

CONTRACT

BETWEEN

STATE OF CONNECTICUT



AND

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



Effective Dates
July 1, 2009 — June 30, 2012

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

AND

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

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AGREEMENT

AGREEMENT made and entered into this 1st day of July, 2009, by and between STATE OF CONNECTICUT, acting by and through the Office of Labor Relations (hereinafter called the “Employer” or the “State”), NEW ENGLAND HEALTH CARE EMPLOYEES UNION, DISTRICT 1199, SEIU, with its offices at 77 Huyshope Avenue, Hartford, Connecticut 06106 (hereinafter referred to as the “Union”), acting herein on behalf of the Employees of the State, as herein defined, now employed and hereafter to be employed and collectively designated as the “Employees”.

ARTICLE 1 RECOGNITION

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

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

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

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

SECTION THREE. PROVISIONAL EMPLOYEES.

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

SECTION FOUR. TEMPORARY EMPLOYEES.

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

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

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

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

SECTION FIVE. PART-TIME EMPLOYEES UNDER TWENTY HOURS.

The number of permanent part-time Employees employed in bargaining unit classifications for less than twenty (20) hours per week shall not exceed the equivalent of twenty percent (20%) of the number of budgeted bargaining unit positions during the first year of this Agreement. Upon request, but no more than once per calendar year, the Union shall receive a list of Employees working less than twenty (20) hours per week for the pay period in which the list is furnished.

NP-6 SECTION SIX. SUMMER WORKERS.

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

ARTICLE 2

NON-DISCRIMINATION AND AFFIRMATIVE ACTION

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

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

SECTION THREE. The parties agree to work jointly to implement positive and aggressive Affirmative Action programs in order to

redress the effects of past discrimination, if any, whether intentional or unintentional, to eliminate present discrimination, if any, to prevent further discrimination and to ensure equal opportunity in the application of this Agreement.

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

ARTICLE 3

UNION SECURITY AND PAYROLL DEDUCTION

SECTION ONE. (A) Employees who join the Union shall pay dues and initiation fees (if applicable) in accordance with the terms of this Article.

(B) Employees who do not join the Union shall pay Agency fees in accordance with the terms of this Article.

SECTION TWO. Upon receipt of a written authorization from the Employee, the Employer shall deduct from the biweekly wages Union dues and initiation fee as established by the Union. Such deductions will begin the first pay period following the completion of the Employee's first thirty (30) days of employment. The initiation fee shall be paid in five (5) consecutive installments and shall be in addition to normal dues. Such deduction shall be discontinued upon written request of an Employee thirty (30) days in advance.

Temporary and durational Employees shall pay Union dues or Agency fees including initiation fees after completion of six (6) months of continuous service.

SECTION THREE. An Employee who fails to become a member of the Union, or an Employee whose membership is terminated for nonpayment of dues; or who resigns from membership shall be required to pay an Agency service fee under Section Four.

SECTION FOUR. (A) Employees who do not join or who terminate their membership in the Union shall be required to pay Agency fees

equivalent to and on the same basis as the applicable Union dues and initiation fees, provided, however, that provisions of C.G.S. §5-280(a) notwithstanding that objecting Agency fee payers shall not be required to contribute to ideological or political activities of the Union which are not germane to the Union's collective bargaining obligations or its obligations to advance or protect the interests of bargaining unit members in appropriate legislative, administrative or legal forums. In order to ensure the rights of all individuals, the parties agree to the following procedures for Agency fee payers.

On or before May 1 of each year, the Union shall provide to each Agency fee payer in the Union, a written statement of the major categories of Union expenditures during the Union's preceding fiscal year verified by an independent auditor. Said statement shall identify Union expenditures with sufficient specificity to permit an Agency fee payer to object to a category or categories of expenditures which the Agency fee payer reasonably believes is for an objectionable ideological or political purpose under this section.

Any such objecting Agency fee payer shall file such objections in writing with the Union on or before May 30th each year setting forth the nature of such objection or objections and the amount of Agency fee which such non-member believes is the proper amount under the provisions of this section.

The Union, upon receipt of any such written objection, shall notify all Agency fee payers of such objection as well as the date that a hearing shall be held by the Union's Executive Board to consider such objection. The hearing and subsequent written decision of the Union's Executive Board shall be completed no later than June 30th each year. In the event that proceedings before the Union's Executive Board do not resolve the objection, an objecting Agency fee payer shall have a further right of appeal to the Connecticut Board of Mediation and Arbitration. Said appeal shall be filed by an objecting Agency fee payer within fifteen (15) days of receipt of the Union's Executive Board decision and shall be in the form of a letter to the Connecticut Board of Mediation and Arbitration setting forth the nature of the objection(s) to the Executive Board decision. While the objection(s) filed by an Agency fee payer are pending, the Union shall place in escrow the amounts of Agency fee payers payments which are reasonably in dispute, with such amounts verified by an independent auditor. Upon receipt of said appeal(s), the State Board of Mediation and Arbitration shall select, from its public members, an arbitrator

to hear the appeal(s) in an expedited manner. The decision of the arbitrator shall be rendered within thirty (30) days of the close of the arbitration hearing and shall be subject to the provisions of applicable Connecticut statutes dealing with arbitration awards. Each party shall bear the cost of any attorney retained to represent their interests in the arbitration proceeding but the cost of the arbitrator's fees and expenses shall be paid by the Union. When an award or decision is final, the amount established for the Agency fee shall remain in effect for the contract year to which it applied.

(B) The Employer shall deduct Agency fees equivalent to and on the same basis as dues and initiation fees from Employees who do not join the Union, except for Employees who object to the payment of such fee based on the tenets of a religious sect or as provided in part (A) of this Section. Employees objecting on religious grounds shall make a monthly contribution to a nationally recognized charity, designated by mutual agreement of the Employer and the Union, equivalent to Union dues and initiation fees.

SECTION FIVE. The amount of Union dues or Agency fees payable by an Employee, including per diem Employees, shall be adjusted in accordance with the Union's dues/Agency fee schedule to reflect any changes in the Employee's compensation. Said adjustment shall be made within the next full pay period following such change in compensation. Should an Employee's status change from part-time to full-time, or full-time to part-time, the amount of Union dues or Agency service fees shall change the first full pay period following the commencement of the new assignment.

SECTION SIX. The amount of dues or Agency service fee deducted under this Article shall be remitted to the New England Health Care Employees Union, District 1199 as soon as practicable after the payroll period for which the deduction is taken, together with a list of Employees for whom any such deduction is made. Each month the Employer shall give to the Union a list of Employees who had paid dues for that month. The parties understand and agree that when the State implements new technology that permits, said list will include the Employee's work site. When technologically feasible, the State shall provide such lists and other information required under this article, in a manner that is preferred by the Union including computer diskette or other electronic transfer. The Union shall reimburse the State for any additional costs, if any, which may be incurred by the use of the Union's preferred method of receipt of said information.

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

SECTION EIGHT. The Employer shall continue its practice of payroll deduction as authorized by Employees for purposes other than payment of Union dues or Agency service fees, provided any such payroll deduction has been approved by the Employer in advance.

SECTION NINE. The Employer agrees to furnish the Union (77 Huyshope Avenue, Hartford, CT 06106) each month with the names of newly hired Employees, their addresses, social security numbers, classification, date of hire; the names of terminated Employees, their date of termination and the names of Employees on unpaid leaves of absences in excess of five (5) days. The Employer also agrees to provide the Union a monthly list of Employees who are receiving workers' compensation benefits.

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

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

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

ARTICLE 4 UNION RIGHTS

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

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

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

In all cases, a Union representative shall give advance telephone notice to the facility prior to arrival on premises. Such telephone notice shall be given to the designated management official at the facility. The Union representative shall indicate the approximate time of the planned visit and, if known, the areas to be visited. However, this shall not limit the representative from visiting other areas provided he/she first advises the personnel office or the head of the department being entered. Union representatives shall not use cameras or other recording devices in facilities or institutions without prior management authorization.

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

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

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

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

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

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

PART TIME EMPLOYEES UNDER TWENTY (20) HOURS: The Union will attempt to have delegates who are full-time Employees act as representatives for part-time Employees working under twenty (20) hours per week. However, if this is not practical and so long as the facility has at least fifteen (15) of the under twenty (20) hour Employees, then one (1) such Employee, for every twenty-five (25) such Employees, will be allowed State time for Union business in accordance with this Section. This shall not limit the State's obligation to recognize under twenty (20) hour Employees elected as delegates who are handling Union business on their own time.

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

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

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

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

SECTION SEVEN.

UNION BUSINESS LEAVE.

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

P-1 (A) The Employer will allow authorized delegates of the Union to attend Executive Board meetings, Union conventions in the United States and delegate training sessions. A maximum of two thousand two hundred and fifty (2,250) hours of paid leave per year shall be granted for this purpose. Any hours not used in one year may be carried over to the next contract year and added to that Union business leave bank of hours. Said bank shall expire at the end of the contract. Request for time off under this Section shall be made in writing to the Director of Labor Relations with a concurrent copy to the appropriate Agency, at least three (3) weeks in advance. Time off shall be granted half day units only, however the notice shall contain the number of hours to be utilized and shall be subject to patient/client care needs. When requests for time off under this Section create a scheduling problem for the Employer, the Union will be notified and suitable arrangements developed.

(B) Not more than three (3) Employees elected or appointed to a full-time office or position with the Union will be eligible for an unpaid leave of absence not to exceed one (1) year. An extension not to exceed one (1) additional year may be granted subject to the approval of the Director of Labor Relations. Upon return from such leave, the Employer shall offer the Employee a position in the same classification and equal to the former position in pay and benefits at the wage rates in force at the time

of return from the leave. For Employees who return from such leave on and after January 1, 1985, the Employee on unpaid leave shall have the right to purchase retirement credits for the period of the leave, provided that in addition to the Employee's contribution, if any, the Employee or the Union contribute the State's share of the past service and normal cost of such retirement credit. This Section obligates the Employer to offer the Employee a position in the same facility from which the Employee went on leave, unless such placement is not practicable. If the Employee is not placed on the same shift upon return from leave, he/she will be placed on the same shift when the first opening occurs. Not more than one (1) Employee from any facility or two (2) Employees from the same Agency will be granted a leave of absence under this section.

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

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

SECTION EIGHT. Once a month at each institution all new Employees shall be released from work, if they so desire, for one (1) hour without loss of pay to attend a Union orientation. The Union will provide all new Employees with copies of this Agreement. The time and location of such orientation shall be determined by mutual agreement of the Union and the Employer.

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

SECTION TEN. Where pay telephones are reasonably available, Union delegates or representatives shall use such telephones for

Union business calls. If pay telephones are not available, State telephones may be used for Union business calls provided that calls are not charged to the State.

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

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

ARTICLE 5 MANAGEMENT RIGHTS

Except as otherwise limited by an express provision of this Agreement, the State reserves and retains, whether exercised or not, all the lawful and customary rights, powers and prerogatives of public management. Such rights include but are limited to establishing standards of productivity and performance of its Employees; determining the mission of an Agency and the methods and means necessary to fulfill that mission, including the contracting out of or the discontinuation of services, positions, or programs in whole or in parts; the determination of the content of the job classification; the appointment, promotion, assignment, direction and transfer of personnel; the suspension, demotion, discharge or any other appropriate action against its Employees; the relief from duty of its Employees because of lack of work or for other legitimate reasons; the establishment of reasonable work rules; and the taking of all necessary actions to carry out its missions in emergencies.

ARTICLE 6 CONTRACTING OUT

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

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

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

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

(c) **SUNSET CLAUSE:** The provisions of this Article expire automatically upon expiration of this Agreement. Either party may renegotiate for the inclusion of this provision or any modification thereof in any successor agreement.

ARTICLE 7 NO STRIKES - NO LOCKOUTS

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

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

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

ARTICLE 8 WORKING TEST PERIOD

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

SECTION TWO. LENGTH OF WORKING TEST PERIOD.

(A) The initial Working Test Period for classes covered by this Agreement shall be six (6) months in duration, except for

trainee classifications for which the Working Test Period is the length of the established training period. The Working Test Period for trainee classifications shall not exceed twelve (12) months, except that it may be extended for up to six (6) months on an individual basis with the approval of the Commissioner of Administrative Services and in consultation with the Union. The Union shall not unreasonably deny such requests. For those classifications where the initial Working Test Period exceeds six (6) months, an Employee shall become eligible for all paid leave and insurance benefits upon completion of six (6) months of full time service or its equivalent.

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

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

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

(E) Promotion to a competitive classification shall require a Working Test Period of six (6) months from the date of appointment from a certified list promulgated by the Director of Personnel and Labor Relations.

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

SECTION THREE. (A) PROVISIONAL APPOINTEES.

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

(B) TEMPORARY AND DURATIONAL EMPLOYEES.

An individual serving under a temporary or durational appointment, upon reassignment or appointment to a vacant, non-competitive permanent position in the same classification shall have the temporary or durational service

credited towards their completion of an initial working test period, if such service is immediately preceding appointment to the permanent position.

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

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

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

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

ARTICLE 9
COMPENSATION

SECTION ONE. GENERAL WAGE INCREASE.

(A) There shall be no general wage increase paid to any NP-6 or P-1 bargaining unit member for the 2009-2010 contract year.

Effective July 2, 2010, the base annual salary for all NP-6 and P-1 bargaining unit members shall be increased by two and one-half percent (2.5%).

Effective July 1, 2011, the base annual salary for all NP-6 and P-1 bargaining unit members shall be increased by two and one-half percent (2.5%).

(B) Notwithstanding subsection (A) above, new hires in the classifications listed below shall be paid at a rate of Step 1 of one salary grade below the established salary grade for the classification subject to furlough day adjustments. Upon successful completion of the working test period, effective the payroll period following, the Employee shall be compensated at Step 1 of the classification.

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

SECTION TWO. ANNUAL INCREMENTS.

Employees will continue to be eligible for and receive annual increments in accordance with existing practice except that:

In the first year of the Agreement (2009-2010) there shall be no annual increments.

The annual increment for the second (2010-2011) and the third (2011-2012) contract years shall be delayed by three months until the pay period following October 1 or April 1 as appropriate.

SECTION THREE. LONGEVITY.

Employees shall continue to be eligible for longevity payments for the life of this contract in accordance with existing practice. The longevity

schedule in effect on June 30, 2009, shall remain unchanged in dollar amounts for the life of this Agreement and is appended hereto.

All periods of state service shall count towards the determination of an Employee's longevity entitlement.

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

SECTION FIVE. IN CHARGE PAY.

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

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

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

(D) If a licensed nursing person in the P-1 or NP-6 bargaining unit is designated "in charge" as defined above or by subsequent agreement, he/she shall be entitled to receive an additional \$14.00 for each full shift worked in that capacity. The in charge rate of pay shall be increased to \$16.00 effective July 1, 2003.

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

SECTION SEVEN. ON CALL/STANDBY FOR OTHER THAN PHYSICIANS. (A) In the event the Employer wished to change or establish an on-call schedule, three (3) weeks notice shall be given to the affected Employee(s) and the Union. The Employer shall meet with the Union upon request and discuss the details for administering the on-call assignment.

The decision to institute the on-call program and the designation of the job classification(s) to be assigned shall be the prerogative of the Employer. If the parties cannot agree on the procedure the Employer may implement and the Union shall have the right to request arbitration following implementation. In rendering a decision, the arbitrator must give weight to the following factors in the following order of priority:

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

(B) Effective with the pay period that includes July 1, 2005, staff, other than physicians who are assigned to be readily available to return to work or perform other work as required by the Agency's standby program, shall be paid \$1.50 per hour for the period of the standby assignment. Employees on standby assignment where the beginning shift falls on a holiday shall be paid \$3.00 per hour for the period of the standby assignment. Effective with the pay period that includes July 1, 2006, the above rate shall increase to \$1.65 per hour and \$3.50 for holidays.

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

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

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

(D) On-call rate for the following classifications at University of Connecticut Health Center (UCHC) shall be: effective July 1, 2006 \$3.00; effective July 1, 2007 \$4.00.

Respiratory Therapy Technician
Surgical Technologists
Operating Room/Anesthesia Technician

SECTION EIGHT. QUALIFIED MENTAL RETARDATION PROFESSIONALS. Those Qualified Mental Retardation Professionals (QMRP's) who are below the salary group of the class of Qualified Mental Retardation Professional and who had QMRP responsibility for a caseload of fifteen or more clients for the previous year shall receive a yearly \$1,000 stipend lump sum payment. Such payment shall be prorated in the event that the Employee did not meet the above criteria for a full year.

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

Physicians in all Agencies shall be paid \$35.00 per hour multiplied by the number of hours worked in off-site standby status.

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

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

If the State establishes on-site on-call shifts of fewer than listed above, the rate shall be \$80.00 per hour.

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

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

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

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

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

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

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

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

SECTION TEN. VETERINARIANS.

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

SECTION ELEVEN. RECRUITMENT AND RETENTION BONUS FOR REGISTERED NURSES.

Effective July 1, 2005, Each Registered Nurse who is permanently assigned to the second or third shift shall receive a "recruitment and retention" yearly bonus of two thousand five hundred dollars (\$2,500). This bonus shall be pro-rated for part-time Registered Nurses. Effective with the pay period that includes July 1, 2007, this bonus shall be increased to three thousand dollars (\$3,000.00). This bonus shall be paid

biweekly. In order to be eligible for this bonus, the Employee must have completed one year of service in the registered nurse classification.

Commencing with the pay period that includes October 30, 2005, a recruitment and retention stipend of two thousand dollars (\$2,000.00) shall be paid annually to Employees in the classifications of Clinical Nurse Coordinator and Nurse Clinician. This stipend shall be paid in two (2) installments in July and December in each contract year.

SECTION TWELVE. RECRUITMENT AND RETENTION BONUS FOR LICENSED PRACTICAL NURSES. Effective with the pay period that includes July 1, 2005 each Licensed Practical Nurse who is permanently assigned to second and third shift shall receive a yearly “retention” bonus of five hundred and fifty dollars (\$550.00). Effective with the pay period that includes July 1, 2007 the bonus shall increase to six hundred dollars (\$600). This bonus shall be paid in two (2) installments: In July and December. In order to be eligible for this bonus, the Employee must have completed one year of service in the classification.

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

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

Effective October 1, 1997, all physicians employed by the Department of Children and Families who are Board-certified as Child Psychiatrist shall receive a \$1,000 annual bonus.

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

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

SECTION SEVENTEEN. PER DIEM EMPLOYEES. Notwithstanding the provisions of the collective bargaining

agreement, the Pension Agreement and Chapter 66 of the Connecticut General Statutes, the State may utilize per diem Employees in the following classifications:

- Registered Professional Nurse (Per Diem)
- Licensed Practical Nurse (Per Diem)
- Occupational Therapist (Per Diem)
- Physical Therapist (Per Diem)
- Physician (Per Diem)
- Psychiatrist (Per Diem)
- Psychologist (Per Diem)
- Speech Therapist (Per Diem)
- Surgical Technologist (Per Diem)
- Respiratory Therapist (Per Diem)
- Staff Radiology Technologist (Per Diem)
- Optometrist (Per Diem)
- Podiatrist (Per Diem)

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

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

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

The following contract articles apply to per diem Employees:

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

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

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

SECTION EIGHTEEN. BILINGUAL PAY

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

SECTION NINETEEN. PHYSICIANS

(A) Those Physicians who are not Board certified but are Board eligible shall be promoted to the Staff Physician classification and shall be slotted at the step closest to the greater of ten percent (10%) of his/her annual salary and the minimum of the classification. Those Physicians who are Board Certified shall be slotted in accordance with the number of certifications held that are needed and used in the performance of duties. One certification equates to Step 1; two certifications equate to Step 2; three certifications equate to Step 3. Additionally for slotting purposes the Principal Physician shall be provided an additional step for five years service and another step for ten years service.

(B) Part-time Physicians will be paid on a scale that is 5% below the ranges for the Staff and/or Principal Physician.

SECTION TWENTY. OFFICE OF MEDICAL EXAMINER

The Associate Medical Examiners (Physicians) from the Office of the Medical Examiner will become part of the P-1 bargaining unit as of July 1, 2001.

The physicians from the Office of the Medical Examiner who will become a part of the P-1 bargaining unit as of July 1, 2001 shall be covered by all aspects of this agreement with the following exceptions: incumbents shall be entitled to maintain accrued vacation time in excess of the caps allowed under this agreement, and to maintain the prior OME practice for educational leave and reimbursement.

It is understood that future vacation accruals must comply with this Agreement and these Physicians may not be credited additional accruals until balances are below the contractual cap.

SECTION TWENTY ONE. Effective with the pay period that

includes October 30, 2005, the State will provide Drug Control Agents and Principal Drug Control Agents within the Department of Consumer Protection a monthly stipend of twenty dollars (\$20.00) for use of the Employee's personal cellular telephone. The Employer may require the Employee to surrender the state-issued beeper as a condition to becoming eligible for the stipend. In the event that the Employee does not wish to use the Employee's personal cellular telephone, the Employee shall retain possession of the state issued beeper.

SECTION TWENTY TWO. RECRUITMENT AND RETENTION

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

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

**ARTICLE 10
OVERPAYMENT**

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

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

**ARTICLE 11
METHOD OF SALARY PAYMENT**

SECTION ONE. ADVANCED VACATION PAY.

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

week and shall not exceed the length of the Employee's scheduled vacation period.

SECTION TWO. PAYCHECKS.

(A) Current practice with respect to distribution of paychecks shall continue.

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

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

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

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

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

SECTION THREE. LEAVE BALANCES.

Annually, each Employee shall be notified in writing of his/her balances of leave time, except where this is currently done more frequently. At the time of such notification the Employer shall inform those Employees whose vacation leave balances are projected to reach the cap within the next year.

SECTION FOUR. ITEMIZATION OF CHECKS.

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

**ARTICLE 12
CLASS REEVALUATIONS**

SECTION ONE. The process set forth in this Article supersedes the provisions of 5-200(p) relative to the right of Employees or their representatives to appeal for class reevaluation (upgrading).

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

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

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

(B) Having found a substantial change in job duties, then the class shall be presented to the Master Evaluation Committee for evaluation.

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

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

ARTICLE 13

HOURS OF WORK, WORK SCHEDULES AND OVERTIME

SECTION ONE. DEFINITIONS.

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

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

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

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

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

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

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

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

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

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

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

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

Part-time Employees under twenty (20) hours who worked a full shift shall be granted an unpaid meal period. However, facilities that granted an unpaid meal period to under twenty (20) hour Employees working less than a full shift as of February 13, 1985, shall continue to do so as long as Agency operating needs permit.

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

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

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

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

SECTION FOUR. OVERTIME.

The State will continue to pay overtime to eligible Employees at straight time rate for hours up to forty (40) and at time and one-half for hours worked over forty (40). Nothing in this Article shall be construed to alter the current practices where they exist with respect to payment of time and one-half after eight (8) hours per day. This practice currently exists to some extent at the following agencies: Connecticut Valley Hospital, River Valley Services, Western CT Mental Health Network, Southeast Mental Health Authority, Southwest CT Mental Health System, CT Mental Health Center, Cedarcrest/Blue Hills Hospital, Southbury Training School Medical Unit, Riverview Hospital, High Meadows, CT Children's Place and Office of the Medical Examiner.

Computation of overtime shall be as follows:

(1) For purposes of computing the total number of hours worked for which overtime payment is to be made in a week, the total

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

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

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

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

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

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

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

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

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

COMPENSATORY PROCEDURE

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

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

(6) Overtime pay shall not be pyramided.

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

SECTION FIVE. CALL BACK PAY.

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

SECTION SIX. (A) In the event the Employer wishes

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

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

(B) During the life of this Agreement, establishment or

disestablishment of nonstandard or unscheduled workweeks shall be approved by the Director of the Office of Labor Relations, and the Union shall be given three (3) weeks notice of such changes. Upon request, the Employer shall meet and discuss such changes with the Union.

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

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

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

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

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

SECTION TEN. Present practice shall be maintained with reference to Employees substituting for one another.

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

SECTION TWELVE. DISTRIBUTION OF OVERTIME.

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

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

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

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

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

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

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

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

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

SECTION THIRTEEN. MANDATORY OVERTIME.

(A) The parties shall develop a rotation system for equal distribution of overtime within each facility as a whole in a manner that

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

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

SECTION FOURTEEN. PROCEDURES FOR IMPROVING VOLUNTARY OVERTIME.

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

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

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

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

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

(B) The parties at each facility shall attempt to reach agreement on the system to be utilized there. Once a system is in place, the parties shall

meet on a regular basis to review the effectiveness of the system and to make whatever changes are necessary to make the system serve the above goals.

(c) If there is a dispute about either (i) which system best serves the above goals, or (ii) proposed changes, either party may submit the dispute directly to arbitration for a recommendation provided however, that the arbitrator shall not have the authority to make any recommendations with respect to staffing levels. There shall be no appeal from the arbitrator's recommendations.

SECTION FIFTEEN. GRAND ROUND HOURS.

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

SECTION SIXTEEN. PHYSICIAN WORK SCHEDULES.

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

**ARTICLE 14
SENIORITY**

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

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

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

(A) War service (including service prior to State employment).

- (B) Military leave.
- (C) Paid leave.
- (D) Worker's Compensation.

(E) Unpaid sick leave, disability, family emergency due to illness, parental, authorized leaves of absence or layoff of up to a maximum of twelve (12) months or the length of Employee's service, whichever is less. Provided, however, a full-time Employee who returns to work part-time during the maximum twelve (12) month period, or length of the Employee's service, whichever is less, shall accrue full-time seniority for the remainder of such period.

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

(1) credit for length of service under Section Two (E) shall be granted only for leaves granted on or after July 1, 1979;

(2) Only a total of nine (9) months of unpaid leave of absence may be counted toward length of service for vacation accrual.

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

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

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

SECTION SIX. Seniority shall be deemed broken by:

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

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

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

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

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

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

This interpretation does not impact longevity or pension rules. It only applies to situations where an Employee leaves the bargaining unit for another State position and later returns to a bargaining unit position.

SECTION EIGHT. Annual seniority lists based on State service shall be maintained by classification on an Agency basis, indicating the name of the Employee's institution.

ARTICLE 15

PROMOTIONS AND LATERAL TRANSFERS

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

- (1) being in the bargaining unit;
- (2) a position the Employer intends to fill on a permanent basis;
- (3) a vacancy which does not require a competitive examination, as a prerequisite for consideration except certain licensed or credentialed professionals as provided by Section 5-219 of the Connecticut General Statutes.

SECTION TWO. When a noncompetitive vacancy in a facility or region occurs and no Employee has recall rights to such vacancy, the

Employer shall send notice of such vacancy to the Union Office. The Employer shall post notice of such vacancy on the bulletin board at each facility, or in a community setting, in the manner it ordinarily uses for notices to bargaining unit Employees in the facility or region where the vacancy exists. The Employer will also post such vacancies in other regions or facilities within the Agency. Such notices shall be sent to one location per region or facility, to be determined by mutual agreement. Such posting shall be for a period of not less than seven (7) calendar days before the vacancy is filled. Such notice shall include the job classification, the work schedule, shift, work location and person to contact.

SECTION THREE. When an Employee wishes to transfer from one geographic facility within an Agency to another, or to a specific shift or work location, the Employee shall apply by responding to the posting as specified in Section 2. In general, no application for Employee transfer will be acted upon within one year of the effective date of an Employee initiated transfer.

SECTION FOUR. In all cases of promotion or lateral transfer to noncompetitive positions, when there is no appreciable difference between the ability of the competing candidates to perform the duties of the job, seniority as defined under Article 14 within the NP-6 and P-1 bargaining units combined, shall govern after consideration of affirmative action goals. Temporary service in the position does not in and of itself constitute an appreciable difference. In any arbitration of a dispute under this Section, unless the Employer can be shown to have acted arbitrarily and capriciously, the arbitrator shall give substantial weight to the judgment of the Employer in applying the relevant evaluation standards. Junior Employees cannot grieve the selection of a more senior Employee.

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

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

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

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

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

SECTION FIVE.

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

SECTION SIX.

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

(B)

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

SECTION SEVEN.

An Employee who is promoted to a non-competitive position shall serve a four (4) month probationary period on the new job. An Employee who is promoted to a competitive position shall serve a six (6) month probationary period in the new position. If the Employee is removed from the new job during the probationary period, the Employee shall be returned to his/her former position without loss of seniority or other benefits. The Employer shall be the exclusive judge of whether the Employee

successfully completed the probationary period, provided such determination is not arbitrary or capricious.

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

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

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

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

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

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

Provided, however, the Employee shall not be paid in excess of the maximum of the P-1 salary grade.

ARTICLE 16

ORDER OF LAYOFF OR REEMPLOYMENT

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

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

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

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

If there are no positions to which an eligible Employee can bump or transfer within the Agency within a twenty-five (25) mile radius, the Employer shall offer the affected Employee a transfer to a vacancy in the same or

comparable classification at any State facility within the twenty-five (25) mile radius provided that the Employee has the ability to perform the job after a reasonable period of orientation.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

An Employee may remain on the reemployment list for up to three (3) years. However, if an Employee refuses three (3) job offers, he/she shall go to the bottom of the list. Failure to respond to notification shall be considered a

refusal. If an Employee fails to respond to three offers, the Employer shall contact the Employee by certified mail return receipt requested at the Employee's last known address to determine whether the Employee wishes to remain on the list; if the Employee fails to respond, he/she shall be removed from the list.

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

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

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

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

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

SECTION TEN. If the seniority of two or more Employees is exactly the same, then bargaining unit seniority shall prevail; if the bargaining unit seniority is exactly the same, then classification seniority shall prevail. If classification seniority is exactly the same, priority for layoff and recall shall be determined by a coin toss or drawing lots.

SECTION ELEVEN. CONTINUITY OF EMPLOYMENT

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

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

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

In the event a reallocation or reduction in the workforce becomes necessary at the Departments of Developmental Services or Mental Health and Addiction Services as a result of the change to community based programs (deinstitutionalization), the provisions of this Section shall apply to all Department of Mental Health and Addiction Services Employees with permanent status on or before July 1, 2009 and to all Department of Developmental Services Employees with permanent status on or before July 1, 2009.

(A) All such permanent Employees affected by deinstitutionalization shall be offered employment in the same or comparable classification at no reduction in salary grade as provided in this Section. All positions and vacancies within the affected Agency shall first be filled through voluntary transfers. If there are no volunteers for a particular position or vacancy, it shall be filled by offering it to the least senior Employee in the classification from the affected facility. Full time Employees shall be offered

a full time position and part time Employees shall be offered a part time position. If the least senior Employee refuses, the Employee shall be laid off or may have rights as described in (B) below. If the position or vacancy remains unfilled, it may be offered to the next two least senior Employees, in reverse order of seniority. If one or both of those Employees refuse, that Employee shall be laid off (in order of seniority) or may have rights as described in (B) below. However, no permanent Employee covered under this Section shall be laid off as long as there is a less senior Employee in the same classification at the affected facility who has no rights under this Section.

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

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

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

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

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

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

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

(G) Notwithstanding the provisions of Article 15, Section Two or Article 16, Section Seven (D), individuals on the reemployment list as a result of refusal of an offer under the provisions of this Section shall not have preference for a vacancy in their former Agency over an Employee who has

yet to receive an offer. This provision would apply only to vacancies in the individual's former Agency and would not affect their recall rights to any other agencies.

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

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

ARTICLE 17

TEMPORARY SERVICE IN A HIGHER CLASS

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

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

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

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

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

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

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

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

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

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

An appointing authority making a temporary assignment to a higher class shall immediately forward the appropriate form seeking approval of the assignment from the Commissioner of Administrative Services in writing.

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

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

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

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

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

ARTICLE 18 WORK ASSIGNMENTS

SECTION ONE. TRANSFER DEFINITIONS.

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

- (1) A transfer which does not exceed ninety (90) days, or
- (2) A transfer made to fill a position which is vacant because of extended illness, leave of absence (position held) or Workers’ Compensation, for the length of the absence but not more than six (6) months. The State will provide the Union with a copy of the written notice of said transfers.

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

SECTION TWO. UNIT ASSIGNMENT.

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

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

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

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

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

SECTION THREE. SHIFT ASSIGNMENT.

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

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

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

SECTION FIVE. FACILITY/INSTITUTION ASSIGNMENT.

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

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

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

SECTION SIX. POLICY AND PROCEDURE MANUALS.

Agencies shall make available manuals containing all Governmental Regulations applicable to such agencies.

SECTION SEVEN. JOB SPECIFICATIONS.

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

**ARTICLE 19
SHIFT ASSIGNMENTS AND DIFFERENTIALS**

SECTION ONE. SHIFT DIFFERENTIAL.

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

SECTION TWO. WEEKEND DIFFERENTIAL.

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

SECTION THREE. DIFFERENTIAL AMOUNT.

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

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

SECTION FOUR. ELIGIBILITY FOR SHIFT AND WEEKEND DIFFERENTIAL.

- (1) All Employees in classifications in Salary Group 25 and below;
- (2) Notwithstanding the above, Section Four (F) of the State Coalition Agreement on Pay Equity will govern in determining whether a classification is eligible for shift and /or weekend differential payment. Below is language from the State Coalition on Pay Equity Agreement:

“Any classification currently eligible for overtime, weekend, or shift differential payments shall continue to be eligible for same upon the implementation of this Agreement. The purpose of this section is to ensure

that no Employees' entitlement to overtime, shift, or weekend differentials, is diminished as a result of this pay equity agreement."

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

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

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

SECTION SEVEN. SHIFT ASSIGNMENTS.

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

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

SECTION EIGHT. Rotating shifts at Riverview Hospital and High Meadows shall be discontinued on July 1, 1987, unless the Union agrees to continue them.

A mutually agreed upon schedule at Waterbury Regional Center shall be implemented by July 1, 1987.

A mutually agreed upon schedule that will cover hours needed shall be implemented within thirty (30) days of the effective date of the contract for Registered Nurses at Southbury Training School who rotate shifts.

No new rotating shift schedule similar to the Riverview Hospital or High Meadows schedule shall be implemented.

SECTION NINE. OJE-SCOPE AGREEMENT.

Notwithstanding any provision of this Article to the contrary, any

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

ARTICLE 20
VACATION AND PERSONAL LEAVE

SECTION ONE. VACATION CREDITS.

(A) For Employees employed as of June 30, 1977, vacation accrual shall be:

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

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

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

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

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

SECTION TWO. PERSONAL LEAVE.

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

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

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

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

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

SECTION FIVE. REQUESTS FOR TIME OFF.

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

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

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

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

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

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

SECTION SIX. VACATION SCHEDULING.

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

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

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

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

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

(D) Once vacation schedules are posted, they shall not be changed by the Employer except in extreme emergency, and there shall be no bumping

on the basis of seniority. Employees who do not use the posting periods to request vacation shall be granted vacation at the time they request if operating needs permit. Vacations scheduled before the official posting period shall be reconsidered based on seniority during the official posting period.

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

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

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

SECTION SEVEN. DMHAS 72-72-80 SCHEDULE ACCRUALS

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

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

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

**ARTICLE 21
HOLIDAYS**

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

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

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

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

SECTION TWO. GENERAL PROVISIONS.

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

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

SECTION THREE. PREMIUM HOLIDAYS.

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

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

SECTION FOUR. NON-PREMIUM HOLIDAYS.

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

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

SECTION SIX. COMPENSATORY TIME.

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

pay for the holiday will appear in the paycheck for the pay period following the holiday.

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

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

SECTION SEVEN. OVERTIME FOR CALL-IN ON A HOLIDAY.

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

SECTION EIGHT. PART-TIME EMPLOYEES.

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

SECTION NINE. MAJOR HOLIDAYS.

Major holidays are Thanksgiving, Christmas and New Year's Day. Each Employee shall be scheduled to receive at least one of the three major holidays off. The schedule shall be adhered to provided that patient/client needs are met.

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

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

ARTICLE 22

SICK LEAVE

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

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

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

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

SECTION FOUR. An Employee shall be granted sick leave:

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

(B) In the event of death in the immediate family when as much as twenty-one (21) hours of leave with pay shall be granted, chargeable to sick leave. Immediate family means spouse, father, mother, sister, brother, or child and also any relative who is domiciled in the Employee's household.

(C) In the event of serious illness or injury to a member of the immediate family, as defined in (B) above, or a person who is a member of the Employee's household for whom the Employee must provide care, provided that not more than thirty-five (35) hours of sick leave per calendar year shall be granted for this purpose. If more than thirty-five (35) hours per calendar year are required for this purpose, the Employee may request vacation, personal leave or holiday time. The Employee will provide a medical certificate or equivalent documentation to substantiate the need for this additional leave and the Employer will attempt to grant the request.

(D) For going to, attending, and returning from funerals of persons other than members of the immediate family, if notice is given in advance, provided not more than twenty-one (21) hours of sick leave per calendar year shall be granted therefore.

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

(F) Twenty one (21) hours of paid leave deducted from sick leave will be provided to a parent at the time of the termination of pregnancy, adoption or taking custody of a child.

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

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

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

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

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

SECTION NINE. If an NP-6 Employee is absent for thirty-five (35) or more consecutive work hours, the Employee must submit a medical certificate or a letter from the doctor stating the date on which he/she saw the Employee, the reasons for the absence, the date from which the Employee was incapacitated, and the date on which the Employee can return to work. If a P-1 Employee is absent for thirty-five (35) or more consecutive work hours, the Employee must submit a signed statement of the reasons for the absence.

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

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

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

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

SECTION ELEVEN. LEAVE DONATION.

From time to time, on an as needed basis, NP-6 or P-1 bargaining unit members may donate their accrued vacation, personal leave and/or sick leave to a member of either the NP-6 or P-1 bargaining unit who has at least six (6) months of State service and has exhausted his/her own accrued paid time off, who is suffering from a long term or terminal illness or disability. Such donation may occur between different employing agencies. The Union or group of Employees, but no individual Employee, may initiate such donation requests using the form set forth as Appendix D. No Employee may solicit donations on his or her own behalf. No Employee may donate more than five (5) days of sick leave in a calendar year. Said benefit shall be subject to review and approval by the Director of Labor Relations and shall be applied in accordance with uniform guidelines as may be developed by such Director.

SECTION TWELVE. Sick leave entitlement shall not accrue when an Employee is absent from work without pay in excess of thirty-five (35) work hours in any calendar month.

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

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

ARTICLE 23
LEAVES OF ABSENCE

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

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

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

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

SECTION TWO. (A) In the cases of involuntary leave, the leave of absence shall be with position and shift assignment held for up to one (1) year or the length of the Employee's service, whichever is less, unless holding the shift creates undue hardship on the Employer. For part-time Employees under twenty (20) hours per week, the leave of absence shall be up to six (6) months or the length of the Employee's service, whichever is less. In cases of illness, the Employee must provide the Employer with a medical certificate or an equivalent statement of a physician.

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

parental leave. Except that the length of leave shall be one half (1/2) of the full-time entitlement. In all cases however, the above leave shall not be taken in addition to the family leave provisions of Connecticut General Statute Section 5-248a.

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

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

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

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

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

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

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

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

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

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

SECTION FIVE. In cases of involuntary leave due to illness or maternity disability, an Employee will first use all accrued leave time except vacations. Use of accrued vacation time will be optional with the Employee.

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

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

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

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

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

(2) shall not earn vacation or sick leave for that month except that for Connecticut Technical High School Nurses, days without pay due to the schools being closed to students shall not be counted toward the above five (5) days for the purposes of determining vacation and sick leave accrual. Connecticut Technical High School nurses shall not accrue vacation and sick leave for the month of July.

ARTICLE 24
CIVIL LEAVE

SECTION ONE. CIVIL LEAVE.

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

ARTICLE 25
JURY DUTY

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

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

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

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

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

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

ARTICLE 26

MILITARY LEAVE

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

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

SECTION TWO. In the time of war, or reasonable apprehension thereof, or riot or rebellion, any permanent Employee, or any person who has been in the continuous employ of the State for a period of not less than one (1) year, and who is in the employ of the State at the time of his/her entry for a period of more than sixty (60) days into the armed forces of the United States, or into the active military or naval service of the State, shall be paid one hundred (\$100.00) dollars by the State at the expiration of such period of sixty (60) days.

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

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

ARTICLE 27
GROUP INSURANCE

SECTION ONE. HEALTH INSURANCE.

Until June 30, 2009, the State shall continue in force the health insurance coverage in effect on June 30, 2001, except as may be adjusted by the Joint Health Care Cost Containment Committee. Thereafter, the terms and conditions of health insurance coverage shall be negotiated on a coalition basis with all state Employee Unions, as required by Connecticut General Statutes Section 5-278.

SECTION TWO. LIFE INSURANCE.

The existing group life insurance program shall continue in force for the duration of this Agreement.

SECTION THREE. INSURANCE FOR PART-TIME EMPLOYEES.

For part-time Employees who work less than twenty (20) hours per week of record on February 13, 1985, the State shall continue in force the health insurance coverage, if any, that it provided previous to that date. Should such Employees' schedules change to "intermittent/unscheduled" then their insurance coverage shall cease in accordance with existing practice.

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

ARTICLE 28
RETIREMENT

The terms and conditions of Employee retirement benefits have been negotiated separately on a coalition basis by the State with all state Employee Unions and shall continue under the terms of that Agreement.

ARTICLE 29
WORK RELATED DISABILITIES

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

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

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

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

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

SECTION TWO. MEDICAL BILLS.

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

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

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

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

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

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

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

(B) Such selective duty consists of productive assignments.

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

(D) The Employer shall make a good faith effort to provide such selective duty; however, the final determination shall be made by the Employer.

A second period of selective duty up to thirty (30) days may be authorized when it is determined by the Workers' Compensation Unit that it is in the mutual best interests of all concerned. The Employer shall give the

Employee at least seven (7) days notice of the work location and the shift of the selective duty assignment.

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

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

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

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

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

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

ARTICLE 30 INDEMNIFICATION AND LICENSE FEE

SECTION ONE. The State shall continue to indemnify an Employee for damage or injury, not wanton or willful, caused in the performance of his/her duties and within the scope of his/her employment as provided by Sections 4-165 and 19a-24 of Connecticut General Statutes.

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

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

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

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

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

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

ARTICLE 31
TRAVEL REIMBURSEMENT

SECTION ONE. An Employee who is required to travel on Employer business shall be reimbursed at the following rates:

	<u>7/1/01</u>	<u>7/1/02</u>
Breakfast	\$ 7.00	\$ 8.00
*Lunch	9.00	10.00
Dinner	19.00	20.00

* Applicable to out of state travel or when authorized in accordance with the Standard State Travel Regulations issued by the Commissioner of Administrative Services.

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

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

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

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

SECTION THREE. Employees shall be reimbursed for mileage or other costs as covered by this Article and shall receive said reimbursement from the State no later than sixty (60) days after the Employee has submitted

the required paper work to receive travel reimbursement and such documentation has been approved by the appointing authority or designee.

ARTICLE 32

GRIEVANCE AND ARBITRATION PROCEDURE

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

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

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

SECTION THREE. GRIEVANCE PROCEDURE.

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

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

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

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

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

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

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

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

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

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

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

SECTION SEVEN. ARBITRATION.
The parties established a panel of six (6) arbitrators, who are experienced in health care and public sector labor relations. Submission to arbitration shall be by certified letter to the Labor Relations Director or Union.

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

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

When the question of arbitrability has been raised by either party as an issue prior to the actual hearing, the arbitrator may hold separate hearings

and will in any event determine the issue of arbitrability prior to rendering a decision on the merits.

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

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

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

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

SECTION EIGHT. Notwithstanding any contrary provision of this Agreement, the following matter shall be subject to the grievance procedure but not subject to arbitration: disputes over an Employee's job classification (reclassification grievances), and the final resolution of such grievances shall be by a four (4) person panel composed of two (2) Agency Personnel Directors and two (2) Union appointed representatives who are knowledgeable in the State's classification system and procedures. Such conferences shall be held expeditiously.

The following matters shall not be subject to the grievance and arbitration procedure: (a) classification and pay grade for newly created jobs; however, this clause shall not diminish the Union's right to negotiate on pay grades; (b) any incident which occurred prior to this Agreement, with the understanding grievance filed which antedate this Agreement shall not be deemed to have been waived by reasons of execution of this Agreement.

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

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

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

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

ARTICLE 33
DISMISSAL, SUSPENSION, DEMOTION
OR OTHER DISCIPLINE

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

All reprimands or warnings shall be in writing and placed in the Employee's personnel file in accordance with Article 37 (Personnel Records). Unless an Employee has been given a written reprimand or warning, which is placed in the Employee's personnel file, the Employee shall not be considered to have been reprimanded or warned.

SECTION TWO. Unless otherwise provided under Regulation 5-240, an Employee shall be given three (3) days written notice with pay prior to the effective date of any disciplinary demotion, suspension or dismissal. The Employer will notify the Union in writing by U.S. mail to the Union headquarters at 77 Huyshope Avenue, Hartford, CT 06106 of any discharge, suspension or demotion concurrent with the written notice to the Employee. Such written notice shall cite the reasons for the discipline, the effective date of discipline and notice of right of appeal. If the Union or the Employee desires to grieve the disciplinary action, written notice thereof shall be given in compliance with Section Three within fourteen (14) days of receipt of such notice, or else the grievance is waived, notwithstanding any provision in the Agreement to the contrary.

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

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

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

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

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

SECTION EIGHT. INVESTIGATORY INTERVIEW.

An Employee who is being interviewed concerning an incident or action which may subject him/her to disciplinary action shall be immediately notified of his/her right to have a Union delegate or other Union representative present, provided this provision shall not unreasonably delay completion of the investigatory interview. This provision shall be applicable to the investigation before, during or after the filing of a charge against an Employee or notification to the Employee of a disciplinary action.

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

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

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

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

- (A) apprise the Employee the charges against him/her;
- (B) explain to the Employee the evidence regarding the charges against him/her; and
- (C) provide the Employee with an opportunity to respond.

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

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

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

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

ARTICLE 34 WORKERS' RIGHTS AND SAFETY

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

SECTION TWO. (A) The Employer shall adhere to its safety policies, including those dealing with heavy lifting.

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

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

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

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

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

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

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

(B) The State shall provide all current staff and all new Employees, including professional staff who have direct contact with clients/patients with assaultive and/or aggressive behaviors with approximately twenty-one (21) hours of initial training in the prevention and management of assaultive and aggressive behaviors. All training will be conducted consistent with the principle of the least intrusive appropriate intervention and the safety of clients/patients and staff. Thereafter each Employee shall receive an annual five (5) hour refresher course. Attendance at such training will be considered as work time.

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

The course content will be designed to substantially reduce patient/client injuries and workers’ injuries which result in absence from work. Joint Labor-Management committees, one at the Department of

Developmental Services and one at the Department of Mental Health and Addiction Services, composed of three (3) members named by the Union and three (3) members named by the State who shall discuss matters related to this training.

The current training in the Department of Children and Youth Services will continue in accordance with this Section.

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

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

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

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

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

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

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

programs. The committees shall endeavor to have a program established and training to begin not later than March, 1995.

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

SECTION SIX.

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

(B) The Employer shall advise Employees when the Employer knows they are exposed to infectious or communicable diseases and assist them in taking preventive measures which are consistent with patient/client care responsibilities.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

ARTICLE 35
TRAINING AND TUITION REIMBURSEMENT AND
QUALITY OF WORK LIFE

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

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

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

SECTION THREE. TUITION REIMBURSEMENT.

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

(B) There shall be a joint (P-1/NP-6) fund for the purpose of tuition reimbursement. This joint fund shall have \$555,000 appropriated on or about July 1 of each contract year.

Funds that are unexpended in one contract year shall carry over into the next contract year provided however, that the tuition reimbursement fund will expire on the expiration date of this Agreement. The previous sentence notwithstanding, applications for tuition reimbursement which are submitted and approved within the final six (6) months of this Agreement may be paid, within the remaining available funds up to three (3) months following expiration of this Agreement.

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

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

(E) Applications for tuition reimbursement for courses offered at non-accredited institutions shall be subject to approval of the Personnel Development section of the Department of Administrative Services, prior to submission to the Agency tuition reimbursement coordinator.

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

Full tuition reimbursement equal to 75% of the per credit rate for undergraduate and graduate courses at the University of Connecticut, Storrs, however such reimbursement shall not exceed the actual cost of each course.

The Employee shall submit the documents necessary for reimbursement as expeditiously as possible, following completion of the course(s). The Employer shall process tuition reimbursement payments as expeditiously as possible.

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

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

SECTION FOUR. COMBINED EDUCATION AND TRAINING FUND.

A combined Education and Training Fund of \$382,000 per contract year shall be established. Funds that were not expended during the contract expired June 30, 2009 will be rolled over into the new contract. The fund shall combine the purposes of the following preexisting funds:

(A) CAREER MOBILITY FUND.

Funds a bank of leave hours for Employees who are pursuing a higher education degree. The cost of such leave hours to be deducted from the Combined Education and Training Fund shall be \$20.00. Effective July 1, 2011, this amount shall be increased to \$25.00. This program is not intended to replace or fund any existing programs.

(B) CERTIFICATION ASSISTANCE FUND.

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

(C) P-1 SPECIAL WORKSHOP FUND.

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

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

SECTION FIVE. EDUCATION AND TRAINING COMMITTEE.

The parties shall establish a joint Labor-Management committee to be chaired by the Administrator (referenced in Section Twelve) and composed of five members of the NP-6/P-1 bargaining units and five Agency representatives. The purpose of the Committee will be to oversee education and training-related activities under this contract. The committee shall:

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

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

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

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

(E) Track students' progress.

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

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

(H) Make recommendations to the Union and State each contract year for transfers of uncommitted moneys from any tuition or workshop fund to another fund. Upon agreement of the State and the Union, uncommitted moneys from one fund may be transferred to supplement another Fund during the term of this Agreement.

(I) Coordinate QWL training activities with other programs.

(J) Monitor usage of the Combined Education and Training Fund and develops guidelines to insure that all funds are distributed equitably.

(K) Make a recommendation regarding disputes over the use of Education and Training Funds.

The appropriate Agency shall prepare requests for proposals, develop contracts and apply the proper procedures to ensure payment to vendors. The Personnel Development Unit may assist when necessary.

SECTION SIX. CONFERENCE AND WORKSHOP FUNDS.

(A) There shall be a combined NP-6/P-1 \$380,000 appropriated on or about July 1 of each contract year for attendance by bargaining unit Employees with more than six (6) months of service at professional seminars, workshops or conferences.

Each Employee shall be entitled to a maximum of one thousand dollars (\$1,000.00) reimbursement per contract year toward the cost of fees, travel, food and lodging related to attendance at such events. Conference/Workshop Funds of \$1,000.00 can be combined once in any two years. The combining of funds can occur by combining the annual allotment from the current contract year with any unused annual allotment from the previous year or by combining the annual allotment from the next contract year.

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

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

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

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

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

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

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

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

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

SECTION SEVEN. QUALITY OF WORK LIFE FUND.

There shall be a combined NP-6/P-1 Quality of Work Life Fund of \$350,000 appropriated on or about July 1 for each contract year. Funds not expended in one contract year shall be carried forward into the next contract year and added to that year's allocation. Funds not expended from the contract which expired on June 30, 2009 shall rollover into the successor agreement.

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

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

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

(1) Notification to the Employee.

(2) Upon request, counseling as to the new requirements for promotion within the series.

(3) Priority consideration for use of tuition reimbursement and conference/workshop funds.

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

SECTION NINE. FIELD SERVICE LEAVES FOR P-1 EMPLOYEES.

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

SECTION TEN. SABBATICAL LEAVE FOR P-1 EMPLOYEES.

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

SECTION ELEVEN. P-1 SOCIAL WORKERS AT THE DEPARTMENT OF DEVELOPMENTAL SERVICES. (A)

Eight (8) social workers currently employed by the Department of Developmental Services and matriculated in a MSW program with a course load of at least two (2) courses, shall be granted one (1) day (7 hours) per week of release time for the purpose of attending classes. In the event an individual completes or drops the pursuit of the MSW degree, an Employee in their region or facility may be substituted.

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

(C) Ten (10) additional social workers currently employed by the Department of Developmental Services meeting the requirements as stated in (A) shall be granted three and one-half (3.5) hours per week of release time for the purpose of attending classes or preparing for classes.

SECTION TWELVE. ADMINISTRATION OF FUNDS.

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

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

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

SECTION THIRTEEN. QUARTERLY REPORTS.

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

ARTICLE 36

LABOR MANAGEMENT COMMITTEES

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

SECTION TWO. The parties agree there shall be a Labor-Management Committee at each of the major facilities, institutions or regions.

Such committees will be composed of four (4) designees of the Employer and four (4) designees of the NP-6/P-1 Health Care Employees represented by the Union. Upon request by the Union, there will be separate committees for P-1 and NP-6 of three (3) designees of each party.

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

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

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

SECTION SIX. PROFESSIONAL ETHICS.

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

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

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

SECTION SEVEN. ADDITIONAL TOPICS OF MUTUAL CONCERN.

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

ARTICLE 37

PERSONNEL RECORDS

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

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

SECTION THREE. No disciplinary material shall be placed in an Employee's file unless the Employee has had an opportunity to sign it and has received a concurrent copy. If the Employee refuses to sign, a Union delegate shall sign indicating receipt prior to placement of the disciplinary material in the file.

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

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

SECTION FIVE. No material from any source other than the personnel file referred to in Section One above shall be used as the basis for

any personnel matter which reflects negatively on an Employee's record. However, the Employer may merge information from other sources and place it into the personnel file under the procedures applicable in Sections Two and Three.

ARTICLE 38

SERVICE RATINGS

SECTION ONE The procedures and practices associated with Service Ratings will henceforth comply with and be governed by State Personnel Regulation Section 5-237-1, printed in Appendix A. Effective July 1, 2001, Service Ratings will not be subject to appeal under the Grievance Procedure. Since said ratings are not subject to the grievance procedure, the failure to grieve does not constitute a waiver of the Employee's right to challenge the appropriateness of said rating in any disciplinary action based upon performance. Recognizing that both the Employer and the Union may find the service rating a beneficial document in advocating a particular issue, the ratings shall be permissible documents of evidence in proceedings between the parties.

Discipline taken against an Employee that is performance based must be supported by just cause if grieved by the Employee/Union. In situations where an annual increment is withheld based upon substandard performance, the burden to demonstrate the appropriateness of such denial lies with the Employer, if said denial is contested through the contract grievance procedure.

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

The supervisor shall forewarn or notify the Employee of any deficiency in advance of the preparation of service ratings, and offer suggestions for corrective measures the Employee can take to address said deficiency. If an Employee does not have adequate time remaining during the rating period to successfully correct said deficiency, the Employer may amend said previously submitted rating where the Employee has demonstrated marked and sustained improvement.

No supervisor shall make comments within a service rating where such comments are inconsistent with said rating. However, constructive

suggestions for improvement shall not be considered to be inconsistent with the rating. No comments will be added to a service rating after it has been signed by the Employee unless the modified rating has been reviewed with and initialed by the Employee prior to placing said rating in the Employee's personnel file. No comments will be added to the service rating after it has been signed by the Employee. All Employees covered by this agreement shall be given copies of their completed service ratings at the time the Employee or Union delegate signs the service rating.

ARTICLE 39
PAST PRACTICES

SECTION ONE. PRACTICES CONSISTENT WITH THE CONTRACT.

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

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

SECTION TWO. OTHER PRACTICES.

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

ARTICLE 40
MEALS AND HOUSING

SECTION ONE. MEALS.

(A) The rates charged to Employees for meals shall be as follows:

Breakfast	\$ 3.00
Lunch	5.00
Dinner	5.00

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

SECTION TWO. HOUSING.

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

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

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

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

**ARTICLE 41
MISCELLANEOUS**

SECTION ONE. PRINTING.

The Union will be responsible for the printing of a mutually agreed upon number of contract booklets by a unionized printer. The State will reimburse the Union for one-half of the printing costs upon presentation of an itemized invoice for the actual printing. The Union shall ensure that the State receives an agreed upon number of said printed copies.

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

SECTION THREE. COUNSELING AND ADVICE.

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

SECTION FOUR. PERSONAL DOCUMENTS.

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

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

SECTION FIVE. EXAMINATION ANNOUNCEMENTS.

Examination announcements will be posted on official bulletin boards and sent to designated Union delegates within twenty-four (24) hours of receipt at the facility.

SECTION SIX. IDENTIFICATION CARDS.

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

SECTION SEVEN. PARKING.

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

SECTION EIGHT. DAMAGE TO PERSONAL PROPERTY.

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

SECTION NINE. ACCREDITATION.

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

SECTION TEN. HOUSEKEEPING AND MAINTENANCE DUTIES.

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

SECTION ELEVEN. RESIGNATION.

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

SECTION TWELVE. ADEQUATE WORK SPACE-P-1.

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

SECTION THIRTEEN. STATE VEHICLES.

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

SECTION FOURTEEN. TARDINESS.

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

SECTION FIFTEEN. CHAPLAIN'S HOUSING.

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

SECTION SIXTEEN. BEEPERS AT THE LABORATORY OF DVA.

The laboratory at the Department of Veteran's Affairs will have one long range beeper, to be issued to whomever has the on call assignment, as long as the Agency requires such service.

ARTICLE 42
SAVINGS CLAUSE

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

ARTICLE 43
ENTIRE AGREEMENT

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

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

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

ARTICLE 44
SUPERSEDENCE

Inclusion of language in this Agreement concerning matters formerly governed by law, regulation or policy directive shall be deemed a preemption only of those sections specifically addressed in the provisions of this Agreement. Accordingly, those sections of written policies promulgated by the Department of Administrative Services, Comptroller, Office of Policy and Management, and the Agency head or his/her designees or agent of the Governor shall be deemed superseded if addressed by specific provisions of this Agreement. The State will bargain collectively to the extent required by

law before implementing any change in written policies involving wages, hours and conditions of employment promulgated by the Department of Administrative Services, Comptroller, Office of Policy and Management, or Agency head or designee or agent of the Governor that are not otherwise superseded by this Agreement, notwithstanding any contrary provisions of Article 43.

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

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

ARTICLE 45
DURATION OF AGREEMENT

This Agreement shall be effective on July 1, 2009, and shall expire on June 30, 2012.

ARTICLE 46
PSYCHOLOGIST

Psychologists presently employed by the State of Connecticut who would be affected by the application of Connecticut General Statutes Section 20-187a and/or 20-195 shall not have their employment conditions affected in any way by such application. This Article shall remain in full force and effect until such time as the Connecticut General Assembly acts to supersede this provision. At that time, the act of the Legislature shall be controlling.

ARTICLE 47
ESSENTIAL EMPLOYEES

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

**MEMORANDUM OF AGREEMENT 1
CORRECTIONAL MEAL ALLOWANCE**

P-1 and NP-6 Employees assigned to a Department of Correction facility shall receive either the meal or the meal allowance currently in effect at that facility. Effective July 1, 2005, the monetary meal reimbursement shall be eight dollars (\$8.00) per meal for each shift actually worked. In the event an Employee is required to work unanticipated overtime after his/her regularly scheduled shift a sandwich and a beverage, prepared by a staff member, will be arranged in lieu of the meal allowance.

**MEMORANDUM OF AGREEMENT 2
BARGAINING UNIT WORK**

Dear Mr. Brown:

As discussed during the contract negotiations for a successor Agreement to the 1997-2001 Agreement, the State acknowledges that its management is primarily employed to manage, guide and administer the business of State Government. It therefore, is not designed nor intended that management function in such fashion as to replace its bargaining unit Employees or routinely do bargaining unit work. Such demarcation of duties, while not absolute, is intended within the boundaries of feasibility and practicality.

/s/ R.L. Curtis

For the State, 3/15/01

/s/ J.P. Brown

For the Union, 3/12/01

**MEMORANDUM OF AGREEMENT 3
FUNCTIONAL JOB DESCRIPTIONS**

Dear Mr. Brown:

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

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

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

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

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

Amended:

For DISTRICT 1199

For STATE OFCONNECTICUT

/s/ Paul Fortier 10-15-08

/s/ Fae Brown-Brewton 10-15-08

MEMORANDUM OF UNDERSTANDING 4
ARTICLE 18 – WORK ASSIGNMENTS
SECTION FOUR

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

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

MEMORANDUM OF AGREEMENT 5
ARTICLE 2 – NON-DISCRIMINATION AND AFFIRMATIVE ACTION
NEW SECTION

The State of Connecticut and the New England Health Care Employees Union, District 1199 may develop and fund through the Quality

of Work Life program, sexual harassment and racial discrimination training sessions which shall be available to all Employees within the bargaining unit.

Amended:

For DISTRICT 1199

For STATE OF CONNECTICUT

/s/ Dan Strahinich 11-13-08

/s/ Fae Brown-Brewton 11-13-08

MEMORANDUM OF AGREEMENT 6
ARTICLE 8 - WORKING TEST PERIOD
SECTION TWO

The State of Connecticut and the New England Health Care Employees Union, District 1199 herein agree that members of the Union who are employed by the Department of Correction (DOC) to work at a DOC facility shall complete seven (7) weeks of training at the Center for Training and Staff Development. This training shall be in addition to the working test period as provided in Article 8 and Article 15, Section Nine of the collective bargaining agreement. Said training shall commence on the Employee's first day of employment with DOC unless there is specific need for an exception. Any exception would be with full understanding with the Union and permission of the Commissioner of DOC.

MEMORANDUM OF UNDERSTANDING 7
REGARDING THE RESOLUTION OF GRIEVANCES

The State and the Union agree that it is in the parties' mutual interests to address and resolve grievances as expeditiously as possible; therefore the undersigned parties agree as follows:

1. Not less than monthly, each Agency or sub part thereof shall hear pending grievances at Step 1 of the grievance process and respond accordingly. The Agency's designee and the Union's designee shall establish a standing day of each month for such meetings. The Union shall provide a list of the grievances for Step 1 seventy-two (72) hours before the meeting.
2. A committee shall be empanelled consisting of an Organizer from the Union, a Representative from the Office of Labor Relations, and an Agency Representative(s) whose pending cases are subject to Committee review and discussion.

3. The State and the Union shall develop a list of not less than five (5) grievances one week before the meeting that the parties intend to review and discuss.
4. Said Committee shall meet at least quarterly to review and make recommendations regarding the disposition of the grievances pending currently at Step 3 (arbitration) of the grievance process.
5. The Union, OLR, and Agency Representative(s) must possess the authority to act upon said pending cases.
6. It is understood and agreed that any resolution of said grievances must be immediately reduced to writing and executed by the State and the Union using an agreed upon form. Otherwise, they shall be scheduled for arbitration in accordance with the labor agreement.
7. No grievance shall be ripe for committee review unless and until it has been heard and answered at Step 2 of the grievance procedure. Except by mutual agreement, no dismissals or matters that are otherwise deemed non-grievable or non-arbitrable are subject to committee review.

For District 1199

/s/ Paul Fortier 2/15/05

For the State

/s/ Fae Brown-Brewton 2/15/05

Amended:

For DISTRICT 1199

/s/ Paul Fortier 1-15-09

For STATE OF CONNECTICUT

/s/ Fae Brown-Brewton 1-15-09

MEMORANDUM OF UNDERSTANDING 8 REGARDING ROTATING SHIFTS

During the course of Contract negotiations leading to a successor agreement to the 2001-2005 Collective Bargaining Agreement between the New England Health Care Employees Union (NEHCEU) District 1199 and the State of Connecticut, the Union raised concerns about ongoing problems with the establishment of rotating shifts notwithstanding the prohibition of said shifts provided in Article 19 Section 8 of the Contract. In order to address the concerns expressed by the Union, the undersigned parties agree as follows:

1. The Office of Labor Relations shall issue a notice to all agencies reminding said agencies of the contractual prohibition against rotating

shifts. Any current efforts to establish said rotating shifts shall be abandoned forthwith, and no new rotating shifts shall be established without the approval of the Union.

2. The Office of Labor Relations shall canvas the various agencies to ascertain the existence and extent of any such rotating shifts. The data obtained from said survey shall be provided to the Union.
3. The parties agree to meet and discuss those existing rotating shifts at local labor management meetings and to allow any Employees impacted by such shifts the opportunity to provide maximum input in the development of said schedules which primarily consider client needs, with due consideration given to the needs of the individual Employees. The ultimate goal of said discussions is to achieve strict compliance with the mandate of Article 19 Section 8 of the Contract.

For District 1199
/s/ Paul Fortier 2/15/05

For the State
/s/ Fae Brown-Brewton 2/15/05

**MEMORANDUM OF UNDERSTANDING 9
REGARDING VOCATIONAL TECHNICAL SCHOOL NURSES**

When the Vocational Technical School Teachers have a professional day or have the day off due to school closings, the nurses shall have the option of working their regular schedule. The existing practice concerning Governor declared early releases, and delayed openings shall apply to the Vocational Technical School Nurses.

The parties agree that the Vocational Technical School Nurses will be offered the opportunity to provide nursing services for school activities occurring after regular school hours before utilizing the services of contract nurses.

For District 1199
/s/ Paul Fortier 4/7/05

For the State
/s/ Fae Brown-Brewton 4/7/05

**MEMORANDUM OF UNDERSTANDING 10
REGARDING CONNECTICUT TECHNICAL HIGH SCHOOL
NURSES SENIORITY**

The parties agree that Registered Nurses who are employed by the Department of Education and work in the Connecticut Technical High Schools

shall have their unpaid summer leave count towards their bargaining unit seniority for purposes of lateral transfers, promotions and/or layoffs. The accumulation of such seniority shall be based upon the Employee's regular weekly work schedule.

For District 1199

/s/ Paul Fortier 4/7/05

For the State

/s/ Fae Brown-Brewton 4/7/05

Amended:

For DISTRICT 1199

/s/ Paul Fortier 11-6-08

For STATE OF CONNECTICUT

/s/ Fae Brown-Brewton 11-6-08

MEMORANDUM OF UNDERSTANDING 11 MOVEMENT FOR TECHNICAL SCHOOL NURSES

If two technical school nurses wish to switch assignments, a notice shall be sent by the nurses to the other remaining technical school nurses inquiring whether they are interested in moving to either of the two schools where the swap was proposed. If there is no interest to move from other technical school nurses who have more seniority, than the two who have proposed the swap shall be allowed to do so.

The switch in assignments will take place during the summer months. Management will have the final authority to allow the switch.

For DISTRICT 1199

/s/ Paul Fortier 3-18-09

For STATE OF CONNECTICUT

/s/ Fae Brown-Brewton 3-18-09

MEMORANDUM OF UNDERSTANDING 12 REGARDING DEPARTMENT OF DEVELOPMENTAL SERVICES TRAVEL TIME

The Office of Labor Relations on behalf of the Department of Developmental Services (DDS) and the State of Connecticut and the New England Health Care Employees Union, District 1199 have entered into the following agreement concerning travel time between assignments within DDS when such assignments are at different locations.

The parties recognize the mutual benefit of voluntary overtime assignments. Employees often volunteer for overtime assignments at a location different from their regular duty station. When there is an hour or

less time between such assignments, the parties agree that reasonable travel time should be considered as work time and included in the compensatory period. The State (DDS) shall, therefore pay Employees as not having interrupted work status when the Employee goes directly from work assignment to another work assignment and there is one hour or less time between the end of the first assignment and the beginning of the second assignment.

For District 1199

For DDS

/s/ Jerome P. Brown 1/15/02

/s/ Dawn C. Harris

For the State

/s/ Robert L. Curtis 1/16/02

**MEMORANDUM OF AGREEMENT 13
REGARDING CLASSIFICATIONS TO THE MEC**

The undersigned parties agree that the following classifications shall be sent to the Master Evaluation Committee:

Case Manager Series DDS

Developmental Specialist I and II

Dietician Series

Laboratory Consultant Series DPH

Nutrition Consultants DPH

Rehabilitation Therapy Assistant Series DMHAS, DCF, DDS

The parties agree that District 1199 may provide the State with five additional job classification series for review no later than October 1, 2010.

There shall be no additional appeals to the MEC during the term of the 2009-2012 Collective Bargaining Agreement. The only exception to this

limitation is in the event that the State develops new job classes or makes substantial changes to existing classes during the term of the Agreement.

For District 1199

/s/ Paul Fortier 6/1/05

Amended:

For DISTRICT 1199

/s/ Dan Strahinich 5-11-09

For the State

/s/ Fae Brown-Brewton 6/1/05

For STATE OF CONNECTICUT

/s/ Fae Brown-Brewton 5-11-09

**MEMORANDUM OF AGREEMENT 14
REGARDING ARTICLE 20, SECTION 2**

This letter is written to confirm our conversation of November 26, 2001 on the procedure for determining hours of work for part-time Employees in arriving at the base for pro-rata personal leave time. During our negotiations for the new contract July 1, 2001 – June 30, 2005) it was agreed that part-time Employees would be entitled to personal leave time on a pro-rata basis. The language provides that part-time Employees who work twenty (20) hours or more shall receive pro-rata personal leave days. The problem that is faced is how to determine which Employees actually work twenty (20) hours or more.

On November 26, 2001, we discussed and agreed on the basis for determining whether the Employee worked (2) hours or more and what the hours worked would be for the pro-rata calculation. It is agreed that the prior calendar year shall be utilized to calculate the weekly hours worked by a part-time Employee. This weekly average shall be the basis for the pro-rata calculation for the personal leave entitlement. For a new part-time Employee, during the current calendar year, the average weekly hours worked will be calculated for the first six months of employment.

This understanding addresses only the procedure for determining hours worked for the pro-rata calculation. All other entitlement criteria remain as provided by the contract or regulation

/s/ Robert L. Curtis

Assistant Director of Labor Relations 11/27/01

MEMORANDUM OF UNDERSTANDING 15
REGARDING EQUALIZATION OF OVERTIME BY
FUNCTION WITHIN CORRECTIONS MANAGED HEALTH CARE

Notwithstanding the language of Article 13, Section 12.B.1, or any current practice in any other state Agency, the parties agree that overtime shall be equalized by function i.e. Nurse, rather than by job classification (e.g. Correctional Head Nurse, Head Nurse, Nurse, LPN) except in those situations where a specific classification is necessary (i.e. an RN in the building.)

For DISTRICT 1199

/s/ Dan Strahinich 2-26-09

For STATE OF CONNECTICUT

/s/ Fae Brown-Brewton 2-26-09

MEMORANDUM OF UNDERSTANDING 16
UCONN HEALTH CENTER FACULTY PHYSICIANS LIST

The State of Connecticut agrees to provide annually to District 1199 a list of UCONN Health Center faculty physicians who perform P-1 bargaining unit work and the number of hours that each physician works per week.

For DISTRICT 1199

/s/ Dan Strahinich 1-22-09

For STATE OF CONNECTICUT

/s/ Fae Brown-Brewton 1-22-09

MEMORANDUM OF AGREEMENT 17
SOUTHBURY TRAINING SCHOOL STIPULATED AGREEMENT

STIPULATED AGREEMENT

In full and final resolution of OLR Case Number 10-6499 The State of Connecticut, Department of Developmental Services, Southbury Training School, the Office of Labor Relations, and the New England Health Care Employees Union District 1199 (hereinafter the parties) understand the need to develop a transitional plan to address closures of cottages at Southbury Training School. The undersigned parties, therefore, agree to the following:

In accordance with Article 18 Section 2 and Article 19 Section 7 of the State/1199 Collective Bargaining Agreement, the parties have agreed to utilize the following procedure to ensure that staff impacted by cottage closures at Southbury Training School are provided a smooth transition into new assignments as staffing complements are adjusted.

1. When cottage closures become necessary, The Department of Developmental Services, Southbury Training School will generate a list of Employees, including their current seniority, job titles and shifts, whose current work assignments will be eliminated as a result of cottage closures. The Department of Development Services, Southbury Training School shall provide a copy of this list to the Union.
2. The Department of Developmental Services, Southbury Training School shall develop a list of work assignment opportunities at Southbury Training School that consist of hours that need to be staffed as determined by management. These are not vacancies, but work hours that need coverage, and may have previously been covered by overtime assignments.
3. The Department Of Developmental Services /Southbury Training School shall provide the list of work assignment opportunities provided in Paragraph 2 above, to the impacted Employees identified in Paragraph 1 above, for the purpose of making a determination of whether they wish to bid on said work assignment opportunities or displace the least senior bargaining unit member on the same shift at Southbury Training School with the understanding that only full time Employees may displace full time Employees and only part time Employees may displace part time Employees.
4. The Department of Developmental Services, Southbury Training School shall post the list of work assignment opportunities described in Paragraph 2 above only at Southbury Training School for bidding only by Employees at Southbury Training School.
5. The Employees impacted by the cottage closures shall be given two (2) working days, upon receipt of the list of work assignment opportunities, to make the election of whether they wish to displace the least senior Employee or bid on a work assignment opportunity. Said election is irrevocable and binding on the Employee.
6. Any of the work assignment opportunities that are created as a result of the successful bid of more senior Employee's bid on a posted work assignment opportunity or not filled as a result of the posting process set forth in Paragraph 4 above shall be backfilled by impacted Employees. For this section, impacted

Employee refers to either an Employee identified in Paragraph 1 or an Employee displaced pursuant to Paragraph 3.

7. Employees at Southbury Training School retain the right to bid on any vacancies that may become available.
8. This Agreement is limited to the cottage closures at Southbury Training School and resolves all issues between the Union and the State concerning Employee placements resulting from said cottage closures, and is without precedent for any other matters.

/s/ Charles Fabian 9-25-03
For the Union

/s/ Fae Brown-Brewton 9-25-03
For OLR

/s/ Dawn Closs Harris 9-25-03
For DMR

MEMORANDUM OF AGREEMENT 18
WHITING FORENSIC INSTITUTE STIPULATED AGREEMENT

STIPULATED AGREEMENT

Between

The State of Connecticut

And

The New England Health Care Union District 1199, AFL-CIO

The State of Connecticut (hereinafter referred to as the “State”), Department of Mental Health and Addiction Services (hereinafter referred to as “DMHAS”), the New England Health Care Employees Union, District 1199, AFL-CIO (hereinafter referred to as “1199”) hereby agree as follows:

1. The Department of Mental Health and Addiction Services and District 1199, New England Healthcare Workers Union share a mutual interest in providing the highest quality care to clients under the care of DMHAS.
2. The parties further agree that one critical aspect of quality psychiatric treatment is continuity of care within the treatment milieu. Therefore, in an effort to maximize communication of clinical information between caregivers enhancing the safety of clients and staff, the parties agree to establish an effective inter-shift clinical reporting procedure at the Whiting maximum security facility according to the following terms and conditions:

3. This Agreement is specific to and limited to the Whiting Forensic Building.
4. It is understood that the purpose of this schedule is to fulfill the mutual obligation to the consumers to have a direct communication and transition between shifts.
5. Affected Employees shall be required to work an eight and one-half hour day. This is an additional one-half hour added to the current eight hour schedule. This half hour is deemed overtime for first, second and third shift.
6. Ordinarily Employees shall work one of the following schedules.
 - a. 6:45 a.m. to 3:15 p.m.
 - b. 2:45 p.m. to 11:15 p.m.
 - c. 10:45 p.m. to 7:15 a.m.
7. This shall be considered work time, and the Employees shall be compensated for eight and one-half hours of work.
8. The additional half hour is solely for the purpose of ensuring a smooth inter-shift transfer and ensuring the safety and security of the unit.
9. While Employees are expected to have a meal break, it is understood that "Bargaining unit Employees who are required to remain in attendance during their meal periods at an institution/facility, subject to call, shall have such time counted as work time" as set forth in Article 13 Section Two of the Collective Bargaining Agreement.
10. The parties agree and understand that an Employee's work day commences when the Employee swipes his or her magnetic card and obtains the unit keys at the guard station (a/k/a the bubble). It is expected that Employees shall not take more than five minutes to swipe the Employee's magnetic card again and enter the assigned work unit.
11. Similarly, it is understood that the Employees' day ends when the Employee returns the keys to the guard station (a/k/a the bubble) and swipes his or her magnetic card at the end of the shift. It is expected that

Employees shall not take more than five minutes to leave the work unit and return the keys to the guard station (the bubble) and swipe his or her magnetic card upon exiting.

FOR THE UNION:

/s/ Paul Fortier
Vice President, District 1199

FOR THE STATE:

/s/ Fae Brown-Brewton 9-25-07
Assistant Director, OLR

Amended:

FOR THE UNION:

/s/ Dan Strahinich 4-13-09

FOR THE STATE:

/s/ Fae Brown-Brewton 4-13-09

**MEMORANDUM OF UNDERSTANDING 19
REGARDING ARTICLE 35
TRAINING AND TUITION REIMBURSEMENT AND
QUALITY OF WORK LIFE**

The dollar amounts appropriated under Article 35 in each contract year at the levels effective July 1, 2008 shall continue without increase during the term of this Agreement subject to the following redistributions to wit:

THE JOINT (P-1/NP-6) TUITION REIMBURSEMENT FUND: for the purpose of tuition reimbursement. This joint fund shall have \$555,000 appropriated on or about July 1 of each contract year.

THE COMBINED EDUCATION AND TRAINING FUND.

Effective July 1, 2009, a combined Education and Training Fund of \$382,000 per contract year shall be established. Funds that were not expended during the contract expiring June 30, 2009 will be rolled over into the new contract.

THE "CAREER MOBILITY FUND" IS MODIFIED AS FOLLOWS:

"Funds a bank of leave hours for Employees who are pursuing a higher education degree. The cost of such leave hours to be deducted from the Combined Education and Training Fund shall be \$20.00 Effective July 1, 2011, this amount shall be increased to \$25.00. This program is not intended to replace or fund any existing programs."

THE CONFERENCE AND WORKSHOP FUNDS.

(A) There shall be a combined NP-6/P-1 \$380,000 appropriated on or about July 1 of each contract year for attendance by bargaining unit Employees with more than six (6) months of service at professional seminars, workshops or conferences.

QUALITY OF WORK LIFE FUND.

There shall be a combined NP-6/P-1 Quality of Work Life Fund of \$350,000 appropriated on or about July 1 for each contract year. Funds not expended in one contract year shall be carried forward into the next contract year and added to that year's allocation. Funds not expended from the contract, which expired on June 30, 2009, shall rollover into the successor agreement.

It is, therefore, understood and agreed that, during the term of this Agreement, \$150,000 of the \$350,000 allocated to the Quality of Work Life Fund shall be redistributed to the Tuition Reimbursement Fund. As a result of this redistribution, on or about July 1 of each contract year \$705,000 shall be appropriated to the Tuition Reimbursement Fund and \$200,000 shall be appropriated to the Quality of Work Life Fund.

For District 1199

/s/ Dan Strahinich 4-14-09

For State of Connecticut

/s/ Fae Brown-Brewton 4-14-09

**MEMORANDUM OF UNDERSTANDING 20
35+ 5 HOUR WORK WEEK**

The State and the Union agree to delete contract references to a 35 + 5 hour work week because a 35 + 5 hour work week is, consistent with the 1997 Interest Arbitration Award issued by Arbitrator Phillip Dunn and OLR General Notice 97-8 a 40 hour week for accrual purposes. This applies to Employees who are hired to work a 35 hour work week and are regularly scheduled and required to work an additional five hours per week for a total of 40 hours.

For District 1199

/s/ Dan Strahinich 11-13-08

For State of Connecticut

/s/ Fae Brown-Brewton 11-13-08

**MEMORANDUM OF UNDERSTANDING 21
RE: ON-SITE PHYSICIANS**

The Office of Labor Relations on behalf of the State of Connecticut, hereinafter referred to as the "State" and the New England Health Care Employees Union, District 1199, hereinafter referred to as the "Union" enter into the following agreement concerning the application and administration of Article 9 Section Nine (B) of the collective bargaining agreement:

1. The State and the Union recognize and acknowledge that Article 9 Section Nine (B) of the collective bargaining agreement addresses compensation for physicians who are working on-site on-call and/or weekend on-site on-call.
2. These on-site on-call assignments are the shift duration as indicated in Article 9 Section Nine (B). The compensation payment for the assignment is likewise indicated at Article 9 Section Nine (B).
3. The State acknowledges that the assignment of physicians to this on-site on-call duty is an offer which is extended to both full-time and part-time physicians who have established shift or duty assignments. The on-site on-call duty becomes an additional assignment.
4. The Union recognizes that staffing requirements at the various State Agencies coupled with the legitimate on-site on-call assignment restrictions (not to exceed two sixteen hour shifts in a workweek) could readily require unwelcome mandating of on-site on-call duty.
5. To decrease the occasions (need) of mandating physicians with established shift or duty assignment while retaining the voluntary opportunity for on-site on-call duty, the State and the Union accept the practice of hiring physicians with an exclusive assignment of on-site on-call duty.
6. The State and the Union acknowledge that the physicians with an exclusive on-site/on-call employment arrangement shall not be provided this assignment at the expense of denial of a voluntary opportunity to a full time or part-time physician.
7. In agreeing to the application of item number 5 above, the State and the Union acknowledge that said employment constitutes part-time employment. Furthermore, the State acknowledges that physicians employed for this exclusive purpose of on-site on-call duty are covered by the following provisions of the collective bargaining agreement as part-time Employees:

ARTICLE 1	Recognition
ARTICLE 2	Non-Discrimination and Affirmative Action
ARTICLE 3	Union Security and Payroll Deduction
ARTICLE 4	Union Rights

ARTICLE 5	Management Rights
ARTICLE 6	Contracting Out
ARTICLE 7	No Strikes – No Lockouts
ARTICLE 10	Overpayment
ARTICLE 39	Past Practices
ARTICLE 42	Savings Clause
ARTICLE 43	Entire Agreement
ARTICLE 44	Supersedence
ARTICLE 45	Duration of Agreement

8. The State and the Union acknowledge that compensation for these physicians employed exclusively for on-site on-call duty shall be the payment indicated in Article 9 Section Nine (B) of the collective bargaining agreement.
9. This Understanding shall be effective upon signature of the State and the Union and shall be considered as part of the collective bargaining agreement. As a part of such Agreement it shall be subject to the provisions of CGS Section 5-276a.

For State of Connecticut

For District 1199

/s/ Fae Brown-Brewton 4-14-09

/s/ Dan Strahinich 4-14-09

**MEMORANDUM OF UNDERSTANDING 22
REGARDING DELAYED ARRIVAL AND EARLY RELEASE
DECLARATIONS DUE TO INCLEMENT WEATHER
BETWEEN THE STATE OF CONNECTICUT,
OFFICE OF LABOR RELATIONS AND
NEW ENGLAND HEALTH CARE EMPLOYEES UNION DISTRICT 1199**

This memorandum is intended to clarify the application of Article 47 of the State/District 1199 Collective Bargaining Agreement which provides that:

Whenever the Employer closes one or more facilities early or opens late via a declaration of unusual weather or other circumstances, those Employees deemed essential who cannot be released or are not allowed to arrive late shall

be paid at a rate one and one-half (1 ½) times their regular rate of pay for all hours worked during the release day/period.

In order to ensure consistency of application, the State of Connecticut Office of Labor Relations (hereinafter referred to as “OLR”), and the New England Health Care Employees Union, District 1199, AFL-CIO (hereinafter referred to as “1199” or “the Union”) hereby agree as follows:

1. When a declaration of delayed opening or early release of non-essential Employees is made, such declaration only applies to Employees who are immediately affected by the declaration.
2. For purposes of interpretation and application of Article 47, the “release day” shall be a standard business work day beginning at eight o’clock (8:00) a.m. and ending at five o’clock (5:00) p.m. Monday through Friday.
3. In the event of a declaration of a delayed opening, bargaining unit members who are deemed “essential” and who are required to report for duty as scheduled and unable to take advantage of the delayed opening, shall be entitled to pay at a rate of time and one-half their regular rate for hours worked between 8:00 a.m. and the time of the delayed opening. Where the delayed opening times are staggered, the latest opening time shall apply.
4. In the event of a declaration of early release, bargaining unit members who are deemed “essential” and who are not eligible to take advantage of an early release and are required to remain at work shall be compensated at a rate of time and one-half their regular rate of pay for hours worked between the declared early release time until 5:00 p.m.
5. Bargaining unit members who are deemed essential and as such required to report for duty notwithstanding an early release declaration shall be compensated at a rate of time and one-half their regular rate of pay for hours worked between the early release declaration time and 5:00 p.m. In the event of staggered release times, the earliest time shall apply.

6. This clarification of Article 47 makes clear that any hours worked after five o'clock p.m. and before eight o'clock a.m. are not covered by Article 47 of the labor agreement, and therefore, not subject to the payment of time and one-half payment due to delayed openings and early releases.
7. In consideration of this agreement, the Union hereby withdraws any and all grievances (including but not limited to OLR Numbers 10-7433, 10-7471, 11-4198, 10-7432, 11-4166, 10-7238, 11-4066, 10-7429, 11-4160, 10-7237, 11-4067, 10-7782, 11-4339, 11-3523, 10-7237, 11-406710-74301, 11-3078, 11-3320, 11-3321) and hereby withdraws any and all prohibited practice complaints, discrimination (CHRO and EEOC) complaints, lawsuits and any other legal or administrative actions filed on this issue and related issues. This agreement resolves all outstanding issues involving the application and interpretation of Article 47 and extinguishes any and claims the Union may have related to this. This includes but is not limited to the above OLR Numbers.
8. In signing this Agreement, the parties acknowledge that they freely and voluntarily enters into this Agreement without duress, intimidation, undue influence or any threatened loss of benefit.

FOR THE STATE:

FOR THE UNION:

/s/ Fae Brown-Brewton 12-13-07

/s/ Paul Fortier 12-13-07

MEMORANDUM OF AGREEMENT 23
REGARDING A PILOT PROJECT TO REDUCE
MANDATORY OVERTIME IN
CORRECTIONAL MANAGED HEALTH CARE

Purpose of Pilot: To reduce mandatory overtime by increasing the number of Employees volunteering for overtime and to assist in improving Employee morale.

Duration of Pilot: This pilot project began on July 1, 2005 and has been extended to the 2009-2012 collective bargaining agreement. The pilot will be reviewed periodically by the parties during its duration and modifications to it

may be made by mutual agreement. Either party can discontinue the pilot with 60 days advance notice, or with the posting of the next schedule, whichever is later.

A list of questions and answers to clarify the intent of this language is maintained by a standing Labor-Management committee and changes are mutually agreed upon.

Procedure:

1. The functional units currently participating in the pilot (Garner CI, Hartford CC, York CI and MacDougall-Walker CI), will schedule their Employees, including their complement of per diem personnel, in the normal fashion. Any open slots that remain after this scheduling will be posted for facility and statewide voluntary overtime, with preference given to Employees from the home facility first. Open slots that remain after a week of the volunteer posting will be posted as “SOS” (special overtime staffing) slots. SOS slots are specifically intended to fill holes in the schedule. “ESOS” slot(s) will also be posted to cover call outs/shortages over and above the known open slots in the schedule. SOS/ESOS slots may be established for full or partial shifts, as determined by management (minimum of 2 hour block). These slots may also be added after the schedule is posted if situations change as long as the shift has not begun.

2. Staff who put their names on an SOS/ESOS slot must be available to work for all time they sign up for. Once a name is put on the list, it cannot be removed unless the manager is notified in writing AND a replacement is found by the Employee. If more Employees sign up for a shift than available slots, the Employees used will be rotated to the extent possible. Preference for selection will be given to Employees who sign up for the full time needed by management, and who are the appropriate level. The Employees of the same functional unit will have preference for any open slots still open for one week after posting; after that time any CMHC statewide staff may sign up (appropriate level). CHNSs and Nurse Clinicians may sign up for SOS/ESOS slots, but will have last preference for the openings. Within these limits, management will select which Employee is called, and how many Employees are called to work.

3. **Notification:** Employees who sign up for SOS slots to fill a gap in the schedule will generally be notified that they will be working at least 24 hours

in advance of the start of the shift, and they may be cancelled without penalty if they are given at least 2 hours notice.

Employees who sign up for ESOS slots that are designated for call outs/shortages will be called from the ESOS list as they are needed. Employees may be called to work before the shift begins, at the time of the shift, or for 30 minutes after the shift begins. Employees will be expected to reach the facility within 30 minutes of when they are called, or the start of the shift, whichever is later. Employees must provide a certain method of reaching them – i.e. pager, cell phone – not answering machines –if they are not at the facility.

Employees can be bumped from an SOS/ESOS shift if there is a less expensive alternative that fills the shift, for example, use of per diems on regular hours, or an Employee who is willing to work the shift as voluntary overtime. Prior to giving the shift to an Employee willing to work it as voluntary overtime, the Employee who signed up for SOS/ESOS will be given the opportunity to convert their request to voluntary overtime, and will have preference for that shift. Employees can also be bumped from an SOS/ESOS shift if the overtime is deemed to be unnecessary and is cancelled, subject to the notice requirements in this Agreement.

4. **Sanctions:** Employees who sign up but are not reachable, do not show up, erase their name or do not get a replacement, will not be allowed to sign up for SOS or ESOS for a 30 day period (first offense) and a 90 day period (second or subsequent offenses) but are still eligible to be mandated.

5. **Pay:** Employees who sign up for SOS/ESOS slots and who are called to work and work in the functional unit shall receive double time pay for the SOS/ESOS hours.

6. **Eligibility:** Employees with 8 hour notes or other time reduction notes who are not mandatable are not eligible for SOS/ESOS signups. In addition, Employees must work at least one voluntary overtime shift a month at a pilot program facility the month prior to working an SOS/ESOS shift to be eligible for the SOS/ESOS payment. Two half shifts may be substituted for the one full shift requirement. Voluntary overtime of less than one half shift will not be counted.

7. **Mandations:** If no Employee has volunteered for a standby slot, or if enough Employees have not volunteered, or in other unforeseen circumstances, CMHC retains the right to mandate Employees to provide necessary staffing coverage. In those situations, double time will be paid consistent with Article 13, Section 13 (A). In each of these situations, management will inform the Union President or designee of the circumstances of the mandate if requested.

The functional units involved in this pilot shall still maintain a mandatory overtime list for those situations where mandates must occur, as discussed above.

Except as otherwise agreed, Employees who sign up for SOS/ESOS will also be eligible for mandation.

8. For the purposes of this Agreement, double time pay shall not apply to holdovers of 1 hour or less. Holdovers in this context are used for the purpose of waiting for late-arriving staff, counting medications or sharps, receiving report or completing a code. In those circumstances, straight time or time and one half (if over 40 hours) will be paid, and the Employee shall not be deemed to be mandated. The Employee would not move on the mandatory overtime list. Notwithstanding the language of Article 13, Section 13 (B), if the holdover is more than 15 minutes, Employees may choose to work the entire hour and be paid for the full hour, or be released when finished and paid for the actual time worked.

9. For the purposes of this pilot program, staff are not required to sign up for overtime in their own facilities first, and may participate in SOS/ESOS signup. However, Employees cannot sign up for SOS/ESOS hours during a time that they are already scheduled to work or have approved time off, can't sign up for the same slot in two different facilities, and if they are selected for overtime in their own facility first, that takes precedence. Employees who are on an SOS/ESOS shift will only be pulled back to their own facility as a last resort.

10. **Call Outs:** For the purposes of this pilot program, pilot facilities will require Employees to call out at least 2 hours in advance of their shift if they are going to be absent for a normal shift.

11. **Travel Time:** Employees who travel between facilities to do SOS/ESOS overtime will be paid for the travel time at regular pay rates if the shifts are

continuous. Double time SOS/ESOS payment will be paid only while working at the facility where you are doing this shift. If the shifts are not continuous, you travel on your own time.

12. The parties may modify these provisions by mutual agreement at any time.

FOR THE STATE:

/s/ Fae Brown-Brewton

DATE: 4-14-09

FOR THE UNION:

/s/ Paul Fortier

DATE: 4-14-09

MEMORANDUM OF AGREEMENT 24

STATE OF CONNECTICUT

UCONN HEALTH CENTER

AND

NEW ENGLAND HEALTH CARE EMPLOYEES UNION – DISTRICT 1199

RESPIRATORY THERAPY AGREEMENTS

ON JUNE 4, 2007, THE PARTIES AGREED TO THE ESTABLISHMENT OF TWELVE HOUR SHIFTS IN THE RESPIRATORY THERAPY DEPARTMENT. THE FOLLOWING PROVISIONS REMAIN RELEVANT TO THAT AGREEMENT.

1. Twelve (12) hour shifts have been established for 1199 Respiratory Therapy positions in John Dempsey Hospital. Employees currently in 8 hour shifts as of the date of this Agreement may remain at 8 hours, move into 12 hour positions, or work 8 hour shifts during the week and 12 hour shifts on the weekends, or the opposite, with the pre-approval of management. Management will determine the shift length and schedule for any new positions posted, or refills of vacated positions.

2. Employees assigned to the Respiratory Therapy Department wishing to convert to 12 hour shifts will state their preferences for shift, etc., and will be assigned by seniority, all other things being equal. At present, twelve hour shifts will be established as follows: 7a -7:30 p; 11a-11:30p; 7p-7:30a. Twelve hour shift Employees will not normally be scheduled for greater than three (3) twelve hour shifts in a row, which will be followed by a minimum of two (2) shifts off.

3. Vacation, sick and personal leave accruals will be pro-rated in accordance with contractual language and existing practice. Time off will be charged on an hour for hour basis for the actual hours of absence.

4. Shift differential will be paid in accordance with Article 19.

5. Weekend differential will continue to be paid in accordance with Article 19. Weekends are defined as Friday 7p to Sunday 6:59p for 12 hour shifts.

6. Overtime will continue to be paid after 40 hours in a week.

7. Holiday time for full and part-timers will continue to be governed by Article 21. The maximum amount of holiday credit will be pro-rated up or down based on the bargaining unit's standard workweek of 35 hours (for example, an Employee with an approved 40 hour workweek would receive 8 hours of credit). The maximum amount of holiday credit will remain 8 hours.

8. The work shifts will generally be assigned so that each twelve hour shift Employee is assigned weekend shifts every third weekend. It is understood that more frequent weekend assignments may be needed during vacation periods or due to changing Agency operational needs. Staff remaining on eight hour shifts or staff working 12 hour shifts during the week and eight hour shifts on the weekend, will be scheduled to work every other weekend.

9. If it is determined that a need for mandatory overtime exists, an Employee may not be assigned to work more than a total of 16 hours in a day. The parties agree that coverage will be provided for call outs.

10. If at any time after the pilot period, either party decides that it is no longer feasible to continue 12 hour shifts for an individual Employee(s), said Employee will be given 30 days notice of the reversion to go back on standard shifts. This change for an Employee will not affect the status of other Employees in the Department. In addition, new hires may be given 12 hour shifts at the discretion of management.

11. The parties agree to a retention payment of \$2.00 per hour to be paid if management designates an Employee to be in charge in the absence of the supervisor.

12. The parties agree to meet and discuss this program at regular labor-management meetings.

ON JULY 7, 2006, THE FOLLOWING CHANGES AFFECTING THE COMPENSATION OF RESPIRATORY THERAPISTS AND RESPIRATORY THERAPY SUPERVISORS EMPLOYED AT THE UNIVERSITY OF CONNECTICUT HEALTH CENTER, JOHN DEMPSEY HOSPITAL BECAME EFFECTIVE. THESE COMPENSATION CHANGES ARE CONSISTENT WITH THE ALLOWANCES PROVIDED BY THE MEMORANDUM OF AGREEMENT – RE: RECRUITMENT AND RETENTION.

1. Due to the unique recruitment and retention issues experienced at John Dempsey Hospital with Respiratory Therapists, there shall be an annual stipend of up to \$5,000 provided to Employees at John Dempsey Hospital in the classifications of Respiratory Therapist and Respiratory Therapy Supervisor. This stipend shall be paid biweekly in each pay period where the Employee receives a regular paycheck. The parties agree that the maximum annual benefit under this section for a full time Employee is \$5000, pro-rated by FTE.

2. On-Call/Standby. Those Respiratory Therapists and Respiratory Therapy Supervisors who are assigned to the Newborn Intensive Care Unit (NICU) Transport Team shall receive payment at \$4.00 per hour for each hour of being on-call or standby for service on the transport team. In the event of actual call back to work on the transport team, the Employee will be compensated in accordance with Article 13, Section Five – Call Back Pay. The response to telephone calls as provided in Article 9, Section Seven (C)(1) shall continue to apply without modification.

3. Shift Differential. For recruitment and retention purposes it is recognized that Respiratory Therapists and Respiratory Therapy Supervisors require added incentive to accept 2nd and 3rd shift assignment. Therefore, the 15% of Step 2 differential rate as provided LPNs and RN's (Article 19, Section Three) shall likewise apply to the Respiratory Therapists and Respiratory Therapy Supervisors employed at John Dempsey Hospital.

4. This Agreement shall remain in effect until the recruitment and retention issues associated with Respiratory Therapist have subsided. The determination of whether these issues remain a viable concern shall be made on the basis of availability of certified Respiratory Therapists and the ability

of John Dempsey Hospital to hire said individuals without the extra compensation herein provided. Prior to the elimination of this stipend agreement the State, the Health Center and 1199 shall meet and discuss the circumstances and conditions that the State believes warrants the elimination of the stipend provisions.

These Agreements are without precedent for either party in any pending or future situation.

For the State

/s/ Fae Brown-Brewton 5-8-09

For District 1199

/s/ Dan Strahinich 5-08-09

MEMORANDUM OF UNDERSTANDING 25
RECRUITMENT AND RETENTION LETTER



STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

April 13, 2009

Mr. Dan Strahinich
Vice President
New England Health Care Employees Union
District 1199 SEUI
77 Huyshope
Hartford, CT 06106

Dear Mr. Strahinich:

During contract negotiations, you and certain of your members presented compelling information regarding an ongoing situation with certain job classifications. I am writing to acknowledge that the State recognizes that there have been problems with recruiting and retaining employees in certain job classifications, within the 1199 bargaining units. We also understand and agree that this ongoing situation may be attributed to the more challenging clientele served by the State.

Given the current fiscal condition of the State, however, we are not in a position to take immediate action to address these concerns. This is my commitment that within 18 months of legislative approval of this agreement, the parties shall meet pursuant to Article 9 Section 22 (formerly MOU Number 5) to discuss recruitment and retention issues concerning classifications that have demonstrated said recruitment and retention problems for the State and how those problems might be addressed.

Sincerely,

S. Fae Brown-Brewton
Assistant Director

MEMORANDUM OF UNDERSTANDING 26
RIVERVIEW HOSPITAL WORK SCHEDULES LETTER



S T A T E O F C O N N E C T I C U T

OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

May 14, 2009

Dan Strahinich
Vice President
District 1199, NEHCEU, SEIU
77 Huyshope Avenue
Hartford, CT 06106

Dear Mr. Strahinich:

I am writing this letter to address our joint understanding concerning the continuing terms of the Riverview Hospital Consolidation Memorandum of Understanding. It is understood and agreed that there are a number of part time employees who work every weekend schedules. Apart from that, we agree that the Hospital has no intention, at this time, to change any employee's schedule who currently works every other weekend off per the 1993 agreement. Furthermore, should the Administration decide it is necessary to change the facility's work schedule; it shall do so consistent with terms of the 1199 Contract, and proper notice shall be given to the Union.

Also, the accruals as outlined in the MOU shall continue based upon the hours of work as set forth therein. It is axiomatic that any change in hours may necessitate a change in accrual rates. Finally, the various Labor/Management committees that exist as of the writing of this letter shall be continued unless the parties mutually agree to discontinue them.

As always, should any issues arise, I am amenable to sitting down with you and resolving them.

Sincerely,

/s/ S. Fae Brown-Brewton
Assistant Director

MEMORANDUM OF UNDERSTANDING 27
COST ITEMS

Except as otherwise provided by a specific term of the Collective Bargaining Agreement, the cost items contained therein and provisions which newly supersede pre-existing statutes shall become effective upon legislative approval pursuant to C.G.S. Section 5-278

FOR THE STATE

FOR THE UNION

/s/ Fae Brown-Brewton 5-8-09

/s/ Dan Strahinich 5-8-09

MEMORANDUM OF UNDERSTANDING 28
RE: FURLOUGH DAYS AND JOB SECURITY

The undersigned parties acknowledge the existence of the current fiscal crisis within the State of Connecticut. It is further acknowledged that every Employee must share in the responsibility to ensure that the State remains in a position to provide essential services and that the health and welfare of its citizenry are preserved. To that end, this Agreement is made as result of discussions and understandings reached between representatives of the State of Connecticut and the State Employees Bargaining Agent Coalition (SEBAC) with a goal to reduce spending and improve the State's fiscal condition. The State of Connecticut (hereinafter referred to as the "State" or "Employer"), and the New England Health Care Employees Union, District 1199, SEUI (hereinafter referred to as "District 1199" or the "Union") hereby agree as follows:

I. FURLOUGH DAYS

There shall be mandatory furloughs days for all members of the NP-6 and P-1 bargaining units. Part time Employees shall also serve furlough days, on a pro-rata basis, based upon their biweekly scheduled hours of work. It is understood that due to the unique nature of certain operations, it may not be feasible for all Employees to take certain fixed days as their furlough dates and it is necessary for management to have flexibility in assigning alternate dates as furlough days. The value of a furlough day shall be one-tenth of the base biweekly pay for a bargaining unit member

on a 26.1 pay period schedule. There shall be one (1) furlough day before June 1, 2009; three (3) furlough days between July 1, 2009 and June 30, 2010 and three (3) furlough days between July 1, 2010 and June 30, 2011. The furlough days shall be processed as follows:

A. For Employees who cannot be assigned the fixed furlough days:

The biweekly rate of pay for the pay period beginning May 22, 2009 and ending June 4, 2009, shall be reduced by one-tenth to accommodate the value of the furlough day (daily rate of pay). In exchange for the reduction in pay, bargaining unit members shall take one day off to be determined by the appointing authority without additional loss of compensation as a day in lieu of a voluntary schedule reduction day. It is understood and agreed that it may not be feasible for an Employee to be scheduled to take a day off before the end of the fiscal year, and this obligation may, therefore, be extended into the next fiscal year.

For the furlough days in FY10 and FY11, the Employer will calculate the value of three (3) days each year at the start of said fiscal year based on the daily rate of pay for each bargaining unit member as noted above. The Employer will reduce the base biweekly rate of pay throughout the fiscal year for the members by the total value of the three (3) furlough days that fall within said fiscal year. In exchange for the reduction in pay, bargaining unit members shall take three (3) days off, to be determined by the appointing authority, without additional loss of compensation, as a day in lieu of a voluntary schedule reduction day. It is understood and agreed that all days off shall be taken by June 15, 2012.

Unless the notice is waived by mutual consent of the Employer and the Employee, the Employer shall give the Employee two (2) weeks notice of each designated day off. Seniority shall be given due consideration. Absent extenuating circumstances, once an Employee has been notified of a designated day off, it shall not be unilaterally

changed by management. The scheduling of such days off shall be with the goal of avoiding any additional costs to the Employer and the need to schedule replacement coverage. If an Employee elects not to take any of the designated days off, the Employer is under no further obligation to provide any alternative days off under this Agreement.

B. For Employees who can be assigned the fixed furlough days:

For Employees who work in other assignments or operations where the appointing authority has determined that Employees may be scheduled to take the day off and/or the office shall close, the following furlough days shall be taken without pay as a voluntary schedule reduction day:

5/22/09	Friday before Memorial Day
7/6/09	Monday after July 4th
11/27/09	Friday after Thanksgiving
12/24/09	Christmas Eve
7/02/10	Friday before July 4th
11/26/10	Friday after Thanksgiving
12/27/10	Monday after Christmas

It is further understood and agreed that any Employee hired or reemployed after legislative approval of this Agreement shall be subject to the terms contained herein.

II. JOB SECURITY

There shall be no additional layoffs of bargaining unit members employed in permanent positions during the term of this Agreement, this includes loss of employment due to programmatic changes, except as otherwise provided by a specific provision of the Collective Bargaining Agreement or otherwise specified herein. This job security protection does not apply to the following:

- Employees in their initial working test period

- Employees whose employment is separated voluntarily or upon expiration of a fixed term
- Expiration of a temporary, seasonal, durational or special appointment
- Termination of grant or other outside funding specified for a particular position
- Part time Employees who are ineligible for State Employee health insurance benefits.

III. Withdrawn Proposals

The parties agree that no negative inference can be drawn from the withdrawal of any proposals as of April 13, 2009. Because of the State's current fiscal crisis and ensuing SEBAC discussions, it is understood and agreed that the bargaining process was abbreviated. Both the State and the Union believe that our proposals have merit and there was a likelihood of success on our respective positions had negotiations proceeded through the impasse process including interest arbitration.

This agreement expires June 30, 2012 and is subject to approval of the Legislature pursuant to Connecticut General Statutes Section 5-278.

For: DISTRICT 1199

/s/ Dan Strahinich 4-14-09

For: STATE OF CONNECTICUT

/s/ Fae Brown-Brewton 4-14-09

APPENDIX "A"
SERVICE RATING REGULATIONS

Sec. 5-237-1. Service rating

(a) The appointing authority shall cause a service rating report to be filed on the form prescribed by the Commissioner of Administrative Services in the following instances and at the following times:

- (1) During any working test period, either promotional or original, the quality of service of any Employee shall be reported as either: "good" or better for satisfactory or better performance and the form shall be on file in the office of the appointing authority not more than six nor less than two weeks prior to the termination of the period; or less than "good" for fair or unsatisfactory performance and the report shall be approved by the appointing authority and filed with the office of the Commissioner of Administrative Services;
 - (2) When the performance of an Employee with permanent status has been less than "good," in order to preclude an annual salary increase, the report shall be approved by the appointing authority and filed in the office of the Commissioner prior to the Employee's increase date;
 - (3) When the appointing authority wishes to amend a previously submitted fair or unsatisfactory report due to the marked improvement in an Employee's performance, such report shall be filed with the office of the Commissioner of Administrative Services not later than two weeks prior to the increase date and if acceptable to the Commissioner it shall have precedence over previous reports and shall restore the annual increase;
 - (4) Annually for each permanent Employee, said annual rating to be filed in the office of the appointing authority at least three months prior to the Employee's annual increase date; or
 - (5) At such other times as the appointing authority deems that the quality of service of an Employee should be recorded.
- (a) All service ratings are to be discussed with the Employee by the Employee's immediate supervisor. The Employee shall be asked to sign such report as a confirmation that he has seen the form and discussed it with the supervisor. Such signature shall not be

construed to indicate agreement or approval of the rating by the Employee.

- (b) A service rating report indicating unsatisfactory service or performance less than “good” shall state in detail the reason therefore. A copy of such report shall be furnished to the Employee.
- (c) Any report of less than “good” shall be considered in determining demotion or dismissal as provided for by these regulations. In no event shall any such report made two or more years prior to any demotion or dismissal be considered.

(Effective January 18, 1984)

APPENDIX "B"

GENERIC SERVICE RATING FORM

EMPLOYEE SERVICE RATING STATE OF CONNECTICUT
NEHCEU, DISTRICT 1199, P-1 AND NP-6 BARGAINING UNITS
PER NEW

TYPE OF SERVICE RATING

INITIAL PROBATIONARY
 ANNUAL
 PROMOTIONAL
 OTHER *(Specify)*

EMPLOYEE NAME	CLASS TITLE			PERIOD COVERED	
DIVISION	DEPARTMENT			DATE OF LAST RATING	
INSTRUCTIONS: Evaluate the employee on the job being performed during the current rating period. Circle the dot in the space above the horizontal line which most closely coincides with your overall judgment on each job element. The care and accuracy with which this appraisal is made will determine its value to you, the employee and the agency. Do not create rating subcategories.					
JOB ELEMENTS	GOOD			LESS THAN GOOD	
	Excellent	Good		Fair	Unsatisfactory
KNOWLEDGE OF WORK	●	●		●	●
Consider the employee's grasp of procedures, techniques, and instructions necessary to perform job and the degree to which skills have been mastered.	Thorough knowledge of all aspects of work. Can perform without assistance.	Knowledgeable in most phases of work. Can perform with little or no assistance.		Marginal grasp of the essential knowledge required to perform job. Requires much instruction and guidance.	Demonstrates little or no understanding of job and is unable or unwilling to master skills required to perform job satisfactorily.
QUANTITY OF WORK	●	●		●	●
Consider the volume of work produced under normal conditions and the rate of progress on assignments.	Rapid worker. Rate of progress on assignments and volume of output is consistently above average. Well organized.	Work output is at acceptable levels. Works at a steady pace. Work done timely.		Works slowly. Only occasionally is output considered average.	Very slow worker. Quantity of output is well below average of others in the same job classification. Does not utilize time effectively or efficiently.
QUALITY OF WORK	●	●		●	●
Consider the accuracy, thoroughness, and appearance of work assignments without regard to volume.	Extremely accurate worker. Consistently superior in all phases of this category.	Work is complete, well presented and accurate. Seldom needs revisions and/or corrections. Rarely repeats mistakes.		Work generally requires revisions and/or corrections. Often repeats mistakes. Repeatedly has difficulty adhering to applicable instructions.	Work is frequently incomplete or needs to be redone. Often repeats same kinds of mistakes Work is messy in appearance and/or poorly arranged.
COOPERATION	●	●		●	●
Consider manner of handling work relationships.	Goes out of way to cooperate.	Gets along well with associates.		Shows reluctance to cooperate.	Very poor cooperation.
JUDGEMENT	●	●		●	●
Does employee think intelligently and make decisions in a logical manner.	Thinks quickly, logically outstanding.	Judgment usually logical and reliable.		Inclined to be illogical.	Poor, unreliable.
OTHER ELEMENTS	●	●		●	●
Consider other elements of job performance which are not included above, yet are job related i.e. attendance, physical performance on job, supervisory ability, affirmative action responsibilities. *					

* If comments pertaining to supervisory ability are appropriate, ability to delegate authority, to get work done through subordinates, and observance of personnel and affirmative action policies should be considered.

EMPLOYEE MAY ADD A REBUTTAL PAGE TO THE SERVICE RATING, WITHIN TWO (2) WEEKS AFTER REVIEWING AND SIGNING THE RATING. EMPLOYEE SHOULD SUBMIT REBUTTAL DIRECTLY TO HUMAN RESOURCES.

RECOMMENDATIONS FOR IMPROVEMENT OR DEVELOPMENT IN ANY OF THE ABOVE JOB ELEMENTS. ALSO AREAS OF IMPROVEMENT AND/OR MAJOR ACCOMPLISHMENTS DURING THE RATING PERIOD MAY BE NOTED :

OVERALL EVALUATION OF EMPLOYEE:

EXCELLENT	<input type="checkbox"/>	Employee regularly exceeds the requirements of the position. No more than two (2) of the employee's job element ratings can be "good," the remainder must be at the level of "excellent."
GOOD	<input type="checkbox"/>	Employee meets all position requirements and may exceed them at times. Most of the employee's ratings must be "good." A "fair" rating in one job category is still an overall "good" rating, but is indicative of a performance problem that has to be corrected.
FAIR	<input type="checkbox"/>	Employee has occasionally failed to meet the requirements of the position through inconsistent performance. The employee must be rated "fair" in two or more job elements and have no unsatisfactory ratings.
UNSATISFACTORY	<input type="checkbox"/>	Employee has failed to meet the requirements of the position. The employee must be rated "unsatisfactory" in <u>one</u> or more job elements.

RATED BY:	SIGNATURE:	TITLE	DATE
REVIEWED BY:	SIGNATURE:	TITLE	DATE
APPROVED BY:	SIGNATURE:	TITLE	DATE
EMPLOYEE:	SIGNATURE:	TITLE	DATE

NOTE TO EMPLOYEE: Your signature confirms that you have seen this report and discussed it with your supervisor. It does not indicate your agreement with or approval of the rating.

Pursuant to Article 38 section 2 of the collective bargaining agreement, "All Employees covered by this agreement shall be given copies of their completed service ratings at the time the Employee or Union Delegate signs the service rating".

APPENDIX "C"

The following is an excerpt from Department of Administrative Services General Letter No 115 (Which may be amended from time to time).

Personally Owned Motor Vehicles on State Business

Appropriate Use of Personally Owned Vehicles for State Business

The Agency Transportation Administrator must authorize the use of a personally owned motor vehicle by an Employee for state business.

Proof of Insurance

All state Employees who are authorized by their Agency Transportation Administrator to use their own motor vehicles in the performance of their duties must carry at least the minimum insurance coverage of:

- Third party liability: \$50,000/\$100,000
- Property damage liability: \$5,000
- * If the applicable collective bargaining agreement provides for different levels of minimum insurance coverage, the collective bargaining agreement controls.

Reimbursement for Use of Personally Owned Vehicles

Reimbursement for use of an Employee's personally owned vehicle will be made in accordance with State Standard Travel Regulations (5-141c-1 to 5-141c-11) and/or the applicable collective bargaining agreements. If the use of a personally-owned motor vehicle by an Employee is authorized by the Agency Transportation Administrator for official state business, the Employee shall be reimbursed at an established mileage rate for travel on official state business less their normal round-trip commute from home to their official duty station, unless another method of calculating mileage has been provided under the applicable collective bargaining agreement. (See attached mileage map.)

No payment for use of personally-owned vehicles is permitted for the following:

- Travel from home to official duty station or field assignment, unless provided under the applicable collective bargaining agreement;
- Any activity except official state business; or
- Participation in any activity in which an honorarium, stipend, monetary fee or gift of any value is given to the Employee involved.

Employees traveling on state business are responsible for the full content of DAS General Letter 115 which should be read in its entirety and can be obtained in electronic form at: /www.das.state.ct.us/Fleet/GL11509rev.pdf

For District 1199

/s/ Paul Fortier 4-13-09

For State of Connecticut

/s/ Fae Brown-Brewton 4-13-09

LEAVE DONATION GUIDELINES

1. To be eligible to receive leave donations, the employee must have achieved permanent status and have six (6) months of service.
2. The absent employee must have exhausted all of his/her accrued paid time and otherwise be on leave without pay status.
3. A request to donate leave time may be initiated by the Union or a group of employees; it should not be generated by an individual on his or her own behalf. The request should be directed to the agency/facility head or designee. A donation request can be initiated before the recipient exhausts all accruals, but should not be submitted until the pay period that the exhaustion of such leave is expected to occur.
4. Once the Leave Donation Forms are compiled, they should be submitted to the agency head or designee along with a summary denoting:
 - A. the name of the employee to whom the leave time is being donated;
 - B. the names of employees who are willing to donate; and
 - C. the number of sick, vacation and /or personal leave days being donated by each employee.
5. Donation of leave may occur between NP-6 and P-1 bargaining unit members.
6. Donations may occur between different employing agencies for employees in the NP-6 and P-1 bargaining units.
7. Donation shall be made only in minimum units of one day (or the equivalent hours), which shall be the length of the standard work day of the **donating** employee (e.g. 7 hours or 8 hours).
8. Requests to donate leave shall be forwarded to the agency head or designee along with:
 - A. the absent employee's name and official job classification;
 - B. the absent employee's length of service;
 - C. the absent employee's sick leave record for the current and previous year;
 - D. the current medical certificate stating the nature of the illness, the prognosis and the probable date when the employee will return to work.
9. The agency head or designees shall review all requests for compliance with the collective bargaining agreement and notify the employee of approval (or denial). Requests which involve donations between agencies shall be reviewed by both agency heads (or designees). If the request to donate is leave approved, the donated days will be transferred to the sick leave account of the absent employee. The actual transfer will occur on the date upon which the absent employee exhausts all accrued leave time. If the donation is contributed into a different agency/payroll, written confirmation must be received indicating that the time has been deducted from the donating employees before the time is credited to the absent employee.
10. The absent employee may use the days in the same manner as any other sick leave, including the "pay-off" of previously advanced sick leave days (as provided in Regulation 5-247-5). The donated time will remain as accrued sick leave for the absent employee and shall not be returned to the donating employees even if the absent employee returns to work before exhausting all of the donated time.

III. VALIDATION-- To Be Completed By Recipient's PAYROLL DEPARTMENT

[All Leave Before Donation_0_hrs] [Hours Donated ____#hrs] [New Leave Balance ____#hrs]

FOR PAYROLL PERIOD BEGINNING: _____

Reviewed By: _____
 (Payroll Department Representative) (Date)

1st Agency Head or Designee _____
 (Signature) (Date)

2nd Agency Head or Designee _____
 (If Required) (Signature) (Date)

APPROVED: Yes [] No [] Date Employee Notified: _____

APPENDIX "E"
COMPETITIVE/NonCompetitive Job Titles

Job Title P-1 Classified Competitive	Job Class
BEHAVIOR MODIFICATION PROGRAM SPECIALIST	<u>1181</u>
BEHAVIORAL HEALTH COMMUNITY MONITOR	<u>4402</u>
BEHAVIORAL HEALTH UNIT SUPERVISOR	<u>0452</u>
CHEMIST 1	<u>1540</u>
CHEMIST 2	<u>7520</u>
CHILDREN AND FAMILIES REGULATORY CONSULTANT	<u>1916</u>
CLINICAL EDUCATION SPECIALIST	<u>2656</u>
CLINICAL EDUCATION SPECIALIST	<u>2657</u>
COMMUNITY CLINICIAN	<u>0967</u>
DIETITIAN 1	<u>2510</u>
ENVIRONMENTAL PROTECTION ANALYTICAL SCIENTIST	<u>3399</u>
EPIDEMIOLOGIST 1	<u>0285</u>
EPIDEMIOLOGIST 1	<u>0284</u>
EPIDEMIOLOGIST 2	<u>0287</u>
EPIDEMIOLOGIST 2	<u>0286</u>
EPIDEMIOLOGIST 3	<u>0289</u>
EPIDEMIOLOGIST 3	<u>0288</u>
EPIDEMIOLOGIST 4	<u>0291</u>
EPIDEMIOLOGIST 4	<u>0290</u>
EVIDENCE CONTROL OFFICER	<u>8135</u>
EVIDENCE CONTROL OFFICER (RC)	<u>2316</u>
FORENSIC SCIENCE EXAMINER 1	<u>2583</u>
FORENSIC SCIENCE EXAMINER 2	<u>2588</u>
FORENSIC SCIENCE EXAMINER 3	<u>8223</u>
HEALTH PROGRAM ASSISTANT 1	<u>4404</u>
HEALTH PROGRAM ASSISTANT 2	<u>4405</u>
HEALTH PROGRAM ASSOCIATE	<u>4406</u>
HEALTH PROGRAM SUPERVISOR	<u>7209</u>
HEALTH SERVICES WIC PROGRAM SUPERVISOR	<u>9338</u>
INFECTION CONTROL PRACTITIONER	<u>4878</u>
LABORATORY CONSULTANT	<u>5609</u>
LEAD MEDICAL TECHNOLOGIST	<u>5637</u>
LICENSED FACILITIES SPECIALIST	<u>5687</u>
LICENSED FACILITIES SPECIALIST SUPERVISOR	<u>5669</u>
MEDICAL SOCIAL WORKER	<u>5631</u>
MEDICAL TECHNOLOGIST 1	<u>5635</u>
MEDICAL TECHNOLOGIST 2	<u>5636</u>
MENTAL RETARDATION CASE MANAGER	<u>5660</u>
MENTAL RETARDATION SUPERVISOR OF CASE MANAGEMENT	<u>0578</u>
MENTAL RETARDATION TRAINING PROGRAM COORDINATOR	<u>2655</u>
MICROBIOLOGIST 1	<u>5670</u>
MICROBIOLOGIST 2	<u>7390</u>
NUTRITION CONSULTANT 1	<u>5950</u>
NUTRITION CONSULTANT 2	<u>7391</u>
PRINCIPAL CHEMIST	<u>6377</u>

Job Title P-1 Classified Competitive	Job Class
PRINCIPAL MICROBIOLOGIST	<u>6375</u>
PSRB/COMPETENCY MONITOR	<u>5392</u>
PSYCHIATRIC SOCIAL WORKER (RC)	<u>6621</u>
PSYCHIATRIC SOCIAL WORKER ASSISTANT (RC)	<u>6613</u>
PSYCHIATRIC SOCIAL WORKER ASSOCIATE (RC)	<u>6620</u>
PSYCHOLOGY ASSOCIATE SPECIALIST (RC)	<u>6634</u>
PUBLIC HEALTH LABORATORY RESEARCH SPECIALIST	<u>1671</u>
REGIONAL LONG TERM CARE OMBUDSMAN	<u>6779</u>
REHABILITATION THERAPIST 1	<u>6895</u>
REHABILITATION THERAPIST 1	<u>6894</u>
REHABILITATION THERAPIST 1	<u>6892</u>
REHABILITATION THERAPIST 1	<u>6891</u>
REHABILITATION THERAPIST 2	<u>6900</u>
REHABILITATION THERAPIST 2	<u>6899</u>
REHABILITATION THERAPIST 2	<u>6897</u>
REHABILITATION THERAPIST 2	<u>6896</u>
REHABILITATION THERAPY SUPERVISOR 1	<u>6868</u>
REHABILITATION THERAPY SUPERVISOR 2	<u>6455</u>
SAFETY EDUCATION INSTRUCTOR	<u>5552</u>
SOCIAL WORKER - HEALTH CARE PROFESSIONAL	<u>7749</u>
SUPERVISING CHEMIST	<u>8218</u>
SUPERVISING CLINICIAN	<u>3293</u>
SUPERVISING LABORATORY CONSULTANT	<u>8510</u>
SUPERVISING LABORATORY CONSULTANT	<u>8509</u>
SUPERVISING LABORATORY CONSULTANT	<u>8508</u>
SUPERVISING MEDICAL SOCIAL WORK CONSULTANT	<u>8382</u>
SUPERVISING MICROBIOLOGIST	<u>8210</u>
TOXICOLOGIST	<u>8801</u>

Job Title P-1 Classified Noncompetitive	Job Class
ASSOCIATE CHAPLAIN	<u>1511</u>
CHAPLAIN	<u>1510</u>
CHAPLAIN RESIDENT	<u>1513</u>
CONNECTICUT CAREERS TRAINEE	<u>1991</u>
DENTAL HYGIENIST 1	<u>2340</u>
FORENSIC HEAD NURSE	<u>3990</u>
FORENSIC NURSE	<u>0356</u>
GRADUATE NURSE	<u>1886</u>
HEAD NURSE	<u>4356</u>
HEAD NURSE (CORRECTIONAL FACILITY)	<u>2293</u>
NURSE	<u>1969</u>
NURSE (CORRECTIONAL FACILITY)	<u>2294</u>
PSYCHIATRIC RESIDENT 1	<u>6873</u>
PSYCHIATRIC RESIDENT 2	<u>6874</u>
PSYCHIATRIC RESIDENT 3	<u>6872</u>
PSYCHIATRIC RESIDENT 4	<u>6875</u>
PSYCHOLOGY INTERN	<u>6632</u>
REGISTERED PROFESSIONAL NURSE (PER DIEM)	<u>0274</u>

Job Title P-1 Classified Noncompetitive	Job Class
SOCIAL WORKER TRAINEE - HEALTH CARE PROFESSIONAL	<u>7752</u>
SUPERVISING CHAPLAIN	<u>1512</u>
UTILIZATION REVIEW NURSE	<u>5612</u>

Job Title NP-6 Classified Competitive	Job Class
ASSISTANT SUPERVISOR OF CENTRAL STERILE SUPPLY SERVICES	<u>0488</u>
ASSISTANT SUPERVISOR OF SCIENTIFIC SUPPORTIVE SERVICES	<u>0875</u>
CHILDREN SERVICES SPECIALIST	<u>1921</u>
CHILDREN SERVICES UNIT SUPERVISOR	<u>1920</u>
DENTAL LABORATORY TECHNICIAN 1	<u>2350</u>
DENTAL LABORATORY TECHNICIAN 2	<u>7112</u>
EKG/EKG TECHNICIAN	<u>7375</u>
FORENSIC TECHNICIAN SUPERVISOR	<u>7203</u>
FORENSIC TREATMENT SPECIALIST	<u>6617</u>
LEAD CHILDREN SERVICES WORKER	<u>1922</u>
LEAD FORENSIC TREATMENT SPECIALIST	<u>6616</u>
LEAD VETERANS' DOMICILE WORKER	<u>0939</u>
MENTAL HEALTH ASSISTANT 2	<u>5723</u>
MENTAL HEALTH ASSOCIATE	<u>7376</u>
MENTAL RETARDATION RESIDENTIAL PROGRAM SUPERVISOR 1	<u>5664</u>
MENTAL RETARDATION RESIDENTIAL PROGRAM SUPERVISOR 2	<u>5665</u>
PATIENT WORK PROGRAM COORDINATOR	<u>4741</u>
PHARMACY TECHNICIAN	<u>6194</u>
QUALITY OF WORK LIFE SPECIALIST	<u>2744</u>
REHABILITATION COUNSELOR 2 (RC)	<u>6797</u>
SUPERVISOR OF SCIENTIFIC SUPPORTIVE SERVICES	<u>8583</u>

Job Title NP-6 Classified Noncompetitive	Job Class
CHILDREN SERVICES ASSISTANT	<u>1924</u>
CHILDREN SERVICES WORKER	<u>1923</u>
DENTAL ASSISTANT	<u>2341</u>
FORENSIC TECHNICIAN 1	<u>3991</u>
FORENSIC TECHNICIAN 2	<u>7186</u>
HEALTH SERVICES WORKER	<u>0114</u>
HEALTH SERVICES WORKER TRAINEE	<u>0115</u>
LABORATORY AIDE	<u>5240</u>
LABORATORY ASSISTANT 1	<u>5237</u>
LABORATORY ASSISTANT 2	<u>4968</u>
LABORATORY ASSISTANT 3	<u>5238</u>
LEAD DEVELOPMENTAL SERVICES WORKER	<u>5721</u>
LEAD TRANSPORT AIDE	<u>8138</u>
LEAD TRANSPORT AIDE (RC)	<u>1526</u>
LICENSED PRACTICAL NURSE	<u>5415</u>
LICENSED PRACTICAL NURSE (PER DIEM)	<u>0276</u>
MENTAL HEALTH ASSISTANT 1	<u>5724</u>
MENTAL HEALTH TRAINEE	<u>5725</u>
MENTAL RETARDATION SUPPORTED LIVING WORKER	<u>4858</u>
MENTAL RETARDATION WORKER 1	<u>5661</u>

Job Title NP-6 Classified Noncompetitive	Job Class
MENTAL RETARDATION WORKER 2	<u>5662</u>
NURSE'S AIDE	<u>5910</u>
OPERATING ROOM INSTRUMENT TECHNICIAN	<u>6018</u>
OPERATING ROOM/ANESTHESIA TECHNICIAN	<u>1978</u>
PHARMACY TECHNICIAN TRAINEE	<u>6195</u>
REHABILITATION COUNSELOR 1 (RC)	<u>6794</u>
REHABILITATION THERAPY ASSISTANT 1	<u>8723</u>
REHABILITATION THERAPY ASSISTANT 2	<u>8724</u>
SUBSTANCE ABUSE/HIV COUNSELOR	<u>6796</u>
SUBSTANCE ABUSE/HIV SUPERVISOR	<u>6795</u>
SUPERVISING MENTAL RETARDATION WORKER 1	<u>5659</u>
SUPERVISING MENTAL RETARDATION WORKER 2	<u>5663</u>
SURGICAL TECHNOLOGIST	<u>8611</u>
TRANSPORT AIDE	<u>8147</u>
TRANSPORT AIDE (RC)	<u>0259</u>
VETERANS DOMICILE WORKER	<u>9170</u>

Job Title NP-6 Classified Competitive (Non-examined)	Job Class
CERTIFIED OCCUPATIONAL THERAPY ASSISTANT	<u>0699</u>
LEAD DENTAL ASSISTANT	<u>2339</u>
LEAD RESPIRATORY THERAPIST	<u>4445</u>
PRINCIPAL RADIOLOGICAL TECHNOLOGIST	<u>9382</u>
RESPIRATORY THERAPIST	<u>6881</u>
RESPIRATORY THERAPY SUPERVISOR	<u>6884</u>
RESPIRATORY THERAPY TECHNICIAN	<u>6885</u>
STAFF RADIOLOGICAL TECHNOLOGIST	<u>9381</u>

Job Title – P-1 Classified Competitive (Non-examined)	Job Class
ADVANCED NURSE PRACTITIONER	<u>2697</u>
ASSOCIATE MARITAL AND FAMILY THERAPIST	<u>4250</u>
ASSOCIATE PROFESSIONAL COUNSELOR	<u>4249</u>
AUDIOLOGIST	<u>1114</u>
CLINICAL NURSE COORDINATOR	<u>1974</u>
CLINICAL NURSE COORDINATOR	<u>1975</u>
CLINICAL SOCIAL WORK LICENSURE CANDIDATE	<u>0964</u>
CLINICAL SOCIAL WORKER	<u>0966</u>
CLINICAL SOCIAL WORKER ASSOCIATE	<u>0965</u>
COMMUNICATIONS THERAPIST (RC)	<u>7783</u>
CONSUMER PROTECTION DRUG CONTROL AGENT	<u>2212</u>
CONSUMER PROTECTION DRUG CONTROL PRINCIPAL AGENT	<u>2211</u>
DENTAL HYGIENIST 2	<u>7161</u>
DENTAL SERVICES COORDINATOR	<u>7537</u>
DENTIST	<u>4940</u>
DEVELOPMENTAL SPECIALIST 1	<u>2558</u>
DEVELOPMENTAL SPECIALIST 2	<u>7164</u>
DIETITIAN 2	<u>8490</u>
DIRECTOR OF STATE ORAL HEALTH PROGRAM	<u>3769</u>
HEALTH SERVICES SOCIAL WORK CONSULTANT	<u>0235</u>

Job Title – P-1 Classified Competitive (Non-examined)	Job Class
LEAD DENTIST	<u>7320</u>
LEAD NURSE CLINICAL INSTRUCTOR	<u>5912</u>
LEAD NURSE CLINICIAN	<u>5906</u>
MARITAL AND FAMILY THERAPIST	<u>0735</u>
NURSE CLINICAL INSTRUCTOR	<u>5914</u>
NURSE CLINICAL INSTRUCTOR	<u>5911</u>
NURSE CLINICAL SPECIALIST (RC)	<u>5913</u>
NURSE CLINICIAN	<u>5915</u>
NURSE CONSULTANT (DEVELOPMENTAL SERVICES)	<u>5903</u>
NURSE CONSULTANT (GENERAL)	<u>5927</u>
NURSE CONSULTANT (HEALTHCARE ADVOCATE)	<u>5904</u>
NURSE CONSULTANT (MENTAL HEALTH AND ADDICTION SERVICES)	<u>0371</u>
NURSE CONSULTANT (PUBLIC HEALTH)	<u>5905</u>
NURSE CONSULTANT (WORKERS COMPENSATION)	<u>0375</u>
OCCUPATIONAL THERAPIST 1	<u>5970</u>
OCCUPATIONAL THERAPIST 1	<u>4669</u>
OCCUPATIONAL THERAPIST 2	<u>5971</u>
OCCUPATIONAL THERAPY CONSULTANT	<u>8710</u>
OCCUPATIONAL THERAPY SUPERVISOR	<u>5980</u>
OPTOMETRIST	<u>8275</u>
PHARMACIST	<u>6190</u>
PHARMACY CONSULTANT	<u>6200</u>
PHARMACY SUPERVISOR	<u>6192</u>
PHYSICAL THERAPIST 1	<u>6230</u>
PHYSICAL THERAPIST 1	<u>4670</u>
PHYSICAL THERAPIST 2	<u>6251</u>
PHYSICAL THERAPY CONSULTANT	<u>8729</u>
PHYSICAL THERAPY SUPERVISOR	<u>6250</u>
PHYSICIAN (PART-TIME)	<u>4662</u>
PHYSICIAN 1	<u>6261</u>
PHYSICIAN 1	<u>4666</u>
PHYSICIAN 2	<u>6263</u>
PHYSICIAN ASSISTANT	<u>6262</u>
PODIATRIST	<u>8276</u>
POSTDOCTORAL FELLOW - PSYCHOLOGY DEPARTMENT	<u>6628</u>
POSTDOCTORAL FELLOW - PSYCHOLOGY DEPARTMENT	<u>6446</u>
PRINCIPAL PHYSICIAN	<u>4661</u>
PRINCIPAL PSYCHIATRIST	<u>6186</u>
PROFESSIONAL COUNSELOR	<u>6355</u>
PSYCHIATRIC SOCIAL WORK SUPERVISOR (RC)	<u>6612</u>
PSYCHIATRIST (PART-TIME)	<u>6188</u>
PSYCHIATRIST 1	<u>6622</u>
PSYCHIATRIST 1	<u>4667</u>
PSYCHIATRIST 3	<u>6624</u>
PSYCHOLOGIST	<u>6629</u>
PSYCHOLOGIST	<u>6448</u>
PSYCHOLOGIST	<u>4668</u>
SOCIAL SERVICES DENTAL CONSULTANT	<u>4818</u>
SPEECH PATHOLOGIST	<u>7781</u>

Job Title – P-1 Classified Competitive (Non-examined)	Job Class
SPEECH PATHOLOGIST	<u>4671</u>
STAFF PHYSICIAN	<u>4660</u>
STAFF PSYCHIATRIST	<u>6187</u>
STATE VETERINARIAN	<u>8110</u>
SUPERVISING COMMUNICATIONS THERAPIST	<u>8497</u>
SUPERVISING DIETITIAN	<u>8492</u>
SUPERVISING NURSE (CORRECTIONAL FACILITY)	<u>2289</u>
SUPERVISING NURSE	<u>5922</u>
SUPERVISING NURSE CONSULTANT	<u>7400</u>
SUPERVISING PSYCHOLOGIST 1	<u>6630</u>
SUPERVISING PSYCHOLOGIST 1	<u>6452</u>
SUPERVISING PSYCHOLOGIST 2	<u>6578</u>
SUPERVISING PSYCHOLOGIST 2	<u>6577</u>
UTILIZATION REVIEW NURSE COORDINATOR	<u>5613</u>

PROFESSIONAL SPECIALIST	6570

APPENDIX "F"

LONGEVITY SCHEDULE

(July 1, 2009 through June 30, 2012)

SALARY GROUP	10 YEARS	15 YEARS	20 YEARS	25 YEARS
1-11	75.00	150.00	225.00	300.00
12	75.25	150.50	225.75	301.00
13	92.00	184.00	276.00	368.00
14	94.75	189.50	284.25	379.00
15	97.50	195.00	292.50	390.00
16	100.50	201.00	301.50	402.00
17	103.25	206.50	309.75	413.00
18	106.00	212.00	318.00	424.00
19	109.00	218.00	327.00	436.00
20	111.75	223.50	335.25	447.00
21	114.75	229.50	344.25	459.00
22	136.25	272.50	408.75	545.00
23	142.00	284.00	426.00	568.00
24	147.75	295.50	443.25	591.00
25	153.25	306.50	459.75	613.00
26	159.00	318.00	477.00	636.00
27	164.50	329.00	493.50	658.00
28	170.25	340.50	510.75	681.00
29	187.50	375.00	562.50	750.00
30	193.00	386.00	579.00	772.00
31	198.75	397.50	596.25	795.00
32	204.25	408.50	612.75	817.00
33	210.00	420.00	630.00	840.00
34	215.75	431.50	647.25	863.00
35	221.25	442.50	663.75	885.00
36	227.00	454.00	681.00	908.00
37	233.00	466.00	699.00	932.00
38	238.50	477.00	715.50	954.00
39	244.25	488.50	732.75	977.00
40	249.50	499.00	748.50	998.00
41	225.50	511.00	766.50	1022.00
42	261.25	522.50	783.75	1045.00
43	266.75	533.50	800.25	1067.00

Job Class	P-1 Classification Listing	Pay Plan
2697	ADVANCED NURSE PRACTITIONER	HC - 30
1511	ASSOCIATE CHAPLAIN	HC - 26
4250	ASSOCIATE MARITAL AND FAMILY THERAPIST	HC - 26
4249	ASSOCIATE PROFESSIONAL COUNSELOR	HC - 26
1114	AUDIOLOGIST	HC - 25
1181	BEHAVIOR MODIFICATION PROGRAM SPECIALIST	HC - 22
4402	BEHAVIORAL HEALTH COMMUNITY MONITOR	HC - 24
0452	BEHAVIORAL HEALTH UNIT SUPERVISOR	HC - 28
1510	CHAPLAIN	HC - 22
1513	CHAPLAIN RESIDENT	HC - 18
1540	CHEMIST 1	HC - 18
7520	CHEMIST 2	HC - 22
1916	CHILDREN AND FAMILIES REGULATORY CONSULTANT	HC - 25
2656	CLINICAL EDUCATION SPECIALIST (GENERAL)	HC - 28
2657	CLINICAL EDUCATION SPECIALIST (PSYCHIATRIC)	HC - 28
1974	CLINICAL NURSE COORDINATOR (GENERAL)	HC - 24
1975	CLINICAL NURSE COORDINATOR (PSYCHIATRIC)	HC - 24
0964	CLINICAL SOCIAL WORK LICENSURE CANDIDATE	HC - 22
0966	CLINICAL SOCIAL WORKER	HC - 25
0965	CLINICAL SOCIAL WORKER ASSOCIATE	HC - 26
7783	COMMUNICATIONS THERAPIST (RC)	HC - 28
0967	COMMUNITY CLINICIAN	HC - 22
1991	CONNECTICUT CAREERS TRAINEE (HEALTH CARE PROFESSIONAL)	HC - 15
2212	CONSUMER PROTECTION DRUG CONTROL AGENT	HC - 28
2211	CONSUMER PROTECTION DRUG CONTROL PRINCIPAL AGENT	HC - 31
2340	DENTAL HYGIENIST 1	HC - 17
7161	DENTAL HYGIENIST 2	HC - 19
7537	DENTAL SERVICES COORDINATOR	HC - 21
4940	DENTIST	DX - 05
5660	DEVELOPMENTAL SERVICES CASE MANAGER	HC - 24
0578	DEVELOPMENTAL SERVICES SUPERVISOR OF CASE MANAGEMENT	HC - 26
2655	DEVELOPMENTAL SERVICES TRAINING PROGRAM COORDINATOR	HC - 23
2558	DEVELOPMENTAL SPECIALIST 1	HC - 23
7164	DEVELOPMENTAL SPECIALIST 2	HC - 25
2510	DIETITIAN 1	HC - 19
8490	DIETITIAN 2	HC - 22
3769	DIRECTOR OF STATE ORAL HEALTH PROGRAM	RX - 08
3399	ENVIRONMENTAL PROTECTION ANALYTICAL SCIENTIST	HC - 29
0285	EPIDEMIOLOGIST 1 (INFECTIOUS/CHRONIC DISEASE)	HC - 20
0284	EPIDEMIOLOGIST 1 (TOXIC HAZARDS)	HC - 20
0287	EPIDEMIOLOGIST 2 (INFECTIOUS/CHRONIC DISEASE)	HC - 23
0286	EPIDEMIOLOGIST 2 (TOXIC HAZARDS)	HC - 23
0289	EPIDEMIOLOGIST 3 (INFECTIOUS/CHRONIC DISEASE)	HC - 28
0288	EPIDEMIOLOGIST 3 (TOXIC HAZARDS)	HC - 28
0291	EPIDEMIOLOGIST 4 (INFECTIOUS/CHRONIC DISEASE)	HC - 32
0290	EPIDEMIOLOGIST 4 TOXIC HAZARDS)	HC - 32
8135	EVIDENCE CONTROL OFFICER	HC - 16
2316	EVIDENCE CONTROL OFFICER (RC)	HC - 18
3990	FORENSIC HEAD NURSE	HC - 25
0356	FORENSIC NURSE	HC - 22

Job Class	P-1 Classification Listing	Pay Plan
2583	FORENSIC SCIENCE EXAMINER 1	FP - 23
2588	FORENSIC SCIENCE EXAMINER 2	FP - 25
8223	FORENSIC SCIENCE EXAMINER 3	FP - 27
1886	GRADUATE NURSE	HC - 19
4356	HEAD NURSE	HC - 24
2293	HEAD NURSE (CORRECTIONAL FACILITY)	HC - 26
4404	HEALTH PROGRAM ASSISTANT 1	HC - 19
4405	HEALTH PROGRAM ASSISTANT 2	HC - 21
4406	HEALTH PROGRAM ASSOCIATE	HC - 24
7209	HEALTH PROGRAM SUPERVISOR	HC - 28
0235	HEALTH SERVICES SOCIAL WORK CONSULTANT	HC - 24
9338	HEALTH SERVICES WIC PROGRAM SUPERVISOR	HC - 29
4878	INFECTION CONTROL PRACTITIONER	HC - 25
5609	LABORATORY CONSULTANT	HC - 25
7320	LEAD DENTIST	DX - 09
5637	LEAD MEDICAL TECHNOLOGIST	HC - 24
5912	LEAD NURSE CLINICAL INSTRUCTOR	HC - 27
5906	LEAD NURSE CLINICIAN	HC - 30
0735	MARITAL AND FAMILY THERAPIST	HC - 25
5631	MEDICAL SOCIAL WORKER	HC - 24
5635	MEDICAL TECHNOLOGIST 1	HC - 18
5636	MEDICAL TECHNOLOGIST 2	HC - 20
5670	MICROBIOLOGIST 1	HC - 18
7390	MICROBIOLOGIST 2	HC - 22
1969	NURSE	HC - 21
2294	NURSE (CORRECTIONAL FACILITY)	HC - 21
5914	NURSE CLINICAL INSTRUCTOR (GENERAL)	HC - 24
5911	NURSE CLINICAL INSTRUCTOR (PSYCHIATRIC)	HC - 24
5913	NURSE CLINICAL SPECIALIST (RC)	HC - 32
5915	NURSE CLINICIAN	HC - 26
5903	NURSE CONSULTANT (DEVELOPMENTAL SERVICES)	HC - 28
5927	NURSE CONSULTANT (GENERAL)	HC - 28
5904	NURSE CONSULTANT (HEALTHCARE ADVOCATE)	HC - 28
0371	NURSE CONSULTANT (MENTAL HEALTH AND ADDICTION SERVICES)	HC - 28
5905	NURSE CONSULTANT (PUBLIC HEALTH)	HC - 28
0375	NURSE CONSULTANT (WORKERS COMPENSATION)	HC - 28
5950	NUTRITION CONSULTANT 1	HC - 21
7391	NUTRITION CONSULTANT 2	HC - 24
5970	OCCUPATIONAL THERAPIST 1	HC - 19
4669	OCCUPATIONAL THERAPIST 1 (PER DIEM)	VR - 99
5971	OCCUPATIONAL THERAPIST 2	HC - 23
8710	OCCUPATIONAL THERAPY CONSULTANT	HC - 24
5980	OCCUPATIONAL THERAPY SUPERVISOR	HC - 26
8275	OPTOMETRIST	RX - 05
6190	PHARMACIST	HC - 26
6200	PHARMACY CONSULTANT	HC - 28
6192	PHARMACY SUPERVISOR	HC - 29
6230	PHYSICAL THERAPIST 1	HC - 19
4670	PHYSICAL THERAPIST 1 (PER DIEM)	VR - 99
6251	PHYSICAL THERAPIST 2	HC - 23

Job Class	P-1 Classification Listing	Pay Plan
8729	PHYSICAL THERAPY CONSULTANT	HC - 24
6250	PHYSICAL THERAPY SUPERVISOR	HC - 26
4662	PHYSICIAN (PART-TIME)	VR - 99
6261	PHYSICIAN 1	RX - 07
4666	PHYSICIAN 1 (PER DIEM)	VR - 99
6263	PHYSICIAN 2	RX - 09
6262	PHYSICIAN ASSISTANT	HC - 26
8276	PODIATRIST	RX - 05
6628	POSTDOCTORAL FELLOW - PSYCHOLOGY DEPT (CLINICAL)	HC - 26
6446	POSTDOCTORAL FELLOW - PSYCHOLOGY DEPT (CONSULTING)	HC - 26
6377	PRINCIPAL CHEMIST	HC - 24
6375	PRINCIPAL MICROBIOLOGIST	HC - 24
4661	PRINCIPAL PHYSICIAN	RZ - 14
6186	PRINCIPAL PSYCHIATRIST	RZ - 14
6355	PROFESSIONAL COUNSELOR	HC - 25
6570	PROFESSIONAL SPECIALIST	VR - 99
5392	PSRB/COMPETENCY MONITOR	HC - 26
6873	PSYCHIATRIC RESIDENT 1	RX - 01
6874	PSYCHIATRIC RESIDENT 2	RX - 02
6872	PSYCHIATRIC RESIDENT 3	RX - 03
6875	PSYCHIATRIC RESIDENT 4	RX - 04
6612	PSYCHIATRIC SOCIAL WORK SUPERVISOR (RC)	HC - 28
6621	PSYCHIATRIC SOCIAL WORKER (RC)	HC - 22
6613	PSYCHIATRIC SOCIAL WORKER ASSISTANT (RC)	HC - 19
6620	PSYCHIATRIC SOCIAL WORKER ASSOCIATE (RC)	HC - 25
6188	PSYCHIATRIST (PART-TIME)	VR - 99
6622	PSYCHIATRIST 1	RX - 07
4667	PSYCHIATRIST 1 (PER DIEM)	VR - 99
6624	PSYCHIATRIST 3	RX - 10
6629	PSYCHOLOGIST (CLINICAL)	HC - 30
6448	PSYCHOLOGIST (CONSULTING))	HC - 30
4668	PSYCHOLOGIST (PER DIEM)	VR - 99
6634	PSYCHOLOGY ASSOCIATE SPECIALIST (RC)	HC - 25
6632	PSYCHOLOGY INTERN	HC - 17
1671	PUBLIC HEALTH LABORATORY RESEARCH SPECIALIST	HC - 32
5687	QUALITY REVIEW SPECIALIST	HC - 23
5669	QUALITY REVIEW SPECIALIST SUPERVISOR	HC - 25
6779	REGIONAL LONG TERM CARE OMBUDSMAN	HC - 23
0274	REGISTERED PROFESSIONAL NURSE (PER DIEM)	VR - 99
6895	REHABILITATION THERAPIST 1 (ART)	HC - 19
6894	REHABILITATION THERAPIST 1 (DANCE AND MOVEMENT)	HC - 19
6892	REHABILITATION THERAPIST 1 (MUSIC)	HC - 19
6891	REHABILITATION THERAPIST 1 (THERAPUTIC RECREATION)	HC - 19
6900	REHABILITATION THERAPIST 2 (ART)	HC - 23
6899	REHABILITATION THERAPIST 2 (DANCE AND MOVEMENT)	HC - 23
6897	REHABILITATION THERAPIST 2 (MUSIC)	HC - 23
6896	REHABILITATION THERAPIST 2 (THERAPUTIC RECREATION)	HC - 23
6868	REHABILITATION THERAPY SUPERVISOR 1	HC - 25
6455	REHABILITATION THERAPY SUPERVISOR 2	HC - 28
5552	SAFETY EDUCATION INSTRUCTOR	FP - 19

Job Class	P-1 Classification Listing	Pay Plan
4818	SOCIAL SERVICES DENTAL CONSULTANT	RX - 06
7749	SOCIAL WORKER - HEALTH CARE PROFESSIONAL	HC - 24
7752	SOCIAL WORKER TRAINEE - HEALTH CARE PROFESSIONAL	HC - 17
7781	SPEECH PATHOLOGIST	HC - 25
4671	SPEECH PATHOLOGIST (PER DIEM)	VR - 99
4660	STAFF PHYSICIAN	RZ - 13
6187	STAFF PSYCHIATRIST	RZ - 13
8110	STATE VETERINARIAN	HC - 32
1512	SUPERVISING CHAPLAIN	HC - 31
8218	SUPERVISING CHEMIST	HC - 30
3293	SUPERVISING CLINICIAN	HC - 28
8497	SUPERVISING COMMUNICATIONS THERAPIST	HC - 29
8492	SUPERVISING DIETITIAN	HC - 26
8510	SUPERVISING LABORATORY CONSULTANT (ENVIRONMENTAL)	HC - 27
8509	SUPERVISING LABORATORY CONSULTANT (MEDICAL)	HC - 27
8508	SUPERVISING LABORATORY CONSULTANT TRAINING & CONSULTATION)	HC - 27
8382	SUPERVISING MEDICAL SOCIAL WORK CONSULTANT	HC - 26
8210	SUPERVISING MICROBIOLOGIST	HC - 30
5922	SUPERVISING NURSE	HC - 28
2289	SUPERVISING NURSE (CORRECTIONAL FACILITY)	HC - 28
7400	SUPERVISING NURSE CONSULTANT	HC - 31
6630	SUPERVISING PSYCHOLOGIST 1 (Clinical)	HC - 32
6452	SUPERVISING PSYCHOLOGIST 1 (Consulting)	HC - 32
6578	SUPERVISING PSYCHOLOGIST 2 (Clinical)	HC - 35
6577	SUPERVISING PSYCHOLOGIST 2 (Consulting)	HC - 35
8801	TOXICOLOGIST	HC - 32
5612	UTILIZATION REVIEW NURSE	HC - 23
5613	UTILIZATION REVIEW NURSE COORDINATOR	HC - 25

P-1 HC 35 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC 15	Annual	\$36,018.00	\$37,317.00	\$38,615.00	\$39,912.00	\$41,213.00	\$42,518.00	\$43,815.00	\$45,021.00	\$46,226.00	\$47,464.00	\$48,734.00	
	Bi-Wk	\$1,380.00	\$1,429.78	\$1,479.51	\$1,529.20	\$1,579.05	\$1,629.05	\$1,678.74	\$1,724.95	\$1,771.12	\$1,818.55	\$1,867.21	
	Daily	\$138.00	\$142.98	\$147.96	\$152.92	\$157.91	\$162.91	\$167.88	\$172.50	\$177.12	\$181.86	\$186.73	
	Hourly	\$19.72	\$20.43	\$21.14	\$21.85	\$22.56	\$23.28	\$23.99	\$24.65	\$25.31	\$25.98	\$26.68	
HC 16	Annual	\$37,769.00	\$39,108.00	\$40,450.00	\$41,787.00	\$43,124.00	\$44,465.00	\$45,797.00	\$47,053.00	\$48,314.00	\$49,608.00	\$50,939.00	
	Bi-Wk	\$1,447.09	\$1,498.40	\$1,549.81	\$1,601.04	\$1,652.27	\$1,703.64	\$1,754.68	\$1,802.80	\$1,851.12	\$1,900.69	\$1,951.69	
	Daily	\$144.71	\$149.84	\$154.99	\$160.11	\$165.23	\$170.37	\$175.47	\$180.28	\$185.12	\$190.07	\$195.17	
	Hourly	\$20.68	\$21.41	\$22.15	\$22.88	\$23.61	\$24.34	\$25.07	\$25.76	\$26.45	\$27.16	\$27.89	
HC 17	Annual	\$39,640.00	\$41,019.00	\$42,397.00	\$43,771.00	\$45,147.00	\$46,517.00	\$47,901.00	\$49,219.00	\$50,536.00	\$51,888.00	\$53,277.00	
	Bi-Wk	\$1,518.78	\$1,571.61	\$1,624.41	\$1,677.05	\$1,729.78	\$1,782.27	\$1,835.29	\$1,885.79	\$1,936.25	\$1,988.05	\$2,041.27	
	Daily	\$151.88	\$157.17	\$162.45	\$167.71	\$172.98	\$178.23	\$183.53	\$188.58	\$193.63	\$198.81	\$204.13	
	Hourly	\$21.70	\$22.46	\$23.21	\$23.96	\$24.72	\$25.47	\$26.22	\$26.94	\$27.67	\$28.41	\$29.17	
HC 18	Annual	\$41,639.00	\$43,052.00	\$44,465.00	\$45,878.00	\$47,281.00	\$48,694.00	\$50,103.00	\$51,481.00	\$52,861.00	\$54,280.00	\$55,739.00	
	Bi-Wk	\$1,595.37	\$1,649.51	\$1,703.64	\$1,757.78	\$1,811.54	\$1,865.68	\$1,919.66	\$1,972.46	\$2,025.33	\$2,079.70	\$2,135.60	
	Daily	\$159.54	\$164.96	\$170.37	\$175.78	\$181.16	\$186.57	\$191.97	\$197.25	\$202.54	\$207.97	\$213.56	
	Hourly	\$22.80	\$23.57	\$24.34	\$25.12	\$25.88	\$26.66	\$27.43	\$28.18	\$28.94	\$29.71	\$30.51	
HC 19	Annual	\$43,690.00	\$45,147.00	\$46,598.00	\$48,056.00	\$49,499.00	\$50,950.00	\$52,402.00	\$53,846.00	\$55,285.00	\$56,767.00	\$58,288.00	
	Bi-Wk	\$1,673.95	\$1,729.78	\$1,785.37	\$1,841.23	\$1,896.52	\$1,952.11	\$2,007.74	\$2,063.07	\$2,118.20	\$2,174.99	\$2,233.26	
	Daily	\$167.40	\$172.98	\$178.54	\$184.13	\$189.66	\$195.22	\$200.78	\$206.31	\$211.82	\$217.50	\$223.33	
	Hourly	\$23.92	\$24.72	\$25.51	\$26.31	\$27.10	\$27.89	\$28.69	\$29.48	\$30.26	\$31.08	\$31.91	
HC 20	Annual	\$45,919.00	\$47,406.00	\$48,893.00	\$50,376.00	\$51,859.00	\$53,348.00	\$54,836.00	\$56,343.00	\$57,850.00	\$59,400.00	\$60,990.00	
	Bi-Wk	\$1,759.35	\$1,816.33	\$1,873.30	\$1,930.12	\$1,986.94	\$2,043.99	\$2,101.00	\$2,158.74	\$2,216.48	\$2,275.87	\$2,336.79	
	Daily	\$175.94	\$181.64	\$187.33	\$193.02	\$198.70	\$204.40	\$210.10	\$215.88	\$221.65	\$227.59	\$233.68	
	Hourly	\$25.14	\$25.95	\$26.77	\$27.58	\$28.39	\$29.20	\$30.02	\$30.84	\$31.67	\$32.52	\$33.39	

P-1 HC 35 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC 21	Annual	\$48,183.00	\$49,710.00	\$51,238.00	\$52,767.00	\$54,296.00	\$55,821.00	\$57,352.00	\$58,927.00	\$60,505.00	\$62,124.00	\$63,788.00	
	Bi-Wk	\$1,846.10	\$1,904.60	\$1,963.15	\$2,021.73	\$2,080.31	\$2,138.74	\$2,197.40	\$2,257.74	\$2,318.20	\$2,380.23	\$2,443.99	
	Daily	\$184.61	\$190.46	\$196.32	\$202.18	\$208.04	\$213.88	\$219.74	\$225.78	\$231.82	\$238.03	\$244.40	
	Hourly	\$26.38	\$27.21	\$28.05	\$28.89	\$29.72	\$30.56	\$31.40	\$32.26	\$33.12	\$34.01	\$34.92	
HC 22	Annual	\$49,499.00	\$51,315.00	\$53,131.00	\$54,940.00	\$56,755.00	\$58,569.00	\$60,381.00	\$62,042.00	\$63,702.00	\$65,409.00	\$67,162.00	
	Bi-Wk	\$1,896.52	\$1,966.10	\$2,035.68	\$2,104.99	\$2,174.53	\$2,244.03	\$2,313.45	\$2,377.09	\$2,440.69	\$2,506.10	\$2,573.26	
	Daily	\$189.66	\$196.61	\$203.57	\$210.50	\$217.46	\$224.41	\$231.35	\$237.71	\$244.07	\$250.61	\$257.33	
	Hourly	\$27.10	\$28.09	\$29.09	\$30.08	\$31.07	\$32.06	\$33.05	\$33.96	\$34.87	\$35.81	\$36.77	
HC 23	Annual	\$51,846.00	\$53,737.00	\$55,619.00	\$57,512.00	\$59,400.00	\$61,292.00	\$63,183.00	\$64,916.00	\$66,654.00	\$68,441.00	\$70,276.00	
	Bi-Wk	\$1,986.44	\$2,058.89	\$2,131.00	\$2,203.53	\$2,275.87	\$2,348.36	\$2,420.81	\$2,487.21	\$2,553.80	\$2,622.27	\$2,692.57	
	Daily	\$198.65	\$205.89	\$213.10	\$220.36	\$227.59	\$234.84	\$242.09	\$248.73	\$255.38	\$262.23	\$269.26	
	Hourly	\$28.38	\$29.42	\$30.45	\$31.48	\$32.52	\$33.55	\$34.59	\$35.54	\$36.49	\$37.47	\$38.47	
HC 24	Annual	\$54,337.00	\$56,308.00	\$58,274.00	\$60,245.00	\$62,219.00	\$64,184.00	\$66,152.00	\$67,988.00	\$69,789.00	\$71,658.00	\$73,576.00	
	Bi-Wk	\$2,081.88	\$2,157.40	\$2,232.73	\$2,308.24	\$2,383.87	\$2,459.16	\$2,534.56	\$2,604.14	\$2,673.91	\$2,745.52	\$2,819.01	
	Daily	\$208.19	\$215.74	\$223.28	\$230.83	\$238.39	\$245.92	\$253.46	\$260.42	\$267.40	\$274.56	\$281.91	
	Hourly	\$29.75	\$30.82	\$31.90	\$32.98	\$34.06	\$35.14	\$36.21	\$37.21	\$38.20	\$39.23	\$40.28	
HC 25	Annual	\$56,988.00	\$59,039.00	\$61,071.00	\$63,117.00	\$65,157.00	\$67,203.00	\$69,240.00	\$71,146.00	\$73,049.00	\$75,004.00	\$77,012.00	
	Bi-Wk	\$2,183.45	\$2,262.04	\$2,339.89	\$2,418.28	\$2,496.44	\$2,574.83	\$2,652.88	\$2,725.91	\$2,798.82	\$2,873.72	\$2,950.66	
	Daily	\$218.35	\$226.21	\$233.99	\$241.83	\$249.65	\$257.49	\$265.29	\$272.60	\$279.89	\$287.38	\$295.07	
	Hourly	\$31.20	\$32.32	\$33.43	\$34.55	\$35.67	\$36.79	\$37.90	\$38.95	\$39.99	\$41.06	\$42.16	
HC 26	Annual	\$59,799.00	\$61,914.00	\$64,040.00	\$66,152.00	\$68,271.00	\$70,390.00	\$72,503.00	\$74,495.00	\$76,490.00	\$78,541.00	\$80,646.00	
	Bi-Wk	\$2,291.15	\$2,372.19	\$2,453.64	\$2,534.56	\$2,615.75	\$2,696.94	\$2,777.90	\$2,854.22	\$2,930.66	\$3,009.24	\$3,089.89	
	Daily	\$229.12	\$237.22	\$245.37	\$253.46	\$261.58	\$269.70	\$277.79	\$285.43	\$293.07	\$300.93	\$308.99	
	Hourly	\$32.74	\$33.89	\$35.06	\$36.21	\$37.37	\$38.53	\$39.69	\$40.78	\$41.87	\$42.99	\$44.15	

P-1 HC 35 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC 27	Annual	\$62,767.00	\$64,960.00	\$67,152.00	\$69,337.00	\$73,719.00	\$75,917.00	\$78,002.00	\$80,089.00	\$82,237.00	\$84,443.00		
	Bi-Wk	\$2,404.87	\$2,488.89	\$2,572.88	\$2,656.60	\$2,740.69	\$2,824.49	\$2,908.70	\$2,988.59	\$3,068.55	\$3,150.85	\$3,235.37	
	Daily	\$240.49	\$248.89	\$257.29	\$265.66	\$274.07	\$282.45	\$290.87	\$298.86	\$306.86	\$315.09	\$323.54	
	Hourly	\$34.36	\$35.56	\$36.76	\$37.96	\$39.16	\$40.35	\$41.56	\$42.70	\$43.84	\$45.02	\$46.22	
HC 28	Annual	\$65,937.00	\$68,202.00	\$70,475.00	\$72,744.00	\$75,008.00	\$77,268.00	\$79,532.00	\$81,719.00	\$83,908.00	\$86,159.00	\$88,469.00	
	Bi-Wk	\$2,526.33	\$2,613.11	\$2,700.20	\$2,787.13	\$2,873.87	\$2,960.46	\$3,047.21	\$3,131.00	\$3,214.87	\$3,301.12	\$3,389.62	
	Daily	\$252.64	\$261.32	\$270.02	\$278.72	\$287.39	\$296.05	\$304.73	\$313.10	\$321.49	\$330.12	\$338.97	
	Hourly	\$36.10	\$37.34	\$38.58	\$39.82	\$41.06	\$42.30	\$43.54	\$44.73	\$45.93	\$47.16	\$48.43	
HC 29	Annual	\$66,570.00	\$69,067.00	\$71,568.00	\$74,067.00	\$76,565.00	\$79,059.00	\$81,559.00	\$83,799.00	\$86,045.00	\$88,348.00	\$90,714.00	
	Bi-Wk	\$2,550.58	\$2,646.25	\$2,742.07	\$2,837.82	\$2,933.53	\$3,029.09	\$3,124.87	\$3,210.69	\$3,296.75	\$3,384.99	\$3,475.64	
	Daily	\$255.06	\$264.63	\$274.21	\$283.79	\$293.36	\$302.91	\$312.49	\$321.07	\$329.68	\$338.50	\$347.57	
	Hourly	\$36.44	\$37.81	\$39.18	\$40.55	\$41.91	\$43.28	\$44.65	\$45.87	\$47.10	\$48.36	\$49.66	
HC 30	Annual	\$69,240.00	\$71,812.00	\$74,387.00	\$76,954.00	\$79,522.00	\$82,093.00	\$84,668.00	\$86,996.00	\$89,321.00	\$91,710.00	\$94,162.00	
	Bi-Wk	\$2,652.88	\$2,751.42	\$2,850.08	\$2,948.43	\$3,046.82	\$3,145.33	\$3,243.99	\$3,333.19	\$3,422.27	\$3,513.80	\$3,607.74	
	Daily	\$265.29	\$275.15	\$285.01	\$294.85	\$304.69	\$314.54	\$324.40	\$333.32	\$342.23	\$351.38	\$360.78	
	Hourly	\$37.90	\$39.31	\$40.72	\$42.13	\$43.53	\$44.94	\$46.35	\$47.62	\$48.89	\$50.20	\$51.54	
HC 31	Annual	\$72,020.00	\$74,664.00	\$77,310.00	\$79,959.00	\$82,611.00	\$85,255.00	\$87,900.00	\$90,320.00	\$92,733.00	\$95,213.00	\$97,759.00	
	Bi-Wk	\$2,759.39	\$2,860.69	\$2,962.07	\$3,063.57	\$3,165.18	\$3,266.48	\$3,367.82	\$3,460.54	\$3,552.99	\$3,648.01	\$3,745.56	
	Daily	\$275.94	\$286.07	\$296.21	\$306.36	\$316.52	\$326.65	\$336.79	\$346.06	\$355.30	\$364.81	\$374.56	
	Hourly	\$39.42	\$40.87	\$42.32	\$43.77	\$45.22	\$46.67	\$48.12	\$49.44	\$50.76	\$52.12	\$53.51	
HC 32	Annual	\$74,906.00	\$77,627.00	\$80,344.00	\$83,061.00	\$85,786.00	\$88,502.00	\$91,230.00	\$93,740.00	\$96,247.00	\$98,822.00	\$101,467.00	
	Bi-Wk	\$2,869.97	\$2,974.22	\$3,078.32	\$3,182.42	\$3,286.52	\$3,390.89	\$3,495.41	\$3,591.58	\$3,687.63	\$3,786.29	\$3,887.63	
	Daily	\$287.00	\$297.43	\$307.84	\$318.25	\$328.69	\$339.09	\$349.55	\$359.16	\$368.77	\$378.63	\$388.77	
	Hourly	\$41.00	\$42.49	\$43.98	\$45.47	\$46.96	\$48.45	\$49.94	\$51.31	\$52.69	\$54.09	\$55.54	

P-1 HC 35 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC 33	Annual	\$77,924.00	\$80,720.00	\$83,513.00	\$86,308.00	\$89,103.00	\$91,899.00	\$94,700.00	\$97,304.00	\$99,910.00	\$102,584.00	\$105,330.00	
	Bi-Wk	\$2,985.60	\$3,092.73	\$3,199.74	\$3,306.82	\$3,413.91	\$3,521.04	\$3,628.36	\$3,728.13	\$3,827.97	\$3,930.43	\$4,035.64	
	Daily	\$298.56	\$309.28	\$319.98	\$330.69	\$341.40	\$352.11	\$362.84	\$372.82	\$382.80	\$393.05	\$403.57	
	Hourly	\$42.66	\$44.19	\$45.72	\$47.25	\$48.78	\$50.31	\$51.84	\$53.26	\$54.69	\$56.15	\$57.66	
HC 34	Annual	\$81,133.00	\$84,001.00	\$86,876.00	\$89,749.00	\$92,615.00	\$95,491.00	\$98,360.00	\$101,063.00	\$103,770.00	\$106,554.00	\$109,410.00	
	Bi-Wk	\$3,108.55	\$3,218.43	\$3,328.59	\$3,438.66	\$3,548.47	\$3,658.66	\$3,768.59	\$3,872.15	\$3,975.87	\$4,082.53	\$4,191.96	
	Daily	\$310.86	\$321.85	\$332.86	\$343.87	\$354.85	\$365.87	\$376.86	\$387.22	\$397.59	\$408.26	\$419.20	
	Hourly	\$44.41	\$45.98	\$47.56	\$49.13	\$50.70	\$52.27	\$53.84	\$55.32	\$56.80	\$58.33	\$59.89	
HC 35	Annual	\$84,466.00	\$87,407.00	\$89,960.00	\$93,300.00	\$96,243.00	\$99,185.00	\$101,738.00	\$104,534.00	\$107,332.00	\$110,207.00	\$113,160.00	
	Bi-Wk	\$3,236.25	\$3,348.93	\$3,446.75	\$3,574.72	\$3,687.48	\$3,800.20	\$3,898.01	\$4,005.14	\$4,112.34	\$4,222.50	\$4,335.64	
	Daily	\$323.63	\$334.90	\$344.68	\$357.48	\$368.75	\$380.02	\$389.81	\$400.52	\$411.24	\$422.25	\$433.57	
	Hourly	\$46.24	\$47.85	\$49.24	\$51.07	\$52.68	\$54.29	\$55.69	\$57.22	\$58.75	\$60.33	\$61.94	

P-1 HC 35 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC 15	Annual	\$36,919.00	\$38,250.00	\$39,581.00	\$40,910.00	\$42,244.00	\$43,581.00	\$44,911.00	\$46,147.00	\$47,382.00	\$48,651.00	\$49,953.00	
	Bi-Wk	\$1,414.53	\$1,465.52	\$1,516.52	\$1,567.44	\$1,618.55	\$1,669.78	\$1,720.73	\$1,776.09	\$1,815.41	\$1,864.03	\$1,913.91	
	Daily	\$141.46	\$146.56	\$151.66	\$156.75	\$161.86	\$166.98	\$172.08	\$176.81	\$181.55	\$186.41	\$191.40	
	Hourly	\$20.21	\$20.94	\$21.67	\$22.40	\$23.13	\$23.86	\$24.59	\$25.26	\$25.94	\$26.63	\$27.35	
HC 16	Annual	\$38,714.00	\$40,086.00	\$41,462.00	\$42,832.00	\$44,203.00	\$45,577.00	\$46,942.00	\$48,230.00	\$49,522.00	\$50,849.00	\$52,213.00	
	Bi-Wk	\$1,483.30	\$1,535.87	\$1,588.59	\$1,641.08	\$1,693.61	\$1,746.25	\$1,798.55	\$1,847.90	\$1,897.40	\$1,948.24	\$2,000.50	
	Daily	\$148.33	\$153.59	\$158.86	\$164.11	\$169.37	\$174.63	\$179.86	\$184.79	\$189.74	\$194.83	\$200.05	
	Hourly	\$21.19	\$21.95	\$22.70	\$23.45	\$24.20	\$24.95	\$25.70	\$26.40	\$27.11	\$27.84	\$28.58	
HC 17	Annual	\$40,631.00	\$42,045.00	\$43,457.00	\$44,866.00	\$46,276.00	\$47,680.00	\$49,099.00	\$50,450.00	\$51,800.00	\$53,186.00	\$54,609.00	
	Bi-Wk	\$1,556.75	\$1,610.92	\$1,665.02	\$1,719.01	\$1,773.03	\$1,826.82	\$1,881.19	\$1,932.96	\$1,984.68	\$2,037.78	\$2,092.30	
	Daily	\$155.68	\$161.10	\$166.51	\$171.91	\$177.31	\$182.69	\$188.12	\$193.30	\$198.47	\$203.78	\$209.23	
	Hourly	\$22.24	\$23.02	\$23.79	\$24.56	\$25.33	\$26.10	\$26.88	\$27.62	\$28.36	\$29.12	\$29.89	
HC 18	Annual	\$42,680.00	\$44,129.00	\$45,577.00	\$47,025.00	\$48,464.00	\$49,912.00	\$51,356.00	\$52,769.00	\$54,183.00	\$55,637.00	\$57,133.00	
	Bi-Wk	\$1,635.25	\$1,690.77	\$1,746.25	\$1,801.73	\$1,856.86	\$1,912.34	\$1,967.67	\$2,021.81	\$2,075.98	\$2,131.69	\$2,189.01	
	Daily	\$163.53	\$169.08	\$174.63	\$180.18	\$185.69	\$191.24	\$196.77	\$202.19	\$207.60	\$213.17	\$218.91	
	Hourly	\$23.37	\$24.16	\$24.95	\$25.74	\$26.53	\$27.32	\$28.11	\$28.89	\$29.66	\$30.46	\$31.28	
HC 19	Annual	\$44,783.00	\$46,276.00	\$47,763.00	\$49,258.00	\$50,737.00	\$52,224.00	\$53,713.00	\$55,193.00	\$56,668.00	\$58,187.00	\$59,746.00	
	Bi-Wk	\$1,715.83	\$1,773.03	\$1,830.00	\$1,887.28	\$1,943.95	\$2,000.92	\$2,057.97	\$2,114.68	\$2,171.19	\$2,229.39	\$2,289.12	
	Daily	\$171.59	\$177.31	\$183.00	\$188.73	\$194.40	\$200.10	\$205.80	\$211.47	\$217.12	\$222.94	\$228.92	
	Hourly	\$24.52	\$25.33	\$26.15	\$26.97	\$27.78	\$28.59	\$29.40	\$30.21	\$31.02	\$31.85	\$32.71	
HC 20	Annual	\$47,067.00	\$48,592.00	\$50,116.00	\$51,636.00	\$53,156.00	\$54,682.00	\$56,207.00	\$57,752.00	\$59,297.00	\$60,885.00	\$62,515.00	
	Bi-Wk	\$1,803.34	\$1,861.77	\$1,920.16	\$1,978.40	\$2,036.63	\$2,095.10	\$2,153.53	\$2,212.73	\$2,271.92	\$2,332.76	\$2,395.22	
	Daily	\$180.34	\$186.18	\$192.02	\$197.84	\$203.67	\$209.51	\$215.36	\$221.28	\$227.20	\$233.28	\$239.53	
	Hourly	\$25.77	\$26.60	\$27.44	\$28.27	\$29.10	\$29.93	\$30.77	\$31.62	\$32.46	\$33.33	\$34.22	

P-1 HC 35 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC	21	Annual	\$49,388.00	\$50,953.00	\$52,519.00	\$54,084.00	\$55,654.00	\$57,217.00	\$58,786.00	\$60,401.00	\$62,018.00	\$63,678.00	\$65,383.00
		Bi-Wk	\$1,892.27	\$1,952.23	\$2,012.23	\$2,072.30	\$2,132.34	\$2,192.23	\$2,252.34	\$2,314.22	\$2,376.17	\$2,439.78	\$2,505.10
		Daily	\$189.23	\$195.23	\$201.23	\$207.23	\$213.24	\$219.23	\$225.24	\$231.43	\$237.62	\$243.98	\$250.51
		Hourly	\$27.04	\$27.89	\$28.75	\$29.61	\$30.47	\$31.32	\$32.18	\$33.07	\$33.95	\$34.86	\$35.79
HC	22	Annual	\$50,737.00	\$52,598.00	\$54,460.00	\$56,314.00	\$58,174.00	\$60,034.00	\$61,891.00	\$63,594.00	\$65,295.00	\$67,045.00	\$68,842.00
		Bi-Wk	\$1,943.95	\$2,015.25	\$2,086.60	\$2,157.63	\$2,228.89	\$2,300.16	\$2,371.31	\$2,436.56	\$2,501.73	\$2,568.78	\$2,637.63
		Daily	\$194.40	\$201.53	\$208.66	\$215.77	\$222.89	\$230.02	\$237.14	\$243.66	\$250.18	\$256.88	\$263.77
		Hourly	\$27.78	\$28.79	\$29.81	\$30.83	\$31.85	\$32.86	\$33.88	\$34.81	\$35.74	\$36.70	\$37.69
HC	23	Annual	\$53,143.00	\$55,081.00	\$57,010.00	\$58,950.00	\$60,885.00	\$62,825.00	\$64,763.00	\$66,539.00	\$68,321.00	\$70,153.00	\$72,033.00
		Bi-Wk	\$2,036.14	\$2,110.39	\$2,184.30	\$2,258.63	\$2,332.76	\$2,407.09	\$2,481.35	\$2,549.39	\$2,617.67	\$2,687.86	\$2,759.89
		Daily	\$203.62	\$211.04	\$218.43	\$225.87	\$233.28	\$240.71	\$248.14	\$254.94	\$261.77	\$268.79	\$275.99
		Hourly	\$29.09	\$30.15	\$31.21	\$32.27	\$33.33	\$34.39	\$35.45	\$36.42	\$37.40	\$38.40	\$39.43
HC	24	Annual	\$55,696.00	\$57,716.00	\$59,731.00	\$61,752.00	\$63,775.00	\$65,789.00	\$67,806.00	\$69,668.00	\$71,534.00	\$73,450.00	\$75,416.00
		Bi-Wk	\$2,133.95	\$2,211.35	\$2,288.55	\$2,365.98	\$2,443.49	\$2,520.66	\$2,597.94	\$2,669.28	\$2,740.77	\$2,814.18	\$2,889.51
		Daily	\$213.40	\$221.14	\$228.86	\$236.60	\$244.35	\$252.07	\$259.80	\$266.93	\$274.08	\$281.42	\$288.96
		Hourly	\$30.49	\$31.60	\$32.70	\$33.80	\$34.91	\$36.01	\$37.12	\$38.14	\$39.16	\$40.21	\$41.28
HC	25	Annual	\$58,413.00	\$60,515.00	\$62,598.00	\$64,695.00	\$66,786.00	\$68,884.00	\$70,971.00	\$72,925.00	\$74,876.00	\$76,880.00	\$78,938.00
		Bi-Wk	\$2,238.05	\$2,318.59	\$2,398.40	\$2,478.74	\$2,558.86	\$2,639.24	\$2,719.20	\$2,794.07	\$2,868.82	\$2,945.60	\$3,024.45
		Daily	\$223.81	\$231.86	\$239.84	\$247.88	\$255.89	\$263.93	\$271.92	\$279.41	\$286.89	\$294.56	\$302.45
		Hourly	\$31.98	\$33.13	\$34.27	\$35.42	\$36.56	\$37.71	\$38.85	\$39.92	\$40.99	\$42.08	\$43.21
HC	26	Annual	\$61,294.00	\$63,462.00	\$65,641.00	\$67,806.00	\$69,978.00	\$72,150.00	\$74,316.00	\$76,358.00	\$78,403.00	\$80,505.00	\$82,663.00
		Bi-Wk	\$2,348.43	\$2,431.50	\$2,514.99	\$2,597.94	\$2,681.15	\$2,764.37	\$2,847.36	\$2,925.60	\$3,003.95	\$3,084.49	\$3,167.17
		Daily	\$234.85	\$243.15	\$251.50	\$259.80	\$268.12	\$276.44	\$284.74	\$292.56	\$300.40	\$308.45	\$316.72
		Hourly	\$33.55	\$34.74	\$35.93	\$37.12	\$38.31	\$39.50	\$40.68	\$41.80	\$42.92	\$44.07	\$45.25

P-1 HC 35 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC	27	Annual	\$64,337.00	\$66,584.00	\$68,831.00	\$71,071.00	\$73,321.00	\$75,562.00	\$77,815.00	\$79,953.00	\$82,092.00	\$84,293.00	\$86,555.00
		Bi-Wk	\$2,465.02	\$2,551.12	\$2,637.21	\$2,723.03	\$2,809.24	\$2,895.10	\$2,981.42	\$3,063.34	\$3,145.29	\$3,229.62	\$3,316.29
		Daily	\$246.51	\$255.12	\$263.73	\$272.31	\$280.93	\$289.51	\$298.15	\$306.34	\$314.53	\$322.97	\$331.63
		Hourly	\$35.22	\$36.45	\$37.68	\$38.91	\$40.14	\$41.36	\$42.60	\$43.77	\$44.94	\$46.14	\$47.38
HC	28	Annual	\$67,586.00	\$69,908.00	\$72,237.00	\$74,563.00	\$76,884.00	\$79,200.00	\$81,521.00	\$83,762.00	\$86,006.00	\$88,313.00	\$90,681.00
		Bi-Wk	\$2,589.51	\$2,678.47	\$2,767.71	\$2,856.82	\$2,945.75	\$3,034.49	\$3,123.41	\$3,209.28	\$3,295.25	\$3,383.64	\$3,474.37
		Daily	\$258.96	\$267.85	\$276.78	\$285.69	\$294.58	\$303.45	\$312.35	\$320.93	\$329.53	\$338.37	\$347.44
		Hourly	\$37.00	\$38.27	\$39.54	\$40.82	\$42.09	\$43.35	\$44.63	\$45.85	\$47.08	\$48.34	\$49.64
HC	29	Annual	\$68,235.00	\$70,794.00	\$73,358.00	\$75,919.00	\$78,480.00	\$81,036.00	\$83,598.00	\$85,894.00	\$88,197.00	\$90,557.00	\$92,982.00
		Bi-Wk	\$2,614.37	\$2,712.42	\$2,810.66	\$2,908.78	\$3,006.90	\$3,104.83	\$3,202.99	\$3,299.96	\$3,379.20	\$3,469.62	\$3,562.53
		Daily	\$261.44	\$271.25	\$281.07	\$290.88	\$300.69	\$310.49	\$320.30	\$329.10	\$337.92	\$346.97	\$356.26
		Hourly	\$37.35	\$38.75	\$40.16	\$41.56	\$42.96	\$44.36	\$45.76	\$47.02	\$48.28	\$49.57	\$50.90
HC	30	Annual	\$70,971.00	\$73,608.00	\$76,247.00	\$78,878.00	\$81,511.00	\$84,146.00	\$86,785.00	\$89,171.00	\$91,555.00	\$94,003.00	\$96,517.00
		Bi-Wk	\$2,719.20	\$2,820.23	\$2,921.35	\$3,022.15	\$3,123.03	\$3,223.99	\$3,325.10	\$3,416.52	\$3,507.86	\$3,601.65	\$3,697.97
		Daily	\$271.92	\$282.03	\$292.14	\$302.22	\$312.31	\$322.40	\$332.51	\$341.66	\$350.79	\$360.17	\$369.80
		Hourly	\$38.85	\$40.29	\$41.74	\$43.18	\$44.62	\$46.06	\$47.51	\$48.81	\$50.12	\$51.46	\$52.83
HC	31	Annual	\$73,821.00	\$76,531.00	\$79,243.00	\$81,958.00	\$84,677.00	\$87,387.00	\$90,098.00	\$92,578.00	\$95,052.00	\$97,594.00	\$100,203.00
		Bi-Wk	\$2,828.40	\$2,932.23	\$3,036.14	\$3,140.16	\$3,244.33	\$3,348.17	\$3,452.04	\$3,547.05	\$3,641.84	\$3,739.24	\$3,839.20
		Daily	\$282.84	\$293.23	\$303.62	\$314.02	\$324.44	\$334.82	\$345.21	\$354.71	\$364.19	\$373.93	\$383.92
		Hourly	\$40.41	\$41.89	\$43.38	\$44.86	\$46.35	\$47.84	\$49.32	\$50.68	\$52.03	\$53.42	\$54.85
HC	32	Annual	\$76,779.00	\$79,568.00	\$82,353.00	\$85,138.00	\$87,931.00	\$90,715.00	\$93,511.00	\$96,084.00	\$98,654.00	\$101,293.00	\$104,004.00
		Bi-Wk	\$2,941.73	\$3,048.59	\$3,155.29	\$3,262.00	\$3,369.01	\$3,475.68	\$3,582.80	\$3,681.38	\$3,779.85	\$3,880.96	\$3,984.83
		Daily	\$294.18	\$304.86	\$315.53	\$326.20	\$336.91	\$347.57	\$358.28	\$368.14	\$377.99	\$388.10	\$398.49
		Hourly	\$42.03	\$43.56	\$45.08	\$46.60	\$48.13	\$49.66	\$51.19	\$52.60	\$54.00	\$55.45	\$56.93

P-1 HC 35 HOUR PAY PLAN EFFECTIVE 7/02/2010													
Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC	33	Annual	\$79,873.00	\$82,738.00	\$85,601.00	\$88,466.00	\$91,331.00	\$94,197.00	\$97,068.00	\$99,737.00	\$102,408.00	\$105,149.00	\$107,964.00
		Bi-Wk	\$3,060.27	\$3,170.04	\$3,279.74	\$3,389.51	\$3,499.28	\$3,609.09	\$3,719.09	\$3,821.35	\$3,923.68	\$4,028.70	\$4,136.56
		Daily	\$306.03	\$317.01	\$327.98	\$338.96	\$349.93	\$360.91	\$371.91	\$382.14	\$392.37	\$402.87	\$413.66
		Hourly	\$43.72	\$45.29	\$46.86	\$48.43	\$49.99	\$51.56	\$53.13	\$54.60	\$56.06	\$57.56	\$59.10
HC	34	Annual	\$83,162.00	\$86,102.00	\$89,048.00	\$91,993.00	\$94,931.00	\$97,879.00	\$100,819.00	\$103,590.00	\$106,365.00	\$109,218.00	\$112,146.00
		Bi-Wk	\$3,186.29	\$3,298.93	\$3,411.81	\$3,524.64	\$3,637.21	\$3,750.16	\$3,862.80	\$3,988.97	\$4,075.29	\$4,184.60	\$4,296.79
		Daily	\$318.63	\$329.90	\$341.19	\$352.47	\$363.73	\$375.02	\$386.28	\$396.90	\$407.53	\$418.46	\$429.68
		Hourly	\$45.52	\$47.13	\$48.75	\$50.36	\$51.97	\$53.58	\$55.19	\$56.70	\$58.22	\$59.78	\$61.39
HC	35	Annual	\$86,578.00	\$89,593.00	\$92,209.00	\$95,633.00	\$98,650.00	\$101,665.00	\$104,282.00	\$107,148.00	\$110,016.00	\$112,963.00	\$115,989.00
		Bi-Wk	\$3,317.17	\$3,432.69	\$3,532.92	\$3,664.10	\$3,779.70	\$3,895.22	\$3,995.48	\$4,105.29	\$4,215.18	\$4,328.09	\$4,444.03
		Daily	\$331.72	\$343.27	\$353.30	\$366.41	\$377.97	\$389.53	\$399.55	\$410.53	\$421.52	\$432.81	\$444.41
		Hourly	\$47.39	\$49.04	\$50.48	\$52.35	\$54.00	\$55.65	\$57.08	\$58.65	\$60.22	\$61.83	\$63.49
HC	36	Annual	\$90,178.00	\$93,271.00	\$96,370.00	\$99,465.00	\$102,565.00	\$105,657.00	\$108,752.00	\$111,744.00	\$114,735.00	\$117,805.00	\$120,959.00
		Bi-Wk	\$3,455.10	\$3,573.61	\$3,692.34	\$3,810.92	\$3,929.70	\$4,048.17	\$4,166.75	\$4,281.38	\$4,395.98	\$4,513.61	\$4,634.45
		Daily	\$345.51	\$357.37	\$369.24	\$381.10	\$392.97	\$404.82	\$416.68	\$428.14	\$439.60	\$451.37	\$463.45
		Hourly	\$49.36	\$51.06	\$52.75	\$54.45	\$56.14	\$57.84	\$59.53	\$61.17	\$62.80	\$64.49	\$66.21

P-1 HC 35 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC 15	Annual	\$37,842.00	\$39,207.00	\$40,571.00	\$41,933.00	\$43,301.00	\$44,671.00	\$46,034.00	\$47,301.00	\$48,567.00	\$49,868.00	\$51,202.00	
	Bi-Wk	\$1,449.89	\$1,502.19	\$1,554.45	\$1,606.63	\$1,659.05	\$1,711.54	\$1,763.76	\$1,812.30	\$1,860.81	\$1,910.66	\$1,961.77	
	Daily	\$144.99	\$150.22	\$155.45	\$160.67	\$165.91	\$171.16	\$176.38	\$181.23	\$186.09	\$191.07	\$196.18	
	Hourly	\$20.72	\$21.46	\$22.21	\$22.96	\$23.71	\$24.46	\$25.20	\$25.89	\$26.59	\$27.30	\$28.03	
HC 16	Annual	\$39,682.00	\$41,089.00	\$42,499.00	\$43,903.00	\$45,309.00	\$46,717.00	\$48,116.00	\$49,436.00	\$50,761.00	\$52,121.00	\$53,519.00	
	Bi-Wk	\$1,520.39	\$1,574.30	\$1,628.32	\$1,682.11	\$1,735.98	\$1,789.93	\$1,843.53	\$1,894.10	\$1,944.87	\$1,996.98	\$2,050.54	
	Daily	\$152.04	\$157.43	\$162.84	\$168.22	\$173.60	\$179.00	\$184.36	\$189.41	\$194.49	\$199.70	\$205.06	
	Hourly	\$21.72	\$22.49	\$23.27	\$24.04	\$24.80	\$25.58	\$26.34	\$27.06	\$27.79	\$28.53	\$29.30	
HC 17	Annual	\$41,647.00	\$43,097.00	\$44,544.00	\$45,988.00	\$47,433.00	\$48,872.00	\$50,327.00	\$51,712.00	\$53,095.00	\$54,516.00	\$55,975.00	
	Bi-Wk	\$1,595.68	\$1,651.23	\$1,706.67	\$1,762.00	\$1,817.36	\$1,872.50	\$1,928.24	\$1,981.31	\$2,034.30	\$2,088.74	\$2,144.64	
	Daily	\$159.57	\$165.13	\$170.67	\$176.20	\$181.74	\$187.25	\$192.83	\$198.14	\$203.43	\$208.88	\$214.47	
	Hourly	\$22.80	\$23.59	\$24.39	\$25.18	\$25.97	\$26.75	\$27.55	\$28.31	\$29.07	\$29.84	\$30.64	
HC 18	Annual	\$43,747.00	\$45,233.00	\$46,717.00	\$48,201.00	\$49,676.00	\$51,160.00	\$52,640.00	\$54,089.00	\$55,538.00	\$57,028.00	\$58,562.00	
	Bi-Wk	\$1,676.14	\$1,733.07	\$1,789.93	\$1,846.79	\$1,903.30	\$1,960.16	\$2,016.86	\$2,072.38	\$2,127.90	\$2,184.99	\$2,243.76	
	Daily	\$167.62	\$173.31	\$179.00	\$184.68	\$190.33	\$196.02	\$201.69	\$207.24	\$212.79	\$218.50	\$224.38	
	Hourly	\$23.95	\$24.76	\$25.58	\$26.39	\$27.19	\$28.01	\$28.82	\$29.61	\$30.40	\$31.22	\$32.06	
HC 19	Annual	\$45,903.00	\$47,433.00	\$48,958.00	\$50,490.00	\$52,006.00	\$53,530.00	\$55,056.00	\$56,573.00	\$58,085.00	\$59,642.00	\$61,240.00	
	Bi-Wk	\$1,758.74	\$1,817.36	\$1,875.79	\$1,934.49	\$1,992.57	\$2,050.96	\$2,109.43	\$2,167.55	\$2,225.48	\$2,285.14	\$2,346.37	
	Daily	\$175.88	\$181.74	\$187.58	\$193.45	\$199.26	\$205.10	\$210.95	\$216.76	\$222.55	\$228.52	\$234.64	
	Hourly	\$25.13	\$25.97	\$26.80	\$27.64	\$28.47	\$29.30	\$30.14	\$30.97	\$31.80	\$32.65	\$33.52	
HC 20	Annual	\$48,244.00	\$49,807.00	\$51,369.00	\$52,927.00	\$54,485.00	\$56,050.00	\$57,613.00	\$59,196.00	\$60,780.00	\$62,408.00	\$64,078.00	
	Bi-Wk	\$1,848.43	\$1,908.32	\$1,968.17	\$2,027.86	\$2,087.55	\$2,147.51	\$2,207.40	\$2,268.05	\$2,328.74	\$2,391.12	\$2,455.10	
	Daily	\$184.85	\$190.84	\$196.82	\$202.79	\$208.76	\$214.76	\$220.74	\$226.81	\$232.88	\$239.12	\$245.51	
	Hourly	\$26.41	\$27.27	\$28.12	\$28.97	\$29.83	\$30.68	\$31.54	\$32.41	\$33.27	\$34.16	\$35.08	

P-1 HC 35 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC	21	Annual	\$50,623.00	\$52,227.00	\$53,832.00	\$55,440.00	\$57,046.00	\$58,648.00	\$60,256.00	\$61,912.00	\$63,569.00	\$65,270.00	\$67,018.00
		Bi-Wk	\$1,939.58	\$2,001.04	\$2,062.53	\$2,124.14	\$2,185.68	\$2,247.05	\$2,308.66	\$2,372.11	\$2,435.60	\$2,500.77	\$2,567.74
		Daily	\$193.96	\$200.11	\$206.26	\$212.42	\$218.57	\$224.71	\$230.87	\$237.22	\$243.56	\$250.08	\$256.78
		Hourly	\$27.71	\$28.59	\$29.47	\$30.35	\$31.23	\$32.11	\$32.99	\$33.89	\$34.80	\$35.73	\$36.69
HC	22	Annual	\$52,006.00	\$53,913.00	\$55,822.00	\$57,722.00	\$59,629.00	\$61,535.00	\$63,439.00	\$65,184.00	\$66,928.00	\$68,722.00	\$70,564.00
		Bi-Wk	\$1,992.57	\$2,065.64	\$2,138.78	\$2,211.58	\$2,284.64	\$2,357.67	\$2,430.62	\$2,497.48	\$2,564.30	\$2,633.03	\$2,703.61
		Daily	\$199.26	\$206.57	\$213.88	\$221.16	\$228.47	\$235.77	\$243.07	\$249.75	\$256.43	\$263.31	\$270.37
		Hourly	\$28.47	\$29.51	\$30.56	\$31.60	\$32.64	\$33.69	\$34.73	\$35.68	\$36.64	\$37.62	\$38.63
HC	23	Annual	\$54,472.00	\$56,459.00	\$58,436.00	\$60,424.00	\$62,408.00	\$64,396.00	\$66,383.00	\$68,203.00	\$70,030.00	\$71,907.00	\$73,834.00
		Bi-Wk	\$2,087.05	\$2,163.19	\$2,238.93	\$2,315.10	\$2,391.12	\$2,467.28	\$2,543.41	\$2,613.15	\$2,683.15	\$2,755.06	\$2,828.89
		Daily	\$208.71	\$216.32	\$223.90	\$231.51	\$239.12	\$246.73	\$254.35	\$261.32	\$268.32	\$275.51	\$282.89
		Hourly	\$29.82	\$30.91	\$31.99	\$33.08	\$34.16	\$35.25	\$36.34	\$37.34	\$38.34	\$39.36	\$40.42
HC	24	Annual	\$57,089.00	\$59,159.00	\$61,225.00	\$63,296.00	\$65,370.00	\$67,434.00	\$69,502.00	\$71,410.00	\$73,323.00	\$75,287.00	\$77,302.00
		Bi-Wk	\$2,187.32	\$2,266.63	\$2,345.79	\$2,425.14	\$2,504.60	\$2,583.68	\$2,662.92	\$2,736.02	\$2,809.32	\$2,884.56	\$2,961.77
		Daily	\$218.74	\$226.67	\$234.58	\$242.52	\$250.46	\$258.37	\$266.30	\$273.61	\$280.94	\$288.46	\$296.18
		Hourly	\$31.25	\$32.39	\$33.52	\$34.65	\$35.78	\$36.91	\$38.05	\$39.09	\$40.14	\$41.21	\$42.32
HC	25	Annual	\$59,874.00	\$62,028.00	\$64,163.00	\$66,313.00	\$68,456.00	\$70,607.00	\$72,746.00	\$74,749.00	\$76,748.00	\$78,802.00	\$80,912.00
		Bi-Wk	\$2,294.03	\$2,376.56	\$2,458.36	\$2,540.73	\$2,622.84	\$2,705.25	\$2,787.21	\$2,863.95	\$2,940.54	\$3,019.24	\$3,100.08
		Daily	\$229.41	\$237.66	\$245.84	\$254.08	\$262.29	\$270.53	\$278.73	\$286.40	\$294.06	\$301.93	\$310.01
		Hourly	\$32.78	\$33.96	\$35.12	\$36.30	\$37.47	\$38.65	\$39.82	\$40.92	\$42.01	\$43.14	\$44.29
HC	26	Annual	\$62,827.00	\$65,049.00	\$67,283.00	\$69,502.00	\$71,728.00	\$73,954.00	\$76,174.00	\$78,267.00	\$80,364.00	\$82,518.00	\$84,730.00
		Bi-Wk	\$2,407.17	\$2,492.30	\$2,577.90	\$2,662.92	\$2,748.20	\$2,833.49	\$2,918.55	\$2,998.74	\$3,079.09	\$3,161.61	\$3,246.37
		Daily	\$240.72	\$249.23	\$257.79	\$266.30	\$274.82	\$283.35	\$291.86	\$299.88	\$307.91	\$316.17	\$324.64
		Hourly	\$34.39	\$35.61	\$36.83	\$38.05	\$39.26	\$40.48	\$41.70	\$42.84	\$43.99	\$45.17	\$46.38

P-1 HC 35 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC 27	Annual	\$65,946.00	\$68,249.00	\$70,552.00	\$72,848.00	\$75,155.00	\$77,452.00	\$79,761.00	\$81,952.00	\$84,145.00	\$86,401.00	\$88,719.00	
	Bi-Wk	\$2,526.67	\$2,614.91	\$2,703.15	\$2,791.12	\$2,879.51	\$2,967.51	\$3,055.98	\$3,139.93	\$3,223.95	\$3,310.39	\$3,399.20	
	Daily	\$252.67	\$261.50	\$270.32	\$279.12	\$287.96	\$296.76	\$305.60	\$314.00	\$322.40	\$331.04	\$339.92	
	Hourly	\$36.10	\$37.36	\$38.62	\$39.88	\$41.14	\$42.40	\$43.66	\$44.86	\$46.06	\$47.30	\$48.56	
HC 28	Annual	\$69,276.00	\$71,656.00	\$74,043.00	\$76,428.00	\$78,807.00	\$81,180.00	\$83,560.00	\$85,857.00	\$88,157.00	\$90,521.00	\$92,949.00	
	Bi-Wk	\$2,654.26	\$2,745.45	\$2,836.90	\$2,928.28	\$3,019.43	\$3,110.35	\$3,201.54	\$3,289.55	\$3,377.67	\$3,468.24	\$3,561.27	
	Daily	\$265.43	\$274.55	\$283.69	\$292.83	\$301.95	\$311.04	\$320.16	\$328.96	\$337.77	\$346.83	\$356.13	
	Hourly	\$37.92	\$39.23	\$40.53	\$41.84	\$43.14	\$44.44	\$45.74	\$47.00	\$48.26	\$49.55	\$50.88	
HC 29	Annual	\$69,941.00	\$72,564.00	\$75,192.00	\$77,817.00	\$80,442.00	\$83,062.00	\$85,688.00	\$88,042.00	\$90,402.00	\$92,821.00	\$95,307.00	
	Bi-Wk	\$2,679.74	\$2,780.23	\$2,880.92	\$2,981.50	\$3,082.07	\$3,182.46	\$3,283.07	\$3,373.26	\$3,463.68	\$3,556.37	\$3,651.61	
	Daily	\$267.98	\$278.03	\$288.10	\$298.15	\$308.21	\$318.25	\$328.31	\$337.33	\$346.37	\$355.64	\$365.17	
	Hourly	\$38.29	\$39.72	\$41.16	\$42.60	\$44.03	\$45.47	\$46.91	\$48.19	\$49.49	\$50.81	\$52.17	
HC 30	Annual	\$72,746.00	\$75,449.00	\$78,154.00	\$80,850.00	\$83,549.00	\$86,250.00	\$88,955.00	\$91,401.00	\$93,844.00	\$96,354.00	\$98,930.00	
	Bi-Wk	\$2,787.21	\$2,890.77	\$2,994.41	\$3,097.71	\$3,201.12	\$3,304.60	\$3,408.24	\$3,501.96	\$3,595.56	\$3,691.73	\$3,790.43	
	Daily	\$278.73	\$289.08	\$299.45	\$309.78	\$320.12	\$330.46	\$340.83	\$350.20	\$359.56	\$369.18	\$379.05	
	Hourly	\$39.82	\$41.30	\$42.78	\$44.26	\$45.74	\$47.21	\$48.69	\$50.03	\$51.37	\$52.74	\$54.15	
HC 31	Annual	\$75,667.00	\$78,445.00	\$81,225.00	\$84,007.00	\$86,794.00	\$89,572.00	\$92,351.00	\$94,893.00	\$97,429.00	\$100,034.00	\$102,709.00	
	Bi-Wk	\$2,899.12	\$3,005.56	\$3,112.07	\$3,218.66	\$3,325.45	\$3,431.88	\$3,538.36	\$3,635.75	\$3,732.92	\$3,832.73	\$3,935.22	
	Daily	\$289.92	\$300.56	\$311.21	\$321.87	\$332.55	\$343.19	\$353.84	\$363.58	\$373.30	\$383.28	\$393.53	
	Hourly	\$41.42	\$42.94	\$44.46	\$45.99	\$47.51	\$49.03	\$50.55	\$51.94	\$53.33	\$54.76	\$56.22	
HC 32	Annual	\$78,699.00	\$81,558.00	\$84,412.00	\$87,267.00	\$90,130.00	\$92,983.00	\$95,849.00	\$98,487.00	\$101,121.00	\$103,826.00	\$106,605.00	
	Bi-Wk	\$3,015.29	\$3,124.83	\$3,234.18	\$3,343.57	\$3,453.26	\$3,562.57	\$3,672.38	\$3,773.45	\$3,874.37	\$3,978.01	\$4,084.49	
	Daily	\$301.53	\$312.49	\$323.42	\$334.36	\$345.33	\$356.26	\$367.24	\$377.35	\$387.44	\$397.81	\$408.45	
	Hourly	\$43.08	\$44.65	\$46.21	\$47.77	\$49.34	\$50.90	\$52.47	\$53.91	\$55.35	\$56.83	\$58.35	

P-1 HC 35 HOUR PAY PLAN EFFECTIVE 7/01/2011													
Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC	33	Annual	\$81,870.00	\$84,807.00	\$87,742.00	\$90,678.00	\$93,615.00	\$96,552.00	\$99,495.00	\$102,231.00	\$104,969.00	\$107,778.00	\$110,664.00
		Bi-Wk	\$3,136.79	\$3,249.32	\$3,361.77	\$3,474.26	\$3,586.79	\$3,699.32	\$3,812.07	\$3,916.90	\$4,021.81	\$4,129.43	\$4,240.00
		Daily	\$313.68	\$324.94	\$336.18	\$347.43	\$358.68	\$369.94	\$381.21	\$391.69	\$402.19	\$412.95	\$424.00
		Hourly	\$44.82	\$46.42	\$48.03	\$49.64	\$51.24	\$52.85	\$54.46	\$55.96	\$57.46	\$59.00	\$60.58
HC	34	Annual	\$85,242.00	\$88,255.00	\$91,275.00	\$94,293.00	\$97,305.00	\$100,326.00	\$103,340.00	\$106,180.00	\$109,025.00	\$111,949.00	\$114,950.00
		Bi-Wk	\$3,265.98	\$3,381.42	\$3,497.13	\$3,612.76	\$3,728.17	\$3,843.91	\$3,959.39	\$4,068.20	\$4,177.21	\$4,289.24	\$4,404.22
		Daily	\$326.60	\$338.15	\$349.72	\$361.28	\$372.82	\$384.40	\$395.94	\$406.82	\$417.73	\$428.93	\$440.43
		Hourly	\$46.66	\$48.31	\$49.96	\$51.62	\$53.26	\$54.92	\$56.57	\$58.12	\$59.68	\$61.28	\$62.92
HC	35	Annual	\$88,743.00	\$91,833.00	\$94,515.00	\$98,024.00	\$101,117.00	\$104,207.00	\$106,890.00	\$109,827.00	\$112,767.00	\$115,788.00	\$118,889.00
		Bi-Wk	\$3,400.12	\$3,518.51	\$3,621.27	\$3,755.71	\$3,874.22	\$3,992.61	\$4,095.41	\$4,207.94	\$4,320.58	\$4,436.33	\$4,555.14
		Daily	\$340.02	\$351.86	\$362.13	\$375.58	\$387.43	\$399.27	\$409.55	\$420.80	\$432.06	\$443.64	\$455.52
		Hourly	\$48.58	\$50.27	\$51.74	\$53.66	\$55.35	\$57.04	\$58.51	\$60.12	\$61.73	\$63.38	\$65.08
HC	36	Annual	\$92,433.00	\$95,603.00	\$98,780.00	\$101,952.00	\$105,130.00	\$108,299.00	\$111,471.00	\$114,538.00	\$117,604.00	\$120,751.00	\$123,983.00
		Bi-Wk	\$3,541.50	\$3,662.96	\$3,784.68	\$3,906.21	\$4,027.97	\$4,149.39	\$4,270.92	\$4,388.43	\$4,505.91	\$4,626.48	\$4,750.31
		Daily	\$354.15	\$366.30	\$378.47	\$390.63	\$402.80	\$414.94	\$427.10	\$438.85	\$450.60	\$462.65	\$475.04
		Hourly	\$50.60	\$52.33	\$54.07	\$55.81	\$57.55	\$59.28	\$61.02	\$62.70	\$64.38	\$66.10	\$67.87

P-1 XC 37.5 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	15	Annual	\$38,591.00	\$39,983.00	\$41,374.00	\$42,763.00	\$44,157.00	\$45,555.00	\$46,945.00	\$48,237.00	\$49,528.00	\$50,855.00	\$52,215.00
		Bi-Wk	\$1,478.59	\$1,531.92	\$1,585.22	\$1,638.43	\$1,691.84	\$1,745.41	\$1,798.66	\$1,848.17	\$1,897.63	\$1,948.47	\$2,000.58
		Daily	\$147.86	\$153.20	\$158.53	\$163.85	\$169.19	\$174.55	\$179.87	\$184.82	\$189.77	\$194.85	\$200.06
		Hourly	\$19.72	\$20.43	\$21.14	\$21.85	\$22.56	\$23.28	\$23.99	\$24.65	\$25.31	\$25.98	\$26.68
XC	16	Annual	\$40,467.00	\$41,902.00	\$43,340.00	\$44,772.00	\$46,205.00	\$47,642.00	\$49,069.00	\$50,414.00	\$51,765.00	\$53,152.00	\$54,578.00
		Bi-Wk	\$1,550.46	\$1,605.45	\$1,660.54	\$1,715.41	\$1,770.31	\$1,825.37	\$1,880.04	\$1,931.58	\$1,983.34	\$2,036.48	\$2,091.12
		Daily	\$155.05	\$160.55	\$166.06	\$171.55	\$177.04	\$182.54	\$188.01	\$193.16	\$198.34	\$203.65	\$209.12
		Hourly	\$20.68	\$21.41	\$22.15	\$22.88	\$23.61	\$24.34	\$25.07	\$25.76	\$26.45	\$27.16	\$27.89
XC	17	Annual	\$42,472.00	\$43,949.00	\$45,426.00	\$46,898.00	\$48,372.00	\$49,840.00	\$51,323.00	\$52,735.00	\$54,146.00	\$55,595.00	\$57,083.00
		Bi-Wk	\$1,627.28	\$1,683.87	\$1,740.46	\$1,796.86	\$1,853.34	\$1,909.58	\$1,966.40	\$2,020.50	\$2,074.56	\$2,130.08	\$2,187.09
		Daily	\$162.73	\$168.39	\$174.05	\$179.69	\$185.34	\$190.96	\$196.64	\$202.05	\$207.46	\$213.01	\$218.71
		Hourly	\$21.70	\$22.46	\$23.21	\$23.96	\$24.72	\$25.47	\$26.22	\$26.94	\$27.67	\$28.41	\$29.17
XC	18	Annual	\$44,614.00	\$46,128.00	\$47,642.00	\$49,155.00	\$50,659.00	\$52,173.00	\$53,682.00	\$55,159.00	\$56,637.00	\$58,158.00	\$59,721.00
		Bi-Wk	\$1,709.35	\$1,767.36	\$1,825.37	\$1,883.34	\$1,940.96	\$1,998.97	\$2,056.79	\$2,113.38	\$2,170.00	\$2,228.28	\$2,288.17
		Daily	\$170.94	\$176.74	\$182.54	\$188.34	\$194.10	\$199.90	\$205.68	\$211.34	\$217.00	\$222.83	\$228.82
		Hourly	\$22.80	\$23.57	\$24.34	\$25.12	\$25.88	\$26.66	\$27.43	\$28.18	\$28.94	\$29.72	\$30.51
XC	19	Annual	\$46,811.00	\$48,372.00	\$49,927.00	\$51,489.00	\$53,035.00	\$54,590.00	\$56,145.00	\$57,693.00	\$59,234.00	\$60,822.00	\$62,452.00
		Bi-Wk	\$1,793.53	\$1,853.34	\$1,912.92	\$1,972.76	\$2,032.00	\$2,091.58	\$2,151.15	\$2,210.46	\$2,269.51	\$2,330.35	\$2,392.80
		Daily	\$179.36	\$185.34	\$191.30	\$197.28	\$203.20	\$209.16	\$215.12	\$221.05	\$226.96	\$233.04	\$239.28
		Hourly	\$23.92	\$24.72	\$25.51	\$26.31	\$27.10	\$27.89	\$28.69	\$29.48	\$30.27	\$31.08	\$31.91
XC	20	Annual	\$49,199.00	\$50,793.00	\$52,386.00	\$53,975.00	\$55,564.00	\$57,159.00	\$58,753.00	\$60,368.00	\$61,983.00	\$63,643.00	\$65,347.00
		Bi-Wk	\$1,885.02	\$1,946.10	\$2,007.13	\$2,068.01	\$2,128.89	\$2,190.00	\$2,251.08	\$2,312.96	\$2,374.83	\$2,438.43	\$2,503.72
		Daily	\$188.51	\$194.61	\$200.72	\$206.81	\$212.89	\$219.00	\$225.11	\$231.30	\$237.49	\$243.85	\$250.38
		Hourly	\$25.14	\$25.95	\$26.77	\$27.58	\$28.39	\$29.20	\$30.02	\$30.84	\$31.67	\$32.52	\$33.39

P-1 XC 37.5 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	21	Annual	\$51,625.00	\$53,261.00	\$54,898.00	\$56,537.00	\$58,175.00	\$59,809.00	\$61,449.00	\$63,137.00	\$64,827.00	\$66,562.00	\$68,345.00
		Bi-Wk	\$1,977.97	\$2,040.66	\$2,103.38	\$2,166.17	\$2,228.93	\$2,291.54	\$2,354.37	\$2,419.05	\$2,483.80	\$2,550.27	\$2,618.59
		Daily	\$197.80	\$204.07	\$210.34	\$216.62	\$222.90	\$229.16	\$235.44	\$241.91	\$248.38	\$255.03	\$261.86
		Hourly	\$26.38	\$27.21	\$28.05	\$28.89	\$29.72	\$30.56	\$31.40	\$32.26	\$33.12	\$34.01	\$34.92
XC	22	Annual	\$53,035.00	\$54,981.00	\$56,927.00	\$58,865.00	\$60,809.00	\$62,753.00	\$64,694.00	\$66,474.00	\$68,253.00	\$70,082.00	\$71,960.00
		Bi-Wk	\$2,032.00	\$2,106.56	\$2,181.12	\$2,255.37	\$2,329.85	\$2,404.33	\$2,478.70	\$2,546.90	\$2,615.06	\$2,685.14	\$2,757.09
		Daily	\$203.20	\$210.66	\$218.12	\$225.54	\$232.99	\$240.44	\$247.87	\$254.69	\$261.51	\$268.52	\$275.71
		Hourly	\$27.10	\$28.09	\$29.09	\$30.08	\$31.07	\$32.06	\$33.05	\$33.96	\$34.87	\$35.81	\$36.77
XC	23	Annual	\$55,550.00	\$57,576.00	\$59,592.00	\$61,620.00	\$63,643.00	\$65,670.00	\$67,697.00	\$69,553.00	\$71,415.00	\$73,330.00	\$75,296.00
		Bi-Wk	\$2,128.36	\$2,205.98	\$2,283.22	\$2,360.92	\$2,438.43	\$2,516.10	\$2,593.76	\$2,664.87	\$2,736.21	\$2,809.58	\$2,884.91
		Daily	\$212.84	\$220.60	\$228.33	\$236.10	\$243.85	\$251.61	\$259.38	\$266.49	\$273.63	\$280.96	\$288.50
		Hourly	\$28.38	\$29.42	\$30.45	\$31.48	\$32.52	\$33.55	\$34.59	\$35.54	\$36.49	\$37.47	\$38.47
XC	24	Annual	\$58,219.00	\$60,330.00	\$62,437.00	\$64,549.00	\$66,664.00	\$68,769.00	\$70,878.00	\$72,823.00	\$74,774.00	\$76,777.00	\$78,832.00
		Bi-Wk	\$2,230.62	\$2,311.50	\$2,392.23	\$2,473.15	\$2,554.18	\$2,634.83	\$2,715.64	\$2,790.16	\$2,864.91	\$2,941.65	\$3,020.39
		Daily	\$223.07	\$231.15	\$239.23	\$247.32	\$255.42	\$263.49	\$271.57	\$279.02	\$286.50	\$294.17	\$302.04
		Hourly	\$29.75	\$30.82	\$31.90	\$32.98	\$34.06	\$35.14	\$36.21	\$37.21	\$38.20	\$39.23	\$40.28
XC	25	Annual	\$61,059.00	\$63,257.00	\$65,434.00	\$67,626.00	\$69,812.00	\$72,004.00	\$74,186.00	\$76,228.00	\$78,267.00	\$80,362.00	\$82,513.00
		Bi-Wk	\$2,339.43	\$2,423.64	\$2,507.05	\$2,591.04	\$2,674.79	\$2,758.78	\$2,842.38	\$2,920.62	\$2,998.74	\$3,079.01	\$3,161.42
		Daily	\$233.95	\$242.37	\$250.71	\$259.11	\$267.48	\$275.88	\$284.24	\$292.07	\$299.88	\$307.91	\$316.15
		Hourly	\$31.20	\$32.32	\$33.43	\$34.55	\$35.67	\$36.79	\$37.90	\$38.95	\$39.99	\$41.06	\$42.16
XC	26	Annual	\$64,071.00	\$66,337.00	\$68,615.00	\$70,878.00	\$73,148.00	\$75,418.00	\$77,682.00	\$79,817.00	\$81,954.00	\$84,152.00	\$86,407.00
		Bi-Wk	\$2,454.83	\$2,541.65	\$2,628.93	\$2,715.64	\$2,802.61	\$2,889.58	\$2,976.33	\$3,058.13	\$3,140.00	\$3,224.22	\$3,310.62
		Daily	\$245.49	\$254.17	\$262.90	\$271.57	\$280.27	\$288.96	\$297.64	\$305.82	\$314.00	\$322.43	\$331.07
		Hourly	\$32.74	\$33.89	\$35.06	\$36.21	\$37.37	\$38.53	\$39.69	\$40.78	\$41.87	\$42.99	\$44.15

P-1 XC 37.5 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	27	Annual	\$67,251.00	\$69,600.00	\$71,949.00	\$74,290.00	\$76,642.00	\$78,985.00	\$81,340.00	\$83,574.00	\$85,810.00	\$88,112.00	\$90,475.00
		Bi-Wk	\$2,576.67	\$2,666.67	\$2,756.67	\$2,846.37	\$2,936.48	\$3,026.25	\$3,116.48	\$3,202.07	\$3,287.74	\$3,375.94	\$3,466.48
		Daily	\$257.67	\$266.67	\$275.67	\$284.64	\$293.65	\$302.63	\$311.65	\$320.21	\$328.78	\$337.60	\$346.65
		Hourly	\$34.36	\$35.56	\$36.76	\$37.96	\$39.16	\$40.35	\$41.56	\$42.70	\$43.84	\$45.02	\$46.22
XC	28	Annual	\$70,647.00	\$73,074.00	\$75,509.00	\$77,940.00	\$80,366.00	\$82,788.00	\$85,213.00	\$87,557.00	\$89,902.00	\$92,314.00	\$94,789.00
		Bi-Wk	\$2,706.79	\$2,799.78	\$2,893.07	\$2,986.21	\$3,079.16	\$3,171.96	\$3,264.87	\$3,354.58	\$3,444.53	\$3,536.94	\$3,631.77
		Daily	\$270.68	\$279.98	\$289.31	\$298.63	\$307.92	\$317.20	\$326.49	\$335.47	\$344.46	\$353.70	\$363.18
		Hourly	\$36.10	\$37.34	\$38.58	\$39.82	\$41.06	\$42.30	\$43.54	\$44.73	\$45.93	\$47.16	\$48.43
XC	29	Annual	\$71,325.00	\$74,001.00	\$76,680.00	\$79,358.00	\$82,034.00	\$84,707.00	\$87,385.00	\$89,785.00	\$92,192.00	\$94,659.00	\$97,194.00
		Bi-Wk	\$2,732.76	\$2,835.29	\$2,937.94	\$3,040.54	\$3,143.07	\$3,245.48	\$3,348.09	\$3,440.04	\$3,532.27	\$3,626.79	\$3,723.91
		Daily	\$273.28	\$283.53	\$293.80	\$304.06	\$314.31	\$324.55	\$334.81	\$344.01	\$353.23	\$362.68	\$372.40
		Hourly	\$36.44	\$37.81	\$39.18	\$40.55	\$41.91	\$43.28	\$44.65	\$45.87	\$47.10	\$48.36	\$49.66
XC	30	Annual	\$74,186.00	\$76,942.00	\$79,701.00	\$82,451.00	\$85,203.00	\$87,957.00	\$90,716.00	\$93,210.00	\$95,702.00	\$98,261.00	\$100,888.00
		Bi-Wk	\$2,842.38	\$2,947.97	\$3,053.68	\$3,159.05	\$3,264.49	\$3,370.00	\$3,475.71	\$3,571.27	\$3,666.75	\$3,764.79	\$3,865.45
		Daily	\$284.24	\$294.80	\$305.37	\$315.91	\$326.45	\$337.00	\$347.58	\$357.13	\$366.68	\$376.48	\$386.55
		Hourly	\$37.90	\$39.31	\$40.72	\$42.13	\$43.53	\$44.94	\$46.35	\$47.62	\$48.89	\$50.20	\$51.54
XC	31	Annual	\$77,165.00	\$79,998.00	\$82,833.00	\$85,671.00	\$88,512.00	\$91,345.00	\$94,179.00	\$96,772.00	\$99,357.00	\$102,014.00	\$104,742.00
		Bi-Wk	\$2,956.52	\$3,065.06	\$3,173.68	\$3,282.42	\$3,391.27	\$3,499.81	\$3,608.40	\$3,707.74	\$3,806.79	\$3,908.59	\$4,013.11
		Daily	\$295.66	\$306.51	\$317.37	\$328.25	\$339.13	\$349.99	\$360.84	\$370.78	\$380.68	\$390.86	\$401.32
		Hourly	\$39.43	\$40.87	\$42.32	\$43.77	\$45.22	\$46.67	\$48.12	\$49.44	\$50.76	\$52.12	\$53.51
XC	32	Annual	\$80,257.00	\$83,172.00	\$86,083.00	\$88,994.00	\$91,914.00	\$94,824.00	\$97,747.00	\$100,436.00	\$103,122.00	\$105,881.00	\$108,715.00
		Bi-Wk	\$3,074.99	\$3,186.67	\$3,298.20	\$3,409.74	\$3,521.61	\$3,633.11	\$3,745.10	\$3,848.13	\$3,951.04	\$4,056.75	\$4,165.33
		Daily	\$307.50	\$318.67	\$329.82	\$340.98	\$352.17	\$363.32	\$374.51	\$384.82	\$395.11	\$405.68	\$416.54
		Hourly	\$41.00	\$42.49	\$43.98	\$45.47	\$46.96	\$48.45	\$49.94	\$51.31	\$52.69	\$54.09	\$55.54

P-1 XC 37.5 HOUR PAY PLAN EFFECTIVE 6/20/2008													
Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC 33	Annual		\$83,490.00	\$86,486.00	\$89,479.00	\$92,473.00	\$95,468.00	\$98,464.00	\$101,465.00	\$104,255.00	\$107,047.00	\$109,912.00	\$112,854.00
	Bi-Wk		\$3,198.86	\$3,313.64	\$3,428.32	\$3,543.03	\$3,657.78	\$3,772.57	\$3,887.55	\$3,994.45	\$4,101.42	\$4,211.19	\$4,323.91
	Daily		\$319.89	\$331.37	\$342.84	\$354.31	\$365.78	\$377.26	\$388.76	\$399.45	\$410.15	\$421.12	\$432.40
	Hourly		\$42.66	\$44.19	\$45.72	\$47.25	\$48.78	\$50.31	\$51.84	\$53.26	\$54.69	\$56.15	\$57.66
XC 34	Annual		\$86,929.00	\$90,002.00	\$93,082.00	\$96,160.00	\$99,231.00	\$102,312.00	\$105,386.00	\$108,282.00	\$111,183.00	\$114,165.00	\$117,225.00
	Bi-Wk		\$3,330.62	\$3,448.36	\$3,566.37	\$3,684.30	\$3,801.96	\$3,920.00	\$4,037.78	\$4,148.74	\$4,259.89	\$4,374.14	\$4,491.38
	Daily		\$333.07	\$344.84	\$356.64	\$368.43	\$380.20	\$392.00	\$403.78	\$414.88	\$425.99	\$437.42	\$449.14
	Hourly		\$44.41	\$45.98	\$47.56	\$49.13	\$50.70	\$52.27	\$53.84	\$55.32	\$56.80	\$58.33	\$59.89
XC 35	Annual		\$90,500.00	\$93,651.00	\$96,386.00	\$99,965.00	\$103,118.00	\$106,270.00	\$109,005.00	\$112,001.00	\$114,999.00	\$118,079.00	\$121,243.00
	Bi-Wk		\$3,467.44	\$3,588.17	\$3,692.96	\$3,830.08	\$3,950.89	\$4,071.65	\$4,176.44	\$4,291.23	\$4,406.10	\$4,524.10	\$4,645.33
	Daily		\$346.75	\$358.82	\$369.30	\$383.01	\$395.09	\$407.17	\$417.65	\$429.13	\$440.61	\$452.41	\$464.54
	Hourly		\$46.24	\$47.85	\$49.24	\$51.07	\$52.68	\$54.29	\$55.69	\$57.22	\$58.75	\$60.33	\$61.94
XC 36	Annual		\$94,283.00	\$97,496.00	\$100,735.00	\$103,971.00	\$107,211.00	\$110,443.00	\$113,678.00	\$116,805.00	\$119,932.00	\$123,141.00	\$126,438.00
	Bi-Wk		\$3,611.61	\$3,735.48	\$3,859.58	\$3,983.57	\$4,107.71	\$4,231.54	\$4,355.48	\$4,475.29	\$4,595.10	\$4,718.05	\$4,844.37
	Daily		\$361.17	\$373.55	\$385.96	\$398.36	\$410.78	\$423.16	\$435.55	\$447.53	\$459.51	\$471.81	\$484.44
	Hourly		\$48.16	\$49.81	\$51.47	\$53.12	\$54.77	\$56.43	\$58.08	\$59.68	\$61.27	\$62.91	\$64.60

P-1 XC 37.5 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	15	Annual	\$39,556.00	\$40,983.00	\$42,409.00	\$43,833.00	\$45,261.00	\$46,694.00	\$48,119.00	\$49,443.00	\$50,767.00	\$52,127.00	\$53,521.00
		Bi-Wk	\$1,515.56	\$1,570.23	\$1,624.87	\$1,679.43	\$1,734.14	\$1,789.05	\$1,843.64	\$1,898.37	\$1,945.10	\$1,997.21	\$2,050.62
		Daily	\$151.56	\$157.03	\$162.49	\$167.95	\$173.42	\$178.91	\$184.37	\$189.44	\$194.51	\$199.73	\$205.07
		Hourly	\$20.21	\$20.94	\$21.67	\$22.40	\$23.13	\$23.86	\$24.59	\$25.26		\$25.94	\$26.63
XC	16	Annual	\$41,479.00	\$42,950.00	\$44,424.00	\$45,892.00	\$47,361.00	\$48,834.00	\$50,296.00	\$51,675.00	\$53,060.00	\$54,481.00	\$55,943.00
		Bi-Wk	\$1,589.24	\$1,645.60	\$1,702.07	\$1,758.32	\$1,814.60	\$1,871.04	\$1,927.05	\$1,979.89	\$2,032.96	\$2,087.40	\$2,143.41
		Daily	\$158.93	\$164.56	\$170.21	\$175.84	\$181.46	\$187.11	\$192.71	\$197.99	\$203.30	\$208.74	\$214.35
		Hourly	\$21.19	\$21.95	\$22.70	\$23.45	\$24.20	\$24.95	\$25.70	\$26.40	\$27.11	\$27.84	\$28.58
XC	17	Annual	\$43,534.00	\$45,048.00	\$46,562.00	\$48,071.00	\$49,582.00	\$51,086.00	\$52,607.00	\$54,054.00	\$55,500.00	\$56,985.00	\$58,511.00
		Bi-Wk	\$1,667.97	\$1,725.98	\$1,783.99	\$1,841.81	\$1,899.70	\$1,957.32	\$2,015.60	\$2,071.04	\$2,126.44	\$2,183.34	\$2,241.81
		Daily	\$166.80	\$172.60	\$178.40	\$184.19	\$189.97	\$195.74	\$201.56	\$207.11	\$212.65	\$218.34	\$224.19
		Hourly	\$22.24	\$23.02	\$23.79	\$24.56	\$25.33	\$26.10	\$26.88	\$27.62	\$28.36	\$29.12	\$29.90
XC	18	Annual	\$45,730.00	\$47,282.00	\$48,834.00	\$50,384.00	\$51,926.00	\$53,478.00	\$55,025.00	\$56,538.00	\$58,053.00	\$59,612.00	\$61,215.00
		Bi-Wk	\$1,752.11	\$1,811.58	\$1,871.04	\$1,930.43	\$1,989.51	\$2,048.97	\$2,108.24	\$2,166.21	\$2,224.26	\$2,283.99	\$2,345.41
		Daily	\$175.22	\$181.16	\$187.11	\$193.05	\$198.96	\$204.90	\$210.83	\$216.63	\$222.43	\$228.40	\$234.55
		Hourly	\$23.37	\$24.16	\$24.95	\$25.74	\$26.53	\$27.32	\$28.11	\$28.89	\$29.66	\$30.46	\$31.28
XC	19	Annual	\$47,982.00	\$49,582.00	\$51,176.00	\$52,777.00	\$54,361.00	\$55,955.00	\$57,549.00	\$59,136.00	\$60,715.00	\$62,343.00	\$64,014.00
		Bi-Wk	\$1,838.40	\$1,899.70	\$1,960.77	\$2,022.11	\$2,082.80	\$2,143.87	\$2,204.95	\$2,265.75	\$2,326.25	\$2,388.63	\$2,452.65
		Daily	\$183.84	\$189.97	\$196.08	\$202.22	\$208.28	\$214.39	\$220.50	\$226.58	\$232.63	\$238.87	\$245.27
		Hourly	\$24.52	\$25.33	\$26.15	\$26.97	\$27.78	\$28.59	\$29.40	\$30.21	\$31.02	\$31.85	\$32.71
XC	20	Annual	\$50,429.00	\$52,063.00	\$53,696.00	\$55,325.00	\$56,954.00	\$58,588.00	\$60,222.00	\$61,878.00	\$63,533.00	\$65,235.00	\$66,981.00
		Bi-Wk	\$1,932.15	\$1,994.76	\$2,057.32	\$2,119.74	\$2,182.15	\$2,244.76	\$2,307.36	\$2,370.81	\$2,434.22	\$2,499.43	\$2,566.33
		Daily	\$193.22	\$199.48	\$205.74	\$211.98	\$218.22	\$224.48	\$230.74	\$237.09	\$243.43	\$249.95	\$256.64
		Hourly	\$25.77	\$26.60	\$27.44	\$28.27	\$29.10	\$29.94	\$30.77	\$31.62	\$32.46	\$33.33	\$34.22

P-1 XC 37.5 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	21	Annual	\$52,916.00	\$54,593.00	\$56,271.00	\$57,951.00	\$59,630.00	\$61,305.00	\$62,986.00	\$64,716.00	\$66,448.00	\$68,227.00	\$70,054.00
		Bi-Wk	\$2,027.44	\$2,091.69	\$2,155.98	\$2,220.35	\$2,284.68	\$2,348.86	\$2,413.26	\$2,479.55	\$2,545.91	\$2,614.07	\$2,684.07
		Daily	\$202.75	\$209.17	\$215.60	\$222.04	\$228.47	\$234.89	\$241.33	\$247.96	\$254.60	\$261.41	\$268.41
		Hourly	\$27.04	\$27.89	\$28.75	\$29.61	\$30.47	\$31.32	\$32.18	\$33.07	\$33.95	\$34.86	\$35.79
XC	22	Annual	\$54,361.00	\$56,356.00	\$58,351.00	\$60,337.00	\$62,330.00	\$64,322.00	\$66,312.00	\$68,136.00	\$69,960.00	\$71,835.00	\$73,759.00
		Bi-Wk	\$2,082.80	\$2,159.24	\$2,235.68	\$2,311.77	\$2,388.13	\$2,464.45	\$2,540.69	\$2,610.58	\$2,680.46	\$2,752.30	\$2,826.02
		Daily	\$208.28	\$215.93	\$223.57	\$231.18	\$238.82	\$246.45	\$254.07	\$261.06	\$268.05	\$275.23	\$282.61
		Hourly	\$27.78	\$28.79	\$29.81	\$30.83	\$31.85	\$32.86	\$33.88	\$34.81	\$35.74	\$36.70	\$37.69
XC	23	Annual	\$56,939.00	\$59,016.00	\$61,082.00	\$63,161.00	\$65,235.00	\$67,312.00	\$69,390.00	\$71,292.00	\$73,201.00	\$75,164.00	\$77,179.00
		Bi-Wk	\$2,181.58	\$2,261.15	\$2,340.31	\$2,419.97	\$2,499.43	\$2,579.01	\$2,658.63	\$2,731.50	\$2,804.64	\$2,879.85	\$2,957.05
		Daily	\$218.16	\$226.12	\$234.04	\$242.00	\$249.95	\$257.91	\$265.87	\$273.15	\$280.47	\$287.99	\$295.71
		Hourly	\$29.09	\$30.15	\$31.21	\$32.27	\$33.33	\$34.39	\$35.45	\$36.42	\$37.40	\$38.40	\$39.43
XC	24	Annual	\$59,675.00	\$61,839.00	\$63,998.00	\$66,163.00	\$68,331.00	\$70,489.00	\$72,650.00	\$74,644.00	\$76,644.00	\$78,697.00	\$80,803.00
		Bi-Wk	\$2,286.40	\$2,369.32	\$2,452.04	\$2,534.99	\$2,618.05	\$2,700.73	\$2,783.53	\$2,859.93	\$2,936.56	\$3,015.22	\$3,095.91
		Daily	\$228.64	\$236.94	\$245.21	\$253.50	\$261.81	\$270.08	\$278.36	\$286.00	\$293.66	\$301.53	\$309.60
		Hourly	\$30.49	\$31.60	\$32.70	\$33.80	\$34.91	\$36.01	\$37.12	\$38.14	\$39.16	\$40.21	\$41.28
XC	25	Annual	\$62,586.00	\$64,839.00	\$67,070.00	\$69,317.00	\$71,558.00	\$73,805.00	\$76,041.00	\$78,134.00	\$80,224.00	\$82,372.00	\$84,576.00
		Bi-Wk	\$2,397.94	\$2,484.26	\$2,569.74	\$2,655.83	\$2,741.69	\$2,827.78	\$2,913.45	\$2,993.64	\$3,073.72	\$3,156.02	\$3,240.46
		Daily	\$239.80	\$248.43	\$256.98	\$265.59	\$274.17	\$282.78	\$291.35	\$299.37	\$307.38	\$315.61	\$324.05
		Hourly	\$31.98	\$33.13	\$34.27	\$35.42	\$36.56	\$37.71	\$38.85	\$39.92	\$40.99	\$42.09	\$43.21
XC	26	Annual	\$65,673.00	\$67,996.00	\$70,331.00	\$72,650.00	\$74,977.00	\$77,304.00	\$79,625.00	\$81,813.00	\$84,003.00	\$86,256.00	\$88,568.00
		Bi-Wk	\$2,516.21	\$2,605.22	\$2,694.68	\$2,783.53	\$2,872.69	\$2,961.84	\$3,050.77	\$3,134.60	\$3,218.51	\$3,304.83	\$3,393.41
		Daily	\$251.63	\$260.53	\$269.47	\$278.36	\$287.27	\$296.19	\$305.08	\$313.46	\$321.86	\$330.49	\$339.35
		Hourly	\$33.55	\$34.74	\$35.93	\$37.12	\$38.31	\$39.50	\$40.68	\$41.80	\$42.92	\$44.07	\$45.25

P-1 XC 37.5 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	27	Annual	\$68,933.00	\$71,340.00	\$73,748.00	\$76,148.00	\$78,559.00	\$80,960.00	\$83,374.00	\$85,664.00	\$87,956.00	\$90,315.00	\$92,737.00
		Bi-Wk	\$2,641.12	\$2,733.34	\$2,825.60	\$2,917.55	\$3,009.93	\$3,101.92	\$3,194.41	\$3,282.15	\$3,369.97	\$3,460.35	\$3,553.15
		Daily	\$264.12	\$273.34	\$282.56	\$291.76	\$301.00	\$310.20	\$319.45	\$328.22	\$337.00	\$346.04	\$355.32
		Hourly	\$35.22	\$36.45	\$37.68	\$38.91	\$40.14	\$41.36	\$42.60	\$43.77	\$44.94	\$46.14	\$47.38
XC	28	Annual	\$72,414.00	\$74,901.00	\$77,397.00	\$79,889.00	\$82,376.00	\$84,858.00	\$87,344.00	\$89,746.00	\$92,150.00	\$94,622.00	\$97,159.00
		Bi-Wk	\$2,774.49	\$2,869.78	\$2,965.41	\$3,060.89	\$3,156.17	\$3,251.27	\$3,346.52	\$3,438.55	\$3,530.66	\$3,625.37	\$3,722.57
		Daily	\$277.45	\$286.98	\$296.55	\$306.09	\$315.62	\$325.13	\$334.66	\$343.86	\$353.07	\$362.54	\$372.26
		Hourly	\$37.00	\$38.27	\$39.54	\$40.82	\$42.09	\$43.36	\$44.63	\$45.85	\$47.08	\$48.34	\$49.64
XC	29	Annual	\$73,109.00	\$75,852.00	\$78,597.00	\$81,342.00	\$84,085.00	\$86,825.00	\$89,570.00	\$92,030.00	\$94,497.00	\$97,026.00	\$99,624.00
		Bi-Wk	\$2,801.12	\$2,906.21	\$3,011.38	\$3,116.56	\$3,221.65	\$3,326.63	\$3,431.81	\$3,526.06	\$3,620.58	\$3,717.48	\$3,817.02
		Daily	\$280.12	\$290.63	\$301.14	\$311.66	\$322.17	\$332.67	\$343.19	\$352.61	\$362.06	\$371.75	\$381.71
		Hourly	\$37.35	\$38.75	\$40.16	\$41.56	\$42.96	\$44.36	\$45.76	\$47.02	\$48.28	\$49.57	\$50.90
XC	30	Annual	\$76,041.00	\$78,866.00	\$81,694.00	\$84,513.00	\$87,334.00	\$90,156.00	\$92,984.00	\$95,541.00	\$98,095.00	\$100,718.00	\$103,411.00
		Bi-Wk	\$2,913.45	\$3,021.69	\$3,130.04	\$3,238.05	\$3,346.14	\$3,454.26	\$3,562.61	\$3,660.58	\$3,758.43	\$3,858.93	\$3,962.11
		Daily	\$291.35	\$302.17	\$313.01	\$323.81	\$334.62	\$345.43	\$356.27	\$366.06	\$375.85	\$385.90	\$396.22
		Hourly	\$38.85	\$40.29	\$41.74	\$43.18	\$44.62	\$46.06	\$47.51	\$48.81	\$50.12	\$51.46	\$52.83
XC	31	Annual	\$79,095.00	\$81,998.00	\$84,904.00	\$87,813.00	\$90,725.00	\$93,629.00	\$96,534.00	\$99,192.00	\$101,841.00	\$104,565.00	\$107,361.00
		Bi-Wk	\$3,030.46	\$3,141.69	\$3,253.03	\$3,364.49	\$3,476.06	\$3,587.32	\$3,698.63	\$3,800.46	\$3,901.96	\$4,006.33	\$4,113.45
		Daily	\$303.05	\$314.17	\$325.31	\$336.45	\$347.61	\$358.74	\$369.87	\$380.05	\$390.20	\$400.64	\$411.35
		Hourly	\$40.41	\$41.89	\$43.38	\$44.86	\$46.35	\$47.84	\$49.32	\$50.68	\$52.03	\$53.42	\$54.85
XC	32	Annual	\$82,264.00	\$85,252.00	\$88,236.00	\$91,219.00	\$94,212.00	\$97,195.00	\$100,191.00	\$102,947.00	\$105,701.00	\$108,529.00	\$111,433.00
		Bi-Wk	\$3,151.88	\$3,266.37	\$3,380.69	\$3,494.99	\$3,609.66	\$3,723.95	\$3,838.74	\$3,944.33	\$4,049.85	\$4,158.20	\$4,269.47
		Daily	\$315.19	\$326.64	\$338.07	\$349.50	\$360.97	\$372.40	\$383.88	\$394.44	\$404.99	\$415.82	\$426.95
		Hourly	\$42.03	\$43.56	\$45.08	\$46.60	\$48.13	\$49.66	\$51.19	\$52.60	\$54.00	\$55.45	\$56.93

P-1 XC 37.5 HOUR PAY PLAN EFFECTIVE 7/02/2010													
Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	33	Annual	\$85,578.00	\$88,649.00	\$91,716.00	\$94,785.00	\$97,855.00	\$100,926.00	\$104,002.00	\$106,862.00	\$109,724.00	\$112,660.00	\$115,676.00
		Bi-Wk	\$3,278.86	\$3,396.52	\$3,514.03	\$3,631.61	\$3,749.24	\$3,866.90	\$3,984.76	\$4,094.33	\$4,203.99	\$4,316.48	\$4,432.04
		Daily	\$327.89	\$339.66	\$351.41	\$363.17	\$374.93	\$386.69	\$398.48	\$409.44	\$420.40	\$431.65	\$443.21
		Hourly	\$43.72	\$45.29	\$46.86	\$48.43	\$49.99	\$51.56	\$53.14	\$54.60	\$56.06	\$57.56	\$59.10
XC	34	Annual	\$89,103.00	\$92,253.00	\$95,410.00	\$98,564.00	\$101,712.00	\$104,870.00	\$108,021.00	\$110,990.00	\$113,963.00	\$117,020.00	\$120,156.00
		Bi-Wk	\$3,413.91	\$3,534.60	\$3,655.56	\$3,776.40	\$3,897.02	\$4,018.01	\$4,138.74	\$4,252.50	\$4,366.40	\$4,483.53	\$4,603.68
		Daily	\$341.40	\$353.46	\$365.56	\$377.64	\$389.71	\$401.81	\$413.88	\$425.25	\$436.64	\$448.36	\$460.37
		Hourly	\$45.52	\$47.13	\$48.75	\$50.36	\$51.97	\$53.58	\$55.19	\$56.70	\$58.22	\$59.79	\$61.39
XC	35	Annual	\$92,763.00	\$95,993.00	\$98,796.00	\$102,465.00	\$105,696.00	\$108,927.00	\$111,731.00	\$114,802.00	\$117,874.00	\$121,031.00	\$124,275.00
		Bi-Wk	\$3,554.14	\$3,677.90	\$3,785.29	\$3,925.87	\$4,049.66	\$4,173.45	\$4,280.89	\$4,398.55	\$4,516.25	\$4,637.21	\$4,761.50
		Daily	\$355.42	\$367.79	\$378.53	\$392.59	\$404.97	\$417.35	\$428.09	\$439.86	\$451.63	\$463.73	\$476.15
		Hourly	\$47.39	\$49.04	\$50.48	\$52.35	\$54.00	\$55.65	\$57.08	\$58.65	\$60.22	\$61.83	\$63.49
XC	36	Annual	\$96,620.00	\$99,934.00	\$103,254.00	\$106,571.00	\$109,892.00	\$113,205.00	\$116,520.00	\$119,726.00	\$122,931.00	\$126,220.00	\$129,599.00
		Bi-Wk	\$3,701.92	\$3,828.89	\$3,956.10	\$4,083.19	\$4,210.43	\$4,337.36	\$4,464.37	\$4,587.21	\$4,710.00	\$4,836.02	\$4,965.48
		Daily	\$370.20	\$382.89	\$395.61	\$408.32	\$421.05	\$433.74	\$446.44	\$458.73	\$471.00	\$483.61	\$496.55
		Hourly	\$49.36	\$51.06	\$52.75	\$54.45	\$56.14	\$57.84	\$59.53	\$61.17	\$62.80	\$64.49	\$66.21

P-1 XC 37.5 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	15	Annual	\$40,545.00	\$42,008.00	\$43,470.00	\$44,929.00	\$46,393.00	\$47,862.00	\$49,322.00	\$50,680.00	\$52,037.00	\$53,431.00	\$54,860.00
		Bi-Wk	\$1,553.45	\$1,609.51	\$1,665.52	\$1,721.42	\$1,777.51	\$1,833.80	\$1,889.74	\$1,941.77	\$1,993.76	\$2,047.17	\$2,101.92
		Daily	\$155.35	\$160.96	\$166.56	\$172.15	\$177.76	\$183.38	\$188.98	\$194.18	\$199.38	\$204.72	\$210.20
		Hourly	\$20.72	\$21.47	\$22.21	\$22.96	\$23.71	\$24.46	\$25.20	\$25.90	\$26.59	\$27.30	\$28.03
XC	16	Annual	\$42,516.00	\$44,024.00	\$45,535.00	\$47,040.00	\$48,546.00	\$50,055.00	\$51,554.00	\$52,967.00	\$54,387.00	\$55,844.00	\$57,342.00
		Bi-Wk	\$1,628.97	\$1,686.75	\$1,744.64	\$1,802.30	\$1,860.00	\$1,917.82	\$1,975.25	\$2,029.39	\$2,083.80	\$2,139.62	\$2,197.02
		Daily	\$162.90	\$168.68	\$174.47	\$180.23	\$186.00	\$191.79	\$197.53	\$202.94	\$208.38	\$213.97	\$219.71
		Hourly	\$21.72	\$22.49	\$23.27	\$24.04	\$24.80	\$25.58	\$26.34	\$27.06	\$27.79	\$28.53	\$29.30
XC	17	Annual	\$44,623.00	\$46,175.00	\$47,727.00	\$49,273.00	\$50,822.00	\$52,364.00	\$53,923.00	\$55,406.00	\$56,888.00	\$58,410.00	\$59,974.00
		Bi-Wk	\$1,709.70	\$1,769.16	\$1,828.63	\$1,887.86	\$1,947.21	\$2,006.29	\$2,066.02	\$2,122.84	\$2,179.62	\$2,237.94	\$2,297.86
		Daily	\$170.97	\$176.92	\$182.87	\$188.79	\$194.73	\$200.63	\$206.61	\$212.29	\$217.97	\$223.80	\$229.79
		Hourly	\$22.80	\$23.59	\$24.39	\$25.18	\$25.97	\$26.76	\$27.55	\$28.31	\$29.07	\$29.84	\$30.64
XC	18	Annual	\$46,874.00	\$48,465.00	\$50,055.00	\$51,644.00	\$53,225.00	\$54,815.00	\$56,401.00	\$57,952.00	\$59,505.00	\$61,103.00	\$62,746.00
		Bi-Wk	\$1,795.94	\$1,856.90	\$1,917.82	\$1,978.70	\$2,039.28	\$2,100.20	\$2,160.96	\$2,220.39	\$2,279.89	\$2,341.12	\$2,404.07
		Daily	\$179.60	\$185.69	\$191.79	\$197.87	\$203.93	\$210.02	\$216.10	\$222.04	\$227.99	\$234.12	\$240.41
		Hourly	\$23.95	\$24.76	\$25.58	\$26.39	\$27.20	\$28.01	\$28.82	\$29.61	\$30.40	\$31.22	\$32.06
XC	19	Annual	\$49,182.00	\$50,822.00	\$52,456.00	\$54,097.00	\$55,721.00	\$57,354.00	\$58,988.00	\$60,615.00	\$62,233.00	\$63,902.00	\$65,615.00
		Bi-Wk	\$1,894.37	\$1,947.21	\$2,009.81	\$2,072.69	\$2,134.91	\$2,197.48	\$2,260.08	\$2,322.42	\$2,384.41	\$2,448.36	\$2,513.99
		Daily	\$188.44	\$194.73	\$200.99	\$207.27	\$213.50	\$219.75	\$226.01	\$232.25	\$238.45	\$244.84	\$251.40
		Hourly	\$25.13	\$25.97	\$26.80	\$27.64	\$28.47	\$29.30	\$30.14	\$30.97	\$31.80	\$32.65	\$33.52
XC	20	Annual	\$51,690.00	\$53,365.00	\$55,039.00	\$56,709.00	\$58,378.00	\$60,053.00	\$61,728.00	\$63,425.00	\$65,122.00	\$66,866.00	\$68,656.00
		Bi-Wk	\$1,980.46	\$2,044.64	\$2,108.78	\$2,172.76	\$2,236.71	\$2,300.89	\$2,365.06	\$2,430.08	\$2,495.10	\$2,561.92	\$2,630.50
		Daily	\$198.05	\$204.47	\$210.88	\$217.28	\$223.68	\$230.09	\$236.51	\$243.01	\$249.51	\$256.20	\$263.05
		Hourly	\$26.41	\$27.27	\$28.12	\$28.98	\$29.83	\$30.68	\$31.54	\$32.41	\$33.27	\$34.16	\$35.08

P-1 XC 37.5 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	21	Annual	\$54,239.00	\$55,958.00	\$57,678.00	\$59,400.00	\$61,121.00	\$62,838.00	\$64,561.00	\$66,334.00	\$68,110.00	\$69,933.00	\$71,806.00
		Bi-Wk	\$2,078.13	\$2,143.99	\$2,209.89	\$2,275.87	\$2,341.81	\$2,407.59	\$2,473.61	\$2,541.54	\$2,609.58	\$2,679.43	\$2,751.19
		Daily	\$207.82	\$214.40	\$220.99	\$227.59	\$234.19	\$240.76	\$247.37	\$254.16	\$260.96	\$267.95	\$275.12
		Hourly	\$27.71	\$28.59	\$29.47	\$30.35	\$31.23	\$32.11	\$32.99	\$33.89	\$34.80	\$35.73	\$36.69
XC	22	Annual	\$55,721.00	\$57,765.00	\$59,810.00	\$61,846.00	\$63,889.00	\$65,931.00	\$67,970.00	\$69,840.00	\$71,709.00	\$73,631.00	\$75,603.00
		Bi-Wk	\$2,134.91	\$2,213.22	\$2,291.58	\$2,369.58	\$2,447.86	\$2,526.10	\$2,604.22	\$2,675.87	\$2,747.48	\$2,821.12	\$2,896.67
		Daily	\$213.50	\$221.33	\$229.16	\$236.96	\$244.79	\$252.61	\$260.43	\$267.59	\$274.75	\$282.12	\$289.67
		Hourly	\$28.47	\$29.51	\$30.56	\$31.60	\$32.64	\$33.69	\$34.73	\$35.68	\$36.64	\$37.62	\$38.63
XC	23	Annual	\$58,363.00	\$60,492.00	\$62,610.00	\$64,741.00	\$66,866.00	\$68,995.00	\$71,125.00	\$73,075.00	\$75,032.00	\$77,044.00	\$79,109.00
		Bi-Wk	\$2,236.14	\$2,317.71	\$2,398.86	\$2,480.50	\$2,561.92	\$2,643.49	\$2,725.10	\$2,799.81	\$2,874.79	\$2,951.88	\$3,031.00
		Daily	\$223.62	\$231.78	\$239.89	\$248.05	\$256.20	\$264.35	\$272.51	\$279.99	\$287.48	\$295.19	\$303.10
		Hourly	\$29.82	\$30.91	\$31.99	\$33.08	\$34.16	\$35.25	\$36.34	\$37.34	\$38.34	\$39.36	\$40.42
XC	24	Annual	\$61,167.00	\$63,385.00	\$65,598.00	\$67,818.00	\$70,040.00	\$72,252.00	\$74,467.00	\$76,511.00	\$78,561.00	\$80,665.00	\$82,824.00
		Bi-Wk	\$2,343.57	\$2,428.55	\$2,513.34	\$2,598.40	\$2,683.53	\$2,768.28	\$2,853.15	\$2,931.46	\$3,010.00	\$3,090.62	\$3,173.34
		Daily	\$234.36	\$242.86	\$251.34	\$259.84	\$268.36	\$276.83	\$285.32	\$293.15	\$301.00	\$309.07	\$317.34
		Hourly	\$31.25	\$32.39	\$33.52	\$34.65	\$35.79	\$36.92	\$38.05	\$39.09	\$40.14	\$41.21	\$42.32
XC	25	Annual	\$64,151.00	\$66,460.00	\$68,747.00	\$71,050.00	\$73,347.00	\$75,651.00	\$77,943.00	\$80,088.00	\$82,230.00	\$84,432.00	\$86,691.00
		Bi-Wk	\$2,457.90	\$2,546.37	\$2,633.99	\$2,722.23	\$2,810.23	\$2,898.51	\$2,986.33	\$3,068.51	\$3,150.58	\$3,234.95	\$3,321.50
		Daily	\$245.79	\$254.64	\$263.40	\$272.23	\$281.03	\$289.86	\$298.64	\$306.86	\$315.06	\$323.50	\$332.15
		Hourly	\$32.78	\$33.96	\$35.12	\$36.30	\$37.47	\$38.65	\$39.82	\$40.92	\$42.01	\$43.14	\$44.29
XC	26	Annual	\$67,315.00	\$69,696.00	\$72,090.00	\$74,467.00	\$76,852.00	\$79,237.00	\$81,616.00	\$83,859.00	\$86,104.00	\$88,413.00	\$90,783.00
		Bi-Wk	\$2,579.12	\$2,670.35	\$2,762.07	\$2,853.15	\$2,944.53	\$3,035.91	\$3,127.05	\$3,212.99	\$3,299.01	\$3,387.48	\$3,478.28
		Daily	\$257.92	\$267.04	\$276.21	\$285.32	\$294.46	\$303.60	\$312.71	\$321.30	\$329.91	\$338.75	\$347.83
		Hourly	\$94.39	\$95.61	\$96.83	\$98.05	\$99.27	\$40.48	\$41.70	\$42.84	\$43.99	\$45.17	\$46.38

P-1 XC 37.5 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
XC	27	Annual	\$70,657.00	\$73,124.00	\$75,592.00	\$78,052.00	\$80,523.00	\$82,984.00	\$85,459.00	\$87,806.00	\$90,155.00	\$92,573.00	\$95,056.00	
		Bi-Wk	\$2,707.17	\$2,801.69	\$2,896.25	\$2,990.50	\$3,085.18	\$3,179.47	\$3,274.30	\$3,369.22	\$3,464.22	\$3,559.22	\$3,654.22	\$3,749.22
		Daily	\$270.72	\$280.17	\$289.63	\$299.05	\$308.52	\$317.95	\$327.43	\$336.93	\$346.43	\$355.93	\$365.43	\$374.93
		Hourly	\$36.10	\$37.36	\$38.62	\$39.88	\$41.14	\$42.40	\$43.66	\$44.92	\$46.18	\$47.44	\$48.70	\$50.00
XC	28	Annual	\$74,225.00	\$76,774.00	\$79,322.00	\$81,870.00	\$84,418.00	\$86,966.00	\$89,514.00	\$92,062.00	\$94,610.00	\$97,158.00	\$99,706.00	
		Bi-Wk	\$2,843.87	\$2,941.54	\$3,039.55	\$3,137.44	\$3,235.10	\$3,332.57	\$3,430.20	\$3,527.83	\$3,625.46	\$3,723.09	\$3,820.72	
		Daily	\$284.39	\$294.16	\$303.96	\$313.75	\$323.51	\$333.26	\$343.02	\$352.78	\$362.54	\$372.30	\$382.06	
		Hourly	\$37.92	\$39.23	\$40.53	\$41.84	\$43.14	\$44.44	\$45.74	\$47.04	\$48.34	\$49.64	\$50.94	
XC	29	Annual	\$74,937.00	\$77,749.00	\$80,562.00	\$83,376.00	\$86,188.00	\$88,996.00	\$91,810.00	\$94,624.00	\$97,438.00	\$100,252.00	\$103,066.00	
		Bi-Wk	\$2,871.15	\$2,978.89	\$3,086.67	\$3,194.49	\$3,302.23	\$3,409.81	\$3,517.63	\$3,625.45	\$3,733.27	\$3,841.09	\$3,948.91	
		Daily	\$287.12	\$297.89	\$308.67	\$319.45	\$330.23	\$340.99	\$351.77	\$362.55	\$373.33	\$384.11	\$394.89	
		Hourly	\$38.29	\$39.72	\$41.16	\$42.60	\$44.03	\$45.47	\$46.91	\$48.34	\$49.78	\$51.22	\$52.65	
XC	30	Annual	\$77,943.00	\$80,838.00	\$83,737.00	\$86,626.00	\$89,518.00	\$92,410.00	\$95,309.00	\$98,211.00	\$101,112.00	\$104,016.00	\$106,922.00	
		Bi-Wk	\$2,986.33	\$3,097.25	\$3,208.32	\$3,319.01	\$3,429.81	\$3,540.62	\$3,651.69	\$3,762.11	\$3,872.82	\$3,983.55	\$4,094.51	
		Daily	\$298.64	\$309.73	\$320.84	\$331.91	\$342.99	\$354.07	\$365.17	\$376.22	\$387.25	\$398.25	\$409.25	
		Hourly	\$39.82	\$41.30	\$42.78	\$44.26	\$45.74	\$47.21	\$48.69	\$50.13	\$51.57	\$53.01	\$54.45	
XC	31	Annual	\$81,073.00	\$84,048.00	\$87,027.00	\$90,009.00	\$92,994.00	\$95,970.00	\$98,948.00	\$101,930.00	\$104,916.00	\$107,906.00	\$110,900.00	
		Bi-Wk	\$3,106.25	\$3,220.23	\$3,334.37	\$3,448.63	\$3,562.99	\$3,677.02	\$3,791.12	\$3,905.48	\$4,019.99	\$4,134.55	\$4,249.16	
		Daily	\$310.63	\$322.03	\$333.44	\$344.87	\$356.30	\$367.71	\$379.12	\$390.55	\$401.96	\$413.37	\$424.78	
		Hourly	\$41.42	\$42.94	\$44.46	\$45.99	\$47.51	\$49.03	\$50.55	\$52.07	\$53.59	\$55.11	\$56.63	
XC	32	Annual	\$84,321.00	\$87,384.00	\$90,442.00	\$93,500.00	\$96,568.00	\$99,625.00	\$102,696.00	\$105,771.00	\$108,846.00	\$111,921.00	\$114,996.00	
		Bi-Wk	\$3,230.69	\$3,348.05	\$3,465.22	\$3,582.38	\$3,699.93	\$3,817.05	\$3,934.72	\$4,052.04	\$4,169.16	\$4,286.07	\$4,402.78	
		Daily	\$323.07	\$334.81	\$346.53	\$358.24	\$370.00	\$381.71	\$393.48	\$405.25	\$417.02	\$428.79	\$440.56	
		Hourly	\$43.08	\$44.65	\$46.21	\$47.77	\$49.34	\$50.90	\$52.47	\$54.04	\$55.61	\$57.18	\$58.75	

P-1 XC 37.5 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	33	Annual	\$87,718.00	\$90,866.00	\$94,009.00	\$97,155.00	\$100,302.00	\$103,450.00	\$106,603.00	\$109,534.00	\$112,468.00	\$115,477.00	\$118,568.00
		Bi-Wk	\$3,360.85	\$3,481.46	\$3,601.88	\$3,722.42	\$3,842.99	\$3,963.61	\$4,084.41	\$4,196.71	\$4,309.12	\$4,424.41	\$4,542.84
		Daily	\$336.09	\$348.15	\$360.19	\$372.25	\$384.30	\$396.37	\$408.45	\$419.68	\$430.92	\$442.45	\$454.29
		Hourly	\$44.82	\$46.42	\$48.03	\$49.64	\$51.24	\$52.85	\$54.46	\$55.96	\$57.46	\$59.00	\$60.58
XC	34	Annual	\$91,331.00	\$94,560.00	\$97,796.00	\$101,029.00	\$104,255.00	\$107,492.00	\$110,722.00	\$113,765.00	\$116,813.00	\$119,946.00	\$123,160.00
		Bi-Wk	\$3,499.28	\$3,622.99	\$3,746.98	\$3,870.85	\$3,994.45	\$4,118.47	\$4,242.23	\$4,358.82	\$4,475.60	\$4,595.64	\$4,718.78
		Daily	\$349.93	\$362.30	\$374.70	\$387.09	\$399.45	\$411.85	\$424.23	\$435.89	\$447.56	\$459.57	\$471.88
		Hourly	\$46.66	\$48.31	\$49.96	\$51.62	\$53.26	\$54.92	\$56.57	\$58.12	\$59.68	\$61.28	\$62.92
XC	35	Annual	\$95,083.00	\$98,393.00	\$101,266.00	\$105,027.00	\$108,339.00	\$111,651.00	\$114,525.00	\$117,673.00	\$120,821.00	\$124,057.00	\$127,382.00
		Bi-Wk	\$3,643.03	\$3,769.85	\$3,879.93	\$4,024.03	\$4,150.92	\$4,277.82	\$4,387.94	\$4,508.55	\$4,629.16	\$4,753.15	\$4,880.54
		Daily	\$364.31	\$376.99	\$388.00	\$402.41	\$415.10	\$427.79	\$438.80	\$450.86	\$462.92	\$475.32	\$488.06
		Hourly	\$48.58	\$50.27	\$51.74	\$53.66	\$55.35	\$57.04	\$58.51	\$60.12	\$61.73	\$63.38	\$65.08
XC	36	Annual	\$99,036.00	\$102,433.00	\$105,836.00	\$109,236.00	\$112,640.00	\$116,036.00	\$119,433.00	\$122,720.00	\$126,005.00	\$129,376.00	\$132,839.00
		Bi-Wk	\$3,794.49	\$3,924.64	\$4,055.02	\$4,185.29	\$4,315.71	\$4,445.83	\$4,575.98	\$4,701.92	\$4,827.78	\$4,956.94	\$5,089.62
		Daily	\$379.45	\$392.47	\$405.51	\$418.53	\$431.58	\$444.59	\$457.60	\$470.20	\$482.78	\$495.70	\$508.97
		Hourly	\$50.60	\$52.33	\$54.07	\$55.81	\$57.55	\$59.28	\$61.02	\$62.70	\$64.38	\$66.10	\$67.87

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FP 15	Annual	\$41,164.00	\$42,648.00	\$44,132.00	\$45,614.00	\$47,101.00	\$48,592.00	\$50,075.00	\$51,453.00	\$52,830.00	\$54,245.00	\$55,696.00	
	Bi-Wk	\$1,577.17	\$1,634.03	\$1,690.89	\$1,747.67	\$1,804.64	\$1,861.77	\$1,918.59	\$1,971.38	\$2,024.14	\$2,078.36	\$2,133.95	
	Daily	\$157.72	\$163.41	\$169.09	\$174.77	\$180.47	\$186.18	\$191.86	\$197.14	\$202.42	\$207.84	\$213.40	
	Hourly	\$19.72	\$20.43	\$21.14	\$21.85	\$22.56	\$23.28	\$23.99	\$24.65	\$25.31	\$25.98	\$26.68	
FP 16	Annual	\$43,165.00	\$44,695.00	\$46,229.00	\$47,757.00	\$49,285.00	\$50,818.00	\$52,340.00	\$53,775.00	\$55,216.00	\$56,695.00	\$58,216.00	
	Bi-Wk	\$1,653.84	\$1,712.46	\$1,771.23	\$1,829.78	\$1,888.32	\$1,947.05	\$2,005.37	\$2,063.35	\$2,121.56	\$2,172.23	\$2,230.50	
	Daily	\$165.39	\$171.25	\$177.13	\$182.98	\$188.84	\$194.71	\$200.54	\$206.04	\$211.56	\$217.23	\$223.05	
	Hourly	\$20.68	\$21.41	\$22.15	\$22.88	\$23.61	\$24.34	\$25.07	\$25.76	\$26.45	\$27.16	\$27.89	
FP 17	Annual	\$45,303.00	\$46,879.00	\$48,454.00	\$50,024.00	\$51,597.00	\$53,163.00	\$54,744.00	\$56,251.00	\$57,756.00	\$59,301.00	\$60,888.00	
	Bi-Wk	\$1,735.75	\$1,796.14	\$1,856.48	\$1,916.63	\$1,976.90	\$2,036.90	\$2,097.48	\$2,155.22	\$2,212.88	\$2,272.07	\$2,332.88	
	Daily	\$173.58	\$179.62	\$185.65	\$191.67	\$197.69	\$203.69	\$209.75	\$215.53	\$221.29	\$227.21	\$233.29	
	Hourly	\$21.70	\$22.46	\$23.21	\$23.96	\$24.72	\$25.47	\$26.22	\$26.95	\$27.67	\$28.41	\$29.17	
FP 18	Annual	\$47,588.00	\$49,203.00	\$50,818.00	\$52,432.00	\$54,036.00	\$55,651.00	\$57,261.00	\$58,836.00	\$60,413.00	\$62,035.00	\$63,702.00	
	Bi-Wk	\$1,823.30	\$1,885.18	\$1,947.05	\$2,008.89	\$2,070.35	\$2,132.23	\$2,193.91	\$2,254.26	\$2,314.68	\$2,376.82	\$2,440.69	
	Daily	\$182.33	\$188.52	\$194.71	\$200.89	\$207.04	\$213.23	\$219.40	\$225.43	\$231.47	\$237.69	\$244.07	
	Hourly	\$22.80	\$23.57	\$24.34	\$25.12	\$25.88	\$26.66	\$27.43	\$28.18	\$28.94	\$29.72	\$30.51	
FP 19	Annual	\$49,932.00	\$51,597.00	\$53,255.00	\$54,922.00	\$56,571.00	\$58,229.00	\$59,888.00	\$61,539.00	\$63,183.00	\$64,877.00	\$66,615.00	
	Bi-Wk	\$1,913.11	\$1,976.90	\$2,040.43	\$2,104.30	\$2,167.48	\$2,231.00	\$2,294.56	\$2,357.82	\$2,420.81	\$2,485.71	\$2,552.30	
	Daily	\$191.32	\$197.69	\$204.05	\$210.43	\$216.75	\$223.10	\$229.46	\$235.79	\$242.09	\$248.58	\$255.23	
	Hourly	\$23.92	\$24.72	\$25.51	\$26.31	\$27.10	\$27.89	\$28.69	\$29.48	\$30.27	\$31.08	\$31.91	
FP 20	Annual	\$52,479.00	\$54,179.00	\$55,878.00	\$57,573.00	\$59,268.00	\$60,970.00	\$62,670.00	\$64,392.00	\$66,115.00	\$67,886.00	\$69,703.00	
	Bi-Wk	\$2,010.69	\$2,075.83	\$2,140.92	\$2,205.87	\$2,270.81	\$2,336.02	\$2,401.15	\$2,467.13	\$2,533.15	\$2,601.00	\$2,670.62	
	Daily	\$201.07	\$207.59	\$214.10	\$220.59	\$227.09	\$233.61	\$240.12	\$246.72	\$253.32	\$260.10	\$267.07	
	Hourly	\$25.14	\$25.95	\$26.77	\$27.58	\$28.39	\$29.21	\$30.02	\$30.84	\$31.67	\$32.52	\$33.39	

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FP	21	Annual	\$55,087.00	\$56,812.00	\$58,558.00	\$60,306.00	\$62,053.00	\$63,796.00	\$65,546.00	\$67,346.00	\$69,149.00	\$70,999.00	\$72,901.00
		Bi-Wk	\$2,109.85	\$2,176.71	\$2,243.61	\$2,310.58	\$2,377.51	\$2,444.30	\$2,511.35	\$2,580.31	\$2,649.39	\$2,720.27	\$2,793.15
		Daily	\$210.99	\$217.68	\$224.37	\$231.06	\$237.76	\$244.43	\$251.14	\$258.04	\$264.94	\$272.03	\$279.32
		Hourly	\$26.38	\$27.21	\$28.05	\$28.89	\$29.72	\$30.56	\$31.40	\$32.26	\$33.12	\$34.01	\$34.92
FP	22	Annual	\$56,571.00	\$58,646.00	\$60,722.00	\$62,789.00	\$64,863.00	\$66,936.00	\$69,007.00	\$70,906.00	\$72,803.00	\$74,754.00	\$76,757.00
		Bi-Wk	\$2,167.48	\$2,246.98	\$2,326.52	\$2,405.71	\$2,485.18	\$2,564.60	\$2,643.95	\$2,716.71	\$2,789.39	\$2,864.14	\$2,940.89
		Daily	\$216.75	\$224.70	\$232.66	\$240.58	\$248.52	\$256.46	\$264.40	\$271.68	\$278.94	\$286.42	\$294.09
		Hourly	\$27.10	\$28.09	\$29.09	\$30.08	\$31.07	\$32.06	\$33.05	\$33.96	\$34.87	\$35.81	\$36.77
FP	23	Annual	\$59,253.00	\$61,414.00	\$63,565.00	\$65,728.00	\$67,886.00	\$70,048.00	\$72,210.00	\$74,190.00	\$76,176.00	\$78,219.00	\$80,316.00
		Bi-Wk	\$2,270.23	\$2,353.03	\$2,435.45	\$2,518.32	\$2,601.00	\$2,683.84	\$2,766.67	\$2,842.53	\$2,918.63	\$2,996.90	\$3,077.25
		Daily	\$227.03	\$235.31	\$243.55	\$251.84	\$260.10	\$268.39	\$276.67	\$284.26	\$291.87	\$299.69	\$307.73
		Hourly	\$28.38	\$29.42	\$30.45	\$31.48	\$32.52	\$33.55	\$34.59	\$35.54	\$36.49	\$37.47	\$38.47
FP	24	Annual	\$62,100.00	\$64,352.00	\$66,599.00	\$68,852.00	\$71,108.00	\$73,354.00	\$75,603.00	\$77,678.00	\$79,759.00	\$81,895.00	\$84,087.00
		Bi-Wk	\$2,379.32	\$2,465.60	\$2,551.69	\$2,638.01	\$2,724.45	\$2,810.50	\$2,896.67	\$2,976.17	\$3,055.91	\$3,137.74	\$3,221.73
		Daily	\$237.94	\$246.56	\$255.17	\$263.81	\$272.45	\$281.05	\$289.67	\$297.62	\$305.60	\$313.78	\$322.18
		Hourly	\$29.75	\$30.82	\$31.90	\$32.98	\$34.06	\$35.14	\$36.21	\$37.21	\$38.20	\$39.23	\$40.28
FP	25	Annual	\$65,130.00	\$67,474.00	\$69,796.00	\$72,134.00	\$74,466.00	\$76,804.00	\$79,132.00	\$81,310.00	\$83,485.00	\$85,719.00	\$88,014.00
		Bi-Wk	\$2,495.41	\$2,585.22	\$2,674.18	\$2,763.76	\$2,853.11	\$2,942.69	\$3,031.88	\$3,115.33	\$3,198.66	\$3,284.26	\$3,372.19
		Daily	\$249.55	\$258.53	\$267.42	\$276.38	\$285.32	\$294.27	\$303.19	\$311.54	\$319.87	\$328.43	\$337.22
		Hourly	\$31.20	\$32.32	\$33.43	\$34.55	\$35.67	\$36.79	\$37.90	\$38.95	\$39.99	\$41.06	\$42.16
FP	26	Annual	\$68,342.00	\$70,759.00	\$73,189.00	\$75,603.00	\$78,024.00	\$80,446.00	\$82,861.00	\$85,138.00	\$87,418.00	\$89,762.00	\$92,167.00
		Bi-Wk	\$2,618.47	\$2,711.08	\$2,804.18	\$2,896.67	\$2,989.43	\$3,082.23	\$3,174.76	\$3,262.00	\$3,349.35	\$3,439.16	\$3,531.31
		Daily	\$261.85	\$271.11	\$280.42	\$289.67	\$298.95	\$308.23	\$317.48	\$326.20	\$334.94	\$343.92	\$353.14
		Hourly	\$32.74	\$33.89	\$35.06	\$36.21	\$37.37	\$38.53	\$39.69	\$40.78	\$41.87	\$42.99	\$44.15

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FP	27	Annual	\$71,734.00	\$74,240.00	\$76,746.00	\$79,243.00	\$81,751.00	\$84,251.00	\$86,763.00	\$89,146.00	\$91,531.00	\$93,986.00	\$96,507.00
		Bi-Wk	\$2,748.43	\$2,844.45	\$2,940.46	\$3,036.14	\$3,132.23	\$3,228.01	\$3,324.26	\$3,415.56	\$3,501.00	\$3,586.94	\$3,673.87
		Daily	\$274.85	\$284.45	\$294.05	\$303.62	\$313.23	\$322.81	\$332.43	\$341.56	\$350.70	\$360.10	\$369.76
		Hourly	\$34.36	\$35.56	\$36.76	\$37.96	\$39.16	\$40.36	\$41.56	\$42.70	\$43.84	\$45.02	\$46.22
FP	28	Annual	\$75,357.00	\$77,946.00	\$80,543.00	\$83,136.00	\$85,724.00	\$88,307.00	\$90,894.00	\$93,394.00	\$95,895.00	\$98,468.00	\$101,108.00
		Bi-Wk	\$2,887.25	\$2,986.44	\$3,085.94	\$3,185.29	\$3,284.45	\$3,383.41	\$3,482.53	\$3,578.32	\$3,674.14	\$3,772.73	\$3,873.87
		Daily	\$288.73	\$298.65	\$308.60	\$318.53	\$328.45	\$338.35	\$348.26	\$357.84	\$367.42	\$377.28	\$387.39
		Hourly	\$36.10	\$37.34	\$38.58	\$39.82	\$41.06	\$42.30	\$43.54	\$44.73	\$45.93	\$47.16	\$48.43
FP	29	Annual	\$76,080.00	\$78,934.00	\$81,792.00	\$84,648.00	\$87,503.00	\$90,354.00	\$93,211.00	\$95,771.00	\$98,338.00	\$100,970.00	\$103,674.00
		Bi-Wk	\$2,914.95	\$3,024.30	\$3,133.80	\$3,243.22	\$3,352.61	\$3,461.84	\$3,571.31	\$3,669.39	\$3,767.74	\$3,868.59	\$3,972.19
		Daily	\$291.50	\$302.43	\$313.38	\$324.33	\$335.27	\$346.19	\$357.14	\$366.94	\$376.78	\$386.86	\$397.22
		Hourly	\$36.44	\$37.81	\$39.18	\$40.55	\$41.91	\$43.28	\$44.65	\$45.87	\$47.10	\$48.36	\$49.66
FP	30	Annual	\$79,132.00	\$82,071.00	\$85,014.00	\$87,948.00	\$90,883.00	\$93,821.00	\$96,764.00	\$99,424.00	\$102,082.00	\$104,812.00	\$107,614.00
		Bi-Wk	\$3,031.88	\$3,144.49	\$3,257.25	\$3,369.66	\$3,482.11	\$3,594.68	\$3,707.44	\$3,809.35	\$3,911.19	\$4,015.79	\$4,123.15
		Daily	\$303.19	\$314.45	\$325.73	\$336.97	\$348.22	\$359.47	\$370.75	\$380.94	\$391.12	\$401.58	\$412.32
		Hourly	\$37.90	\$39.31	\$40.72	\$42.13	\$43.53	\$44.94	\$46.35	\$47.62	\$48.89	\$50.20	\$51.54
FP	31	Annual	\$82,309.00	\$85,331.00	\$88,355.00	\$91,382.00	\$94,413.00	\$97,435.00	\$100,458.00	\$103,223.00	\$105,981.00	\$108,815.00	\$111,725.00
		Bi-Wk	\$3,153.61	\$3,269.39	\$3,385.25	\$3,501.23	\$3,617.36	\$3,733.15	\$3,848.97	\$3,954.91	\$4,060.58	\$4,169.16	\$4,280.66
		Daily	\$315.37	\$326.94	\$338.53	\$350.13	\$361.74	\$373.32	\$384.90	\$395.50	\$406.06	\$416.92	\$428.07
		Hourly	\$39.43	\$40.87	\$42.32	\$43.77	\$45.22	\$46.67	\$48.12	\$49.44	\$50.76	\$52.12	\$53.51
FP	32	Annual	\$85,607.00	\$88,717.00	\$91,822.00	\$94,927.00	\$98,042.00	\$101,146.00	\$104,263.00	\$107,132.00	\$109,997.00	\$112,940.00	\$115,963.00
		Bi-Wk	\$3,279.97	\$3,399.12	\$3,518.09	\$3,637.05	\$3,756.40	\$3,875.33	\$3,994.76	\$4,104.68	\$4,214.45	\$4,327.21	\$4,443.03
		Daily	\$328.00	\$339.92	\$351.81	\$363.71	\$375.64	\$387.54	\$399.48	\$410.47	\$421.45	\$432.73	\$444.31
		Hourly	\$41.00	\$42.49	\$43.98	\$45.47	\$46.96	\$48.45	\$49.94	\$51.31	\$52.69	\$54.10	\$55.54

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 6/20/2008													
Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FP	33	Annual	\$89,056.00	\$92,252.00	\$95,444.00	\$98,638.00	\$101,832.00	\$105,028.00	\$108,229.00	\$111,205.00	\$114,183.00	\$117,239.00	\$120,378.00
		Bi-Wk	\$3,412.11	\$3,534.56	\$3,656.86	\$3,779.24	\$3,901.61	\$4,024.07	\$4,146.71	\$4,269.73	\$4,374.83	\$4,491.92	\$4,612.19
		Daily	\$341.22	\$353.46	\$365.69	\$377.93	\$390.17	\$402.41	\$414.68	\$426.08	\$437.49	\$449.20	\$461.22
		Hourly	\$42.66	\$44.19	\$45.72	\$47.25	\$48.78	\$50.31	\$51.84	\$53.26	\$54.69	\$56.15	\$57.66
FP	34	Annual	\$92,724.00	\$96,002.00	\$99,287.00	\$102,571.00	\$105,846.00	\$109,133.00	\$112,412.00	\$115,501.00	\$118,595.00	\$121,776.00	\$125,040.00
		Bi-Wk	\$3,552.65	\$3,678.24	\$3,804.10	\$3,929.93	\$4,055.41	\$4,181.35	\$4,306.98	\$4,425.33	\$4,543.87	\$4,665.75	\$4,790.81
		Daily	\$355.27	\$367.83	\$380.41	\$393.00	\$405.55	\$418.14	\$430.70	\$442.54	\$454.39	\$466.58	\$479.09
		Hourly	\$44.41	\$45.98	\$47.56	\$49.13	\$50.70	\$52.27	\$53.84	\$55.32	\$56.80	\$58.33	\$59.89
FP	35	Annual	\$96,533.00	\$99,894.00	\$102,812.00	\$106,629.00	\$109,992.00	\$113,355.00	\$116,272.00	\$119,468.00	\$122,666.00	\$125,951.00	\$129,326.00
		Bi-Wk	\$3,698.59	\$3,827.36	\$3,939.16	\$4,085.41	\$4,214.26	\$4,343.11	\$4,454.87	\$4,577.32	\$4,699.85	\$4,825.71	\$4,955.02
		Daily	\$369.86	\$382.74	\$393.92	\$408.55	\$421.43	\$434.32	\$445.49	\$457.74	\$469.99	\$482.58	\$495.51
		Hourly	\$46.24	\$47.85	\$49.24	\$51.07	\$52.68	\$54.29	\$55.69	\$57.22	\$58.75	\$60.33	\$61.94
FP	36	Annual	\$100,547.00	\$103,996.00	\$107,451.00	\$110,902.00	\$114,358.00	\$117,806.00	\$121,256.00	\$124,592.00	\$127,927.00	\$131,350.00	\$134,867.00
		Bi-Wk	\$3,852.38	\$3,984.53	\$4,116.90	\$4,249.12	\$4,381.54	\$4,513.64	\$4,645.83	\$4,773.64	\$4,901.42	\$5,032.57	\$5,167.32
		Daily	\$385.24	\$398.46	\$411.69	\$424.92	\$438.16	\$451.37	\$464.59	\$477.37	\$490.15	\$503.26	\$516.74
		Hourly	\$48.16	\$49.81	\$51.47	\$53.12	\$54.77	\$56.43	\$58.08	\$59.68	\$61.27	\$62.91	\$64.60

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FP 15	Annual		\$42,194.00	\$43,715.00	\$45,236.00	\$46,755.00	\$48,279.00	\$49,807.00	\$51,327.00	\$52,740.00	\$54,151.00	\$55,602.00	\$57,089.00
	Bi-Wk		\$1,616.63	\$1,674.91	\$1,733.19	\$1,791.38	\$1,849.78	\$1,908.32	\$1,966.56	\$2,020.69	\$2,074.76	\$2,130.35	\$2,187.32
	Daily		\$161.67	\$167.50	\$173.32	\$179.14	\$184.98	\$190.84	\$196.66	\$202.07	\$207.48	\$213.04	\$218.74
	Hourly		\$20.21	\$20.94	\$21.67	\$22.40	\$23.13	\$23.86	\$24.59	\$25.26	\$25.94	\$26.63	\$27.35
FP 16	Annual		\$44,245.00	\$45,813.00	\$47,385.00	\$48,951.00	\$50,518.00	\$52,089.00	\$53,649.00	\$55,120.00	\$56,597.00	\$58,113.00	\$59,672.00
	Bi-Wk		\$1,695.22	\$1,755.29	\$1,815.52	\$1,875.52	\$1,935.56	\$1,995.75	\$2,055.52	\$2,111.88	\$2,168.47	\$2,226.56	\$2,286.29
	Daily		\$169.53	\$175.53	\$181.56	\$187.56	\$193.56	\$199.58	\$205.56	\$211.19	\$216.85	\$222.66	\$228.63
	Hourly		\$21.20	\$21.95	\$22.70	\$23.45	\$24.20	\$24.95	\$25.70	\$26.40	\$27.11	\$27.84	\$28.58
FP 17	Annual		\$46,436.00	\$48,051.00	\$49,666.00	\$51,275.00	\$52,887.00	\$54,493.00	\$56,113.00	\$57,658.00	\$59,200.00	\$60,784.00	\$62,411.00
	Bi-Wk		\$1,779.16	\$1,841.04	\$1,902.92	\$1,964.56	\$2,026.33	\$2,087.86	\$2,149.93	\$2,209.12	\$2,268.20	\$2,328.89	\$2,391.23
	Daily		\$177.92	\$184.11	\$190.30	\$196.46	\$202.64	\$208.79	\$215.00	\$220.92	\$226.82	\$232.89	\$239.13
	Hourly		\$22.24	\$23.02	\$23.79	\$24.56	\$25.33	\$26.10	\$26.88	\$27.62	\$28.36	\$29.12	\$29.90
FP 18	Annual		\$48,778.00	\$50,434.00	\$52,089.00	\$53,743.00	\$55,387.00	\$57,043.00	\$58,693.00	\$60,307.00	\$61,924.00	\$63,586.00	\$65,295.00
	Bi-Wk		\$1,868.89	\$1,932.34	\$1,995.75	\$2,059.12	\$2,122.11	\$2,185.56	\$2,248.78	\$2,310.62	\$2,372.57	\$2,436.25	\$2,501.73
	Daily		\$186.89	\$193.24	\$199.58	\$205.92	\$212.22	\$218.56	\$224.88	\$231.07	\$237.26	\$243.63	\$250.18
	Hourly		\$23.37	\$24.16	\$24.95	\$25.74	\$26.53	\$27.32	\$28.11	\$28.89	\$29.66	\$30.46	\$31.28
FP 19	Annual		\$51,181.00	\$52,887.00	\$54,587.00	\$56,296.00	\$57,986.00	\$59,685.00	\$61,386.00	\$63,078.00	\$64,763.00	\$66,499.00	\$68,281.00
	Bi-Wk		\$1,960.96	\$2,026.33	\$2,091.46	\$2,156.94	\$2,221.69	\$2,286.79	\$2,351.96	\$2,416.79	\$2,481.35	\$2,547.86	\$2,616.14
	Daily		\$196.10	\$202.64	\$209.15	\$215.70	\$222.17	\$228.68	\$235.20	\$241.68	\$248.14	\$254.79	\$261.62
	Hourly		\$24.52	\$25.33	\$26.15	\$26.97	\$27.78	\$28.59	\$29.40	\$30.21	\$31.02	\$31.85	\$32.71
FP 20	Annual		\$53,791.00	\$55,534.00	\$57,275.00	\$59,013.00	\$60,750.00	\$62,495.00	\$64,237.00	\$66,002.00	\$67,768.00	\$69,584.00	\$71,446.00
	Bi-Wk		\$2,060.96	\$2,127.74	\$2,194.45	\$2,261.04	\$2,327.59	\$2,394.45	\$2,461.19	\$2,528.82	\$2,596.48	\$2,666.06	\$2,737.40
	Daily		\$206.10	\$212.78	\$219.45	\$226.11	\$232.76	\$239.45	\$246.12	\$252.89	\$259.65	\$266.61	\$273.74
	Hourly		\$25.77	\$26.60	\$27.44	\$28.27	\$29.10	\$29.94	\$30.77	\$31.62	\$32.46	\$33.33	\$34.22

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FP	21	Annual	\$56,444.00	\$58,233.00	\$60,022.00	\$61,814.00	\$63,605.00	\$65,391.00	\$67,185.00	\$69,030.00	\$70,878.00	\$72,774.00	\$74,724.00
		Bi-Wk	\$2,162.61	\$2,231.15	\$2,299.70	\$2,368.36	\$2,436.98	\$2,505.41	\$2,574.14	\$2,644.83	\$2,715.64	\$2,788.28	\$2,862.99
		Daily	\$216.27	\$223.12	\$229.97	\$236.84	\$243.70	\$250.55	\$257.42	\$264.49	\$271.57	\$278.83	\$286.30
		Hourly	\$27.04	\$27.89	\$28.75	\$29.61	\$30.47	\$31.32	\$32.18	\$33.07	\$33.95	\$34.86	\$35.79
FP	22	Annual	\$57,986.00	\$60,113.00	\$62,241.00	\$64,359.00	\$66,485.00	\$68,610.00	\$70,733.00	\$72,879.00	\$74,624.00	\$76,623.00	\$78,676.00
		Bi-Wk	\$2,221.69	\$2,303.19	\$2,384.72	\$2,465.87	\$2,547.32	\$2,628.74	\$2,710.08	\$2,784.64	\$2,859.16	\$2,935.75	\$3,014.41
		Daily	\$222.17	\$230.32	\$238.48	\$246.59	\$254.74	\$262.88	\$271.01	\$278.47	\$285.92	\$293.58	\$301.45
		Hourly	\$27.78	\$28.79	\$29.81	\$30.83	\$31.85	\$32.86	\$33.88	\$34.81	\$35.74	\$36.70	\$37.69
FP	23	Annual	\$60,735.00	\$62,950.00	\$65,155.00	\$67,372.00	\$69,584.00	\$71,800.00	\$74,016.00	\$76,045.00	\$78,081.00	\$80,175.00	\$82,324.00
		Bi-Wk	\$2,327.02	\$2,411.88	\$2,496.37	\$2,581.31	\$2,666.06	\$2,750.96	\$2,835.87	\$2,913.61	\$2,991.61	\$3,071.84	\$3,154.18
		Daily	\$232.71	\$241.19	\$249.64	\$258.14	\$266.61	\$275.10	\$283.59	\$291.37	\$299.17	\$307.19	\$315.42
		Hourly	\$29.09	\$30.15	\$31.21	\$32.27	\$33.33	\$34.39	\$35.45	\$36.43	\$37.40	\$38.40	\$39.43
FP	24	Annual	\$63,653.00	\$65,961.00	\$68,264.00	\$70,574.00	\$72,886.00	\$75,188.00	\$77,494.00	\$79,620.00	\$81,753.00	\$83,943.00	\$86,190.00
		Bi-Wk	\$2,438.82	\$2,527.25	\$2,615.48	\$2,703.99	\$2,792.57	\$2,880.77	\$2,969.12	\$3,050.58	\$3,132.30	\$3,216.21	\$3,302.30
		Daily	\$243.89	\$252.73	\$261.55	\$270.40	\$279.26	\$288.08	\$296.92	\$305.06	\$313.23	\$321.63	\$330.23
		Hourly	\$30.49	\$31.60	\$32.70	\$33.80	\$34.91	\$36.01	\$37.12	\$38.14	\$39.16	\$40.21	\$41.28
FP	25	Annual	\$66,759.00	\$69,161.00	\$71,541.00	\$73,938.00	\$76,328.00	\$78,725.00	\$81,111.00	\$83,343.00	\$85,573.00	\$87,862.00	\$90,215.00
		Bi-Wk	\$2,557.82	\$2,649.85	\$2,741.04	\$2,832.88	\$2,924.45	\$3,016.29	\$3,107.71	\$3,193.22	\$3,278.66	\$3,366.37	\$3,456.52
		Daily	\$255.79	\$264.99	\$274.11	\$283.29	\$292.45	\$301.63	\$310.78	\$319.33	\$327.87	\$336.64	\$345.66
		Hourly	\$31.98	\$33.13	\$34.27	\$35.42	\$36.56	\$37.71	\$38.85	\$39.92	\$40.99	\$42.08	\$43.21
FP	26	Annual	\$70,051.00	\$72,528.00	\$75,019.00	\$77,494.00	\$79,975.00	\$82,458.00	\$84,933.00	\$87,267.00	\$89,604.00	\$92,007.00	\$94,472.00
		Bi-Wk	\$2,683.95	\$2,778.86	\$2,874.30	\$2,969.12	\$3,064.18	\$3,159.32	\$3,254.14	\$3,343.57	\$3,433.11	\$3,525.18	\$3,619.62
		Daily	\$268.40	\$277.89	\$287.43	\$296.92	\$306.42	\$315.94	\$325.42	\$334.36	\$343.32	\$352.52	\$361.97
		Hourly	\$33.55	\$34.74	\$35.93	\$37.12	\$38.31	\$39.50	\$40.68	\$41.80	\$42.92	\$44.07	\$45.25

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FP	27	Annual	\$73,528.00	\$76,096.00	\$78,665.00	\$81,225.00	\$83,795.00	\$86,358.00	\$88,933.00	\$91,375.00	\$93,820.00	\$96,336.00	\$98,920.00
		Bi-Wk	\$2,817.17	\$2,915.56	\$3,013.99	\$3,112.07	\$3,210.54	\$3,308.74	\$3,407.40	\$3,500.96	\$3,594.64	\$3,691.04	\$3,790.04
		Daily	\$281.72	\$291.56	\$301.40	\$311.21	\$321.06	\$330.88	\$340.74	\$350.10	\$359.47	\$369.11	\$379.01
		Hourly	\$35.22	\$36.45	\$37.68	\$38.91	\$40.14	\$41.36	\$42.60	\$43.77	\$44.94	\$46.14	\$47.38
FP	28	Annual	\$77,241.00	\$79,895.00	\$82,557.00	\$85,215.00	\$87,868.00	\$90,515.00	\$93,167.00	\$95,729.00	\$98,293.00	\$100,930.00	\$103,636.00
		Bi-Wk	\$2,959.43	\$3,061.12	\$3,163.11	\$3,264.95	\$3,366.60	\$3,468.01	\$3,569.62	\$3,667.78	\$3,766.02	\$3,867.05	\$3,970.73
		Daily	\$295.95	\$306.12	\$316.32	\$326.50	\$336.66	\$346.81	\$356.97	\$366.78	\$376.61	\$386.71	\$397.08
		Hourly	\$37.00	\$38.27	\$39.54	\$40.82	\$42.09	\$43.36	\$44.63	\$45.85	\$47.08	\$48.34	\$49.64
FP	29	Annual	\$77,982.00	\$80,908.00	\$83,837.00	\$86,765.00	\$89,691.00	\$92,613.00	\$95,542.00	\$98,466.00	\$100,797.00	\$103,495.00	\$106,266.00
		Bi-Wk	\$2,987.82	\$3,099.93	\$3,212.15	\$3,324.33	\$3,436.44	\$3,548.40	\$3,660.62	\$3,761.15	\$3,861.96	\$3,965.33	\$4,071.50
		Daily	\$298.79	\$310.00	\$321.22	\$332.44	\$343.65	\$354.84	\$366.07	\$376.12	\$386.20	\$396.54	\$407.15
		Hourly	\$37.35	\$38.75	\$40.16	\$41.56	\$42.96	\$44.36	\$45.76	\$47.02	\$48.28	\$49.57	\$50.90
FP	30	Annual	\$81,111.00	\$84,123.00	\$87,140.00	\$90,147.00	\$93,156.00	\$96,167.00	\$99,184.00	\$101,910.00	\$104,635.00	\$107,433.00	\$110,305.00
		Bi-Wk	\$3,107.71	\$3,223.11	\$3,338.70	\$3,453.91	\$3,569.20	\$3,684.56	\$3,800.16	\$3,904.60	\$4,009.01	\$4,116.21	\$4,226.25
		Daily	\$310.78	\$322.32	\$333.87	\$345.40	\$356.92	\$368.46	\$380.02	\$390.46	\$400.91	\$411.63	\$422.63
		Hourly	\$38.85	\$40.29	\$41.74	\$43.18	\$44.62	\$46.06	\$47.51	\$48.81	\$50.12	\$51.46	\$52.83
FP	31	Annual	\$84,367.00	\$87,465.00	\$90,564.00	\$93,667.00	\$96,774.00	\$99,871.00	\$102,970.00	\$105,804.00	\$108,631.00	\$111,536.00	\$114,519.00
		Bi-Wk	\$3,232.46	\$3,351.15	\$3,469.89	\$3,588.78	\$3,707.82	\$3,826.48	\$3,945.22	\$4,053.80	\$4,162.11	\$4,273.41	\$4,387.71
		Daily	\$323.25	\$335.12	\$346.99	\$358.88	\$370.79	\$382.65	\$394.53	\$405.38	\$416.22	\$427.35	\$438.78
		Hourly	\$40.41	\$41.89	\$43.38	\$44.86	\$46.35	\$47.84	\$49.32	\$50.68	\$52.03	\$53.42	\$54.85
FP	32	Annual	\$87,748.00	\$90,935.00	\$94,118.00	\$97,301.00	\$100,494.00	\$103,675.00	\$106,870.00	\$109,811.00	\$112,747.00	\$115,764.00	\$118,863.00
		Bi-Wk	\$3,362.00	\$3,484.10	\$3,606.06	\$3,728.01	\$3,850.35	\$3,972.23	\$4,094.64	\$4,207.32	\$4,319.81	\$4,435.41	\$4,554.14
		Daily	\$336.20	\$348.41	\$360.61	\$372.81	\$385.04	\$397.23	\$409.47	\$420.74	\$431.99	\$443.55	\$455.42
		Hourly	\$42.03	\$43.56	\$45.08	\$46.61	\$48.13	\$49.66	\$51.19	\$52.60	\$54.00	\$55.45	\$56.93

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 7/02/2010													
Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FP	33	Annual	\$91,283.00	\$94,559.00	\$97,831.00	\$101,104.00	\$104,378.00	\$107,654.00	\$110,935.00	\$113,986.00	\$117,038.00	\$120,170.00	\$123,388.00
		Bi-Wk	\$3,497.44	\$3,622.96	\$3,748.32	\$3,873.72	\$3,999.16	\$4,124.68	\$4,250.39	\$4,367.28	\$4,484.22	\$4,604.22	\$4,727.51
		Daily	\$349.75	\$362.30	\$374.84	\$387.38	\$399.92	\$412.47	\$425.04	\$436.73	\$448.43	\$460.43	\$472.76
		Hourly	\$43.72	\$45.29	\$46.86	\$48.43	\$49.99	\$51.56	\$53.13	\$54.60	\$56.06	\$57.56	\$59.10
FP	34	Annual	\$95,043.00	\$98,403.00	\$101,770.00	\$105,136.00	\$108,493.00	\$111,862.00	\$115,223.00	\$118,389.00	\$121,560.00	\$124,821.00	\$128,166.00
		Bi-Wk	\$3,641.50	\$3,770.23	\$3,899.24	\$4,028.20	\$4,156.82	\$4,285.91	\$4,414.68	\$4,535.98	\$4,657.48	\$4,782.42	\$4,910.58
		Daily	\$364.15	\$377.03	\$389.93	\$402.82	\$415.69	\$428.60	\$441.47	\$453.60	\$465.75	\$478.25	\$491.06
		Hourly	\$45.52	\$47.13	\$48.75	\$50.36	\$51.97	\$53.58	\$55.19	\$56.70	\$58.22	\$59.79	\$61.39
FP	35	Annual	\$98,947.00	\$102,392.00	\$105,383.00	\$109,295.00	\$112,742.00	\$116,189.00	\$119,179.00	\$122,455.00	\$125,733.00	\$129,100.00	\$132,560.00
		Bi-Wk	\$3,791.08	\$3,923.07	\$4,037.67	\$4,187.55	\$4,319.82	\$4,451.69	\$4,566.25	\$4,691.77	\$4,817.36	\$4,946.37	\$5,078.93
		Daily	\$379.11	\$392.31	\$403.77	\$418.76	\$431.97	\$445.17	\$456.63	\$469.18	\$481.74	\$494.64	\$507.90
		Hourly	\$47.39	\$49.04	\$50.48	\$52.35	\$54.00	\$55.65	\$57.08	\$58.65	\$60.22	\$61.83	\$63.49
FP	36	Annual	\$103,061.00	\$106,596.00	\$110,138.00	\$113,675.00	\$117,217.00	\$120,752.00	\$124,288.00	\$127,707.00	\$131,126.00	\$134,634.00	\$138,239.00
		Bi-Wk	\$3,948.70	\$4,084.14	\$4,219.85	\$4,355.37	\$4,491.08	\$4,626.52	\$4,762.00	\$4,892.99	\$5,023.99	\$5,158.40	\$5,296.52
		Daily	\$394.87	\$408.42	\$421.99	\$435.54	\$449.11	\$462.66	\$476.20	\$489.30	\$502.40	\$515.84	\$529.66
		Hourly	\$49.36	\$51.06	\$52.75	\$54.45	\$56.14	\$57.84	\$59.53	\$61.17	\$62.80	\$64.48	\$66.21

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FP	15	Annual	\$43,249.00	\$44,808.00	\$46,367.00	\$47,924.00	\$49,486.00	\$51,053.00	\$52,611.00	\$54,059.00	\$55,505.00	\$56,993.00	\$58,517.00
		Bi-Wk	\$1,657.05	\$1,716.79	\$1,776.52	\$1,836.17	\$1,896.02	\$1,956.06	\$2,015.75	\$2,071.23	\$2,126.63	\$2,183.64	\$2,242.04
		Daily	\$165.71	\$171.68	\$177.66	\$183.62	\$189.61	\$195.61	\$201.58	\$207.13	\$212.67	\$218.37	\$224.21
		Hourly	\$20.72	\$21.46	\$22.21	\$22.96	\$23.71	\$24.46	\$25.20	\$25.90	\$26.59	\$27.30	\$28.03
FP	16	Annual	\$45,352.00	\$46,959.00	\$48,570.00	\$50,175.00	\$51,781.00	\$53,392.00	\$54,991.00	\$56,498.00	\$58,012.00	\$59,566.00	\$61,164.00
		Bi-Wk	\$1,737.63	\$1,799.20	\$1,860.92	\$1,922.42	\$1,983.95	\$2,045.68	\$2,106.94	\$2,164.68	\$2,222.69	\$2,282.23	\$2,343.45
		Daily	\$173.77	\$179.92	\$186.10	\$192.25	\$198.40	\$204.57	\$210.70	\$216.47	\$222.27	\$228.23	\$234.35
		Hourly	\$21.73	\$22.49	\$23.27	\$24.04	\$24.80	\$25.58	\$26.34	\$27.06	\$27.79	\$28.53	\$29.30
FP	17	Annual	\$47,597.00	\$49,253.00	\$50,908.00	\$52,557.00	\$54,210.00	\$55,856.00	\$57,516.00	\$59,100.00	\$60,680.00	\$62,304.00	\$63,972.00
		Bi-Wk	\$1,823.64	\$1,887.09	\$1,950.50	\$2,013.68	\$2,077.02	\$2,140.08	\$2,203.68	\$2,264.37	\$2,324.91	\$2,387.13	\$2,451.04
		Daily	\$182.37	\$188.71	\$195.05	\$201.37	\$207.71	\$214.01	\$220.37	\$226.44	\$232.50	\$238.72	\$245.11
		Hourly	\$22.80	\$23.59	\$24.39	\$25.18	\$25.97	\$26.76	\$27.55	\$28.31	\$29.07	\$29.84	\$30.64
FP	18	Annual	\$49,998.00	\$51,695.00	\$53,392.00	\$55,087.00	\$56,772.00	\$58,470.00	\$60,161.00	\$61,815.00	\$63,473.00	\$65,176.00	\$66,928.00
		Bi-Wk	\$1,915.64	\$1,980.66	\$2,045.68	\$2,110.62	\$2,175.18	\$2,240.23	\$2,305.02	\$2,368.40	\$2,431.92	\$2,497.17	\$2,564.30
		Daily	\$191.57	\$198.07	\$204.57	\$211.07	\$217.52	\$224.03	\$230.51	\$236.84	\$243.20	\$249.72	\$256.43
		Hourly	\$23.95	\$24.76	\$25.58	\$26.39	\$27.19	\$28.01	\$28.82	\$29.61	\$30.40	\$31.22	\$32.06
FP	19	Annual	\$52,481.00	\$54,210.00	\$55,952.00	\$57,704.00	\$59,436.00	\$61,178.00	\$62,921.00	\$64,655.00	\$66,383.00	\$68,162.00	\$69,989.00
		Bi-Wk	\$2,010.00	\$2,077.02	\$2,143.76	\$2,210.89	\$2,277.25	\$2,343.99	\$2,410.77	\$2,477.21	\$2,543.41	\$2,611.58	\$2,681.58
		Daily	\$201.00	\$207.71	\$214.38	\$221.09	\$227.73	\$234.40	\$241.08	\$247.73	\$254.35	\$261.16	\$268.16
		Hourly	\$25.13	\$25.97	\$26.80	\$27.64	\$28.47	\$29.30	\$30.14	\$30.97	\$31.80	\$32.65	\$33.52
FP	20	Annual	\$55,136.00	\$56,923.00	\$58,707.00	\$60,489.00	\$62,269.00	\$64,058.00	\$65,843.00	\$67,653.00	\$69,463.00	\$71,324.00	\$73,233.00
		Bi-Wk	\$2,112.50	\$2,180.96	\$2,249.32	\$2,317.59	\$2,385.79	\$2,454.33	\$2,522.73	\$2,592.07	\$2,661.42	\$2,732.73	\$2,805.87
		Daily	\$211.25	\$218.10	\$224.94	\$231.76	\$238.58	\$245.44	\$252.28	\$259.21	\$266.15	\$273.28	\$280.59
		Hourly	\$26.41	\$27.27	\$28.12	\$28.97	\$29.83	\$30.68	\$31.54	\$32.41	\$33.27	\$34.16	\$35.08

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FP 21	Annual	\$57,856.00	\$59,689.00	\$61,523.00	\$63,360.00	\$65,196.00	\$67,026.00	\$68,865.00	\$70,756.00	\$72,650.00	\$74,594.00	\$76,593.00	
	Bi-Wk	\$2,216.71	\$2,286.94	\$2,357.21	\$2,427.59	\$2,497.94	\$2,568.05	\$2,638.51	\$2,710.96	\$2,783.53	\$2,858.01	\$2,934.60	
	Daily	\$221.68	\$228.70	\$235.73	\$242.76	\$249.80	\$256.81	\$263.86	\$271.10	\$278.36	\$285.81	\$293.46	
	Hourly	\$27.71	\$28.59	\$29.47	\$30.35	\$31.23	\$32.11	\$32.99	\$33.89	\$34.80	\$35.73	\$36.69	
FP 22	Annual	\$59,436.00	\$61,616.00	\$63,798.00	\$65,968.00	\$68,148.00	\$70,326.00	\$72,502.00	\$74,496.00	\$76,490.00	\$78,539.00	\$80,643.00	
	Bi-Wk	\$2,277.25	\$2,360.77	\$2,444.37	\$2,527.51	\$2,611.04	\$2,694.49	\$2,777.86	\$2,854.26	\$2,930.66	\$3,009.16	\$3,089.78	
	Daily	\$227.73	\$236.08	\$244.44	\$252.76	\$261.11	\$269.45	\$277.79	\$285.43	\$293.07	\$300.92	\$308.98	
	Hourly	\$28.47	\$29.51	\$30.56	\$31.60	\$32.64	\$33.69	\$34.73	\$35.68	\$36.64	\$37.62	\$38.63	
FP 23	Annual	\$62,254.00	\$64,524.00	\$66,784.00	\$69,057.00	\$71,324.00	\$73,595.00	\$75,867.00	\$77,947.00	\$80,034.00	\$82,180.00	\$84,383.00	
	Bi-Wk	\$2,385.22	\$2,472.19	\$2,558.78	\$2,645.87	\$2,732.73	\$2,819.74	\$2,906.79	\$2,986.48	\$3,066.44	\$3,148.66	\$3,233.07	
	Daily	\$238.53	\$247.22	\$255.88	\$264.59	\$273.28	\$281.98	\$290.68	\$298.65	\$306.65	\$314.87	\$323.31	
	Hourly	\$29.82	\$30.91	\$31.99	\$33.08	\$34.16	\$35.25	\$36.34	\$37.34	\$38.34	\$39.36	\$40.42	
FP 24	Annual	\$65,245.00	\$67,611.00	\$69,971.00	\$72,339.00	\$74,709.00	\$77,068.00	\$79,432.00	\$81,611.00	\$83,797.00	\$86,042.00	\$88,345.00	
	Bi-Wk	\$2,499.81	\$2,590.46	\$2,680.89	\$2,771.61	\$2,862.42	\$2,952.80	\$3,043.38	\$3,126.86	\$3,210.62	\$3,296.63	\$3,384.87	
	Daily	\$249.99	\$259.05	\$268.09	\$277.17	\$286.25	\$295.28	\$304.34	\$312.69	\$321.07	\$329.67	\$338.49	
	Hourly	\$31.25	\$32.39	\$33.52	\$34.65	\$35.79	\$36.91	\$38.05	\$39.09	\$40.14	\$41.21	\$42.32	
FP 25	Annual	\$68,428.00	\$70,891.00	\$73,330.00	\$75,787.00	\$78,237.00	\$80,694.00	\$83,139.00	\$85,427.00	\$87,713.00	\$90,059.00	\$92,471.00	
	Bi-Wk	\$2,621.77	\$2,716.14	\$2,809.58	\$2,903.72	\$2,997.59	\$3,091.73	\$3,185.41	\$3,273.07	\$3,360.66	\$3,450.54	\$3,542.96	
	Daily	\$262.18	\$271.62	\$280.96	\$290.38	\$299.76	\$309.18	\$318.55	\$327.31	\$336.07	\$345.06	\$354.30	
	Hourly	\$32.78	\$33.96	\$35.12	\$36.30	\$37.47	\$38.65	\$39.82	\$40.92	\$42.01	\$43.14	\$44.29	
FP 26	Annual	\$71,803.00	\$74,342.00	\$76,895.00	\$79,432.00	\$81,975.00	\$84,520.00	\$87,057.00	\$89,449.00	\$91,845.00	\$94,308.00	\$96,834.00	
	Bi-Wk	\$2,751.08	\$2,848.36	\$2,946.17	\$3,043.38	\$3,140.81	\$3,238.32	\$3,335.52	\$3,427.17	\$3,518.97	\$3,613.34	\$3,710.12	
	Daily	\$275.11	\$284.84	\$294.62	\$304.34	\$314.09	\$323.84	\$333.56	\$342.72	\$351.90	\$361.34	\$371.02	
	Hourly	\$34.39	\$35.61	\$36.83	\$38.05	\$39.27	\$40.48	\$41.70	\$42.84	\$43.99	\$45.17	\$46.38	

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FP	27	Annual	\$75,367.00	\$77,999.00	\$80,632.00	\$83,266.00	\$85,900.00	\$88,517.00	\$91,157.00	\$93,660.00	\$96,166.00	\$98,745.00	\$101,393.00
		Bi-Wk	\$2,887.63	\$2,988.47	\$3,089.35	\$3,189.89	\$3,290.81	\$3,391.46	\$3,492.61	\$3,588.51	\$3,684.53	\$3,783.34	\$3,884.79
		Daily	\$288.77	\$298.85	\$308.94	\$318.99	\$329.09	\$339.15	\$349.27	\$358.86	\$368.46	\$378.34	\$388.48
		Hourly	\$36.10	\$37.36	\$38.62	\$39.88	\$41.14	\$42.40	\$43.66	\$44.86	\$46.06	\$47.30	\$48.56
FP	28	Annual	\$79,173.00	\$81,893.00	\$84,621.00	\$87,346.00	\$90,065.00	\$92,778.00	\$95,497.00	\$98,123.00	\$100,751.00	\$103,454.00	\$106,227.00
		Bi-Wk	\$3,033.45	\$3,137.67	\$3,242.19	\$3,346.60	\$3,450.77	\$3,554.72	\$3,658.89	\$3,759.51	\$3,860.20	\$3,963.76	\$4,070.00
		Daily	\$303.35	\$313.77	\$324.22	\$334.66	\$345.08	\$355.48	\$365.89	\$375.96	\$386.02	\$396.38	\$407.00
		Hourly	\$37.92	\$39.23	\$40.53	\$41.84	\$43.14	\$44.44	\$45.74	\$47.00	\$48.26	\$49.55	\$50.88
FP	29	Annual	\$79,932.00	\$82,931.00	\$85,933.00	\$88,935.00	\$91,934.00	\$94,929.00	\$97,931.00	\$100,621.00	\$103,317.00	\$106,083.00	\$108,923.00
		Bi-Wk	\$3,062.53	\$3,177.44	\$3,292.46	\$3,407.48	\$3,522.38	\$3,637.13	\$3,752.15	\$3,855.22	\$3,958.51	\$4,064.49	\$4,173.30
		Daily	\$306.26	\$317.75	\$329.25	\$340.75	\$352.24	\$363.72	\$375.22	\$385.53	\$395.86	\$406.45	\$417.33
		Hourly	\$38.29	\$39.72	\$41.16	\$42.60	\$44.03	\$45.47	\$46.91	\$48.20	\$49.49	\$50.81	\$52.17
FP	30	Annual	\$83,139.00	\$86,227.00	\$89,319.00	\$92,401.00	\$95,485.00	\$98,572.00	\$101,664.00	\$104,458.00	\$107,251.00	\$110,119.00	\$113,063.00
		Bi-Wk	\$3,185.41	\$3,303.72	\$3,422.19	\$3,540.27	\$3,658.43	\$3,776.71	\$3,895.18	\$4,043.87	\$4,002.23	\$4,219.12	\$4,331.92
		Daily	\$318.55	\$330.38	\$342.22	\$354.03	\$365.85	\$377.68	\$389.52	\$400.23	\$410.93	\$421.92	\$433.20
		Hourly	\$39.82	\$41.30	\$42.78	\$44.26	\$45.74	\$47.21	\$48.69	\$50.03	\$51.37	\$52.74	\$54.15
FP	31	Annual	\$86,477.00	\$89,652.00	\$92,829.00	\$96,009.00	\$99,194.00	\$102,368.00	\$105,545.00	\$108,450.00	\$111,347.00	\$114,325.00	\$117,382.00
		Bi-Wk	\$3,313.30	\$3,434.95	\$3,556.67	\$3,678.51	\$3,800.54	\$3,922.15	\$4,043.87	\$4,155.18	\$4,266.17	\$4,380.27	\$4,497.40
		Daily	\$331.33	\$343.50	\$355.67	\$367.86	\$380.06	\$392.22	\$404.39	\$415.52	\$426.62	\$438.03	\$449.74
		Hourly	\$41.42	\$42.94	\$44.46	\$45.99	\$47.51	\$49.03	\$50.55	\$51.94	\$53.33	\$54.76	\$56.22
FP	32	Annual	\$89,942.00	\$93,209.00	\$96,471.00	\$99,734.00	\$103,007.00	\$106,267.00	\$109,542.00	\$112,557.00	\$115,566.00	\$118,659.00	\$121,835.00
		Bi-Wk	\$3,446.06	\$3,571.23	\$3,696.21	\$3,821.23	\$3,946.63	\$4,071.54	\$4,197.02	\$4,312.53	\$4,427.82	\$4,546.33	\$4,668.01
		Daily	\$344.61	\$357.13	\$369.63	\$382.13	\$394.67	\$407.16	\$419.71	\$431.26	\$442.79	\$454.64	\$466.81
		Hourly	\$43.08	\$44.65	\$46.21	\$47.77	\$49.34	\$50.90	\$52.47	\$53.91	\$55.35	\$56.83	\$58.36

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FP 33	Annual		\$93,566.00	\$96,923.00	\$100,277.00	\$103,632.00	\$106,988.00	\$110,346.00	\$113,709.00	\$116,836.00	\$119,964.00	\$123,175.00	\$126,473.00
	Bi-Wk		\$3,584.91	\$3,713.53	\$3,842.04	\$3,970.58	\$4,099.16	\$4,227.82	\$4,356.67	\$4,476.48	\$4,596.33	\$4,719.35	\$4,845.71
	Daily		\$358.50	\$371.36	\$384.21	\$397.06	\$409.92	\$422.79	\$435.67	\$447.65	\$459.64	\$471.94	\$484.58
	Hourly		\$44.82	\$46.42	\$48.03	\$49.64	\$51.24	\$52.85	\$54.46	\$55.96	\$57.46	\$59.00	\$60.58
FP 34	Annual		\$97,420.00	\$100,864.00	\$104,315.00	\$107,765.00	\$111,206.00	\$114,659.00	\$118,104.00	\$121,349.00	\$124,599.00	\$127,942.00	\$131,371.00
	Bi-Wk		\$3,732.57	\$3,864.53	\$3,996.75	\$4,128.93	\$4,260.77	\$4,393.07	\$4,525.06	\$4,649.39	\$4,773.91	\$4,902.00	\$5,033.38
	Daily		\$373.26	\$386.46	\$399.68	\$412.90	\$426.08	\$439.31	\$452.51	\$464.94	\$477.40	\$490.20	\$503.34
	Hourly		\$46.66	\$48.31	\$49.96	\$51.62	\$53.26	\$54.92	\$56.57	\$58.12	\$59.68	\$61.28	\$62.92
FP 35	Annual		\$101,421.00	\$104,952.00	\$108,018.00	\$112,028.00	\$115,561.00	\$119,094.00	\$122,159.00	\$125,517.00	\$128,877.00	\$132,328.00	\$135,874.00
	Bi-Wk		\$3,885.87	\$4,021.15	\$4,138.63	\$4,292.27	\$4,427.63	\$4,562.99	\$4,680.43	\$4,809.09	\$4,937.82	\$5,070.04	\$5,205.91
	Daily		\$388.59	\$402.12	\$413.87	\$429.23	\$442.77	\$456.30	\$468.05	\$480.91	\$493.79	\$507.01	\$520.60
	Hourly		\$48.58	\$50.27	\$51.74	\$53.66	\$55.35	\$57.04	\$58.51	\$60.12	\$61.73	\$63.38	\$65.08
FP 36	Annual		\$105,638.00	\$109,261.00	\$112,892.00	\$116,517.00	\$120,148.00	\$123,771.00	\$127,396.00	\$130,900.00	\$134,405.00	\$138,000.00	\$141,695.00
	Bi-Wk		\$4,047.44	\$4,186.25	\$4,325.37	\$4,464.26	\$4,603.38	\$4,742.19	\$4,881.08	\$5,015.33	\$5,149.62	\$5,287.36	\$5,428.93
	Daily		\$404.75	\$418.63	\$432.54	\$446.43	\$460.34	\$474.22	\$488.11	\$501.54	\$514.97	\$528.74	\$542.90
	Hourly		\$50.60	\$52.33	\$54.07	\$55.81	\$57.55	\$59.28	\$61.02	\$62.70	\$64.38	\$66.10	\$67.87

P-1 DOCTORS RX 35 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
RX	1	Annual	\$53,719.00	\$55,251.00	\$56,776.00	\$58,308.00	\$59,836.00	\$61,363.00	\$62,885.00
		Bi-Wk	\$2,058.20	\$2,116.90	\$2,175.33	\$2,234.03	\$2,292.57	\$2,351.08	\$2,409.39
		Daily	\$205.82	\$211.69	\$217.54	\$223.41	\$229.26	\$235.11	\$240.94
		Hourly	\$29.41	\$30.25	\$31.08	\$31.92	\$32.76	\$33.59	\$34.42
RX	2	Annual	\$55,036.00	\$56,853.00	\$58,665.00	\$60,477.00	\$62,291.00	\$64,106.00	\$65,919.00
		Bi-Wk	\$2,108.66	\$2,178.28	\$2,247.71	\$2,317.13	\$2,386.63	\$2,456.17	\$2,525.64
		Daily	\$210.87	\$217.83	\$224.78	\$231.72	\$238.67	\$245.62	\$252.57
		Hourly	\$30.13	\$31.12	\$32.12	\$33.11	\$34.10	\$35.09	\$36.09
RX	3	Annual	\$59,026.00	\$60,998.00	\$62,964.00	\$64,939.00	\$66,903.00	\$68,871.00	\$70,840.00
		Bi-Wk	\$2,261.54	\$2,337.09	\$2,412.42	\$2,488.09	\$2,563.34	\$2,638.74	\$2,714.18
		Daily	\$226.16	\$233.71	\$241.25	\$248.81	\$256.34	\$263.88	\$271.42
		Hourly	\$32.31	\$33.39	\$34.47	\$35.55	\$36.62	\$37.70	\$38.78
RX	4	Annual	\$62,531.00	\$64,575.00	\$66,612.00	\$68,655.00	\$70,696.00	\$72,742.00	\$74,776.00
		Bi-Wk	\$2,395.83	\$2,474.14	\$2,552.19	\$2,630.46	\$2,708.66	\$2,787.05	\$2,864.99
		Daily	\$239.59	\$247.42	\$255.22	\$263.05	\$270.87	\$278.71	\$286.50
		Hourly	\$34.23	\$35.35	\$36.46	\$37.58	\$38.70	\$39.82	\$40.93
RX	5	Annual	\$87,643.00	\$90,363.00	\$93,077.00	\$95,802.00	\$98,518.00	\$101,235.00	\$103,964.00
		Bi-Wk	\$3,357.97	\$3,462.19	\$3,566.17	\$3,670.58	\$3,774.64	\$3,878.74	\$3,983.30
		Daily	\$335.80	\$346.22	\$356.62	\$367.06	\$377.47	\$387.88	\$398.33
		Hourly	\$47.98	\$49.46	\$50.95	\$52.44	\$53.93	\$55.42	\$56.91
RX	6	Annual	\$90,658.00	\$93,453.00	\$96,245.00	\$99,047.00	\$101,841.00	\$104,641.00	\$107,431.00
		Bi-Wk	\$3,473.49	\$3,580.58	\$3,687.55	\$3,794.91	\$3,901.96	\$4,009.24	\$4,116.14
		Daily	\$347.35	\$358.06	\$368.76	\$379.50	\$390.20	\$400.93	\$411.62
		Hourly	\$49.63	\$51.16	\$52.68	\$54.22	\$55.75	\$57.28	\$58.81
RX	7	Annual	\$93,864.00	\$96,738.00	\$99,612.00	\$102,484.00	\$105,353.00	\$108,228.00	\$111,096.00
		Bi-Wk	\$3,596.33	\$3,706.44	\$3,816.56	\$3,926.60	\$4,036.52	\$4,146.67	\$4,256.56
		Daily	\$359.64	\$370.65	\$381.66	\$392.66	\$403.66	\$414.67	\$425.66
		Hourly	\$51.38	\$52.95	\$54.53	\$56.10	\$57.67	\$59.24	\$60.81
RX	8	Annual	\$97,202.00	\$100,147.00	\$103,090.00	\$106,036.00	\$108,977.00	\$111,925.00	\$114,870.00
		Bi-Wk	\$3,724.22	\$3,837.05	\$3,949.81	\$4,062.69	\$4,175.37	\$4,288.32	\$4,401.15
		Daily	\$372.43	\$383.71	\$394.99	\$406.27	\$417.54	\$428.84	\$440.12
		Hourly	\$53.21	\$54.82	\$56.43	\$58.04	\$59.65	\$61.27	\$62.88
RX	9	Annual	\$100,714.00	\$103,727.00	\$106,757.00	\$109,773.00	\$112,798.00	\$115,815.00	\$118,836.00
		Bi-Wk	\$3,858.78	\$3,974.22	\$4,090.31	\$4,205.87	\$4,321.77	\$4,437.36	\$4,553.11
		Daily	\$385.88	\$397.43	\$409.04	\$420.59	\$432.18	\$443.74	\$455.32
		Hourly	\$55.13	\$56.78	\$58.44	\$60.09	\$61.74	\$63.40	\$65.05
RX	10	Annual	\$104,364.00	\$107,468.00	\$110,569.00	\$113,672.00	\$116,777.00	\$119,882.00	\$122,985.00
		Bi-Wk	\$3,998.63	\$4,117.55	\$4,236.37	\$4,355.25	\$4,474.22	\$4,593.19	\$4,712.07
		Daily	\$399.87	\$411.76	\$423.64	\$435.53	\$447.43	\$459.32	\$471.21
		Hourly	\$57.13	\$58.83	\$60.52	\$62.22	\$63.92	\$65.62	\$67.32
RX	11	Annual	\$108,148.00	\$111,318.00	\$114,499.00	\$117,675.00	\$120,848.00	\$124,032.00	\$127,211.00
		Bi-Wk	\$4,143.61	\$4,265.06	\$4,386.94	\$4,508.63	\$4,630.20	\$4,752.19	\$4,873.99
		Daily	\$414.37	\$426.51	\$438.70	\$450.87	\$463.02	\$475.22	\$487.40
		Hourly	\$59.20	\$60.93	\$62.68	\$64.41	\$66.15	\$67.89	\$69.63
RX	12	Annual	\$112,116.00	\$115,369.00	\$118,620.00	\$121,870.00	\$125,125.00	\$128,375.00	\$131,623.00
		Bi-Wk	\$4,295.64	\$4,420.27	\$4,544.83	\$4,669.35	\$4,794.07	\$4,918.59	\$5,043.03
		Daily	\$429.57	\$442.03	\$454.49	\$466.94	\$479.41	\$491.86	\$504.31
		Hourly	\$61.37	\$63.15	\$64.93	\$66.71	\$68.49	\$70.27	\$72.05

P-1 DOCTORS RX 35 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
RX	1	Annual	\$55,062.00	\$56,633.00	\$58,196.00	\$59,766.00	\$61,332.00	\$62,898.00	\$64,458.00
		Bi-Wk	\$2,109.66	\$2,169.85	\$2,229.74	\$2,289.89	\$2,349.89	\$2,409.89	\$2,469.66
		Daily	\$210.97	\$216.99	\$222.98	\$228.99	\$234.99	\$240.99	\$246.97
		Hourly	\$30.14	\$31.00	\$31.86	\$32.72	\$33.57	\$34.43	\$35.29
RX	2	Annual	\$56,412.00	\$58,275.00	\$60,132.00	\$61,989.00	\$63,849.00	\$65,709.00	\$67,567.00
		Bi-Wk	\$2,161.38	\$2,232.76	\$2,303.91	\$2,375.06	\$2,446.33	\$2,517.59	\$2,588.78
		Daily	\$216.14	\$223.28	\$230.40	\$237.51	\$244.64	\$251.76	\$258.88
		Hourly	\$30.88	\$31.90	\$32.92	\$33.93	\$34.95	\$35.97	\$36.99
RX	3	Annual	\$60,502.00	\$62,523.00	\$64,539.00	\$66,563.00	\$68,576.00	\$70,593.00	\$72,611.00
		Bi-Wk	\$2,318.09	\$2,395.52	\$2,472.76	\$2,550.31	\$2,627.44	\$2,704.72	\$2,782.04
		Daily	\$231.81	\$239.56	\$247.28	\$255.04	\$262.75	\$270.48	\$278.21
		Hourly	\$33.12	\$34.23	\$35.33	\$36.44	\$37.54	\$38.64	\$39.75
RX	4	Annual	\$64,095.00	\$66,190.00	\$68,278.00	\$70,372.00	\$72,464.00	\$74,561.00	\$76,646.00
		Bi-Wk	\$2,455.75	\$2,536.02	\$2,616.02	\$2,696.25	\$2,776.40	\$2,856.75	\$2,936.63
		Daily	\$245.58	\$253.61	\$261.61	\$269.63	\$277.64	\$285.68	\$293.67
		Hourly	\$35.09	\$36.23	\$37.38	\$38.52	\$39.67	\$40.82	\$41.96
RX	5	Annual	\$89,835.00	\$92,623.00	\$95,404.00	\$98,198.00	\$100,981.00	\$103,766.00	\$106,564.00
		Bi-Wk	\$3,441.96	\$3,548.78	\$3,655.33	\$3,762.38	\$3,869.01	\$3,975.71	\$4,082.92
		Daily	\$344.20	\$354.88	\$365.54	\$376.24	\$386.91	\$397.58	\$408.30
		Hourly	\$49.18	\$50.70	\$52.22	\$53.75	\$55.28	\$56.80	\$58.33
RX	6	Annual	\$92,925.00	\$95,790.00	\$98,652.00	\$101,524.00	\$104,388.00	\$107,258.00	\$110,117.00
		Bi-Wk	\$3,560.35	\$3,670.12	\$3,779.78	\$3,889.81	\$3,999.55	\$4,109.51	\$4,219.05
		Daily	\$356.04	\$367.02	\$377.98	\$388.99	\$399.96	\$410.96	\$421.91
		Hourly	\$50.87	\$52.44	\$54.00	\$55.57	\$57.14	\$58.71	\$60.28
RX	7	Annual	\$96,211.00	\$99,157.00	\$102,103.00	\$105,047.00	\$107,987.00	\$110,934.00	\$113,874.00
		Bi-Wk	\$3,686.25	\$3,799.12	\$3,912.00	\$4,024.79	\$4,137.44	\$4,250.35	\$4,362.99
		Daily	\$368.63	\$379.92	\$391.20	\$402.48	\$413.75	\$425.04	\$436.30
		Hourly	\$52.67	\$54.28	\$55.89	\$57.50	\$59.11	\$60.72	\$62.33
RX	8	Annual	\$99,633.00	\$102,651.00	\$105,668.00	\$108,687.00	\$111,702.00	\$114,724.00	\$117,742.00
		Bi-Wk	\$3,817.36	\$3,932.99	\$4,048.59	\$4,164.26	\$4,279.78	\$4,395.56	\$4,511.19
		Daily	\$381.74	\$393.30	\$404.86	\$416.43	\$427.98	\$439.56	\$451.12
		Hourly	\$54.54	\$56.19	\$57.84	\$59.49	\$61.14	\$62.80	\$64.45
RX	9	Annual	\$103,232.00	\$106,321.00	\$109,426.00	\$112,518.00	\$115,618.00	\$118,711.00	\$121,807.00
		Bi-Wk	\$3,955.25	\$4,073.61	\$4,192.57	\$4,311.04	\$4,429.81	\$4,548.32	\$4,666.94
		Daily	\$395.53	\$407.37	\$419.26	\$431.11	\$442.99	\$454.84	\$466.70
		Hourly	\$56.51	\$58.20	\$59.90	\$61.59	\$63.29	\$64.98	\$66.68
RX	10	Annual	\$106,974.00	\$110,155.00	\$113,334.00	\$116,514.00	\$119,697.00	\$122,880.00	\$126,060.00
		Bi-Wk	\$4,098.63	\$4,220.50	\$4,342.30	\$4,464.14	\$4,586.10	\$4,708.05	\$4,829.89
		Daily	\$409.87	\$422.05	\$434.23	\$446.42	\$458.61	\$470.81	\$482.99
		Hourly	\$58.56	\$60.30	\$62.04	\$63.78	\$65.52	\$67.26	\$69.00
RX	11	Annual	\$110,852.00	\$114,101.00	\$117,362.00	\$120,617.00	\$123,870.00	\$127,133.00	\$130,392.00
		Bi-Wk	\$4,247.21	\$4,371.69	\$4,496.63	\$4,621.35	\$4,745.98	\$4,871.00	\$4,995.87
		Daily	\$424.73	\$437.17	\$449.67	\$462.14	\$474.60	\$487.10	\$499.59
		Hourly	\$60.68	\$62.46	\$64.24	\$66.02	\$67.80	\$69.59	\$71.37
RX	12	Annual	\$114,919.00	\$118,254.00	\$121,586.00	\$124,917.00	\$128,254.00	\$131,585.00	\$134,914.00
		Bi-Wk	\$4,403.03	\$4,530.81	\$4,658.47	\$4,786.10	\$4,913.95	\$5,041.58	\$5,169.12
		Daily	\$440.31	\$453.09	\$465.85	\$478.61	\$491.40	\$504.16	\$516.92
		Hourly	\$62.91	\$64.73	\$66.55	\$68.38	\$70.20	\$72.03	\$73.85

P-1 DOCTORS RX 35 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
RX	1	Annual	\$56,439.00	\$58,049.00	\$59,651.00	\$61,261.00	\$62,866.00	\$64,471.00	\$66,070.00
		Bi-Wk	\$2,162.42	\$2,224.10	\$2,285.48	\$2,347.17	\$2,408.66	\$2,470.16	\$2,531.42
		Daily	\$216.25	\$222.41	\$228.55	\$234.72	\$240.87	\$247.02	\$253.15
		Hourly	\$30.90	\$31.78	\$32.65	\$33.54	\$34.41	\$35.29	\$36.17
RX	2	Annual	\$57,823.00	\$59,732.00	\$61,636.00	\$63,539.00	\$65,446.00	\$67,352.00	\$69,257.00
		Bi-Wk	\$2,215.45	\$2,288.59	\$2,361.54	\$2,434.45	\$2,507.51	\$2,580.54	\$2,653.53
		Daily	\$221.55	\$228.86	\$236.16	\$243.45	\$250.76	\$258.06	\$265.36
		Hourly	\$31.65	\$32.70	\$33.74	\$34.78	\$35.83	\$36.87	\$37.91
RX	3	Annual	\$62,015.00	\$64,087.00	\$66,153.00	\$68,228.00	\$70,291.00	\$72,358.00	\$74,427.00
		Bi-Wk	\$2,376.06	\$2,455.45	\$2,534.60	\$2,614.10	\$2,693.15	\$2,772.34	\$2,851.61
		Daily	\$237.61	\$245.55	\$253.46	\$261.41	\$269.32	\$277.24	\$285.17
		Hourly	\$33.95	\$35.08	\$36.21	\$37.35	\$38.48	\$39.61	\$40.74
RX	4	Annual	\$65,698.00	\$67,845.00	\$69,985.00	\$72,132.00	\$74,276.00	\$76,426.00	\$78,563.00
		Bi-Wk	\$2,517.17	\$2,599.43	\$2,681.42	\$2,763.68	\$2,845.83	\$2,928.20	\$3,010.08
		Daily	\$251.72	\$259.95	\$268.15	\$276.37	\$284.59	\$292.82	\$301.01
		Hourly	\$35.96	\$37.14	\$38.31	\$39.49	\$40.66	\$41.84	\$43.01
RX	5	Annual	\$92,081.00	\$94,939.00	\$97,790.00	\$100,653.00	\$103,506.00	\$106,361.00	\$109,229.00
		Bi-Wk	\$3,528.01	\$3,637.51	\$3,746.75	\$3,856.44	\$3,965.75	\$4,075.14	\$4,185.02
		Daily	\$352.81	\$363.76	\$374.68	\$385.65	\$396.58	\$407.52	\$418.51
		Hourly	\$50.41	\$51.97	\$53.53	\$55.10	\$56.66	\$58.22	\$59.79
RX	6	Annual	\$95,249.00	\$98,185.00	\$101,119.00	\$104,063.00	\$106,998.00	\$109,940.00	\$112,870.00
		Bi-Wk	\$3,649.39	\$3,761.88	\$3,874.30	\$3,987.09	\$4,099.55	\$4,212.27	\$4,324.53
		Daily	\$364.94	\$376.19	\$387.43	\$398.71	\$409.96	\$421.23	\$432.46
		Hourly	\$52.14	\$53.75	\$55.35	\$56.96	\$58.57	\$60.18	\$61.78
RX	7	Annual	\$98,617.00	\$101,636.00	\$104,656.00	\$107,674.00	\$110,687.00	\$113,708.00	\$116,721.00
		Bi-Wk	\$3,778.43	\$3,894.10	\$4,009.81	\$4,125.45	\$4,240.89	\$4,356.63	\$4,472.07
		Daily	\$377.85	\$389.41	\$400.99	\$412.55	\$424.09	\$435.67	\$447.21
		Hourly	\$53.98	\$55.63	\$57.29	\$58.94	\$60.59	\$62.24	\$63.89
RX	8	Annual	\$102,124.00	\$105,218.00	\$108,310.00	\$111,405.00	\$114,495.00	\$117,593.00	\$120,686.00
		Bi-Wk	\$3,912.80	\$4,031.35	\$4,149.81	\$4,268.40	\$4,386.79	\$4,505.48	\$4,623.99
		Daily	\$391.28	\$403.14	\$414.99	\$426.84	\$438.68	\$450.55	\$462.40
		Hourly	\$55.90	\$57.60	\$59.29	\$60.98	\$62.67	\$64.37	\$66.06
RX	9	Annual	\$105,813.00	\$108,980.00	\$112,162.00	\$115,331.00	\$118,509.00	\$121,679.00	\$124,853.00
		Bi-Wk	\$4,054.14	\$4,175.48	\$4,297.40	\$4,418.82	\$4,540.58	\$4,662.04	\$4,783.64
		Daily	\$405.42	\$417.55	\$429.74	\$441.89	\$454.06	\$466.21	\$478.37
		Hourly	\$57.92	\$59.65	\$61.40	\$63.13	\$64.87	\$66.61	\$68.34
RX	10	Annual	\$109,649.00	\$112,909.00	\$116,168.00	\$119,427.00	\$122,690.00	\$125,952.00	\$129,212.00
		Bi-Wk	\$4,201.12	\$4,326.02	\$4,450.89	\$4,575.75	\$4,700.77	\$4,825.75	\$4,950.66
		Daily	\$420.12	\$432.61	\$445.09	\$457.58	\$470.08	\$482.58	\$495.07
		Hourly	\$60.02	\$61.81	\$63.59	\$65.37	\$67.16	\$68.94	\$70.73
RX	11	Annual	\$113,624.00	\$116,954.00	\$120,297.00	\$123,633.00	\$126,967.00	\$130,312.00	\$133,652.00
		Bi-Wk	\$4,353.41	\$4,481.00	\$4,609.09	\$4,736.90	\$4,864.64	\$4,992.80	\$5,120.77
		Daily	\$435.35	\$448.10	\$460.91	\$473.69	\$486.47	\$499.28	\$512.08
		Hourly	\$62.20	\$64.02	\$65.85	\$67.67	\$69.50	\$71.33	\$73.16
RX	12	Annual	\$117,792.00	\$121,211.00	\$124,626.00	\$128,040.00	\$131,461.00	\$134,875.00	\$138,287.00
		Bi-Wk	\$4,513.11	\$4,644.10	\$4,774.95	\$4,905.75	\$5,036.82	\$5,167.63	\$5,298.36
		Daily	\$451.32	\$464.41	\$477.50	\$490.58	\$503.69	\$516.77	\$529.84
		Hourly	\$64.48	\$66.35	\$68.22	\$70.09	\$71.96	\$73.83	\$75.70

P-1 DOCTORS RY 37.5 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
RY	1	Annual	\$57,556.00	\$59,197.00	\$60,831.00	\$62,473.00	\$64,110.00	\$65,746.00	\$67,377.00
		Bi-Wk	\$2,205.22	\$2,268.09	\$2,330.69	\$2,393.61	\$2,456.33	\$2,519.01	\$2,581.50
		Daily	\$220.53	\$226.81	\$233.07	\$239.37	\$245.64	\$251.91	\$258.15
		Hourly	\$29.41	\$30.25	\$31.08	\$31.92	\$32.76	\$33.59	\$34.42
RY	2	Annual	\$58,967.00	\$60,914.00	\$62,855.00	\$64,797.00	\$66,740.00	\$68,685.00	\$70,628.00
		Bi-Wk	\$2,259.28	\$2,333.87	\$2,408.24	\$2,482.65	\$2,557.09	\$2,631.61	\$2,706.06
		Daily	\$225.93	\$233.39	\$240.83	\$248.27	\$255.71	\$263.17	\$270.61
		Hourly	\$30.13	\$31.12	\$32.11	\$33.11	\$34.10	\$35.09	\$36.09
RY	3	Annual	\$63,242.00	\$65,355.00	\$67,461.00	\$69,578.00	\$71,682.00	\$73,790.00	\$75,900.00
		Bi-Wk	\$2,423.07	\$2,504.03	\$2,584.72	\$2,665.83	\$2,746.44	\$2,827.21	\$2,908.05
		Daily	\$242.31	\$250.41	\$258.48	\$266.59	\$274.65	\$282.73	\$290.81
		Hourly	\$32.31	\$33.39	\$34.47	\$35.55	\$36.62	\$37.70	\$38.78
RY	4	Annual	\$66,997.00	\$69,188.00	\$71,370.00	\$73,559.00	\$75,746.00	\$77,938.00	\$80,117.00
		Bi-Wk	\$2,566.94	\$2,650.89	\$2,734.49	\$2,818.36	\$2,902.15	\$2,986.14	\$3,069.62
		Daily	\$256.70	\$265.09	\$273.45	\$281.84	\$290.22	\$298.62	\$306.97
		Hourly	\$34.23	\$35.35	\$36.46	\$37.58	\$38.70	\$39.82	\$40.93
RY	5	Annual	\$93,903.00	\$96,817.00	\$99,725.00	\$102,645.00	\$105,555.00	\$108,466.00	\$111,390.00
		Bi-Wk	\$3,597.82	\$3,709.47	\$3,820.89	\$3,932.76	\$4,044.26	\$4,155.79	\$4,267.82
		Daily	\$359.79	\$370.95	\$382.09	\$393.28	\$404.43	\$415.58	\$426.79
		Hourly	\$47.98	\$49.46	\$50.95	\$52.44	\$53.93	\$55.42	\$56.91
RY	6	Annual	\$97,134.00	\$100,128.00	\$103,120.00	\$106,122.00	\$109,115.00	\$112,115.00	\$115,105.00
		Bi-Wk	\$3,721.61	\$3,836.33	\$3,950.96	\$4,065.98	\$4,180.66	\$4,295.60	\$4,410.16
		Daily	\$372.17	\$383.64	\$395.10	\$406.60	\$418.07	\$429.56	\$441.02
		Hourly	\$49.63	\$51.16	\$52.68	\$54.22	\$55.75	\$57.28	\$58.81
RY	7	Annual	\$100,569.00	\$103,648.00	\$106,727.00	\$109,804.00	\$112,878.00	\$115,959.00	\$119,031.00
		Bi-Wk	\$3,853.22	\$3,971.19	\$4,089.16	\$4,207.05	\$4,324.83	\$4,442.88	\$4,560.58
		Daily	\$385.33	\$397.12	\$408.92	\$420.71	\$432.49	\$444.29	\$456.06
		Hourly	\$51.38	\$52.95	\$54.53	\$56.10	\$57.67	\$59.24	\$60.81
RY	8	Annual	\$104,145.00	\$107,300.00	\$110,454.00	\$113,610.00	\$116,761.00	\$119,920.00	\$123,075.00
		Bi-Wk	\$3,990.23	\$4,111.12	\$4,231.96	\$4,352.88	\$4,473.61	\$4,594.64	\$4,715.52
		Daily	\$399.03	\$411.12	\$423.20	\$435.29	\$447.37	\$459.47	\$471.56
		Hourly	\$53.21	\$54.82	\$56.43	\$58.04	\$59.65	\$61.27	\$62.88
RY	9	Annual	\$107,908.00	\$111,136.00	\$114,382.00	\$117,614.00	\$120,855.00	\$124,088.00	\$127,324.00
		Bi-Wk	\$4,134.41	\$4,258.09	\$4,382.46	\$4,506.29	\$4,630.46	\$4,754.33	\$4,878.32
		Daily	\$413.45	\$425.81	\$438.25	\$450.63	\$463.05	\$475.44	\$487.84
		Hourly	\$55.13	\$56.78	\$58.44	\$60.09	\$61.74	\$63.40	\$65.05
RY	10	Annual	\$111,819.00	\$115,144.00	\$118,467.00	\$121,791.00	\$125,118.00	\$128,445.00	\$131,770.00
		Bi-Wk	\$4,284.26	\$4,411.65	\$4,538.97	\$4,666.33	\$4,793.80	\$4,921.27	\$5,048.66
		Daily	\$428.43	\$441.17	\$453.90	\$466.64	\$479.38	\$492.13	\$504.87
		Hourly	\$57.13	\$58.83	\$60.52	\$62.22	\$63.92	\$65.62	\$67.32
RY	11	Annual	\$115,873.00	\$119,269.00	\$122,678.00	\$126,080.00	\$129,480.00	\$132,891.00	\$136,297.00
		Bi-Wk	\$4,439.58	\$4,569.70	\$4,700.31	\$4,830.66	\$4,960.92	\$5,091.61	\$5,222.11
		Daily	\$443.96	\$456.97	\$470.04	\$483.07	\$496.10	\$509.17	\$522.22
		Hourly	\$59.20	\$60.93	\$62.68	\$64.41	\$66.15	\$67.89	\$69.63
RY	12	Annual	\$120,124.00	\$123,610.00	\$127,093.00	\$130,575.00	\$134,063.00	\$137,545.00	\$141,025.00
		Bi-Wk	\$4,602.46	\$4,736.02	\$4,869.47	\$5,002.88	\$5,136.52	\$5,269.93	\$5,403.26
		Daily	\$460.25	\$473.61	\$486.95	\$500.29	\$513.66	\$527.00	\$540.33
		Hourly	\$61.37	\$63.15	\$64.93	\$66.71	\$68.49	\$70.27	\$72.05

P-1 DOCTORS RY 37.5 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
RY	1	Annual	\$58,995.00	\$60,677.00	\$62,352.00	\$64,035.00	\$65,713.00	\$67,390.00	\$69,062.00
		Bi-Wk	\$2,260.35	\$2,324.79	\$2,388.97	\$2,453.45	\$2,517.74	\$2,582.00	\$2,646.06
		Daily	\$226.04	\$232.48	\$238.90	\$245.35	\$251.78	\$258.20	\$264.61
		Hourly	\$30.14	\$31.00	\$31.86	\$32.72	\$33.57	\$34.43	\$35.29
RY	2	Annual	\$60,442.00	\$62,437.00	\$64,427.00	\$66,417.00	\$68,409.00	\$70,403.00	\$72,394.00
		Bi-Wk	\$2,315.79	\$2,392.23	\$2,468.47	\$2,544.72	\$2,621.04	\$2,697.44	\$2,773.72
		Daily	\$231.58	\$239.23	\$246.85	\$254.48	\$262.11	\$269.75	\$277.38
		Hourly	\$30.88	\$31.90	\$32.92	\$33.93	\$34.95	\$35.97	\$36.99
RY	3	Annual	\$64,824.00	\$66,989.00	\$69,148.00	\$71,318.00	\$73,475.00	\$75,635.00	\$77,798.00
		Bi-Wk	\$2,483.68	\$2,566.63	\$2,649.35	\$2,732.50	\$2,815.14	\$2,897.90	\$2,980.77
		Daily	\$248.37	\$256.67	\$264.94	\$273.25	\$281.52	\$289.79	\$298.08
		Hourly	\$33.12	\$34.23	\$35.33	\$36.44	\$37.54	\$38.64	\$39.75
RY	4	Annual	\$68,672.00	\$70,918.00	\$73,155.00	\$75,398.00	\$77,640.00	\$79,887.00	\$82,120.00
		Bi-Wk	\$2,631.12	\$2,717.17	\$2,802.88	\$2,888.82	\$2,974.72	\$3,060.81	\$3,146.37
		Daily	\$263.12	\$271.72	\$280.29	\$288.89	\$297.48	\$306.09	\$314.64
		Hourly	\$35.09	\$36.23	\$37.38	\$38.52	\$39.67	\$40.82	\$41.96
RY	5	Annual	\$96,251.00	\$99,238.00	\$102,219.00	\$105,212.00	\$108,194.00	\$111,178.00	\$114,175.00
		Bi-Wk	\$3,687.78	\$3,802.23	\$3,916.44	\$4,031.12	\$4,145.37	\$4,259.70	\$4,374.53
		Daily	\$368.78	\$380.23	\$391.65	\$403.12	\$414.54	\$425.97	\$437.46
		Hourly	\$49.18	\$50.70	\$52.22	\$53.75	\$55.28	\$56.80	\$58.33
RY	6	Annual	\$99,563.00	\$102,632.00	\$105,698.00	\$108,776.00	\$111,843.00	\$114,918.00	\$117,983.00
		Bi-Wk	\$3,814.68	\$3,932.27	\$4,049.74	\$4,167.67	\$4,285.18	\$4,402.99	\$4,520.43
		Daily	\$381.47	\$393.23	\$404.98	\$416.77	\$428.52	\$440.30	\$452.05
		Hourly	\$50.87	\$52.44	\$54.00	\$55.57	\$57.14	\$58.71	\$60.28
RY	7	Annual	\$103,084.00	\$106,240.00	\$109,396.00	\$112,550.00	\$115,700.00	\$118,858.00	\$122,007.00
		Bi-Wk	\$3,949.58	\$4,070.50	\$4,191.42	\$4,312.27	\$4,432.96	\$4,553.95	\$4,674.60
		Daily	\$394.96	\$407.05	\$419.15	\$431.23	\$443.30	\$455.40	\$467.46
		Hourly	\$52.67	\$54.28	\$55.89	\$57.50	\$59.11	\$60.72	\$62.33
RY	8	Annual	\$106,749.00	\$109,983.00	\$113,216.00	\$116,451.00	\$119,681.00	\$122,918.00	\$126,152.00
		Bi-Wk	\$4,090.00	\$4,213.91	\$4,337.78	\$4,461.73	\$4,585.48	\$4,709.51	\$4,833.41
		Daily	\$409.00	\$421.40	\$433.78	\$446.18	\$458.55	\$470.96	\$483.35
		Hourly	\$54.54	\$56.19	\$57.84	\$59.49	\$61.14	\$62.80	\$64.45
RY	9	Annual	\$110,606.00	\$113,915.00	\$117,242.00	\$120,555.00	\$123,877.00	\$127,191.00	\$130,508.00
		Bi-Wk	\$4,237.78	\$4,364.56	\$4,492.04	\$4,618.97	\$4,746.25	\$4,873.22	\$5,000.31
		Daily	\$423.78	\$436.46	\$449.21	\$461.90	\$474.63	\$487.33	\$500.04
		Hourly	\$56.51	\$58.20	\$59.90	\$61.59	\$63.29	\$64.98	\$66.68
RY	10	Annual	\$114,615.00	\$118,023.00	\$121,429.00	\$124,836.00	\$128,246.00	\$131,657.00	\$135,065.00
		Bi-Wk	\$4,391.38	\$4,521.96	\$4,652.46	\$4,782.99	\$4,913.64	\$5,044.33	\$5,174.91
		Daily	\$439.14	\$452.20	\$465.25	\$478.30	\$491.37	\$504.44	\$517.50
		Hourly	\$58.56	\$60.30	\$62.04	\$63.78	\$65.52	\$67.26	\$69.00
RY	11	Annual	\$118,770.00	\$122,251.00	\$125,745.00	\$129,232.00	\$132,717.00	\$136,214.00	\$139,705.00
		Bi-Wk	\$4,550.58	\$4,683.95	\$4,817.82	\$4,951.42	\$5,084.95	\$5,218.93	\$5,352.69
		Daily	\$455.06	\$468.40	\$481.79	\$495.15	\$508.50	\$521.90	\$535.27
		Hourly	\$60.68	\$62.46	\$64.24	\$66.02	\$67.80	\$69.59	\$71.37
RY	12	Annual	\$123,128.00	\$126,701.00	\$130,271.00	\$133,840.00	\$137,415.00	\$140,984.00	\$144,551.00
		Bi-Wk	\$4,717.55	\$4,854.45	\$4,991.23	\$5,127.97	\$5,264.95	\$5,401.69	\$5,538.36
		Daily	\$471.76	\$485.45	\$499.13	\$512.80	\$526.50	\$540.17	\$553.84
		Hourly	\$62.91	\$64.73	\$66.55	\$68.38	\$70.20	\$72.03	\$73.85

P-1 DOCTORS RY 37.5 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
RY	1	Annual	\$60,470.00	\$62,194.00	\$63,911.00	\$65,636.00	\$67,356.00	\$69,075.00	\$70,789.00
		Bi-Wk	\$2,316.86	\$2,382.92	\$2,448.70	\$2,514.79	\$2,580.69	\$2,646.56	\$2,712.23
		Daily	\$231.69	\$238.30	\$244.87	\$251.48	\$258.07	\$264.66	\$271.23
		Hourly	\$30.90	\$31.78	\$32.65	\$33.54	\$34.41	\$35.29	\$36.17
RY	2	Annual	\$61,954.00	\$63,998.00	\$66,038.00	\$68,078.00	\$70,120.00	\$72,164.00	\$74,204.00
		Bi-Wk	\$2,373.72	\$2,452.04	\$2,530.20	\$2,608.36	\$2,686.60	\$2,764.91	\$2,843.07
		Daily	\$237.38	\$245.21	\$253.02	\$260.84	\$268.66	\$276.50	\$284.31
		Hourly	\$31.65	\$32.70	\$33.74	\$34.78	\$35.83	\$36.87	\$37.91
RY	3	Annual	\$66,445.00	\$68,664.00	\$70,877.00	\$73,101.00	\$75,312.00	\$77,526.00	\$79,743.00
		Bi-Wk	\$2,545.79	\$2,630.81	\$2,715.60	\$2,800.81	\$2,885.52	\$2,970.35	\$3,055.29
		Daily	\$254.58	\$263.09	\$271.56	\$280.09	\$288.56	\$297.04	\$305.53
		Hourly	\$33.95	\$35.08	\$36.21	\$37.35	\$38.48	\$39.61	\$40.74
RY	4	Annual	\$70,389.00	\$72,691.00	\$74,984.00	\$77,283.00	\$79,581.00	\$81,885.00	\$84,173.00
		Bi-Wk	\$2,696.90	\$2,785.10	\$2,872.96	\$2,961.04	\$3,049.09	\$3,137.36	\$3,225.02
		Daily	\$269.69	\$278.51	\$287.30	\$296.11	\$304.91	\$313.74	\$322.51
		Hourly	\$35.96	\$37.14	\$38.31	\$39.49	\$40.66	\$41.84	\$43.01
RY	5	Annual	\$98,658.00	\$101,719.00	\$104,775.00	\$107,843.00	\$110,899.00	\$113,958.00	\$117,030.00
		Bi-Wk	\$3,780.00	\$3,897.28	\$4,014.37	\$4,131.92	\$4,249.01	\$4,366.21	\$4,483.91
		Daily	\$378.00	\$389.73	\$401.44	\$413.20	\$424.91	\$436.63	\$448.40
		Hourly	\$50.40	\$51.97	\$53.53	\$55.10	\$56.66	\$58.22	\$59.79
RY	6	Annual	\$102,053.00	\$105,198.00	\$108,341.00	\$111,496.00	\$114,640.00	\$117,791.00	\$120,933.00
		Bi-Wk	\$3,910.08	\$4,030.58	\$4,151.00	\$4,271.88	\$4,392.34	\$4,513.07	\$4,633.45
		Daily	\$391.01	\$403.06	\$415.10	\$427.19	\$439.24	\$451.31	\$463.35
		Hourly	\$52.14	\$53.75	\$55.35	\$56.96	\$58.57	\$60.18	\$61.78
RY	7	Annual	\$105,662.00	\$108,896.00	\$112,131.00	\$115,364.00	\$118,593.00	\$121,830.00	\$125,058.00
		Bi-Wk	\$4,048.36	\$4,172.27	\$4,296.21	\$4,420.08	\$4,543.80	\$4,667.82	\$4,791.50
		Daily	\$404.84	\$417.23	\$429.63	\$442.01	\$454.38	\$466.79	\$479.15
		Hourly	\$53.98	\$55.64	\$57.29	\$58.94	\$60.59	\$62.24	\$63.89
RY	8	Annual	\$109,418.00	\$112,733.00	\$116,047.00	\$119,363.00	\$122,674.00	\$125,991.00	\$129,306.00
		Bi-Wk	\$4,192.27	\$4,319.28	\$4,446.25	\$4,573.30	\$4,700.16	\$4,827.25	\$4,954.26
		Daily	\$419.23	\$431.93	\$444.63	\$457.33	\$470.02	\$482.73	\$495.43
		Hourly	\$55.90	\$57.60	\$59.29	\$60.98	\$62.67	\$64.37	\$66.06
RY	9	Annual	\$113,372.00	\$116,763.00	\$120,174.00	\$123,569.00	\$126,974.00	\$130,371.00	\$133,771.00
		Bi-Wk	\$4,343.76	\$4,473.68	\$4,604.37	\$4,734.45	\$4,864.91	\$4,995.06	\$5,125.33
		Daily	\$434.38	\$447.37	\$460.44	\$473.45	\$486.50	\$499.51	\$512.54
		Hourly	\$57.92	\$59.65	\$61.40	\$63.13	\$64.87	\$66.61	\$68.34
RY	10	Annual	\$117,481.00	\$120,974.00	\$124,465.00	\$127,957.00	\$131,453.00	\$134,949.00	\$138,442.00
		Bi-Wk	\$4,501.19	\$4,635.02	\$4,768.78	\$4,902.57	\$5,036.52	\$5,170.46	\$5,304.30
		Daily	\$450.12	\$463.51	\$476.88	\$490.26	\$503.66	\$517.05	\$530.43
		Hourly	\$60.02	\$61.81	\$63.59	\$65.37	\$67.16	\$68.94	\$70.73
RY	11	Annual	\$121,740.00	\$125,308.00	\$128,889.00	\$132,463.00	\$136,035.00	\$139,620.00	\$143,198.00
		Bi-Wk	\$4,664.37	\$4,801.08	\$4,938.28	\$5,075.22	\$5,212.07	\$5,349.43	\$5,486.52
		Daily	\$466.44	\$480.11	\$493.83	\$507.53	\$521.21	\$534.95	\$548.66
		Hourly	\$62.20	\$64.02	\$65.85	\$67.67	\$69.50	\$71.33	\$73.16
RY	12	Annual	\$126,207.00	\$129,869.00	\$133,528.00	\$137,186.00	\$140,851.00	\$144,509.00	\$148,165.00
		Bi-Wk	\$4,835.52	\$4,975.83	\$5,116.02	\$5,256.17	\$5,396.60	\$5,536.75	\$5,676.82
		Daily	\$483.56	\$497.59	\$511.61	\$525.62	\$539.66	\$553.68	\$567.69
		Hourly	\$64.48	\$66.35	\$68.22	\$70.09	\$71.96	\$73.83	\$75.70

P-1 DOCTORS RZ 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
RZ	1	Annual	\$61,393.00	\$63,143.00	\$64,886.00	\$66,637.00	\$68,383.00	\$70,129.00	\$71,868.00		
		Bi-Wk	\$2,352.23	\$2,419.28	\$2,486.06	\$2,553.15	\$2,620.04	\$2,686.94	\$2,753.57		
		Daily	\$235.23	\$241.93	\$248.61	\$255.32	\$262.01	\$268.70	\$275.36		
		Hourly	\$29.41	\$30.25	\$31.08	\$31.92	\$32.76	\$33.59	\$34.42		
RZ	2	Annual	\$62,898.00	\$64,974.00	\$67,045.00	\$69,116.00	\$71,189.00	\$73,264.00	\$75,336.00		
		Bi-Wk	\$2,409.89	\$2,489.43	\$2,568.78	\$2,648.13	\$2,727.55	\$2,807.05	\$2,886.44		
		Daily	\$240.99	\$248.95	\$256.88	\$264.82	\$272.76	\$280.71	\$288.65		
		Hourly	\$30.13	\$31.12	\$32.11	\$33.11	\$34.10	\$35.09	\$36.09		
RZ	3	Annual	\$67,458.00	\$69,711.00	\$71,958.00	\$74,216.00	\$76,460.00	\$78,709.00	\$80,960.00		
		Bi-Wk	\$2,584.60	\$2,670.92	\$2,757.02	\$2,843.53	\$2,929.51	\$3,015.68	\$3,101.92		
		Daily	\$258.46	\$267.10	\$275.71	\$284.36	\$292.96	\$301.57	\$310.20		
		Hourly	\$32.31	\$33.39	\$34.47	\$35.55	\$36.62	\$37.70	\$38.78		
RZ	4	Annual	\$71,463.00	\$73,800.00	\$76,127.00	\$78,462.00	\$80,795.00	\$83,133.00	\$85,458.00		
		Bi-Wk	\$2,738.05	\$2,827.59	\$2,916.75	\$3,006.21	\$3,095.60	\$3,185.18	\$3,274.26		
		Daily	\$273.81	\$282.76	\$291.68	\$300.63	\$309.56	\$318.52	\$327.43		
		Hourly	\$34.23	\$35.35	\$36.46	\$37.58	\$38.70	\$39.82	\$40.93		
RZ	5	Annual	\$100,163.00	\$103,271.00	\$106,373.00	\$109,487.00	\$112,592.00	\$115,697.00	\$118,816.00		
		Bi-Wk	\$3,837.67	\$3,956.75	\$4,075.60	\$4,194.91	\$4,313.87	\$4,432.84	\$4,552.34		
		Daily	\$383.77	\$395.68	\$407.56	\$419.50	\$431.39	\$443.29	\$455.24		
		Hourly	\$47.98	\$49.46	\$50.95	\$52.44	\$53.93	\$55.42	\$56.91		
RZ	6	Annual	\$103,609.00	\$106,803.00	\$109,994.00	\$113,196.00	\$116,389.00	\$119,589.00	\$122,778.00		
		Bi-Wk	\$3,969.70	\$4,092.07	\$4,214.33	\$4,337.02	\$4,459.35	\$4,581.96	\$4,704.14		
		Daily	\$396.97	\$409.21	\$421.44	\$433.71	\$445.94	\$458.20	\$470.42		
		Hourly	\$49.63	\$51.16	\$52.68	\$54.22	\$55.75	\$57.28	\$58.81		

P-1 DOCTORS RZ 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
RZ	7	Annual	\$107,273.00	\$110,557.00	\$113,842.00	\$117,124.00	\$120,403.00	\$123,689.00	\$126,966.00		
		Bi-Wk	\$4,110.08	\$4,235.91	\$4,361.77	\$4,487.51	\$4,613.15	\$4,739.05	\$4,864.60		
		Daily	\$411.01	\$423.60	\$436.18	\$448.76	\$461.32	\$473.91	\$486.46		
		Hourly	\$51.38	\$52.95	\$54.53	\$56.10	\$57.67	\$59.24	\$60.81		
RZ	8	Annual	\$111,087.00	\$114,453.00	\$117,817.00	\$121,183.00	\$124,545.00	\$127,914.00	\$131,279.00		
		Bi-Wk	\$4,256.21	\$4,385.18	\$4,514.07	\$4,643.03	\$4,771.84	\$4,900.92	\$5,029.85		
		Daily	\$425.63	\$438.52	\$451.41	\$464.31	\$477.19	\$490.10	\$502.99		
		Hourly	\$53.21	\$54.82	\$56.43	\$58.04	\$59.65	\$61.27	\$62.88		
RZ	9	Annual	\$115,101.00	\$118,545.00	\$122,007.00	\$125,454.00	\$128,912.00	\$132,360.00	\$135,812.00		
		Bi-Wk	\$4,410.00	\$4,541.96	\$4,674.60	\$4,806.67	\$4,939.16	\$5,071.27	\$5,203.53		
		Daily	\$441.00	\$454.20	\$467.46	\$480.67	\$493.92	\$507.13	\$520.36		
		Hourly	\$55.13	\$56.78	\$58.44	\$60.09	\$61.74	\$63.40	\$65.05		
RZ	10	Annual	\$119,273.00	\$122,820.00	\$126,364.00	\$129,910.00	\$133,459.00	\$137,007.00	\$140,554.00		
		Bi-Wk	\$4,569.85	\$4,705.75	\$4,841.54	\$4,977.40	\$5,113.38	\$5,249.32	\$5,385.22		
		Daily	\$456.99	\$470.58	\$484.16	\$497.74	\$511.34	\$524.94	\$538.53		
		Hourly	\$57.13	\$58.83	\$60.52	\$62.22	\$63.92	\$65.62	\$67.32		
RZ	11	Annual	\$123,597.00	\$127,220.00	\$130,856.00	\$134,485.00	\$138,111.00	\$141,750.00	\$145,383.00		
		Bi-Wk	\$4,735.52	\$4,874.33	\$5,013.64	\$5,152.69	\$5,291.61	\$5,431.04	\$5,570.23		
		Daily	\$473.56	\$487.44	\$501.37	\$515.27	\$529.17	\$543.11	\$557.03		
		Hourly	\$59.20	\$60.93	\$62.68	\$64.41	\$66.15	\$67.89	\$69.63		
RZ	12	Annual	\$128,132.00	\$131,850.00	\$135,565.00	\$139,279.00	\$143,000.00	\$146,714.00	\$150,426.00		
		Bi-Wk	\$4,909.28	\$5,051.73	\$5,194.07	\$5,336.37	\$5,478.93	\$5,621.23	\$5,763.45		
		Daily	\$490.93	\$505.18	\$519.41	\$533.64	\$547.90	\$562.13	\$576.35		
		Hourly	\$61.37	\$63.15	\$64.93	\$66.71	\$68.49	\$70.27	\$72.05		

P-1 DOCTORS RZ 40 HOUR PAY PLAN EFFECTIVE 6/20/2008											
Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
RZ	13	Annual	\$141,434.00	\$145,535.00	\$149,635.00	\$153,734.00	\$157,834.00	\$161,934.00	\$166,031.00		
		Bi-Wk	\$5,418.93	\$5,576.06	\$5,733.15	\$5,890.20	\$6,047.28	\$6,204.37	\$6,361.35		
		Daily	\$541.90	\$557.61	\$573.32	\$589.02	\$604.73	\$620.44	\$636.14		
		Hourly	\$67.74	\$69.71	\$71.67	\$73.63	\$75.60	\$77.56	\$79.52		
RZ	14	Annual	\$159,883.00	\$164,496.00	\$169,107.00	\$173,719.00	\$178,331.00	\$182,944.00	\$187,556.00	\$192,168.00	\$196,778.00
		Bi-Wk	\$6,125.79	\$6,302.53	\$6,479.20	\$6,655.91	\$6,832.61	\$7,009.35	\$7,186.06	\$7,362.76	\$7,539.39
		Daily	\$612.58	\$630.26	\$647.92	\$665.60	\$683.27	\$700.94	\$718.61	\$736.28	\$753.94
		Hourly	\$76.58	\$78.79	\$80.99	\$83.20	\$85.41	\$87.62	\$89.83	\$92.04	\$94.25

P-1 DOCTORS RZ 40 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
RZ	1	Annual	\$62,928.00	\$64,722.00	\$66,509.00	\$68,303.00	\$70,093.00	\$71,883.00	\$73,665.00		
		Bi-Wk	\$2,411.04	\$2,479.78	\$2,548.24	\$2,616.98	\$2,685.56	\$2,754.14	\$2,822.42		
		Daily	\$241.11	\$247.98	\$254.83	\$261.70	\$268.56	\$275.42	\$282.25		
		Hourly	\$30.14	\$31.00	\$31.86	\$32.72	\$33.57	\$34.43	\$35.29		
RZ	2	Annual	\$64,471.00	\$66,599.00	\$68,722.00	\$70,844.00	\$72,969.00	\$75,096.00	\$77,220.00		
		Bi-Wk	\$2,470.16	\$2,551.69	\$2,633.03	\$2,714.33	\$2,795.75	\$2,877.25	\$2,958.63		
		Daily	\$247.02	\$255.17	\$263.31	\$271.44	\$279.58	\$287.73	\$295.87		
		Hourly	\$30.88	\$31.90	\$32.92	\$33.93	\$34.95	\$35.97	\$36.99		
RZ	3	Annual	\$69,145.00	\$71,454.00	\$73,757.00	\$76,072.00	\$78,372.00	\$80,677.00	\$82,984.00		
		Bi-Wk	\$2,649.24	\$2,737.71	\$2,825.94	\$2,914.64	\$3,002.76	\$3,091.08	\$3,179.47		
		Daily	\$264.93	\$273.78	\$282.60	\$291.47	\$300.28	\$309.11	\$317.95		
		Hourly	\$33.12	\$34.23	\$35.33	\$36.44	\$37.54	\$38.64	\$39.75		
RZ	4	Annual	\$73,250.00	\$75,645.00	\$78,031.00	\$80,424.00	\$82,815.00	\$85,212.00	\$87,595.00		
		Bi-Wk	\$2,806.52	\$2,898.28	\$2,989.70	\$3,081.38	\$3,172.99	\$3,264.83	\$3,356.14		
		Daily	\$280.66	\$289.83	\$298.97	\$308.14	\$317.30	\$326.49	\$335.62		
		Hourly	\$35.09	\$36.23	\$37.38	\$38.52	\$39.67	\$40.82	\$41.96		
RZ	5	Annual	\$102,668.00	\$105,853.00	\$109,033.00	\$112,225.00	\$115,407.00	\$118,590.00	\$121,787.00		
		Bi-Wk	\$3,933.64	\$4,055.68	\$4,177.51	\$4,299.81	\$4,421.73	\$4,543.68	\$4,666.17		
		Daily	\$393.37	\$405.57	\$417.76	\$429.99	\$442.18	\$454.37	\$466.62		
		Hourly	\$49.18	\$50.70	\$52.22	\$53.75	\$55.28	\$56.80	\$58.33		
RZ	6	Annual	\$106,200.00	\$109,474.00	\$112,744.00	\$116,026.00	\$119,299.00	\$122,579.00	\$125,848.00		
		Bi-Wk	\$4,068.97	\$4,194.41	\$4,319.70	\$4,445.45	\$4,570.85	\$4,696.52	\$4,821.77		
		Daily	\$406.90	\$419.45	\$431.97	\$444.55	\$457.09	\$469.66	\$482.18		
		Hourly	\$50.87	\$52.44	\$54.00	\$55.57	\$57.14	\$58.71	\$60.28		

P-1 DOCTORS RZ 40 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
RZ	7	Annual	\$109,955.00	\$113,321.00	\$116,689.00	\$120,053.00	\$123,414.00	\$126,782.00	\$130,141.00		
		Bi-Wk	\$4,212.84	\$4,341.81	\$4,470.85	\$4,599.74	\$4,728.51	\$4,857.55	\$4,986.25		
		Daily	\$421.29	\$434.19	\$447.09	\$459.98	\$472.86	\$485.76	\$498.63		
		Hourly	\$52.67	\$54.28	\$55.89	\$57.50	\$59.11	\$60.72	\$62.33		
RZ	8	Annual	\$113,865.00	\$117,315.00	\$120,763.00	\$124,213.00	\$127,659.00	\$131,112.00	\$134,561.00		
		Bi-Wk	\$4,362.65	\$4,494.83	\$4,626.94	\$4,759.12	\$4,891.15	\$5,023.45	\$5,155.60		
		Daily	\$436.27	\$449.49	\$462.70	\$475.92	\$489.12	\$502.35	\$515.56		
		Hourly	\$54.54	\$56.19	\$57.84	\$59.49	\$61.14	\$62.80	\$64.45		
RZ	9	Annual	\$117,979.00	\$121,509.00	\$125,058.00	\$128,591.00	\$132,135.00	\$135,669.00	\$139,208.00		
		Bi-Wk	\$4,520.27	\$4,655.52	\$4,791.50	\$4,926.86	\$5,062.65	\$5,198.05	\$5,333.64		
		Daily	\$452.03	\$465.56	\$479.15	\$492.69	\$506.27	\$519.81	\$533.37		
		Hourly	\$56.51	\$58.20	\$59.90	\$61.59	\$63.29	\$64.98	\$66.68		
RZ	10	Annual	\$122,255.00	\$125,891.00	\$129,524.00	\$133,158.00	\$136,796.00	\$140,433.00	\$144,068.00		
		Bi-Wk	\$4,684.10	\$4,823.41	\$4,962.61	\$5,101.84	\$5,241.23	\$5,380.58	\$5,519.85		
		Daily	\$468.41	\$482.35	\$496.27	\$510.19	\$524.13	\$538.06	\$551.99		
		Hourly	\$58.56	\$60.30	\$62.04	\$63.78	\$65.52	\$67.26	\$69.00		
RZ	11	Annual	\$126,687.00	\$130,401.00	\$134,128.00	\$137,848.00	\$141,564.00	\$145,294.00	\$149,018.00		
		Bi-Wk	\$4,653.91	\$4,996.21	\$5,139.01	\$5,281.54	\$5,423.91	\$5,566.82	\$5,709.51		
		Daily	\$485.40	\$499.63	\$513.91	\$528.16	\$542.40	\$556.69	\$570.96		
		Hourly	\$60.68	\$62.46	\$64.24	\$66.02	\$67.80	\$69.59	\$71.37		
RZ	12	Annual	\$131,336.00	\$135,147.00	\$138,955.00	\$142,761.00	\$146,575.00	\$150,382.00	\$154,187.00		
		Bi-Wk	\$5,032.04	\$5,178.05	\$5,323.95	\$5,469.78	\$5,615.91	\$5,761.77	\$5,907.55		
		Daily	\$503.21	\$517.81	\$532.40	\$546.98	\$561.60	\$576.18	\$590.76		
		Hourly	\$62.91	\$64.73	\$66.55	\$68.38	\$70.20	\$72.03	\$73.85		

P-1 DOCTORS RZ 40 HOUR PAY PLAN EFFECTIVE 7/02/2010											
Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
RZ	13	Annual	\$144,970.00	\$149,174.00	\$153,376.00	\$157,578.00	\$161,780.00	\$165,983.00	\$170,182.00		
		Bi-Wk	\$5,554.41	\$5,715.48	\$5,876.48	\$6,037.48	\$6,198.47	\$6,359.51	\$6,520.39		
		Daily	\$555.45	\$571.55	\$587.65	\$603.75	\$619.85	\$635.96	\$652.04		
		Hourly	\$69.44	\$71.45	\$73.46	\$75.47	\$77.49	\$79.50	\$81.51		
RZ	14	Annual	\$163,881.00	\$168,609.00	\$173,335.00	\$178,062.00	\$182,790.00	\$187,518.00	\$192,245.00	\$196,973.00	\$201,698.00
		Bi-Wk	\$6,278.97	\$6,460.12	\$6,641.19	\$6,822.30	\$7,003.45	\$7,184.60	\$7,365.71	\$7,546.86	\$7,727.90
		Daily	\$627.90	\$646.02	\$664.12	\$682.23	\$700.35	\$718.46	\$736.58	\$754.69	\$772.79
		Hourly	\$78.49	\$80.76	\$83.02	\$85.28	\$87.55	\$89.81	\$92.08	\$94.34	\$96.60

P-1 DOCTORS RZ 40 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
RZ	1	Annual	\$64,502.00	\$66,341.00	\$68,172.00	\$70,011.00	\$71,846.00	\$73,681.00	\$75,507.00		
		Bi-Wk	\$2,471.35	\$2,541.81	\$2,611.96	\$2,682.42	\$2,752.73	\$2,823.03	\$2,892.99		
		Daily	\$247.14	\$254.19	\$261.20	\$268.25	\$275.28	\$282.31	\$289.30		
		Hourly	\$30.90	\$31.78	\$32.65	\$33.54	\$34.41	\$35.29	\$36.17		
RZ	2	Annual	\$66,083.00	\$68,264.00	\$70,441.00	\$72,616.00	\$74,794.00	\$76,974.00	\$79,151.00		
		Bi-Wk	\$2,531.92	\$2,615.48	\$2,698.89	\$2,782.23	\$2,865.68	\$2,949.20	\$3,032.61		
		Daily	\$253.20	\$261.55	\$269.89	\$278.23	\$286.57	\$294.92	\$303.27		
		Hourly	\$31.65	\$32.70	\$33.74	\$34.78	\$35.83	\$36.87	\$37.91		
RZ	3	Annual	\$70,874.00	\$73,241.00	\$75,601.00	\$77,974.00	\$80,332.00	\$82,694.00	\$85,059.00		
		Bi-Wk	\$2,715.48	\$2,806.17	\$2,896.60	\$2,987.51	\$3,077.86	\$3,168.36	\$3,258.97		
		Daily	\$271.55	\$280.62	\$289.66	\$298.76	\$307.79	\$316.84	\$325.90		
		Hourly	\$33.95	\$35.08	\$36.21	\$37.35	\$38.48	\$39.61	\$40.74		
RZ	4	Annual	\$75,082.00	\$77,537.00	\$79,982.00	\$82,435.00	\$84,886.00	\$87,343.00	\$89,785.00		
		Bi-Wk	\$2,876.71	\$2,970.77	\$3,064.45	\$3,158.43	\$3,252.34	\$3,346.48	\$3,440.04		
		Daily	\$287.68	\$297.08	\$306.45	\$315.85	\$325.24	\$334.65	\$344.01		
		Hourly	\$35.96	\$37.14	\$38.31	\$39.49	\$40.66	\$41.84	\$43.01		
RZ	5	Annual	\$105,235.00	\$108,500.00	\$111,759.00	\$115,031.00	\$118,293.00	\$121,555.00	\$124,832.00		
		Bi-Wk	\$4,032.00	\$4,157.09	\$4,281.96	\$4,407.32	\$4,532.30	\$4,657.28	\$4,782.84		
		Daily	\$403.20	\$415.71	\$428.20	\$440.74	\$453.23	\$465.73	\$478.29		
		Hourly	\$50.40	\$51.97	\$53.53	\$55.10	\$56.66	\$58.22	\$59.79		
RZ	6	Annual	\$108,855.00	\$112,211.00	\$115,563.00	\$118,927.00	\$122,282.00	\$125,644.00	\$128,995.00		
		Bi-Wk	\$4,170.69	\$4,299.28	\$4,427.71	\$4,556.60	\$4,685.14	\$4,813.95	\$4,942.34		
		Daily	\$417.07	\$429.93	\$442.78	\$455.66	\$468.52	\$481.40	\$494.24		
		Hourly	\$52.14	\$53.75	\$55.35	\$56.96	\$58.57	\$60.18	\$61.78		

P-1 DOCTORS RZ 40 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
RZ	7	Annual	\$112,704.00	\$116,155.00	\$119,607.00	\$123,055.00	\$126,500.00	\$129,952.00	\$133,395.00		
		Bi-Wk	\$4,318.17	\$4,450.39	\$4,582.65	\$4,714.76	\$4,846.75	\$4,979.01	\$5,110.92		
		Daily	\$431.82	\$445.04	\$458.27	\$471.48	\$484.68	\$497.91	\$511.10		
		Hourly	\$53.98	\$55.63	\$57.29		\$60.59	\$62.24	\$63.89		
RZ	8	Annual	\$116,712.00	\$120,248.00	\$123,783.00	\$127,319.00	\$130,851.00	\$134,390.00	\$137,926.00		
		Bi-Wk	\$4,471.73	\$4,607.21	\$4,742.65	\$4,878.13	\$5,013.45	\$5,149.05	\$5,284.53		
		Daily	\$447.18	\$460.73	\$474.27	\$487.82	\$501.35	\$514.91	\$528.46		
		Hourly	\$55.90	\$57.60	\$59.29	\$60.98	\$62.67	\$64.37	\$66.06		
RZ	9	Annual	\$120,929.00	\$124,547.00	\$128,185.00	\$131,806.00	\$135,439.00	\$139,061.00	\$142,689.00		
		Bi-Wk	\$4,633.30	\$4,771.92	\$4,911.31	\$5,050.04	\$5,189.24	\$5,328.01	\$5,467.02		
		Daily	\$463.33	\$477.20	\$491.14	\$505.01	\$518.93	\$532.81	\$546.71		
		Hourly	\$57.92	\$59.65	\$61.40	\$63.13	\$64.87	\$66.61	\$68.34		
RZ	10	Annual	\$125,312.00	\$129,039.00	\$132,763.00	\$136,487.00	\$140,216.00	\$143,944.00	\$147,670.00		
		Bi-Wk	\$4,801.23	\$4,944.03	\$5,086.71	\$5,229.39	\$5,372.27	\$5,515.10	\$5,657.86		
		Daily	\$480.13	\$494.41	\$508.68	\$522.94	\$537.23	\$551.51	\$565.79		
		Hourly	\$60.02	\$61.81	\$63.59	\$65.37	\$67.16	\$68.94	\$70.73		
RZ	11	Annual	\$129,855.00	\$133,662.00	\$137,482.00	\$141,295.00	\$145,104.00	\$148,927.00	\$152,744.00		
		Bi-Wk	\$4,975.29	\$5,121.15	\$5,267.51	\$5,413.61	\$5,559.55	\$5,706.02	\$5,852.27		
		Daily	\$497.53	\$512.12	\$526.76	\$541.37	\$555.96	\$570.61	\$585.23		
		Hourly	\$62.20	\$64.02	\$65.85	\$67.68	\$69.50	\$71.33	\$73.16		
RZ	12	Annual	\$134,620.00	\$138,526.00	\$142,429.00	\$146,331.00	\$150,240.00	\$154,142.00	\$158,042.00		
		Bi-Wk	\$5,157.86	\$5,307.51	\$5,457.05	\$5,606.56	\$5,756.33	\$5,905.83	\$6,055.25		
		Daily	\$515.79	\$530.76	\$545.71	\$560.66	\$575.64	\$590.59	\$605.53		
		Hourly	\$64.48	\$66.35	\$68.22	\$70.09	\$71.96	\$73.83	\$75.70		

P-1 DOCTORS RZ 40 HOUR PAY PLAN EFFECTIVE 7/01/2011											
Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
RZ	13	Annual	\$148,695.00	\$152,904.00	\$157,211.00	\$161,518.00	\$165,825.00	\$170,133.00	\$174,437.00		
		Bi-Wk	\$5,693.30	\$5,858.40	\$6,023.41	\$6,188.43	\$6,353.45	\$6,518.51	\$6,683.41		
		Daily	\$569.33	\$585.84	\$602.35	\$618.85	\$635.35	\$651.86	\$668.35		
		Hourly	\$71.17	\$73.23	\$75.30	\$77.36	\$79.42	\$81.49	\$83.55		
RZ	14	Annual	\$167,979.00	\$172,825.00	\$177,669.00	\$182,514.00	\$187,360.00	\$192,206.00	\$197,052.00	\$201,898.00	\$206,741.00
		Bi-Wk	\$6,435.98	\$6,621.65	\$6,807.25	\$6,992.88	\$7,178.55	\$7,364.22	\$7,549.89	\$7,735.56	\$7,921.12
		Daily	\$643.60	\$662.17	\$680.73	\$699.29	\$717.86	\$736.43	\$754.99	\$773.56	\$792.12
		Hourly	\$80.45	\$82.78	\$85.10	\$87.42	\$89.74	\$92.06	\$94.38	\$96.70	\$99.02

HOURLY RATES FOR PART TIME PHYSICIANS AND PSYCHIATRISTS EFFECTIVE 6/20/2008											
Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
RP	13	Hourly	\$64.36	\$66.23	\$68.09	\$69.95	\$71.82	\$73.69	\$75.55		
RP	14	Hourly	\$72.76	\$74.86	\$76.95	\$79.04	\$81.14	\$83.24	\$85.34	\$87.44	\$89.54
HOURLY RATES FOR PART TIME PHYSICIANS AND PSYCHIATRISTS EFFECTIVE 7/02/2010											
RP	13	Hourly	\$65.97	\$67.89	\$69.80	\$71.70	\$73.62	\$75.54	\$77.44		
RP	14	Hourly	\$74.58	\$76.74	\$78.88	\$81.02	\$83.17	\$85.33	\$87.48	\$89.63	\$91.78
HOURLY RATES FOR PART TIME PHYSICIANS AND PSYCHIATRISTS EFFECTIVE 7/01/2011											
RP	13	Hourly	\$67.62	\$69.59	\$71.55	\$73.50	\$75.47	\$77.43	\$79.38		
RP	14	Hourly	\$76.45	\$78.66	\$80.86	\$83.05	\$85.25	\$87.47	\$89.67	\$91.88	\$94.08

P-1 DENTISTS DX 35 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
DX	5	Annual	\$87,644.00	\$90,362.00	\$93,076.00	\$95,803.00	\$98,518.00	\$101,236.00	\$103,966.00	\$106,768.00	\$109,648.00
		Bi-Wk	\$3,358.01	\$3,462.15	\$3,566.14	\$3,670.62	\$3,774.64	\$3,878.78	\$3,983.38	\$4,090.73	\$4,201.08
		Daily	\$335.81	\$346.22	\$356.62	\$367.07	\$377.47	\$387.88	\$398.34	\$409.08	\$420.11
		Hourly	\$47.98	\$49.46	\$50.95	\$52.44	\$53.93	\$55.42	\$56.91	\$58.44	\$60.02
DX	9	Annual	\$100,715.00	\$103,728.00	\$106,756.00	\$109,774.00	\$112,798.00	\$115,817.00	\$118,837.00	\$121,935.00	\$125,116.00
		Bi-Wk	\$3,858.82	\$3,974.26	\$4,090.27	\$4,205.91	\$4,321.77	\$4,437.44	\$4,553.15	\$4,671.84	\$4,793.72
		Daily	\$385.89	\$397.43	\$409.03	\$420.60	\$432.18	\$443.75	\$455.32	\$467.19	\$479.38
		Hourly	\$55.13	\$56.78	\$58.44	\$60.09	\$61.74	\$63.40	\$65.05	\$66.75	\$68.49

P-1 DENTISTS DX 35 HOUR PAY PLAN EFFECTIVE 7/02/2010

DX	5	Annual	\$89,836.00	\$92,622.00	\$95,403.00	\$98,199.00	\$100,981.00	\$103,767.00	\$106,566.00	\$109,438.00	\$112,390.00
		Bi-Wk	\$3,442.00	\$3,548.74	\$3,655.29	\$3,762.42	\$3,869.01	\$3,975.75	\$4,082.99	\$4,193.03	\$4,306.14
		Daily	\$344.20	\$354.88	\$365.53	\$376.25	\$386.91	\$397.58	\$408.30	\$419.31	\$430.62
		Hourly	\$49.18	\$50.70	\$52.22	\$53.75	\$55.28	\$56.80	\$58.33	\$59.91	\$61.52
DX	9	Annual	\$103,233.00	\$106,322.00	\$109,425.00	\$112,519.00	\$115,618.00	\$118,713.00	\$121,808.00	\$124,984.00	\$128,244.00
		Bi-Wk	\$3,955.29	\$4,073.64	\$4,192.53	\$4,311.08	\$4,429.81	\$4,548.40	\$4,666.98	\$4,788.66	\$4,913.57
		Daily	\$395.53	\$407.37	\$419.26	\$431.11	\$442.99	\$454.84	\$466.70	\$478.87	\$491.36
		Hourly	\$56.51	\$58.20	\$59.90	\$61.59	\$63.29	\$64.98	\$66.68	\$68.41	\$70.20

P-1 DENTISTS DX 35 HOUR PAY PLAN EFFECTIVE 7/01/2011

DX	5	Annual	\$92,082.00	\$94,938.00	\$97,789.00	\$100,654.00	\$103,506.00	\$106,362.00	\$109,231.00	\$112,174.00	\$115,200.00
		Bi-Wk	\$3,528.05	\$3,637.48	\$3,746.71	\$3,856.48	\$3,965.75	\$4,075.18	\$4,185.10	\$4,297.86	\$4,413.80
		Daily	\$352.81	\$363.75	\$374.68	\$385.65	\$396.58	\$407.52	\$418.51	\$429.79	\$441.38
		Hourly	\$50.41	\$51.97	\$53.53	\$55.10	\$56.66	\$58.22	\$59.79	\$61.40	\$63.06
DX	9	Annual	\$105,814.00	\$108,981.00	\$112,161.00	\$115,332.00	\$118,509.00	\$121,681.00	\$124,854.00	\$128,109.00	\$131,451.00
		Bi-Wk	\$4,054.18	\$4,175.52	\$4,297.36	\$4,418.86	\$4,540.58	\$4,662.11	\$4,783.68	\$4,908.40	\$5,036.44
		Daily	\$405.42	\$417.56	\$429.74	\$441.89	\$454.06	\$466.22	\$478.37	\$490.84	\$503.65
		Hourly	\$57.92	\$59.66	\$61.40	\$63.13	\$64.87	\$66.61	\$68.34	\$70.12	\$71.95

P-1 DENTISTS DY 37.5 HOUR PAY PLAN EFFECTIVE 6/20/2008											
Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 7	Step 8	Step 9	
DY	5	Annual	\$93,905.00	\$96,816.00	\$99,724.00	\$102,644.00	\$105,555.00	\$108,467.00	\$111,392.00	\$114,394.00	\$117,480.00
		Bi-Wk	\$3,597.90	\$3,709.43	\$3,820.85	\$3,932.73	\$4,044.26	\$4,155.83	\$4,267.90	\$4,382.92	\$4,501.15
		Daily	\$359.79	\$370.95	\$382.09	\$393.28	\$404.43	\$415.59	\$426.79	\$438.30	\$450.12
		Hourly	\$47.98	\$49.46	\$50.95	\$52.44	\$53.93	\$55.42	\$56.91	\$58.44	\$60.02
DY	9	Annual	\$107,908.00	\$111,136.00	\$114,382.00	\$117,613.00	\$120,855.00	\$124,088.00	\$127,325.00	\$130,645.00	\$134,053.00
		Bi-Wk	\$4,134.41	\$4,258.09	\$4,382.46	\$4,506.25	\$4,630.46	\$4,754.33	\$4,878.36	\$5,005.56	\$5,136.14
		Daily	\$413.45	\$425.81	\$438.25	\$450.63	\$463.05	\$475.44	\$487.84	\$500.56	\$513.62
		Hourly	\$55.13	\$56.78	\$58.44	\$60.09	\$61.74	\$63.40	\$65.05	\$66.75	\$68.49
P-1 DENTISTS DY 37.5 HOUR PAY PLAN EFFECTIVE 7/02/2010											
DY	5	Annual	\$96,253.00	\$99,237.00	\$102,218.00	\$105,211.00	\$108,194.00	\$111,179.00	\$114,177.00	\$117,254.00	\$120,417.00
		Bi-Wk	\$3,687.86	\$3,802.19	\$3,916.40	\$4,031.08	\$4,145.37	\$4,259.74	\$4,374.60	\$4,492.50	\$4,613.68
		Daily	\$368.79	\$380.22	\$391.64	\$403.11	\$414.54	\$425.98	\$437.46	\$449.25	\$461.37
		Hourly	\$49.18	\$50.70	\$52.22	\$53.75	\$55.28	\$56.80	\$58.33	\$59.90	\$61.52
DY	9	Annual	\$110,606.00	\$113,915.00	\$117,242.00	\$120,554.00	\$123,877.00	\$127,191.00	\$130,509.00	\$133,912.00	\$137,405.00
		Bi-Wk	\$4,237.78	\$4,364.56	\$4,492.04	\$4,618.93	\$4,746.25	\$4,873.22	\$5,000.35	\$5,130.73	\$5,264.56
		Daily	\$423.78	\$436.46	\$449.21	\$461.90	\$474.63	\$487.33	\$500.04	\$513.08	\$526.46
		Hourly	\$56.51	\$58.20	\$59.90	\$61.59	\$63.29	\$64.98	\$66.68	\$68.41	\$70.20
P-1 DENTISTS DY 37.5 HOUR PAY PLAN EFFECTIVE 7/01/2011											
DY	5	Annual	\$98,660.00	\$101,718.00	\$104,774.00	\$107,842.00	\$110,899.00	\$113,959.00	\$117,032.00	\$120,186.00	\$123,428.00
		Bi-Wk	\$3,780.08	\$3,897.25	\$4,014.33	\$4,131.88	\$4,249.01	\$4,366.25	\$4,483.99	\$4,604.83	\$4,729.05
		Daily	\$378.01	\$389.73	\$401.44	\$413.19	\$424.91	\$436.63	\$448.40	\$460.49	\$472.91
		Hourly	\$50.41	\$51.97	\$53.53	\$55.10	\$56.66	\$58.22	\$59.79	\$61.40	\$63.06
DY	9	Annual	\$113,372.00	\$116,763.00	\$120,174.00	\$123,568.00	\$126,974.00	\$130,371.00	\$133,772.00	\$137,260.00	\$140,841.00
		Bi-Wk	\$4,343.76	\$4,473.68	\$4,604.37	\$4,734.41	\$4,864.91	\$4,995.06	\$5,125.37	\$5,259.01	\$5,396.21
		Daily	\$434.38	\$447.37	\$460.44	\$473.45	\$486.50	\$499.51	\$512.54	\$525.91	\$539.63
		Hourly	\$57.92	\$59.65	\$61.40	\$63.13	\$64.87	\$66.61	\$68.34	\$70.13	\$71.95

P-1 DENTISTS DZ 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
DZ	5	Annual	\$100,163.00	\$103,271.00	\$106,373.00	\$109,487.00	\$112,592.00	\$115,697.00	\$118,816.00	\$122,020.00	\$125,312.00
		Bi-Wk	\$3,837.67	\$3,956.75	\$4,075.60	\$4,194.91	\$4,313.87	\$4,432.84	\$4,552.34	\$4,675.10	\$4,801.23
		Daily	\$383.77	\$395.68	\$407.56	\$419.50	\$431.39	\$443.29	\$455.24	\$467.51	\$480.13
		Hourly	\$47.98	\$49.46	\$50.95	\$52.44	\$53.93	\$55.42	\$56.91	\$58.44	\$60.02
DZ	9	Annual	\$115,101.00	\$118,545.00	\$122,007.00	\$125,454.00	\$128,912.00	\$132,360.00	\$135,812.00	\$139,354.00	\$142,989.00
		Bi-Wk	\$4,410.00	\$4,541.96	\$4,674.60	\$4,806.67	\$4,939.16	\$5,071.27	\$5,203.53	\$5,339.24	\$5,478.51
		Daily	\$441.00	\$454.20	\$467.46	\$480.67	\$493.92	\$507.13	\$520.36	\$533.93	\$547.86
		Hourly	\$55.13	\$56.78	\$58.44	\$60.09	\$61.74	\$63.40	\$65.05	\$66.75	\$68.49

P-1 DENTISTS DZ 40 HOUR PAY PLAN EFFECTIVE 7/02/2010

DZ	5	Annual	\$102,668.00	\$105,853.00	\$109,033.00	\$112,225.00	\$115,407.00	\$118,590.00	\$121,787.00	\$125,071.00	\$128,445.00
		Bi-Wk	\$3,933.64	\$4,055.68	\$4,177.51	\$4,299.81	\$4,421.73	\$4,543.68	\$4,666.17	\$4,792.00	\$4,921.27
		Daily	\$393.37	\$405.57	\$417.76	\$429.99	\$442.18	\$454.37	\$466.62	\$479.20	\$492.13
		Hourly	\$49.18	\$50.70	\$52.22	\$53.75	\$55.28	\$56.80	\$58.33	\$59.90	\$61.52
DZ	9	Annual	\$117,979.00	\$121,509.00	\$125,058.00	\$128,591.00	\$132,135.00	\$135,669.00	\$139,208.00	\$142,838.00	\$146,564.00
		Bi-Wk	\$4,520.27	\$4,655.52	\$4,791.50	\$4,926.86	\$5,062.65	\$5,198.05	\$5,333.64	\$5,472.73	\$5,615.48
		Daily	\$452.03	\$465.56	\$479.15	\$492.69	\$506.27	\$519.81	\$533.37	\$547.28	\$561.55
		Hourly	\$56.51	\$58.20	\$59.90	\$61.59	\$63.29	\$64.98	\$66.68	\$68.41	\$70.20

P-1 DENTISTS DZ 40 HOUR PAY PLAN EFFECTIVE 7/01/2011

DZ	5	Annual	\$105,235.00	\$108,500.00	\$111,759.00	\$115,031.00	\$118,293.00	\$121,555.00	\$124,832.00	\$128,198.00	\$131,657.00
		Bi-Wk	\$4,032.00	\$4,157.09	\$4,281.96	\$4,407.32	\$4,532.30	\$4,657.28	\$4,782.84	\$4,911.81	\$5,044.33
		Daily	\$403.20	\$415.71	\$428.20	\$440.74	\$453.23	\$465.73	\$478.29	\$491.19	\$504.44
		Hourly	\$50.40	\$51.97	\$53.53	\$55.10	\$56.66	\$58.22	\$59.79	\$61.40	\$63.06
DZ	9	Annual	\$120,929.00	\$124,547.00	\$128,185.00	\$131,806.00	\$135,439.00	\$139,061.00	\$142,689.00	\$146,409.00	\$150,229.00
		Bi-Wk	\$4,633.30	\$4,771.92	\$4,911.31	\$5,050.04	\$5,189.24	\$5,328.01	\$5,467.02	\$5,609.55	\$5,755.91
		Daily	\$463.33	\$477.20	\$491.14	\$505.01	\$518.93	\$532.81	\$546.71	\$560.96	\$575.60
		Hourly	\$57.92	\$59.65	\$61.40	\$63.13	\$64.87	\$66.61	\$68.34	\$70.12	\$71.95

Job Class	NP-6 Classification Listing	Pay Plan
0488	ASSISTANT SUPERVISOR OF CENTRAL STERILE SUPPLY SERVICES	FK - 19
0875	ASSISTANT SUPERVISOR OF SCIENTIFIC SUPPORTIVE SERVICES	HN - 17
2351	CERTIFIED ADDICTION COUNSLER	HN - 21
2353	CERTIFIED ADDICTION COUNSELOR TRAINEE	HN - 18
0699	CERTIFIED OCCUPATIONAL THERAPY ASSISTANT	HN - 18
1924	CHILDREN SERVICES ASSISTANT	HN - 13
1921	CHILDREN SERVICES SPECIALIST	HN - 20
1920	CHILDREN SERVICES UNIT SUPERVISOR	HN - 25
1923	CHILDREN SERVICES WORKER	HN - 18
2341	DENTAL ASSISTANT	HN - 14
2350	DENTAL LABORATORY TECHNICIAN 1	HN - 16
7112	DENTAL LABORATORY TECHNICIAN 2	HN - 19
5664	DEVELOPMENTAL SERVICES RESIDENTIAL PROGEAM SUPERVISOR 1	HN - 25
5665	DEVELOPMENTAL SERVICES RESIDENTIAL PROGEAM SUPERVISOR 2	HN - 26
4858	DEVELOPMENTAL SERVICES SUPPORTED LIVING WORKER	HN - 18
5661	DEVELOPMENTAL SERVICES WORKER 1	HN - 14
5662	DEVELOPMENTAL SERVICES WORKER 2	HN - 16
7375	EEG/EKG TECHNICIAN	HN - 16
3991	FORENSIC TECHNICIAN 1	HN - 12
7186	FORENSIC TECHNICIAN 2	HN - 16
7203	FORENSIC TECHNICIAN SUPERVISOR	HN - 18
6617	FORENSIC TREATMENT SPECIALIST	HN - 19
0114	HEALTH SERVICES WORKER	HN - 12
0115	HEALTH SERVICES WORKER TRAINEE	HN - 09
6796	HIV COUNSELOR	HN - 20
6783	HIV COUNSELOR (RC)	HN - 20
5240	LABORATORY AIDE	HN - 10
5237	LABORATORY ASSISTANT 1	HN - 11
4968	LABORATORY ASSISTANT 2	HN - 13
5238	LABORATORY ASSISTANT 3	HN - 16
1922	LEAD CHILDREN SERVICES WORKER	HN - 20
2339	LEAD DENTAL ASSISTANT	HN - 16
5721	LEAD DEVELOPMENTAL SERVICES WORKER	HN - 18
6616	LEAD FORENSIC TREATMENT SPECIALIST	HN - 21
6798	LEAD REHABILITATION COUNSELOR (RC)	HN - 23
4445	LEAD RESPIRATORY THERAPIST	HN - 20
8138	LEAD TRANSPORT AIDE	FK - 13
1526	LEAD TRANSPORT AIDE (RC)	FK - 15
0939	LEAD VETERANS' DOMICILE WORKER	HN - 17
5415	LICENSED PRACTICAL NURSE	HN - 18
0276	LICENSED PRACTICAL NURSE (PER DIEM)	VR - 99
5724	MENTAL HEALTH ASSISTANT 1	HN - 16
5723	MENTAL HEALTH ASSISTANT 2	HN - 18
7376	MENTAL HEALTH ASSOCIATE	HN - 20

Job Class	NP-6 Classification Listing	Pay Plan
5725	MENTAL HEALTH TRAINEE	HN - 12
5910	NURSE'S AIDE	HN - 14
6018	OPERATING ROOM INSTRUMENT TECHNICIAN	FK - 13
1978	OPERATING ROOM/ANESTHESIA TECHNICIAN	HN - 14
4741	PATIENT WORK PROGRAM COORDINATOR	HN - 19
1978	OPERATING ROOM/ANESTHESIA TECHNICIAN	HN - 14
4741	PATIENT WORK PROGRAM COORDINATOR	HN - 19
6194	PHARMACY TECHNICIAN	HN - 13
6195	PHARMACY TECHNICIAN TRAINEE	HN - 09
9382	PRINCIPAL RADIOLOGICAL TECHNOLOGIST	HN - 18
2744	QUALITY OF WORK LIFE SPECIALIST	HN - 21
6794	REHABILITATION COUNSELOR 1 (RC)	HN - 17
6797	REHABILITATION COUNSELOR 2 (RC)	HN - 20
8723	REHABILITATION THERAPY ASSISTANT 1	HN - 15
8724	REHABILITATION THERAPY ASSISTANT 2	HN - 17
6881	RESPIRATORY THERAPIST	HN - 18
6884	RESPIRATORY THERAPY SUPERVISOR	HN - 23
6885	RESPIRATORY THERAPY TECHNICIAN	HN - 16
9381	STAFF RADIOLOGICAL TECHNOLOGIST	HN - 15
6796	SUBSTANCE ABUSE/HIV COUNSELOR	HN - 20
6795	SUBSTANCE ABUSE/HIV SUPERVISOR	HN - 23
2352	SUPERVISING ADDICTION COUNSELOR	HN - 24
5659	SUPERVISING DEVELOPMENTAL SERVICES WORKER 1	HN - 20
5663	SUPERVISING DEVELOPMENTAL SERVICES WORKER 2	HN - 20
8583	SUPERVISOR OF SCIENTIFIC SUPPORTIVE SERVICES	HN - 21
8611	SURGICAL TECHNOLOGIST	FK - 18
8147	TRANSPORT AIDE	FK - 09
0259	TRANSPORT AIDE (RC)	FK - 11
9170	VETERANS DOMICILE WORKER	HN - 15

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HN 9	Annual	\$28,535.00	\$29,376.00	\$30,217.00	\$31,065.00	\$31,907.00	\$32,744.00	\$33,594.00	\$34,515.00	\$35,440.00	\$36,388.00	\$37,365.00	
	Bi-Wk	\$1,093.30	\$1,125.52	\$1,157.74	\$1,190.23	\$1,222.50	\$1,254.56	\$1,287.13	\$1,322.42	\$1,357.86	\$1,394.18	\$1,431.61	
	Daily	\$109.33	\$112.56	\$115.78	\$119.03	\$122.25	\$125.46	\$128.72	\$132.25	\$135.79	\$139.42	\$143.17	
	Hourly	\$15.62	\$16.08	\$16.54	\$17.01	\$17.47	\$17.93	\$18.39	\$18.90	\$19.40	\$19.92	\$20.46	
HN 10	Annual	\$29,442.00	\$30,324.00	\$31,203.00	\$32,094.00	\$32,971.00	\$33,866.00	\$34,794.00	\$35,749.00	\$36,707.00	\$37,690.00	\$38,702.00	
	Bi-Wk	\$1,128.05	\$1,161.84	\$1,195.52	\$1,229.66	\$1,263.26	\$1,297.55	\$1,333.11	\$1,369.70	\$1,406.40	\$1,444.07	\$1,482.84	
	Daily	\$112.81	\$116.19	\$119.56	\$122.97	\$126.33	\$129.76	\$133.32	\$136.97	\$140.64	\$144.41	\$148.29	
	Hourly	\$16.12	\$16.60	\$17.08	\$17.57	\$18.05	\$18.54	\$19.05	\$19.57	\$20.10	\$20.63	\$21.19	
HN 11	Annual	\$30,366.00	\$31,284.00	\$32,211.00	\$33,126.00	\$34,071.00	\$35,032.00	\$35,999.00	\$36,988.00	\$37,977.00	\$38,993.00	\$40,039.00	
	Bi-Wk	\$1,163.45	\$1,198.63	\$1,234.14	\$1,269.20	\$1,305.41	\$1,342.23	\$1,379.28	\$1,417.17	\$1,455.06	\$1,493.99	\$1,534.07	
	Daily	\$116.35	\$119.87	\$123.42	\$126.92	\$130.55	\$134.23	\$137.93	\$141.72	\$145.51	\$149.40	\$153.41	
	Hourly	\$16.63	\$17.13	\$17.64	\$18.14	\$18.65	\$19.18	\$19.71	\$20.25	\$20.79	\$21.35	\$21.92	
HN 12	Annual	\$31,344.00	\$32,307.00	\$33,259.00	\$34,247.00	\$35,241.00	\$36,253.00	\$37,254.00	\$38,278.00	\$39,301.00	\$40,353.00	\$41,432.00	
	Bi-Wk	\$1,200.92	\$1,237.82	\$1,274.30	\$1,312.15	\$1,350.23	\$1,389.01	\$1,427.36	\$1,466.60	\$1,505.79	\$1,546.10	\$1,587.44	
	Daily	\$120.10	\$123.79	\$127.43	\$131.22	\$135.03	\$138.91	\$142.74	\$146.66	\$150.58	\$154.61	\$158.75	
	Hourly	\$17.16	\$17.69	\$18.21	\$18.75	\$19.29	\$19.85	\$20.40	\$20.96	\$21.52	\$22.09	\$22.68	
HN 13	Annual	\$33,096.00	\$34,312.00	\$35,528.00	\$36,753.00	\$37,976.00	\$39,197.00	\$40,424.00	\$41,533.00	\$42,645.00	\$43,788.00	\$44,960.00	
	Bi-Wk	\$1,268.05	\$1,314.64	\$1,361.23	\$1,408.17	\$1,455.02	\$1,501.81	\$1,548.82	\$1,591.31	\$1,633.91	\$1,677.71	\$1,722.61	
	Daily	\$126.81	\$131.47	\$136.13	\$140.82	\$145.51	\$150.19	\$154.89	\$159.14	\$163.40	\$167.78	\$172.27	
	Hourly	\$18.12	\$18.79	\$19.45	\$20.12	\$20.79	\$21.46	\$22.13	\$22.74	\$23.35	\$23.97	\$24.61	
HN 14	Annual	\$34,633.00	\$35,901.00	\$37,164.00	\$38,423.00	\$39,683.00	\$40,945.00	\$42,207.00	\$43,366.00	\$44,529.00	\$45,724.00	\$46,953.00	
	Bi-Wk	\$1,326.94	\$1,375.52	\$1,423.91	\$1,472.15	\$1,520.43	\$1,568.78	\$1,617.13	\$1,661.54	\$1,706.10	\$1,751.88	\$1,798.97	
	Daily	\$132.70	\$137.56	\$142.40	\$147.22	\$152.05	\$156.88	\$161.72	\$166.16	\$170.61	\$175.19	\$179.90	
	Hourly	\$18.96	\$19.66	\$20.35	\$21.04	\$21.73	\$22.42	\$23.11	\$23.74	\$24.38	\$25.03	\$25.70	

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HN 15	Annual		\$36,289.00	\$37,584.00	\$38,884.00	\$40,180.00	\$41,482.00	\$42,788.00	\$44,080.00	\$45,294.00	\$46,507.00	\$47,752.00	\$49,033.00
	Bi-Wk		\$1,390.39	\$1,440.00	\$1,489.81	\$1,539.47	\$1,589.35	\$1,639.39	\$1,688.89	\$1,735.41	\$1,781.88	\$1,829.58	\$1,878.66
	Daily		\$139.04	\$144.00	\$148.99	\$153.95	\$158.94	\$163.94	\$168.89	\$173.55	\$178.19	\$182.96	\$187.87
	Hourly		\$19.87	\$20.58	\$21.29	\$22.00	\$22.71	\$23.42	\$24.13	\$24.80	\$25.46	\$26.14	\$26.84
HN 16	Annual		\$38,039.00	\$39,375.00	\$40,716.00	\$42,054.00	\$43,390.00	\$44,731.00	\$46,063.00	\$47,329.00	\$48,598.00	\$49,898.00	\$51,237.00
	Bi-Wk		\$1,457.44	\$1,508.63	\$1,560.00	\$1,611.27	\$1,662.46	\$1,713.84	\$1,764.87	\$1,813.38	\$1,862.00	\$1,911.81	\$1,963.11
	Daily		\$145.75	\$150.87	\$156.00	\$161.13	\$166.25	\$171.39	\$176.49	\$181.34	\$186.20	\$191.19	\$196.32
	Hourly		\$20.83	\$21.56	\$22.29	\$23.02	\$23.75	\$24.49	\$25.22	\$25.91	\$26.60	\$27.32	\$28.05
HN 17	Annual		\$39,908.00	\$41,290.00	\$42,665.00	\$44,041.00	\$45,416.00	\$46,790.00	\$48,165.00	\$49,490.00	\$50,816.00	\$52,177.00	\$53,575.00
	Bi-Wk		\$1,529.05	\$1,582.00	\$1,634.68	\$1,687.40	\$1,740.08	\$1,792.73	\$1,845.41	\$1,896.17	\$1,946.98	\$1,999.12	\$2,052.69
	Daily		\$152.91	\$158.20	\$163.47	\$168.74	\$174.01	\$179.28	\$184.55	\$189.62	\$194.70	\$199.92	\$205.27
	Hourly		\$21.85	\$22.60	\$23.36	\$24.11	\$24.86	\$25.62	\$26.37	\$27.09	\$27.82	\$28.56	\$29.33
HN 18	Annual		\$41,913.00	\$43,317.00	\$44,731.00	\$46,138.00	\$47,548.00	\$48,964.00	\$50,370.00	\$51,755.00	\$53,141.00	\$54,568.00	\$56,030.00
	Bi-Wk		\$1,605.87	\$1,659.66	\$1,713.84	\$1,767.74	\$1,821.77	\$1,876.02	\$1,929.89	\$1,982.96	\$2,036.06	\$2,090.73	\$2,146.75
	Daily		\$160.59	\$165.97	\$171.39	\$176.78	\$182.18	\$187.61	\$192.99	\$198.30	\$203.61	\$209.08	\$214.68
	Hourly		\$22.95	\$23.71	\$24.49	\$25.26	\$26.03	\$26.81	\$27.57	\$28.33	\$29.09	\$29.87	\$30.67
HN 19	Annual		\$43,956.00	\$45,416.00	\$46,865.00	\$48,321.00	\$49,768.00	\$51,223.00	\$52,670.00	\$54,119.00	\$55,567.00	\$57,063.00	\$58,581.00
	Bi-Wk		\$1,684.14	\$1,740.08	\$1,795.60	\$1,851.38	\$1,906.82	\$1,962.57	\$2,018.01	\$2,073.53	\$2,129.01	\$2,185.94	\$2,244.49
	Daily		\$168.42	\$174.01	\$179.56	\$185.14	\$190.69	\$196.26	\$201.81	\$207.36	\$212.91	\$218.60	\$224.45
	Hourly		\$24.06	\$24.86	\$25.66	\$26.45	\$27.25	\$28.04	\$28.83	\$29.63	\$30.42	\$31.23	\$32.07
HN 20	Annual		\$46,183.00	\$47,669.00	\$49,159.00	\$50,639.00	\$52,130.00	\$53,615.00	\$55,107.00	\$56,621.00	\$58,134.00	\$59,690.00	\$61,291.00
	Bi-Wk		\$1,769.47	\$1,826.40	\$1,883.49	\$1,940.20	\$1,997.32	\$2,054.22	\$2,111.38	\$2,169.39	\$2,227.36	\$2,286.98	\$2,348.32
	Daily		\$176.95	\$182.64	\$188.35	\$194.02	\$199.74	\$205.43	\$211.14	\$216.94	\$222.74	\$228.70	\$234.84
	Hourly		\$25.28	\$26.10	\$26.91	\$27.72	\$28.54	\$29.35	\$30.17	\$31.00	\$31.82	\$32.68	\$33.55

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HN 21	Annual		\$48,451.00	\$49,982.00	\$51,507.00	\$53,037.00	\$54,564.00	\$56,086.00	\$57,617.00	\$59,201.00	\$60,785.00	\$62,411.00	\$64,083.00
	Bi-Wk		\$1,856.37	\$1,915.02	\$1,973.45	\$2,032.07	\$2,090.58	\$2,148.89	\$2,207.55	\$2,268.24	\$2,328.93	\$2,391.23	\$2,455.29
	Daily		\$185.64	\$191.51	\$197.35	\$203.21	\$209.06	\$214.89	\$220.76	\$226.83	\$232.90	\$239.13	\$245.53
	Hourly		\$26.52	\$27.36	\$28.20	\$29.03	\$29.87	\$30.70	\$31.54	\$32.41	\$33.28	\$34.17	\$35.08
HN 22	Annual		\$49,768.00	\$51,581.00	\$53,395.00	\$55,205.00	\$57,024.00	\$58,834.00	\$60,646.00	\$62,314.00	\$63,983.00	\$65,696.00	\$67,454.00
	Bi-Wk		\$1,906.82	\$1,976.29	\$2,045.79	\$2,115.14	\$2,184.83	\$2,254.18	\$2,323.61	\$2,387.51	\$2,451.46	\$2,517.09	\$2,584.45
	Daily		\$190.69	\$197.63	\$204.58	\$211.52	\$218.49	\$225.42	\$232.37	\$238.76	\$245.15	\$251.71	\$258.45
	Hourly		\$27.25	\$28.24	\$29.23	\$30.22	\$31.22	\$32.21	\$33.20	\$34.11	\$35.03	\$35.96	\$36.93
HN 23	Annual		\$52,110.00	\$54,004.00	\$55,888.00	\$57,779.00	\$59,668.00	\$61,556.00	\$63,448.00	\$65,192.00	\$66,937.00	\$68,729.00	\$70,571.00
	Bi-Wk		\$1,996.56	\$2,069.12	\$2,141.31	\$2,213.76	\$2,286.14	\$2,358.47	\$2,430.96	\$2,497.78	\$2,564.64	\$2,633.30	\$2,703.87
	Daily		\$199.66	\$206.92	\$214.14	\$221.38	\$228.62	\$235.85	\$243.10	\$249.78	\$256.47	\$263.33	\$270.39
	Hourly		\$28.53	\$29.56	\$30.60	\$31.63	\$32.66	\$33.70	\$34.73	\$35.69	\$36.64	\$37.62	\$38.63
HN 24	Annual		\$54,606.00	\$56,574.00	\$58,548.00	\$60,518.00	\$62,483.00	\$64,455.00	\$66,424.00	\$68,247.00	\$70,074.00	\$71,951.00	\$73,879.00
	Bi-Wk		\$2,092.19	\$2,167.59	\$2,243.22	\$2,318.70	\$2,393.99	\$2,469.55	\$2,544.99	\$2,614.83	\$2,684.83	\$2,756.75	\$2,830.62
	Daily		\$209.22	\$216.76	\$224.33	\$231.87	\$239.40	\$246.96	\$254.50	\$261.49	\$268.49	\$275.68	\$283.07
	Hourly		\$29.89	\$30.97	\$32.05	\$33.13	\$34.20	\$35.28	\$36.36	\$37.36	\$38.36	\$39.39	\$40.44
HN 25	Annual		\$57,264.00	\$59,304.00	\$61,345.00	\$63,385.00	\$65,428.00	\$67,470.00	\$69,510.00	\$71,421.00	\$73,332.00	\$75,295.00	\$77,309.00
	Bi-Wk		\$2,194.03	\$2,272.19	\$2,350.39	\$2,428.55	\$2,506.82	\$2,585.06	\$2,663.22	\$2,736.44	\$2,809.66	\$2,884.87	\$2,962.04
	Daily		\$219.41	\$227.22	\$235.04	\$242.86	\$250.69	\$258.51	\$266.33	\$273.65	\$280.97	\$288.49	\$296.21
	Hourly		\$31.35	\$32.46	\$33.58	\$34.70	\$35.82	\$36.93	\$38.05	\$39.10	\$40.14	\$41.22	\$42.32
HN 26	Annual		\$60,073.00	\$62,181.00	\$64,300.00	\$66,424.00	\$68,542.00	\$70,650.00	\$72,768.00	\$74,770.00	\$76,773.00	\$78,832.00	\$80,943.00
	Bi-Wk		\$2,301.65	\$2,382.42	\$2,463.61	\$2,544.99	\$2,626.14	\$2,706.90	\$2,788.05	\$2,864.76	\$2,941.50	\$3,020.39	\$3,101.27
	Daily		\$230.17	\$238.25	\$246.37	\$254.50	\$262.62	\$270.69	\$278.81	\$286.48	\$294.15	\$302.04	\$310.13
	Hourly		\$32.89	\$34.04	\$35.20	\$36.36	\$37.52	\$38.67	\$39.83	\$40.93	\$42.03	\$43.15	\$44.31

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HN 9	Annual	\$29,249.00	\$30,973.00	\$31,842.00	\$32,705.00	\$33,563.00	\$34,434.00	\$35,378.00	\$36,326.00	\$37,298.00	\$38,300.00		
	Bi-Wk	\$1,120.66	\$1,186.71	\$1,220.00	\$1,253.07	\$1,285.94	\$1,319.32	\$1,355.48	\$1,391.81	\$1,429.05	\$1,467.44		
	Daily	\$112.07	\$115.37	\$118.68	\$122.00	\$125.31	\$128.60	\$131.94	\$135.55	\$139.19	\$142.91	\$146.75	
	Hourly	\$16.01	\$16.49	\$16.96	\$17.43	\$17.91	\$18.38	\$18.85	\$19.37	\$19.89	\$20.42	\$20.97	
HN 10	Annual	\$30,179.00	\$31,083.00	\$31,984.00	\$32,897.00	\$33,796.00	\$34,713.00	\$35,664.00	\$36,643.00	\$37,625.00	\$38,633.00		
	Bi-Wk	\$1,156.29	\$1,190.92	\$1,225.45	\$1,260.43	\$1,294.87	\$1,330.00	\$1,366.44	\$1,403.95	\$1,441.58	\$1,480.20	\$1,519.93	
	Daily	\$115.63	\$119.10	\$122.55	\$126.05	\$129.49	\$133.00	\$136.65	\$140.40	\$144.16	\$148.02	\$152.00	
	Hourly	\$16.52	\$17.02	\$17.51	\$18.01	\$18.50	\$19.00	\$19.53	\$20.06	\$20.60	\$21.15	\$21.72	
HN 11	Annual	\$31,126.00	\$32,067.00	\$33,017.00	\$33,955.00	\$34,923.00	\$35,908.00	\$36,899.00	\$37,913.00	\$38,927.00	\$39,968.00	\$41,040.00	
	Bi-Wk	\$1,192.57	\$1,228.63	\$1,265.02	\$1,300.96	\$1,338.05	\$1,375.79	\$1,413.76	\$1,452.61	\$1,491.46	\$1,531.35	\$1,572.42	
	Daily	\$119.26	\$122.87	\$126.51	\$130.10	\$133.81	\$137.58	\$141.38	\$145.27	\$149.15	\$153.14	\$157.25	
	Hourly	\$17.04	\$17.56	\$18.08	\$18.59	\$19.12	\$19.66	\$20.20	\$20.76	\$21.31	\$21.88	\$22.47	
HN 12	Annual	\$32,128.00	\$33,115.00	\$34,091.00	\$35,104.00	\$36,123.00	\$37,160.00	\$38,186.00	\$39,235.00	\$40,284.00	\$41,362.00	\$42,468.00	
	Bi-Wk	\$1,230.96	\$1,268.78	\$1,306.17	\$1,344.99	\$1,384.03	\$1,423.76	\$1,463.07	\$1,503.26	\$1,543.45	\$1,584.76	\$1,627.13	
	Daily	\$123.10	\$126.88	\$130.62	\$134.50	\$138.41	\$142.38	\$146.31	\$150.33	\$154.35	\$158.48	\$162.72	
	Hourly	\$17.59	\$18.13	\$18.66	\$19.22	\$19.78	\$20.34	\$20.91	\$21.48	\$22.05	\$22.64	\$23.25	
HN 13	Annual	\$33,924.00	\$35,170.00	\$36,417.00	\$37,672.00	\$38,926.00	\$40,177.00	\$41,435.00	\$42,572.00	\$43,712.00	\$44,883.00	\$46,084.00	
	Bi-Wk	\$1,299.78	\$1,347.51	\$1,395.29	\$1,443.38	\$1,491.42	\$1,539.35	\$1,587.55	\$1,631.12	\$1,674.79	\$1,719.66	\$1,765.68	
	Daily	\$129.98	\$134.76	\$139.53	\$144.34	\$149.15	\$153.94	\$158.76	\$163.12	\$167.48	\$171.97	\$176.57	
	Hourly	\$18.57	\$19.26	\$19.94	\$20.62	\$21.31	\$22.00	\$22.68	\$23.31	\$23.93	\$24.57	\$25.23	
HN 14	Annual	\$35,499.00	\$36,799.00	\$38,094.00	\$39,384.00	\$40,676.00	\$41,969.00	\$43,263.00	\$44,451.00	\$45,643.00	\$46,868.00	\$48,127.00	
	Bi-Wk	\$1,360.12	\$1,409.93	\$1,459.55	\$1,508.97	\$1,558.47	\$1,608.01	\$1,657.59	\$1,703.11	\$1,748.78	\$1,795.71	\$1,843.95	
	Daily	\$136.02	\$141.00	\$145.96	\$150.90	\$155.85	\$160.81	\$165.76	\$170.32	\$174.88	\$179.58	\$184.40	
	Hourly	\$19.44	\$20.15	\$20.86	\$21.56	\$22.27	\$22.98	\$23.68	\$24.34	\$24.99	\$25.66	\$26.35	

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HN 15	Annual	\$37,197.00	\$38,524.00	\$39,857.00	\$41,185.00	\$42,520.00	\$43,858.00	\$45,182.00	\$46,427.00	\$47,670.00	\$48,946.00	\$50,259.00	
	Bi-Wk	\$1,425.18	\$1,476.02	\$1,527.09	\$1,577.97	\$1,629.12	\$1,680.39	\$1,731.12	\$1,778.82	\$1,826.44	\$1,875.33	\$1,925.64	
	Daily	\$142.52	\$147.61	\$152.71	\$157.80	\$162.92	\$168.04	\$173.12	\$177.89	\$182.65	\$187.54	\$192.57	
	Hourly	\$20.36	\$21.09	\$21.82	\$22.55	\$23.28	\$24.01	\$24.74	\$25.42	\$26.10	\$26.80	\$27.51	
HN 16	Annual	\$38,990.00	\$40,360.00	\$41,734.00	\$43,106.00	\$44,475.00	\$45,850.00	\$47,215.00	\$48,513.00	\$49,813.00	\$51,146.00	\$52,518.00	
	Bi-Wk	\$1,493.87	\$1,546.37	\$1,599.01	\$1,651.58	\$1,704.03	\$1,756.71	\$1,809.01	\$1,858.74	\$1,908.55	\$1,959.62	\$2,012.19	
	Daily	\$149.39	\$154.64	\$159.91	\$165.16	\$170.41	\$175.68	\$180.91	\$185.88	\$190.86	\$195.97	\$201.22	
	Hourly	\$21.35	\$22.10	\$22.85	\$23.60	\$24.35	\$25.10	\$25.85	\$26.56	\$27.27	\$28.00	\$28.75	
HN 17	Annual	\$40,906.00	\$42,323.00	\$43,732.00	\$45,143.00	\$46,552.00	\$47,960.00	\$49,370.00	\$50,728.00	\$52,087.00	\$53,482.00	\$54,915.00	
	Bi-Wk	\$1,567.28	\$1,621.58	\$1,675.56	\$1,729.62	\$1,783.61	\$1,837.55	\$1,891.58	\$1,943.61	\$1,995.68	\$2,049.12	\$2,104.03	
	Daily	\$156.73	\$162.16	\$167.56	\$172.97	\$178.37	\$183.76	\$189.16	\$194.37	\$199.57	\$204.92	\$210.41	
	Hourly	\$22.39	\$23.17	\$23.94	\$24.71	\$25.49	\$26.26	\$27.03	\$27.77	\$28.51	\$29.28	\$30.06	
HN 18	Annual	\$42,961.00	\$44,400.00	\$45,850.00	\$47,292.00	\$48,737.00	\$50,189.00	\$51,630.00	\$53,049.00	\$54,470.00	\$55,933.00	\$57,431.00	
	Bi-Wk	\$1,646.02	\$1,701.15	\$1,756.71	\$1,811.96	\$1,867.32	\$1,922.96	\$1,978.17	\$2,032.53	\$2,086.98	\$2,143.03	\$2,200.43	
	Daily	\$164.61	\$170.12	\$175.68	\$181.20	\$186.74	\$192.30	\$197.82	\$203.26	\$208.70	\$214.31	\$220.05	
	Hourly	\$23.52	\$24.31	\$25.10	\$25.89	\$26.68	\$27.48	\$28.26	\$29.04	\$29.82	\$30.62	\$31.44	
HN 19	Annual	\$45,055.00	\$46,552.00	\$48,037.00	\$49,530.00	\$51,013.00	\$52,504.00	\$53,987.00	\$55,472.00	\$56,957.00	\$58,480.00	\$60,046.00	
	Bi-Wk	\$1,726.25	\$1,783.61	\$1,840.50	\$1,897.71	\$1,954.53	\$2,011.65	\$2,068.47	\$2,125.37	\$2,182.27	\$2,240.62	\$2,300.62	
	Daily	\$172.63	\$178.37	\$184.05	\$189.78	\$195.46	\$201.17	\$206.85	\$212.54	\$218.23	\$224.07	\$230.07	
	Hourly	\$24.67	\$25.49	\$26.30	\$27.12	\$27.93	\$28.74	\$29.55	\$30.37	\$31.18	\$32.01	\$32.87	
HN 20	Annual	\$47,338.00	\$48,861.00	\$50,388.00	\$51,905.00	\$53,434.00	\$54,956.00	\$56,485.00	\$58,037.00	\$59,588.00	\$61,183.00	\$62,824.00	
	Bi-Wk	\$1,813.72	\$1,872.07	\$1,930.58	\$1,988.70	\$2,047.28	\$2,105.60	\$2,164.18	\$2,223.64	\$2,283.07	\$2,344.18	\$2,407.05	
	Daily	\$181.38	\$187.21	\$193.06	\$198.87	\$204.73	\$210.56	\$216.42	\$222.37	\$228.31	\$234.42	\$240.71	
	Hourly	\$25.92	\$26.75	\$27.58	\$28.41	\$29.25	\$30.08	\$30.92	\$31.77	\$32.62	\$33.49	\$34.39	

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HN 21	Annual	\$49,663.00	\$51,232.00	\$52,795.00	\$54,363.00	\$55,929.00	\$57,489.00	\$59,058.00	\$60,682.00	\$62,305.00	\$63,972.00	\$65,686.00	
	Bi-Wk	\$1,902.80	\$1,962.92	\$2,022.80	\$2,082.88	\$2,142.88	\$2,202.65	\$2,262.76	\$2,324.99	\$2,387.17	\$2,451.04	\$2,516.71	
	Daily	\$190.28	\$196.30	\$202.28	\$208.29	\$214.29	\$220.27	\$226.28	\$232.50	\$238.72	\$245.11	\$251.68	
	Hourly	\$27.19	\$28.05	\$28.90	\$29.76	\$30.62	\$31.47	\$32.33	\$33.22	\$34.11	\$35.02	\$35.96	
HN 22	Annual	\$51,013.00	\$52,871.00	\$54,730.00	\$56,586.00	\$58,450.00	\$60,305.00	\$62,163.00	\$63,872.00	\$65,583.00	\$67,339.00	\$69,141.00	
	Bi-Wk	\$1,954.53	\$2,025.71	\$2,096.94	\$2,168.05	\$2,239.47	\$2,310.54	\$2,381.73	\$2,447.21	\$2,512.76	\$2,580.04	\$2,649.09	
	Daily	\$195.46	\$202.58	\$209.70	\$216.81	\$223.95	\$231.06	\$238.18	\$244.73	\$251.28	\$258.01	\$264.91	
	Hourly	\$27.93	\$28.94	\$29.96	\$30.98	\$32.00	\$33.01	\$34.03	\$34.97	\$35.90	\$36.86	\$37.85	
HN 23	Annual	\$53,413.00	\$55,355.00	\$57,286.00	\$59,224.00	\$61,160.00	\$63,095.00	\$65,035.00	\$66,822.00	\$68,611.00	\$70,448.00	\$72,336.00	
	Bi-Wk	\$2,046.48	\$2,120.89	\$2,194.87	\$2,269.12	\$2,343.30	\$2,417.44	\$2,491.77	\$2,560.23	\$2,628.78	\$2,699.16	\$2,771.50	
	Daily	\$204.65	\$212.09	\$219.49	\$226.92	\$234.33	\$241.75	\$249.18	\$256.03	\$262.88	\$269.92	\$277.15	
	Hourly	\$29.24	\$30.30	\$31.36	\$32.42	\$33.48	\$34.54	\$35.60	\$36.58	\$37.56	\$38.56	\$39.60	
HN 24	Annual	\$55,972.00	\$57,989.00	\$60,012.00	\$62,031.00	\$64,046.00	\$66,067.00	\$68,085.00	\$69,954.00	\$71,826.00	\$73,750.00	\$75,726.00	
	Bi-Wk	\$2,144.53	\$2,221.81	\$2,299.32	\$2,376.67	\$2,453.87	\$2,531.31	\$2,608.63	\$2,680.23	\$2,751.96	\$2,825.68	\$2,901.38	
	Daily	\$214.46	\$222.19	\$229.94	\$237.67	\$245.39	\$253.14	\$260.87	\$268.03	\$275.20	\$282.57	\$290.14	
	Hourly	\$30.64	\$31.75	\$32.85	\$33.96	\$35.06	\$36.17	\$37.27	\$38.29	\$39.32	\$40.37	\$41.45	
HN 25	Annual	\$58,696.00	\$60,787.00	\$62,879.00	\$64,970.00	\$67,064.00	\$69,157.00	\$71,248.00	\$73,207.00	\$75,166.00	\$77,178.00	\$79,242.00	
	Bi-Wk	\$2,248.89	\$2,329.01	\$2,409.16	\$2,489.28	\$2,569.51	\$2,649.70	\$2,729.81	\$2,804.87	\$2,879.93	\$2,957.02	\$3,036.10	
	Daily	\$224.89	\$232.91	\$240.92	\$248.93	\$256.96	\$264.97	\$272.99	\$280.49	\$288.00	\$295.71	\$303.61	
	Hourly	\$32.13	\$33.28	\$34.42	\$35.57	\$36.71	\$37.86	\$39.00	\$40.07	\$41.15	\$42.25	\$43.38	
HN 26	Annual	\$61,575.00	\$63,736.00	\$65,908.00	\$68,085.00	\$70,256.00	\$72,417.00	\$74,588.00	\$76,640.00	\$78,693.00	\$80,803.00	\$82,967.00	
	Bi-Wk	\$2,359.20	\$2,442.00	\$2,525.22	\$2,608.63	\$2,691.81	\$2,774.60	\$2,857.78	\$2,936.40	\$3,015.06	\$3,095.91	\$3,178.82	
	Daily	\$235.92	\$244.20	\$252.53	\$260.87	\$269.19	\$277.46	\$285.78	\$293.64	\$301.51	\$309.60	\$317.89	
	Hourly	\$33.71	\$34.89	\$36.08	\$37.27	\$38.46	\$39.64	\$40.83	\$41.95	\$43.08	\$44.23	\$45.42	

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HN 9	Annual	\$29,981.00	\$30,864.00	\$31,748.00	\$32,639.00	\$33,523.00	\$34,403.00	\$35,295.00	\$36,263.00	\$37,235.00	\$38,231.00	\$39,258.00	
	Bi-Wk	\$1,148.70	\$1,182.53	\$1,216.40	\$1,250.54	\$1,284.41	\$1,318.13	\$1,352.30	\$1,389.39	\$1,426.63	\$1,464.79	\$1,504.14	
	Daily	\$114.87	\$118.26	\$121.64	\$125.06	\$128.45	\$131.82	\$135.23	\$138.94	\$142.67	\$146.48	\$150.42	
	Hourly	\$16.41	\$16.90	\$17.38	\$17.87	\$18.35	\$18.84	\$19.32	\$19.85	\$20.39	\$20.93	\$21.49	
HN 10	Annual	\$30,934.00	\$31,861.00	\$32,784.00	\$33,720.00	\$34,641.00	\$35,581.00	\$36,556.00	\$37,560.00	\$38,566.00	\$39,599.00	\$40,662.00	
	Bi-Wk	\$1,185.22	\$1,220.73	\$1,256.10	\$1,291.96	\$1,327.25	\$1,363.26	\$1,400.62	\$1,439.09	\$1,477.63	\$1,517.21	\$1,557.94	
	Daily	\$118.53	\$122.08	\$125.61	\$129.20	\$132.73	\$136.33	\$140.07	\$143.91	\$147.77	\$151.73	\$155.80	
	Hourly	\$16.94	\$17.44	\$17.95	\$18.46	\$18.97	\$19.48	\$20.01	\$20.56	\$21.11	\$21.68	\$22.26	
HN 11	Annual	\$31,905.00	\$32,869.00	\$33,843.00	\$34,804.00	\$35,797.00	\$36,806.00	\$37,822.00	\$38,861.00	\$39,901.00	\$40,968.00	\$42,066.00	
	Bi-Wk	\$1,222.42	\$1,259.35	\$1,296.67	\$1,333.49	\$1,371.54	\$1,410.20	\$1,449.12	\$1,488.93	\$1,528.78	\$1,569.66	\$1,611.73	
	Daily	\$122.25	\$125.94	\$129.67	\$133.35	\$137.16	\$141.02	\$144.92	\$148.90	\$152.88	\$156.97	\$161.18	
	Hourly	\$17.47	\$18.00	\$18.53	\$19.05	\$19.60	\$20.15	\$20.71	\$21.28	\$21.84	\$22.43	\$23.03	
HN 12	Annual	\$32,932.00	\$33,943.00	\$34,944.00	\$35,982.00	\$37,027.00	\$38,089.00	\$39,141.00	\$40,216.00	\$41,292.00	\$42,397.00	\$43,530.00	
	Bi-Wk	\$1,261.77	\$1,300.50	\$1,338.86	\$1,378.63	\$1,418.66	\$1,459.35	\$1,499.66	\$1,540.85	\$1,582.07	\$1,624.41	\$1,667.82	
	Daily	\$126.18	\$130.05	\$133.89	\$137.87	\$141.87	\$145.94	\$149.97	\$154.09	\$158.21	\$162.45	\$166.79	
	Hourly	\$18.03	\$18.58	\$19.13	\$19.70	\$20.27	\$20.85	\$21.43	\$22.02	\$22.61	\$23.21	\$23.83	
HN 13	Annual	\$34,773.00	\$36,050.00	\$37,328.00	\$38,614.00	\$39,900.00	\$41,182.00	\$42,471.00	\$43,637.00	\$44,805.00	\$46,006.00	\$47,237.00	
	Bi-Wk	\$1,332.30	\$1,381.23	\$1,430.20	\$1,479.47	\$1,528.74	\$1,577.86	\$1,627.25	\$1,671.92	\$1,716.67	\$1,762.69	\$1,809.85	
	Daily	\$133.23	\$138.13	\$143.02	\$147.95	\$152.88	\$157.79	\$162.73	\$167.20	\$171.67	\$176.27	\$180.99	
	Hourly	\$19.04	\$19.74	\$20.44	\$21.14	\$21.84	\$22.55	\$23.25	\$23.89	\$24.53	\$25.19	\$25.86	
HN 14	Annual	\$36,387.00	\$37,719.00	\$39,047.00	\$40,369.00	\$41,693.00	\$43,019.00	\$44,345.00	\$45,563.00	\$46,785.00	\$48,040.00	\$49,331.00	
	Bi-Wk	\$1,394.14	\$1,445.18	\$1,496.06	\$1,546.71	\$1,597.44	\$1,648.24	\$1,699.05	\$1,745.71	\$1,792.53	\$1,840.62	\$1,890.08	
	Daily	\$139.42	\$144.52	\$149.61	\$154.68	\$159.75	\$164.83	\$169.91	\$174.58	\$179.26	\$184.07	\$189.01	
	Hourly	\$19.92	\$20.65	\$21.38	\$22.10	\$22.83	\$23.55	\$24.28	\$24.94	\$25.61	\$26.30	\$27.01	

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HN 15	Annual		\$38,127.00	\$39,488.00	\$40,854.00	\$42,215.00	\$43,583.00	\$44,955.00	\$46,312.00	\$47,588.00	\$48,862.00	\$50,170.00	\$51,516.00
	Bi-Wk		\$1,460.81	\$1,512.96	\$1,565.29	\$1,617.44	\$1,669.85	\$1,722.42	\$1,774.41	\$1,823.30	\$1,872.11	\$1,922.23	\$1,973.80
	Daily		\$146.09	\$151.30	\$156.53	\$161.75	\$166.99	\$172.25	\$177.45	\$182.33	\$187.22	\$192.23	\$197.38
	Hourly		\$20.87	\$21.62	\$22.37	\$23.11	\$23.86	\$24.61	\$25.35	\$26.05	\$26.75	\$27.47	\$28.20
HN 16	Annual		\$39,965.00	\$41,369.00	\$42,778.00	\$44,184.00	\$45,587.00	\$46,997.00	\$48,396.00	\$49,726.00	\$51,059.00	\$52,425.00	\$53,831.00
	Bi-Wk		\$1,531.23	\$1,585.02	\$1,639.01	\$1,692.88	\$1,746.63	\$1,800.66	\$1,854.26	\$1,905.22	\$1,956.29	\$2,008.63	\$2,062.50
	Daily		\$153.13	\$158.51	\$163.91	\$169.29	\$174.67	\$180.07	\$185.43	\$190.53	\$195.63	\$200.87	\$206.25
	Hourly		\$21.88	\$22.65	\$23.42	\$24.19	\$24.96	\$25.73	\$26.49	\$27.22	\$27.95	\$28.70	\$29.47
HN 17	Annual		\$41,929.00	\$43,382.00	\$44,826.00	\$46,272.00	\$47,716.00	\$49,159.00	\$50,605.00	\$51,997.00	\$53,390.00	\$54,820.00	\$56,288.00
	Bi-Wk		\$1,606.48	\$1,662.15	\$1,717.48	\$1,772.88	\$1,828.20	\$1,883.49	\$1,938.89	\$1,992.23	\$2,045.60	\$2,100.39	\$2,156.63
	Daily		\$160.65	\$166.22	\$171.75	\$177.29	\$182.82	\$188.35	\$193.89	\$199.23	\$204.56	\$210.04	\$215.67
	Hourly		\$22.95	\$23.75	\$24.54	\$25.33	\$26.12	\$26.91	\$27.70	\$28.47	\$29.23	\$30.01	\$30.81
HN 18	Annual		\$44,036.00	\$45,510.00	\$46,997.00	\$48,475.00	\$49,956.00	\$51,444.00	\$52,921.00	\$54,376.00	\$55,832.00	\$57,332.00	\$58,867.00
	Bi-Wk		\$1,687.21	\$1,743.68	\$1,800.66	\$1,857.28	\$1,914.03	\$1,971.04	\$2,027.63	\$2,083.38	\$2,139.16	\$2,196.63	\$2,255.45
	Daily		\$168.73	\$174.37	\$180.07	\$185.73	\$191.41	\$197.11	\$202.77	\$208.34	\$213.92	\$219.67	\$225.55
	Hourly		\$24.11	\$24.91	\$25.73	\$26.54	\$27.35	\$28.16	\$28.97	\$29.77	\$30.56	\$31.39	\$32.23
HN 19	Annual		\$46,182.00	\$47,716.00	\$49,238.00	\$50,769.00	\$52,289.00	\$53,817.00	\$55,337.00	\$56,859.00	\$58,381.00	\$59,942.00	\$61,548.00
	Bi-Wk		\$1,769.43	\$1,828.20	\$1,886.52	\$1,945.18	\$2,003.41	\$2,061.96	\$2,120.20	\$2,178.51	\$2,236.82	\$2,296.63	\$2,356.17
	Daily		\$176.95	\$182.82	\$188.66	\$194.52	\$200.35	\$206.20	\$212.02	\$217.86	\$223.69	\$229.67	\$235.82
	Hourly		\$25.28	\$26.12	\$26.96	\$27.79	\$28.63	\$29.46	\$30.29	\$31.13	\$31.96	\$32.81	\$33.69
HN 20	Annual		\$48,522.00	\$50,083.00	\$51,648.00	\$53,203.00	\$54,770.00	\$56,330.00	\$57,898.00	\$59,488.00	\$61,078.00	\$62,713.00	\$64,395.00
	Bi-Wk		\$1,859.09	\$1,918.89	\$1,978.86	\$2,038.43	\$2,098.47	\$2,158.24	\$2,218.32	\$2,279.24	\$2,340.16	\$2,402.80	\$2,467.25
	Daily		\$185.91	\$191.89	\$197.89	\$203.85	\$209.85	\$215.83	\$221.84	\$227.93	\$234.02	\$240.28	\$246.73
	Hourly		\$26.56	\$27.42	\$28.27	\$29.13	\$29.98	\$30.84	\$31.70	\$32.57	\$33.44	\$34.33	\$35.25

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HN 21	Annual	\$50,905.00	\$52,513.00	\$54,115.00	\$55,723.00	\$57,328.00	\$58,927.00	\$60,535.00	\$62,200.00	\$63,863.00	\$65,572.00	\$67,329.00	
	Bi-Wk	\$1,950.39	\$2,012.00	\$2,073.38	\$2,134.99	\$2,196.48	\$2,257.74	\$2,319.35	\$2,383.15	\$2,446.86	\$2,512.34	\$2,579.66	
	Daily	\$195.04	\$201.20	\$207.34	\$213.50	\$219.65	\$225.78	\$231.94	\$238.32	\$244.69	\$251.24	\$257.97	
	Hourly	\$27.87	\$28.75	\$29.62	\$30.50	\$31.38	\$32.26	\$33.14	\$34.05	\$34.96	\$35.90	\$36.86	
HN 22	Annual	\$52,289.00	\$54,193.00	\$56,099.00	\$58,001.00	\$59,912.00	\$61,813.00	\$63,718.00	\$65,469.00	\$67,223.00	\$69,023.00	\$70,870.00	
	Bi-Wk	\$2,003.41	\$2,076.37	\$2,149.39	\$2,222.27	\$2,295.48	\$2,368.32	\$2,441.31	\$2,508.40	\$2,575.60	\$2,644.56	\$2,715.33	
	Daily	\$200.35	\$207.64	\$214.94	\$222.23	\$229.55	\$236.84	\$244.14	\$250.84	\$257.56	\$264.46	\$271.54	
	Hourly	\$28.63	\$29.67	\$30.71	\$31.75	\$32.80	\$33.84	\$34.88	\$35.84	\$36.80	\$37.78	\$38.80	
HN 23	Annual	\$54,749.00	\$56,739.00	\$58,719.00	\$60,705.00	\$62,689.00	\$64,673.00	\$66,661.00	\$68,493.00	\$70,327.00	\$72,210.00	\$74,145.00	
	Bi-Wk	\$2,097.67	\$2,173.91	\$2,249.78	\$2,325.87	\$2,401.88	\$2,477.90	\$2,554.07	\$2,624.26	\$2,694.53	\$2,766.67	\$2,840.81	
	Daily	\$209.77	\$217.40	\$224.98	\$232.59	\$240.19	\$247.79	\$255.41	\$262.43	\$269.46	\$276.67	\$284.09	
	Hourly	\$29.97	\$31.06	\$32.14	\$33.23	\$34.32	\$35.40	\$36.49	\$37.49	\$38.50	\$39.53	\$40.59	
HN 24	Annual	\$57,372.00	\$59,439.00	\$61,513.00	\$63,582.00	\$65,648.00	\$67,719.00	\$69,788.00	\$71,703.00	\$73,622.00	\$75,594.00	\$77,620.00	
	Bi-Wk	\$2,198.17	\$2,277.36	\$2,356.82	\$2,436.10	\$2,515.25	\$2,594.60	\$2,673.87	\$2,747.25	\$2,820.77	\$2,896.33	\$2,973.95	
	Daily	\$219.82	\$227.74	\$235.69	\$243.61	\$251.53	\$259.46	\$267.39	\$274.73	\$282.08	\$289.64	\$297.40	
	Hourly	\$31.41	\$32.54	\$33.67	\$34.81	\$35.94	\$37.07	\$38.20	\$39.25	\$40.30	\$41.38	\$42.49	
HN 25	Annual	\$60,164.00	\$62,307.00	\$64,451.00	\$66,595.00	\$68,741.00	\$70,886.00	\$73,030.00	\$75,038.00	\$77,046.00	\$79,108.00	\$81,224.00	
	Bi-Wk	\$2,305.14	\$2,387.25	\$2,469.39	\$2,551.54	\$2,633.76	\$2,715.94	\$2,798.09	\$2,875.02	\$2,951.96	\$3,030.96	\$3,112.04	
	Daily	\$230.52	\$238.73	\$246.94	\$255.16	\$263.38	\$271.60	\$279.81	\$287.51	\$295.20	\$303.10	\$311.21	
	Hourly	\$32.94	\$34.11	\$35.28	\$36.46	\$37.63	\$38.80	\$39.98	\$41.08	\$42.18	\$43.30	\$44.46	
HN 26	Annual	\$63,115.00	\$65,330.00	\$67,556.00	\$69,788.00	\$72,013.00	\$74,228.00	\$76,453.00	\$78,556.00	\$80,661.00	\$82,824.00	\$85,042.00	
	Bi-Wk	\$2,418.20	\$2,503.07	\$2,588.36	\$2,673.87	\$2,759.12	\$2,843.99	\$2,929.24	\$3,009.81	\$3,090.46	\$3,173.34	\$3,258.32	
	Daily	\$241.82	\$250.31	\$258.84	\$267.39	\$275.92	\$284.40	\$292.93	\$300.99	\$309.05	\$317.34	\$325.84	
	Hourly	\$34.55	\$35.76	\$36.98	\$38.20	\$39.42	\$40.63	\$41.85	\$43.00	\$44.15	\$45.34	\$46.55	

NP-6 XN 37.5 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XN 9	Annual	\$30,574.00	\$31,475.00	\$32,376.00	\$33,284.00	\$34,187.00	\$35,083.00	\$35,994.00	\$36,981.00	\$37,972.00	\$38,988.00	\$40,034.00	
	Bi-Wk	\$1,171.42	\$1,205.94	\$1,240.46	\$1,275.25	\$1,309.85	\$1,344.18	\$1,379.09	\$1,416.90	\$1,454.87	\$1,493.80	\$1,533.87	
	Daily	\$117.15	\$120.60	\$124.05	\$127.53	\$130.99	\$134.42	\$137.91	\$141.69	\$145.49	\$149.38	\$153.39	
	Hourly	\$15.62	\$16.08	\$16.54	\$17.01	\$17.47	\$17.93	\$18.39	\$18.90	\$19.40	\$19.92	\$20.46	
XN 10	Annual	\$31,545.00	\$32,490.00	\$33,432.00	\$34,387.00	\$35,327.00	\$36,285.00	\$37,280.00	\$38,303.00	\$39,329.00	\$40,383.00	\$41,467.00	
	Bi-Wk	\$1,208.63	\$1,244.83	\$1,280.92	\$1,317.51	\$1,353.53	\$1,390.23	\$1,428.36	\$1,467.55	\$1,506.86	\$1,547.25	\$1,588.78	
	Daily	\$120.87	\$124.49	\$128.10	\$131.76	\$135.36	\$139.03	\$142.84	\$146.76	\$150.69	\$154.73	\$158.88	
	Hourly	\$16.12	\$16.60	\$17.08	\$17.57	\$18.05	\$18.54	\$19.05	\$19.57	\$20.10	\$20.63	\$21.19	
XN 11	Annual	\$32,535.00	\$33,519.00	\$34,512.00	\$35,493.00	\$36,505.00	\$37,535.00	\$38,571.00	\$39,630.00	\$40,690.00	\$41,779.00	\$42,899.00	
	Bi-Wk	\$1,246.56	\$1,284.26	\$1,322.30	\$1,359.89	\$1,398.66	\$1,438.13	\$1,477.82	\$1,518.40	\$1,559.01	\$1,600.73	\$1,643.64	
	Daily	\$124.66	\$128.43	\$132.23	\$135.99	\$139.87	\$143.82	\$147.79	\$151.84	\$155.91	\$160.08	\$164.37	
	Hourly	\$16.63	\$17.13	\$17.64	\$18.14	\$18.65	\$19.18	\$19.71	\$20.25	\$20.79	\$21.35	\$21.92	
XN 12	Annual	\$33,583.00	\$34,615.00	\$35,635.00	\$36,694.00	\$37,759.00	\$38,843.00	\$39,915.00	\$41,013.00	\$42,109.00	\$43,236.00	\$44,392.00	
	Bi-Wk	\$1,286.71	\$1,326.25	\$1,365.33	\$1,405.91	\$1,446.71	\$1,488.24	\$1,529.32	\$1,571.38	\$1,613.38	\$1,656.56	\$1,700.85	
	Daily	\$128.68	\$132.63	\$136.54	\$140.60	\$144.68	\$148.83	\$152.94	\$157.14	\$161.34	\$165.66	\$170.09	
	Hourly	\$17.16	\$17.69	\$18.21	\$18.75	\$19.29	\$19.85	\$20.40	\$20.96	\$21.52	\$22.09	\$22.68	
XN 13	Annual	\$35,480.00	\$36,763.00	\$38,066.00	\$39,379.00	\$40,689.00	\$41,997.00	\$43,312.00	\$44,500.00	\$45,692.00	\$46,916.00	\$48,172.00	
	Bi-Wk	\$1,358.63	\$1,408.55	\$1,458.47	\$1,508.78	\$1,558.97	\$1,609.09	\$1,659.47	\$1,704.99	\$1,750.66	\$1,797.55	\$1,845.68	
	Daily	\$135.87	\$140.86	\$145.85	\$150.88	\$155.90	\$160.91	\$165.95	\$170.50	\$175.07	\$179.76	\$184.57	
	Hourly	\$18.12	\$18.79	\$19.45	\$20.12	\$20.79	\$21.46	\$22.13	\$22.74	\$23.35	\$23.97	\$24.61	
XN 14	Annual	\$37,107.00	\$38,466.00	\$39,819.00	\$41,168.00	\$42,518.00	\$43,870.00	\$45,222.00	\$46,464.00	\$47,710.00	\$48,990.00	\$50,307.00	
	Bi-Wk	\$1,421.73	\$1,473.80	\$1,525.64	\$1,577.32	\$1,629.05	\$1,680.85	\$1,732.65	\$1,780.23	\$1,827.97	\$1,877.02	\$1,927.48	
	Daily	\$142.18	\$147.38	\$152.57	\$157.74	\$162.91	\$168.09	\$173.27	\$178.03	\$182.80	\$187.71	\$192.75	
	Hourly	\$18.96	\$19.66	\$20.35	\$21.04	\$21.73	\$22.42	\$23.11	\$23.74	\$24.38	\$25.03	\$25.70	

NP-6 XN 37.5 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XN 15	Annual	\$38,882.00	\$40,269.00	\$41,662.00	\$43,050.00	\$44,445.00	\$45,845.00	\$47,229.00	\$48,530.00	\$49,829.00	\$51,163.00	\$52,536.00	
	Bi-Wk	\$1,489.74	\$1,542.88	\$1,596.25	\$1,649.43	\$1,702.88	\$1,756.52	\$1,809.55	\$1,859.39	\$1,909.16	\$1,960.27	\$2,012.88	
	Daily	\$148.98	\$154.29	\$159.63	\$164.95	\$170.29	\$175.66	\$180.96	\$185.94	\$190.92	\$196.03	\$201.29	
	Hourly	\$19.87	\$20.58	\$21.29	\$22.00	\$22.71	\$23.43	\$24.13	\$24.80	\$25.46	\$26.14	\$26.84	
XN 16	Annual	\$40,757.00	\$42,188.00	\$43,625.00	\$45,058.00	\$46,490.00	\$47,927.00	\$49,354.00	\$50,710.00	\$52,070.00	\$53,463.00	\$54,897.00	
	Bi-Wk	\$1,561.58	\$1,616.40	\$1,671.46	\$1,726.37	\$1,781.23	\$1,836.29	\$1,890.96	\$1,942.92	\$1,995.02	\$2,048.40	\$2,103.34	
	Daily	\$156.16	\$161.64	\$167.15	\$172.64	\$178.13	\$183.63	\$189.10	\$194.30	\$199.51	\$204.84	\$210.34	
	Hourly	\$20.83	\$21.56	\$22.29	\$23.02	\$23.75	\$24.49	\$25.22	\$25.91	\$26.61	\$27.32	\$28.05	
XN 17	Annual	\$42,759.00	\$44,240.00	\$45,713.00	\$47,187.00	\$48,660.00	\$50,133.00	\$51,606.00	\$53,025.00	\$54,446.00	\$55,904.00	\$57,402.00	
	Bi-Wk	\$1,638.28	\$1,695.02	\$1,751.46	\$1,807.94	\$1,864.37	\$1,920.81	\$1,977.25	\$2,031.61	\$2,086.06	\$2,141.92	\$2,199.32	
	Daily	\$163.83	\$169.51	\$175.15	\$180.80	\$186.44	\$192.09	\$197.73	\$203.17	\$208.61	\$214.20	\$219.94	
	Hourly	\$21.85	\$22.61	\$23.36	\$24.11	\$24.86	\$25.62	\$26.37	\$27.09	\$27.82	\$28.56	\$29.33	
XN 18	Annual	\$44,907.00	\$46,412.00	\$47,927.00	\$49,434.00	\$50,945.00	\$52,462.00	\$53,968.00	\$55,452.00	\$56,937.00	\$58,466.00	\$60,033.00	
	Bi-Wk	\$1,720.58	\$1,778.24	\$1,836.29	\$1,894.03	\$1,951.92	\$2,010.04	\$2,067.74	\$2,124.60	\$2,181.50	\$2,240.08	\$2,300.12	
	Daily	\$172.06	\$177.83	\$183.63	\$189.41	\$195.20	\$201.01	\$206.78	\$212.46	\$218.15	\$224.01	\$230.02	
	Hourly	\$22.95	\$23.71	\$24.49	\$25.26	\$26.03	\$26.81	\$27.57	\$28.33	\$29.09	\$29.87	\$30.67	
XN 19	Annual	\$47,096.00	\$48,660.00	\$50,213.00	\$51,773.00	\$53,323.00	\$54,882.00	\$56,433.00	\$57,985.00	\$59,537.00	\$61,129.00	\$62,766.00	
	Bi-Wk	\$1,804.45	\$1,864.37	\$1,923.87	\$1,983.64	\$2,043.03	\$2,102.76	\$2,162.19	\$2,221.65	\$2,281.12	\$2,342.11	\$2,404.83	
	Daily	\$180.45	\$186.44	\$192.39	\$198.37	\$204.31	\$210.28	\$216.22	\$222.17	\$228.12	\$234.22	\$240.49	
	Hourly	\$24.06	\$24.86	\$25.66	\$26.45	\$27.25	\$28.04	\$28.83	\$29.63	\$30.42	\$31.23	\$32.07	
XN 20	Annual	\$49,482.00	\$51,074.00	\$52,671.00	\$54,257.00	\$55,854.00	\$57,445.00	\$59,044.00	\$60,666.00	\$62,287.00	\$63,954.00	\$65,669.00	
	Bi-Wk	\$1,895.87	\$1,956.86	\$2,018.05	\$2,078.82	\$2,140.00	\$2,200.96	\$2,262.23	\$2,324.37	\$2,386.48	\$2,450.35	\$2,516.06	
	Daily	\$189.59	\$195.69	\$201.81	\$207.89	\$214.00	\$220.10	\$226.23	\$232.44	\$238.65	\$245.04	\$251.61	
	Hourly	\$25.28	\$26.10	\$26.91	\$27.72	\$28.54	\$29.35	\$30.17	\$31.00	\$31.82	\$32.68	\$33.55	

NP-6 XN 37.5 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XN 21	Annual	\$51,912.00	\$53,553.00	\$55,187.00	\$56,826.00	\$58,462.00	\$60,093.00	\$61,733.00	\$63,373.00	\$65,013.00	\$66,653.00	\$68,293.00	\$68,661.00
	Bi-Wk	\$1,988.97	\$2,051.84	\$2,114.45	\$2,177.25	\$2,239.93	\$2,302.42	\$2,365.25	\$2,428.27	\$2,491.29	\$2,554.29	\$2,617.29	\$2,630.69
	Daily	\$198.90	\$205.19	\$211.45	\$217.73	\$224.00	\$230.25	\$236.53	\$242.83	\$249.13	\$255.43	\$261.73	\$263.07
	Hourly	\$26.52	\$27.36	\$28.20	\$29.03	\$29.87	\$30.70	\$31.54	\$32.38	\$33.22	\$34.06	\$34.90	\$35.08
XN 22	Annual	\$53,323.00	\$55,266.00	\$57,209.00	\$59,149.00	\$61,088.00	\$63,027.00	\$64,966.00	\$66,905.00	\$68,844.00	\$70,783.00	\$72,722.00	\$72,273.00
	Bi-Wk	\$2,043.03	\$2,117.48	\$2,191.92	\$2,266.25	\$2,340.58	\$2,414.92	\$2,489.25	\$2,563.58	\$2,637.92	\$2,712.25	\$2,786.58	\$2,769.09
	Daily	\$204.31	\$211.75	\$219.20	\$226.63	\$234.10	\$241.53	\$248.96	\$256.39	\$263.82	\$271.25	\$278.68	\$276.91
	Hourly	\$27.25	\$28.24	\$29.23	\$30.22	\$31.22	\$32.21	\$33.20	\$34.19	\$35.18	\$36.17	\$37.16	\$36.93
XN 23	Annual	\$55,833.00	\$57,862.00	\$59,890.00	\$61,907.00	\$63,930.00	\$65,953.00	\$67,976.00	\$69,999.00	\$72,022.00	\$74,045.00	\$76,068.00	\$75,612.00
	Bi-Wk	\$2,139.20	\$2,216.94	\$2,294.26	\$2,371.92	\$2,449.43	\$2,526.94	\$2,604.45	\$2,681.96	\$2,759.47	\$2,836.98	\$2,914.49	\$2,897.02
	Daily	\$213.92	\$221.70	\$229.43	\$237.20	\$244.95	\$252.70	\$260.45	\$268.20	\$275.95	\$283.70	\$291.45	\$289.71
	Hourly	\$28.53	\$29.56	\$30.60	\$31.63	\$32.66	\$33.70	\$34.73	\$35.76	\$36.79	\$37.82	\$38.85	\$38.63
XN 24	Annual	\$58,507.00	\$60,615.00	\$62,730.00	\$64,841.00	\$66,947.00	\$69,059.00	\$71,169.00	\$73,272.00	\$75,372.00	\$77,472.00	\$79,572.00	\$79,157.00
	Bi-Wk	\$2,241.65	\$2,322.42	\$2,403.45	\$2,484.33	\$2,565.02	\$2,645.94	\$2,726.79	\$2,807.61	\$2,888.42	\$2,969.24	\$3,050.06	\$3,032.84
	Daily	\$224.17	\$232.25	\$240.35	\$248.44	\$256.51	\$264.60	\$272.68	\$280.77	\$288.85	\$296.94	\$305.02	\$303.29
	Hourly	\$29.89	\$30.97	\$32.05	\$33.13	\$34.21	\$35.28	\$36.36	\$37.44	\$38.52	\$39.60	\$40.68	\$40.44
XN 25	Annual	\$61,355.00	\$63,540.00	\$65,727.00	\$67,913.00	\$70,102.00	\$72,290.00	\$74,475.00	\$76,663.00	\$78,850.00	\$81,037.00	\$83,224.00	\$82,832.00
	Bi-Wk	\$2,350.77	\$2,434.49	\$2,518.28	\$2,602.04	\$2,685.91	\$2,769.74	\$2,853.45	\$2,937.21	\$3,020.92	\$3,104.63	\$3,188.34	\$3,173.64
	Daily	\$235.08	\$243.45	\$251.83	\$260.21	\$268.60	\$276.98	\$285.35	\$293.72	\$302.10	\$310.48	\$318.86	\$317.37
	Hourly	\$31.35	\$32.46	\$33.58	\$34.70	\$35.82	\$36.93	\$38.05	\$39.17	\$40.29	\$41.41	\$42.53	\$42.32
XN 26	Annual	\$64,364.00	\$66,623.00	\$68,893.00	\$71,169.00	\$73,438.00	\$75,697.00	\$77,966.00	\$80,235.00	\$82,504.00	\$84,773.00	\$87,042.00	\$86,725.00
	Bi-Wk	\$2,466.06	\$2,552.61	\$2,639.58	\$2,726.79	\$2,813.72	\$2,900.27	\$2,987.21	\$3,074.15	\$3,161.08	\$3,248.02	\$3,334.96	\$3,322.80
	Daily	\$246.61	\$255.27	\$263.96	\$272.68	\$281.38	\$290.03	\$298.73	\$307.43	\$316.13	\$324.83	\$333.53	\$332.28
	Hourly	\$32.89	\$34.04	\$35.20	\$36.36	\$37.52	\$38.68	\$39.83	\$40.99	\$42.15	\$43.31	\$44.47	\$44.31

NP-6 XN 37.5 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XN 9	Annual	\$31,339.00	\$32,262.00	\$33,186.00	\$34,117.00	\$35,042.00	\$35,961.00	\$36,894.00	\$37,906.00	\$38,922.00	\$39,963.00	\$41,035.00	
	Bi-Wk	\$1,200.73	\$1,236.10	\$1,271.50	\$1,307.17	\$1,342.61	\$1,377.82	\$1,413.57	\$1,452.34	\$1,491.27	\$1,531.15	\$1,572.23	
	Daily	\$120.08	\$123.61	\$127.15	\$130.72	\$134.27	\$137.79	\$141.36	\$145.24	\$149.13	\$153.12	\$157.23	
	Hourly	\$16.01	\$16.49	\$16.96	\$17.43	\$17.91	\$18.38	\$18.85	\$19.37	\$19.89	\$20.42	\$20.97	
XN 10	Annual	\$32,334.00	\$33,303.00	\$34,268.00	\$35,247.00	\$36,211.00	\$37,193.00	\$38,212.00	\$39,261.00	\$40,313.00	\$41,393.00	\$42,504.00	
	Bi-Wk	\$1,238.86	\$1,275.98	\$1,312.96	\$1,350.46	\$1,387.40	\$1,425.02	\$1,464.07	\$1,504.26	\$1,544.56	\$1,585.94	\$1,628.51	
	Daily	\$123.89	\$127.60	\$131.30	\$135.05	\$138.74	\$142.51	\$146.41	\$150.43	\$154.46	\$158.60	\$162.86	
	Hourly	\$16.52	\$17.02	\$17.51	\$18.01	\$18.50	\$19.01	\$19.53	\$20.06	\$20.60	\$21.15	\$21.72	
XN 11	Annual	\$33,349.00	\$34,357.00	\$35,375.00	\$36,381.00	\$37,418.00	\$38,474.00	\$39,536.00	\$40,621.00	\$41,708.00	\$42,824.00	\$43,972.00	
	Bi-Wk	\$1,277.74	\$1,316.37	\$1,355.37	\$1,393.91	\$1,433.64	\$1,474.10	\$1,514.79	\$1,556.37	\$1,598.01	\$1,640.77	\$1,684.76	
	Daily	\$127.78	\$131.64	\$135.54	\$139.40	\$143.37	\$147.41	\$151.48	\$155.64	\$159.81	\$164.08	\$168.48	
	Hourly	\$17.04	\$17.56	\$18.08	\$18.59	\$19.12	\$19.66	\$20.20	\$20.76	\$21.31	\$21.88	\$22.47	
XN 12	Annual	\$34,423.00	\$35,481.00	\$36,526.00	\$37,612.00	\$38,703.00	\$39,815.00	\$40,913.00	\$42,039.00	\$43,162.00	\$44,317.00	\$45,502.00	
	Bi-Wk	\$1,318.89	\$1,359.43	\$1,399.47	\$1,441.08	\$1,482.88	\$1,525.48	\$1,567.55	\$1,610.69	\$1,653.72	\$1,697.97	\$1,743.38	
	Daily	\$131.89	\$135.95	\$139.95	\$144.11	\$148.29	\$152.55	\$156.76	\$161.07	\$165.38	\$169.80	\$174.34	
	Hourly	\$17.59	\$18.13	\$18.66	\$19.22	\$19.78	\$20.34	\$20.91	\$21.48	\$22.05	\$22.64	\$23.25	
XN 13	Annual	\$36,347.00	\$37,683.00	\$39,018.00	\$40,364.00	\$41,707.00	\$43,047.00	\$44,395.00	\$45,613.00	\$46,835.00	\$48,089.00	\$49,377.00	
	Bi-Wk	\$1,392.61	\$1,443.80	\$1,494.95	\$1,546.52	\$1,597.97	\$1,649.32	\$1,700.96	\$1,747.63	\$1,794.45	\$1,842.50	\$1,891.84	
	Daily	\$139.27	\$144.38	\$149.50	\$154.66	\$159.80	\$164.94	\$170.10	\$174.77	\$179.45	\$184.25	\$189.19	
	Hourly	\$18.57	\$19.26	\$19.94	\$20.63	\$21.31	\$22.00	\$22.68	\$23.31	\$23.93	\$24.57	\$25.23	
XN 14	Annual	\$38,035.00	\$39,428.00	\$40,815.00	\$42,198.00	\$43,581.00	\$44,967.00	\$46,353.00	\$47,626.00	\$48,903.00	\$50,215.00	\$51,565.00	
	Bi-Wk	\$1,457.28	\$1,510.66	\$1,563.80	\$1,616.79	\$1,669.78	\$1,722.88	\$1,775.98	\$1,824.76	\$1,873.68	\$1,923.95	\$1,975.68	
	Daily	\$145.73	\$151.07	\$156.38	\$161.68	\$166.98	\$172.29	\$177.60	\$182.48	\$187.37	\$192.40	\$197.57	
	Hourly	\$19.44	\$20.15	\$20.86	\$21.56	\$22.27	\$22.98	\$23.68	\$24.34	\$24.99	\$25.66	\$26.35	

NP-6 XN 37.5 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XN 15	Annual	\$39,855.00	\$41,276.00	\$42,704.00	\$44,127.00	\$45,557.00	\$46,992.00	\$48,410.00	\$49,744.00	\$51,075.00	\$52,443.00	\$53,850.00	
	Bi-Wk	\$1,527.02	\$1,581.46	\$1,636.17	\$1,690.69	\$1,745.48	\$1,800.46	\$1,854.79	\$1,905.91	\$1,956.90	\$2,009.32	\$2,063.22	
	Daily	\$152.71	\$158.15	\$163.62	\$169.07	\$174.55	\$180.05	\$185.48	\$190.60	\$195.69	\$200.94	\$206.33	
	Hourly	\$20.37	\$21.09	\$21.82	\$22.55	\$23.28	\$24.01	\$24.74	\$25.42	\$26.10	\$26.80	\$27.51	
XN 16	Annual	\$41,776.00	\$43,243.00	\$44,716.00	\$46,185.00	\$47,653.00	\$49,126.00	\$50,588.00	\$51,978.00	\$53,372.00	\$54,800.00	\$56,270.00	
	Bi-Wk	\$1,600.62	\$1,656.82	\$1,713.26	\$1,769.55	\$1,825.79	\$1,882.23	\$1,938.24	\$1,991.50	\$2,044.91	\$2,099.62	\$2,155.94	
	Daily	\$160.07	\$165.69	\$171.33	\$176.96	\$182.58	\$188.23	\$193.83	\$199.15	\$204.50	\$209.97	\$215.60	
	Hourly	\$21.35	\$22.10	\$22.85	\$23.60	\$24.35	\$25.10	\$25.85	\$26.56	\$27.27	\$28.00	\$28.75	
XN 17	Annual	\$43,828.00	\$45,346.00	\$46,856.00	\$48,367.00	\$49,877.00	\$51,387.00	\$52,897.00	\$54,351.00	\$55,808.00	\$57,302.00	\$58,838.00	
	Bi-Wk	\$1,679.24	\$1,737.40	\$1,795.25	\$1,853.15	\$1,911.00	\$1,968.86	\$2,026.71	\$2,082.42	\$2,138.24	\$2,195.48	\$2,254.33	
	Daily	\$167.93	\$173.74	\$179.53	\$185.32	\$191.10	\$196.89	\$202.68	\$208.25	\$213.83	\$219.55	\$225.44	
	Hourly	\$22.39	\$23.17	\$23.94	\$24.71	\$25.48	\$26.26	\$27.03	\$27.77	\$28.51	\$29.28	\$30.06	
XN 18	Annual	\$46,030.00	\$47,573.00	\$49,126.00	\$50,670.00	\$52,219.00	\$53,774.00	\$55,318.00	\$56,839.00	\$58,361.00	\$59,928.00	\$61,534.00	
	Bi-Wk	\$1,763.61	\$1,822.73	\$1,882.23	\$1,941.38	\$2,000.73	\$2,060.31	\$2,119.47	\$2,177.74	\$2,236.06	\$2,296.10	\$2,357.63	
	Daily	\$176.37	\$182.28	\$188.23	\$194.14	\$200.08	\$206.04	\$211.95	\$217.78	\$223.61	\$229.61	\$236.77	
	Hourly	\$23.52	\$24.31	\$25.10	\$25.89	\$26.68	\$27.48	\$28.26	\$29.04	\$29.82	\$30.62	\$31.44	
XN 19	Annual	\$48,274.00	\$49,877.00	\$51,469.00	\$53,068.00	\$54,657.00	\$56,255.00	\$57,844.00	\$59,435.00	\$61,026.00	\$62,658.00	\$64,336.00	
	Bi-Wk	\$1,849.58	\$1,911.00	\$1,972.00	\$2,033.26	\$2,094.14	\$2,155.37	\$2,216.25	\$2,277.21	\$2,338.17	\$2,400.69	\$2,464.99	
	Daily	\$184.96	\$191.10	\$197.20	\$203.33	\$209.42	\$215.54	\$221.63	\$227.73	\$233.82	\$240.07	\$246.50	
	Hourly	\$24.67	\$25.48	\$26.30	\$27.12	\$27.93	\$28.74	\$29.55	\$30.37	\$31.18	\$32.01	\$32.87	
XN 20	Annual	\$50,720.00	\$52,351.00	\$53,988.00	\$55,614.00	\$57,251.00	\$58,882.00	\$60,521.00	\$62,183.00	\$63,845.00	\$65,553.00	\$67,311.00	
	Bi-Wk	\$1,943.30	\$2,005.79	\$2,068.51	\$2,130.81	\$2,193.53	\$2,256.02	\$2,318.82	\$2,382.50	\$2,446.17	\$2,511.61	\$2,578.97	
	Daily	\$194.33	\$200.58	\$206.86	\$213.09	\$219.36	\$225.61	\$231.89	\$238.25	\$244.62	\$251.17	\$257.90	
	Hourly	\$25.92	\$26.75	\$27.59	\$28.42	\$29.25	\$30.09	\$30.92	\$31.77	\$32.62	\$33.49	\$34.39	

NP-6 XN 37.5 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XN 21	Annual	\$53,210.00	\$54,892.00	\$56,567.00	\$58,247.00	\$59,924.00	\$61,596.00	\$63,277.00	\$65,016.00	\$66,756.00	\$68,541.00	\$70,378.00	
	Bi-Wk	\$2,038.70	\$2,103.15	\$2,167.32	\$2,231.69	\$2,295.94	\$2,360.00	\$2,424.41	\$2,491.04	\$2,557.71	\$2,626.10	\$2,696.48	
	Daily	\$203.87	\$210.32	\$216.74	\$223.17	\$229.60	\$236.00	\$242.45	\$249.11	\$255.78	\$262.61	\$269.65	
	Hourly	\$27.19	\$28.05	\$28.90	\$29.76	\$30.62	\$31.47	\$32.33	\$33.22	\$34.11	\$35.02	\$35.96	
XN 22	Annual	\$54,657.00	\$56,648.00	\$58,640.00	\$60,628.00	\$62,626.00	\$64,613.00	\$66,603.00	\$68,435.00	\$70,268.00	\$72,149.00	\$74,080.00	
	Bi-Wk	\$2,094.14	\$2,170.43	\$2,246.75	\$2,322.92	\$2,399.47	\$2,475.60	\$2,551.84	\$2,622.04	\$2,692.27	\$2,764.33	\$2,838.32	
	Daily	\$209.42	\$217.05	\$224.68	\$232.30	\$239.95	\$247.56	\$255.19	\$262.21	\$269.23	\$276.44	\$283.84	
	Hourly	\$27.93	\$28.94	\$29.96	\$30.98	\$32.00	\$33.01	\$34.03	\$34.97	\$35.90	\$36.86	\$37.85	
XN 23	Annual	\$57,229.00	\$59,309.00	\$61,377.00	\$63,455.00	\$65,529.00	\$67,602.00	\$69,680.00	\$71,596.00	\$73,512.00	\$75,480.00	\$77,503.00	
	Bi-Wk	\$2,192.69	\$2,272.38	\$2,351.61	\$2,431.23	\$2,510.69	\$2,590.12	\$2,669.74	\$2,743.15	\$2,816.56	\$2,891.96	\$2,969.47	
	Daily	\$219.27	\$227.24	\$235.17	\$243.13	\$251.07	\$259.02	\$266.98	\$274.32	\$281.66	\$289.20	\$296.95	
	Hourly	\$29.24	\$30.30	\$31.36	\$32.42	\$33.48	\$34.54	\$35.60	\$36.58	\$37.56	\$38.56	\$39.60	
XN 24	Annual	\$59,970.00	\$62,131.00	\$64,299.00	\$66,463.00	\$68,621.00	\$70,786.00	\$72,949.00	\$74,951.00	\$76,957.00	\$79,019.00	\$81,136.00	
	Bi-Wk	\$2,297.71	\$2,380.50	\$2,463.57	\$2,546.48	\$2,629.16	\$2,712.11	\$2,794.99	\$2,871.69	\$2,948.55	\$3,027.55	\$3,108.66	
	Daily	\$229.78	\$238.05	\$246.36	\$254.65	\$262.92	\$271.22	\$279.50	\$287.17	\$294.86	\$302.76	\$310.87	
	Hourly	\$30.64	\$31.74	\$32.85	\$33.96	\$35.06	\$36.17	\$37.27	\$38.29	\$39.32	\$40.37	\$41.45	
XN 25	Annual	\$62,889.00	\$65,129.00	\$67,371.00	\$69,611.00	\$71,855.00	\$74,098.00	\$76,337.00	\$78,437.00	\$80,535.00	\$82,691.00	\$84,903.00	
	Bi-Wk	\$2,409.55	\$2,496.37	\$2,581.27	\$2,667.09	\$2,753.07	\$2,839.01	\$2,924.79	\$3,005.25	\$3,085.64	\$3,168.24	\$3,252.99	
	Daily	\$240.96	\$249.54	\$258.13	\$266.71	\$275.31	\$283.91	\$292.48	\$300.53	\$308.57	\$316.83	\$325.30	
	Hourly	\$32.13	\$33.28	\$34.42	\$35.57	\$36.71	\$37.86	\$39.00	\$40.07	\$41.15	\$42.25	\$43.38	
XN 26	Annual	\$65,974.00	\$68,289.00	\$70,616.00	\$72,949.00	\$75,274.00	\$77,590.00	\$79,916.00	\$82,114.00	\$84,314.00	\$86,575.00	\$88,894.00	
	Bi-Wk	\$2,527.74	\$2,616.44	\$2,705.60	\$2,794.99	\$2,884.07	\$2,972.80	\$3,061.92	\$3,146.14	\$3,230.43	\$3,317.05	\$3,405.91	
	Daily	\$252.78	\$261.65	\$270.56	\$279.50	\$288.41	\$297.28	\$306.20	\$314.62	\$323.05	\$331.71	\$340.60	
	Hourly	\$33.71	\$34.89	\$36.08	\$37.27	\$38.46	\$39.64	\$40.83	\$41.95	\$43.08	\$44.23	\$45.42	

NP-6 XN 37.5 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XN 9	Annual	\$32,123.00	\$33,069.00	\$34,016.00	\$34,970.00	\$35,919.00	\$36,861.00	\$37,817.00	\$38,854.00	\$39,896.00	\$40,963.00	\$42,061.00	
	Bi-Wk	\$1,230.77	\$1,267.02	\$1,303.30	\$1,339.85	\$1,376.21	\$1,412.30	\$1,448.93	\$1,486.66	\$1,528.59	\$1,569.47	\$1,611.54	
	Daily	\$123.08	\$126.71	\$130.33	\$133.99	\$137.63	\$141.23	\$144.90	\$148.87	\$152.86	\$156.95	\$161.16	
	Hourly	\$16.42	\$16.90	\$17.38	\$17.87	\$18.35	\$18.84	\$19.32	\$19.85	\$20.39	\$20.93	\$21.49	
XN 10	Annual	\$33,143.00	\$34,136.00	\$35,125.00	\$36,129.00	\$37,117.00	\$38,123.00	\$39,168.00	\$40,243.00	\$41,321.00	\$42,428.00	\$43,567.00	
	Bi-Wk	\$1,269.85	\$1,307.90	\$1,345.79	\$1,384.26	\$1,422.11	\$1,460.66	\$1,500.69	\$1,541.88	\$1,583.19	\$1,625.60	\$1,669.24	
	Daily	\$126.99	\$130.79	\$134.58	\$138.43	\$142.22	\$146.07	\$150.07	\$154.19	\$158.32	\$162.56	\$166.93	
	Hourly	\$16.94	\$17.44	\$17.95	\$18.46	\$18.97	\$19.48	\$20.01	\$20.56	\$21.11	\$21.68	\$22.26	
XN 11	Annual	\$34,183.00	\$35,216.00	\$36,260.00	\$37,291.00	\$38,354.00	\$39,436.00	\$40,525.00	\$41,637.00	\$42,751.00	\$43,895.00	\$45,072.00	
	Bi-Wk	\$1,309.70	\$1,349.28	\$1,389.28	\$1,428.78	\$1,469.51	\$1,510.96	\$1,552.69	\$1,595.29	\$1,637.97	\$1,681.81	\$1,726.90	
	Daily	\$130.97	\$134.93	\$138.93	\$142.88	\$146.96	\$151.10	\$155.27	\$159.53	\$163.80	\$168.19	\$172.69	
	Hourly	\$17.47	\$18.00	\$18.53	\$19.06	\$19.60	\$20.15	\$20.71	\$21.28	\$21.84	\$22.43	\$23.03	
XN 12	Annual	\$35,284.00	\$36,369.00	\$37,440.00	\$38,553.00	\$39,671.00	\$40,811.00	\$41,936.00	\$43,090.00	\$44,242.00	\$45,425.00	\$46,640.00	
	Bi-Wk	\$1,351.88	\$1,393.45	\$1,434.49	\$1,477.13	\$1,519.97	\$1,563.64	\$1,606.75	\$1,650.96	\$1,695.10	\$1,740.43	\$1,786.98	
	Daily	\$135.19	\$139.35	\$143.45	\$147.72	\$152.00	\$156.37	\$160.68	\$165.10	\$169.51	\$174.05	\$178.70	
	Hourly	\$18.03	\$18.58	\$19.13	\$19.70	\$20.27	\$20.85	\$21.43	\$22.02	\$22.61	\$23.21	\$23.83	
XN 13	Annual	\$37,256.00	\$38,626.00	\$39,994.00	\$41,374.00	\$42,750.00	\$44,124.00	\$45,505.00	\$46,754.00	\$48,006.00	\$49,292.00	\$50,612.00	
	Bi-Wk	\$1,427.44	\$1,479.93	\$1,532.34	\$1,585.22	\$1,637.94	\$1,690.58	\$1,743.49	\$1,791.35	\$1,839.32	\$1,888.59	\$1,939.16	
	Daily	\$142.75	\$148.00	\$153.24	\$158.53	\$163.80	\$169.06	\$174.35	\$179.14	\$183.94	\$188.86	\$193.92	
	Hourly	\$19.04	\$19.74	\$20.44	\$21.14	\$21.84	\$22.55	\$23.25	\$23.89	\$24.53	\$25.19	\$25.86	
XN 14	Annual	\$38,986.00	\$40,414.00	\$41,836.00	\$43,253.00	\$44,671.00	\$46,092.00	\$47,512.00	\$48,817.00	\$50,126.00	\$51,471.00	\$52,855.00	
	Bi-Wk	\$1,493.72	\$1,548.43	\$1,602.92	\$1,657.21	\$1,711.54	\$1,765.98	\$1,820.39	\$1,870.39	\$1,920.54	\$1,972.07	\$2,025.10	
	Daily	\$149.38	\$154.85	\$160.30	\$165.73	\$171.16	\$176.60	\$182.04	\$187.04	\$192.06	\$197.21	\$202.51	
	Hourly	\$19.92	\$20.65	\$21.38	\$22.10	\$22.83	\$23.55	\$24.28	\$24.94	\$25.61	\$26.30	\$27.01	

NP-6 XN 37.5 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XN 15	Annual	\$40,852.00	\$42,308.00	\$43,772.00	\$45,231.00	\$46,696.00	\$48,167.00	\$49,621.00	\$50,988.00	\$52,352.00	\$53,755.00	\$55,197.00	
	Bi-Wk	\$1,585.22	\$1,621.00	\$1,677.09	\$1,732.99	\$1,789.12	\$1,845.48	\$1,901.19	\$1,953.57	\$2,005.83	\$2,069.58	\$2,144.83	
	Daily	\$156.53	\$162.10	\$167.71	\$173.30	\$178.92	\$184.55	\$190.12	\$195.36	\$200.59	\$205.96	\$211.49	
	Hourly	\$20.87	\$21.62	\$22.37	\$23.11	\$23.86	\$24.61	\$25.35	\$26.05	\$26.75	\$27.47	\$28.20	
XN 16	Annual	\$42,821.00	\$44,325.00	\$45,834.00	\$47,340.00	\$48,845.00	\$50,355.00	\$51,853.00	\$53,278.00	\$54,707.00	\$56,170.00	\$57,677.00	
	Bi-Wk	\$1,640.66	\$1,698.28	\$1,756.10	\$1,813.80	\$1,871.46	\$1,929.32	\$1,986.71	\$2,041.31	\$2,096.06	\$2,152.11	\$2,209.85	
	Daily	\$164.07	\$169.83	\$175.61	\$181.38	\$187.15	\$192.94	\$198.68	\$204.14	\$209.61	\$215.22	\$220.99	
	Hourly	\$21.88	\$22.65	\$23.42	\$24.19	\$24.96	\$25.73	\$26.49	\$27.22	\$27.95	\$28.70	\$29.47	
XN 17	Annual	\$44,924.00	\$46,480.00	\$48,028.00	\$49,577.00	\$51,124.00	\$52,672.00	\$54,220.00	\$55,710.00	\$57,204.00	\$58,735.00	\$60,309.00	
	Bi-Wk	\$1,721.23	\$1,780.85	\$1,840.16	\$1,899.51	\$1,958.78	\$2,018.09	\$2,077.40	\$2,134.49	\$2,191.73	\$2,250.39	\$2,310.69	
	Daily	\$172.13	\$178.09	\$184.02	\$189.96	\$195.88	\$201.81	\$207.74	\$213.45	\$219.18	\$225.04	\$231.07	
	Hourly	\$22.95	\$23.75	\$24.54	\$25.33	\$26.12	\$26.91	\$27.70	\$28.46	\$29.23	\$30.01	\$30.81	
XN 18	Annual	\$47,181.00	\$48,763.00	\$50,355.00	\$51,937.00	\$53,525.00	\$55,119.00	\$56,701.00	\$58,280.00	\$59,821.00	\$61,427.00	\$63,073.00	
	Bi-Wk	\$1,807.71	\$1,868.32	\$1,929.32	\$1,989.93	\$2,050.77	\$2,111.84	\$2,172.46	\$2,232.19	\$2,292.00	\$2,353.53	\$2,416.60	
	Daily	\$180.78	\$186.84	\$192.94	\$199.00	\$205.08	\$211.19	\$217.25	\$223.22	\$229.20	\$235.36	\$241.66	
	Hourly	\$24.11	\$24.92	\$25.73	\$26.54	\$27.35	\$28.16	\$28.97	\$29.77	\$30.56	\$31.39	\$32.23	
XN 19	Annual	\$49,481.00	\$51,124.00	\$52,756.00	\$54,395.00	\$56,024.00	\$57,662.00	\$59,291.00	\$60,921.00	\$62,552.00	\$64,225.00	\$65,945.00	
	Bi-Wk	\$1,895.83	\$1,956.78	\$2,021.31	\$2,084.10	\$2,146.52	\$2,209.28	\$2,271.69	\$2,334.14	\$2,396.63	\$2,460.73	\$2,526.63	
	Daily	\$189.59	\$195.88	\$202.14	\$208.41	\$214.66	\$220.93	\$227.17	\$233.42	\$239.67	\$246.08	\$252.67	
	Hourly	\$25.28	\$26.12	\$26.96	\$27.79	\$28.63	\$29.46	\$30.29	\$31.13	\$31.96	\$32.81	\$33.69	
XN 20	Annual	\$51,988.00	\$53,660.00	\$55,338.00	\$57,005.00	\$58,683.00	\$60,355.00	\$62,035.00	\$63,738.00	\$65,442.00	\$67,192.00	\$68,994.00	
	Bi-Wk	\$1,991.88	\$2,055.94	\$2,120.23	\$2,184.10	\$2,248.40	\$2,312.46	\$2,376.82	\$2,442.07	\$2,507.36	\$2,574.41	\$2,643.45	
	Daily	\$199.19	\$205.60	\$212.03	\$218.41	\$224.84	\$231.25	\$237.69	\$244.21	\$250.74	\$257.45	\$264.35	
	Hourly	\$26.56	\$27.42	\$28.27	\$29.13	\$29.98	\$30.84	\$31.70	\$32.57	\$33.44	\$34.33	\$35.25	

NP-6 XN 37.5 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XN 21	Annual	\$54,541.00	\$56,265.00	\$57,982.00	\$59,704.00	\$61,423.00	\$63,136.00	\$64,859.00	\$66,642.00	\$68,425.00	\$70,255.00	\$72,138.00	
	Bi-Wk	\$2,089.70	\$2,155.75	\$2,221.54	\$2,287.51	\$2,353.38	\$2,419.01	\$2,485.02	\$2,553.34	\$2,621.65	\$2,691.77	\$2,763.91	
	Daily	\$208.97	\$215.58	\$222.16	\$228.76	\$235.34	\$241.91	\$248.51	\$255.34	\$262.17	\$269.18	\$276.40	
	Hourly	\$27.87	\$28.75	\$29.63	\$30.51	\$31.38	\$32.26	\$33.14	\$34.05	\$34.96	\$35.90	\$36.86	
XN 22	Annual	\$56,024.00	\$58,065.00	\$60,106.00	\$62,144.00	\$64,192.00	\$66,229.00	\$68,269.00	\$70,146.00	\$72,025.00	\$73,953.00	\$75,932.00	
	Bi-Wk	\$2,146.52	\$2,224.72	\$2,302.92	\$2,381.00	\$2,459.47	\$2,537.51	\$2,615.68	\$2,687.59	\$2,759.58	\$2,833.45	\$2,909.28	
	Daily	\$214.66	\$222.48	\$230.30	\$238.10	\$245.95	\$253.76	\$261.57	\$268.76	\$275.96	\$283.35	\$290.93	
	Hourly	\$28.63	\$29.67	\$30.71	\$31.75	\$32.80	\$33.84	\$34.88	\$35.84	\$36.80	\$37.78	\$38.80	
XN 23	Annual	\$58,660.00	\$60,792.00	\$62,912.00	\$65,042.00	\$67,168.00	\$69,293.00	\$71,422.00	\$73,386.00	\$75,350.00	\$77,367.00	\$79,441.00	
	Bi-Wk	\$2,247.51	\$2,329.20	\$2,410.43	\$2,492.04	\$2,573.49	\$2,654.91	\$2,736.48	\$2,811.73	\$2,886.98	\$2,964.26	\$3,043.72	
	Daily	\$224.76	\$232.92	\$241.05	\$249.21	\$257.35	\$265.50	\$273.65	\$281.18	\$288.70	\$296.43	\$304.38	
	Hourly	\$29.97	\$31.06	\$32.14	\$33.23	\$34.32	\$35.40	\$36.49	\$37.49	\$38.50	\$39.53	\$40.59	
XN 24	Annual	\$61,470.00	\$63,685.00	\$65,907.00	\$68,125.00	\$70,337.00	\$72,556.00	\$74,773.00	\$76,825.00	\$78,881.00	\$80,995.00	\$83,165.00	
	Bi-Wk	\$2,355.18	\$2,440.04	\$2,525.18	\$2,610.16	\$2,694.91	\$2,779.93	\$2,864.87	\$2,943.49	\$3,022.27	\$3,103.26	\$3,186.40	
	Daily	\$235.52	\$244.01	\$252.52	\$261.02	\$269.50	\$278.00	\$286.49	\$294.35	\$302.23	\$310.33	\$318.64	
	Hourly	\$31.41	\$32.54	\$33.67	\$34.81	\$35.94	\$37.07	\$38.20	\$39.25	\$40.30	\$41.38	\$42.49	
XN 25	Annual	\$64,482.00	\$66,758.00	\$69,056.00	\$71,352.00	\$73,652.00	\$75,951.00	\$78,246.00	\$80,398.00	\$82,549.00	\$84,759.00	\$87,026.00	
	Bi-Wk	\$2,469.81	\$2,557.78	\$2,645.83	\$2,733.80	\$2,821.92	\$2,910.00	\$2,997.94	\$3,080.39	\$3,162.80	\$3,247.48	\$3,334.33	
	Daily	\$246.99	\$255.78	\$264.59	\$273.38	\$282.20	\$291.00	\$299.80	\$308.04	\$316.28	\$324.75	\$333.44	
	Hourly	\$32.94	\$34.11	\$35.28	\$36.46	\$37.63	\$38.80	\$39.98	\$41.08	\$42.18	\$43.30	\$44.46	
XN 26	Annual	\$67,624.00	\$69,997.00	\$72,382.00	\$74,773.00	\$77,156.00	\$79,530.00	\$81,914.00	\$84,167.00	\$86,422.00	\$88,740.00	\$91,117.00	
	Bi-Wk	\$2,590.96	\$2,681.88	\$2,773.26	\$2,864.87	\$2,956.17	\$3,047.13	\$3,138.47	\$3,224.79	\$3,311.19	\$3,400.00	\$3,491.08	
	Daily	\$259.10	\$268.19	\$277.33	\$286.49	\$295.62	\$304.72	\$313.85	\$322.48	\$331.12	\$340.00	\$349.11	
	Hourly	\$34.55	\$35.76	\$36.98	\$38.20	\$39.42	\$40.63	\$41.85	\$43.00	\$44.15	\$45.34	\$46.55	

NP-6 FK 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK 9	Annual	\$32,612.00	\$34,534.00	\$35,503.00	\$36,466.00	\$37,422.00	\$38,394.00	\$39,446.00	\$40,503.00	\$41,587.00	\$42,703.00		
	Bi-Wk	\$1,249.51	\$1,286.33	\$1,323.15	\$1,360.27	\$1,433.80	\$1,471.04	\$1,511.35	\$1,551.84	\$1,593.38	\$1,636.14		
	Daily	\$124.96	\$128.64	\$132.32	\$136.03	\$143.38	\$147.11	\$151.14	\$155.19	\$159.34	\$163.62		
	Hourly	\$15.62	\$16.08	\$16.54	\$17.01	\$17.93	\$18.39	\$18.90	\$19.40	\$19.92	\$20.46		
FK 10	Annual	\$33,648.00	\$34,656.00	\$35,661.00	\$36,679.00	\$37,682.00	\$38,704.00	\$39,765.00	\$40,856.00	\$41,951.00	\$43,075.00	\$44,231.00	
	Bi-Wk	\$1,289.20	\$1,327.82	\$1,366.33	\$1,405.33	\$1,443.76	\$1,482.92	\$1,523.57	\$1,565.37	\$1,607.32	\$1,650.39	\$1,694.68	
	Daily	\$128.92	\$132.79	\$136.64	\$140.54	\$144.38	\$148.30	\$152.36	\$156.54	\$160.74	\$165.04	\$169.47	
	Hourly	\$16.12	\$16.60	\$17.08	\$17.57	\$18.05	\$18.54	\$19.05	\$19.57	\$20.10	\$20.63	\$21.19	
FK 11	Annual	\$34,704.00	\$35,754.00	\$36,813.00	\$37,859.00	\$40,037.00	\$41,142.00	\$42,272.00	\$43,403.00	\$44,564.00	\$45,759.00		
	Bi-Wk	\$1,329.66	\$1,369.89	\$1,410.46	\$1,450.54	\$1,533.99	\$1,576.33	\$1,619.62	\$1,662.96	\$1,707.44	\$1,753.22		
	Daily	\$132.97	\$136.99	\$141.05	\$145.06	\$149.20	\$157.64	\$161.97	\$166.30	\$170.75	\$175.33		
	Hourly	\$16.63	\$17.13	\$17.64	\$18.14	\$18.65	\$19.18	\$19.71	\$20.25	\$20.79	\$21.35	\$21.92	
FK 12	Annual	\$35,822.00	\$36,923.00	\$38,011.00	\$39,140.00	\$40,276.00	\$41,432.00	\$42,576.00	\$43,747.00	\$44,916.00	\$46,118.00	\$47,351.00	
	Bi-Wk	\$1,372.50	\$1,414.68	\$1,456.37	\$1,499.62	\$1,543.15	\$1,587.44	\$1,631.27	\$1,676.14	\$1,720.92	\$1,766.98	\$1,814.22	
	Daily	\$137.25	\$141.47	\$145.64	\$149.97	\$154.32	\$158.75	\$163.13	\$167.62	\$172.10	\$176.70	\$181.43	
	Hourly	\$17.16	\$17.69	\$18.21	\$18.75	\$19.29	\$19.85	\$20.40	\$20.96	\$21.52	\$22.09	\$22.68	
FK 13	Annual	\$37,824.00	\$39,214.00	\$40,604.00	\$42,004.00	\$43,402.00	\$44,797.00	\$46,199.00	\$47,467.00	\$48,738.00	\$50,044.00	\$51,383.00	
	Bi-Wk	\$1,449.20	\$1,502.46	\$1,555.71	\$1,609.35	\$1,662.92	\$1,716.37	\$1,770.08	\$1,818.66	\$1,867.36	\$1,917.40	\$1,968.70	
	Daily	\$144.92	\$150.25	\$155.58	\$160.94	\$166.30	\$171.64	\$177.01	\$181.87	\$186.74	\$191.74	\$196.87	
	Hourly	\$18.12	\$18.79	\$19.45	\$20.12	\$20.79	\$21.46	\$22.13	\$22.74	\$23.35	\$23.97	\$24.61	
FK 14	Annual	\$39,581.00	\$41,030.00	\$42,474.00	\$43,912.00	\$45,352.00	\$46,795.00	\$48,237.00	\$49,562.00	\$50,891.00	\$52,256.00	\$53,661.00	
	Bi-Wk	\$1,516.52	\$1,572.04	\$1,627.36	\$1,682.46	\$1,737.63	\$1,792.92	\$1,848.17	\$1,898.93	\$1,949.85	\$2,002.15	\$2,055.98	
	Daily	\$151.66	\$157.21	\$162.74	\$168.25	\$173.77	\$179.30	\$184.82	\$189.90	\$194.99	\$200.22	\$205.60	
	Hourly	\$18.96	\$19.66	\$20.35	\$21.04	\$21.73	\$22.42	\$23.11	\$23.74	\$24.38	\$25.03	\$25.70	

NP-6 FK 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK 15	Annual		\$41,474.00	\$42,954.00	\$44,439.00	\$45,920.00	\$47,408.00	\$48,901.00	\$50,378.00	\$51,765.00	\$53,151.00	\$54,574.00	\$56,038.00
	Bi-Wk		\$1,589.05	\$1,645.75	\$1,702.65	\$1,759.39	\$1,816.40	\$1,873.61	\$1,930.20	\$1,983.34	\$2,036.44	\$2,090.96	\$2,147.05
	Daily		\$158.91	\$164.58	\$170.27	\$175.94	\$181.64	\$187.37	\$193.02	\$198.34	\$203.65	\$209.10	\$214.71
	Hourly		\$19.87	\$20.58	\$21.29	\$22.00	\$22.71	\$23.43	\$24.13	\$24.80	\$25.46	\$26.14	\$26.84
FK 16	Annual		\$43,474.00	\$45,000.00	\$46,533.00	\$48,062.00	\$49,589.00	\$51,122.00	\$52,644.00	\$54,091.00	\$55,541.00	\$57,027.00	\$58,557.00
	Bi-Wk		\$1,665.68	\$1,724.14	\$1,782.88	\$1,841.46	\$1,899.97	\$1,958.70	\$2,017.02	\$2,072.46	\$2,128.01	\$2,184.95	\$2,243.57
	Daily		\$166.57	\$172.42	\$178.29	\$184.15	\$190.00	\$195.87	\$201.71	\$207.25	\$212.81	\$218.50	\$224.36
	Hourly		\$20.83	\$21.56	\$22.29	\$23.02	\$23.75	\$24.49	\$25.22	\$25.91	\$26.61	\$27.32	\$28.05
FK 17	Annual		\$45,610.00	\$47,189.00	\$48,760.00	\$50,333.00	\$51,904.00	\$53,475.00	\$55,046.00	\$56,560.00	\$58,076.00	\$59,631.00	\$61,229.00
	Bi-Wk		\$1,747.51	\$1,808.01	\$1,868.20	\$1,928.47	\$1,988.66	\$2,048.86	\$2,109.05	\$2,167.05	\$2,225.14	\$2,284.72	\$2,345.94
	Daily		\$174.76	\$180.81	\$186.82	\$192.85	\$198.87	\$204.89	\$210.91	\$216.71	\$222.52	\$228.48	\$234.60
	Hourly		\$21.85	\$22.61	\$23.36	\$24.11	\$24.86	\$25.62	\$26.37	\$27.09	\$27.82	\$28.56	\$29.33
FK 18	Annual		\$47,901.00	\$49,506.00	\$51,122.00	\$52,730.00	\$54,341.00	\$55,959.00	\$57,566.00	\$59,149.00	\$60,733.00	\$62,364.00	\$64,035.00
	Bi-Wk		\$1,835.29	\$1,896.79	\$1,958.70	\$2,020.31	\$2,082.04	\$2,144.03	\$2,205.60	\$2,266.25	\$2,326.94	\$2,389.43	\$2,453.45
	Daily		\$183.53	\$189.68	\$195.87	\$202.04	\$208.21	\$214.41	\$220.56	\$226.63	\$232.70	\$238.95	\$245.35
	Hourly		\$22.95	\$23.71	\$24.49	\$25.26	\$26.03	\$26.81	\$27.57	\$28.33	\$29.09	\$29.87	\$30.67
FK 19	Annual		\$50,236.00	\$51,904.00	\$53,560.00	\$55,224.00	\$56,878.00	\$58,541.00	\$60,195.00	\$61,851.00	\$63,506.00	\$65,204.00	\$66,950.00
	Bi-Wk		\$1,924.76	\$1,988.66	\$2,052.11	\$2,115.87	\$2,179.24	\$2,242.96	\$2,306.33	\$2,369.78	\$2,433.19	\$2,496.24	\$2,565.14
	Daily		\$192.48	\$198.87	\$205.22	\$211.59	\$217.93	\$224.30	\$230.64	\$236.98	\$243.32	\$249.83	\$256.52
	Hourly		\$24.06	\$24.86	\$25.66	\$26.45	\$27.25	\$28.04	\$28.83	\$29.63	\$30.42	\$31.23	\$32.07
FK 20	Annual		\$52,781.00	\$54,479.00	\$56,182.00	\$57,874.00	\$59,578.00	\$61,275.00	\$62,980.00	\$64,710.00	\$66,439.00	\$68,218.00	\$70,047.00
	Bi-Wk		\$2,022.27	\$2,087.32	\$2,152.57	\$2,217.40	\$2,282.69	\$2,347.71	\$2,413.03	\$2,479.32	\$2,545.56	\$2,613.72	\$2,683.80
	Daily		\$202.23	\$208.74	\$215.26	\$221.74	\$228.27	\$234.78	\$241.31	\$247.94	\$254.56	\$261.38	\$268.38
	Hourly		\$25.28	\$26.10	\$26.91	\$27.72	\$28.54	\$29.35	\$30.17	\$31.00	\$31.82	\$32.68	\$33.55

NP-6 FK 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK 21	Annual	\$55,373.00	\$57,123.00	\$58,866.00	\$60,614.00	\$62,359.00	\$64,099.00	\$65,848.00	\$67,599.00	\$69,469.00	\$71,327.00	\$73,238.00	
	Bi-Wk	\$2,121.58	\$2,188.63	\$2,255.41	\$2,322.38	\$2,389.24	\$2,456.91	\$2,522.92	\$2,592.30	\$2,661.65	\$2,732.84	\$2,806.06	
	Daily	\$212.16	\$218.87	\$225.55	\$232.24	\$238.93	\$245.60	\$252.30	\$259.23	\$266.17	\$273.29	\$280.61	
	Hourly	\$26.52	\$27.36	\$28.20	\$29.03	\$29.87	\$30.70	\$31.54	\$32.41	\$33.28	\$34.17	\$35.08	
FK 22	Annual	\$56,878.00	\$58,950.00	\$61,023.00	\$63,092.00	\$65,171.00	\$67,239.00	\$69,310.00	\$71,216.00	\$73,124.00	\$75,082.00	\$77,091.00	
	Bi-Wk	\$2,179.24	\$2,258.63	\$2,338.05	\$2,417.32	\$2,496.98	\$2,576.21	\$2,655.56	\$2,728.59	\$2,801.69	\$2,876.71	\$2,953.68	
	Daily	\$217.93	\$225.87	\$233.81	\$241.74	\$249.70	\$257.63	\$265.56	\$272.86	\$280.17	\$287.68	\$295.37	
	Hourly	\$27.25	\$28.24	\$29.23	\$30.22	\$31.22	\$32.21	\$33.20	\$34.11	\$35.03	\$35.96	\$36.93	
FK 23	Annual	\$59,555.00	\$61,719.00	\$63,872.00	\$66,034.00	\$68,192.00	\$70,350.00	\$72,512.00	\$74,506.00	\$76,500.00	\$78,548.00	\$80,653.00	
	Bi-Wk	\$2,281.81	\$2,364.72	\$2,447.21	\$2,530.04	\$2,612.73	\$2,695.41	\$2,778.24	\$2,854.64	\$2,931.04	\$3,009.51	\$3,090.16	
	Daily	\$228.19	\$236.48	\$244.73	\$253.01	\$261.28	\$269.55	\$277.83	\$285.47	\$293.11	\$300.96	\$309.02	
	Hourly	\$28.53	\$29.56	\$30.60	\$31.63	\$32.66	\$33.70	\$34.73	\$35.69	\$36.64	\$37.62	\$38.63	
FK 24	Annual	\$62,407.00	\$64,656.00	\$66,912.00	\$69,164.00	\$71,410.00	\$73,663.00	\$75,914.00	\$77,997.00	\$80,085.00	\$82,230.00	\$84,434.00	
	Bi-Wk	\$2,391.08	\$2,477.25	\$2,563.68	\$2,649.97	\$2,736.02	\$2,822.34	\$2,908.59	\$2,988.40	\$3,068.40	\$3,150.58	\$3,235.02	
	Daily	\$239.11	\$247.73	\$256.37	\$265.00	\$273.61	\$282.24	\$290.86	\$298.84	\$306.84	\$315.06	\$323.51	
	Hourly	\$29.89	\$30.97	\$32.05	\$33.13	\$34.21	\$35.28	\$36.36	\$37.36	\$38.36	\$39.39	\$40.44	
FK 25	Annual	\$65,445.00	\$67,776.00	\$70,109.00	\$72,440.00	\$74,775.00	\$77,109.00	\$79,440.00	\$81,624.00	\$83,808.00	\$86,052.00	\$88,354.00	
	Bi-Wk	\$2,507.48	\$2,596.79	\$2,686.17	\$2,775.48	\$2,864.95	\$2,954.37	\$3,043.68	\$3,127.36	\$3,211.04	\$3,297.02	\$3,385.22	
	Daily	\$250.75	\$259.68	\$268.62	\$277.55	\$286.50	\$295.44	\$304.37	\$312.74	\$321.11	\$329.71	\$338.53	
	Hourly	\$31.35	\$32.46	\$33.58	\$34.70	\$35.82	\$36.93	\$38.05	\$39.10	\$40.14	\$41.22	\$42.32	
FK 26	Annual	\$68,655.00	\$71,064.00	\$73,486.00	\$75,914.00	\$78,334.00	\$80,743.00	\$83,164.00	\$85,452.00	\$87,741.00	\$90,094.00	\$92,507.00	
	Bi-Wk	\$2,630.46	\$2,722.76	\$2,815.56	\$2,908.59	\$3,001.31	\$3,093.61	\$3,186.37	\$3,274.03	\$3,361.73	\$3,451.88	\$3,544.33	
	Daily	\$263.05	\$272.28	\$281.56	\$290.86	\$300.14	\$309.37	\$318.64	\$327.41	\$336.18	\$345.19	\$354.44	
	Hourly	\$32.89	\$34.04	\$35.20	\$36.36	\$37.52	\$38.68	\$39.83	\$40.93	\$42.03	\$43.15	\$44.31	

NP-6 FK 40 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK 9	Annual	\$33,428.00	\$34,413.00	\$35,398.00	\$36,391.00	\$37,378.00	\$38,358.00	\$39,354.00	\$40,433.00	\$41,516.00	\$42,627.00	\$43,771.00	\$44,944.00
	Bi-Wk	\$1,280.77	\$1,318.51	\$1,356.25	\$1,394.30	\$1,432.11	\$1,469.66	\$1,507.82	\$1,549.16	\$1,590.66	\$1,633.22	\$1,677.05	\$1,721.15
	Daily	\$128.08	\$131.86	\$135.63	\$139.43	\$143.22	\$146.97	\$150.79	\$154.92	\$159.07	\$163.33	\$167.71	\$172.12
	Hourly	\$16.01	\$16.49	\$16.96	\$17.43	\$17.91	\$18.38	\$18.85	\$19.37	\$19.89	\$20.42	\$20.97	\$21.52
FK 10	Annual	\$34,490.00	\$35,523.00	\$36,553.00	\$37,596.00	\$38,625.00	\$39,672.00	\$40,760.00	\$41,878.00	\$43,000.00	\$44,152.00	\$45,337.00	\$46,555.00
	Bi-Wk	\$1,321.46	\$1,361.04	\$1,400.50	\$1,440.46	\$1,479.89	\$1,520.00	\$1,561.69	\$1,604.53	\$1,647.51	\$1,691.65	\$1,737.05	\$1,783.71
	Daily	\$132.15	\$136.11	\$140.05	\$144.05	\$147.99	\$152.00	\$156.17	\$160.46	\$164.76	\$169.17	\$173.71	\$178.37
	Hourly	\$16.52	\$17.02	\$17.51	\$18.01	\$18.50	\$19.00	\$19.53	\$20.06	\$20.60	\$21.15	\$21.72	\$22.29
FK 11	Annual	\$35,572.00	\$36,648.00	\$37,734.00	\$38,806.00	\$39,913.00	\$41,038.00	\$42,171.00	\$43,329.00	\$44,489.00	\$45,679.00	\$46,903.00	\$48,159.00
	Bi-Wk	\$1,362.92	\$1,404.14	\$1,445.75	\$1,486.82	\$1,529.24	\$1,572.34	\$1,615.75	\$1,660.12	\$1,704.56	\$1,750.16	\$1,797.05	\$1,845.21
	Daily	\$136.30	\$140.42	\$144.58	\$148.69	\$152.93	\$157.24	\$161.58	\$166.02	\$170.46	\$175.02	\$179.71	\$184.52
	Hourly	\$17.04	\$17.56	\$18.08	\$18.59	\$19.12	\$19.66	\$20.20	\$20.76	\$21.31	\$21.88	\$22.47	\$23.07
FK 12	Annual	\$36,718.00	\$37,847.00	\$38,962.00	\$40,119.00	\$41,283.00	\$42,468.00	\$43,641.00	\$44,841.00	\$46,039.00	\$47,271.00	\$48,535.00	\$49,835.00
	Bi-Wk	\$1,406.82	\$1,450.08	\$1,492.80	\$1,537.13	\$1,581.73	\$1,627.13	\$1,672.07	\$1,718.05	\$1,763.95	\$1,811.15	\$1,859.58	\$1,909.21
	Daily	\$140.69	\$145.01	\$149.28	\$153.72	\$158.18	\$162.72	\$167.21	\$171.81	\$176.40	\$181.12	\$185.96	\$190.92
	Hourly	\$17.59	\$18.13	\$18.66	\$19.22	\$19.78	\$20.34	\$20.91	\$21.48	\$22.05	\$22.64	\$23.25	\$23.87
FK 13	Annual	\$38,770.00	\$40,195.00	\$41,620.00	\$43,055.00	\$44,488.00	\$45,917.00	\$47,354.00	\$48,854.00	\$49,957.00	\$51,296.00	\$52,668.00	\$54,077.00
	Bi-Wk	\$1,485.45	\$1,540.04	\$1,594.64	\$1,649.62	\$1,704.53	\$1,759.28	\$1,814.33	\$1,864.14	\$1,914.07	\$1,965.37	\$2,017.94	\$2,071.81
	Daily	\$148.55	\$154.01	\$159.47	\$164.97	\$170.46	\$175.93	\$181.44	\$186.42	\$191.41	\$196.54	\$201.80	\$207.22
	Hourly	\$18.57	\$19.26	\$19.94	\$20.63	\$21.31	\$22.00	\$22.68	\$23.31	\$23.93	\$24.57	\$25.23	\$25.90
FK 14	Annual	\$40,571.00	\$42,056.00	\$43,536.00	\$45,010.00	\$46,486.00	\$47,965.00	\$49,443.00	\$50,802.00	\$52,164.00	\$53,563.00	\$55,003.00	\$56,483.00
	Bi-Wk	\$1,554.45	\$1,611.35	\$1,668.05	\$1,724.53	\$1,781.08	\$1,837.74	\$1,894.37	\$1,946.44	\$1,998.63	\$2,052.23	\$2,107.40	\$2,163.15
	Daily	\$155.45	\$161.14	\$166.81	\$172.46	\$178.11	\$183.78	\$189.44	\$194.65	\$199.87	\$205.23	\$210.74	\$216.31
	Hourly	\$19.44	\$20.15	\$20.86	\$21.56	\$22.27	\$22.98	\$23.68	\$24.34	\$24.99	\$25.66	\$26.35	\$27.04

NP-6 FK 40 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK 15	Annual	\$42,511.00	\$44,028.00	\$45,550.00	\$47,068.00	\$48,594.00	\$50,124.00	\$51,638.00	\$53,060.00	\$54,480.00	\$55,939.00	\$57,439.00	
	Bi-Wk	\$1,628.78	\$1,686.90	\$1,745.22	\$1,803.38	\$1,861.84	\$1,920.46	\$1,978.47	\$2,032.96	\$2,087.36	\$2,143.26	\$2,200.73	
	Daily	\$162.88	\$168.69	\$174.53	\$180.34	\$186.19	\$192.05	\$197.85	\$203.30	\$208.74	\$214.33	\$220.08	
	Hourly	\$20.36	\$21.09	\$21.82	\$22.55	\$23.28	\$24.01	\$24.74	\$25.42	\$26.10	\$26.80	\$27.51	
FK 16	Annual	\$44,561.00	\$46,125.00	\$47,697.00	\$49,264.00	\$50,829.00	\$52,401.00	\$53,961.00	\$55,444.00	\$56,930.00	\$58,453.00	\$60,021.00	
	Bi-Wk	\$1,707.32	\$1,767.25	\$1,827.48	\$1,887.51	\$1,947.48	\$2,007.71	\$2,067.48	\$2,124.30	\$2,181.23	\$2,239.58	\$2,299.66	
	Daily	\$170.74	\$176.73	\$182.75	\$188.76	\$194.75	\$200.78	\$206.75	\$212.43	\$218.13	\$223.96	\$229.97	
	Hourly	\$21.35	\$22.10	\$22.85	\$23.60	\$24.35	\$25.10	\$25.85	\$26.56	\$27.27	\$28.00	\$28.75	
FK 17	Annual	\$46,751.00	\$48,369.00	\$49,979.00	\$51,592.00	\$53,202.00	\$54,812.00	\$56,423.00	\$57,974.00	\$59,528.00	\$61,122.00	\$62,760.00	
	Bi-Wk	\$1,791.23	\$1,853.22	\$1,914.91	\$1,976.71	\$2,038.40	\$2,100.08	\$2,161.81	\$2,221.23	\$2,280.77	\$2,341.84	\$2,404.60	
	Daily	\$179.13	\$185.33	\$191.50	\$197.68	\$203.84	\$210.01	\$216.19	\$222.13	\$228.08	\$234.19	\$240.46	
	Hourly	\$22.40	\$23.17	\$23.94	\$24.71	\$25.48	\$26.26	\$27.03	\$27.77	\$28.51	\$29.28	\$30.06	
FK 18	Annual	\$49,099.00	\$50,744.00	\$52,401.00	\$54,049.00	\$55,700.00	\$57,358.00	\$59,006.00	\$60,628.00	\$62,252.00	\$63,924.00	\$65,636.00	
	Bi-Wk	\$1,881.19	\$1,944.22	\$2,007.71	\$2,070.85	\$2,134.10	\$2,197.63	\$2,260.77	\$2,322.92	\$2,385.14	\$2,449.20	\$2,514.79	
	Daily	\$188.12	\$194.43	\$200.78	\$207.09	\$213.41	\$219.77	\$226.08	\$232.30	\$238.52	\$244.92	\$251.48	
	Hourly	\$23.52	\$24.31	\$25.10	\$25.89	\$26.68	\$27.48	\$28.26	\$29.04	\$29.82	\$30.62	\$31.44	
FK 19	Annual	\$51,492.00	\$53,202.00	\$54,899.00	\$56,605.00	\$58,300.00	\$60,005.00	\$61,700.00	\$63,398.00	\$65,094.00	\$66,835.00	\$68,624.00	
	Bi-Wk	\$1,972.88	\$2,038.40	\$2,103.41	\$2,168.78	\$2,233.72	\$2,299.05	\$2,363.99	\$2,429.05	\$2,494.03	\$2,560.73	\$2,629.28	
	Daily	\$197.29	\$203.84	\$210.35	\$216.88	\$223.38	\$229.91	\$236.40	\$242.91	\$249.41	\$256.08	\$262.93	
	Hourly	\$24.67	\$25.48	\$26.30	\$27.11	\$27.93	\$28.74	\$29.55	\$30.37	\$31.18	\$32.01	\$32.87	
FK 20	Annual	\$54,101.00	\$55,841.00	\$57,587.00	\$59,321.00	\$61,068.00	\$62,807.00	\$64,555.00	\$66,328.00	\$68,100.00	\$69,924.00	\$71,799.00	
	Bi-Wk	\$2,072.84	\$2,139.51	\$2,206.40	\$2,272.84	\$2,339.78	\$2,406.40	\$2,473.38	\$2,541.31	\$2,609.20	\$2,679.09	\$2,750.92	
	Daily	\$207.29	\$213.96	\$220.64	\$227.29	\$233.98	\$240.64	\$247.34	\$254.14	\$260.92	\$267.91	\$275.10	
	Hourly	\$25.92	\$26.75	\$27.58	\$28.42	\$29.25	\$30.08	\$30.92	\$31.77	\$32.62	\$33.49	\$34.39	

NP-6 FK 40 HOUR PAY PLAN EFFECTIVE 7/02/2010

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK 21	Annual		\$56,758.00	\$58,552.00	\$60,338.00	\$62,130.00	\$63,918.00	\$65,702.00	\$67,495.00	\$69,351.00	\$71,206.00	\$73,111.00	\$75,069.00
	Bi-Wk		\$2,174.64	\$2,243.38	\$2,311.81	\$2,380.46	\$2,448.97	\$2,517.32	\$2,586.02	\$2,657.13	\$2,728.20	\$2,801.19	\$2,876.21
	Daily		\$217.47	\$224.34	\$231.19	\$238.05	\$244.90	\$251.74	\$258.61	\$265.72	\$272.82	\$280.12	\$287.63
	Hourly		\$27.19	\$28.05	\$28.90	\$29.76	\$30.62	\$31.47	\$32.33	\$33.22	\$34.11	\$35.02	\$35.96
FK 22	Annual		\$58,300.00	\$60,424.00	\$62,549.00	\$64,670.00	\$66,801.00	\$68,920.00	\$71,043.00	\$72,997.00	\$74,953.00	\$76,960.00	\$79,019.00
	Bi-Wk		\$2,233.72	\$2,315.10	\$2,396.52	\$2,477.78	\$2,559.43	\$2,640.62	\$2,721.96	\$2,796.82	\$2,871.77	\$2,948.66	\$3,027.55
	Daily		\$223.38	\$231.51	\$239.66	\$247.78	\$255.95	\$264.07	\$272.20	\$279.69	\$287.18	\$294.87	\$302.76
	Hourly		\$27.93	\$28.94	\$29.96	\$30.98	\$32.00	\$33.01	\$34.03	\$34.97	\$35.90	\$36.86	\$37.85
FK 23	Annual		\$61,044.00	\$63,262.00	\$65,469.00	\$67,685.00	\$69,897.00	\$72,109.00	\$74,325.00	\$76,369.00	\$78,413.00	\$80,512.00	\$82,670.00
	Bi-Wk		\$2,338.86	\$2,423.84	\$2,508.40	\$2,593.30	\$2,678.05	\$2,762.80	\$2,847.71	\$2,926.02	\$3,004.33	\$3,084.76	\$3,167.44
	Daily		\$233.89	\$242.39	\$250.84	\$259.33	\$267.81	\$276.28	\$284.78	\$292.61	\$300.44	\$308.48	\$316.75
	Hourly		\$29.24	\$30.30	\$31.36	\$32.42	\$33.48	\$34.54	\$35.60	\$36.58	\$37.56	\$38.56	\$39.60
FK 24	Annual		\$63,988.00	\$66,273.00	\$68,585.00	\$70,894.00	\$73,196.00	\$75,505.00	\$77,812.00	\$79,947.00	\$82,088.00	\$84,286.00	\$86,545.00
	Bi-Wk		\$2,450.89	\$2,539.20	\$2,627.78	\$2,716.25	\$2,804.45	\$2,892.92	\$2,981.31	\$3,063.11	\$3,145.14	\$3,229.35	\$3,315.91
	Daily		\$245.09	\$253.92	\$262.78	\$271.63	\$280.45	\$289.30	\$298.14	\$306.32	\$314.52	\$322.94	\$331.60
	Hourly		\$30.64	\$31.74	\$32.85	\$33.96	\$35.06	\$36.17	\$37.27	\$38.29	\$39.32	\$40.37	\$41.45
FK 25	Annual		\$67,082.00	\$69,471.00	\$71,862.00	\$74,251.00	\$76,645.00	\$79,037.00	\$81,426.00	\$83,665.00	\$85,904.00	\$88,204.00	\$90,563.00
	Bi-Wk		\$2,570.20	\$2,661.73	\$2,753.34	\$2,844.87	\$2,936.60	\$3,028.24	\$3,119.78	\$3,205.56	\$3,291.35	\$3,379.47	\$3,469.85
	Daily		\$257.02	\$266.18	\$275.34	\$284.49	\$293.66	\$302.83	\$311.98	\$320.56	\$329.14	\$337.95	\$346.99
	Hourly		\$32.13	\$33.28	\$34.42	\$35.57	\$36.71	\$37.86	\$39.00	\$40.07	\$41.15	\$42.25	\$43.38
FK 26	Annual		\$70,372.00	\$72,841.00	\$75,324.00	\$77,812.00	\$80,293.00	\$82,762.00	\$85,244.00	\$87,589.00	\$89,935.00	\$92,347.00	\$94,820.00
	Bi-Wk		\$2,696.25	\$2,790.85	\$2,885.98	\$2,981.31	\$3,076.37	\$3,170.96	\$3,266.06	\$3,355.91	\$3,445.79	\$3,538.20	\$3,632.96
	Daily		\$269.63	\$279.09	\$288.60	\$298.14	\$307.64	\$317.10	\$326.61	\$335.60	\$344.58	\$353.82	\$363.30
	Hourly		\$33.71	\$34.89	\$36.08	\$37.27	\$38.46	\$39.64	\$40.83	\$41.95	\$43.08	\$44.23	\$45.42

NP-6 FK 40 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK 9	Annual	\$34,264.00	\$35,274.00	\$36,283.00	\$37,301.00	\$38,313.00	\$39,317.00	\$40,338.00	\$41,444.00	\$42,554.00	\$43,693.00	\$44,866.00	
	Bi-Wk	\$1,312.80	\$1,351.50	\$1,390.16	\$1,429.16	\$1,467.94	\$1,506.40	\$1,545.52	\$1,587.90	\$1,630.43	\$1,674.07	\$1,719.01	
	Daily	\$131.28	\$135.15	\$139.02	\$142.92	\$146.80	\$150.64	\$154.56	\$158.79	\$163.05	\$167.41	\$171.91	
	Hourly	\$16.41	\$16.90	\$17.38	\$17.87	\$18.35	\$18.83	\$19.32	\$19.85	\$20.39	\$20.93	\$21.49	
FK 10	Annual	\$35,353.00	\$36,412.00	\$37,467.00	\$38,536.00	\$39,591.00	\$40,664.00	\$41,779.00	\$42,925.00	\$44,075.00	\$45,256.00	\$46,471.00	
	Bi-Wk	\$1,354.53	\$1,395.10	\$1,435.52	\$1,476.48	\$1,516.90	\$1,558.01	\$1,600.73	\$1,644.64	\$1,688.70	\$1,733.95	\$1,780.50	
	Daily	\$135.46	\$139.51	\$143.56	\$147.65	\$151.69	\$155.81	\$160.08	\$164.47	\$168.87	\$173.40	\$178.05	
	Hourly	\$16.94	\$17.44	\$17.95	\$18.46	\$18.97	\$19.48	\$20.01	\$20.56	\$21.11	\$21.68	\$22.26	
FK 11	Annual	\$36,462.00	\$37,565.00	\$38,678.00	\$39,777.00	\$40,911.00	\$42,064.00	\$43,226.00	\$44,413.00	\$45,602.00	\$46,821.00	\$48,076.00	
	Bi-Wk	\$1,397.02	\$1,439.28	\$1,481.92	\$1,524.03	\$1,567.48	\$1,611.65	\$1,656.17	\$1,701.65	\$1,747.21	\$1,793.91	\$1,842.00	
	Daily	\$139.71	\$143.93	\$148.20	\$152.41	\$156.75	\$161.17	\$165.62	\$170.17	\$174.73	\$179.40	\$184.20	
	Hourly	\$17.47	\$18.00	\$18.53	\$19.06	\$19.60	\$20.15	\$20.71	\$21.28	\$21.85	\$22.43	\$23.03	
FK 12	Annual	\$37,636.00	\$38,794.00	\$39,937.00	\$41,122.00	\$42,316.00	\$43,530.00	\$44,733.00	\$45,963.00	\$47,190.00	\$48,453.00	\$49,749.00	
	Bi-Wk	\$1,442.00	\$1,486.37	\$1,530.16	\$1,575.56	\$1,621.31	\$1,667.82	\$1,713.91	\$1,761.04	\$1,808.05	\$1,856.44	\$1,906.10	
	Daily	\$144.20	\$148.64	\$153.02	\$157.56	\$162.14	\$166.79	\$171.40	\$176.11	\$180.81	\$185.65	\$190.61	
	Hourly	\$18.03	\$18.58	\$19.13	\$19.70	\$20.27	\$20.85	\$21.43	\$22.02	\$22.61	\$23.21	\$23.83	
FK 13	Annual	\$39,740.00	\$41,200.00	\$42,661.00	\$44,132.00	\$45,601.00	\$47,065.00	\$48,538.00	\$49,871.00	\$51,206.00	\$52,579.00	\$53,985.00	
	Bi-Wk	\$1,522.61	\$1,578.55	\$1,634.53	\$1,690.89	\$1,747.17	\$1,803.26	\$1,859.70	\$1,910.77	\$1,961.92	\$2,014.53	\$2,068.40	
	Daily	\$152.27	\$157.86	\$163.46	\$169.09	\$174.72	\$180.33	\$185.97	\$191.08	\$196.20	\$201.46	\$206.84	
	Hourly	\$19.04	\$19.74	\$20.44	\$21.14	\$21.84	\$22.55	\$23.25	\$23.89	\$24.53	\$25.19	\$25.86	
FK 14	Annual	\$41,586.00	\$43,108.00	\$44,625.00	\$46,136.00	\$47,649.00	\$49,165.00	\$50,680.00	\$52,073.00	\$53,469.00	\$54,903.00	\$56,379.00	
	Bi-Wk	\$1,593.34	\$1,651.65	\$1,709.78	\$1,767.67	\$1,825.64	\$1,883.72	\$1,941.77	\$1,995.14	\$2,048.63	\$2,103.57	\$2,160.12	
	Daily	\$159.34	\$165.17	\$170.98	\$176.77	\$182.57	\$188.38	\$194.18	\$199.52	\$204.87	\$210.36	\$216.02	
	Hourly	\$19.92	\$20.65	\$21.38	\$22.10	\$22.83	\$23.55	\$24.28	\$24.94	\$25.61	\$26.30	\$27.01	

NP-6 FK 40 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK	15	Annual	\$43,574.00	\$45,129.00	\$46,689.00	\$48,245.00	\$49,809.00	\$51,378.00	\$52,929.00	\$54,387.00	\$55,842.00	\$57,338.00	\$58,875.00
		Bi-Wk	\$1,689.51	\$1,729.09	\$1,788.86	\$1,848.47	\$1,908.40	\$1,968.51	\$2,027.94	\$2,083.80	\$2,139.55	\$2,196.86	\$2,255.75
		Daily	\$166.96	\$172.91	\$178.89	\$184.85	\$190.84	\$196.86	\$202.80	\$208.38	\$213.96	\$219.69	\$225.58
		Hourly	\$20.87	\$21.62	\$22.37	\$23.11	\$23.86	\$24.61	\$25.35	\$26.05	\$26.75	\$27.47	\$28.20
FK	16	Annual	\$45,676.00	\$47,279.00	\$48,890.00	\$50,496.00	\$52,100.00	\$53,712.00	\$55,311.00	\$56,831.00	\$58,354.00	\$59,915.00	\$61,522.00
		Bi-Wk	\$1,750.04	\$1,811.46	\$1,873.19	\$1,934.72	\$1,996.17	\$2,057.94	\$2,119.20	\$2,177.44	\$2,235.79	\$2,295.60	\$2,357.17
		Daily	\$175.01	\$181.15	\$187.32	\$193.48	\$199.62	\$205.80	\$211.92	\$217.75	\$223.58	\$229.56	\$235.72
		Hourly	\$21.88	\$22.65	\$23.42	\$24.19	\$24.96	\$25.73	\$26.49	\$27.22	\$27.95	\$28.70	\$29.47
FK	17	Annual	\$47,920.00	\$49,579.00	\$51,229.00	\$52,882.00	\$54,533.00	\$56,183.00	\$57,834.00	\$59,424.00	\$61,017.00	\$62,651.00	\$64,329.00
		Bi-Wk	\$1,836.02	\$1,899.58	\$1,962.80	\$2,026.14	\$2,089.39	\$2,152.61	\$2,215.87	\$2,276.79	\$2,337.82	\$2,400.43	\$2,464.72
		Daily	\$183.61	\$189.96	\$196.28	\$202.62	\$208.94	\$215.27	\$221.59	\$227.68	\$233.79	\$240.05	\$246.48
		Hourly	\$22.96	\$23.75	\$24.54	\$25.33	\$26.12	\$26.91	\$27.70	\$28.46	\$29.23	\$30.01	\$30.81
FK	18	Annual	\$50,327.00	\$52,013.00	\$53,712.00	\$55,401.00	\$57,093.00	\$58,792.00	\$60,482.00	\$62,144.00	\$63,809.00	\$65,523.00	\$67,277.00
		Bi-Wk	\$1,928.24	\$1,992.84	\$2,057.94	\$2,122.65	\$2,187.48	\$2,252.57	\$2,317.32	\$2,381.00	\$2,444.79	\$2,510.46	\$2,577.67
		Daily	\$192.83	\$199.29	\$205.80	\$212.27	\$218.75	\$225.26	\$231.74	\$238.10	\$244.48	\$251.05	\$257.77
		Hourly	\$24.11	\$24.92	\$25.73	\$26.54	\$27.35	\$28.16	\$28.97	\$29.77	\$30.56	\$31.39	\$32.23
FK	19	Annual	\$52,780.00	\$54,533.00	\$56,272.00	\$58,021.00	\$59,758.00	\$61,506.00	\$63,243.00	\$64,983.00	\$66,722.00	\$68,506.00	\$70,340.00
		Bi-Wk	\$2,022.23	\$2,089.39	\$2,156.02	\$2,223.03	\$2,289.58	\$2,356.56	\$2,423.11	\$2,489.78	\$2,556.40	\$2,624.76	\$2,695.02
		Daily	\$202.23	\$208.94	\$215.61	\$222.31	\$228.96	\$235.66	\$242.32	\$248.98	\$255.64	\$262.48	\$269.51
		Hourly	\$25.28	\$26.12	\$26.96	\$27.79	\$28.62	\$29.46	\$30.29	\$31.13	\$31.96	\$32.81	\$33.69
FK	20	Annual	\$55,454.00	\$57,238.00	\$59,027.00	\$60,805.00	\$62,595.00	\$64,378.00	\$66,169.00	\$67,987.00	\$69,803.00	\$71,673.00	\$73,594.00
		Bi-Wk	\$2,124.68	\$2,193.03	\$2,261.58	\$2,329.70	\$2,398.28	\$2,466.60	\$2,535.22	\$2,604.87	\$2,674.45	\$2,746.10	\$2,819.70
		Daily	\$212.47	\$219.31	\$226.16	\$232.97	\$239.83	\$246.66	\$253.53	\$260.49	\$267.45	\$274.61	\$281.97
		Hourly	\$26.56	\$27.42	\$28.27	\$29.13	\$29.98	\$30.84	\$31.70	\$32.57	\$33.44	\$34.33	\$35.25

NP-6 FK 40 HOUR PAY PLAN EFFECTIVE 7/01/2011

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK 21	Annual		\$58,177.00	\$60,016.00	\$61,847.00	\$63,684.00	\$65,516.00	\$67,345.00	\$69,183.00	\$71,085.00	\$72,987.00	\$74,939.00	\$76,946.00
	Bi-Wk		\$2,229.01	\$2,299.47	\$2,369.62	\$2,440.00	\$2,510.20	\$2,580.27	\$2,650.69	\$2,723.57	\$2,796.44	\$2,871.23	\$2,948.13
	Daily		\$222.91	\$229.95	\$236.97	\$244.00	\$251.02	\$258.03	\$265.07	\$272.36	\$279.65	\$287.13	\$294.82
	Hourly		\$27.87	\$28.75	\$29.63	\$30.50	\$31.38	\$32.26	\$33.14	\$34.05	\$34.96	\$35.90	\$36.86
FK 22	Annual		\$59,758.00	\$61,935.00	\$64,113.00	\$66,287.00	\$68,472.00	\$70,643.00	\$72,820.00	\$74,822.00	\$76,827.00	\$78,884.00	\$80,995.00
	Bi-Wk		\$2,289.58	\$2,372.99	\$2,456.44	\$2,539.74	\$2,623.45	\$2,706.63	\$2,790.04	\$2,866.75	\$2,943.57	\$3,022.38	\$3,103.26
	Daily		\$228.96	\$237.30	\$245.65	\$253.98	\$262.35	\$270.67	\$279.01	\$286.68	\$294.36	\$302.24	\$310.33
	Hourly		\$28.62	\$29.67	\$30.71	\$31.75	\$32.80	\$33.84	\$34.88	\$35.84	\$36.80	\$37.78	\$38.80
FK 23	Annual		\$62,571.00	\$64,844.00	\$67,106.00	\$69,378.00	\$71,645.00	\$73,912.00	\$76,184.00	\$78,279.00	\$80,374.00	\$82,525.00	\$84,737.00
	Bi-Wk		\$2,397.36	\$2,484.45	\$2,571.12	\$2,658.17	\$2,745.02	\$2,831.88	\$2,918.93	\$2,999.20	\$3,079.47	\$3,161.88	\$3,246.63
	Daily		\$239.74	\$248.45	\$257.12	\$265.82	\$274.51	\$283.19	\$291.90	\$299.92	\$307.95	\$316.19	\$324.67
	Hourly		\$29.97	\$31.06	\$32.14	\$33.23	\$34.32	\$35.40	\$36.49	\$37.49	\$38.50	\$39.53	\$40.59
FK 24	Annual		\$65,568.00	\$67,930.00	\$70,300.00	\$72,667.00	\$75,026.00	\$77,393.00	\$79,758.00	\$81,946.00	\$84,141.00	\$86,394.00	\$88,709.00
	Bi-Wk		\$2,512.19	\$2,602.69	\$2,693.49	\$2,784.18	\$2,874.56	\$2,965.25	\$3,055.87	\$3,139.70	\$3,223.80	\$3,310.12	\$3,398.82
	Daily		\$251.22	\$260.27	\$269.35	\$278.42	\$287.46	\$296.53	\$305.59	\$313.97	\$322.38	\$331.02	\$339.89
	Hourly		\$31.41	\$32.54	\$33.67	\$34.81	\$35.94	\$37.07	\$38.20	\$39.25	\$40.30	\$41.38	\$42.49
FK 25	Annual		\$68,760.00	\$71,208.00	\$73,659.00	\$76,108.00	\$78,562.00	\$81,013.00	\$83,462.00	\$85,757.00	\$88,052.00	\$90,410.00	\$92,828.00
	Bi-Wk		\$2,634.49	\$2,728.28	\$2,822.19	\$2,916.02	\$3,010.04	\$3,103.95	\$3,197.78	\$3,285.71	\$3,373.64	\$3,463.99	\$3,556.63
	Daily		\$263.45	\$272.83	\$282.22	\$291.61	\$301.01	\$310.40	\$319.78	\$328.58	\$337.37	\$346.40	\$355.67
	Hourly		\$32.94	\$34.11	\$35.28	\$36.46	\$37.63	\$38.80	\$39.98	\$41.08	\$42.18	\$43.30	\$44.46
FK 26	Annual		\$72,132.00	\$74,663.00	\$77,208.00	\$79,758.00	\$82,301.00	\$84,832.00	\$87,376.00	\$89,779.00	\$92,184.00	\$94,656.00	\$97,191.00
	Bi-Wk		\$2,763.68	\$2,860.66	\$2,958.17	\$3,055.87	\$3,153.30	\$3,250.27	\$3,347.74	\$3,439.81	\$3,531.96	\$3,626.67	\$3,723.80
	Daily		\$276.37	\$286.07	\$295.82	\$305.59	\$315.33	\$325.03	\$334.78	\$343.99	\$353.20	\$362.67	\$372.38
	Hourly		\$34.55	\$35.76	\$36.98	\$38.20	\$39.42	\$40.63	\$41.85	\$43.00	\$44.15	\$45.34	\$46.55

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