	7131	<i>Monthly</i>
	32.02	32.80	33.62	34.48	35.33	36.22	37.13	38.06	39.00	39.98	40.98	<i>Hourly</i>
	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	<i>Standby</i>
74	68496	70200	71988	73776	75636	77520	79464	81432	83484	85572	87720	<i>Annual</i>
	5708	5850	5999	6148	6303	6460	6622	6786	6957	7131	7310	<i>Monthly</i>
	32.80	33.62	34.48	35.33	36.22	37.13	38.06	39.00	39.98	40.98	42.01	<i>Hourly</i>
	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	<i>Standby</i>
75	70200	71988	73776	75636	77520	79464	81432	83484	85572	87720	89892	<i>Annual</i>
	5850	5999	6148	6303	6460	6622	6786	6957	7131	7310	7491	<i>Monthly</i>
	33.62	34.48	35.33	36.22	37.13	38.06	39.00	39.98	40.98	42.01	43.05	<i>Hourly</i>
	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	<i>Standby</i>

Compensation Appendix A

Service Salary Schedule for Represented Employees Effective July 1, 2005 through June 30, 2006

+ 3.20%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
76	71988	73776	75636	77520	79464	81432	83484	85572	87720	89892	92172	<i>Annual</i>
	5999	6148	6303	6460	6622	6786	6957	7131	7310	7491	7681	<i>Monthly</i>
	34.48	35.33	36.22	37.13	38.06	39.00	39.98	40.98	42.01	43.05	44.14	<i>Hourly</i>
	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	<i>Standby</i>
77	73776	75636	77520	79464	81432	83484	85572	87720	89892	92172	94440	<i>Annual</i>
	6148	6303	6460	6622	6786	6957	7131	7310	7491	7681	7870	<i>Monthly</i>
	35.33	36.22	37.13	38.06	39.00	39.98	40.98	42.01	43.05	44.14	45.23	<i>Hourly</i>
	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	<i>Standby</i>
78	75636	77520	79464	81432	83484	85572	87720	89892	92172	94440	96804	<i>Annual</i>
	6303	6460	6622	6786	6957	7131	7310	7491	7681	7870	8067	<i>Monthly</i>
	36.22	37.13	38.06	39.00	39.98	40.98	42.01	43.05	44.14	45.23	46.36	<i>Hourly</i>
	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	<i>Standby</i>
79	77520	79464	81432	83484	85572	87720	89892	92172	94440	96804	99240	<i>Annual</i>
	6460	6622	6786	6957	7131	7310	7491	7681	7870	8067	8270	<i>Monthly</i>
	37.13	38.06	39.00	39.98	40.98	42.01	43.05	44.14	45.23	46.36	47.53	<i>Hourly</i>
	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.33	<i>Standby</i>
80	79464	81432	83484	85572	87720	89892	92172	94440	96804	99240	101712	<i>Annual</i>
	6622	6786	6957	7131	7310	7491	7681	7870	8067	8270	8476	<i>Monthly</i>
	38.06	39.00	39.98	40.98	42.01	43.05	44.14	45.23	46.36	47.53	48.71	<i>Hourly</i>
	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.33	3.41	<i>Standby</i>
81	81432	83484	85572	87720	89892	92172	94440	96804	99240	101712	104232	<i>Annual</i>
	6786	6957	7131	7310	7491	7681	7870	8067	8270	8476	8686	<i>Monthly</i>
	39.00	39.98	40.98	42.01	43.05	44.14	45.23	46.36	47.53	48.71	49.92	<i>Hourly</i>
	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.33	3.41	3.49	<i>Standby</i>
82	83484	85572	87720	89892	92172	94440	96804	99240	101712	104232	106836	<i>Annual</i>
	6957	7131	7310	7491	7681	7870	8067	8270	8476	8686	8903	<i>Monthly</i>
	39.98	40.98	42.01	43.05	44.14	45.23	46.36	47.53	48.71	49.92	51.17	<i>Hourly</i>
	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.33	3.41	3.49	3.58	<i>Standby</i>
83	85572	87720	89892	92172	94440	96804	99240	101712	104232	106836	109524	<i>Annual</i>
	7131	7310	7491	7681	7870	8067	8270	8476	8686	8903	9127	<i>Monthly</i>
	40.98	42.01	43.05	44.14	45.23	46.36	47.53	48.71	49.92	51.17	52.45	<i>Hourly</i>
	2.87	2.94	3.01	3.09	3.17	3.25	3.33	3.41	3.49	3.58	3.67	<i>Standby</i>
84	87720	89892	92172	94440	96804	99240	101712	104232	106836	109524	112248	<i>Annual</i>
	7310	7491	7681	7870	8067	8270	8476	8686	8903	9127	9354	<i>Monthly</i>
	42.01	43.05	44.14	45.23	46.36	47.53	48.71	49.92	51.17	52.45	53.76	<i>Hourly</i>
	2.94	3.01	3.09	3.17	3.25	3.33	3.41	3.49	3.58	3.67	3.76	<i>Standby</i>

Compensation Appendix A

Service Salary Schedule for Represented Employees Effective July 1, 2005 through June 30, 2006

+ 3.20%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
85	89892	92172	94440	96804	99240	101712	104232	106836	109524	112248	115044	<i>Annual</i>
	7491	7681	7870	8067	8270	8476	8686	8903	9127	9354	9587	<i>Monthly</i>
	43.05	44.14	45.23	46.36	47.53	48.71	49.92	51.17	52.45	53.76	55.10	<i>Hourly</i>
	3.01	3.09	3.17	3.25	3.33	3.41	3.49	3.58	3.67	3.76	3.86	<i>Standby</i>
86	92172	94440	96804	99240	101712	104232	106836	109524	112248	115044	117960	<i>Annual</i>
	7681	7870	8067	8270	8476	8686	8903	9127	9354	9587	9830	<i>Monthly</i>
	44.14	45.23	46.36	47.53	48.71	49.92	51.17	52.45	53.76	55.10	56.49	<i>Hourly</i>
	3.09	3.17	3.25	3.33	3.41	3.49	3.58	3.67	3.76	3.86	3.95	<i>Standby</i>
87	94440	96804	99240	101712	104232	106836	109524	112248	115044	117960	120864	<i>Annual</i>
	7870	8067	8270	8476	8686	8903	9127	9354	9587	9830	10072	<i>Monthly</i>
	45.23	46.36	47.53	48.71	49.92	51.17	52.45	53.76	55.10	56.49	57.89	<i>Hourly</i>
	3.17	3.25	3.33	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	<i>Standby</i>
88	96804	99240	101712	104232	106836	109524	112248	115044	117960	120864	123912	<i>Annual</i>
	8067	8270	8476	8686	8903	9127	9354	9587	9830	10072	10326	<i>Monthly</i>
	46.36	47.53	48.71	49.92	51.17	52.45	53.76	55.10	56.49	57.89	59.34	<i>Hourly</i>
	3.25	3.33	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	<i>Standby</i>
89	99240	101712	104232	106836	109524	112248	115044	117960	120864	123912	127044	<i>Annual</i>
	8270	8476	8686	8903	9127	9354	9587	9830	10072	10326	10587	<i>Monthly</i>
	47.53	48.71	49.92	51.17	52.45	53.76	55.10	56.49	57.89	59.34	60.84	<i>Hourly</i>
	3.33	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	<i>Standby</i>
90	101712	104232	106836	109524	112248	115044	117960	120864	123912	127044	130188	<i>Annual</i>
	8476	8686	8903	9127	9354	9587	9830	10072	10326	10587	10849	<i>Monthly</i>
	48.71	49.92	51.17	52.45	53.76	55.10	56.49	57.89	59.34	60.84	62.35	<i>Hourly</i>
	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	<i>Standby</i>
91	104232	106836	109524	112248	115044	117960	120864	123912	127044	130188	133476	<i>Annual</i>
	8686	8903	9127	9354	9587	9830	10072	10326	10587	10849	11123	<i>Monthly</i>
	49.92	51.17	52.45	53.76	55.10	56.49	57.89	59.34	60.84	62.35	63.93	<i>Hourly</i>
	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.48	<i>Standby</i>
92	106836	109524	112248	115044	117960	120864	123912	127044	130188	133476	136764	<i>Annual</i>
	8903	9127	9354	9587	9830	10072	10326	10587	10849	11123	11397	<i>Monthly</i>
	51.17	52.45	53.76	55.10	56.49	57.89	59.34	60.84	62.35	63.93	65.50	<i>Hourly</i>
	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.48	4.59	<i>Standby</i>
93	109524	112248	115044	117960	120864	123912	127044	130188	133476	136764	140208	<i>Annual</i>
	9127	9354	9587	9830	10072	10326	10587	10849	11123	11397	11684	<i>Monthly</i>
	52.45	53.76	55.10	56.49	57.89	59.34	60.84	62.35	63.93	65.50	67.15	<i>Hourly</i>
	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.48	4.59	4.70	<i>Standby</i>

Compensation Appendix A

Service Salary Schedule for Represented Employees Effective July 1, 2005 through June 30, 2006

+ 3.20%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
94	112248	115044	117960	120864	123912	127044	130188	133476	136764	140208	143700	<i>Annual</i>
	9354	9587	9830	10072	10326	10587	10849	11123	11397	11684	11975	<i>Monthly</i>
	53.76	55.10	56.49	57.89	59.34	60.84	62.35	63.93	65.50	67.15	68.82	<i>Hourly</i>
	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.48	4.59	4.70	4.82	<i>Standby</i>
95	115044	117960	120864	123912	127044	130188	133476	136764	140208	143700	147348	<i>Annual</i>
	9587	9830	10072	10326	10587	10849	11123	11397	11684	11975	12279	<i>Monthly</i>
	55.10	56.49	57.89	59.34	60.84	62.35	63.93	65.50	67.15	68.82	70.57	<i>Hourly</i>
	3.86	3.95	4.05	4.15	4.26	4.36	4.48	4.59	4.70	4.82	4.94	<i>Standby</i>
96	117960	120864	123912	127044	130188	133476	136764	140208	143700	147348	150984	<i>Annual</i>
	9830	10072	10326	10587	10849	11123	11397	11684	11975	12279	12582	<i>Monthly</i>
	56.49	57.89	59.34	60.84	62.35	63.93	65.50	67.15	68.82	70.57	72.31	<i>Hourly</i>
	3.95	4.05	4.15	4.26	4.36	4.48	4.59	4.70	4.82	4.94	5.06	<i>Standby</i>
97	120864	123912	127044	130188	133476	136764	140208	143700	147348	150984	154788	<i>Annual</i>
	10072	10326	10587	10849	11123	11397	11684	11975	12279	12582	12899	<i>Monthly</i>
	57.89	59.34	60.84	62.35	63.93	65.50	67.15	68.82	70.57	72.31	74.13	<i>Hourly</i>
	4.05	4.15	4.26	4.36	4.48	4.59	4.70	4.82	4.94	5.06	5.19	<i>Standby</i>
98	123912	127044	130188	133476	136764	140208	143700	147348	150984	154788	158652	<i>Annual</i>
	10326	10587	10849	11123	11397	11684	11975	12279	12582	12899	13221	<i>Monthly</i>
	59.34	60.84	62.35	63.93	65.50	67.15	68.82	70.57	72.31	74.13	75.98	<i>Hourly</i>
	4.15	4.26	4.36	4.48	4.59	4.70	4.82	4.94	5.06	5.19	5.32	<i>Standby</i>
99A	127044	130188	133476	136764	140208	143700	147348	150984	154788	158652	162624	<i>Annual</i>
	10587	10849	11123	11397	11684	11975	12279	12582	12899	13221	13552	<i>Monthly</i>
	60.84	62.35	63.93	65.50	67.15	68.82	70.57	72.31	74.13	75.98	77.89	<i>Hourly</i>
	4.26	4.36	4.48	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	<i>Standby</i>

Compensation Appendix B

Service Salary Schedule for Represented Employees Effective July 1, 2006 through June 30, 2007

+ 1.60%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
14	16776	17172	17580	17952	18384	18804	19236	19656	20088	20556	21048	<i>Annual</i>
	1398	1431	1465	1496	1532	1567	1603	1638	1674	1713	1754	<i>Monthly</i>
	8.03	8.22	8.42	8.60	8.80	9.01	9.21	9.41	9.62	9.84	10.08	<i>Hourly</i>
	0.56	0.58	0.59	0.60	0.62	0.63	0.64	0.66	0.67	0.69	0.71	<i>Standby</i>
15	17172	17580	17952	18384	18804	19236	19656	20088	20556	21048	21492	<i>Annual</i>
	1431	1465	1496	1532	1567	1603	1638	1674	1713	1754	1791	<i>Monthly</i>
	8.22	8.42	8.60	8.80	9.01	9.21	9.41	9.62	9.84	10.08	10.29	<i>Hourly</i>
	0.58	0.59	0.60	0.62	0.63	0.64	0.66	0.67	0.69	0.71	0.72	<i>Standby</i>
16	17580	17952	18384	18804	19236	19656	20088	20556	21048	21492	21984	<i>Annual</i>
	1465	1496	1532	1567	1603	1638	1674	1713	1754	1791	1832	<i>Monthly</i>
	8.42	8.60	8.80	9.01	9.21	9.41	9.62	9.84	10.08	10.29	10.53	<i>Hourly</i>
	0.59	0.60	0.62	0.63	0.64	0.66	0.67	0.69	0.71	0.72	0.74	<i>Standby</i>
17	17952	18384	18804	19236	19656	20088	20556	21048	21492	21984	22512	<i>Annual</i>
	1496	1532	1567	1603	1638	1674	1713	1754	1791	1832	1876	<i>Monthly</i>
	8.60	8.80	9.01	9.21	9.41	9.62	9.84	10.08	10.29	10.53	10.78	<i>Hourly</i>
	0.60	0.62	0.63	0.64	0.66	0.67	0.69	0.71	0.72	0.74	0.75	<i>Standby</i>
18	18384	18804	19236	19656	20088	20556	21048	21492	21984	22512	22980	<i>Annual</i>
	1532	1567	1603	1638	1674	1713	1754	1791	1832	1876	1915	<i>Monthly</i>
	8.80	9.01	9.21	9.41	9.62	9.84	10.08	10.29	10.53	10.78	11.01	<i>Hourly</i>
	0.62	0.63	0.64	0.66	0.67	0.69	0.71	0.72	0.74	0.75	0.77	<i>Standby</i>
19	18804	19236	19656	20088	20556	21048	21492	21984	22512	22980	23568	<i>Annual</i>
	1567	1603	1638	1674	1713	1754	1791	1832	1876	1915	1964	<i>Monthly</i>
	9.01	9.21	9.41	9.62	9.84	10.08	10.29	10.53	10.78	11.01	11.29	<i>Hourly</i>
	0.63	0.64	0.66	0.67	0.69	0.71	0.72	0.74	0.75	0.77	0.79	<i>Standby</i>
20	19236	19656	20088	20556	21048	21492	21984	22512	22980	23568	24096	<i>Annual</i>
	1603	1638	1674	1713	1754	1791	1832	1876	1915	1964	2008	<i>Monthly</i>
	9.21	9.41	9.62	9.84	10.08	10.29	10.53	10.78	11.01	11.29	11.54	<i>Hourly</i>
	0.64	0.66	0.67	0.69	0.71	0.72	0.74	0.75	0.77	0.79	0.81	<i>Standby</i>
21	19656	20088	20556	21048	21492	21984	22512	22980	23568	24096	24636	<i>Annual</i>
	1638	1674	1713	1754	1791	1832	1876	1915	1964	2008	2053	<i>Monthly</i>
	9.41	9.62	9.84	10.08	10.29	10.53	10.78	11.01	11.29	11.54	11.80	<i>Hourly</i>
	0.66	0.67	0.69	0.71	0.72	0.74	0.75	0.77	0.79	0.81	0.83	<i>Standby</i>

Compensation Appendix B

Service Salary Schedule for Represented Employees Effective July 1, 2006 through June 30, 2007

+ 1.60%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
22	20088	20556	21048	21492	21984	22512	22980	23568	24096	24636	25224	<i>Annual</i>
	1674	1713	1754	1791	1832	1876	1915	1964	2008	2053	2102	<i>Monthly</i>
	9.62	9.84	10.08	10.29	10.53	10.78	11.01	11.29	11.54	11.80	12.08	<i>Hourly</i>
	0.67	0.69	0.71	0.72	0.74	0.75	0.77	0.79	0.81	0.83	0.85	<i>Standby</i>
23	20556	21048	21492	21984	22512	22980	23568	24096	24636	25224	25836	<i>Annual</i>
	1713	1754	1791	1832	1876	1915	1964	2008	2053	2102	2153	<i>Monthly</i>
	9.84	10.08	10.29	10.53	10.78	11.01	11.29	11.54	11.80	12.08	12.37	<i>Hourly</i>
	0.69	0.71	0.72	0.74	0.75	0.77	0.79	0.81	0.83	0.85	0.87	<i>Standby</i>
24	21048	21492	21984	22512	22980	23568	24096	24636	25224	25836	26424	<i>Annual</i>
	1754	1791	1832	1876	1915	1964	2008	2053	2102	2153	2202	<i>Monthly</i>
	10.08	10.29	10.53	10.78	11.01	11.29	11.54	11.80	12.08	12.37	12.66	<i>Hourly</i>
	0.71	0.72	0.74	0.75	0.77	0.79	0.81	0.83	0.85	0.87	0.89	<i>Standby</i>
25	21492	21984	22512	22980	23568	24096	24636	25224	25836	26424	27024	<i>Annual</i>
	1791	1832	1876	1915	1964	2008	2053	2102	2153	2202	2252	<i>Monthly</i>
	10.29	10.53	10.78	11.01	11.29	11.54	11.80	12.08	12.37	12.66	12.94	<i>Hourly</i>
	0.72	0.74	0.75	0.77	0.79	0.81	0.83	0.85	0.87	0.89	0.91	<i>Standby</i>
26	21984	22512	22980	23568	24096	24636	25224	25836	26424	27024	27648	<i>Annual</i>
	1832	1876	1915	1964	2008	2053	2102	2153	2202	2252	2304	<i>Monthly</i>
	10.53	10.78	11.01	11.29	11.54	11.80	12.08	12.37	12.66	12.94	13.24	<i>Hourly</i>
	0.74	0.75	0.77	0.79	0.81	0.83	0.85	0.87	0.89	0.91	0.93	<i>Standby</i>
27	22512	22980	23568	24096	24636	25224	25836	26424	27024	27648	28296	<i>Annual</i>
	1876	1915	1964	2008	2053	2102	2153	2202	2252	2304	2358	<i>Monthly</i>
	10.78	11.01	11.29	11.54	11.80	12.08	12.37	12.66	12.94	13.24	13.55	<i>Hourly</i>
	0.75	0.77	0.79	0.81	0.83	0.85	0.87	0.89	0.91	0.93	0.95	<i>Standby</i>
28	22980	23568	24096	24636	25224	25836	26424	27024	27648	28296	28980	<i>Annual</i>
	1915	1964	2008	2053	2102	2153	2202	2252	2304	2358	2415	<i>Monthly</i>
	11.01	11.29	11.54	11.80	12.08	12.37	12.66	12.94	13.24	13.55	13.88	<i>Hourly</i>
	0.77	0.79	0.81	0.83	0.85	0.87	0.89	0.91	0.93	0.95	0.97	<i>Standby</i>
29	23568	24096	24636	25224	25836	26424	27024	27648	28296	28980	29616	<i>Annual</i>
	1964	2008	2053	2102	2153	2202	2252	2304	2358	2415	2468	<i>Monthly</i>
	11.29	11.54	11.80	12.08	12.37	12.66	12.94	13.24	13.55	13.88	14.18	<i>Hourly</i>
	0.79	0.81	0.83	0.85	0.87	0.89	0.91	0.93	0.95	0.97	0.99	<i>Standby</i>
30	24096	24636	25224	25836	26424	27024	27648	28296	28980	29616	30360	<i>Annual</i>
	2008	2053	2102	2153	2202	2252	2304	2358	2415	2468	2530	<i>Monthly</i>
	11.54	11.80	12.08	12.37	12.66	12.94	13.24	13.55	13.88	14.18	14.54	<i>Hourly</i>
	0.81	0.83	0.85	0.87	0.89	0.91	0.93	0.95	0.97	0.99	1.02	<i>Standby</i>

Compensation Appendix B

Service Salary Schedule for Represented Employees Effective July 1, 2006 through June 30, 2007

+ 1.60%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
31	24636	25224	25836	26424	27024	27648	28296	28980	29616	30360	31056	<i>Annual</i>
	2053	2102	2153	2202	2252	2304	2358	2415	2468	2530	2588	<i>Monthly</i>
	11.80	12.08	12.37	12.66	12.94	13.24	13.55	13.88	14.18	14.54	14.87	<i>Hourly</i>
	0.83	0.85	0.87	0.89	0.91	0.93	0.95	0.97	0.99	1.02	1.04	<i>Standby</i>
32	25224	25836	26424	27024	27648	28296	28980	29616	30360	31056	31788	<i>Annual</i>
	2102	2153	2202	2252	2304	2358	2415	2468	2530	2588	2649	<i>Monthly</i>
	12.08	12.37	12.66	12.94	13.24	13.55	13.88	14.18	14.54	14.87	15.22	<i>Hourly</i>
	0.85	0.87	0.89	0.91	0.93	0.95	0.97	0.99	1.02	1.04	1.07	<i>Standby</i>
33	25836	26424	27024	27648	28296	28980	29616	30360	31056	31788	32544	<i>Annual</i>
	2153	2202	2252	2304	2358	2415	2468	2530	2588	2649	2712	<i>Monthly</i>
	12.37	12.66	12.94	13.24	13.55	13.88	14.18	14.54	14.87	15.22	15.59	<i>Hourly</i>
	0.87	0.89	0.91	0.93	0.95	0.97	0.99	1.02	1.04	1.07	1.09	<i>Standby</i>
34	26424	27024	27648	28296	28980	29616	30360	31056	31788	32544	33288	<i>Annual</i>
	2202	2252	2304	2358	2415	2468	2530	2588	2649	2712	2774	<i>Monthly</i>
	12.66	12.94	13.24	13.55	13.88	14.18	14.54	14.87	15.22	15.59	15.94	<i>Hourly</i>
	0.89	0.91	0.93	0.95	0.97	0.99	1.02	1.04	1.07	1.09	1.12	<i>Standby</i>
35	27024	27648	28296	28980	29616	30360	31056	31788	32544	33288	34128	<i>Annual</i>
	2252	2304	2358	2415	2468	2530	2588	2649	2712	2774	2844	<i>Monthly</i>
	12.94	13.24	13.55	13.88	14.18	14.54	14.87	15.22	15.59	15.94	16.34	<i>Hourly</i>
	0.91	0.93	0.95	0.97	0.99	1.02	1.04	1.07	1.09	1.12	1.14	<i>Standby</i>
36	27648	28296	28980	29616	30360	31056	31788	32544	33288	34128	34920	<i>Annual</i>
	2304	2358	2415	2468	2530	2588	2649	2712	2774	2844	2910	<i>Monthly</i>
	13.24	13.55	13.88	14.18	14.54	14.87	15.22	15.59	15.94	16.34	16.72	<i>Hourly</i>
	0.93	0.95	0.97	0.99	1.02	1.04	1.07	1.09	1.12	1.14	1.17	<i>Standby</i>
37	28296	28980	29616	30360	31056	31788	32544	33288	34128	34920	35748	<i>Annual</i>
	2358	2415	2468	2530	2588	2649	2712	2774	2844	2910	2979	<i>Monthly</i>
	13.55	13.88	14.18	14.54	14.87	15.22	15.59	15.94	16.34	16.72	17.12	<i>Hourly</i>
	0.95	0.97	0.99	1.02	1.04	1.07	1.09	1.12	1.14	1.17	1.20	<i>Standby</i>
38	28980	29616	30360	31056	31788	32544	33288	34128	34920	35748	36624	<i>Annual</i>
	2415	2468	2530	2588	2649	2712	2774	2844	2910	2979	3052	<i>Monthly</i>
	13.88	14.18	14.54	14.87	15.22	15.59	15.94	16.34	16.72	17.12	17.54	<i>Hourly</i>
	0.97	0.99	1.02	1.04	1.07	1.09	1.12	1.14	1.17	1.20	1.23	<i>Standby</i>
39	29616	30360	31056	31788	32544	33288	34128	34920	35748	36624	37536	<i>Annual</i>
	2468	2530	2588	2649	2712	2774	2844	2910	2979	3052	3128	<i>Monthly</i>
	14.18	14.54	14.87	15.22	15.59	15.94	16.34	16.72	17.12	17.54	17.98	<i>Hourly</i>
	0.99	1.02	1.04	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.26	<i>Standby</i>

Compensation Appendix B

Service Salary Schedule for Represented Employees Effective July 1, 2006 through June 30, 2007

+ 1.60%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
40	30360	31056	31788	32544	33288	34128	34920	35748	36624	37536	38496	<i>Annual</i>
	2530	2588	2649	2712	2774	2844	2910	2979	3052	3128	3208	<i>Monthly</i>
	14.54	14.87	15.22	15.59	15.94	16.34	16.72	17.12	17.54	17.98	18.44	<i>Hourly</i>
	1.02	1.04	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29	<i>Standby</i>
41	31056	31788	32544	33288	34128	34920	35748	36624	37536	38496	39432	<i>Annual</i>
	2588	2649	2712	2774	2844	2910	2979	3052	3128	3208	3286	<i>Monthly</i>
	14.87	15.22	15.59	15.94	16.34	16.72	17.12	17.54	17.98	18.44	18.89	<i>Hourly</i>
	1.04	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32	<i>Standby</i>
42	31788	32544	33288	34128	34920	35748	36624	37536	38496	39432	40452	<i>Annual</i>
	2649	2712	2774	2844	2910	2979	3052	3128	3208	3286	3371	<i>Monthly</i>
	15.22	15.59	15.94	16.34	16.72	17.12	17.54	17.98	18.44	18.89	19.37	<i>Hourly</i>
	1.07	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.36	<i>Standby</i>
43	32544	33288	34128	34920	35748	36624	37536	38496	39432	40452	41400	<i>Annual</i>
	2712	2774	2844	2910	2979	3052	3128	3208	3286	3371	3450	<i>Monthly</i>
	15.59	15.94	16.34	16.72	17.12	17.54	17.98	18.44	18.89	19.37	19.83	<i>Hourly</i>
	1.09	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.36	1.39	<i>Standby</i>
44	33288	34128	34920	35748	36624	37536	38496	39432	40452	41400	42480	<i>Annual</i>
	2774	2844	2910	2979	3052	3128	3208	3286	3371	3450	3540	<i>Monthly</i>
	15.94	16.34	16.72	17.12	17.54	17.98	18.44	18.89	19.37	19.83	20.34	<i>Hourly</i>
	1.12	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.36	1.39	1.42	<i>Standby</i>
45	34128	34920	35748	36624	37536	38496	39432	40452	41400	42480	43536	<i>Annual</i>
	2844	2910	2979	3052	3128	3208	3286	3371	3450	3540	3628	<i>Monthly</i>
	16.34	16.72	17.12	17.54	17.98	18.44	18.89	19.37	19.83	20.34	20.85	<i>Hourly</i>
	1.14	1.17	1.20	1.23	1.26	1.29	1.32	1.36	1.39	1.42	1.46	<i>Standby</i>
46	34920	35748	36624	37536	38496	39432	40452	41400	42480	43536	44664	<i>Annual</i>
	2910	2979	3052	3128	3208	3286	3371	3450	3540	3628	3722	<i>Monthly</i>
	16.72	17.12	17.54	17.98	18.44	18.89	19.37	19.83	20.34	20.85	21.39	<i>Hourly</i>
	1.17	1.20	1.23	1.26	1.29	1.32	1.36	1.39	1.42	1.46	1.50	<i>Standby</i>
47	35748	36624	37536	38496	39432	40452	41400	42480	43536	44664	45756	<i>Annual</i>
	2979	3052	3128	3208	3286	3371	3450	3540	3628	3722	3813	<i>Monthly</i>
	17.12	17.54	17.98	18.44	18.89	19.37	19.83	20.34	20.85	21.39	21.91	<i>Hourly</i>
	1.20	1.23	1.26	1.29	1.32	1.36	1.39	1.42	1.46	1.50	1.53	<i>Standby</i>
48	36624	37536	38496	39432	40452	41400	42480	43536	44664	45756	46896	<i>Annual</i>
	3052	3128	3208	3286	3371	3450	3540	3628	3722	3813	3908	<i>Monthly</i>
	17.54	17.98	18.44	18.89	19.37	19.83	20.34	20.85	21.39	21.91	22.46	<i>Hourly</i>
	1.23	1.26	1.29	1.32	1.36	1.39	1.42	1.46	1.50	1.53	1.57	<i>Standby</i>

Compensation Appendix B

Service Salary Schedule for Represented Employees Effective July 1, 2006 through June 30, 2007

+ 1.60%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
49	37536	38496	39432	40452	41400	42480	43536	44664	45756	46896	48036	<i>Annual</i>
	3128	3208	3286	3371	3450	3540	3628	3722	3813	3908	4003	<i>Monthly</i>
	17.98	18.44	18.89	19.37	19.83	20.34	20.85	21.39	21.91	22.46	23.01	<i>Hourly</i>
	1.26	1.29	1.32	1.36	1.39	1.42	1.46	1.50	1.53	1.57	1.61	<i>Standby</i>
50	38496	39432	40452	41400	42480	43536	44664	45756	46896	48036	49272	<i>Annual</i>
	3208	3286	3371	3450	3540	3628	3722	3813	3908	4003	4106	<i>Monthly</i>
	18.44	18.89	19.37	19.83	20.34	20.85	21.39	21.91	22.46	23.01	23.60	<i>Hourly</i>
	1.29	1.32	1.36	1.39	1.42	1.46	1.50	1.53	1.57	1.61	1.65	<i>Standby</i>
51	39432	40452	41400	42480	43536	44664	45756	46896	48036	49272	50484	<i>Annual</i>
	3286	3371	3450	3540	3628	3722	3813	3908	4003	4106	4207	<i>Monthly</i>
	18.89	19.37	19.83	20.34	20.85	21.39	21.91	22.46	23.01	23.60	24.18	<i>Hourly</i>
	1.32	1.36	1.39	1.42	1.46	1.50	1.53	1.57	1.61	1.65	1.69	<i>Standby</i>
52	40452	41400	42480	43536	44664	45756	46896	48036	49272	50484	51780	<i>Annual</i>
	3371	3450	3540	3628	3722	3813	3908	4003	4106	4207	4315	<i>Monthly</i>
	19.37	19.83	20.34	20.85	21.39	21.91	22.46	23.01	23.60	24.18	24.80	<i>Hourly</i>
	1.36	1.39	1.42	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	<i>Standby</i>
53	41400	42480	43536	44664	45756	46896	48036	49272	50484	51780	53052	<i>Annual</i>
	3450	3540	3628	3722	3813	3908	4003	4106	4207	4315	4421	<i>Monthly</i>
	19.83	20.34	20.85	21.39	21.91	22.46	23.01	23.60	24.18	24.80	25.41	<i>Hourly</i>
	1.39	1.42	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	<i>Standby</i>
54	42480	43536	44664	45756	46896	48036	49272	50484	51780	53052	54372	<i>Annual</i>
	3540	3628	3722	3813	3908	4003	4106	4207	4315	4421	4531	<i>Monthly</i>
	20.34	20.85	21.39	21.91	22.46	23.01	23.60	24.18	24.80	25.41	26.04	<i>Hourly</i>
	1.42	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	<i>Standby</i>
55	43536	44664	45756	46896	48036	49272	50484	51780	53052	54372	55716	<i>Annual</i>
	3628	3722	3813	3908	4003	4106	4207	4315	4421	4531	4643	<i>Monthly</i>
	20.85	21.39	21.91	22.46	23.01	23.60	24.18	24.80	25.41	26.04	26.68	<i>Hourly</i>
	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	<i>Standby</i>
56	44664	45756	46896	48036	49272	50484	51780	53052	54372	55716	57120	<i>Annual</i>
	3722	3813	3908	4003	4106	4207	4315	4421	4531	4643	4760	<i>Monthly</i>
	21.39	21.91	22.46	23.01	23.60	24.18	24.80	25.41	26.04	26.68	27.36	<i>Hourly</i>
	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	<i>Standby</i>
57	45756	46896	48036	49272	50484	51780	53052	54372	55716	57120	58548	<i>Annual</i>
	3813	3908	4003	4106	4207	4315	4421	4531	4643	4760	4879	<i>Monthly</i>
	21.91	22.46	23.01	23.60	24.18	24.80	25.41	26.04	26.68	27.36	28.04	<i>Hourly</i>
	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	<i>Standby</i>

Compensation Appendix B

Service Salary Schedule for Represented Employees Effective July 1, 2006 through June 30, 2007

+ 1.60%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
58	46896	48036	49272	50484	51780	53052	54372	55716	57120	58548	60036	Annual
	3908	4003	4106	4207	4315	4421	4531	4643	4760	4879	5003	Monthly
	22.46	23.01	23.60	24.18	24.80	25.41	26.04	26.68	27.36	28.04	28.75	Hourly
	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	Standby
59	48036	49272	50484	51780	53052	54372	55716	57120	58548	60036	61500	Annual
	4003	4106	4207	4315	4421	4531	4643	4760	4879	5003	5125	Monthly
	23.01	23.60	24.18	24.80	25.41	26.04	26.68	27.36	28.04	28.75	29.45	Hourly
	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	Standby
60	49272	50484	51780	53052	54372	55716	57120	58548	60036	61500	63096	Annual
	4106	4207	4315	4421	4531	4643	4760	4879	5003	5125	5258	Monthly
	23.60	24.18	24.80	25.41	26.04	26.68	27.36	28.04	28.75	29.45	30.22	Hourly
	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	Standby
61	50484	51780	53052	54372	55716	57120	58548	60036	61500	63096	64620	Annual
	4207	4315	4421	4531	4643	4760	4879	5003	5125	5258	5385	Monthly
	24.18	24.80	25.41	26.04	26.68	27.36	28.04	28.75	29.45	30.22	30.95	Hourly
	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	Standby
62	51780	53052	54372	55716	57120	58548	60036	61500	63096	64620	66264	Annual
	4315	4421	4531	4643	4760	4879	5003	5125	5258	5385	5522	Monthly
	24.80	25.41	26.04	26.68	27.36	28.04	28.75	29.45	30.22	30.95	31.74	Hourly
	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	Standby
63	53052	54372	55716	57120	58548	60036	61500	63096	64620	66264	67920	Annual
	4421	4531	4643	4760	4879	5003	5125	5258	5385	5522	5660	Monthly
	25.41	26.04	26.68	27.36	28.04	28.75	29.45	30.22	30.95	31.74	32.53	Hourly
	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	Standby
64	54372	55716	57120	58548	60036	61500	63096	64620	66264	67920	69588	Annual
	4531	4643	4760	4879	5003	5125	5258	5385	5522	5660	5799	Monthly
	26.04	26.68	27.36	28.04	28.75	29.45	30.22	30.95	31.74	32.53	33.33	Hourly
	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.33	Standby
65	55716	57120	58548	60036	61500	63096	64620	66264	67920	69588	71328	Annual
	4643	4760	4879	5003	5125	5258	5385	5522	5660	5799	5944	Monthly
	26.68	27.36	28.04	28.75	29.45	30.22	30.95	31.74	32.53	33.33	34.16	Hourly
	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.33	2.39	Standby
66	57120	58548	60036	61500	63096	64620	66264	67920	69588	71328	73140	Annual
	4760	4879	5003	5125	5258	5385	5522	5660	5799	5944	6095	Monthly
	27.36	28.04	28.75	29.45	30.22	30.95	31.74	32.53	33.33	34.16	35.03	Hourly
	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.33	2.39	2.45	Standby

Compensation Appendix B

Service Salary Schedule for Represented Employees Effective July 1, 2006 through June 30, 2007

+ 1.60%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
67	58548	60036	61500	63096	64620	66264	67920	69588	71328	73140	74952	<i>Annual</i>
	4879	5003	5125	5258	5385	5522	5660	5799	5944	6095	6246	<i>Monthly</i>
	28.04	28.75	29.45	30.22	30.95	31.74	32.53	33.33	34.16	35.03	35.90	<i>Hourly</i>
	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.33	2.39	2.45	2.51	<i>Standby</i>
68	60036	61500	63096	64620	66264	67920	69588	71328	73140	74952	76848	<i>Annual</i>
	5003	5125	5258	5385	5522	5660	5799	5944	6095	6246	6404	<i>Monthly</i>
	28.75	29.45	30.22	30.95	31.74	32.53	33.33	34.16	35.03	35.90	36.80	<i>Hourly</i>
	2.01	2.06	2.12	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58	<i>Standby</i>
69	61500	63096	64620	66264	67920	69588	71328	73140	74952	76848	78756	<i>Annual</i>
	5125	5258	5385	5522	5660	5799	5944	6095	6246	6404	6563	<i>Monthly</i>
	29.45	30.22	30.95	31.74	32.53	33.33	34.16	35.03	35.90	36.80	37.72	<i>Hourly</i>
	2.06	2.12	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64	<i>Standby</i>
70	63096	64620	66264	67920	69588	71328	73140	74952	76848	78756	80736	<i>Annual</i>
	5258	5385	5522	5660	5799	5944	6095	6246	6404	6563	6728	<i>Monthly</i>
	30.22	30.95	31.74	32.53	33.33	34.16	35.03	35.90	36.80	37.72	38.67	<i>Hourly</i>
	2.12	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71	<i>Standby</i>
71	64620	66264	67920	69588	71328	73140	74952	76848	78756	80736	82740	<i>Annual</i>
	5385	5522	5660	5799	5944	6095	6246	6404	6563	6728	6895	<i>Monthly</i>
	30.95	31.74	32.53	33.33	34.16	35.03	35.90	36.80	37.72	38.67	39.63	<i>Hourly</i>
	2.17	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77	<i>Standby</i>
72	66264	67920	69588	71328	73140	74952	76848	78756	80736	82740	84816	<i>Annual</i>
	5522	5660	5799	5944	6095	6246	6404	6563	6728	6895	7068	<i>Monthly</i>
	31.74	32.53	33.33	34.16	35.03	35.90	36.80	37.72	38.67	39.63	40.62	<i>Hourly</i>
	2.22	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	<i>Standby</i>
73	67920	69588	71328	73140	74952	76848	78756	80736	82740	84816	86940	<i>Annual</i>
	5660	5799	5944	6095	6246	6404	6563	6728	6895	7068	7245	<i>Monthly</i>
	32.53	33.33	34.16	35.03	35.90	36.80	37.72	38.67	39.63	40.62	41.64	<i>Hourly</i>
	2.28	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.91	<i>Standby</i>
74	69588	71328	73140	74952	76848	78756	80736	82740	84816	86940	89124	<i>Annual</i>
	5799	5944	6095	6246	6404	6563	6728	6895	7068	7245	7427	<i>Monthly</i>
	33.33	34.16	35.03	35.90	36.80	37.72	38.67	39.63	40.62	41.64	42.68	<i>Hourly</i>
	2.33	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.91	2.99	<i>Standby</i>
75	71328	73140	74952	76848	78756	80736	82740	84816	86940	89124	91332	<i>Annual</i>
	5944	6095	6246	6404	6563	6728	6895	7068	7245	7427	7611	<i>Monthly</i>
	34.16	35.03	35.90	36.80	37.72	38.67	39.63	40.62	41.64	42.68	43.74	<i>Hourly</i>
	2.39	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.91	2.99	3.06	<i>Standby</i>

Compensation Appendix B

Service Salary Schedule for Represented Employees Effective July 1, 2006 through June 30, 2007

+ 1.60%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
76	73140	74952	76848	78756	80736	82740	84816	86940	89124	91332	93648	<i>Annual</i>
	6095	6246	6404	6563	6728	6895	7068	7245	7427	7611	7804	<i>Monthly</i>
	35.03	35.90	36.80	37.72	38.67	39.63	40.62	41.64	42.68	43.74	44.85	<i>Hourly</i>
	2.45	2.51	2.58	2.64	2.71	2.77	2.84	2.91	2.99	3.06	3.14	<i>Standby</i>
77	74952	76848	78756	80736	82740	84816	86940	89124	91332	93648	95952	<i>Annual</i>
	6246	6404	6563	6728	6895	7068	7245	7427	7611	7804	7996	<i>Monthly</i>
	35.90	36.80	37.72	38.67	39.63	40.62	41.64	42.68	43.74	44.85	45.95	<i>Hourly</i>
	2.51	2.58	2.64	2.71	2.77	2.84	2.91	2.99	3.06	3.14	3.22	<i>Standby</i>
78	76848	78756	80736	82740	84816	86940	89124	91332	93648	95952	98352	<i>Annual</i>
	6404	6563	6728	6895	7068	7245	7427	7611	7804	7996	8196	<i>Monthly</i>
	36.80	37.72	38.67	39.63	40.62	41.64	42.68	43.74	44.85	45.95	47.10	<i>Hourly</i>
	2.58	2.64	2.71	2.77	2.84	2.91	2.99	3.06	3.14	3.22	3.30	<i>Standby</i>
79	78756	80736	82740	84816	86940	89124	91332	93648	95952	98352	100824	<i>Annual</i>
	6563	6728	6895	7068	7245	7427	7611	7804	7996	8196	8402	<i>Monthly</i>
	37.72	38.67	39.63	40.62	41.64	42.68	43.74	44.85	45.95	47.10	48.29	<i>Hourly</i>
	2.64	2.71	2.77	2.84	2.91	2.99	3.06	3.14	3.22	3.30	3.38	<i>Standby</i>
80	80736	82740	84816	86940	89124	91332	93648	95952	98352	100824	103344	<i>Annual</i>
	6728	6895	7068	7245	7427	7611	7804	7996	8196	8402	8612	<i>Monthly</i>
	38.67	39.63	40.62	41.64	42.68	43.74	44.85	45.95	47.10	48.29	49.49	<i>Hourly</i>
	2.71	2.77	2.84	2.91	2.99	3.06	3.14	3.22	3.30	3.38	3.46	<i>Standby</i>
81	82740	84816	86940	89124	91332	93648	95952	98352	100824	103344	105900	<i>Annual</i>
	6895	7068	7245	7427	7611	7804	7996	8196	8402	8612	8825	<i>Monthly</i>
	39.63	40.62	41.64	42.68	43.74	44.85	45.95	47.10	48.29	49.49	50.72	<i>Hourly</i>
	2.77	2.84	2.91	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55	<i>Standby</i>
82	84816	86940	89124	91332	93648	95952	98352	100824	103344	105900	108540	<i>Annual</i>
	7068	7245	7427	7611	7804	7996	8196	8402	8612	8825	9045	<i>Monthly</i>
	40.62	41.64	42.68	43.74	44.85	45.95	47.10	48.29	49.49	50.72	51.98	<i>Hourly</i>
	2.84	2.91	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64	<i>Standby</i>
83	86940	89124	91332	93648	95952	98352	100824	103344	105900	108540	111276	<i>Annual</i>
	7245	7427	7611	7804	7996	8196	8402	8612	8825	9045	9273	<i>Monthly</i>
	41.64	42.68	43.74	44.85	45.95	47.10	48.29	49.49	50.72	51.98	53.29	<i>Hourly</i>
	2.91	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64	3.73	<i>Standby</i>
84	89124	91332	93648	95952	98352	100824	103344	105900	108540	111276	114048	<i>Annual</i>
	7427	7611	7804	7996	8196	8402	8612	8825	9045	9273	9504	<i>Monthly</i>
	42.68	43.74	44.85	45.95	47.10	48.29	49.49	50.72	51.98	53.29	54.62	<i>Hourly</i>
	2.99	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64	3.73	3.82	<i>Standby</i>

Compensation Appendix B

Service Salary Schedule for Represented Employees Effective July 1, 2006 through June 30, 2007

+ 1.60%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
85	91332	93648	95952	98352	100824	103344	105900	108540	111276	114048	116880	<i>Annual</i>
	7611	7804	7996	8196	8402	8612	8825	9045	9273	9504	9740	<i>Monthly</i>
	43.74	44.85	45.95	47.10	48.29	49.49	50.72	51.98	53.29	54.62	55.98	<i>Hourly</i>
	3.06	3.14	3.22	3.30	3.38	3.46	3.55	3.64	3.73	3.82	3.92	<i>Standby</i>
86	93648	95952	98352	100824	103344	105900	108540	111276	114048	116880	119844	<i>Annual</i>
	7804	7996	8196	8402	8612	8825	9045	9273	9504	9740	9987	<i>Monthly</i>
	44.85	45.95	47.10	48.29	49.49	50.72	51.98	53.29	54.62	55.98	57.40	<i>Hourly</i>
	3.14	3.22	3.30	3.38	3.46	3.55	3.64	3.73	3.82	3.92	4.02	<i>Standby</i>
87	95952	98352	100824	103344	105900	108540	111276	114048	116880	119844	122796	<i>Annual</i>
	7996	8196	8402	8612	8825	9045	9273	9504	9740	9987	10233	<i>Monthly</i>
	45.95	47.10	48.29	49.49	50.72	51.98	53.29	54.62	55.98	57.40	58.81	<i>Hourly</i>
	3.22	3.30	3.38	3.46	3.55	3.64	3.73	3.82	3.92	4.02	4.12	<i>Standby</i>
88	98352	100824	103344	105900	108540	111276	114048	116880	119844	122796	125892	<i>Annual</i>
	8196	8402	8612	8825	9045	9273	9504	9740	9987	10233	10491	<i>Monthly</i>
	47.10	48.29	49.49	50.72	51.98	53.29	54.62	55.98	57.40	58.81	60.29	<i>Hourly</i>
	3.30	3.38	3.46	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	<i>Standby</i>
89	100824	103344	105900	108540	111276	114048	116880	119844	122796	125892	129072	<i>Annual</i>
	8402	8612	8825	9045	9273	9504	9740	9987	10233	10491	10756	<i>Monthly</i>
	48.29	49.49	50.72	51.98	53.29	54.62	55.98	57.40	58.81	60.29	61.82	<i>Hourly</i>
	3.38	3.46	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	<i>Standby</i>
90	103344	105900	108540	111276	114048	116880	119844	122796	125892	129072	132276	<i>Annual</i>
	8612	8825	9045	9273	9504	9740	9987	10233	10491	10756	11023	<i>Monthly</i>
	49.49	50.72	51.98	53.29	54.62	55.98	57.40	58.81	60.29	61.82	63.35	<i>Hourly</i>
	3.46	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.43	<i>Standby</i>
91	105900	108540	111276	114048	116880	119844	122796	125892	129072	132276	135612	<i>Annual</i>
	8825	9045	9273	9504	9740	9987	10233	10491	10756	11023	11301	<i>Monthly</i>
	50.72	51.98	53.29	54.62	55.98	57.40	58.81	60.29	61.82	63.35	64.95	<i>Hourly</i>
	3.55	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.43	4.55	<i>Standby</i>
92	108540	111276	114048	116880	119844	122796	125892	129072	132276	135612	138948	<i>Annual</i>
	9045	9273	9504	9740	9987	10233	10491	10756	11023	11301	11579	<i>Monthly</i>
	51.98	53.29	54.62	55.98	57.40	58.81	60.29	61.82	63.35	64.95	66.55	<i>Hourly</i>
	3.64	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.43	4.55	4.66	<i>Standby</i>
93	111276	114048	116880	119844	122796	125892	129072	132276	135612	138948	142452	<i>Annual</i>
	9273	9504	9740	9987	10233	10491	10756	11023	11301	11579	11871	<i>Monthly</i>
	53.29	54.62	55.98	57.40	58.81	60.29	61.82	63.35	64.95	66.55	68.22	<i>Hourly</i>
	3.73	3.82	3.92	4.02	4.12	4.22	4.33	4.43	4.55	4.66	4.78	<i>Standby</i>

Compensation Appendix B

Service Salary Schedule for Represented Employees Effective July 1, 2006 through June 30, 2007

+ 1.60%

RANGE	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
94	114048	116880	119844	122796	125892	129072	132276	135612	138948	142452	146004	<i>Annual</i>
	9504	9740	9987	10233	10491	10756	11023	11301	11579	11871	12167	<i>Monthly</i>
	54.62	55.98	57.40	58.81	60.29	61.82	63.35	64.95	66.55	68.22	69.93	<i>Hourly</i>
	3.82	3.92	4.02	4.12	4.22	4.33	4.43	4.55	4.66	4.78	4.90	<i>Standby</i>
95	116880	119844	122796	125892	129072	132276	135612	138948	142452	146004	149700	<i>Annual</i>
	9740	9987	10233	10491	10756	11023	11301	11579	11871	12167	12475	<i>Monthly</i>
	55.98	57.40	58.81	60.29	61.82	63.35	64.95	66.55	68.22	69.93	71.70	<i>Hourly</i>
	3.92	4.02	4.12	4.22	4.33	4.43	4.55	4.66	4.78	4.90	5.02	<i>Standby</i>
96	119844	122796	125892	129072	132276	135612	138948	142452	146004	149700	153396	<i>Annual</i>
	9987	10233	10491	10756	11023	11301	11579	11871	12167	12475	12783	<i>Monthly</i>
	57.40	58.81	60.29	61.82	63.35	64.95	66.55	68.22	69.93	71.70	73.47	<i>Hourly</i>
	4.02	4.12	4.22	4.33	4.43	4.55	4.66	4.78	4.90	5.02	5.14	<i>Standby</i>
97	122796	125892	129072	132276	135612	138948	142452	146004	149700	153396	157260	<i>Annual</i>
	10233	10491	10756	11023	11301	11579	11871	12167	12475	12783	13105	<i>Monthly</i>
	58.81	60.29	61.82	63.35	64.95	66.55	68.22	69.93	71.70	73.47	75.32	<i>Hourly</i>
	4.12	4.22	4.33	4.43	4.55	4.66	4.78	4.90	5.02	5.14	5.27	<i>Standby</i>
98	125892	129072	132276	135612	138948	142452	146004	149700	153396	157260	161196	<i>Annual</i>
	10491	10756	11023	11301	11579	11871	12167	12475	12783	13105	13433	<i>Monthly</i>
	60.29	61.82	63.35	64.95	66.55	68.22	69.93	71.70	73.47	75.32	77.20	<i>Hourly</i>
	4.22	4.33	4.43	4.55	4.66	4.78	4.90	5.02	5.14	5.27	5.40	<i>Standby</i>
99A	129072	132276	135612	138948	142452	146004	149700	153396	157260	161196	165228	<i>Annual</i>
	10756	11023	11301	11579	11871	12167	12475	12783	13105	13433	13769	<i>Monthly</i>
	61.82	63.35	64.95	66.55	68.22	69.93	71.70	73.47	75.32	77.20	79.13	<i>Hourly</i>
	4.33	4.43	4.55	4.66	4.78	4.90	5.02	5.14	5.27	5.40	5.54	<i>Standby</i>

COMPENSATION APPENDIX C

STATE OF WASHINGTON OFFICE OF FINANCIAL MANAGEMENT

25% Salary Survey Implementation-Higher Ed

The following classifications will receive pay increases necessary to bring them within 25% of the prevailing rate in accordance with the Department of Personnel's 2002 Salary Survey.

WPEA Higher Ed

<u>Job Class</u>	<u>Percent Change</u>
002009 ADMIN. SERVICES	5.0
002010 ADM SERV MGR B	5.0
002015 PROGRAM MGR A	5.0
002050 CNTRL SRV SUP I	5.0
002626 CAMPUS POLICE O	2.5
002630 SECURITY SUPERV	12.5
002636 CMPS. SEC. SRG.	12.5
002638 CAMPUS SECURITY	12.5
002644 SECURITY GUARD	12.5
003210 BSTORE MGR ASST	5.0
003213 BOOKSTORE MGR C	5.0
003223 BOOKSTORE BUYER	5.0
003224 BOOKSTORE SUPVR	5.0
004415 ASST. FINANCIAL	5.0
004419 TEACHING AIDE I	7.5
004420 TEACHING AIDE I	7.5
004466 DEAF INTERP III	7.5
004468 TUTOR CTR PR CR	7.5
004480 EC PROG AIDE I	7.5
004481 CHILHD. AIDE II	7.5
004482 EC PROGRAM SPEC	7.5
004483 EC PROG MANAGER	7.5
004659 ASSOC ARCHITECT	7.5
004685 CONSTRUC COORD	7.5
004801 LAB TECH II	12.5
005208 MAINT SUPVR I	5.0
005209 MAINT. SUPER. 2	5.0
005210 MAINT SUP III	5.0
005213 PLANT COM COORD	12.5
005215 B & G SUPER A	5.0
005216 BLDG/GRND SUP B	5.0
005217 BLD/GRND SUPV C	5.0
005219 PLANT SER MGR	5.0

WPEA cont.

005221 FACILITIES OM S	5.0
005226 MACHIN MAST MEC	10.0
005227 MACH MECH LEAD	10.0
005242 MAINTENANCE MEC	5.0
005243 MAINT MECH II	5.0
005244 MAINTENANCE MEC	5.0
005336 CONTROL TECH LD	5.0
005340 ELECTRICIAN	5.0
005397 MOTOR EQP MECH	2.5
006112 SOC WRK AST II	7.5
006114 SOC WORK ASST	7.5
006115 SOCIAL WORKER I	7.5
006222 HLTH CARE SPEC	10.0