

**COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE TOWN OF EASTON
AND
EASTON SUPERVISORS UNIT 818
AFSCME COUNCIL - 4, AFL-CIO
JULY 1, 2021- JUNE 30, 2025**

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Collective Bargaining Agreement between the Town of Easton and the Easton Supervisors Unit

PREAMBLE

The Town of Easton ("Town") and the Easton Supervisors Unit, Local #818 AFSCME Connecticut Council 4, AFL-CIO ("Union") agree that the welfare of the Town and its citizens and employees is dependent largely upon the services which the Town renders the public. Improvements in these services and economies in operations are promoted by willing cooperation between the Town and the Union to render honest, efficient and economical services to the public. The spirit of cooperation between the Town and the supervisory employees represented by the Union being essential to efficient operation and service, the parties will conduct themselves to promote this spirit.

ARTICLE I RECOGNITION

Section 1 - Recognition

In accordance with Section 7-467 to 7-477 of the Connecticut General Statutes, the Town recognizes the Union as the exclusive bargaining agent for the purposes of collective bargaining in respect to wages, hours, and other conditions of employment for the supervisory employees certified by the Connecticut State Board of Labor Relations (Decision No. 3773, dated May 31, 2000) (as such certification has been amended by mutual agreement of the parties). The positions included in this unit are Library Director, Sanitarian, Building Official, Assessor, Parks & Recreation Director, Children Librarian/Assistant Director, Parks and Recreation Programmer, and Children's/Young Adult Librarian, excluding all others by agreement and/or under operation of law. (Collectively, "Employees" and individually, "Employee")

Section 2 - Copies of Agreement

The Town shall give each present Employee in the bargaining unit, and each new replacement Employee when hired, a copy of the current Collective Bargaining Agreement.

ARTICLE II MANAGEMENT RIGHTS

All rights, powers, authority and functions of the Town formerly exercised or exercisable by the Town shall remain vested exclusively in the Town except insofar as specifically surrendered or abridged by the express written provisions of this Agreement. Such rights, powers, authority and functions include, but are not limited to: the full and exclusive control, management and operation of all Town departments; the determination of the

scope of the Town's activities, the method of delivering services, including the right to determine processes, products, equipment and tools to be utilized; the establishment of job classifications and job descriptions; the determination of the number and type of jobs; the determination of reasonable standards of work; the establishment and enforcement of such reasonable rules and regulations as the Town may from time to time deem necessary; the determination of the number of hours to be worked; the direction of the workforce, including but not limited to, the right to hire, assign, layoff, recall, promote, transfer and discipline for just cause any of its Employees; the right to maintain order and efficiency; and the right to allocate resources.

ARTICLE III UNION RIGHTS AND SECURITY

Section 1 - Union Membership or Service Fee

- A. Within thirty (30) days after the date of this Agreement, or within thirty (30) days of hire, each Employee shall, as a condition to continued employment, join the Union and maintain his Union membership in good standing or pay in the alternative, a service fee to the Union in accordance with applicable law.
- B. The Union has adopted procedures necessary to protect the constitutional rights of all Employees, details of which can be obtained from the Union.

Section 2 - Failure to Join Union or Pay Service Fee

In the event that an Employee does not join the Union or pay the required service fee by the thirtieth (30th) day as required, the Employee shall be terminated. The Town shall institute the necessary procedures for termination provided the Union has sent written notice to the Employee (with a copy to the First Selectman) that the Employee has not fulfilled his obligations by the requisite date and that a request for his termination is being made to the Town. The Union shall indemnify and save the Town harmless against any and all claims, demands, costs, suits or other forms of liability and all court or administrative agency costs that may arise out of, or by reason of, action taken by the Town for the purpose of complying with this Article.

Section 3 - Deduction of Dues and Service Fees

Upon written authorization by the Employee, the Town shall deduct the service fees and dues from the salary of non-members and members of the Union each pay period and remit the same to Council 4, AFSCME, AFL-CIO, 444 East Main Street, New Britain, Connecticut 06051.

Section 4 - Union Representatives List

The Union shall furnish the Town with a list of all Employee representatives and Union staff members authorized to represent the Union within ten (10) calendar days from the date of this Agreement and update such list as required from time to time.

Section 5 - Dealing with Union Representatives

Representatives of the Town in its capacity as an employer of the Employees shall deal exclusively with Union designated stewards or representatives in the processing of grievances (except as otherwise set forth in the grievance procedure) or in other than normal day-to-day contract administration.

Section 6 - Communication by Union

The Union shall have the right to post notices on bulletin boards designated by the Town and to utilize the Town mail distribution system.

ARTICLE IV
HOURS OF WORK

Section 1 - Hours, Excess Hours, Compensatory Time

- A. Employees shall continue to work their current hours of work on their current schedules (which in some cases are flexible) or such other hours and schedules as the parties may agree for the duration of this Agreement. The current hours and schedules are set forth on Appendix A, but may be changed to meet the needs of the Town. It is anticipated that Employees should be able to complete their respective duties during their normal hours of work, but in addition to the specified hours, Employees may be required to work additional time to accomplish various tasks of their positions without overtime or additional pay or compensatory time for hours in excess of the regularly scheduled workweek unless required pursuant to Section B of this Article.
- B. If an Employee is regularly required to work more than ten (10) hours above his regular hours in any pay period, he shall bring such fact in writing to the attention of the First Selectman who in turn will seek appropriate relief from the Board of Finance by seeking additional hours and funding or additional assistance in the department or another appropriate solution that is mutually agreeable to the parties. If no appropriate relief is provided, the Employee shall receive time and one-half (1 ½) for all hours of more than ten (10) above their regular hours worked for each pay period; provided no additional pay shall be made for more than one (1) pay period prior to the time the issue was brought to the attention of the First Selectman.

Section 2 - Flexible Schedules

Notwithstanding Section 1, the Town shall have the authority to implement flexible work schedules, both as to days worked and hours worked, as well as to implement innovative approaches, including but not limited to telecommuting arrangements or split shifts, with individual Employees. Accordingly, the Town may vary the Employee's normal schedule, so long as no Employee is required to work on a regularly scheduled basis more than the number of hours set forth in Appendix A for the position in question, unless the Employee so agrees. Specifically, some Employee's schedules are adjusted on a rotating basis to provide coverage and to accommodate town meetings and meetings of professional organizations.

Section 3 - Compensatory Time

Hours of Work: Employees within this unit are exempt from overtime requirements and are expected to work at a minimum, the number of hours for which the Employee's position is scheduled. Employees shall not receive overtime or additional pay for hours in excess of the regularly scheduled work week, except as provided in Section 1 B of this Article. With the advance approval of the First Selectman, and subject to accurate contemporaneous time keeping and based on the needs of the Town, notwithstanding Section 1 B of this Article, Employees may bank time worked in excess of ten (10) hours in a pay period to meet the needs of the department to be used as time off to be taken within the same year when the needs of the department permit. No such banked time shall be carried beyond the fiscal year in which it is earned.

ARTICLE V CLASSIFICATION PLAN

The Town will maintain a classification plan for the classification of positions in the bargaining unit as set forth in Appendix B. The Town shall determine the classification for each position which may be revised from time to time.

ARTICLE VI PAY

Section 1 - Pay Ranges and Rates

The pay ranges shown in Appendix C-1, Appendix C-2, Appendix C-3 and Appendix C-4 shall remain in effect for the specified fiscal years.

Section 2 - Minimum and Maximum Rates

During the term of this Agreement, no position in the unit shall be assigned a salary higher than the maximum or lower than the minimum salary provided for the class of the position; provided, however, that a current Employee who is above the pay range shall be redlined.

Section 3 - Administration

Pay shall be administered in accordance with the following provisions:

- A. The hiring rate of pay for initial employment shall normally be the beginning end of the range for the class of the position (i.e., Step A). An Employee may be hired at a rate above the beginning end of the range for the class of position in the discretion of the Town in recognition of such person's extraordinary qualifications *or* in recognition of a lack of available candidates at the hiring rate; provided, however, that no new Employee shall be hired at a rate higher than the lowest rate paid a then current Employee for the same position. An Employee hired at Step A or at a rate below Step B shall advance to Step B upon successful completion of the probationary period.
- B. Pay increases: Each Employee's current salary shall be increased as follows:

Effective July 1, 2021, the scale in effect on June 30, 2021 shall be increased by 2.25% (two and one quarter percent), and each Employee (except those at the top of or redlined beyond the scale, who shall receive only the general wage increase and probationary Employees, who shall advance pursuant to Section A of this Article) shall advance one (1) step, subject to any withholding pursuant to Section C of this Article. Employees shall only move within the range for their position.

Effective July 1, 2022, the scale in effect on June 30, 2022 shall be increased by 2.25% (two and one quarter percent), and each Employee (except those at the top of or redlined beyond the scale, who shall receive only the general wage increase and probationary Employees, who shall advance pursuant to Section A of this Article) shall advance one (1) step, subject to any withholding pursuant to Section C of this Article. Employees shall only move within the range for their position.

Effective July 1, 2023, the scale in effect on June 30, 2023 shall be increased by 2.5% (two and one half percent), and each Employee (except those at the top of or redlined beyond the scale, who shall receive only the general wage increase and probationary Employees, who shall advance pursuant to Section A of this Article) shall advance one (1) step, subject to any withholding pursuant to Section C of this Article. Employees shall only move within the range for their position.

Effective July 1, 2024, the scale in effect on June 30, 2024 shall be increased by 2.5% (two and one half percent), and each Employee (except those at the top of or redlined beyond the scale, who shall receive only the general wage increase and probationary Employees, who shall advance pursuant to Section A of this Article) shall advance one (1) step, subject to any withholding pursuant to Section C of this Article. Employees shall only move within the range for their position.

- C. The Town may withhold all or part of a step or a general wage increase based on an Employee's unsatisfactory performance, provided the Employee has been given notice of the Town's intention to do so at least six (6) months prior to the date on which. Such increase would have been effective and the Employee's performance has not subsequently become satisfactory.
- D. Payment: The pay due each Employee shall be paid in substantially equal payments payable every two weeks during the contract year.
- E. Employee Log and Locator: Each building shall maintain for each Employee, an Employee log and locator. For each workday, each Employee shall enter the time of arrival and the time of leaving. Each Employee shall also enter periods of absence from the building during the workday and the reason for such absence (e.g. 11:00-11:30 trip to post office, 12:30-1:00 lunch, 9:00- 11:00 assigned to work at Aspetuck Park, etc.). Employees shall not be required to make an entry in the log/locator when going between Town buildings (e.g. Library to Town Hall). Each Employee shall also designate absences from work when known in advance (e.g. Vacation) or as soon after as possible (e.g. unanticipated sick day). Each Employee shall also indicate if and how the Employee can be reached during the absence. Employees need not report to their workstation at the beginning or end of each workday provided the Employee log/locator is properly completed in advance. Maintenance of the Employee log/locator shall not relieve the Employee from complying with other notice provisions of this Agreement (e.g. for vacations or other absences). The building Employee log/locator shall be submitted to the Payroll Office each Monday.
- F. Current employees whose salary is above the pay range and are thus redlined pursuant to Section 2 of this Article, shall continue to receive the longevity payments which they would have received under the Town of Easton Employee Handbook in effect prior to this Agreement. Such longevity payments shall continue for the term of this contract only. Effective June 30, 2010, there shall no longer be any such longevity payments. No Employee shall receive any future longevity payments with the exception of those Employees redlined by the provisions of this Section.

ARTICLE VII BENEFITS

Section 1 - Health and Life Insurance

Effective July 1, 2015, an employee must work a minimum of 35 regularly scheduled hours per week to be eligible for Benefits of any kind. All Members of Local 818 as of July 30, 2012 who are employees of the Town of Easton and are eligible for benefits as of that date shall retain such eligibility throughout the term of their employment with the Town. Any employee becoming a member of Local 818 after July 1, 2012 will not be eligible for benefits unless such employee works a minimum of 35 regularly scheduled hours:

A. The Town of Easton shall provide and pay for health insurance, subject to deductions and cost shares (see Article VII, Section 1, B.). Current plan information can be found at www.OSC.CT.GOV/CTPARTNER/. The Town shall also provide a disability income plan to the age of sixty-five (65).

B. Effective July 1, 2017 all Employees shall enroll in the Connecticut 2.0 Partnership Plan. There shall be a 14% premium cost share for 2021, 15% premium cost share for 2022, 16% premium cost share for 2023 and 16% premium cost share for 2024. *Should the impact of any State or Federal tax negatively impact the benefit plan cost, the parties agree to reopen the agreement to discuss plan design and cost share options.

A Fulltime Employee who retires under the Town's pension plan (Retiree) shall be eligible to continue participation in the health plan subject to the following:

1. The Retiree shall pay all costs for retiree insurance benefits.
2. The existing carve-out method for coordination of benefits with Medicare shall continue.
3. Retirees shall be eligible to participate in the same health plan as is available from time to time as active Fulltime Employees, but in no event shall a retiree be eligible for greater benefits than he enjoyed at the time of retirement.
4. Retirees under age 65 shall be subject to all provisions of any cost containment program applicable to active Fulltime Employees.

C. The Town will pay for group life insurance, with Accidental Death and Dismemberment benefits, for each Employee in the amount of \$ 50,000.00.

D. Fulltime Employees who elect not to take the health insurance coverage provided by the Town, upon signing of a waiver, shall receive the following annual payment in lieu of such coverage less necessary taxes:

1. \$1,000 (if eligible for individual coverage)
2. \$2,000 (if eligible for individual plus one dependent coverage)
3. \$3,000 (if eligible for family coverage)

Any Employee who is covered by the Town's health insurance or is receiving an in-lieu-of payment from the Town through a spouse is not eligible to receive an in-lieu-of payment.

Elections and payment shall be on the basis of current status.

Such payments shall be made in a lump sum for one-half the amount due in the payroll period nearest to December 1st of each year and June 1st of each year.

In order to receive a payment in lieu of coverage, the Employee shall apply for the same by letter to the Payroll Department between June 1st and June 30th of the fiscal year preceding the fiscal year in which the insurance coverage will be waived.

Fulltime Employees who have opted for payment in lieu of insurance, but find during the year that their insurance needs have changed, may, subject to the requirements of the insurer, elect to change to insurance coverage and reimburse the Town for payment received, pro-rated for the number of months in the fiscal year that the Employee received insurance coverage. The fulltime Employee must offer proof of insurability and preexisting conditions shall be covered to the extent of the requirements of the insurance carrier.

Fulltime Employees who elect in lieu of payments shall not be required to make contributions in accordance with Section I B of this Article.

Unless otherwise required by the current insurer, health and life coverage shall commence on the first of the month after initial employment.

The Town shall have the right to substitute for the insurance or any portion of the insurance provided for in this Section 1, insurance providing benefits which on the whole, are substantially equal to or better than benefits provided under this Section 1. Substitution shall not be made until after sixty (60) days' notice to the Union or Union agreement, whichever is first. During such sixty (60) days, the Union may grieve the question of whether or not the proposed insurance benefits are, on the whole, substantially equal to or better than the current benefits and if a grievance is filed, no substitution shall be made until the grievance is fully resolved.

The benefits provided in Section 1 of this Article VII shall remain in effect until modified by negotiations between the parties.

Section 2 - Workers' Compensation

An Employee unable to work who is receiving benefits under the provisions of the Workers' Compensation Act of the State of Connecticut shall receive the difference between his regular base pay from the Town and the Workers' Compensation benefits. This shall not be deducted from his sick leave. The difference between regular pay and Workers' Compensation shall be paid until such time as the first of the following occurs:

1. The Employee is able to return to work.
2. The Employee has reached maximum medical improvement and is no longer able to perform his duties.
3. Twelve (12) weeks have passed.

A Fulltime Employee on Workers' Compensation shall in no event receive in any one (1) fiscal year, compensation in excess of his normal wages. Such Employee shall not receive additional payments for vacations and holidays and shall not accrue vacation or sick time, but such Employee shall not lose any accrued vacation time, and if any such accrued vacation shall be required to be carried over to the next fiscal year, the Employee may be required to take cash instead of time off.

A Fulltime Employee who is on leave pursuant to this Section may be assigned to "light duty" status from and after the date on which the treating physician determines that he may return to work even though he cannot perform all of the regular duties of the position. Such assignment shall be in the sole discretion of the Town and shall be subject to the following:

1. The assignment shall be consistent with the limitations prescribed by the Employee's treating physician.
2. The nature and duration of the assignment shall be determined by the Town.
3. The work schedule for the Employee on light duty status shall be subject to any limitation on hours of work prescribed by the Employee's treating physician.

Any Fulltime Employee who is released by the treating physician to perform restricted work and who refuses to accept a light duty assignment shall forfeit his right to injury leave. This provision shall not, however, be determinative as to the Employee's right to Workers' Compensation payments, which are the province of the Workers' Compensation Commissioner.

In order to be eligible for benefits under this Section, a Fulltime Employee must receive initial treatment from the health care provider designated by the Town and must continue to receive treatment from one of the preferred providers designated by the Town. The Town has implemented a preferred provider network for all treatment of work related injuries. Employees are required to use the network providers in order to be eligible for Workers' Compensation benefits except as provided in the Workers' Compensation Act.

1. The Town shall have the right to intervene in any third party suit in order to receive payments made pursuant to this Section.
2. An Employee receiving benefits under this Section who is eligible for disability payments under insurance provided by the Town, shall be required to apply for such benefits which shall be used to offset the benefits provided by the Town under this Section. If twenty-four (24) months from the date of the work related illness or injury, the Employee is unable to return to full duty, the Town may separate the Employee from employment. The Union may appeal such decision subject to arbitrary and capricious standard.

Section 3 - Jury Duty

The Town shall pay each Employee required to serve on jury duty the difference between any compensation received and the Employee's base pay, provided proof of jury duty and compensation received is submitted to the Payroll Office. Each Employee summoned to jury duty shall promptly advise the Payroll Office of such fact and shall update such notice on at least a weekly basis until discharged.

Section 4 - Car Allowance

Employees who use their personal cars in the service of the Town shall receive the IRS rate in effect when the use of their car occurs.

Section 5 - Town Vehicles

The Town shall have the sole discretion to determine whether a vehicle is assigned, the conditions under which it is assigned, and the duration of such assignment; provided that current Employees who have assigned vehicles shall continue to have them under the same terms and conditions.

Section 6 - Work Appropriate Clothing

For the position of Building Official, the Town shall provide a payment of up to \$150.00 per year for the purchase of work appropriate clothing to be paid upon presentation of proof of purchase.

Section 7 - Rain Slicker

For the position of Building Official, the Town shall provide a rain slicker for outside work.

Section 8 - Damaged Clothing

For the positions of Assessor, Sanitarian, Building Official, and Park and Recreation Director, the town shall reimburse the Employee for the reasonable replacement cost of any clothing damaged to such an extent as to not be usable for future work clothing, provided such damage occurs in the performance of the Employee's duties and the Employee submits appropriate proof of such damage and of replacement cost. Replacement cost shall not exceed \$100.00 for any single incident and shall not exceed three times per year.

Section 9 - Employee Assistance Program

For the duration of this Agreement, the Town shall provide an Employee Assistance Program.

ARTICLE VIII
HOLIDAYS

Section 1 - Holiday

All Employees covered by this Agreement shall receive the following thirteen (13) paid holidays per calendar year:

New Year's Day	Independence Day	Thanksgiving Day
Martin L. King Day	Labor Day	Day after Thanksgiving
Washington's Birthday	Columbus Day	Day before Christmas
Good Friday	Veterans' Day	Christmas Day
Memorial Day		

Section 2 - Observance

- A. If a holiday falls on a Sunday, it shall be observed and celebrated on the following Monday. If a holiday falls on a Saturday, it shall be observed and celebrated on the preceding Friday.
- B. Notwithstanding the foregoing, if the State of Connecticut designates a particular day as the day to observe the holiday, then the holiday will be observed on the day designated by the State.

Section 3 - Holiday Pay for Departments Open on Saturday and Sunday

Where a holiday falls on a Saturday or Sunday for Employees of a department regularly scheduled to be open on Saturday and Sunday, holiday pay shall be in accordance with the existing policy for Police Dispatchers, a copy of which is attached as Appendix E.

Section 4 - Holiday Pay for Departments Open on Saturday

Where a holiday falls on a Saturday for a Fulltime Employee of a department regularly scheduled to be open on Saturday(e.g. The Library), the department shall be closed on the day designated for the holiday(e.g. Friday) for which the Fulltime Employee shall be paid and the department shall also be closed on Saturday for which the Fulltime Employee shall not be paid, except that a Fulltime Employee who is normally scheduled not to work on the holiday(e.g. Friday) but is normally scheduled to work on Saturday shall be paid.

ARTICLE IX
VACATIONS

Section 1 - Vacation Accrual and Use

- A. All Employees earn vacation as follows:

Years of Service
Less than 1 year
1 – 2 years

Working Vacation Days
0 (see B. below)
12 working days

3 – 4 years	13 working days
5 – 9 years	18 working days
10 years	19 working days
11 years	20 working days
12 years	21 working days
13 years	22 working days
14 years	23 working days
15 years	24 working days
16 years	25 working days
17 years	26 working days
18 years	27 working days
19 years and after	28 working days

Employees hired after June 30, 2015 shall not receive more than 25 vacation days.

- B. Newly hired Employees on the completion of one year of service shall be entitled to two weeks' vacation with pay.
- C. Years of service shall be measured from the anniversary date of the first day of employment, for purposes of determining earned vacation for employees hired after June 30, 2015. Employees hired on or before June 30, 2015 will remain on a fiscal year schedule.

Section 2 - Vacation Carryover

Any vacation unused in a given fiscal year will be lost unless extenuating circumstances prevent a Fulltime Employee from taking his vacation. Under such extenuating circumstances, a Fulltime Employee shall request vacation carry-over in writing, spelling out the reasons to his Department Head (if any) and the First Selectman. Vacation time will be allowed to carry over into the next fiscal year, if and only if prior approval has been granted by the Fulltime Employee's respective Department Head (if any) and the First Selectman, provided, however, that no Fulltime Employee may have at any time an accumulation of vacation time in excess of the annual accrued vacation provided in Section 1 of this Article, plus ten (10) working days. Any unused accumulated vacation in excess of this maximum shall be forfeited on an annual basis. Requests for vacation made within one month of the appropriate year end will generally not be granted.

Section 3 - Vacation Payment upon Termination of Employment

Except for terminations for cause and voluntary resignations without two week notice, prorated accumulated vacation pay shall be paid to a Fulltime Employee who terminates service with the Town. For such purpose, vacation will be assumed to be accumulated at the monthly rate earned by the Fulltime Employee during the fiscal year in which termination occurred (e.g. A Fulltime Employee with 12 working vacation days accumulates at 1 day per month.)

Section 4 - Vacation Payment upon Death of Fulltime Employee

In the event of the death of the Fulltime Employee, his designated beneficiary, or if none, his estate, shall receive any pro-rated accumulated vacation pay.

Section 5 - Holiday during Vacation

When a holiday occurs during a vacation period, the Fulltime Employee shall not be charged a vacation day for the Holiday.

Section 6 - Advance Payment for Vacation

At the Fulltime Employee's option, vacation pay will be paid in advance on the last normal pay day prior to the start of the vacation period.

Section 7 - Call Back During Vacation

Fulltime Employees shall not be called back to work while on vacation except for emergency work and at the Fulltime Employee's option, and if called back, the Fulltime Employee shall receive his vacation pay plus time and one-half (1 1/2) his regular daily rate for not less than four (4) hours.

Section 8 - Choice of Vacation

Each Fulltime Employee shall be free to choose the time of his vacation subject to the approval of his Department Head. If there is no Department Head, approval shall be by the First Selectman. Scheduling of vacations shall be by seniority. Each Fulltime Employee, when selecting his vacation days, shall notify his Department Head, or if none, the First Selectman, in writing at least fifteen (15) days in advance of the time during which he desires to take vacation of five (5) or more consecutive working days. If a Fulltime Employee seeks a vacation of less than five (5) consecutive working days, he shall give as much notice as possible, but not less than three (3) days, except in the event of an emergency in which case as much notice as possible shall be given. If the Department Head, or, if none, the First Selectman, does not deny in writing the requested vacation period within five (5) days (or two (2) days in the case of a three (3) day required notice), the request shall be deemed to be approved.

ARTICLE X
LEAVE PROVISIONS

Section 1-Sick Leave

- A. Fulltime Employees scheduled regularly to work thirty-five (35) or more hours per week shall be entitled to a leave of absence with full pay for sickness to the extent of their accumulated sick leave. For Fulltime Employees scheduled regularly to work more than thirty (30) hours per week, sick leave shall accumulate at the rate of ten (10) hours per month to a maximum to one thousand (1000) hours. For Fulltime Employees scheduled regularly to work at least twenty (20) but less than thirty (30) hours, sick leave shall accumulate at the rate of six (6) hours per month to a maximum of seven hundred (700) hours, subject to provisions of Article VII of this Contract.
- B. The Fulltime Employee, a family member, or the Fulltime Employee's physician, must notify the Fulltime Employee's supervisor who shall notify the Human Resources Coordinator on the first day of the sick leave and on each succeeding day up to one (1) week (except that if at any time the Fulltime Employee has knowledge that he will be absent for more than one (1) day, he may notify the supervisor of such fact); thereafter, notification should be given on the first working day of each week. For any sick leave over one (1) week, the Fulltime Employee shall keep the Town advised on a continuing basis of the anticipated date of return.
- C. The Human Resources Coordinator may request medical evidence of sickness or disability from a physician or hospital following the third day of any sick leave. After a Fulltime Employee has been out of work one (1) week for sickness or disability, the Town has the right to have the Fulltime Employee examined by a physician chosen by the Town at its expense as often as it deems necessary. The supervisor will maintain sick leave records and provide the payroll department with account totals each pay period.
- D. For each Fulltime Employee who was on the payroll of the Town on June 30, 2001, the Town shall pay unused accumulated sick leave to the Fulltime Employee when the full time Employee retires, to the designated beneficiary of a Fulltime Employee who dies while an active Fulltime Employee, and to the Fulltime Employee who terminates in good standing with at least five (5) years continuous service as follows: For Fulltime Employees regularly working thirty (30) or more hours per week up to a maximum of five hundred (500) hours of the unused accumulated sick leave and for Fulltime Employees working at least twenty (20) but less than thirty (30) hours per week up to a maximum of three hundred fifty (350) hours of the unused accumulated sick leave, subject to provisions of Article VII of this Contract.

Section 2 - Pregnancy

The Town shall comply with Section 46a-60(a) (7) of the Connecticut General Statutes. Inclusion of this provision in this Agreement shall be deemed to be compliance with any notice provision.

Section 3 -Maternity Leave

A. Notification

A Fulltime Employee who becomes pregnant, shall, as early as her condition is known, submit a written statement from her physician indicating her present physical condition, the expected childbirth date, and any limitations which may affect her ability to continue in her regular duty assignments.

B. Light Duty

The Town will make reasonable accommodations to provide for "light duty" work in accordance with the "light duty" provisions as set forth in the Section on Workers' Compensation, when in the opinion of the Fulltime Employee's physician, this is appropriate. To the extent that light duty is not available or to supplement the hours worked under light duty, the Employee shall use accumulated sick leave and other accrued leave such as vacation.

C. Leave for Maternity Purposes

Upon the request of the Fulltime Employee and as supported by her physician's certification of the Fulltime Employee's inability to continue to work, the Fulltime Employee shall be granted leave for maternity purposes in accordance with other applicable provisions of this Agreement(e.g. Sick leave, family leave, etc.).

Section 4 – Bereavement Leave

1. Leave of up to five (5) working days, with pay, shall be granted in the event of the death of a spouse, child, stepchild, mother, father, sister, brother, mother-in-law or father-in-law.
2. Leave of up to three (3) working days, with pay, shall be granted in the event of the death of a grandparent or grandchild or for other relatives who are actual members of the household of the Fulltime Employee.
3. For relatives (not indicated in 1 and 2 above) up to one (1) working day, with pay, may be taken for the purpose of attending the funeral.
4. Under extenuating circumstance of hardship, up to three (3) additional working days, with pay, may be taken with the approval of the First Selectman.
5. Any bereavement leave shall be taken within ten (10) working days after the date of death.
6. The leave is phrased in terms of "up to" the number of days because it is recognized that bereavement leave is a personal matter and in the Fulltime Employee's discretion, may not require the full possible number of days.
7. A Fulltime Employee shall provide documentation if requested.

Section 5 - Leave for Illness in the Immediate Family

When the serious illness of a member of the Fulltime Employee's immediate family (spouse, child; parent, parent-in-law, or other relative living in the household) requires his personal attendance, sick leave may be used, provided proof of illness may be required and use may be denied where the operations of the Town would be adversely affected. Determination of adverse effect shall be made by the First Selectman based on consultation with the department.

Section 6 - Leave of Absence without Pay

Leave of absence without pay may be granted for a maximum period of one (1) year for legitimate purposes (other than FMLA leave pursuant to Section 9). Any such leave shall be requested in writing to the Department Head (if any) and shall require the approval of the First Selectman. Leave for other employment shall not be grounds for leave of absence.

Section 7 - Accruals While on Leave of Absence

After thirty (30) days, a Fulltime Employee will neither receive nor accrue fringe benefits such as vacation, holidays, and sick leave of absence and his seniority will not be increased. He will retain the accrued benefits and seniority he possessed provided he returns by the end of the leave. Such Fulltime Employees shall, however, be entitled to continuation of their insurance benefits upon payment of the full premium for such period as the insurance company will allow such coverage. This provision shall not apply to leave which is under Workers' Compensation coverage.

Section 8 - Military Leave

Fulltime Employees who have a military reserve obligation are allowed time off to attend their annual training duty and cannot be required to use vacation time for this duty. The Town shall pay any such Fulltime Employee the difference between the Fulltime Employee's military pay and his base pay for up to two (2) weeks. Proof of pay shall be supplied. Fulltime Employees shall also be granted leave without pay for the duration of active military service and shall be returned to their original position or to one similar in pay and duties upon their separation from active military service, provided they return to the Town service within ninety (90) days of their separation from the active military service or from hospitalization arising from such service. A reservist is covered under military insurance and not Town insurance. His family will continue to be covered under the Town's health insurance for 180 days beginning with the date of active service.

Section 9 - FMLA Leave

Fulltime Employees shall be entitled to unpaid leave in accordance with the provisions of the federal Family and Medical Leave Act. There will be no loss of accrued benefits during the period of such leave, but there will be no further accrual of length of service or other benefits during the leave. Available sick leave shall be substituted for Family and Medical Leave to the extent permitted by law except that at the Fulltime Employee's option, up to forty (40) hours of sick leave may be preserved.

Section 10 - Payment of Insurance While on Sick Leave

The Town shall continue to pay all insurance premiums for insurance to which a Fulltime Employee is entitled under this Agreement when a full time Employee is on sick leave.

Section 11 - Retention of Insurance during Leave of Absence

Any Fulltime Employee on a leave of absence, (except for sick leave for which insurance is paid), may retain group health and life insurance at his own expense.

Section 12 - Return from Family Leave to Part-time Status

Upon expiration of sick leave and leave pursuant to the FMLA a Fulltime Employee may, with the approval of the Department Head (if any) and the First Selectman, establish a part-time work week for a period not to exceed four (4) weeks. This additional benefit must be taken as a continual uninterrupted period. Fulltime Employees who work a minimum of fifteen (15) hours per week during the four-week period shall continue to earn benefits provided in this Agreement. Paid sick leave may not be used during this period. The Fulltime Employee may take unworked days as paid vacation (if available). At the end of the four week period, the Fulltime Employee must return to full time work, or if unable, proceed under other available contract leave options or terminate his employment.

ARTICLE XI
SENIORITY

Section 1 - Seniority

Seniority shall be the length of continuous service to the Town. Such seniority shall apply to the Fulltime Employee's rights in case of layoff, re-employment, transfer, bidding, promotion, and vacations as provided in this Agreement.

Section 2 - Break in Seniority

Seniority shall only be broken for the following:

1. Termination;
2. Resignation or retirement;
3. Expiration of recall rights;

Provided, however, that a Fulltime Employee who is re-employed by the Town within ninety (90) days of any such event shall not have seniority broken.

Section 3 - Probationary Period

Any Employee hired to a position within the bargaining unit will serve a probationary period of six (6) months. During this probationary period, the Employee will be covered by all terms and benefits of this Agreement, except he will not be entitled to paid vacations or use of the grievance procedure if terminated. If the Employee successfully completes his probationary period, all rights and benefits shall accrue as of the date of employment.

Section 4 - Employee List

The Town shall prepare a list of Employees represented by the Union showing their seniority in time of service with the Town, their classification and rate of pay, and deliver the same to the Union within thirty (30) days of the signing and each anniversary date of this Agreement.

Section 5 - Promotions

Employees who are promoted either in or out of the bargaining unit shall have a probationary period in the promoted position of ninety (90) days if within the unit and the number of days specified by the Town if out of the unit. During such period (but not to exceed ninety (90) days), the position vacated shall be filled with the understanding that the promoted Employee may bump back within the ninety (90) day period in the event the Employee fails the probationary period or becomes ineligible for the position because of testing. If the Employee returns back to the bargaining unit, he shall be the least senior for assignment of positions within the Employee's classification. Seniority for this purpose shall be the date on which the affected Employee returns to the bargaining unit.

ARTICLE XII GRIEVANCE PROCEDURE

Section 1 - Purpose

The purpose of this procedure is to provide an orderly method of adjusting grievances. A "grievance" for purposes of this procedure is a complaint by an Employee concerning any alleged misinterpretation or misapplication of any of the specific provisions of this Agreement.

Section 2 - Processing of Grievance

The Employee and his representative shall process all grievances in accordance with the following procedure:

A. First Step:

1. The initial step in the processing of any grievance shall be an appeal by the Employee or his representative to his Department Head (if any), if not represented by AFSCME or if the grievance is not filed by the Department Head. If the grievant's Department Head is represented by AFSCME or if the grievant is the Department Head, the appeal shall be to the First Selectman.
2. The Employee or his representative shall present in writing to the Department Head (if appropriate) or the First Selectman, all of the facts pertaining to the grievance within ten (10) working days after the occurrence of the incident on which the Employee complaint is based.
3. The Department Head or (if appropriate) the First Selectman shall decide the grievance and notify the Employee or his representative in writing of the decision within ten (10) working days from the day the written grievance is presented.

B. Second Step:

1. If the Employee or his representative feels that further review is justified, all the facts pertaining to the grievance shall be presented in writing to the First Selectman or his designee, provided the First Selectman was not involved in Step I of the grievance process, within ten (10) working days following the receipt by the Employee of the written decision of the Department Head.
2. The First Selectman or his designee shall, within five (5) working days after receipt of the Step 2 grievance, review the facts with the Employee or his representative at a special meeting to be called for that purpose. The Employee and his representative and the Department Head (if any) shall be notified in writing of the decision reached within five (5) working days.

C. Third Step: Arbitration

1. In the event the Union feels that further review is justified, it shall, within fifteen (15) working days of receipt of the written decision of the First Selectman or his designee, file a notice of appeal and submit the dispute or grievance to arbitration by the Connecticut State Board of Mediation and Arbitration or it will be considered closed. To the extent provided by law, the decision of the Board shall be final and binding on both parties, who will comply with any order of the Board within a reasonable time.
2. The Arbitrators provided for in the Third Step shall conduct a hearing at which the facts and arguments relating to the grievance shall be heard. The Arbitrators' jurisdiction to make an award shall be limited by the submission and confined to the interpretation and application of the provisions of this Agreement. The Arbitrators shall not have jurisdiction to make an award which has the effect of amending, altering, enlarging or ignoring the provisions of the Agreement in effect at the time of the occurrence. The decision of the Arbitrators shall be final and binding upon both parties, provided it is in accordance with the law.

Section 3 - General Provisions

- A. The time limits specified in the preceding Sections of this Article may be changed by mutual agreement of all parties.
- B. Nothing contained herein shall prevent any Employee from presenting his own grievance and representing himself provided the Union shall have the right to be present to present its views.

- C. The fee of the Arbitrator and the administration expenses of the arbitration, if any, shall be shared equally by the parties but other expenses shall be borne by the parties incurring them, including payment to representatives, witnesses, etc.
- D. No relief shall extend retroactively to more than ten (10) days prior to the date on which the grievance was filed.
- E. Failure by the Union to process a grievance to the next step within the time limits provided shall mean that the grievance has been satisfactorily resolved at the last step to which it was properly processed.

Section 4 - Settlement

When a settlement has been reached at any step of the grievance procedure, it shall be applied immediately, and at no time shall it exceed in retroactivity more than ten (10) working days from the date of the grievance was filed.

ARTICLE XIII DISCIPLINARY PROCEDURE

Section 1 - Just Cause

All disciplinary action shall be for just cause and applied in a fair manner and shall not be inconsistent given the infraction for which disciplinary action is being applied and considering the past record of the Employee.

Section 2 - Disciplinary Action

Disciplinary action shall include any verbal warning, written warning, suspension without pay, or discharge.

Section 3 - Procedures

- A. The Town may take summary action for grave or serious offenses. In such event, the Town shall meet or confer, as soon as reasonably possible, with the Union President or his representative or an appropriate Union Official regarding the action the Town is taking for such grave or serious offense in an effort to resolve the dispute or to advise of the Town's action.
- B. All discipline, except verbal warnings, will be stated in writing and hand-delivered to the Employee or transmitted by certified mail, return receipt request, to the address last provided by the Employee. In all discipline cases, the Union will be notified of the action, by copy of the letter directed to the Employee, transmitted to the Union president by certified mail, return receipt requested. Failure to comply with notice provisions shall not be a ground for avoiding the discipline.

- C. Where any State statute or Town Ordinance provides an overriding procedure for dismissal (such as Section 29-260 of the Connecticut General Statutes for the Building Official and Section G of Title III of the Town Ordinances for the Assessor) such statute or ordinance shall control, provided, however, the procedures of this Article shall be complied with to the extent not inconsistent with such statute or ordinance.

ARTICLE XIV SAFETY AND HEALTH

Section 1 - Safety

Both parties to this Agreement hold themselves responsible for mutual cooperation and enforcement of safety rules and regulations. Any provisions with respect to safety included in this Agreement are subject to the provisions of the Connecticut General Statutes with respect to the Occupational Safety and Health Act and any regulations made thereunder.

Section 2 - Substance Abuse Testing

- A. The Town requires pre-employment substance testing. The Town will not require an Employee to be tested for drugs or alcohol after hire, but this shall not prevent the Town from disciplining an Employee who exhibits indications of being under the influence of drugs or alcohol, whenever there is a reasonable individualized suspicion that the Employee is under the influence of drugs or alcohol, or using drugs or alcohol during working hours.
- B. The Town is committed to providing and maintaining a drug-free and alcohol-free workplace. The manufacture, distribution, dispensation, possession, or use of a "controlled substance" (as defined by the Drug-free Workplace Act of 1988) is unlawful and prohibited. The use, possession, transfer, or sale of a controlled substance in the workplace is in violation of this policy and a serious offense subject to disciplinary action which may include termination of employment and legal prosecution.

ARTICLE XV PENSION AND TAX DEFERRED ANNUITY

Section 1 - Pension Plan

- A. The terms and conditions of the existing pension plan, including the modifications that went into effect July 1, 2003 (the so-called "MERS Benefits") for Employees covered under this Agreement as of June 30, 2012 and summarized in the pension booklet entitled "Summary of the Town of Easton Retirement Plan II," as more particularly stated in the Plan documents

and as such Plan may be further revised as required by law, shall remain in effect for the life of this Agreement.

- B. The Fulltime Employee contribution to the MERS pension plan shall be 6% of gross wages.
- C. Fulltime Employees hired after July 1, 2012, shall be covered under the Town of Easton, CT eligible 457 Plan, a defined contribution plan. The Town shall contribute 4% of the eligible employee's base wages into the plan and will match, dollar for dollar, a fulltime employee's contribution in excess of 4% of base wages up to 7% of base wages.

Section 2 - Tax Deferred Annuity

The tax deferred annuity plan, known as a 457 Deferred Compensation Plan, allows an Employee to have a portion of present earnings deferred from each pay period and thereby defer current income taxes to be paid in the future. Information on this plan is available at the Payroll Department. The Town may revise or eliminate this plan as required by law.

ARTICLE XVI PART TIME EMPLOYEES

For purposes of this Agreement, part time Employees are Employees who are regularly scheduled to work fewer than thirty-five (35) hours per week. Such Employees are paid their wages but do not receive other benefits under this Agreement. Thus, such Employees do not, for example, receive paid holidays, paid vacation, or other paid Town leaves, insurance benefits or pension benefits.

Notwithstanding, all Members of Local 818 as of June 30, 2012 who are Employees of the Town of Easton and are eligible for benefits as of that date shall retain such eligibility throughout the term of their employment with the Town.

Notwithstanding the foregoing, the current arrangement with the Health Official which, because of peaks and valleys in the workload, requires a regular pay for each pay period, shall be continued so that the pay for the position is constant throughout the year even when "on vacation." The Employee shall keep sufficient records so that, upon request, evidence of an average work week may be demonstrated and shall notify the Payroll Department when "on vacation."

ARTICLE XVII JOB POSTING

Section 1 - Vacancies

When the Town determines that a permanent vacancy which will be of forty-five (45) days or more exists and that it is going to fill the position, the Town will follow the procedure set forth in this Article. For purposes of this Article, a permanent vacancy includes the creation of a new position in the bargaining unit or the replacement of previous incumbent as a result of a termination, promotion or demotion.

Section 2 - Posting

All vacancies and positions covered by this Agreement shall be posted for a period of at least five (5) working days on bulletin boards in Town Hall and each building where Employees are assigned before the Town may act to fill such vacancies. A copy of job postings shall be given to the Union President or his designee.

Section 3 - Applications

Employees who desire to be considered for appointment to any such vacancy must submit their applications to the Department Head or other designated person by not later than the conclusion of the period specified in the posting. Union representatives may place into application the name of any Employee who is absent from work during the posting period.

Section 4 - Appointments

The Town will appoint the applicant who best possesses the necessary qualifications for the position with seniority controlling when other factors are equal.

Section 5 - Probationary Period

A promoted Employee shall have a probationary period of ninety (90) calendar days for promotion within the unit and the number of days specified by the Town for promotion out of the unit. If the Employee fails to satisfactorily complete the probationary period, he will be allowed to exercise such bumping rights as are provided for by this Agreement.

ARTICLE XVIII
LAYOFF AND RECALL

Section 1 - Seniority

For purposes of this section, seniority shall mean total length of service within the Town as defined in Article XI.

Section 2 - Order of Layoff

If it becomes necessary to lay-off, the following shall be the order of lay-off to be exercised within the Department:

1. Temporary Employees.
2. Durational Employees.
3. Employees within their probationary periods.
4. Part-time Employees.
5. Full-time Employees.

Section 3 - Layoff and Recall

In the event that the Town makes a reduction in the number of Employees in an established job, Employees with the least seniority in that job will be laid off first. Subsequent recalls to open positions in that particular job and job title shall be made in the reverse order of the lay-off. An Employee shall retain his seniority status and right of recall in the specific job title for twenty-four (24) months following the date of his lay-off. If the Employee refuses recall to an opening in the position from which he was laid off or fails to report for work on such job at the time and on the day specified, he shall lose his right to further recall and such refusal or failure shall be treated as his resignation.

Section 4 - Bumping

An Employee subject to being laid off shall have the right to bump to an equal or a lower classification within the bargaining unit provided he has the ability to do the work required without further training and has greater seniority than the least senior Employee in the equal or lower classification.

Section 5 -New Hires

No new persons will be hired for assignment to an open classification within the bargaining unit that is required to be filled, so long as Employees laid off from the classification within the bargaining unit retain seniority status and right of recall to jobs in that classification and can do the work required without further training.

Section 6 - Super Seniority

For purposes of this Section the Employee officers of this Union shall have super seniority. The maximum number of officers shall be four (4). The Union shall notify the Town of the names of such officers upon election or appointment.

ARTICLE XIX CODE OF ETHICS

The Town has a Code of Ethics, the provisions of which are established in the Town's Ordinances, a copy of which is attached as Appendix E. Each Employee must familiarize himself with and abide by this code as it presently exists.

ARTICLE XX POLICIES AND PROCEDURES

Policies and Procedures to assist Town operations and in the implementation of this Agreement and the management of Town affairs are adopted and modified from time to time. These policies and procedures will be distributed as adopted. A copy of the most recent procedures is available at the Payroll Office or at the First Selectman's Office.

ARTICLE XXI GENDER AND NUMBER AND DEFINITIONS

Section 1 - Gender and Number

Wherever appropriate, the use of one gender shall include the use of other genders and the use of one number shall include the use of the other number.

Section 2 -Definitions

- A. "Department Head" for purposes of this Agreement shall only be an individual designated by the Town.
- B. Article and Section headings, where used, are for convenience only and do not define or expand the language of the Section.

ARTICLE XXII
DURATION

Section 1 - Effective Date

This Agreement shall take effect immediately and shall be binding on the parties, including retroactivity as specified in Section 2, upon execution of same by authorized representatives of the Union and the Town after all necessary ratification.

The provisions of this Agreement shall be retroactive to the extent reasonably possible. Wages and pension deductions shall be retroactive.

Section 3 - Termination Date

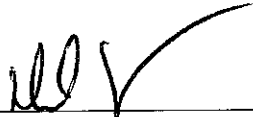
This Agreement shall remain in full force and effect to and including June 30, 2021. All matters subject to collective bargaining between the parties have been covered and this Agreement may not be opened with respect to any subject matter except as expressly provided.

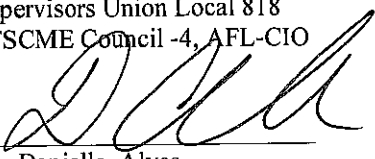
Section 4 - Negotiation of Successor Agreement

After January 15, 2025, either party may initiate negotiations for the ensuing fiscal year or years by giving notice to the other of its intentions to terminate this Agreement. Notice to the other party must be given by registered mail prior to March 1, 2025. Should either party not send notice of its intent to terminate this Agreement by March 1, 2025, negotiations shall be limited to salaries only.

IN WITNESS WHEREOF, the parties have caused this agreement to be executed by their duly authorized representatives as of this 2nd day of February 2022.

Town Of Easton

By: 
David Bindelglass
First Selectman
DATE: 2/8/22

Supervisors Union Local 818
AFSCME Council -4, AFL-CIO
By: 
Danielle Alves
Local President
DATE: 2/3/22
AFSCME COUNCIL-4

By: _____
Paul Lavallee
DATE: _____

Appendix A

Town of Easton-Supervisory Local 818 AFSCME Council 4

<u>Job Title</u>	<u>Work Daily</u>	<u>Schedule Weekly</u>	<u># Days/Week</u>
Assessor	7.5	37.5	5
Building Official	7.5	37.5	5
Children Librarian/Assistant Director	7to8	36	5
Health Official	5.05	25.25	5
Library Director	7to8	36	5
Park & Recreation Director	8	40	5
Park & Recreation Programmer	7	35	5
Children's/Young Adult Librarian	7 to 8	36	5

Appendix B

Town of Easton-Supervisory Local 818 AFSCME Council 4

<u>Job Title</u>	<u>Job Class</u>
Assessor	2
Building Official	3
Children Librarian/Assistant Director	3
Health Official	3
Library Director	1B
Parks & Recreation Director	2
Parks & Recreation Programmer	3
Children's/Young Adult Librarian	4

Appendix C-1

July 1, 2021 - June 30, 2022

HOURLY COMPENSATION RATES

Steps:	A	B	C	D	E	F	G	H
Job Class								
1a	51.97	52.43	53.01	54.03	55.05	56.09	57.11	58.15
1b	44.22	44.62	45.23	46.02	46.91	47.79	48.70	49.59
2	37.64	37.97	38.43	39.20	39.98	40.76	41.52	42.31
3	32.02	32.29	32.69	33.37	34.06	34.72	35.41	36.09
4	27.26	27.50	27.86	28.45	29.05	29.63	30.24	30.83
4a	25.23	25.44	25.79	26.34	26.91	27.46	28.02	28.58
5	23.20	23.38	23.72	24.24	24.76	25.29	25.81	26.34
6	19.73	19.90	20.18	20.65	21.11	21.57	22.05	22.51
7	16.83	16.96	17.22	17.64	18.05	18.47	18.89	19.29
8	14.29	14.43	14.67	15.03	15.41	15.78	16.14	16.50

**20
HOURLY SALARY RATES**

Steps: **A** **B** **C** **D** **E** **F** **G** **H**

Job Class	A	B	C	D	E	F	G	H
1a	54,053	54,531	55,127	56,190	57,253	58,338	59,391	60,476
1b	45,992	46,407	47,043	47,864	48,789	49,703	50,650	51,575
2	39,144	39,484	39,963	40,771	41,579	42,387	43,185	44,003
3	33,306	33,582	33,997	34,709	35,422	36,113	36,826	37,538
4	28,350	28,595	28,978	29,584	30,211	30,817	31,445	32,062
4a	26,239	26,458	26,824	27,399	27,983	28,558	29,142	29,727
5	24,129	24,320	24,671	25,213	25,756	26,298	26,840	27,393
6	20,524	20,694	20,992	21,481	21,959	22,438	22,927	23,405
7	17,504	17,642	17,908	18,344	18,769	19,205	19,641	20,066
8	14,866	15,005	15,260	15,632	16,025	16,408	16,780	17,163

**25
HOURLY SALARY RATES**

Steps: **A** **B** **C** **D** **E** **F** **G** **H**

Job Class	A	B	C	D	E	F	G	H
1a	67,566	68,164	68,908	70,238	71,567	72,923	74,239	75,594
1b	57,490	58,008	58,803	59,830	60,986	62,129	63,312	64,469
2	48,930	49,355	49,953	50,963	51,974	52,984	53,981	55,004
3	41,632	41,978	42,496	43,387	44,277	45,141	46,032	46,923
4	35,438	35,744	36,222	36,980	37,764	38,522	39,306	40,077
4a	32,799	33,072	33,530	34,248	34,979	35,697	36,428	37,159
5	30,161	30,400	30,839	31,517	32,194	32,872	33,550	34,241
6	25,655	25,867	26,239	26,851	27,449	28,047	28,659	29,257
7	21,879	22,052	22,385	22,930	23,461	24,006	24,551	25,083
8	18,583	18,756	19,075	19,540	20,032	20,510	20,976	21,454