WORKING AGREEMENT

By and Between

GRANT COUNTY

And

GRANT COUNTY PUBLIC EMPLOYEES ASSOCIATION

PUBLIC WORKS UNIT

JANUARY 1, 2016

To

DECEMBER 31, 2017

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PREAMBLE

This Agreement entered into by and between the Grant County Public Employees' Association, hereinafter referred to as the "Association," and the Board of Commissioners, hereinafter referred to as the "Employer," has as its purpose the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work, and other conditions of employment.

PRODUCTIVITY

It is mutually agreed that the Employer and the Association shall work together individually and collectively to meet the production requirements of these departments, to provide the public with efficient and courteous service, to encourage good attendance of employees, and to promote a climate of labor relations that will aid in achieving a high level of efficiency in these departments of County government.

ARTICLE I - RECOGNITION

1.1 The Board recognizes the Association as the designated representative of non-supervisory and non-confidential Grant County Public Works employees in the Road, Traffic, Administration, Equipment Maintenance Division, and Engineering Divisions for the purpose of collective bargaining with respect to wages, hours and working conditions. Excluded from this contract are the Director of Public Works, Assistant Director of Public Works, Administrative Assistant/Payroll Clerk, supervisory personnel, confidential personnel, and all other employees of the County.

1.2 It shall be a condition of employment that all employees of the Employer, covered by this Agreement, who are members of the Union in good standing on the execution date of this Agreement shall remain members in good standing and those who are not members on the execution date of this Agreement shall, on or before the thirtieth (30th) day following the execution date of the Agreement, become and remain members in good standing in the Association. It shall also be a condition of employment that all employees covered by this Agreement and hired on or after its execution date, shall on the thirtieth (30th) day following the beginning of such employment, become and remain members in good standing in the Association.

1.3 There shall be no soliciting of employees for Association membership during working hours. Any employee who does so shall be subject to disciplinary action including dismissal.

1.4 County facilities shall not be used for any activities without first receiving approval from the appropriate department head.

ARTICLE II- UNION MEMBERSHIP DUES CHECKOFF

2.1 The Employer agrees to deduct the Association membership initiation fees, and once each month dues from the pay of those employees who individually request in writing that such deductions be made; provided, however, temporary employees will not have to pay an initiation fee and shall only pay a service fee of sixteen dollars ($16.00) per month. The amounts to be deducted shall be certified to the Employer by the Treasurer of the Association, the dues to be remitted to the Association Office.

ARTICLE III - DEFINITIONS

The following definitions apply throughout the Contract unless the context clearly indicates another meaning:

3.1 Regular Employee: An employee who has successfully completed a probationary period of six (6) months of continuous employment with the Employer within the same department and has had no breaks in service.

3.2 Probationary Employee/Probationary Period: A full-time employee who has less than six (6) month of continuous service, or a part-time employee who has less than one thousand (1,000) hours of continuous service, with the Employer. Said employee is subject to discharge/termination without just cause and without recourse.

3.3 Part-time Employee: A part-time employee is one who is employed in a budgeted position and is regularly scheduled and works less than forty (40) hours per week but more than twenty (20) hours per week. Part-time employees are paid on a prorated basis at the rate of the applicable classification. Part-time employees are eligible to earn and accrue annual leave and sick leave on a pro-rated basis. Part- time employees are eligible for pro-rated holiday pay. The Employer will pay the premium for health insurance benefits for employee only. Employees who wish to insure their dependents will pay the premiums for the dependent insurance through payroll deduction. Employees must work a minimum of eighty (80) or more hours per month to maintain their eligibility for health insurance benefits.

3.4 Temporary or Seasonal Employees: Any employee other than those defined in Sections 3.1, 3.3, and 3.4. The purpose of such employees is to provide assistance to complete seasonal temporary projects, assist in peak workloads and other temporary/seasonal work needs of the Employer. Temporary or seasonal employees shall be paid on an hourly basis only and shall not receive any benefits except as they may be applicable under Washington State Department of Retirement Systems rules for retirement contributions.

3.5 Definitions:

a. "ANNIVERSARY DATE" means the original date of hire for regular full-time employees as adjusted by leave without pay in excess of ninety (90) days or a break in service. Anniversary date is also subject to compliance with Sections 3.1 and 3.2 above.

b. "CALL TIME" means two (2) hours minimum at the rate of time and one-half (1.5) for those situations in which an employee is instructed to return to work.

c. "DISCHARGE" means the termination of employment.

d. "FULL-TIME EMPLOYMENT" means regularly scheduled employment on an average of forty (40) hours per week.

e. "HOLIDAYS" means paid non-work days for County employees as specified in the Holiday Article XXI.

f. "OVERTIME" means work previously authorized by the elected official or department head and performed in excess of the scheduled work day or in excess of forty (40) hours in a work week.

g. "POSITION" is a description of duties and responsibilities assigned to an employee. A position may be filled or vacant as determined by the Board, elected official or department head. Said position may be full-time, part-time.

h. "DEPARTMENT HEAD" means elected official and/or appointed department head.

ARTICLE IV - EQUAL EMPLOYMENT OPPORTUNITY

4.1 The Employer or the Association shall not discriminate against an individual with respect to terms, conditions or privileges of employment because of race,

color, religion, national origin, age, sex, veteran status, mental, physical or sensory handicap, except as allowed or provided by law. All references to employees in this Agreement designate both sexes, and wherever the male gender is used, it shall be construed to include male and female employees.

ARTICLE V - MANAGEMENT RIGHTS

The Association recognizes the prerogative of the Employer to operate and manage its affairs in all respects in accordance with its responsibilities, lawful powers and legal authority. All matters not expressly covered by the language of this Agreement or by state law shall be administered for the duration of this Agreement by the Employer as the Employer, from time to time, may determine. Management's affairs and prerogatives which the parties have agreed do not constitute negotiable matters relating to wages, hours and working conditions are inclusive of, but is not limited to, the following:

5.1 The right to establish and institute any and all work rules and procedures whether written or oral, upon reasonable notice to Bargaining Unit members. The Employer has the right to develop and adopt as well as administer written or oral personnel rules and policies which cover matters not specifically described in this agreement. Further, the Employer has the right to make oral or written changes and/or modifications to oral or written personnel rules and policies. An employee shall abide by said changes. Personnel rules and policies which are oral in nature will be based on past practices and oral communications between the Employer and the employees. Written personnel rules and policies will be posted and provided to affected employees.

5.2 The right to schedule any and all work and overtime work and any and all methods and processes by which said work is to be performed in a manner most advantageous to the Employer and consistent with the requirements of the public interest.

5.3 The right to hire, layoff and promote employees as deemed necessary by the Employer in accordance with the provisions of this Agreement.

5.4 The right to discipline any and all employees as provided in the disciplinary Article of this Agreement.

5.5 The right to make any and all determinations as to the size and composition of the work force.

5.6 The parties understand and agree that incidental duties reasonably connected with Bargaining Unit work not necessarily enumerated in job descriptions shall nevertheless be performed by employees when requested to do so by the Employer.

5.7 The Employer shall have the right to take whatever actions the Employer deems necessary to carry out County services in an emergency. The Employer shall be the sole determiner as to the existence of an emergency and any and all actions necessary to implement service during said emergency. An emergency shall be a sudden or unexpected happening or situation that calls for action without delay. The Employer will first take into consideration the safety of the employees.

5.8 The Employer has the right to introduce any and all new, improved and automatic methods or equipment to improve efficiency and to reduce costs.

5.9 The Employer has the right to assign employees in accordance with the provisions of this Agreement.

5.10 The right to close or liquidate an office, branch, operation or facility or combination of facilities, or to relocate, reorganize or combine the work of divisions, offices, branches, operations or facilities.

5.11 Past Practices: Past practices shall not be binding on the Employer; provided, however, if the Employer chooses to change past practice, the Employer shall provide thirty (30) calendar days notification, except in the event of an emergency (in which case practical notice is advised), to the Association and shall provide the Association with an opportunity to negotiate the Employer's proposed change to past practice. The notification and opportunity to negotiate shall not impede or affect the Employers right to change past practice. The notification to the Association will contain a proposed date for negotiation of the change with the Association as well as the anticipated date for implementation of the Employer's change to past practice.

5.12 Furlough: The Employer reserves the right to implement up to ten (10) furlough days per year. Furlough days are days off without pay with the commensurate revised compensation in any month when a furlough day is administered. If the Employer determines to implement furlough days, the Employer will provide the Union thirty (30) calendar days' written notification. The written notification will advise the Union that if they wish, they can bargain about the effects of the decision to implement furlough days. The window for negotiations about the effects of the furlough will be no more than sixty (60) calendar days from the date of the Employer's written notification to the Union. If the parties have not

reached agreement regarding the effects during they sixty (60) calendar day window then the Employer has the right to implement the furlough days. If the parties reach agreement within the sixty (60) calendar day window then the furlough will be implemented according to the agreement between the parties.

ARTICLE VI - STRIKES AND LOCKOUTS

6.1 Neither the Association nor its agents, or any employee(s) shall aid, cause, condone, authorize or participate in any strike or work stoppage, slow down or any other interference with the work and/or statutory functions and/or obligations of the Employer.

6.2 Employees who engage in any of the above-referenced activities shall not be entitled to any pay or fringe benefits during the period he/she is engaged in such activity. The Employer may discharge or discipline any employee who violates this Article.

6.3 The Employer agrees that there will be no lockouts except in the event the Association and/or the employees violate the terms of this Article.

ARTICLE VII - JOB POSTING

7.1 When a vacancy occurs within the Public Works Department and if the Employer chooses to fill such vacancy, it shall be posted at all reporting locations within five (5) working days. All fully qualified existing regular employees covered by this Agreement shall be eligible to apply for said opening and if interested, shall submit an application in accordance with the instructions contained within said posting.

7.2 Employees will be offered training when training is available or a position is going to open for advancement based on the following factors: qualifications (not just minimum qualifications but also education, training, certificates, experience, skills and abilities), personnel record (disciplinary record, performance evaluations and quality of work) and seniority. The Director shall make a final determination as to the factors. If there is a dispute about the Director's determination, then the Association may refer the matter to the grievance procedure.

7.3 In the event an employee accepts a job change and in spite of conscientious effort fails to meet the job standards or decides he/she does not want to continue in the

position within a thirty (30) day trial period he/she will revert to his/her former position without prejudice on the part of either party.

ARTICLE VIII - SENIORITY

8.1 Seniority shall mean an employee's continuous length of service from the most recent date of hire. Seniority shall not apply until an employee has completed the required probationary period. Upon satisfactory completion of the probationary period, the employee shall be credited with seniority from the most recent date of hire.

8.2 A probationary period of six (6) months shall be required for all new full-time employees. Part-time employees shall serve a probationary period of one thousand (1,000) hours of continuous employment with the Employer. During the probationary period, employees may be terminated/discharged without cause and without recourse at the discretion of the department head.

8.3 Qualifications (not just minimum qualifications, but also education, training, certificates, experience, skills and abilities), personnel record (disciplinary record, performance evaluations and quality of work) and seniority shall be the determining factors in layoffs, recall from layoffs, promotions and demotions. The Director shall make a final determination as to the factors. If there is a dispute about the Director's determination then the Association may refer the matter to the grievance procedure.

8.4 Vacation shall be scheduled by seniority subject to the Employer's right to determine the number of Employees, if any, who may schedule a vacation during any particular week.

8.5 Seniority shall terminate upon discharge, resignation, retirement, six (6) consecutive months of layoff, and for unexcused absence of three (3) or more days in duration. No regular employee shall be terminated except for just cause after the successful completion of the probationary period. A seniority list will be posted and a copy provided to the Association once per year only if requested and only if new employees are added.

ARTICLE IX - DISCIPLINE

9.1 The Employer may discipline an employee for just cause, inclusive of but not limited to the following:

a. Neglect of duty;

b. Inefficiency;

c. Insubordination;

d. Incompetence;

e. Disrespectful or impolite references, comments or declarations about or to fellow employees, Department Heads or Elected Officials;

f. Conviction, plea bargaining, deferred prosecution, or any other alternative disposition of a criminal charge which the department head or elected official believes would have an adverse effect regarding an employee's work, relationships with current employees/Employer or brings into question continued suitability in the department;

g. Inappropriate/improper use of public office/authority or misrepresentation of official authority or omission of responsibilities based on official authority and responsibilities;

h. Misconduct and/or negligent performance of duties;

i. Violation of written or verbal County or Department directives, work rules, regulations, policies and procedures;

j. Conflict of interest between off-duty activities and official duties;

k. Tardiness and/or absenteeism;

l. Harassment of any kind (actions that create an intimidating, abusive and/or hostile work environment);

m. Reporting to work with the presence of alcohol and/or illegal/controlled substances in the employee's blood, breath and/or urine, consuming alcohol and/or illegal/controlled substances at work, selling and/or distributing alcohol and/or illegal/controlled substances at work in accordance with the Drug and Alcohol Policy;

n. Violation of the Drug and Alcohol Policy;

o. Any breach of confidentiality requirements, whether written or verbal, regarding confidential matters as determined by the Employer;

p. Failure to properly record, schedule, notify, communicate, process and/or file any and all matters, whether written or verbal, consistent with

standard verbal, written or practiced procedures as determined by the Employer;

q. Failure to timely complete tasks as assigned by the Employer;

r. Dishonesty;

s. Any other just causes as determined, from time to time, by the Employer based on office procedure changes determined by the Employer;

t. Any other just causes supported and consistent with case law and/or arbitration cases.

9.2 The Employer may discipline any employee for just cause. If the County has a reason to discipline an employee, it shall take reasonable measures to carry out the discipline in a manner which will least embarrass the employee, if possible. The Employer shall have the right to implement the following forms of discipline:

a. Oral reprimand;

b. Written reprimand;

c. Suspension without pay;

d. Termination.

The discipline imposed shall be in relationship to the seriousness of the offense as determined by the Employer. The Employer may impose progressive discipline in order of increasing severity from oral reprimand to discharge but shall not be required to follow progressive discipline where the Employer makes a determination that the circumstances warrant immediate imposition of a more severe form of discipline up to and including discharge or termination even though an employee may not have any other disciplinary actions of record in the employee's personnel file.

9.3 The Employer may suspend without pay or terminate an employee only for just cause. In the event the Employer determines that an employee may be suspended without pay or terminated due to charges and/or alleged misconduct(s) then the Employer will notify the employee and Association representative of the charges and/or alleged misconduct(s) in writing. The Employer will hold a pre-disciplinary action meeting to provide the employee and/or Association representative an opportunity to respond to the charges

and/or alleged misconduct(s) within a reasonable period of time. Thereafter, the Employer shall make a determination as to whether to proceed with suspension without pay or termination.

9.4 When the Employer determines that circumstances are such that retention of the employee will likely result in disruption of Public Works' work, damage to or loss of County property or be injurious to the fellow employees, then the Employer may immediately suspend with pay the employee pending the outcome of an investigation.

9.5 Untimely notice of disciplinary action shall not negate the disciplinary action. If the Employer decides to issue an oral reprimand and/or written reprimand to an employee, then said reprimand shall be in written form and forwarded to the employee and to the Association representative. No meeting with the Association and/or employee is necessary for these types of discipline.

9.6 Employees shall sign written reprimands as evidence only of having seen the written reprimand when employees are shown those reprimands which are to be placed in the employee's personnel file. A copy of the written reprimand shall be provided to the employee at the time the employee signs it. Copies of written reprimands and more severe discipline will be mailed to the Association, except if the employee objects to the Employer sending out discipline information.

9.7 Written reprimands shall remain in the employee's personnel file for a period of no more than twenty-four (24) months from the date of the offense. If an employee does not have any other written reprimands within the twenty-four (24) month period, then the letter of reprimand will be removed from the employees personnel file, except if the misconduct or violation(s) relates to harassment, safety issues, potential liability to the Employer, and/or suspensions without pay and/or discharges wherein the written reprimands were part of progressive discipline. However, if the employee has another written reprimand within the twenty-four (24) month period, then both written reprimands shall remain in the personnel file for twenty-four (24) months from the date of the last written reprimand.

9.8 References, written facts and all documentation involving written reprimands as provided above, suspensions without pay and/or terminations shall remain permanently in an employee's personnel file.

9.9 If any County employee is serving a disciplinary suspension without pay, said person shall not be employable with any other County Department or County funded organization.

9.10 Time lines may be extended by mutual agreement.

9.11 For those employees who must drive vehicles to carry out their job as determined by the Employer, if any employee has his/her driver's license suspended or his/her CDL suspended for less than thirty (30) days then the employee shall be suspended without pay for that period of time. If the employee has his/her driver's license or CDL suspended for thirty (30) days or more then said employee shall be discharged. If an employee's driver's license or CDL is revoked, then the employee shall be immediately discharged.

9.12 In accordance with provision 9.2 above, dishonesty in any form is considered serious misconduct and any employee proven to have been dishonest may be disciplined at a minimum suspension without pay up to and including termination of employment. Due to the seriousness of dishonesty, a first offense of dishonesty may result in termination of employment.

ARTICLE X - GRIEVANCE PROCEDURE

10.1 A grievance is defined as a question involving the interpretation, application or alleged violation of a specific provision of this Agreement.

10.2 The parties agree that the time limitations provided are essential to the prompt and orderly resolution of any grievance, and that each will abide by the time limitations, unless waived or extended by mutual agreement of the parties to the grievance.

10.3 Filing of Grievance: If the Association and/or employee believe there may be a grievance regarding specific provisions of this Agreement, then the Association must file said grievance within thirty (30) calendar days of its occurrence. Failure to file the grievance within thirty (30) calendar days of its occurrence results in said grievance being forever waived and lost and no longer grievance at an time. Failure to pursue a grievance to the next step of the grievance procedure results in the last response being the final and binding conclusion of the grievance. To be a valid grievance, the grievance must set forth the facts, the specific sections(s) of the contract which were allegedly violated and the specific remedy requested.

10.4 Nothing shall prohibit an employee or the Association from raising an issue with the Employer and seeking resolution prior to filing a grievance; provided, however, it shall not modify the applicable time limitations in the other sections.

10.5 Employer Grievance: The Employer may initiate a grievance at Step 2 of the grievance procedure within thirty (30) calendar days from the date of the occurrence giving rise to the grievance. If the Employer files a grievance in accordance with this section, the Employer will present, either by mail or in person, in writing, the basis of the grievance against the Association to the Association President within thirty (30) calendar days of the occurrence. Thereafter, the Association President shall respond in writing to the Employer within thirty (30) calendar days from the receipt of the grievance. If the Employer is not satisfied with the response to the Association President, the matter will be elevated to arbitration in accordance with the procedure contained in this article.

10.6 The formal grievance procedure shall be as follows:

Step 1:

The grievance shall be presented in written form to the Director within thirty (30) calendar days from its occurrence. The Director shall respond in writing within thirty (30) calendar days after receiving said grievance.

Step 2:

If the grievance is not resolved to the satisfaction of the concerned parties at Step 1, then within thirty (30) calendar days of the response in Step 1, the grievance in written form, shall be presented to the Board of County Commissioners. The Board of County Commissioners has the option of holding a hearing within a reasonable period of time, issuing a written decision without a hearing within thirty (30) calendar days of submission, or referring the matter to arbitration. If a hearing is held, The Director will be represented and the employee will be represented by an official of the Association. If a hearing is held, the Board shall issue a written decision within thirty (30) working days from the date of the grievance hearing

Step 3:

a. Final and Binding Arbitration: If the grievance has not been resolved at Step 2 above, either the Association, the Director or the Board of County Commissioners may refer the unsettled grievance to final and binding arbitration.

b. Notice - Time Limitation: The referring party shall notify the other party in writing by mail of submission to arbitration within thirty (30) calendar

days after receipt of the Step 2 response. Failure to notify the other party in writing will result in the grievance being forever waived and null and void.

c. Arbitrator - Selection: After timely notice, the parties shall select an impartial arbitrator within thirty (30) calendar days, if possible, after the request is made to arbitrate. If the parties cannot mutually agree on an impartial arbitrator who is able and willing to serve on a timely basis, either party may demand a list of seven (7) qualified persons who are willing to abide by time limitations. A list of impartial arbitrators may be furnished by the American Arbitration Association (AAA), or the Federal Mediation and Conciliation Service (FMCS), or the Public Employment Relations Commission (PERC). The party demanding a paid arbitrator shall have the right to determine the organization from which the list of seven (7) names is to be derived. The parties shall flip a coin to determine who will strike the first name, following which each will alternately strike one of the names submitted until only one (1) name remains. This person will serve as the sole arbitrator subject to the following provisions.

d. Decision - Time Limit: The Arbitrator will conduct the arbitration hearing within a reasonable time from the date of selection. The arbitrator shall issue a final decision within thirty (30) calendar days from the date of the hearing or receipt of the parties' briefs, if applicable.

e. Limitations - Scope - Power of Arbitrator:

(i) The arbitrator shall not have the authority to add to, subtract from, alter, change or modify the provisions of this Agreement.

(ii) The arbitrator shall have the power to interpret and apply the terms of the Agreement and/or determine whether there has been a violation of the terms of the Agreement.

(iii) The arbitrator shall consider and decide only the question or issue raised in the initial written grievance. In conducting an arbitration, the arbitrator shall maintain a verbatim record of the testimony either by tape recording or court reporter. If a party requests a court reporter and/or transcription of the official record, said requesting party shall be responsible for paying for the cost of the transcription; provided, however, if the other party is going to rely on the record and/or transcription, then said party shall be responsible for one-half (1/2) the transcription cost and their own

copying cost. The arbitrator shall also have the authority to receive evidence and question witnesses.

f. Arbitration Award - Damages - Expenses:

(i) The arbitrator shall not have the authority to award punitive damages.

(ii) Each party hereto shall bear equally the expenses of the arbitrator. Each party shall pay the fees and expenses of their own attorneys, representatives, witnesses and other costs associated with the presentation of their case.

ARTICLE XI – HOURS OF WORK

11.1 The standard workweek shall consist of five (5) consecutive standard workdays, not to exceed eight (8) hours each, and not exceed forty (40) hours per week and shall normally be scheduled Monday through Friday. The working hours for each day shall normally fall between the hours of 5:00 A.M. and 6:30 P.M., with one-half (1/2) hour off for lunch. Multiple shifts are recognized. The Employer has the right to schedule employees to work four (4) ten (10) hour workdays.

11.2 Employees regularly reporting to the shop will report to the shop at starting time and shall travel on County time to and from work site.

11.3 Supervisors and foreman may modify or change scheduled hours and provide for special schedules, including circumstances where the Employer needs employees to work along with outside contractors such as Engineering Technicians and other circumstances involving the need for County employee's schedules to work with the hours of outside contractors in a manner which is most cost effective and efficient for the Employer.

11.4 Under the following guidelines and at the discretion of Management, a four (4) ten (10) hour workweek schedule may be implemented for road crew employees as determined by the Employer subject to the following provisions.

a. The 4-10 schedule is limited to the time period from April 1 to October 31, or any other mutually agreed upon time period.

b. Starting time is no earlier than 5:00 A.M.

c. Shift finish time no later than 6:30 P.M.

d. Minimum duration for 4-10 schedule one (1) week.

e. The 4-10 schedule shall normally be Monday through Thursday.

f. The number of personnel required to work a 4-10 schedule shall be at the discretion of Management.

g. The Supervisor will meet with the crews to discuss a 4-10 hour day workweek schedule and give notice of the work schedule change at least two (2) weeks in advance of such implementation.

In regards to Engineering Technicians and without the limitations indicated in subsections a. through g. above, they may be scheduled to work four (4) ten (10) hour workweeks as determined by the Employer. As an example, Engineering Technicians will be scheduled to work four (4) ten (10) hour workweeks with schedules to coordinate with outside contractors whenever the County needs the Technicians to work along with outside contractors. Other types of non-road crew personnel may be scheduled by the Employer to work four (4) ten (10) hour workweeks without the limitations indicated in subsections a. through g above.

11.5 Overtime shall be paid for all hours worked beyond eight (8) in one (1) day and beyond forty (40) in any one (1) week and on holidays, except when working a 4-10 hour day schedule, in which case overtime will be paid for all hours worked beyond ten (10) hours in one (1) day and beyond forty (40) hours in one (1) week.

11.6 Overtime and all work on Saturdays and Sundays shall be compensated for at one and one-half (1-1/2) times the regular rate except as defined in 11.3 above. Any employee required to work on a holiday shall receive holiday pay for holidays as defined in Article XXI, plus pay at two (2) times the regular rate, except holiday falling in December, January, and February, which will be paid at one and one-half (1-1/2) times the regular rate for all hours worked plus holiday pay.

11.7 Call-out time after assigned shift hours shall be paid at time and one-half (1-1/2) for a minimum of two (2) hours. Any overtime in excess of two (2) hours shall be paid at time and one-half (1-1/2) for actual time spent.

11.8 Compensatory time shall be administered in accordance with relevant provisions of the Fair Labor Standards Act. Compensatory time off will be at the rate earned. An employee may elect to receive compensatory time off in lieu of overtime pay, to be scheduled by mutual agreement between the employee and

the Department Head at a time that will not restrict the County's ability to meet necessary work requirements.

11.9 All overtime shall be authorized in advance by the Supervisor except in emergencies. Saturday and Sunday work is not overtime when it is a regularly scheduled workday of the individual crew.

11.10 When required to stand by, the employee shall be paid two (2) hours at one and one-half (1-1/2) times the regular rate for each eight (8) hour period required to stand by. Stand by is defined as that time in which an employee's supervisor requests that the employee be available at his/her residence or other mutually designated place, so he/she may be called out to work. Standby requests will be made in writing only.

ARTICLE XII - JOB CLASSIFICATIONS AND WAGES

12.1 The classifications, band/range, steps and rates of pay shall be as provided in the addenda of this agreement. Addendum A is a description of the salary and Pay Plan administration process. Addendum B is the 2016 Pay Plan as calculated and administered by the Director of Human Resources. This section, Addendum A and Addendum B are not subject to the grievance procedure.

12.2 Effective January 1, 2016, a three-quarters of one percent (0.75%) across-the-board increase will be applied to the 2015 Pay Plan. Effective July 1, 2016, a three quarters of one percent (0.75%) across-the-board increase will be applied to the January 1, 2016 Pay Plan. Only employees employed on the date of signature by the last signing party to this Agreement will be eligible for any increases. All calculations of these increases will be reflected in an updated and attached Addendum B – Pay Plan as determined by the Director of Human Resources. Any employee who has left employment for whatever reason shall not be eligible for any pay increases.

Effective January 1, 2017, a three-quarters of one percent (0.75%) across-the-board increase will be applied to the July 1, 2016 Pay Plan. Effective July 1, 2017, a three quarters of one percent (0.75%) across-the-board increase will be applied to the January 1, 2017 Pay Plan. Only employees employed on the date of signature by the last signing party to this Agreement will be eligible for any increases. All calculations of these increases will be reflected in an updated and attached Addendum B – Pay Plan as determined by the Director of Human Resources. Any employee who has left employment for whatever reason shall not be eligible for any pay increases.

12.3 In the event a new position is created, the Employer has the right to develop and establish the new classification. The wage rate will initially be established by the Employer through the salary evaluation process, and the Association will be notified of this wage rate. If the Association disagrees with the wage rate, then the parties agree to meet and negotiate only with respect to the wage rate. This section is not subject to the grievance procedure.

12.4 Employees become eligible for longevity pay after serving for a continuous year. After serving the continuous year each employee will be eligible to receive longevity compensation at the rate of eleven dollars and seventy-two cents ($11.72) per month per year of service. The maximum any employee is eligible for is twenty (20) years of continuous service. At twenty (20) years, the maximum monthly longevity pay an employee would be eligible for is two hundred thirty-four dollars and forty cents ($234.40). As an example, if an employee were continuously employed for ten (10) years by Grant County, the employee would be eligible for one hundred seventeen dollars and twenty cents ($117.20) per month longevity pay.

12.5 Mechanics required by the Employer to provide their own tools will receive one hundred dollars ($100.00) per month as tool stipend. Mechanics who are not required by the Employer to provide their own tools are not eligible. This stipend is paid in payments divided over 26 pay periods. A new employee becomes eligible to receive the stipend effective the first pay period following successful completion of their probationary period.

12.6 The Employer shall furnish the required tools for the Traffic Department Personnel.

12.7 Clothing for Distributor Operator and Shop/Traffic Personnel shall be furnished as has been past practice.

12.8 The Employer agrees to provide a three hundred dollar ($300.00) per year clothing stipend for the road maintenance division, engineering division, traffic division and central shop. This stipend is paid in full during the first pay period in February each year. A new employee becomes eligible to receive the stipend effective the first pay period following successful completion of their probationary period.

12.9 Employees working at a classification higher than their regular assigned classification shall be paid at the higher rate after ten (10) hours in a workweek retroactive to the first hour if qualified on that piece of equipment. If not

qualified, the employee will receive the higher rate of pay after twenty (20) hours worked in a higher classification in a work week.

12.10 An employee working in a lower classification will not suffer reduction in wages unless permanently assigned to that classification.

12.11 The monthly rate of pay for regular part-time employees shall be determined by multiplying the percentage of the workweek worked by the appropriate rate of pay for the classification.

12.12 Seasonal Employee Provisions:

a. These would be individuals hired on the basis of temporary employees as defined in Article III.

b. Temporary/Seasonal employees may be entitled to new hire status, if they have the qualifications for a position and if they are a successful applicant for said position. Said employee will have to serve the normal six (6) month probationary period.

c. Temporary/Seasonal employees will be paid only for the actual hours worked.

12.13 Bi-Lingual Premium Pay: Effective beginning in the payroll period after completion and approval of the Spanish only bi-lingual criteria and standards, bi-lingual employees who are appointed to serve in bi-lingual status by the department head/elected official will receive seventy-five dollars ($75.00) per month. The criteria and standards will be developed by a labor-management committee of two (2) management (Human Resources Director and one other) and two (2) Association representatives for recommendatory purposes only subject to review by each party's labor attorney. Eligibility for bi-lingual pay will only commence in the payroll period following final acceptance by both parties of the criteria and standards. The assignment of duties will be verbal and/or written direction from management. It is the intent of the parties that Spanish language fluency alone will not determine who is appointed under this section. The intent is that employees who are regularly required to speak Spanish will be considered for appointment to receive the premium.

ARTICLE XIII - BULLETIN BOARD

The Employer agrees to furnish and maintain a suitable bulletin board in a convenient place in each reporting station to be used by the Association.

ARTICLE XIV - UNION ACTIVITIES

14.1 The Employer may permit Association representatives to carry out limited functions subject to prior approval by the Employer/department head. A request for such time must be submitted prior to the anticipated function and is subject to the determination of the Employer/department head.

14.2 The Employer/department head may permit an accredited representative of the Association to have access to Employer premises during working hours for Association business subject to the determination of the Employer/department head with respect to whether such access would in any way interfere and/or hamper work, services, efficiency and/or productivity.

ARTICLE XV - SICK LEAVE

15.1 Leave with pay is allowed for employees working on a regular monthly basis who are absent from work for any of the following reasons:

a. Because of and during illness or injury incapacitating the employee to perform his/her duties.

b. By reason of exposure to contagious disease during such period as his/her attendance on duty would jeopardize the health of fellow workers or the public.

c. Because of illness, or death in the immediate family requiring the attendance of the employee (family includes only the following persons related by blood, marriage or legal adoption in the degree of grandparents, parents, wife, husband, brother, sister, child or grandchild, or any relative living in the employee's household.

d. Bereavement Leave: In case of death in the immediate family, up to three (3) days with pay will be granted. Additional days may be granted for travel at the Employee's request. Additional days granted for travel will be deducted from the earned sick leave days.

e. An employee may use the employee's accrued sick leave to care for a child of the employee if the child is under the age of eighteen (18) with a hea1th condition that requires treatment or supervision.

15.2 Sickness shall be reported to the immediate supervisor at the beginning of any period of such leave. Upon return to work an employee submits a formal request for approval of leave so taken. A medical certificate may be required for absence in excess of three (3) consecutive days.

15.3 Sick leave is accrued at the rate of eight (8) hours for each completed month of service and is accumulated at a total of nine hundred sixty (960) hours, after which time it lapses month by month. Sick leave accruals are calculated on the 15th of each month, and employees must be in pay status fifteen (15) or more calendar days of the month in order to be eligible to accrue sick leave.

An employee accrues eight (8) hours during the initial month of employment if the employee is placed on the payroll on or before the fifteenth (15th) of the month and actually works continuously through the end of the month. An employee terminating the employment relationship with Grant County accrues no sick leave time during the month of termination unless the individual is in pay status through the fifteenth (15th) of the month of termination.

15.4 All accumulated sick leave is canceled automatically when an employee is separated from service but is restored when an employee is re-appointed to the same department or is employed by another department within twelve (12) months from the date of separation from service.

15.5 Fifty percent (50%) of the accumulated sick leave will be paid as severance pay where severance is made as a result of retirement under Social Security; twenty-five percent (25%) payment of accumulated sick leave in event of termination by the employee in good standing after ten (10) years of continuous service; one hundred percent (100%) payment of accumulated sick leave up to nine hundred and sixty (960) hours in the event of the employee's death. All of these provisions are subject to the application of Section 15.6 below.

15.6 For employees under the PERS I retirement system the following provisions shall be applicable instead of the provisions contained in Section 15.5. This provision was effective as of January 1, 1985.

Under the terms of SHB-843 the following shall prevail: In the event of separation due to retirement, an employee will forfeit all sick leave accumulated during the highest consecutive twenty-four (24) months of compensation

preceding such separation. An employee will be paid for accumulated sick leave as outlined above, less that accumulated during the highest consecutive twenty-four (24) months of compensation.

That sick leave accumulated during the twenty-four (24) months will be a separate bank and the employee may utilize that bank of hours for sick leave only and will not receive any compensation of unused hours at date of termination of employment.

ARTICLE XVI - MILITARY LEAVE

16.1 An employee who is a member of the National Guard or Reserves of the United States and who is ordered to active military duty for training purposes shall be granted military leave of absence with pay for a period not to exceed fifteen (15) working days each calendar year. Any days taken beyond fifteen (15) work days must be charged as annual leave. During the time he/she is on such leave, the employee shall receive his/her regular pay, plus the amount of his/her military pay.

16.2 Regardless of his/her status, any employee who voluntarily, or upon demand, leaves a position other than temporary to enter active duty in the armed forces of the United States or the Washington National Guard shall be placed on military leave without pay and shall be entitled to be restored to his/her former position, or one of like seniority, status and pay provided he/she applies for re-employment within ninety (90) days of his/her discharge or separation, and presents proof of honorable discharge or separation.

ARTICLE XVII- CIVIL LEAVE / JURY LEAVE

A department head shall allow any necessary leave to permit an employee to serve on a jury. When such leave is granted; compensation is paid by the department for the time absent only in the amount which exceeds the compensation received for the approved jury leave not to exceed a normal day's pay.

ARTICLE XVIII - FAMILY & MEDICAL LEAVE

18.1 Up to twelve (12) weeks (paid or unpaid) may be granted per twelve (12) month period for qualifying circumstances as determined by the Employer consistent with Federal and State laws. Twelve (12) month period means a rolling twelve (12) month period measured backward from the date leave is taken and continuous with each additional leave day taken. This shall be administered by

the Employer. Employees are required to exhaust all accrued paid leave (*i.e.*, vacation, sick leave, compensatory time, etc.) before becoming eligible for an unpaid leave of absence for family leave purposes. When possible or foreseeable, requests for family and/or medical leave shall be submitted to the Employer a minimum of thirty (30) days prior to the date the leave is expected to commence. Violations of this provision shall be subject to the disciplinary process unless circumstances warranted a lesser notice.

ARTICLE XIX - EDUCATION LEAVE

At the discretion of the Employer, employees may be granted leave of absence for educational purposes to attend conferences, seminars, briefing sessions, or other functions of a similar nature that are intended to improve or upgrade the individual's skill or professional ability. The total cost including books, tuition, transportation, and other authorized expenses shall be provided by the Employer.

ARTICLE XX - ANNUAL LEAVE

20.1 Annual leave with full pay is allowed to an employee working on a regular full-time or part-time monthly basis who has been in the continuous employ of the County six (6) months. Such leave is in addition to holidays.

20.2 Annual leave may be accumulated to a total of two hundred (200) hours above the current year's accrual; provided, however, all unused annual leave in excess of two hundred (200) hours as of December 31 of any year shall lapse. Annual leave accruals are calculated on the 15th of each month, and employees must be in pay status fifteen (15) or more calendar days of the month in order to be eligible to accrue annual leave.

20.3 Annual leave accumulated at the end of six (6) months of service in a department by full-time employees may be taken in the seventh (7th) month or each month thereafter may be taken in the following month or subsequent month upon the mutual agreement of the employee and the department, taking into consideration the seniority of service of the employee.

Upon completion of the probationary period, an employee's leave record will be credited with the appropriate annual leave. If the employee does not successfully complete the probationary period, annual leave is not earned and not payable.

20.4 Annual leave when taken shall be by mutual agreement between the immediate Supervisor and the employee on such schedules as will least interfere with the function of the Department, but which accommodates the desires of the employees to the greatest degree possible. After the first year of employment, all employees shall be required to take a minimum of five (5) consecutive days of annual leave each year.

20.5 Additional annual leave hours are earned by employees whose employment is continuous and satisfactory. These days comprised of eight (8) hours for each are credited to the employee on the anniversary date of such employment as follows:

	Days per month	Days per year
1st year	1	12
2nd year	1.0834	13
3rd year	1.25	15
4th year	1.25	15
5th year	1.4167	17
6th year	1.4167	17
7th year	1.4167	17
8th year	1.4167	17
9th year	1.4167	17
10th year	1.5834	19
11th year	1.5834	19
12th year	1.5834	19
13th year	1.5834	19
14th year	1.5834	19
15th year	1.8334	22

20.6 Earned annual leave and continuous service credits of any employee are transferable between departments, provided not more than thirty (30) days elapse between employment without specific approval by the hiring agency.

20.7 An employee who separates from the service is entitled to payment for all annual leave credited, not to exceed two hundred (200) hours, provided that in the case of voluntary resignation, written notice is given. Two (2) weeks is a minimum acceptable written notice.

20.8 Leave without pay may be granted under the following conditions:

a. Subject to mutual agreement between the employee and department head.

b. Subject to the work load or service requirements in the department as determined by the department head.

c. Leave without pay is limited to a maximum of twelve (12) months in any five (5) year period.

d. All leaves without pay are subject to review by the Board of Commissioners.

e. Employees on leave without pay are not entitled to accrue any benefits, seniority and/or time in service rewards. These employees will be responsible to pay for their own insurance benefits while on leave without pay if they elect to continue said insurance.

ARTICLE XXI - HOLIDAYS

21.1 The following eleven (11) days shall be recognized and observed as paid holidays:

New Year's Day	Labor Day
Martin Luther King's Birthday	Veterans Day
Presidents Day	Thanksgiving Day
Memorial Day	Day After Thanksgiving Day
Independence Day	Christmas Day

One (1) mutually agreed to floating holiday, or, for employees working in the Administrative and Engineering Divisions, the holiday agreed to by the Public Works Department.

See attached Addendum "D" – Grant County Holidays Observed 2016 – 2017. This Addendum is not intended to alter the provisions of this article. This Addendum addresses the dates on which the designated days will be recognized by Grant County.

21.2 Whenever a holiday falls on Sunday, the following Monday is considered a holiday. If a holiday falls on a Saturday, the previous Friday shall be observed as the holiday. If a holiday falls on a Friday during a four (4) day, ten (10) hour work shift schedule, the preceding Thursday shall be observed as the paid legal holiday.

21.3 Employees shall receive one (1) eight (8) hour day's pay for each of the above holidays, except for holidays which occur during a four (4) day, ten (10) hour

work shift schedule. In this case, employees shall receive one (1) ten (10) hour day's pay for each such holiday.

21.4 Any regular full-time or part-time employee shall not be eligible to use a floating holiday while they are on probation. If they do not complete probation, then said floating holiday shall be forfeited.

ARTICLE XXII - HEALTH AND WELFARE

22.1 Medical coverage shall commence on the first day of the month following completion of sixty (60) days of satisfactory performance for regular full-time and part-time employees.

22.2 For employees who separate employment before or on the 15th of the month, their benefits will end at the end of that month. For employees who separate employment on the 16th of the month or another later day that month, their benefits will end at the end of the following month. Eligibility is determined by the Summary Plan Description.

22.3 Effective for 2016 and 2017, the employees will have access to two (2) plans. Either the Core Plan (Option 2) or the Buy-Up Plan (Option 1). The reference to two (2) insurance plans and to either the Core Plan (Option 2) or the Buy-Up Plan (Option 1) are subject to the outcome of the Section 22.7 2017 reopener.

Core Plan (Option 2) Premium Share Contributions:

Employee Only Tier:

Employer Portion	Employee Portion
100%	0%

All Dependent Tiers:

Employer Portion	Employee Portion
85%	15%

Employer will pay toward the Core Plan (Option 2) one hundred percent (100%) of the funding level as established by the Board for the employee-only tier. The Employer will pay eighty-five percent (85%) of the funding level as established by the Board for the Core Plan (Option 2) for all dependent tiers, and Employees shall pay fifteen percent (15%) by payroll deduction.

Buy-Up Plan (Option 1) Premium Share Contributions:

Employer and Employee premium share contributions for the Buy-Up Plan (Option 1) are derived from the Employer and Employee premium share contributions of the Core Plan (Option 2) funding levels shown above. The Employer will contribute the equivalent value of the Core Plan (Option 2) premium share toward the Buy-Up Plan (Option 1) premiums. Any amounts exceeding the Core Plan (Option 2) funding level Employer contribution shall be the sole responsibility of the employees and shall be paid by payroll deduction.

All calculations shall be determined by the Human Resources Director.

22.4 If there is a need to further modify coverage, premium structures, benefit levels and/or contribution levels, as determined by the Employer taking into consideration recommendations of the Insurance Committee and Broker of Record, the Employer will provide as much notice as practicable and allow the Association representative the opportunity to bargain regarding said changes. Should the Association representative and Employer be unable to bargain a satisfactory resolution of any issues raised regarding modification of coverage, premium structures, benefit levels and/or contribution levels within thirty (30) days after the notice to the Association representative, the Employer shall have the right to modify coverage, premium structures, benefit levels and/or contribution levels.

22.5 The Association and/or the employee will indemnify and hold the Employer harmless from any and all claims made and against any and all suits instituted, against an insurance carrier regarding a disagreement with said carrier relating to a claim and/or coverage.

22.6 Disputes regarding insurance claims and/or coverage are between the insurance company and the employee and are not grievable by the Association and/or the employee so long as the dispute was not as a result of action by the Employer.

22.7 Reopener: If during 2017, the Board and Human Resources Director determine there is a need to reopen the insurance article to address different providers, different benefit levels and/or different contribution levels, the parties agree to immediately commence negotiations shortly after written notification. The parties shall negotiate for up to sixty (60) calendar days. If an agreement is reached it shall be implemented after the agreement in the next payroll period when administratively feasible. If an agreement is not reached during the reopener negotiations and the need for insurance changes is time sensitive as ascertained by the Board and the Human Resources Director, the Employer may

implement the changes to be effective immediately when the changes can be administratively carried out. If the Union desires to continue the bargaining process beyond the Employer's implementation then the parties shall continue through the negotiations procedures contained in Chapter 41.56, RCW. If the outcome of the continued impasse resolution process through mediation modifies the Employer implemented changes, such modifications shall be prospective only and shall not apply retroactively.

ARTICLE XXIII - DRUG TESTING POLICY

The Drug and Alcohol Testing Policy and Procedures will be set forth in the "Grant County Policy & Procedure Manual" Policy.

ARTICLE XXIV - TRAINING

The Employer will continue the current practice.

ARTICLE XXIV - SAVINGS CLAUSE

If any provision of this Agreement is legally invalidated by legislative enactment or competent court decree, the parties will meet and negotiate about such provision. However, the remaining provisions of the contract will remain in full force and effect.

ARTICLE XXV - ENTIRE AGREEMENT

The terms hereof cover the entire Agreement between the parties, and all rights not specifically abridged or limited herein are reserved exclusively to the Employer, regardless of whether or not such rights have previously been exercised by the Employer. There shall be no verbal or written agreement between the Employer and the employees in violation of this Agreement. This Agreement contains all of the covenants, stipulations and provisions agreed upon and no representative of either party has authority to make, and none of the parties shall be bound by any statement, representation or agreement reached prior to the signing of this Agreement and not set forth herein.

ARTICLE XXVI - TERM OF AGREEMENT

This Agreement shall be effective January 1, 2016, except as otherwise indicated, and shall remain in full force and effect until December 31, 2017.

Negotiations may be requested by either party to this Agreement ninety (90) days before the expiration.

DATED this 13th day of February, 2017.

BOARD OF COUNTY COMMISSIONERS

Cindy Carter, Chairperson

Richard Stevens, Vice Chairperson

Tom Taylor, Commissioner

GRANT COUNTY PUBLIC EMPLOYEES' ASSOCIATION

Karen Maedke, Vice President

ADDENDUM A – Salary Administration Procedures

A new hire will be placed at the appropriate salary range at step 1 based on the study and subject to prior review by the Human Resources Department and subject to prior approval by the Board of County Commissioners. An employee will progress to step 2 after 6 months of successful service and, subsequently, to step 3 after another 6 months of successful service. Thereafter, incumbents will progress to next higher steps in *annual* increments until reaching range maximum. The steps within the pay plan will continue unless the parties negotiate to discontinue the steps prior to the end of the last year of the CBA.

Exceptions:

New hires may be placed at rates above step 1 in rare instances where the person brings exceptional experience, training, specialized knowledge and/or essential credentials. This may be done subject to prior review by the Human Resources Department and subject to prior approval by the Board of County Commissioners.

Present employees promoted into a job with a higher band allocation may be placed at the new salary range step that would result in a "promotional" salary increase subject to prior review and recommendation of the Human Resources Department and subject to prior approval by the Board of County Commissioners. Promotional salary increase means the step in the new salary range which provides the employee with an increase in pay not necessarily the same step as the prior salary range step.

In rare instances, severe market pressures on specific jobs may be considered for recruitment of candidates in very high demand subject to prior review of the Human Resources Department and subject to prior approval by the Board of County Commissioners. Normally, a new recruit will not be placed in a salary step higher than any present incumbent in the same job class who is performing at a fully competent level except in circumstances where the person brings exceptional experience, training, specialized knowledge and/or essential credentials to the job. This assessment is subject to prior review by the Human Resources Department and subject to prior approval by the Board of County Commissioners

Progression Increases:

Incumbents whose salary rate is in a step lower than step 7 and whose performance is entirely satisfactory on a continuing basis as determined by the Elected Official(s) or

Department Heads with review by the Human Resources Department, will progress to next higher step at annual salary adjustment time, until their salaries reach step 7.

ADDENDUM B – 2016 Pay Plan

Updates to the pay plan will be prepared and disseminated by the HR Director for 01/01/16, 07/01/16, 01/01/17 & 07/01/17.

Job Title	Band		1	2	3	4	5	6	7
Secretary Receptionist	5	*H*	$17.76	$18.29	$18.82	$19.35	$19.87	$20.39	$20.90
		P	$1,420.80	$1,463.20	$1,505.60	$1,548.00	$1,589.60	$1,631.20	$1,672.00
		M	$3,078.40	$3,170.27	$3,262.13	$3,354.00	$3,444.13	$3,534.27	$3,622.67
Accounting Clerk I – A/P	6	*H*	$18.43	$18.98	$19.53	$20.08	$20.62	$21.16	$21.69
		P	$1,474.40	$1,518.40	$1,562.40	$1,606.40	$1,649.60	$1,692.80	$1,735.20
		M	$3,194.53	$3,289.87	$3,385.20	$3,480.53	$3,574.13	$3,667.73	$3,759.60
Service Mechanic	6	*H*	$18.43	$18.98	$19.53	$20.08	$20.62	$21.16	$21.69
		P	$1,474.40	$1,518.40	$1,562.40	$1,606.40	$1,649.60	$1,692.80	$1,735.20
		M	$3,194.53	$3,289.87	$3,385.20	$3,480.53	$3,574.13	$3,667.73	$3,759.60
Truck Driver	6	*H*	$18.43	$18.98	$19.53	$20.08	$20.62	$21.16	$21.69
		P	$1,474.40	$1,518.40	$1,562.40	$1,606.40	$1,649.60	$1,692.80	$1,735.20
		M	$3,194.53	$3,289.87	$3,385.20	$3,480.53	$3,574.13	$3,667.73	$3,759.60
Engineering Technician II	7	*H*	$19.19	$19.77	$20.34	$20.91	$21.47	$22.03	$22.58
		P	$1,535.20	$1,581.60	$1,627.20	$1,672.80	$1,717.60	$1,762.40	$1,806.40
		M	$3,326.27	$3,426.80	$3,525.60	$3,624.40	$3,721.47	$3,818.53	$3,913.87
Light Equipment Operator	7	*H*	$19.19	$19.77	$20.34	$20.91	$21.47	$22.03	$22.58
		P	$1,535.20	$1,581.60	$1,627.20	$1,672.80	$1,717.60	$1,762.40	$1,806.40
		M	$3,326.27	$3,426.80	$3,525.60	$3,624.40	$3,721.47	$3,818.53	$3,913.87
Solid Waste A/R	7	*H*	$19.19	$19.77	$20.34	$20.91	$21.47	$22.03	$22.58
		P	$1,535.20	$1,581.60	$1,627.20	$1,672.80	$1,717.60	$1,762.40	$1,806.40
		M	$3,326.27	$3,426.80	$3,525.60	$3,624.40	$3,721.47	$3,818.53	$3,913.87
Accounting Clerk II – A/P	8	*H*	$20.03	$20.63	$21.23	$21.82	$22.41	$22.99	$23.56
		P	$1,602.40	$1,650.40	$1,698.40	$1,745.60	$1,792.80	$1,839.20	$1,884.80
		M	$3,471.87	$3,575.87	$3,679.87	$3,782.13	$3,884.40	$3,984.93	$4,083.73
Bridge Crew Equipment Operator	8	*H*	$20.03	$20.63	$21.23	$21.82	$22.41	$22.99	$23.56
		P	$1,602.40	$1,650.40	$1,698.40	$1,745.60	$1,792.80	$1,839.20	$1,884.80
		M	$3,471.87	$3,575.87	$3,679.87	$3,782.13	$3,884.40	$3,984.93	$4,083.73
Engineering Technician III	8	*H*	$20.03	$20.63	$21.23	$21.82	$22.41	$22.99	$23.56
		P	$1,602.40	$1,650.40	$1,698.40	$1,745.60	$1,792.80	$1,839.20	$1,884.80
		M	$3,471.87	$3,575.87	$3,679.87	$3,782.13	$3,884.40	$3,984.93	$4,083.73
Traffic Technician / Sign Technician	8	*H*	$20.03	$20.63	$21.23	$21.82	$22.41	$22.99	$23.56
		P	$1,602.40	$1,650.40	$1,698.40	$1,745.60	$1,792.80	$1,839.20	$1,884.80
		M	$3,471.87	$3,575.87	$3,679.87	$3,782.13	$3,884.40	$3,984.93	$4,083.73
Area Grader Operator	9	*H*	$20.97	$21.60	$22.23	$22.85	$23.47	$24.08	$24.68
		P	$1,677.60	$1,728.00	$1,778.40	$1,828.00	$1,877.60	$1,926.40	$1,974.40
		M	$3,634.80	$3,744.00	$3,853.20	$3,960.67	$4,068.13	$4,173.87	$4,277.87
Engineering Technician IV	9	*H*	$20.97	$21.60	$22.23	$22.85	$23.47	$24.08	$24.68
		P	$1,677.60	$1,728.00	$1,778.40	$1,828.00	$1,877.60	$1,926.40	$1,974.40
		M	$3,634.80	$3,744.00	$3,853.20	$3,960.67	$4,068.13	$4,173.87	$4,277.87

H = Hourly | *P = Pay Period* | *M = Monthly*

Job Title	Band		1	2	3	4	5	6	7
Mechanic	9	*H*	$20.97	$21.60	$22.23	$22.85	$23.47	$24.08	$24.68
		P	$1,677.60	$1,728.00	$1,778.40	$1,828.00	$1,877.60	$1,926.40	$1,974.40
		M	$3,634.80	$3,744.00	$3,853.20	$3,960.67	$4,068.13	$4,173.87	$4,277.87
Multiple Equipment Operator	9	*H*	$20.97	$21.60	$22.23	$22.85	$23.47	$24.08	$24.68
		P	$1,677.60	$1,728.00	$1,778.40	$1,828.00	$1,877.60	$1,926.40	$1,974.40
		M	$3,634.80	$3,744.00	$3,853.20	$3,960.67	$4,068.13	$4,173.87	$4,277.87
Engineering Technician V	10	*H*	$22.00	$22.66	$23.32	$23.97	$24.62	$25.26	$25.89
		P	$1,760.00	$1,812.80	$1,865.60	$1,917.60	$1,969.60	$2,020.80	$2,071.20
		M	$3,813.33	$3,927.73	$4,042.13	$4,154.80	$4,267.47	$4,378.40	$4,487.60
Road Information Services Technician	10	*H*	$22.00	$22.66	$23.32	$23.97	$24.62	$25.26	$25.89
		P	$1,760.00	$1,812.80	$1,865.60	$1,917.60	$1,969.60	$2,020.80	$2,071.20
		M	$3,813.33	$3,927.73	$4,042.13	$4,154.80	$4,267.47	$4,378.40	$4,487.60
Facilities Maintenance Specialist	11	*H*	$23.11	$23.80	$24.49	$25.18	$25.86	$26.53	$27.19
		P	$1,848.80	$1,904.00	$1,959.20	$2,014.40	$2,068.80	$2,122.40	$2,175.20
		M	$4,005.73	$4,125.33	$4,244.93	$4,364.53	$4,482.40	$4,598.53	$4,712.93
Lead Diesel Mechanic	11	*H*	$23.11	$23.80	$24.49	$25.18	$25.86	$26.53	$27.19
		P	$1,848.80	$1,904.00	$1,959.20	$2,014.40	$2,068.80	$2,122.40	$2,175.20
		M	$4,005.73	$4,125.33	$4,244.93	$4,364.53	$4,482.40	$4,598.53	$4,712.93
Shop Manager / Diesel Mechanic	11	*H*	$23.11	$23.80	$24.49	$25.18	$25.86	$26.53	$27.19
		P	$1,848.80	$1,904.00	$1,959.20	$2,014.40	$2,068.80	$2,122.40	$2,175.20
		M	$4,005.73	$4,125.33	$4,244.93	$4,364.53	$4,482.40	$4,598.53	$4,712.93
H = Hourly			*P = Pay Period*				*M = Monthly*		

The steps within the pay plan will continue unless the parties negotiate to discontinue the steps prior to the end of the last year of the CBA.

Employees will progress to the next applicable step on the first day of the new pay period following the anniversary of the position date (excludes employees at Step 7).

The bands on the Pay Plan are those which apply to employees within the bargaining unit. Employees remain in the same band but may be eligible for a step increase subject to the provisions of Addendum A. For 2013, Steps shall be frozen in accordance with Article 12 of this Agreement.

COLA and steps, as outlined in this agreement, will be paid retroactivity back to 01/01/16. To be eligible for retroactive pay, an employee must be in an active employment status as of the date of signing. Any employee who has left employment for whatever reason before signature by the last signing party shall not be eligible for any pay and step increases. Any employees who leave employment before the effective date of any increases shall not be eligible for any pay and step increases. The Human Resources Director shall make the final determination with regard to pay and step increases eligibility.

ADDENDUM C –Holidays Observed

2016 Holiday Schedule

New Year's Day	Friday, January 1
Martin Luther King Jr. Day	Monday, January 18
President's Day	Monday, February 15
Memorial Day	Monday, May 30
Independence Day	Monday, July 4
Labor Day	Monday, September 5
Veteran's Day	Friday, November 11
Thanksgiving Day	Thursday, November 24
Friday After Thanksgiving	Friday, November 25
Christmas Eve Day	Friday, December 23
Christmas Day	Monday, December 26

2017 Holiday Schedule

New Year's Day	Monday, January 2
Martin Luther King Jr. Day	Monday, January 16
President's Day	Monday, February 20
Memorial Day	Monday, May 29
Independence Day	Tuesday, July 4
Labor Day	Monday, September 4
Veteran's Day	Friday, November 10
Thanksgiving Day	Thursday, November 23
Friday After Thanksgiving	Friday, November 24
Christmas Eve Day	Friday, December 22
Christmas Day	Monday, December 25