



# **COLLECTIVE AGREEMENT**

**BETWEEN**

**THE SPECIAL AREAS BOARD, HANNA**

**AND THE**

**ALBERTA UNION OF PROVINCIAL EMPLOYEES  
ON BEHALF OF LOCAL 118/020**

**EXPIRES DECEMBER 31, 2015**

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THIS AGREEMENT made the 6<sup>th</sup> day of June, 2013

BETWEEN:

SPECIAL AREAS BOARD, HANNA

(hereinafter referred to as the Employer)

OF THE FIRST PART

- and -

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES ON BEHALF OF LOCAL 118/020

(hereinafter referred to as the Union)

OF THE SECOND PART

WHEREAS, the Union has the sole right to negotiate and conclude a Collective Agreement on behalf of the Employees of the Special Areas Board pursuant to the Labour Relations Code and Article 2 of this Collective Agreement;

AND WHEREAS, the parties are mutually desirous of entering into a Collective Agreement with the intent and purpose to promote a harmonious relationship between the Employees and the Employer, and to set forth in this Collective Agreement certain rates of pay, hours of work and conditions of employment.

NOW THEREFORE, the parties hereto mutually agree as follows:

## ARTICLE 1

### DEFINITIONS

- 1.01
- (a) A word used in the masculine gender may also apply in the feminine;
  - (b) A word used in the singular may also apply in the plural;
  - (c) "Employer" means the Special Areas Board, Hanna, as defined in the Special Areas Act, and in the amendments thereto;
  - (d) "Chairman" means the Chairman, Special Areas Board, Hanna;
  - (e) "Union" means the Certified Bargaining Agent, Alberta Union of Provincial Employees, which is a party to this Collective Agreement;
  - (f) "Employee" means a person hired pursuant to Section 28(3) of the Special Areas Act and who is employed in one of the two following categories:
    - (A) Salaried service, which consists of an Employee paid on a monthly basis, and assigned to a position in a classification set out in Schedule "A" and designated by the Employer as either a Full-time regular, a Part-time regular or a Temporary Employee;
      - (i) "Full-time Regular Employee" means a person who is normally required to work the full annual normal hours of work year round as specified in the hours of work Article,
      - (ii) "Part-time Regular Employee" means a person who may be required to work year round but who is regularly scheduled to work less than the normal full annual hours of work as set out in the hours of work Article,
      - (iii) "Temporary Employee" means a person who is required to work on a continuous full time basis for a limited period and hired as such.
    - (B) "Wage Service" means an Employee hired for Full or Part time employment and paid at an hourly rate on a time certificate but who is not assigned to a position in a classification set out in Schedule "A".
  - (g) "Probationary Employee" means a person who is serving a probationary period as defined in Article 22 of this Agreement;
  - (h) "Monthly Salary" means the annual salary as set out in Schedule "A" divided by twelve (12);

- (i) "Union Representative" means a person authorized by the Union to act on behalf of an Employee;
- (j) "Work Day" means any day in which an Employee is normally required to be at his place of work;
- (k) "AUPE" means the Alberta Union of Provincial Employees with its head office located in Edmonton;
- (l) "Minimum Salary" means the lowest period of the salary range assigned to a class;
- (m) "Period" means a single salary rate within a salary range;
- (n) "Increment" means the difference between one (1) period and the next period within the same salary range;
- (o) "Maximum Salary" means:
  - (i) the highest period in the Employees pay range below the L.S.I. period; or
  - (ii) the L.S.I. period for a class provided an Employee had at some time during his current term of employment earned the long service increment; or,
  - (iii) the job rate where no salary range has been assigned a class;
- (p) "Apprentice" means a person as defined within the Manpower Development Act who is serving a special training period;
- (q) "Anniversary Date" shall mean, for the purpose of a promotion or reclassification, the 1st day of the month in which the appointment or reclassification becomes effective, unless it occurs after the 15th of the month, in which case the anniversary date shall be the 1st day of the following month.

## ARTICLE 2

### EMPLOYER RECOGNITION

- 2.01 The Union recognizes that all functions, rights, powers and authority which the Employer has not specifically abridged, delegated or modified by this Agreement are retained by the Employer.

### ARTICLE 3

#### UNION RECOGNITION

- 3.01 The Employer recognizes the Union as the exclusive Bargaining Agent for all Employees covered by this Agreement, as described in the Certificate of the Labour Relations Board, except those excluded by mutual written agreement between the Parties. The following persons and positions have been excluded by the Parties: Coordinator of Financial Services; Coordinator of Computer Services; Supervisor, Human Resource Services; Secretary to the Director, Finance and Administration; Parks Supervisor; and Secretary to the Chairman of the Special Areas Board.
- 3.02 The Employer will provide available bulletin board space for use of the Union at locations on the Employer's premises, which are accessible to Employees. Bulletin board space shall be used for the posting of Union information directed to its Members. The text of such information shall be submitted to the Employer for approval prior to posting and a decision shall be provided within twenty-four (24) hours.
- 3.03 An Employee shall have the right to wear or display the recognized insignia of the Union, however, no such insignia larger than a lapel pin shall be worn on issue clothing or uniforms, nor shall an insignia be displayed on Employer's equipment or facilities.

### ARTICLE 4

#### APPLICATION

- 4.01 This Agreement applies to a Salary Employee:
- (a) who is hired for Full-time regular employment; or
  - (b) who is hired for Part-time regular employment except, where applicable, shall be applied on a pro rata basis; or
  - (c) who is hired for Temporary employment except that the following:
    - (i) Article 12 - Lay Off, Article 13 - Severance and Article 14 - Seniority shall not apply, and
    - (ii) Apprentices shall not have access to Article 24 - Grievance Procedure for termination of employment as a result of:
      - (a) failure to comply with the terms and conditions of the Manpower Development Act and/or regulations; or

- (b) the unavailability of tradesman positions upon completion of the Apprenticeship program; or
  - (c) lack of appropriate work.
- 4.02 (a) Only the following provisions of the Collective Agreement shall apply to Wage Service Employees during their first fourteen hundred (1400) hours of employment:
  - (i) Article 1 - Definitions
  - (ii) Article 5 - Union Membership and Dues Deduction
  - (iii) Article 8 - Prohibition Against Discrimination and Sexual Harassment
  - (iv) Article 15 - Hours of Work
  - (v) Article 16 - Overtime
  - (vi) Article 35 - Statement of Job Duties
  - (vii) Five point two percent (5.2%) in addition to his regular earnings in lieu of Paid Holidays;
  - (viii) Six percent (6%) in addition to his regular earnings in lieu of Annual Vacation;
  - (ix) Pay at a rate set out in Schedule "A".
- (b) Wage Service Employees - after completing the qualifying period of fourteen hundred (1400) hours will receive only the following additional entitlements of the Collective Agreement, commencing at the following pay period:
  - (i) Article 10 - Attendance
  - (ii) Article 15 - Hours of Work
  - (iii) Article 16 - Overtime
  - (iv) Article 17 - Call Out Pay
  - (v) Article 18 - Reporting Pay
  - (vi) Article 20 – Weekend Premiums
  - (vii) Article 24 - Grievance Procedure - for other than disciplinary grievances



- (viii) Six (6) days in lieu of Article 25 - Casual Illness and Article 26 - General Illness
- (ix) Accidental Death and Dismemberment for Occupational Accident Coverage shall apply as per Article 28
- (x) One percent (1%) plus an additional amount of fifty dollars (\$50.00) per pay period in lieu of Article 28 - Health Plan Benefits. This amount shall be paid on each pay period. For a Wage Service Employee who is regularly scheduled to work less than the normal full annual hours of work, the \$50.00 per pay period in lieu of benefits shall be prorated based on the number of hours worked. Such prorated amounts shall be paid on each pay period.
- (xi) Article 31 – Special Leave
- (xii) Article 33 – Court Leave
- (xiii) Article 34 - Occupational Health and Safety
- (xiv) Article 39 - Travel and Subsistence
- (xv) Wage Service Employees shall not have recourse to the grievance procedure in the case of dismissal or termination, however he may request a meeting with the Chairman to discuss the reason for his dismissal or termination. The decision of the Chairman shall be final and binding. The meeting shall be held as soon as possible and the person has the right to have a Union Steward present during the meeting.

4.03 Except as otherwise specified in the Collective Agreement, there shall be no pyramiding of leave, benefits or entitlements.

## ARTICLE 5

### UNION MEMBERSHIP AND DUES DEDUCTION

5.01 All Employees covered by this Agreement shall become members of the Union as a condition of employment. An Employee who has a religious objection to becoming a member of the Union shall be permitted to opt out of membership by providing the Union with a signed statutory declaration outlining the objection within sixty (60) consecutive calendar days from the date of commencement of employment, but such Employee shall continue to pay Union dues.

- 5.02 All Employees covered by this Agreement shall be required to pay Union dues as a condition of employment. The Employer shall, therefore, deduct Union dues from the pay of all Employees covered by this Agreement. The AUPE shall advise the Employer, in writing, of any change in the amount of dues to be deducted from the Employees covered by this Agreement. Such notice shall be communicated to the Employer at least thirty (30) days prior to the effective date of the change.
- 5.03 (a) The Employer shall remit Union dues deducted from the pay of all Employees to the AUPE by the first working day after the fifteenth (15<sup>th</sup>) calendar day in the following month. The deductions remitted shall be accompanied by particulars identifying each Employee showing starting date, Employee number, salary, classification, amount of Union Dues deducted, if an Employee is in receipt of Long Term Disability Insurance Benefits, if an Employee is in receipt of Workers' Compensation Benefits, name and last known address.
- (b) Notwithstanding the provision of Sub-clause 5.03(a) above, the Employer shall provide the Union with the name and classification of each Employee on a monthly basis. This Sub-clause does not apply to Wage Service Employees as defined in Sub-clause 1.01(f).
- 5.04 The Union agrees to indemnify and save the Employer harmless against any claim or liability arising out of the application of this Article.

## ARTICLE 6

### EMPLOYER-UNION RELATIONS

- 6.01 The Employer may grant Union Representatives access to its premises for a specific purpose provided prior approval has been obtained. Approval may be requested from the Director of Finance and Administration or his designate and once approved, access will be granted.

## ARTICLE 7

### EMPLOYER-EMPLOYEE RELATIONS

- 7.01 The Employer acknowledges the right of the Union to appoint Employees in the Bargaining Unit as Union Stewards.
- 7.02 The Union shall determine the number of Union Stewards in consultation with the Employer, having regard to the plan of organization, and the distribution of Employees at the work place.
- 7.03 The Employer recognizes the right of the Union Steward to deal with complaints and grievances as permitted by this Collective Agreement.

## ARTICLE 8

### PROHIBITION AGAINST DISCRIMINATION AND SEXUAL HARASSMENT

- 8.01 There shall be no discrimination, interference, restriction, coercion, harassment, intimidation, or any disciplinary action exercised or practiced with respect to an Employee by reason of age, race, colour, ancestry, place of origin, religious beliefs, gender, sexual orientation, family status, marital status, mental or physical disability, or membership or activity in the Union, nor in respect of any Employee or Employer exercising any right conferred under this agreement or any law of Canada or Alberta.
- 8.02 The Union and the Employer recognize the right of Employees to work in an environment free from sexual harassment and agree that sexual harassment will not be tolerated in the workplace.
- 8.03 The first level in the grievance procedure shall be waived if the person who would be hearing the grievance is the subject of a complaint submitted pursuant to Article 8.01 or 8.02.

## ARTICLE 9

### TIME OFF FOR UNION BUSINESS

- 9.01 Time off with regular pay during normal working hours shall be provided on the following basis:
- (a) An Employee for a reasonable amount of time spent discussing grievances with the Employer as outlined in Article 24 - Grievance Procedure.
  - (b) A Union Steward for a reasonable amount of time spent discussing grievances with the Employer at Step 2 of the Grievance Procedure.
- 9.02 Time off with regular pay during normal working hours shall be provided for activities defined in 9.01 provided:
- (a) the Union Steward and Employee are given permission by the Employer to leave their place of work; and
  - (b) they report to their supervisor at the conclusion of the meeting.
- 9.03 Time off without pay shall be provided on the following basis:
- (a) Members of the Local Negotiating Committee, not exceeding three (3) in number, for the time spent in negotiations with representatives of the Employer and in preparatory meetings during such negotiations of the Collective Agreement.

- (b) Employees who attend courses or seminars provided by the head office of the Alberta Union of Provincial Employees; or Members who by election, selection, or designation attend meetings and/or conventions of AUPE.
  - (c) A Union Steward for time off pursuant to Article 22 - Probationary Employee and Period and Article 23 - Disciplinary Action.
- 9.04 Time off without pay shall be provided to Members for activities defined in 9.03 provided:
  - (a) advance notice in writing is given to the Director, Finance and Administration, normally at least two (2) weeks in advance of the requested time off; and
  - (b) the Employer authorizes such leave without pay.
- 9.05 To facilitate the administration of Clause 9.03 of this Article, the Employer will grant the leave of absence with pay and invoice the Union for the Employee's salary or for the replacement salary costs, whichever is greater.
- 9.06 A current list of Union Officers and Committee Members shall be provided to the Employer and maintained by the Alberta Union of Provincial Employees. The list shall be provided to the Employer at least quarterly.

## ARTICLE 10

### ATTENDANCE

- 10.01 An Employee who is absent from duty without prior authorization shall communicate daily, the reason for his absence to his senior official at his place of work. Employees are normally expected to advise the Employer prior to the commencement of their work shift if they will be absent or delayed. In any event, notification shall not be later than one (1) hour after normal starting time.
- 10.02 An Employee who absents himself from his employment and who has not obtained the approval of a senior official at his place of work shall, after three (3) consecutive work days of such unauthorized absence, be considered to have abandoned his position and will be deemed to have resigned, unless it is subsequently shown by the Employee that special circumstances satisfactory to the Employer prevented him from reporting to his place of work.
- 10.03 An Employee on authorized leave of absence and/or illness for an indeterminate period of less than twenty (20) work days shall notify his senior official at his place of work of his intention to return to work by giving notice during the preceding work day.

- 10.04 An Employee who is on a leave of absence and/or illness of twenty (20) work days or more, and who wishes to return to work shall notify a senior official at his place of work at least five (5) full work days prior to the desired date of return.
- 10.05 An Employee who is on leave of absence of twenty (20) work days or more, and who wishes to return to work prior to the expiration date of a leave of absence for a fixed period shall notify a senior official in writing at his place of work at least five (5) full work days prior to the desired date of return.
- 10.06 An Employee is required to provide the Employer with ten (10) work days prior written notice of resignation if he wishes to resign in good standing.

## ARTICLE 11

### ACTING INCUMBENT OR TEMPORARY PROMOTIONS

- 11.01 An Employee who has been designated in writing by the Chairman, to perform the principle duties of the higher level position in a classification with a higher maximum salary, during which time he may also be required to perform some of his regular duties, shall be eligible for additional compensation of four (4) percent.
- 11.02 A minimum five (5) day qualifying period must be served by any Employee under this Article.
- 11.03 Unless specifically authorized in writing by the Chairman, this Article shall not apply where an Employee has been designated only limited additional duties.
- 11.04 It is understood that normally only one (1) Employee may be designated as a result of any one (1) Employee's absence.
- 11.05 An Employee who has been temporarily promoted by the Chairman in writing to a classification with a higher maximum salary shall be paid at least one (1) increment higher than his current salary in the new classification.
- 11.06 When an Employee who has been occupying a position in a classification with a higher maximum salary returns to his regular position, his salary and anniversary date shall be readjusted to that which would be in effect if he had continuously occupied that position.

## ARTICLE 12

### LAYOFF

- 12.01 The Employer shall notify regular Full-time Employees with one (1) year seniority, of a reduction of the work force as follows:

(a) Temporary

In the event of a layoff for a temporary period, an Employee shall be given five (5) days prior written notice or pay in lieu except where the layoff is caused by circumstances beyond the reasonable control of the Employer.

(b) Permanent

(i) In the event of a layoff of a permanent duration an Employee shall be given three (3) months prior written notice.

(ii) If the Employee resigns in writing during the notice period specified in Sub-clause 12.01(b)(i) above, he shall receive pay at his regular rate in lieu of the remaining part of the notice to a maximum of two (2) months.

12.02 Seniority shall be defined as set out in Clause 14.01.

12.03 Employees shall be laid off in reverse order of seniority within their classification, provided the remaining Employees are qualified and able to perform the work available without special training.

12.04 Employees shall be recalled in order of seniority within their classification provided they are qualified and able to perform the work available without special training. Recall notice shall be by registered mail to the Employee's last address on record with the Employer. It is the responsibility of the Employee to notify the Employer promptly in writing of any change of address. When recalled, an Employee who fails to report to work within three (3) days of the date of recall notice shall forfeit his claim to re-employment.

12.05 No new Regular Employees shall be hired within a classification while there are Employees on layoff from that classification who are qualified to do the work.

12.06 Employee(s) permanently laid off from the Employer under Sub-clause 12.01(b)(i) shall be vested with the right to apply for the first available position(s) within the same classification series through competition limited to such Employee(s); such vesting to last one hundred and eighty (180) consecutive calendar days commencing with the day following the release of the Employee(s); the Employer shall undertake to notify those Employees of all such positions. Such former Employees shall be eligible for severance pay in accordance with the Severance Article at the end of the one hundred and eighty (180) day vesting period. However, the time spent during the one hundred and eighty (180) day vesting period shall not count towards the qualifying time to earn entitlements set out in the Severance Article.

12.07 Pursuant to Clause 12.06, Employees who are eligible to apply for available positions may do so. Where two (2) or more Employees have relatively equal qualifications, they shall be eligible for positions in order of their seniority.

- 12.08 An Employee who refuses without good and satisfactory reason to accept an alternate regular position in the same classification series, with the same or higher maximum salary as the position he was in prior to layoff shall forfeit all vesting rights pursuant to Clause 12.06.

### ARTICLE 13

### SEVERANCE

- 13.01 After one (1) year of seniority, an Employee who is released by the Employer pursuant to Sub-clause 12.01(b)(i) may be eligible for severance pay pursuant to Clause 12.06 in the amount of one and one-half (1 1/2) weeks' pay for each full year of continuous Full-time employment to a maximum of twenty-five (25) weeks' pay. Severance pay will only be paid once to an Employee and shall not be paid to an Employee who has been dismissed, resigned or retired or who refused an alternate position with no reduction in regular pay.

### ARTICLE 14

### SENIORITY

- 14.01 Seniority is defined as length of Full-time continuous year round service with the Employer from the last date of hire and shall accrue only to Permanent Regular Full-time Employees.
- 14.02 The seniority of an Employee shall be lost and all rights forfeited by reason of:
- (a) resignation;
  - (b) dismissal for just cause or otherwise properly terminated;
  - (c) retirement;
  - (d) failure to return to work within three (3) days of notice of recall;
  - (e) the expiry of the one hundred and eighty (180) day vesting period pursuant to Clause 12.06.
- 14.03 An Employee shall not accrue seniority rights while on probation or while absent from work because of:
- (a) Workers' Compensation in excess of eighty (80) work days;
  - (b) sickness in excess of eighty (80) work days;
  - (c) layoffs;

(d) leave of absence without pay;

(e) unauthorized absence.

However, upon completion of the Employee's probationary period, his seniority will be made retroactive to the commencement of employment pursuant to Clause 14.01.

## ARTICLE 15

### HOURS OF WORK

- 15.01 The normal hours of work for Employees covered by this Agreement shall be:
- (a) thirty-six and one-quarter (36 1/4) hours per week for classifications set out in Appendix "A", or
  - (b) forty (40) hours per week for all other classifications.
- 15.02 The sole purpose in defining the normal hours of work is to provide the basis for calculating overtime pay and benefits.
- 15.03 Employees covered by this Agreement shall normally receive two (2) fifteen (15) minute rest periods in each work period in excess of six (6) consecutive hours, one (1) period to be granted before the meal break and one (1) to be granted after. An Employee working a period of more than two (2) hours but less than six (6) hours shall be granted one (1) rest period. Rest periods shall be taken at the work site unless otherwise approved by a Senior Official. Rest periods shall not be granted within one (1) hour of commencement or termination of a work period.
- 15.04 A meal period of not less than one-half (1/2) hour and not more than one (1) hour shall be granted to all Employees at approximately the mid-point of each work period that exceeds four (4) hours. Such meal periods shall be without pay and at a time and place approved by a Senior Official.
- 15.05 An Employee who is directed by his Supervisor to remain due to a specific assignment at a station of employment during his meal period shall be provided compensating time off later in the shift or he shall be paid at his normal rate of pay. Time worked during such on-duty lunch break shall not contribute towards a fulfillment of the normal hours of work or towards any overtime compensation.



APPENDIX "A"  
(36 1/4 HOURS PER WEEK)\*

<u>CLASS NUMBER</u>	<u>TITLE</u>
0071	ADMINISTRATIVE SUPPORT I
0072	ADMINISTRATIVE SUPPORT II
0073	ADMINISTRATIVE SUPPORT III
0074	ADMINISTRATIVE SUPPORT IV
0075	ADMINISTRATIVE SUPPORT V
0076	ADMINISTRATIVE SUPPORT VI
0200	ASSESSOR I
0201	ASSESSOR II
0202	ASSESSOR III
0203	ASSESSOR IV
0304	ACCOUNTANT I
0305	ACCOUNTANT II
1053	LAND SURVEYOR I
1054	LAND SURVEYOR II
1309	TECHNOLOGIST I
1310	TECHNOLOGIST II
1311	TECHNOLOGIST III
4401	AGRICULTURE OFFICER I
4402	AGRICULTURE OFFICER II
4403	AGRICULTURE OFFICER III
4405	AGROLOGIST I
4406	AGROLOGIST II

\*Notwithstanding Sub-clause 15.01(a), the Employer may require Employees in certain positions in classifications set out in this Appendix to work 40 hours per week, for which they shall receive ten point three four percent (10.34%) more than the stated salary rate in Schedule "A".

ARTICLE 16

OVERTIME

- 16.01 An Employee may be required to work authorized overtime by the Employer.
- 16.02 An Employee who has been authorized to work overtime shall be compensated as follows:

- (a) for hours worked in excess of seven and one quarter (7 1/4) hours in one work period for Employees paid pursuant to a classification set out in Appendix "A" thirty six and one quarter (36 1/4) hours per week at one and one-half times (1 1/2x) the regular rate of pay for the first two (2) hours worked in excess of his regular daily hours and at two times (2x) his regular hourly salary for hours worked in excess of two (2) hours;
  - (b) for hours worked in excess of eight (8) hours in one (1) work period for all other Employees (including those Employees paid pursuant to classifications in Appendix "A" who are required to work forty (40) hours per week) at one and one-half (1 1/2x) times the regular rate of pay for the first two (2) hours worked in excess of his regular daily hours and at double his regular hourly salary for hours worked in excess of two (2) hours;
  - (c) all hours worked on the first scheduled day of rest worked, up to an equivalent of the full normal daily hours shall be at one and one-half (1 1/2x) times the regular rate of pay and two (2x) times for additional hours worked on that day thereafter;
  - (d) all hours worked on the second scheduled day of rest in that rest period, at two times (2x) his regular hourly rate of pay.
  - (e) When overtime is worked on a second or subsequent day of rest rather than a first day of rest at the request of an Employee, compensation shall be at the rate of time and one-half (1 1/2x) for each hour of overtime worked.
- 16.03 (a) Time off accumulated as a result of overtime worked may be granted at the discretion of the Employer as time off in lieu or as a cash settlement;
- (b) time off granted in lieu of a cash settlement under Sub-clause 16.03(a) above shall be taken at a mutually agreeable time within the next twelve (12) months or at such longer period as agreed to by the Employer.
- 16.04 An Employee who requests for personal reasons, and who as a result of such a request, is authorized to work daily or weekly hours in excess of his normal requirement, shall be compensated for the extra hours worked at straight time rates. It is not the intent of this section to deny overtime rights to an Employee.
- 16.05 An Employee may occasionally be required to work extra time up to fifteen (15) minutes immediately following closing time without payment.
- 16.06 Where the Employer requires Employees to attend seminars, workshops, conferences, courses and like events, Employees shall not be entitled to paid overtime or time off in lieu, but shall receive:

- (a) pay at regular rates to a maximum of normal daily hours for attendance on a normal work day, or
  - (b) pay at regular rates to a maximum of normal daily hours or a day off in lieu for attendance on a scheduled day of rest at management's discretion, and
  - (c) pay at regular rates for the actual hours spent in specifically authorized travel in excess of his normal daily or weekly hours of work.
- 16.07 Overtime pay or compensatory time off shall be calculated to the nearest one quarter (1/4) hour and shall not be allowed twice for the same hours.
- 16.08 Overtime pay shall be calculated from the annual salary rates in effect at the time overtime is worked regardless of any subsequent retroactive change in that rate.
- 16.09 An Employee whose duties require him to periodically work away from his normal place of employment and who is entitled to claim payment for meals, shall not be paid for the time spent taking such meals.
- 16.10 Regular Part-time Employees working less than the normal hours of work shall be paid at the rate of straight time for the hours worked until they exceed the normal daily or weekly hours for Full-time Regular Employees in the same class, after which time the overtime provisions shall apply.
- 16.11 Employees that are working on construction crews assigned to Camp shall work up to eight (8) hours per day. If they are required to work in excess of the normal hours of work in a day, they shall be paid at one and one half (1 1/2x) times their hourly rate for the first four (4) hours, and two (2x) times their hourly rate thereafter.

## ARTICLE 17

### CALL OUT PAY

- 17.01 When an Employee is called back to work by an authorized representative of the Employer for a period in excess of two (2) hours, including time spent traveling directly to and from work, he shall be paid at the applicable overtime rate for hours worked pursuant to Article 16 - Overtime. For such call out on a paid holiday the rate of pay shall be in accordance with Article 29 - Paid Holidays.
- 17.02 Subject to Clause 17.03 an Employee who is called out to work one or more times within a two (2) hour period and for whom the time worked and the time spent traveling directly to and from work totals two (2) hours or less, shall be paid at straight time for a minimum of three (3) hours.
- 17.03 There shall be no minimum guaranteed compensation or compensation for time spent traveling if the call out is contiguous with a normal working period.

## ARTICLE 18

### REPORTING PAY

- 18.01 An Employee shall be paid a minimum of three (3) hours pay at his hourly rate when an expected work period is canceled and the Employee was not notified of such cancellation on or before the day prior to the canceled work period; or if employed in a camp unless he is notified not to report, at least one (1) hour prior to his regular starting time.

## ARTICLE 19

### STANDBY PAY

- 19.01 When an Employee is formally designated by an authorized representative of the Employer to be immediately available to return to work during a period in which he is not on regular duty and he returns to work, he shall be paid the amount of one-half (1/2) hour's pay at his regular rate for each four (4) hours on standby or any major portion thereof on a day that is not a paid holiday. For standby on a paid holiday, the payment shall be one (1) hour's pay at the regular rate for each four (4) hours on standby or any portion thereof.
- 19.02 When an Employee is called back to work during a period in which he was on standby, he shall be compensated pursuant to Clause 19.01 for the hours he was on standby and paid pursuant to the relevant section of the overtime Article for the hours worked on call back.
- 19.03 When an Employee is unable to report to work when required, no compensation shall be granted for the total standby period.

## ARTICLE 20

### WEEKEND PREMIUMS

- 20.01 An Employee, who works Saturdays or Sundays as part of his regularly scheduled work week, shall receive a weekend premium of two dollars (\$2.00) for each hour worked from midnight Friday to midnight Sunday. The weekend premium shall not be paid to an Employee who is not regularly scheduled to work weekends and receives overtime compensation for working Saturday or Sunday as a day of rest.
- 20.02 At no time shall weekend premium be included with the Employee's regular rate of pay for purposes of computing overtime payments, other premium payments, or any Employee benefits.

## ARTICLE 21

### WORKERS' COMPENSATION SUPPLEMENT

- 21.01 If a Regular Full-time or a Regular Part-time Employee sustains an injury in the course of his duties with the Employer which causes him to be absent from work and as a result he receives Workers' Compensation authorized by the Workers' Compensation Act, he shall be paid his regular full salary during the period he was required to remain off work up to eighty (80) work days, provided the Employee assigns his WCB payments to the Employer. If the Employee is unable to return to work when this period expires he shall then be paid according to the rate prescribed by the Workers' Compensation Act.
- 21.02 The eligibility period specified in Clause 21.01 shall not apply in the event of a reoccurrence of a disability due to a previously claimed injury, payable under this supplement, unless the Employee has not used the total eligibility period in which case the unexpended period of eligibility may be applied.
- 21.03 When a day designated as a Paid Holiday under Article 29 falls within a period of time an Employee is eligible to receive Workers' Compensation supplement, it shall be counted as a day of Workers' Compensation supplement, and under no circumstances shall an Employee receive any additional entitlement in respect of that day.
- 21.04 The Parties agree that the Workers' Compensation supplement is intended only for the purpose of protecting an Employee from loss of income while he is unable to work because of injury.

## ARTICLE 22

### PROBATIONARY EMPLOYEE AND PERIOD

- 22.01 (a) Subject to Sub-clause 22.01 (b), Regular Full-time and Regular Part-time Employees shall serve a probationary period. The period of probation shall start on the initial date of commencement and shall consist of a total of six (6) months worked for clerical Employees and twelve (12) months worked for all other Employees.
- (b) An Employee may be required by the Employer to serve an additional probationary period, after written notice has been given to the Union. This additional probationary period shall not exceed a further six (6) months worked by the Employee.

- 22.02 An individual shall not have recourse to the grievance procedure in the case of dismissal during his probationary period. However, he may request a meeting with the Chairman to discuss the reason for his dismissal. The decision of the Chairman shall be final and binding. The meeting shall be held as soon as possible and the person has the right to have a Union Steward present during the meeting.

## ARTICLE 23

### DISCIPLINARY ACTION

- 23.01 Where an Employee has been given a written reprimand, suspension, disciplinary demotion or is dismissed, the Employee shall be informed in writing of the reasons for such action as soon as reasonably possible.
- 23.02 An Employee may request an interview with his immediate supervisor concerning any disciplinary action, which has been taken against him. The supervisor shall arrange a suitable time and place for such interview and the Employee may be accompanied by a Union Steward if he so requests.
- 23.03 An Employee who has been subjected to disciplinary action may, after twenty-four (24) months of continuous service from the date the disciplinary action was invoked, request that his personnel file be purged of any record of the disciplinary action. Such a request will be granted providing:
- (a) the Employee's file does not contain any further record of disciplinary action during that twenty-four (24) month period, and
  - (b) the disciplinary action is not the subject of an unresolved grievance.
- 23.04 Access to an Employee's personnel file shall be provided to the Employee upon request and within a reasonable time, once in every year and also in the event of a grievance. He may request that a representative of the Union be present at the time of such examination. A management representative shall be present during the examination of the personnel file.
- 23.05 Subject to the remainder of this Agreement no Employee shall be dismissed, suspended, demoted or given a written reprimand without just cause.

## ARTICLE 24

### GRIEVANCE PROCEDURE

#### 24.01 Definition and Scope

- (a) A grievance is a difference arising out of the interpretation, application, operation or any contravention or alleged contravention of this Agreement or as to whether any such difference can be the subject of Arbitration;
- (b) "Days", as used in this Article, means Monday to Friday, excluding holidays;
- (c) A Policy Grievance is a difference, which seeks to enforce an obligation of the Employer to the Union or the Union or its Members to the Employer. A Policy Grievance shall not be an obligation that may or could have been the subject of a Grievance by an Employee;
- (d) Notwithstanding Sub-clause 24.01(a), any issue pertaining to the establishment or alteration of a classification, the classification process, or the allocation of a position to a particular classification, shall not be considered a Grievance under any circumstances and shall not be subject to the Grievance process under this Article.

#### 24.02 Meetings During Grievance Procedure

The Employer or the aggrieved may request that a written Grievance be discussed at Step Two of the Grievance Procedure. A Union Representative or Union Steward shall be allowed to be present at these discussions.

#### 24.03 Grievance Process

All Grievances shall be dealt with progressively in accordance with the procedure set out below, without stoppage of work or refusal to perform work:

##### A. Step One

An Employee who wishes to pursue a grievance, other than a grievance concerning suspension or dismissal, shall first discuss the matter with his Manager or Supervisor (as applicable) within ten (10) days from the date on which the subject of the Grievance occurred or of the time the Employee should reasonably have first become aware of the subject of the Grievance. The Manager or Supervisor shall reply to the Employee within ten (10) days of the date of the discussion.

B. Step Two

- (i) With the approval of the Union, in writing, when an Employee is not satisfied with the answer or settlement at Step One, the Grievance may be forwarded to the Division Director or his designate within ten (10) days of the Manager or Supervisor's response at Step One. The Grievance shall be in writing and state the particulars of the Grievance, the redress sought and the Article or Articles claimed to be violated. The Division Director shall provide his decision in writing to the Employee within ten (10) days of receipt of the Employee's written Grievance and shall submit a copy of his reply to the Union.
- (ii) Notwithstanding Sub-clause 24.03B.(i), in the case of suspension or dismissal the Employee shall submit his grievance to the Chairman. All other provisions in Sub-clause 24.03B.(i) shall apply.

C. Step Three

If an Employee is not satisfied with the answer or settlement he received at Step Two, and he wishes to pursue his Grievance, he must submit his Grievance to an Arbitration Board provided that he has the written approval of the Union, within ten (10) days of the receipt of the reply provided at Step Two.

24.04 Arbitration Board Decision

- (a) An Arbitration Board shall be comprised of one (1) member appointed by the Employer, one (1) member appointed by the AUPE and a neutral Chairman, appointed by the other two (2) members;
- (b) As an alternate procedure to a three (3) member Arbitration Board, as set out in Sub-clause 24.04(a) above, the Employer and the AUPE may agree to submit the Grievance to a single Arbitrator;
- (c) Within ten (10) days of the receipt of the notice referred to in Step Three, the party receiving the Grievance shall notify the other party in writing of the name of its nominee to the Arbitration Board, or its choice of its single Arbitrator;
- (d) Each party shall bear its own fees and expenses; the fees and expenses of the Chairman, or single Arbitrator, shall be shared equally by the parties;
- (e) If either party fails to appoint a member, or if they are unable to agree on a single Arbitrator, or if the appointed members cannot agree on a neutral Chairman, such appointment shall be made in accordance with the Labour Relations Code.



- (f) (i) The Arbitration Board or single Arbitrator shall not have any power to alter, amend or change the provisions of this Agreement or to substitute any new provisions from the existing provisions.
- (ii) The Arbitration Board or single Arbitrator shall confine their decisions solely to the precise issues submitted to them and shall have no authority to make a decision on any other issue not so submitted.
- (g) A Policy Grievance shall be submitted to the other party within ten (10) days of the date upon which the alleged violation of the Collective Agreement has occurred or within ten (10) days from the date upon which the aggrieved party first became aware of the subject of the Grievance.

Within fourteen (14) days of filing a Policy Grievance, the parties shall meet in an attempt to resolve the difference. Failure to meet to resolve the difference or if the parties are unable to resolve the Policy Grievance within fourteen (14) days of filing, shall entitle the aggrieved party to advance the Policy Grievance to Step Three within an additional fourteen (14) days.

- 24.05 (a) Where a grievance is heard by a three (3) member board, the decision of the majority of the members is the decision of the Board but if there is no majority, the decision of the Chairman governs and his decision is the decision of the Arbitration Board.
- (b) When disciplinary action against an Employee is involved, the Arbitration Board, or single Arbitrator may vary the penalty, as it considers just and reasonable under the circumstances.
- (c) An award of the Arbitration Board is final and binding on the parties and upon any Employee affected by it.

24.06 (a) Time Limits and Procedures

- (i) Time limits and procedures contained in this Grievance Procedure are mandatory. Failure to pursue a Grievance within the prescribed time limits and in accordance with the prescribed procedures shall result in the abandonment of the Grievance. Failure to reply to a Grievance in a timely fashion shall pass the Grievance to the next Step. Grievances so advanced shall be the subject of time limits as if a reply had been made on the last allowable day of the preceding Step in the procedure.
- (ii) Time limits in this Article may be extended by written agreement between designated representatives of the Employer and the Union.
- (iii) Procedures as stipulated in this Article may be varied by written agreement between the Employer and the Union.

(b) Service of Documents

If anything is required or permitted to be served under this Agreement, it shall be deemed to be properly served if it is served on:

- (1) an individual:
  - (i) personally or by leaving it for him at his last or most usual place of abode with some person who is apparently at least eighteen years of age, or
  - (ii) by mailing it to him by registered mail to his last known post office address, or
  - (iii) personally via receipted courier service.
- (2) the Employer:
  - (i) personally or by a receipted courier service, on the Chairman, Special Areas Board, or
  - (ii) by leaving it at or by sending it by registered mail to the office of the Chairman, Special Areas Board.
- (3) Union/AUPE:
  - (i) personally on the President, or his designate, of the Alberta Union of Provincial Employees; or
  - (ii) by sending it by registered mail to the address of the President, of the Alberta Union of Provincial Employees; or
  - (iii) personally on the President, or his designate, of the Alberta Union of Provincial Employees by receipted courier service.
- (4) The date of the delivery establishes the date of receipt for documents that are served personally.
- (5) Documents that are mailed by registered mail shall be deemed to have been received on the date noted on the registration card.

## ARTICLE 25

### CASUAL ILLNESS

- 25.01 "Casual Illness" means an illness that causes an Employee to be absent from duty for a period of three (3) consecutive work days or less.
- 25.02 Employees are expected to arrange medically related appointments in a way that minimizes the amount of time away from work. However, where appointments cannot be made outside of normal hours of work, Employees may use casual illness leave for time off for the purposes of attending a dental, physiotherapy, optical or for a medical appointment provided they have received prior authorization from their Employer or his designate.
- 25.03 An Employee in each calendar year shall be eligible for a maximum of twelve (12) work days of casual illness leave with pay on a pro-rata basis. Each day or portion of a day of casual illness used including illness within the immediate family, within a year of service, shall be deducted from the remaining Casual Leave entitlement for that year of service.
- 25.04 An Employee may be required to provide proof of casual illness or absenteeism related to illness, satisfactory to the Employer upon request.
- 25.05 "Immediate Family" shall mean: Spouse (including common law spouse), mother, father or dependant son or daughter.

## ARTICLE 26

### GENERAL ILLNESS

- 26.01 "General Illness" means an illness that causes an Employee to be absent from duty for a period of more than three (3) consecutive work days but shall not exceed eighty (80) consecutive work days. General Illness leave shall be in addition to any casual illness leave entitlements specified in Article 25.
- 26.02 An Employee at the commencement of each year of employment shall be entitled to General Illness leave at the specified rates of pay in accordance with the following Sub-clauses, and the application of such General Illness leave shall be set out in accordance with Clause 26.03:
- (a) Illness commencing in the first month within the first year of employment; no salary for each of the first ten (10) work days of illness and thereafter seventy (70%) percent of normal salary for seventy (70) work days of illness.

- (b) Illness commencing in the first year of employment, but following the first month of employment; one hundred (100%) percent of normal salary for each of the first ten (10) work days of illness and seventy (70%) percent of normal salary for each of the next seventy (70) work days of illness.
  - (c) Illness commencing in the second year of employment; one hundred (100%) percent of normal salary for each of the first fifteen (15) work days of illness and seventy (70%) percent of normal salary for each of the next sixty-five (65) work days of illness.
  - (d) Illness commencing in the third year of employment; one hundred (100%) percent of normal salary for each of the first twenty-five (25) work days of illness and seventy (70%) percent of normal salary for each of the next fifty-five (55) work days of illness.
  - (e) Illness commencing in the fourth year of employment; one hundred (100%) percent of normal salary for each of the first thirty-five (35) work days of illness and seventy (70%) percent of normal salary for each of the next forty-five (45) work days of illness.
  - (f) Illness commencing in the fifth year of employment; one hundred (100%) percent of normal salary for each of the first forty-five (45) work days of illness and seventy (70%) percent of normal salary for each of the next thirty-five (35) work days of illness.
  - (g) Illness commencing in the sixth or any subsequent years of employment; one hundred (100%) percent of normal salary for each of the first sixty (60) work days of illness and seventy (70%) percent of normal salary for each of the next twenty (20) work days of illness.
  - (h) For purposes of Clause 26.02 "employment" includes prior service with the Government of Alberta in a salaried position and also any prior employment on wages with the Special Areas Board provided there is no break in employment except such Employees shall not be compensated twice for the same illness leave.
- 26.03 (a) Subject to Clause 26.03(b), an Employee upon return to active work after a period of General Illness of less than eighty (80) consecutive work days will have any illness leave days used for which normal salary was paid at the rate of one hundred (100%) percent, reinstated for future use at the rate of seventy (70%) percent of normal salary, within the same year of employment. General Illness leave days used for which normal salary was paid at the rate of seventy (70%) percent shall be reinstated for future use within the same year of employment, at the rate of seventy (70%) percent of normal salary.

- (b) Such reinstatement shall only occur where an Employee has not taken any General Illness leave for the same or related illness during the first ten (10) consecutive work days following the date of return to active work.
- 26.04 For purposes of this Article, the maximum period of continuous absence recognized shall be eighty (80) consecutive work days. Absences due to illness or disability in excess of that period shall be subject to the Employer's Long Term Disability Policy if applicable.
- 26.05 Notwithstanding Article 25 or Clause 26.02, an Employee is not eligible to receive sick leave benefits under this Article or Article 25 if:
  - (a) the absence is due to an injury while in the employ of any other Employer, nor is he eligible for any sick leave benefits for any subsequent absence caused by that injury, or
  - (b) the absence is due to an intentional self-inflicted injury, or
  - (c) the Employee is eligible for and receives compensation pursuant to the Workers' Compensation Act or Article 21 - Workers' Compensation Supplement.
- 26.06 When a day designated as a Paid Holiday under Article 29 falls within the period of General Illness it shall be counted as a day(s) of General Illness and under no circumstances shall an Employee receive any additional entitlements in respect of that day.
- 26.07 This Article is subject to Article 27.

## ARTICLE 27

### PROOF OF ILLNESS

- 27.01 To obtain illness leave benefits as described in Article 25 - Casual Illness, the Employer may require that an Employee provide a proper medical certificate or other satisfactory proof of illness. The Employer may also require the Employee to provide satisfactory proof of attendance at a medical, dental, physiotherapy, optical or such other appointment when time off from work is granted to attend such appointments. The Employer agrees to reimburse the employee for the actual cost of the proper medical certificate where the employer requests the employee to obtain proof of medical appointment.
- 27.02 To obtain illness leave benefits as described in Article 26 - General Illness, the Employee is required to provide a proper medical certificate or other satisfactory proof of illness.

- 27.03 (a) The Employer may require that an Employee be examined by a medical board:
- (i) in the case of prolonged or frequent absence due to illness, or
  - (ii) where there is an indication of apparent misuse of illness leave, or
  - (iii) when it is considered that an Employee may be unable to satisfactorily perform his duties: (1) due to disability or illness; (2) prior to returning to work.
- (b) The report of the medical board shall contain conclusions and recommendations relating to any limitations or restrictions concerning the Employee's ability to perform the duties of his position and the medical information leading to those conclusions.
- (c) The Employer is responsible for the direct medical costs associated with the examination provided for in Sub-clause 27.03(a).
- 27.04 Pursuant to Clause 27.03, an Employee shall be entitled to have his personal physician or other physician of his choice to be a member of the medical board or act as his council before the medical board. Expenses incurred under this clause shall be paid by the Employer. A copy of the report from the medical board shall be sent to the Employee's physician.
- 27.05 The Employer may require that any Employee undergo a medical examination or a medical interview and when such examination or interview is for purposes other than meeting the requirements of Clause 27.01 and 27.02 the examination or interview shall be at the Employer's expense and on the Employer's time.
- 27.06 Where an Employee has been examined by a medical board and is also applying for L.T.D. benefits, a copy of the medical report shall be considered as part of the Employee's application.
- 27.07 The Parties agree that casual and general illness benefits as provided in this Agreement are intended only for the purpose of protecting an Employee from loss of income when the Employee is ill.

## ARTICLE 28

### HEALTH PLAN BENEFITS

- 28.01 The Employer agrees to provide Employee benefit plans covering Group Life Insurance/Accidental Death and Dismemberment, Dependent Life Insurance, Long Term Disability Insurance, Extended Health Care Insurance and a Dental Plan, including a direct pay card.

- 28.02 The cost of premiums for the above benefit plans and Alberta Health Care will be shared on the following basis:

<u>Benefit</u>	<u>Employee</u>	<u>Employer</u>
Life Insurance & A.D. & D.	1/3	2/3
Dependent's Insurance	100%	---
Long Term Disability	100%	---
Extended Health Care	1/3	2/3
Dental	---	100%

- 28.03 The Employer and Employee agree to be bound by the Public Service Pension Plan and shall continue contributions pursuant to that plan and regulations.
- 28.04 The Employer will provide to each new Employee brochures outlining all benefits for which the Employee is eligible and to other Employees upon request.
- 28.05 The Employer will not alter or amend any Health Plan Benefit during the life of this Agreement without first consulting with the Union.
- 28.06 All benefit plans shall be governed by the official policy agreed to with the carrier. The Employer shall provide the Union with a copy of each plan.

#### ARTICLE 29

##### PAID HOLIDAYS

- 29.01 Employees are entitled to one (1) day's paid leave for each of the following holidays:

- |     |                         |                   |
|-----|-------------------------|-------------------|
| (a) | New Years Day           | Labour Day        |
|     | Family Day              | Thanksgiving Day  |
|     | Good Friday             | Remembrance Day   |
|     | Easter Monday           | Christmas Day     |
|     | Victoria Day            | Boxing Day        |
|     | Canada Day              | Christmas Floater |
|     | Civic Holiday (one day) |                   |
- (b) The Christmas float holiday shall be observed to give five (5) consecutive days off including the weekend as follows:
- (i) on December 24th when Christmas Day falls on a Tuesday, a Thursday, a Friday or a Saturday,

- (ii) on December 27th when Christmas Day falls on a Monday or Wednesday,
    - (iii) on December 28th when Christmas Day falls on a Sunday.
  - (c) Paid holidays other than Sub-clause 29.01(b) shall be observed on the day on which they fall unless an alternate day is designated by the Employer.
- 29.02 If a municipality does not proclaim a civic holiday as specified in Clause 29.01, the first Monday in August shall be observed as such holiday.
- 29.03 When a day designated as a holiday under Clause 29.01 falls during an Employee's work week and the Employee is not required to work, the Employee shall be granted holiday leave on that day.
- 29.04 When a paid holiday under Clause 29.01 falls on an Employee's regularly scheduled day of rest and the Employee is not required to work, the Employee shall be granted holiday leave on the day designated as a holiday.
- 29.05 When an Employee works on one (1) of the holidays listed in Clause 29.01, the Employee shall receive either:
- (a) his regular salary plus one and one-half times (1 1/2x) for his normal daily hours worked and two times (2x) for additional hours worked thereafter, or
  - (b) in lieu of his regular salary, one and one-half times (1 1/2x) for his normal daily hours worked and two times (2x) for additional hours worked thereafter, plus a day off in lieu with pay.
- 29.06 When a day off in lieu is granted under Sub-clause 29.05(b) Employees shall have the day off scheduled at a mutually agreeable time within the next three (3) months unless the Employer agrees to extend the time up to a maximum of twelve (12) months.
- 29.07 Requests for leave without pay on religious holidays will be considered provided adequate notice of the request is given.
- 29.08 To qualify for compensation or day(s) in lieu under this Article, an Employee must work the last regular working day preceding and the first regular working day following the Paid Holiday unless authorization is obtained from the Employer.



## ARTICLE 30

### ANNUAL VACATION

- 30.01 (a) An Employee shall not take vacation leave without prior authorization from the Employer.
- (b) Normally, when an Employee is requesting leave of more than three (3) days, the request shall be submitted in writing to the Supervisor not less than two (2) weeks prior to the commencement of the requested vacation leave.
- 30.02 Vacation entitlements with pay shall be as follows:
- (a) an Employee who has completed twelve (12) full calendar months service as of December 31st shall in subsequent year(s) receive fifteen (15) work days vacation;
- (b) an Employee who has completed eight (8) years service as of December 31st, shall in subsequent year(s) receive twenty (20) work days vacation;
- (c) an Employee who has completed sixteen (16) years service as of December 31st, shall in subsequent year(s) receive twenty-five (25) work days vacation;
- (d) an Employee who has completed twenty-five (25) years service as of December 31st, shall in subsequent year(s) receive thirty (30) work days vacation;
- (e) an Employee who has completed less than twelve (12) months service as of December 31st, shall receive one and one-quarter (1 1/4) work days vacation for each calendar month worked from the commencement of his service provided that when employment has commenced on or before the fifteenth (15th) day of any month, he shall earn vacation entitlements from the first day of that month and when employment has commenced on or after the sixteenth (16th) day of any month, he shall earn vacation entitlements from the first day of the following month.
- 30.03 All calculations which result in one-quarter (1/4) or three-quarters (3/4) work day fractions shall be rounded out to the next half or full day, whichever applies, except when vacation pay is paid out upon termination pursuant to Clause 30.11.
- 30.04 If one (1) or more paid holidays falls during the Employee's Annual Vacation period, another day or days may be added at the end of the vacation period at the time authorized by the Employer.
- 30.05 An Employee shall earn vacation leave pursuant to Clause 30.02 during the following authorized absences:

- (a) financially assisted education leave;
  - (b) sick leave for the first forty-four (44) consecutive work days;
  - (c) any other leave of absence with or without pay for the first twenty-two (22) work days.
- 30.06 Vacation leave may be taken:
- (a) in one (1) continuous period;
  - (b) in separate periods of not less than five (5) consecutive work days;
  - (c) up to ten (10) separate days off;
  - (d) up to fifteen (15) separate days off after eight (8) years service;
  - (e) or at such other times as may be approved by the Employer.
- 30.07
- (a) Except as otherwise provided herein vacation leave in respect to each year of service shall be taken:
    - (i) within sixteen (16) months after the end of the year;
    - (ii) at such time or times as may be approved by the Employer.
  - (b) If for personal reasons acceptable to the Employer or the exigencies of the Employee's duties as determined by the Employer prevent him from taking his vacation leave or part thereof within the sixteen (16) month period specified in Sub-clause 30.07(a) above he shall take the leave within the six (6) months following that period as the Employer may approve.
  - (c) Vacation leave shall not be postponed as provided by Sub-clause 30.07(b) in two (2) successive years.
  - (d) Notwithstanding the other provisions of this section, subject to the approval of the Employer, an Employee who so requests may be authorized to take earned vacation leave within the year in which it was earned, and the vacation leave taken by him in the following year shall be correspondingly reduced.
- 30.08 When an Employee is allowed to take any leave of absence, other than sick leave in conjunction with the period of vacation leave, the vacation leave shall be deemed to precede additional leave of absence, except in the case of Maternity Leave which may be authorized before or after vacation leave.

- 30.09 The Employer shall upon request consider granting an Employee at least two (2) weeks of his Annual Vacation Leave entitlement during the summer months.
- 30.10 An Employee shall be allowed to accumulate vacation leave in accordance with the general provisions of this Article for use at any time to a maximum of the Employee's Annual Vacation Leave entitlement.
- 30.11 Notwithstanding the provisions of Clauses 30.09 and 30.10, an Employee will be paid out for vacation leave when one of the following conditions applies:
- (a) the Employee's employment terminates; or
  - (b) the Employee's outstanding vacation leave exceeds two (2) years of entitlements, in which case and Employee will be paid out at fiscal year-end; or
  - (c) an Employee requests pay out and obtains the approval of the Chairman, Special Areas Board. An Employee may request pay out for any amount, provided that he Employee keeps two (2) weeks (three (3) weeks with five (5) or more years of service) of entitlements to be taken as leave in the vacation year.
- 30.12 All vacation leaves will be paid out at the Employee's salary rate at the time the leave is paid out (the entitlement amount paid out is never rounded up).

### ARTICLE 31

#### SPECIAL LEAVE

- 31.01 Subject to approval by the Employer, an Employee who requires time off from work may be granted Special Leave without loss of pay. The circumstances under which special leave may be approved are subject to Clause 31.02 and subject to the corresponding yearly maximum number of work days as follows:
- (a) Bereavement - four (4) days around the date of the funeral;
  - (b) Travel time for bereavement leave - three (3) days;
  - (c) Administration of Estates - two (2) days;
  - (d) Moving household effects - one (1) day per calendar year;
  - (e) Time to write examinations for courses approved by the Employer - as required;

- (f) Attend funerals as pallbearer or mourner - subject to Clause 31.03, time off as required not to exceed one (1) day, unless otherwise approved by the Employer;
  - (g) Time (including travel time if necessary) to attend formal hearing to become a Canadian citizen - one (1) day;
  - (h) Be present at the birth or adoption proceedings of an Employee's child - one (1) day.
- 31.02 For purposes of determining eligibility for Special Leave under Clause 31.01 the following provisions apply:
- (a) Bereavement - leave of absence will be granted in the event of the death of the Employee's spouse (including common law spouse), or any of the following relations of an Employee or spouse (including common law spouse): parents, guardian, parent-in-law, grandparent, grandchild, son, daughter, brother, sister, or the husband or wife of any of them, step-child, step-parent, step-brother or step-sister. This time shall include time for making all the necessary arrangements relating to the funeral of the deceased's family.
  - (b) Travel time continuous with bereavement leave shall mean travel if required during normal working hours on the days before and the days following bereavement leave, provided the Employer has authorized such travel leave.
  - (c) Administration of Estate shall apply only when an Employee has been designated as an executor of the estate for the deceased.
  - (d) Moving of household effects shall apply to an Employee who maintains a self-contained household and who changes his place of residence which necessitates the moving of his household effects during his normal working hours.
  - (e) Mourner or Pallbearer - Leave of absence may be granted where operational requirements permit subject to the approval of the Employer.
- 31.03 The maximum annual leave specified for each circumstances requiring use of special leave shall not be exceeded. However, Bereavement Leave and leave for the Administration of Estate may be granted more than once within a calendar year, provided the total special leave granted does not exceed ten (10) working days per calendar year, unless additional Bereavement Leave is approved by the Employer.
- 31.04 Two (2) weeks notice may be required for leave requested under Sub-clause 31.01 (c), (d), (e) and (g).

- 31.05 A terminating Employee shall not be eligible for benefits under Sub-clause 31.01 (d) during last ten (10) work days of active employment.

## ARTICLE 32

### MATERNITY/PARENTAL/ADOPTION LEAVE & COMPASSIONATE CARE BENEFITS

- 32.01 The parties agree that the provisions of the Employment Standards Code and Regulations concerning Maternity, Parental and Adoption Leave shall apply to Employees of the Employer. The Employment Insurance Compassionate Care Benefits shall also apply to Employees of the Employer.
- 32.02 A pregnant Employee who presents medical evidence from her physician which satisfies the Employer that continued employment in her present position may be hazardous to herself or her unborn child, may request a transfer to a more suitable position for which she is qualified, if one is available. The Employee shall remain at the same salary level during this period. Where no suitable position is available, the Employee may request maternity leave as provided by Article 32 if the Employee is eligible for such leave.
- 32.03 An Employee who, at the commencement of Maternity/Parental/Adoption Leave or a Compassionate Care Benefit leave, is participating in the Extended Health Care Plan, the Group Dental Plan and the Group Life Insurance Plan shall continue to be covered under these Plans throughout the total period the Employee is on Maternity/Parental/Adoption Leave or a Compassionate Care Benefit Leave, and the Employer and the Employee premium contributions if applicable, shall continue.

## ARTICLE 33

### COURT LEAVE

- 33.01 When an Employee is summoned or subpoenaed as a witness or a defendant to appear in court in his official capacity to give evidence or to produce Employer records, he shall be allowed leave with pay, but any fees receivable by him shall be paid to the Employer.
- 33.02 When an Employee is subpoenaed as a witness in his private capacity or summoned as a juror:
- (a) at a location within the Province of Alberta, he shall be allowed leave with pay, but any fees receivable by him shall be paid to the Employer;
  - (b) at a location outside the Province of Alberta, he may be allowed leave with pay if authorized by the Employer, but any fees receivable by him shall be paid to the Employer.

## ARTICLE 34

### OCCUPATIONAL HEALTH AND SAFETY

- 34.01 The Parties agree that the Employer is bound by the Alberta Occupational Health and Safety Act, and the Government of Alberta Occupational Health and Safety Program.
- 34.02 Protective clothing and safety equipment shall be supplied by the Employer as required by the Alberta Occupational Health and Safety Act and Radiation Health Protection Act and any regulation or amendment thereto.
- 34.03 Pursuant to Clause 34.02 the Employer shall provide, maintain, replace and clean protective clothing and equipment.
- 34.04 All equipment and protective clothing supplied by the Employer shall remain the property of the Employer.
- 34.05 Where the Employer determines that safety footwear should be provided, the Employer shall either provide the actual safety footwear or pay to each such eligible Employee the cost of such footwear up to a maximum of one hundred and fifty (\$150.00) dollars per annum.
- 34.06 When an Employee does not purchase safety boots in any given year, that year's allowance shall be carried forward to the next year immediately following.
- 34.07 Where the Employer determines that insulated coveralls or a parka should be provided, the Employer shall either provide the actual insulated coveralls or parka or pay to each such eligible Employee the cost of such coveralls or parka up to a maximum of seventy-five (\$75.00) dollars per annum.
- 34.08 When an Employee does not purchase insulated coveralls or a parka in any given year, that year's allowance shall be carried forward to the next year immediately following.

## ARTICLE 35

### STATEMENT OF JOB DUTIES

- 35.01 Upon request, an Employee shall be entitled to the classification specification and a current statement of the duties and responsibilities for the Employee's position.

## ARTICLE 36

### TOOLS

- 36.01 All Mechanics and Machinists shall supply their own hand tools and bench tools as are required to perform their work.

- 36.02 Tools shall be replaced by the Employer when damaged or broken in normal use.
- 36.03 Special or unusual tools shall be supplied by the Employer as required.
- 36.04 Each Tradesman who is required to supply their own tools pursuant to Clause 36.01 shall receive an annual allowance of three hundred (\$300.00) dollars.

#### ARTICLE 37

##### RATES OF PAY

- 37.01 Subject to the approval of the Employer, an Employee may receive an annual merit increment based on performance up to the maximum of the applicable salary range for his classification, at rates of pay as specified in Schedule "A" or in the case of apprentices, a percentage of the appropriate tradesman job rate, as specified in regulations issued pursuant to the Apprenticeship and Industry Training Act.
- 37.02 When an Employee is promoted, he shall be moved to the period in the new class that provides for an increase in pay of at least four (4%) percent, provided the maximum for the new classification is not exceeded.

#### ARTICLE 38

##### LONG SERVICE INCREMENT

- 38.01 A Salary Employee shall be eligible for long service increment (L.S.I.) provided he:
- (a) has been paid during an immediately preceding period of one (1) year at the maximum salary of his classification; and
  - (b) has completed seven (7) years of current continuous employment; and
  - (c) is recommended for the increase by the Employer; and
  - (d) occupies a position in a classification which has a L.S.I.
- 38.02 An Employee who meets the provision of Clause 38.01 shall be eligible for the L.S.I. effective the first (1st) day of the following month.
- 38.03 An Employee who qualified for L.S.I. pursuant to Clause 38.01 in a classification during his current period of employment shall not be required to requalify with respect to Sub-clause 38.01(a), when placed in another classification. The L.S.I. period of the new classification shall in these circumstances be considered the maximum salary in his new pay range.

**NOTE: This Article shall be deleted from the Collective Agreement effective January 1, 2014 and effective January 1, 2014 the former LSI step, where applicable, on the pay grade shall be considered a normal/regular increment.**

## ARTICLE 39

### TRAVEL AND SUBSISTENCE

- 39.01 Employees who incur travel, subsistence and moving expenses in the performance of authorized Employer business shall be reimbursed for those expenses in accordance with the Government of Alberta Travel and Subsistence Regulations.

## ARTICLE 40

### PRINTING OF AGREEMENTS

- 40.01 Each party agrees to pay one-half (1/2) the cost of printing sufficient copies to provide each present and new Employee with one (1) copy of the Agreement, as approved by both parties.
- 40.02 Each party further agrees to pay the full cost of printing additional copies that they order.

## ARTICLE 41

### NOTICE OF DELIVERY

- 41.01 Any notice hereunder required to be given shall be deemed to have been sufficiently served if personally delivered or mailed in a prepaid registered envelope addressed, in the case of the Board to:

Chairman  
Special Areas Board  
P.O. Box 820  
HANNA, Alberta T0J 1P0

and in the case of the AUPE to:

The President  
The Alberta Union of Provincial Employees  
10451 - 170 Street  
EDMONTON, Alberta T5P 4S7

and in the case of the Local to:

The Chairman  
The Alberta Union of Provincial Employees  
Local 118/020  
at his home address on file with the Employer.



ARTICLE 42

TERM AND EFFECTIVE DATE

- 42.01      This Collective Agreement shall become effective at the beginning of the month following the date of execution by the Parties, unless stipulated to the contrary, and shall remain in effect up to and including December 31, 2015.

LETTER OF UNDERSTANDING  
BETWEEN  
THE SPECIAL AREAS BOARD  
AND  
THE ALBERTA UNION OF PROVINCIAL EMPLOYEES  
ON BEHALF OF LOCAL 118/020

**Re: Separation Payment**

Whereas the Parties are entering into a Letter of Understanding to provide a Separation Payment to Employees.

The Parties agree:

1. During the term of this Letter of Understanding the Separation Payment as outlined in the attached Schedule is available, as an alternative to and if selected by an Employee whose position is abolished, in lieu of the provisions of Article 12 - Layoff, Article 13 - Severance, and Article 14 - Seniority, of the Collective Agreement entered into between the Parties. The Separation Payment will not be available for Employees for whom the Employer has arranged ongoing employment within the Special Areas Board or with any other employer.
2. The Separation Payment will be available for permanent Employees with at least one (1) year of continuous employment with the Employer. Eligible Employees will be entitled to receive Separation Payment at their regular rate of pay according to the attached schedule.
3. Where the Employee has made an election to accept the Separation Payment, the election shall not be altered without the agreement of the Employee and the Chairman. Separation shall occur at a time selected by the Chairman. Employees shall make their election for Separation Payment within fourteen (14) calendar days of the receipt of a position abolishment notice.
4. In addition to paragraphs 1 and 2, Employees who have not received notice of position abolishment may request the Separation Payment. Such offers may, but will not necessarily result in an offer of the Separation Payment by the Employer to that Employee. Offers are subject to operational requirements as determined by the Chairman, whose decision is final and cannot be challenged. Employees who request the Separation Payment, and if approved under this paragraph, are required to resign at a time acceptable to the Chairman.
5. Employees accepting the Separation Payment are required to sign an agreement in the attached form.

6. This Letter, including the attached Schedule, does not form part of the Collective Agreement and if concerns arise with respect to the Separation Payment, they shall be addressed by representatives of the Parties and not by way of the grievance procedure.
7. This Letter of Understanding, including the attached Schedule, shall be effective the date of signing of the Collective Agreement and shall remain in effect as provided in Article 42 - Term and Effective Date of the Collective Agreement.
8. This Letter of Understanding may be canceled at any time during the life of the Collective Agreement with the mutual agreement of both Parties.
9. The Parties will meet at the request of either party at any time to consider issues related to position abolishment's, which may occur following the expiry of this letter.

Signed at Hanna this \_\_\_\_\_ day of \_\_\_\_\_, 2013.

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Jay J. Slemple, Chairman  
Special Areas Board

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Guy Smith  
President, Alberta Union of  
Provincial Employees

*FOR INFORMATION PURPOSES ONLY*

SCHEDULE - SEPARATION PAYMENT

Full Years of Continuous Employment	Separation Pay - Weeks of Pay at Regular Rate of Pay
1	14
2	15
3	16
4	17
5	19
6	22
7	25
8	28
9	31
10	34
11	37
12	40
13 plus	43

Separation pay is an alternative and in lieu of all the provisions of Article 12 - Layoff, Article 13 - Severance, and Article 14 - Seniority, of the Collective Agreement.

STANDARD SEPARATION PAYMENT FOR  
TERMINATION AGREEMENT FOR  
BARGAINING UNIT EMPLOYEES

AGREEMENT DATED \_\_\_\_\_, 201\_\_.

BETWEEN THE SPECIAL AREAS BOARD

\_\_\_\_\_  
(THE 'BOARD')

AND

\_\_\_\_\_  
(THE 'EMPLOYEE')

WHEREAS the Employee is presently employed by the Board.

AND WHEREAS the Board and the Employee have mutually agreed to terminate the existing employment relationship.

THEREFORE, the Parties agree as follows:

1. The Employee hereby resigns from employment with the Special Areas Board effective \_\_\_\_\_, 201\_\_.
2. The Board will pay as a severance payment to the Employee the sum of \$ \_\_\_\_\_, less any withholdings required by law.
3. If during the period \_\_\_\_\_ to \_\_\_\_\_ a Department as defined in the Public Service Act or a Provincial Agency as defined in the Financial Administration Act:
  - (a) employs the Employee on a full or part time basis; or
  - (b) retains the Employee, either directly or indirectly, on a fee for service basis

the amount paid to the Employee directly or indirectly by the Department or Provincial Agency during such period, less any lawful deductions made at source, shall be paid by the Employee to the Special Areas Board forthwith following completion of the period. In no case shall the Employee be obliged to repay an amount greater than the amount, less lawful deductions, paid by the Board to the Employee pursuant to paragraph 2.

4. In consideration of the payment referred to in paragraph 2, the Employee hereby:
- (a) waives any and all rights he may have under the terms of the Collective Agreement between the Special Areas Board and AUPE arising in any way from the termination of his employment;
  - (b) releases the Special Areas Board, its officers and employees from any and all claims which he may now or in the future have arising out of his employment with the Special Areas Board or the termination of such employment.
5. It is understood that the waiver and release contained in paragraph 4 does not apply to any benefits to which the Employee is entitled by virtue of his participation in the Public Service Pension Plan.
6. It is agreed that this written instrument embodies the entire agreement of the parties hereto with regard to the matters dealt with herein and that no understanding or agreements, verbal or otherwise, exist between the parties except as herein expressed.

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WITNESS

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SPECIAL AREAS BOARD

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WITNESS

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EMPLOYEE

LETTER OF UNDERSTANDING

BETWEEN

THE SPECIAL AREAS BOARD

AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES  
ON BEHALF OF LOCAL 118/020

**Re: Exclusion of High School Students from Bargaining Unit**

The Parties agree that high school students employed during the school term or during the periods between school terms and who are employed for project work shall be excluded from the bargaining unit and the provisions of the Collective Agreement shall not apply to such students.

Signed at Hanna this \_\_\_\_\_ day of \_\_\_\_\_, 2013.

\_\_\_\_\_  
Jay J. Slemph, Chairman  
Special Areas Board

\_\_\_\_\_  
Guy Smith  
President, Alberta Union of  
Provincial Employees

LETTER OF UNDERSTANDING

BETWEEN

SPECIAL AREAS BOARD

AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES  
ON BEHALF OF LOCAL 118/020

**Re: Health Care Spending Account**

1. A Health Care Spending Account (HCSA) shall be established for all Employees eligible for health plan benefits in accordance with Article 4 - Application and Article 28 - Health Plan Benefits of this Collective Agreement. A sum of \$500 for each eligible Employee shall be allocated by Special Areas Board to the HCSA.
2. Effective July 1, 2014 Special Areas Board shall allocate a sum of seven hundred and fifty dollars (\$750.00) to the eligible Employee's HCSA.
3. In each year thereafter, Special Areas Board shall allocate a sum of seven hundred and fifty dollars (\$750.00) to the eligible Employee's HCSA.
4. The Parties understand that HCSA will be in accordance with the *Income Tax Act* and all applicable regulations and guidelines.
5. The HCSA year is from July 1 to June 30. Any unused allocation in an Employee's HCSA at the end of the HCSA year will be carried forward to the next HCSA year. The unused allocation cannot be carried forward beyond one (1) HCSA year. Any unused funds after the second year are forfeited in accordance with the *Income Tax Act*. Outstanding expenses which exceed the annual HCSA allocation shall not be carried forward to the next HCSA year.
6. The HCSA may be utilized by Employees for the purpose of receiving reimbursement for health and dental expenses that are eligible medical expenses in accordance with the *Income Tax Act*.
7. The Employer will contract with a service provider for the administration of the HCSA and the administration of the HCSA shall be subject to and governed by the terms and conditions of the applicable contract for services.

Signed at Hanna this \_\_\_\_\_ day of \_\_\_\_\_, 2013.

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Jay J. Slemp, Chairman  
Special Areas Board

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Guy Smith  
President, Alberta Union of  
Provincial Employees



IN WITNESS WHEREOF the Parties hereto have caused these presents to be executed by their duly authorized officers in that behalf the day and year first above written.

Dated at Edmonton, Alberta this \_\_\_\_\_ day of \_\_\_\_\_, 2013.

ON BEHALF OF THE SPECIAL AREAS BOARD

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Jay J. Slempp, Chairman  
Special Areas Board

ON BEHALF OF THE ALBERTA UNION OF PROVINCIAL EMPLOYEES

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Guy Smith, President  
The Alberta Union  
of Provincial Employees

**SPECIAL AREAS BOARD**  
**SCHEDULE "A" - PAY SCHEDULE**  
**EFFECTIVE JANUARY 1, 2013**

CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	L.S.I.
ACCOUNTANT I 0304	ANNUAL	50,824	52,711	54,832	56,928	59,246	61,835				64,474
	MTHLY	4,235	4,393	4,569	4,744	4,937	5,153				5,373
	HRLY	26.9579	27.9585	29.0834	30.1952	31.4247	32.7981				34.1977
ACCOUNTANT II 0305	ANNUAL	59,246	61,835	64,474	67,507	70,343	73,413				76,742
	MTHLY	4,937	5,153	5,373	5,626	5,862	6,118				6,395
	HRLY	31.4247	32.7981	34.1977	35.8065	37.3107	38.9392				40.7050
ACCOUNTANT III 0306	ANNUAL	61,983	64,905	67,655	70,589	73,610	76,804				80,120
	MTHLY	5,165	5,409	5,638	5,882	6,134	6,400				6,677
	HRLY	32.8766	34.4266	35.8850	37.4415	39.0438	40.7377				42.4969
ADMIN. SUPPORT I 0071	ANNUAL	32,822	33,661	34,536	35,387	36,472	37,570				38,766
	MTHLY	2,735	2,805	2,878	2,949	3,039	3,131				3,230
	HRLY	17.4095	17.8542	18.3186	18.7698	19.3453	19.9274				20.5618
ADMIN. SUPPORT II 0072	ANNUAL	33,661	34,536	35,387	36,472	37,570	38,766	40,085	41,367		42,662
	MTHLY	2,805	2,878	2,949	3,039	3,131	3,230	3,340	3,447		3,555
	HRLY	17.8542	18.3186	18.7698	19.3453	19.9274	20.5618	21.2616	21.9417		22.6284
ADMIN. SUPPORT III 0073	ANNUAL	34,968	35,831	36,682	37,791	38,913	40,122	41,392	42,649		43,981
	MTHLY	2,914	2,986	3,057	3,149	3,243	3,343	3,449	3,554		3,665
	HRLY	18.5475	19.0053	19.4565	20.0451	20.6403	21.2812	21.9548	22.6219		23.3282
ADMIN. SUPPORT IV 0074	ANNUAL	41,367	42,662	44,055	45,498	47,088	49,567				51,145
	MTHLY	3,447	3,555	3,671	3,791	3,924	4,131				4,262
	HRLY	21.9417	22.6284	23.3674	24.1326	24.9763	26.2908				27.1279
ADMIN. SUPPORT V 0075	ANNUAL	44,955	46,459	48,038	49,604	51,280	53,894				55,719
	MTHLY	3,746	3,872	4,003	4,134	4,273	4,491				4,643
	HRLY	23.8449	24.6427	25.4799	26.3104	27.1999	28.5864				29.5543
ADMIN. SUPPORT VI 0076	ANNUAL	50,269	51,971	53,759	55,658	57,593	59,591				61,650
	MTHLY	4,189	4,331	4,480	4,638	4,799	4,966				5,138
	HRLY	26.6636	27.5661	28.5144	29.5216	30.5484	31.6078				32.7000

**SPECIAL AREAS BOARD  
SCHEDULE "A" - PAY SCHEDULE  
EFFECTIVE JANUARY 1, 2013**

CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	L.S.I.
ADMINISTRATION I 2100	ANNUAL	51,724	53,993	56,126	58,580	61,292	64,104				67,297
	MTHLY	4,310	4,499	4,677	4,882	5,108	5,342				5,608
	HRLY	27.4353	28.6387	29.7701	31.0716	32.5104	34.0015				35.6953
ADMINISTRATION II 2101	ANNUAL	58,580	61,292	64,104	67,297	70,306	73,487				76,890
	MTHLY	4,882	5,108	5,342	5,608	5,859	6,124				6,407
	HRLY	31.0716	32.5104	34.0015	35.6953	37.2911	38.9784				40.7835
SYSTEM ANALYST I 0795	ANNUAL	68,062	71,662	75,423							79,393
	MTHLY	5,672	5,972	6,285							6,616
	HRLY	36.1008	38.0105	40.0052							42.1111
AGRICULTURE OFFICER I 4401	ANNUAL	44,610	45,794	47,064	48,408	49,764					51,465
	MTHLY	3,717	3,816	3,922	4,034	4,147					4,289
	HRLY	23.6617	24.2896	24.9632	25.6761	26.3955					27.2980
AGRICULTURE OFFICER II 4402	ANNUAL	48,408	49,764	51,465	53,155	55,004					56,989
	MTHLY	4,034	4,147	4,289	4,430	4,584					4,749
	HRLY	25.6761	26.3955	27.2980	28.1940	29.1750					30.2279
AGRICULTURE OFFICER III 4403	ANNUAL	54,042	55,929	57,951	59,985	62,279					64,819
	MTHLY	4,504	4,661	4,829	4,999	5,190					5,402
	HRLY	28.6648	29.6655	30.7380	31.8171	33.0336					34.3808
AGROLOGIST I 4405	ANNUAL	52,846	54,893	57,026	59,122	61,514	64,239	67,001	69,936	72,994	76,162
	MTHLY	4,404	4,574	4,752	4,927	5,126	5,353	5,583	5,828	6,083	6,347
	HRLY	28.0305	29.1161	30.2475	31.3593	32.6281	34.0734	35.5384	37.0949	38.7168	40.3976
AGROLOGIST II 4406	ANNUAL	67,001	69,936	72,994	76,162	79,602	83,129				86,890
	MTHLY	5,583	5,828	6,083	6,347	6,634	6,927				7,241
	HRLY	35.5384	37.0949	38.7168	40.3976	42.2223	44.0927				46.0874

**SPECIAL AREAS BOARD  
SCHEDULE "A" - PAY SCHEDULE  
EFFECTIVE JANUARY 1, 2013**

<b>CLASSIFICATION CLASS NUMBER</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>L.S.I.</b>
ASSESSOR I 0200	ANNUAL	48,284	49,961	51,823	53,783	55,929	58,074				60,417
	MTHLY	4,024	4,163	4,319	4,482	4,661	4,840				5,035
	HRLY	25.6107	26.5001	27.4876	28.5275	29.6655	30.8034				32.0460
ASSESSOR II 0201	ANNUAL	55,929	58,074	60,417	63,056	65,768	68,838				71,773
	MTHLY	4,661	4,840	5,035	5,255	5,481	5,737				5,981
	HRLY	29.6655	30.8034	32.0460	33.4456	34.8844	36.5128				38.0694
ASSESSOR III 0202 (Jan 1-June 30)	ANNUAL		65,768	68,838	71,773	74,880	78,296	81,760			85,311
	MTHLY		5,481	5,737	5,981	6,240	6,525	6,813			7,109
	HRLY		34.8844	36.5128	38.0694	39.7174	41.5290	43.3740			45.2503
ASSESSOR III 0202 4% Market Adj. (Jul 1-Dec 31)	ANNUAL		68,403	71,598	74,643	77,875	81,432	85,026			88,720
	MTHLY		5,700	5,966	6,220	6,490	6,786	7,086			7,393
	HRLY		36.2818	37.9764	39.5916	41.3061	43.1927	45.1066			47.0585
ASSESSOR IV 0203 (Jan 1-June 30)	ANNUAL			74,707	77,987	81,440	85,102	88,875			92,919
	MTHLY			6,226	6,499	6,787	7,092	7,406			7,743
	HRLY			39.6259	41.3655	43.1967	45.1391	47.1485			49.2855
ASSESSOR IV 0203 4% Market Adj. (Jul 1-Dec 31)	ANNUAL			77,700	81,108	84,702	88,508	92,427			96,633
	MTHLY			6,475	6,759	7,058	7,376	7,702			8,053
	HRLY			41.2134	43.0206	44.9270	46.9460	49.0328			51.2553
LAND SURVEYOR I 1053	ANNUAL	60,540	63,179	65,892	68,789	71,847	74,979				78,308
	MTHLY	5,045	5,265	5,491	5,732	5,987	6,248				6,526
	HRLY	32.1114	33.5110	34.9498	36.4867	38.1086	39.7698				41.5356
LAND SURVEYOR II 1054	ANNUAL	70,343	73,425	76,742	80,096	83,745	87,444				91,600
	MTHLY	5,862	6,119	6,395	6,675	6,979	7,287				7,633
	HRLY	37.3107	38.9457	40.7050	42.4839	44.4197	46.3817				48.5857

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<b>CLASSIFICATION CLASS NUMBER</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>L.S.I.</b>
TECHNICAL AIDE 1308	ANNUAL	40,541	41,959	43,562	45,128	46,681	48,358				50,158
	MTHLY	3,378	3,497	3,630	3,761	3,890	4,030				4,180
	HRLY	19.4879	20.1695	20.9400	21.6927	22.4395	23.2456				24.1109
TECHNOLOGIST I 1309	ANNUAL	39,481	40,899	42,304	43,821	45,473	47,273				48,950
	MTHLY	3,290	3,408	3,525	3,652	3,789	3,939				4,079
	HRLY	20.9411	21.6932	22.4388	23.2432	24.1195	25.0744				25.9638
TECHNOLOGIST II 1310	ANNUAL	48,950	50,824	52,797	54,844	56,965	59,394				61,884
	MTHLY	4,079	4,235	4,400	4,570	4,747	4,949				5,157
	HRLY	25.9638	26.9579	28.0043	29.0899	30.2148	31.5032				32.8243
TECHNOLOGIST III 1311	ANNUAL	54,844	56,965	59,394	61,884	64,708	67,655				70,577
	MTHLY	4,570	4,747	4,949	5,157	5,392	5,638				5,881
	HRLY	29.0899	30.2148	31.5032	32.8243	34.3219	35.8850				37.4350
UTILITY OFFICER I 1315	ANNUAL	48,950	50,824	52,797	54,844	56,965	59,394				61,884
	MTHLY	4,079	4,235	4,400	4,570	4,747	4,949				5,157
	HRLY	23.5301	24.4310	25.3793	26.3632	27.3826	28.5502				29.7475
UTILITY OFFICER II 1316	ANNUAL	54,844	56,965	59,394	61,884	64,708	67,655				70,577
	MTHLY	4,570	4,747	4,949	5,157	5,392	5,638				5,881
	HRLY	26.3632	27.3826	28.5502	29.7475	31.1048	32.5213				33.9260
UTILITY OFFICER III 1317	ANNUAL	61,884	64,708	67,655	70,577	73,413	76,347				79,393
	MTHLY	5,157	5,392	5,638	5,881	6,118	6,362				6,616
	HRLY	29.7475	31.1048	32.5213	33.9260	35.2892	36.6998				38.1638
TRANSPORT OFFICER I 3400	ANNUAL	52,846	54,881	57,248	59,961	62,710	65,534				68,678
	MTHLY	4,404	4,573	4,771	4,997	5,226	5,461				5,723
	HRLY	25.4030	26.3810	27.5189	28.8229	30.1446	31.5019				33.0132
TRANSPORT OFFICER II 3401	ANNUAL	57,248	59,961	62,710	65,534	68,678	71,798				75,053
	MTHLY	4,771	4,997	5,226	5,461	5,723	5,983				6,254
	HRLY	27.5189	28.8229	30.1446	31.5019	33.0132	34.5128				36.0775

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TRANSPORT OFFICER III 3402	ANNUAL	62,710	65,534	68,678	71,798	75,053	78,468				82,105
	MTHLY	5,226	5,461	5,723	5,983	6,254	6,539				6,842
	HRLY	30.1446	31.5019	33.0132	34.5128	36.0775	37.7193				39.4677
COOK I 9423	ANNUAL	41,490	42,884	44,252	45,757	47,421					49,012
	MTHLY	3,458	3,574	3,688	3,813	3,952					4,084
	HRLY	19.9443	20.6140	21.2719	21.9950	22.7951					23.5597
COOK II 9425	ANNUAL	44,252	45,757	47,421	49,012	50,726					52,624
	MTHLY	3,688	3,813	3,952	4,084	4,227					4,385
	HRLY	21.2719	21.9950	22.7951	23.5597	24.3836					25.2963
COOK III 9427	ANNUAL	50,726	52,624	54,511	56,533	58,777					61,218
	MTHLY	4,227	4,385	4,543	4,711	4,898					5,102
	HRLY	24.3836	25.2963	26.2031	27.1752	28.2539					29.4274
COOK IV 9429	ANNUAL	54,511	56,533	58,777	61,218	63,721					66,533
	MTHLY	4,543	4,711	4,898	5,102	5,310					5,544
	HRLY	26.2031	27.1752	28.2539	29.4274	30.6306					31.9819
EQUIPMENT OPERATOR I 2560	ANNUAL	47,199	48,814	50,775							52,501
	MTHLY	3,933	4,068	4,231							4,375
	HRLY	22.6885	23.4649	24.4073							25.2371
EQUIPMENT OPERATOR II 2561 (Jan 1-June 30)	ANNUAL	53,845	55,448	57,667							59,554
	MTHLY	4,487	4,621	4,806							4,963
	HRLY	25.8831	26.6536	27.7205							28.6273
EQUIPMENT OPERATOR II 2561 2% Market Adj. (Jul 1-Dec 31)	ANNUAL	54,921	56,561	58,825							60,747
	MTHLY	4,577	4,713	4,902							5,062
	HRLY	26.4002	27.1886	28.2771							29.2009

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EQUIPMENT OPERATOR III 2562 (Jan 1-Jun 30)	ANNUAL	57,791	59,406	61,786							64,239
	MTHLY	4,816	4,950	5,149							5,353
	HRLY	27.7797	28.5562	29.7001							30.8795
EQUIPMENT OPERATOR III 2562 2% Market Adj. (Jul 1-Dec 31)	ANNUAL	58,948	60,588	63,024							65,521
	MTHLY	4,912	5,049	5,252							5,460
	HRLY	28.3359	29.1244	30.2952							31.4955
FARM WORKER 3112	ANNUAL	41,799	42,896	44,030	45,251	46,546					47,853
	MTHLY	3,483	3,575	3,669	3,771	3,879					3,988
	HRLY	20.0924	20.6199	21.1652	21.7520	22.3743					23.0026
FOREMAN I 2530	ANNUAL	51,231	52,994	54,856	56,829	58,851	61,181				63,524
	MTHLY	4,269	4,416	4,571	4,736	4,904	5,098				5,294
	HRLY	24.6266	25.4741	26.3691	27.3174	28.2894	29.4096				30.5358
FOREMAN II 2531	ANNUAL		56,829	58,851	61,107	63,573	66,126				68,912
	MTHLY		4,736	4,904	5,092	5,298	5,510				5,743
	HRLY		27.3174	28.2894	29.3741	30.5595	31.7864				33.1259
FOREMAN III 2532	ANNUAL		61,107	63,573	66,212	69,011	71,785				74,633
	MTHLY		5,092	5,298	5,518	5,751	5,982				6,219
	HRLY		29.3741	30.5595	31.8278	33.1733	34.5068				35.8760
FOREMAN IV 2533	ANNUAL		63,573	66,212	69,011	71,785	74,633				77,728
	MTHLY		5,298	5,518	5,751	5,982	6,219				6,477
	HRLY		30.5595	31.8278	33.1733	34.5068	35.8760				37.3636
FOREMAN V 2534	ANNUAL		71,773	74,744	77,728	80,835	84,066				87,432
	MTHLY		5,981	6,229	6,477	6,736	7,005				7,286
	HRLY		34.5009	35.9293	37.3636	38.8572	40.4101				42.0282

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COMMUNITY PASTURE											
SUP. 4452	ANNUAL	46,546	47,853	49,480	51,108	52,871					54,782
	MTHLY	3,879	3,988	4,123	4,259	4,406					4,565
	HRLY	22.3743	23.0026	23.7849	24.5673	25.4149					26.3335
MAINT. SERV. WORKER I 2612	ANNUAL	40,097	41,490	42,884	44,252	45,757					47,421
	MTHLY	3,341	3,458	3,574	3,688	3,813					3,952
	HRLY	19.2745	19.9443	20.6140	21.2719	21.9950					22.7951
MAINT. SERV. WORKER II 2613	ANNUAL	45,744	47,421	49,012	50,726	52,624					54,511
	MTHLY	3,812	3,952	4,084	4,227	4,385					4,543
	HRLY	21.9891	22.7951	23.5597	24.3836	25.2963					26.2031
MAINT. SERV. WORKER III 2614	ANNUAL	48,284	49,863	51,552	53,623	55,411					57,680
	MTHLY	4,024	4,155	4,296	4,469	4,618					4,807
	HRLY	23.2100	23.9687	24.7807	25.7764	26.6358					27.7264
STOCKKEEPER I 0503	ANNUAL	43,587	45,029	46,521	48,087	49,690	51,428				53,093
	MTHLY	3,632	3,752	3,877	4,007	4,141	4,286				4,424
	HRLY	20.9518	21.6453	22.3625	23.1152	23.8857	24.7214				25.5215
STOCKKEEPER II 0504	ANNUAL	46,521	48,087	49,690	51,428	53,093	54,905				56,817
	MTHLY	3,877	4,007	4,141	4,286	4,424	4,575				4,735
	HRLY	22.3625	23.1152	23.8857	24.7214	25.5215	26.3928				27.3115
PLUMBER I 2717	ANNUAL	67,014	69,701	72,476							
	MTHLY	5,584	5,808	6,040							
	HRLY	32.2131	33.5052	34.8387							
CARPENTER I 2704	ANNUAL		69,541	72,340							
	MTHLY		5,795	6,028							
	HRLY		33.4281	34.7735							



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CARPENTER II 2804	ANNUAL		75,460	78,505							
	MTHLY		6,288	6,542							
	HRLY		36.2731	37.7370							
AUTOMOTIVE MECHANIC I 2684	ANNUAL	61,749	63,302								
	MTHLY	5,146	5,275								
	HRLY	29.6823	30.4291								
HEAVY DUTY MECHANIC I 2709	ANNUAL		67,014	69,701	72,476						
	MTHLY		5,584	5,808	6,040						
	HRLY		32.2131	33.5052	34.8387						
HEAVY DUTY MECHANIC II 2809	ANNUAL		71,810	74,670	77,654						
	MTHLY		5,984	6,223	6,471						
	HRLY		34.5187	35.8937	37.3281						
MACHINIST I 2711	ANNUAL		67,014	69,701	72,476						
	MTHLY		5,584	5,808	6,040						
	HRLY		32.2131	33.5052	34.8387						
MACHINIST II 2811	ANNUAL		71,810	74,670	77,654						
	MTHLY		5,984	6,223	6,471						
	HRLY		34.5187	35.8937	37.3281						
PARTSMAN I 2702	ANNUAL	55,818	57,445	59,751							
	MTHLY	4,651	4,787	4,979							
	HRLY	26.8314	27.6138	28.7221							
PARTSMAN II 2802	ANNUAL	60,405	61,971	64,449							
	MTHLY	5,034	5,164	5,371							
	HRLY	29.0362	29.7890	30.9803							

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WELDER I 2722	ANNUAL		69,171	71,921	74,806						
	MTHLY		5,764	5,993	6,234						
	HRLY		33.2503	34.5720	35.9589						
WELDER II 2822	ANNUAL		74,979	77,987	81,107						
	MTHLY		6,248	6,499	6,759						
	HRLY		36.0419	37.4881	38.9876						
FIRE CHIEF 2900 (Jan 1 - Jun 30)	ANNUAL		74,683	77,654	80,774	84,017					87,395
	MTHLY		6,224	6,471	6,731	7,001					7,283
	HRLY		35.8997	37.3281	38.8276	40.3864					42.0104
FIRE CHIEF 2900 5% Market Adj (Jul 1 - Dec 31)	ANNUAL		78,422	81,535	84,811	88,213					91,766
	MTHLY		6,535	6,795	7,068	7,351					7,647
	HRLY		37.6973	39.1933	40.7681	42.4034					44.1114

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<b>CLASS NUMBER</b>												
ACCOUNTANT I 0304	ANNUAL		52,218	54,166	56,336	58,494	60,873	63,536	66,249			
	MTHLY		4,351	4,514	4,695	4,874	5,073	5,295	5,521			
	HRLY		27.6969	28.7302	29.8813	31.0258	32.2880	33.7006	35.1394			
ACCOUNTANT II 0305	ANNUAL		60,873	63,536	66,249	69,369	72,278	75,435	78,850			
	MTHLY		5,073	5,295	5,521	5,781	6,023	6,286	6,571			
	HRLY		32.2880	33.7006	35.1394	36.7941	38.3375	40.0117	41.8233			
ACCOUNTANT III 0306	ANNUAL		63,684	66,693	69,517	72,525	75,632	78,912	82,327			
	MTHLY		5,307	5,558	5,793	6,044	6,303	6,576	6,861			
	HRLY		33.7791	35.3749	36.8725	38.4683	40.1164	41.8560	43.6676			
ADMIN. SUPPORT I 0071	ANNUAL		33,723	34,586	35,486	36,361	37,471	38,605	39,826			
	MTHLY		2,810	2,882	2,957	3,030	3,123	3,217	3,319			
	HRLY		17.8869	18.3447	18.8221	19.2865	19.8751	20.4768	21.1242			
ADMIN. SUPPORT II 0072	ANNUAL		34,586	35,486	36,361	37,471	38,605	39,826	41,182	42,502	43,833	
	MTHLY		2,882	2,957	3,030	3,123	3,217	3,319	3,432	3,542	3,653	
	HRLY		18.3447	18.8221	19.2865	19.8751	20.4768	21.1242	21.8436	22.5434	23.2497	
ADMIN. SUPPORT III 0073	ANNUAL		35,930	36,817	37,693	38,827	39,986	41,219	42,526	43,821	45,189	
	MTHLY		2,994	3,068	3,141	3,236	3,332	3,435	3,544	3,652	3,766	
	HRLY		19.0576	19.5285	19.9928	20.5945	21.2092	21.8632	22.5565	23.2432	23.9691	
ADMIN. SUPPORT IV 0074	ANNUAL		42,502	43,833	45,263	46,743	48,383	50,935	52,550			
	MTHLY		3,542	3,653	3,772	3,895	4,032	4,245	4,379			
	HRLY		22.5434	23.2497	24.0084	24.7932	25.6630	27.0168	27.8735			
ADMIN. SUPPORT V 0075	ANNUAL		46,188	47,742	49,357	50,972	52,686	55,374	57,248			
	MTHLY		3,849	3,978	4,113	4,248	4,391	4,615	4,771			
	HRLY		24.4989	25.3229	26.1796	27.0364	27.9454	29.3712	30.3652			
ADMIN. SUPPORT VI 0076	ANNUAL		51,650	53,401	55,238	57,187	59,172	61,231	63,352			
	MTHLY		4,304	4,450	4,603	4,766	4,931	5,103	5,279			
	HRLY		27.3961	28.3248	29.2992	30.3325	31.3855	32.4777	33.6025			

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ADMINISTRATION I 2100	ANNUAL	53,142	55,473	57,667	60,195	62,982	65,867	69,147			
	MTHLY	4,429	4,623	4,806	5,016	5,248	5,489	5,762			
	HRLY	28.1874	29.4235	30.5876	31.9283	33.4063	34.9367	36.6763			
ADMINISTRATION II 2101	ANNUAL	60,195	62,982	65,867	69,147	72,241	75,509	78,998			
	MTHLY	5,016	5,248	5,489	5,762	6,020	6,292	6,583			
	HRLY	31.9283	33.4063	34.9367	36.6763	38.3179	40.0510	41.9018			
SYSTEM ANALYST I 0795	ANNUAL	69,936	73,635	77,494	81,575						
	MTHLY	5,828	6,136	6,458	6,798						
	HRLY	37.0949	39.0569	41.1039	43.2687						
AGRICULTURE OFFICER I 4401	ANNUAL	45,831	47,051	48,358	49,739	51,133	52,883				
	MTHLY	3,819	3,921	4,030	4,145	4,261	4,407				
	HRLY	24.3092	24.9567	25.6499	26.3824	27.1214	28.0501				
AGRICULTURE OFFICER II 4402	ANNUAL	49,739	51,133	52,883	54,622	56,521	58,555				
	MTHLY	4,145	4,261	4,407	4,552	4,710	4,880				
	HRLY	26.3824	27.1214	28.0501	28.9722	29.9794	31.0585				
AGRICULTURE OFFICER III 4403	ANNUAL	55,534	57,470	59,542	61,638	63,993	66,607				
	MTHLY	4,628	4,789	4,962	5,136	5,333	5,551				
	HRLY	29.4562	30.4830	31.5817	32.6935	33.9426	35.3291				
AGROLOGIST I 4405	ANNUAL	54,301	56,397	58,592	60,750	63,204	66,002	68,838	71,859	75,003	78,259
	MTHLY	4,525	4,700	4,883	5,062	5,267	5,500	5,737	5,988	6,250	6,522
	HRLY	28.8022	29.9140	31.0781	32.2226	33.5241	35.0086	36.5128	38.1151	39.7828	41.5094
AGROLOGIST II 4406	ANNUAL	68,838	71,859	75,003	78,259	81,797	85,410	89,282			
	MTHLY	5,737	5,988	6,250	6,522	6,816	7,117	7,440			
	HRLY	36.5128	38.1151	39.7828	41.5094	43.3864	45.3026	47.3562			
ASSESSOR I 0200	ANNUAL	49,616	51,330	53,253	55,263	57,470	59,677	62,082			
	MTHLY	4,135	4,277	4,438	4,605	4,789	4,973	5,173			
	HRLY	26.3170	27.2260	28.2463	29.3123	30.4830	31.6536	32.9289			

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CLASS NUMBER											
ASSESSOR II 0201	ANNUAL	57,470	59,677	62,082	64,794	67,581	70,737	73,746			
	MTHLY	4,789	4,973	5,173	5,400	5,632	5,895	6,145			
	HRLY	30.4830	31.6536	32.9289	34.3677	35.8458	37.5200	39.1158			
ASSESSOR III 0202	ANNUAL		70,281	73,561	76,693	80,022	83,671	87,370	91,156		
	MTHLY		5,857	6,130	6,391	6,668	6,973	7,281	7,596		
	HRLY		37.2780	39.0177	40.6788	42.4446	44.3805	46.3400	48.3502		
ASSESSOR IV 0203	ANNUAL			79,837	83,338	87,025	90,946	94,966	99,293		
	MTHLY			6,653	6,945	7,252	7,579	7,914	8,274		
	HRLY			42.3465	44.2039	46.1593	48.2391	50.3798	52.6667		
LAND SURVEYOR I 1053	ANNUAL	62,205	64,917	67,704	70,676	73,820	77,038	80,466			
	MTHLY	5,184	5,410	5,642	5,890	6,152	6,420	6,705			
	HRLY	32.9943	34.4331	35.9112	37.4873	39.1550	40.8619	42.6801			
LAND SURVEYOR II 1054	ANNUAL	72,278	75,447	78,850	82,303	86,051	89,849	94,115			
	MTHLY	6,023	6,287	6,571	6,859	7,171	7,487	7,843			
	HRLY	38.3375	40.0183	41.8233	43.6545	45.6427	47.6570	49.9198			
TECHNICAL AIDE 1308	ANNUAL	41,651	43,118	44,758	46,373	47,964	49,690	51,539			
	MTHLY	3,471	3,593	3,730	3,864	3,997	4,141	4,295			
	HRLY	20.0213	20.7266	21.5149	22.2913	23.0559	23.8857	24.7747			
TECHNOLOGIST I 1309	ANNUAL	40,566	42,021	43,463	45,029	46,718	48,568	50,294			
	MTHLY	3,380	3,502	3,622	3,752	3,893	4,047	4,191			
	HRLY	21.5166	22.2883	23.0535	23.8841	24.7801	25.7611	26.6767			
TECHNOLOGIST II 1310	ANNUAL	50,294	52,218	54,252	56,348	58,531	61,021	63,586			
	MTHLY	4,191	4,351	4,521	4,696	4,878	5,085	5,299			
	HRLY	26.6767	27.6969	28.7760	29.8878	31.0454	32.3665	33.7268			
TECHNOLOGIST III 1311	ANNUAL	56,348	58,531	61,021	63,586	66,483	69,517	72,513			
	MTHLY	4,696	4,878	5,085	5,299	5,540	5,793	6,043			
	HRLY	29.8878	31.0454	32.3665	33.7268	35.2637	36.8725	38.4618			

**SPECIAL AREAS BOARD**  
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<b>CLASSIFICATION</b>			<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>CLASS NUMBER</b>												
UTILITY OFFICER I 1315	ANNUAL		50,294	52,218	54,252	56,348	58,531	61,021	63,586			
	MTHLY		4,191	4,351	4,521	4,696	4,878	5,085	5,299			
	HRLY		24.1761	25.1007	26.0787	27.0863	28.1353	29.3326	30.5654			
UTILITY OFFICER II 1316	ANNUAL		56,348	58,531	61,021	63,586	66,483	69,517	72,513			
	MTHLY		4,696	4,878	5,085	5,299	5,540	5,793	6,043			
	HRLY		27.0863	28.1353	29.3326	30.5654	31.9582	33.4163	34.8565			
UTILITY OFFICER III 1317	ANNUAL		63,586	66,483	69,517	72,513	75,435	78,443	81,575			
	MTHLY		5,299	5,540	5,793	6,043	6,286	6,537	6,798			
	HRLY		30.5654	31.9582	33.4163	34.8565	36.2612	37.7074	39.2129			
TRANSPORT OFFICER I 3400	ANNUAL		54,301	56,385	58,826	61,613	64,437	67,334	70,565			
	MTHLY		4,525	4,699	4,902	5,134	5,370	5,611	5,880			
	HRLY		26.1024	27.1040	28.2776	29.6171	30.9744	32.3672	33.9201			
TRANSPORT OFFICER II 3401	ANNUAL		58,826	61,613	64,437	67,334	70,565	73,770	77,112			
	MTHLY		4,902	5,134	5,370	5,611	5,880	6,148	6,426			
	HRLY		28.2776	29.6171	30.9744	32.3672	33.9201	35.4611	37.0673			
TRANSPORT OFFICER III 3402	ANNUAL		64,437	67,334	70,565	73,770	77,112	80,626	84,362			
	MTHLY		5,370	5,611	5,880	6,148	6,426	6,719	7,030			
	HRLY		30.9744	32.3672	33.9201	35.4611	37.0673	38.7565	40.5523			
COOK I 9423	ANNUAL		42,637	44,067	45,473	47,014	48,728	50,356				
	MTHLY		3,553	3,672	3,789	3,918	4,061	4,196				
	HRLY		20.4955	21.1830	21.8587	22.5995	23.4234	24.2058				
COOK II 9425	ANNUAL		45,473	47,014	48,728	50,356	52,119	54,067				
	MTHLY		3,789	3,918	4,061	4,196	4,343	4,506				
	HRLY		21.8587	22.5995	23.4234	24.2058	25.0533	25.9898				
COOK III 9427	ANNUAL		52,119	54,067	56,015	58,087	60,392	62,908				
	MTHLY		4,343	4,506	4,668	4,841	5,033	5,242				
	HRLY		25.0533	25.9898	26.9262	27.9220	29.0303	30.2394				

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COOK IV 9429	ANNUAL	56,015	58,087	60,392	62,908	65,472	68,358				
	MTHLY	4,668	4,841	5,033	5,242	5,456	5,696				
	HRLY	26.9262	27.9220	29.0303	30.2394	31.4722	32.8591				
EQUIPMENT OPERATOR I 2560	ANNUAL	48,494	50,158	52,168	53,944						
	MTHLY	4,041	4,180	4,347	4,495						
	HRLY	23.3108	24.1109	25.0770	25.9305						
EQUIPMENT OPERATOR II 2561 Incl. 2% Market Adj.	ANNUAL	57,533	59,242	61,618	63,629						
	MTHLY	4,794	4,937	5,135	5,302						
	HRLY	27.6558	28.4775	29.6195	30.5863						
EQUIPMENT OPERATOR III 2562 Incl. 2% Market Adj.	ANNUAL	61,744	63,466	66,018	68,632						
	MTHLY	5,145	5,289	5,501	5,719						
	HRLY	29.6800	30.5078	31.7344	32.9912						
FARM WORKER 3112	ANNUAL	42,945	44,080	45,239	46,496	47,828	49,172				
	MTHLY	3,579	3,673	3,770	3,875	3,986	4,098				
	HRLY	20.6436	21.1889	21.7461	22.3506	22.9907	23.6368				
FOREMAN I 2530	ANNUAL	52,637	54,449	56,360	58,395	60,466	62,858	65,275			
	MTHLY	4,386	4,537	4,697	4,866	5,039	5,238	5,440			
	HRLY	25.3022	26.1735	27.0922	28.0701	29.0659	30.2157	31.3774			
FOREMAN II 2531	ANNUAL		58,395	60,466	62,784	65,324	67,938	70,811			
	MTHLY		4,866	5,039	5,232	5,444	5,662	5,901			
	HRLY		28.0701	29.0659	30.1801	31.4011	32.6576	34.0386			
FOREMAN III 2532	ANNUAL		62,784	65,324	68,037	70,910	73,758	76,680			
	MTHLY		5,232	5,444	5,670	5,909	6,147	6,390			
	HRLY		30.1801	31.4011	32.7050	34.0860	35.4552	36.8598			
FOREMAN IV 2533	ANNUAL		65,324	68,037	70,910	73,758	76,680	79,861			
	MTHLY		5,444	5,670	5,909	6,147	6,390	6,655			
	HRLY		31.4011	32.7050	34.0860	35.4552	36.8598	38.3890			

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FOREMAN V 2534	ANNUAL		73,746	76,804	79,861	83,055	86,372	89,836			
	MTHLY		6,145	6,400	6,655	6,921	7,198	7,486			
	HRLY		35.4492	36.9191	38.3890	39.9241	41.5184	43.1839			
COMMUNITY PASTURE SUP. 4452	ANNUAL	47,828	49,172	50,837	52,513	54,326	56,286				
	MTHLY	3,986	4,098	4,236	4,376	4,527	4,691				
	HRLY	22.9907	23.6368	24.4369	25.2430	26.1142	27.0566				
MAINT. SERV. WORKER I 2612	ANNUAL	41,195	42,637	44,067	45,473	47,014	48,728				
	MTHLY	3,433	3,553	3,672	3,789	3,918	4,061				
	HRLY	19.8020	20.4955	21.1830	21.8587	22.5995	23.4234				
MAINT. SERV. WORKER II 2613	ANNUAL	47,002	48,728	50,356	52,119	54,067	56,015				
	MTHLY	3,917	4,061	4,196	4,343	4,506	4,668				
	HRLY	22.5936	23.4234	24.2058	25.0533	25.9898	26.9262				
MAINT. SERV. WORKER III 2614	ANNUAL	49,616	51,231	52,970	55,103	56,940	59,270				
	MTHLY	4,135	4,269	4,414	4,592	4,745	4,939				
	HRLY	23.8501	24.6266	25.4623	26.4876	27.3708	28.4910				
STOCKKEEPER I 0503	ANNUAL	44,783	46,262	47,803	49,406	51,059	52,846	54,548			
	MTHLY	3,732	3,855	3,984	4,117	4,255	4,404	4,546			
	HRLY	21.5268	22.2380	22.9789	23.7494	24.5436	25.4030	26.2209			
STOCKKEEPER II 0504	ANNUAL	47,803	49,406	51,059	52,846	54,548	56,410	58,383			
	MTHLY	3,984	4,117	4,255	4,404	4,546	4,701	4,865			
	HRLY	22.9789	23.7494	24.5436	25.4030	26.2209	27.1159	28.0642			
PLUMBER I 2717	ANNUAL	68,851	71,613	74,473							
	MTHLY	5,738	5,968	6,206							
	HRLY	33.0962	34.4239	35.7989							
CARPENTER I 2704	ANNUAL		71,452	74,325							
	MTHLY		5,954	6,194							
	HRLY		34.3468	35.7278							



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CARPENTER II 2804	ANNUAL		77,531	80,663							
	MTHLY		6,461	6,722							
	HRLY		37.2688	38.7743							
AUTOMOTIVE MECHANIC I 2684	ANNUAL	63,450	65,041								
	MTHLY	5,288	5,420								
	HRLY	30.5002	31.2648								
HEAVY DUTY MECHANIC I 2709	ANNUAL		68,851	71,613	74,473						
	MTHLY		5,738	5,968	6,206						
	HRLY		33.0962	34.4239	35.7989						
HEAVY DUTY MECHANIC II 2809	ANNUAL		73,783	76,730	79,787						
	MTHLY		6,149	6,394	6,649						
	HRLY		35.4670	36.8836	38.3534						
MACHINIST I 2711	ANNUAL		68,851	71,613	74,473						
	MTHLY		5,738	5,968	6,206						
	HRLY		33.0962	34.4239	35.7989						
MACHINIST II 2811	ANNUAL		73,783	76,730	79,787						
	MTHLY		6,149	6,394	6,649						
	HRLY		35.4670	36.8836	38.3534						
PARTSMAN I 2702	ANNUAL	57,347	59,024	61,391							
	MTHLY	4,779	4,919	5,116							
	HRLY	27.5664	28.3724	29.5104							
PARTSMAN II 2802	ANNUAL	62,069	63,672	66,224							
	MTHLY	5,172	5,306	5,519							
	HRLY	29.8364	30.6069	31.8338							
WELDER I 2722	ANNUAL		71,070	73,894	76,865						
	MTHLY		5,923	6,158	6,405						
	HRLY		34.1631	35.5203	36.9487						

**SPECIAL AREAS BOARD  
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CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
WELDER II 2822	ANNUAL		77,038	80,133	83,338						
	MTHLY		6,420	6,678	6,945						
	HRLY		37.0317	38.5194	40.0604						
FIRE CHIEF 2900	ANNUAL		80,577	83,782	87,148	90,638	94,288				
	MTHLY		6,715	6,982	7,262	7,553	7,857				
	HRLY		38.7328	40.2738	41.8918	43.5692	45.3236				

**SPECIAL AREAS BOARD**  
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CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
ACCOUNTANT I 0304	ANNUAL	53,648	55,658	57,889	60,096	62,550	65,287	68,074			
	MTHLY	4,471	4,638	4,824	5,008	5,213	5,441	5,673			
	HRLY	28.4556	29.5216	30.7053	31.8760	33.1774	34.6293	36.1074			
ACCOUNTANT II 0305	ANNUAL	62,550	65,287	68,074	71,280	74,264	77,506	81,020			
	MTHLY	5,213	5,441	5,673	5,940	6,189	6,459	6,752			
	HRLY	33.1774	34.6293	36.1074	37.8078	39.3904	41.1105	42.9744			
ACCOUNTANT III 0306	ANNUAL	65,435	68,530	71,428	74,523	77,716	81,082	84,596			
	MTHLY	5,453	5,711	5,952	6,210	6,476	6,757	7,050			
	HRLY	34.7078	36.3493	37.8862	39.5278	41.2216	43.0071	44.8710			
ADMIN. SUPPORT I 0071	ANNUAL	34,647	35,535	36,460	37,360	38,507	39,666	40,923			
	MTHLY	2,887	2,961	3,038	3,113	3,209	3,305	3,410			
	HRLY	18.3774	18.8483	19.3388	19.8162	20.4244	21.0392	21.7063			
ADMIN. SUPPORT II 0072	ANNUAL	35,535	36,460	37,360	38,507	39,666	40,923	42,317	43,673	45,041	
	MTHLY	2,961	3,038	3,113	3,209	3,305	3,410	3,526	3,639	3,753	
	HRLY	18.8483	19.3388	19.8162	20.4244	21.0392	21.7063	22.4453	23.1647	23.8906	
ADMIN. SUPPORT III 0073	ANNUAL	36,916	37,828	38,729	39,900	41,084	42,354	43,698	45,029	46,435	
	MTHLY	3,076	3,152	3,227	3,325	3,424	3,529	3,641	3,752	3,870	
	HRLY	19.5808	20.0647	20.5422	21.1635	21.7913	22.4649	23.1778	23.8841	24.6297	
ADMIN. SUPPORT IV 0074	ANNUAL	43,673	45,041	46,509	48,025	49,715	52,341	53,993			
	MTHLY	3,639	3,753	3,876	4,002	4,143	4,362	4,499			
	HRLY	23.1647	23.8906	24.6689	25.4733	26.3693	27.7623	28.6387			
ADMIN. SUPPORT V 0075	ANNUAL	47,458	49,049	50,713	52,378	54,141	56,903	58,826			
	MTHLY	3,955	4,087	4,226	4,365	4,512	4,742	4,902			
	HRLY	25.1725	26.0161	26.8990	27.7819	28.7172	30.1821	31.2024			

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ADMIN. SUPPORT VI 0076	ANNUAL	53,068	54,869	56,755	58,765	60,799	62,920	65,090			
	MTHLY	4,422	4,572	4,730	4,897	5,067	5,243	5,424			
	HRLY	28.1482	29.1030	30.1036	31.1697	32.2488	33.3736	34.5247			
ADMINISTRATION I 2100	ANNUAL	54,610	57,002	59,258	61,847	64,708	67,679	71,045			
	MTHLY	4,551	4,750	4,938	5,154	5,392	5,640	5,920			
	HRLY	28.9657	30.2344	31.4313	32.8047	34.3219	35.8981	37.6835			
ADMINISTRATION II 2101	ANNUAL	61,847	64,708	67,679	71,045	74,227	77,580	81,168			
	MTHLY	5,154	5,392	5,640	5,920	6,186	6,465	6,764			
	HRLY	32.8047	34.3219	35.8981	37.6835	39.3708	41.1497	43.0528			
SYSTEM ANALYST I 0795	ANNUAL	71,859	75,657	79,627	83,819						
	MTHLY	5,988	6,305	6,636	6,985						
	HRLY	38.1151	40.1295	42.2353	44.4589						
AGRICULTURE OFFICER I 4401	ANNUAL	47,088	48,346	49,690	51,108	52,538	54,338				
	MTHLY	3,924	4,029	4,141	4,259	4,378	4,528				
	HRLY	24.9763	25.6434	26.3562	27.1083	27.8670	28.8218				
AGRICULTURE OFFICER II 4402	ANNUAL	51,108	52,538	54,338	56,126	58,074	60,170				
	MTHLY	4,259	4,378	4,528	4,677	4,840	5,014				
	HRLY	27.1083	27.8670	28.8218	29.7701	30.8034	31.9152				
AGRICULTURE OFFICER III 4403	ANNUAL	57,063	59,048	61,181	63,327	65,756	68,444				
	MTHLY	4,755	4,921	5,098	5,277	5,480	5,704				
	HRLY	30.2671	31.3201	32.4515	33.5895	34.8778	36.3036				
AGROLOGIST I 4405	ANNUAL	55,793	57,951	60,207	62,414	64,942	67,815	70,737	73,832	77,063	80,416
	MTHLY	4,649	4,829	5,017	5,201	5,412	5,651	5,895	6,153	6,422	6,701
	HRLY	29.5935	30.7380	31.9348	33.1055	34.4462	35.9700	37.5200	39.1615	40.8750	42.6539

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AGROLOGIST II 4406	ANNUAL	70,737	73,832	77,063	80,416	84,041	87,753	91,735			
	MTHLY	5,895	6,153	6,422	6,701	7,003	7,313	7,645			
	HRLY	37.5200	39.1615	40.8750	42.6539	44.5767	46.5452	48.6576			
ASSESSOR I 0200	ANNUAL	50,985	52,735	54,721	56,780	59,048	61,317	63,783			
	MTHLY	4,249	4,395	4,560	4,732	4,921	5,110	5,315			
	HRLY	27.0429	27.9716	29.0245	30.1167	31.3201	32.5234	33.8314			
ASSESSOR II 0201	ANNUAL	59,048	61,317	63,783	66,582	69,443	72,685	75,768			
	MTHLY	4,921	5,110	5,315	5,549	5,787	6,057	6,314			
	HRLY	31.3201	32.5234	33.8314	35.3160	36.8333	38.5533	40.1883			
ASSESSOR III 0202	ANNUAL		72,217	75,583	78,801	82,216	85,977	89,775	93,659		
	MTHLY		6,018	6,299	6,567	6,851	7,165	7,481	7,805		
	HRLY		38.3048	40.0902	41.7972	43.6087	45.6034	47.6259	49.6779		
ASSESSOR IV 0203	ANNUAL			82,031	85,632	89,417	93,449	97,580	102,018		
	MTHLY			6,836	7,136	7,451	7,787	8,132	8,502		
	HRLY			43.5106	45.4203	47.4281	49.5667	51.7665	54.1120		
LAND SURVEYOR I 1053	ANNUAL	63,919	66,705	69,566	72,624	75,854	79,159	82,673			
	MTHLY	5,327	5,559	5,797	6,052	6,321	6,597	6,889			
	HRLY	33.9034	35.3814	36.8987	38.5206	40.2341	41.9868	43.8507			
LAND SURVEYOR II 1054	ANNUAL	74,264	77,519	81,020	84,571	88,418	92,315	96,704			
	MTHLY	6,189	6,460	6,752	7,048	7,368	7,693	8,059			
	HRLY	39.3904	41.1170	42.9744	44.8579	46.8984	48.9650	51.2932			
TECHNICAL AIDE 1308	ANNUAL	42,797	44,302	45,991	47,643	49,283	51,059	52,957			
	MTHLY	3,566	3,692	3,833	3,970	4,107	4,255	4,413			
	HRLY	20.5725	21.2956	22.1076	22.9018	23.6901	24.5436	25.4563			

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<b>CLASSIFICATION</b>											
<b>CLASS NUMBER</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
TECHNOLOGIST I 1309	ANNUAL	41,675	43,180	44,659	46,262	48,001	49,900	51,675			
	MTHLY	3,473	3,598	3,722	3,855	4,000	4,158	4,306			
	HRLY	22.1052	22.9031	23.6879	24.5381	25.4602	26.4674	27.4092			
TECHNOLOGIST II 1310	ANNUAL	51,675	53,648	55,744	57,902	60,146	62,698	65,337			
	MTHLY	4,306	4,471	4,645	4,825	5,012	5,225	5,445			
	HRLY	27.4092	28.4556	29.5674	30.7119	31.9021	33.2559	34.6555			
TECHNOLOGIST III 1311	ANNUAL	57,902	60,146	62,698	65,337	68,308	71,428	74,510			
	MTHLY	4,825	5,012	5,225	5,445	5,692	5,952	6,209			
	HRLY	30.7119	31.9021	33.2559	34.6555	36.2316	37.8862	39.5212			
UTILITY OFFICER I 1315	ANNUAL	51,675	53,648	55,744	57,902	60,146	62,698	65,337			
	MTHLY	4,306	4,471	4,645	4,825	5,012	5,225	5,445			
	HRLY	24.8399	25.7883	26.7958	27.8331	28.9118	30.1387	31.4070			
UTILITY OFFICER II 1316	ANNUAL	57,902	60,146	62,698	65,337	68,308	71,428	74,510			
	MTHLY	4,825	5,012	5,225	5,445	5,692	5,952	6,209			
	HRLY	27.8331	28.9118	30.1387	31.4070	32.8354	34.3350	35.8167			
UTILITY OFFICER III 1317	ANNUAL	65,337	68,308	71,428	74,510	77,506	80,601	83,819			
	MTHLY	5,445	5,692	5,952	6,209	6,459	6,717	6,985			
	HRLY	31.4070	32.8354	34.3350	35.8167	37.2570	38.7446	40.2916			
TRANSPORT OFFICER I 3400	ANNUAL	55,793	57,939	60,442	63,302	66,212	69,184	72,500			
	MTHLY	4,649	4,828	5,037	5,275	5,518	5,765	6,042			
	HRLY	26.8196	27.8508	29.0540	30.4291	31.8278	33.2562	34.8506			
TRANSPORT OFFICER II 3401	ANNUAL	60,442	63,302	66,212	69,184	72,500	75,805	79,233			
	MTHLY	5,037	5,275	5,518	5,765	6,042	6,317	6,603			
	HRLY	29.0540	30.4291	31.8278	33.2562	34.8506	36.4390	38.0867			

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TRANSPORT OFFICER III 3402	ANNUAL	66,212	69,184	72,500	75,805	79,233	82,845	86,680			
	MTHLY	5,518	5,765	6,042	6,317	6,603	6,904	7,223			
	HRLY	31.8278	33.2562	34.8506	36.4390	38.0867	39.8233	41.6666			
COOK I 9423	ANNUAL	43,808	45,276	46,718	48,309	50,072	51,737				
	MTHLY	3,651	3,773	3,893	4,026	4,173	4,311				
	HRLY	21.0585	21.7638	22.4573	23.2219	24.0694	24.8696				
COOK II 9425	ANNUAL	46,718	48,309	50,072	51,737	53,549	55,559				
	MTHLY	3,893	4,026	4,173	4,311	4,462	4,630				
	HRLY	22.4573	23.2219	24.0694	24.8696	25.7408	26.7069				
COOK III 9427	ANNUAL	53,549	55,559	57,556	59,690	62,057	64,634				
	MTHLY	4,462	4,630	4,796	4,974	5,171	5,386				
	HRLY	25.7408	26.7069	27.6671	28.6925	29.8305	31.0692				
COOK IV 9429	ANNUAL	57,556	59,690	62,057	64,634	67,272	70,232				
	MTHLY	4,796	4,974	5,171	5,386	5,606	5,853				
	HRLY	27.6671	28.6925	29.8305	31.0692	32.3376	33.7600				
EQUIPMENT OPERATOR I 2560	ANNUAL	49,826	51,539	53,599	55,423						
	MTHLY	4,152	4,295	4,467	4,619						
	HRLY	23.9509	24.7747	25.7646	26.6417						
EQUIPMENT OPERATOR II 2561	ANNUAL	59,110	60,873	63,315	65,374						
	MTHLY	4,926	5,073	5,276	5,448						
	HRLY	28.4139	29.2615	30.4350	31.4248						
EQUIPMENT OPERATOR III 2562	ANNUAL	63,438	65,213	67,827	70,515						
	MTHLY	5,286	5,434	5,652	5,876						
	HRLY	30.4943	31.3478	32.6043	33.8964						

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CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
FARM WORKER 3112	ANNUAL	44,129	45,288	46,484	47,779	49,147	50,528				
	MTHLY	3,677	3,774	3,874	3,982	4,096	4,211				
	HRLY	21.2126	21.7698	22.3447	22.9670	23.6249	24.2887				
FOREMAN I 2530	ANNUAL	54,079	55,941	57,914	59,998	62,131	64,585	67,075			
	MTHLY	4,507	4,662	4,826	5,000	5,178	5,382	5,590			
	HRLY	25.9957	26.8907	27.8390	28.8406	29.8660	31.0455	32.2427			
FOREMAN II 2531	ANNUAL		59,998	62,131	64,511	67,125	69,812	72,759			
	MTHLY		5,000	5,178	5,376	5,594	5,818	6,063			
	HRLY		28.8406	29.8660	31.0099	32.2664	33.5585	34.9751			
FOREMAN III 2532	ANNUAL		64,511	67,125	69,911	72,858	75,793	78,789			
	MTHLY		5,376	5,594	5,826	6,071	6,316	6,566			
	HRLY		31.0099	32.2664	33.6059	35.0225	36.4331	37.8734			
FOREMAN IV 2533	ANNUAL		67,125	69,911	72,858	75,793	78,789	82,056			
	MTHLY		5,594	5,826	6,071	6,316	6,566	6,838			
	HRLY		32.2664	33.6059	35.0225	36.4331	37.8734	39.4440			
FOREMAN V 2534	ANNUAL		75,768	78,912	82,056	85,336	88,751	92,302			
	MTHLY		6,314	6,576	6,838	7,111	7,396	7,692			
	HRLY		36.4212	37.9326	39.4440	41.0206	42.6624	44.3693			
COMMUNITY PASTURE SUP. 4452	ANNUAL	49,147	50,528	52,230	53,956	55,818	57,840				
	MTHLY	4,096	4,211	4,352	4,496	4,651	4,820				
	HRLY	23.6249	24.2887	25.1067	25.9364	26.8314	27.8034				
MAINT. SERV. WORKER I 2612	ANNUAL	42,329	43,808	45,276	46,718	48,309	50,072				
	MTHLY	3,527	3,651	3,773	3,893	4,026	4,173				
	HRLY	20.3473	21.0585	21.7638	22.4573	23.2219	24.0694				



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MAINT. SERV. WORKER II 2613	ANNUAL	48,297	50,072	51,737	53,549	55,559	57,556				
	MTHLY	4,025	4,173	4,311	4,462	4,630	4,796				
	HRLY	23.2160	24.0694	24.8696	25.7408	26.7069	27.6671				
MAINT. SERV. WORKER III 2614	ANNUAL	50,985	52,637	54,425	56,619	58,506	60,898				
	MTHLY	4,249	4,386	4,535	4,718	4,875	5,075				
	HRLY	24.5080	25.3022	26.1617	27.2167	28.1235	29.2733				
STOCKKEEPER I 0503	ANNUAL	46,016	47,532	49,123	50,763	52,464	54,301	56,052			
	MTHLY	3,835	3,961	4,094	4,230	4,372	4,525	4,671			
	HRLY	22.1195	22.8485	23.6131	24.4013	25.2193	26.1024	26.9440			
STOCKKEEPER II 0504	ANNUAL	49,123	50,763	52,464	54,301	56,052	57,963	59,985			
	MTHLY	4,094	4,230	4,372	4,525	4,671	4,830	4,999			
	HRLY	23.6131	24.4013	25.2193	26.1024	26.9440	27.8627	28.8347			
PLUMBER I 2717	ANNUAL	70,750	73,585	76,520							
	MTHLY	5,896	6,132	6,377							
	HRLY	34.0090	35.3722	36.7828							
CARPENTER I 2704	ANNUAL		73,413	76,372							
	MTHLY		6,118	6,364							
	HRLY		35.2892	36.7117							
CARPENTER II 2804	ANNUAL		79,664	82,882							
	MTHLY		6,639	6,907							
	HRLY		38.2942	39.8411		0					
AUTOMOTIVE MECHANIC I 2684	ANNUAL	65,201	66,829								
	MTHLY	5,433	5,569								
	HRLY	31.3418	32.1242								

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CLASSIFICATION CLASS NUMBER		1	2	3	4	5	6	7	8	9	10
HEAVY DUTY MECHANIC I 2709	ANNUAL		70,750	73,585	76,520						
	MTHLY		5,896	6,132	6,377						
	HRLY		34.0090	35.3722	36.7828						
HEAVY DUTY MECHANIC II 2809	ANNUAL		75,817	78,838	81,982						
	MTHLY		6,318	6,570	6,832						
	HRLY		36.4450	37.8971	39.4084						
MACHINIST I 2711	ANNUAL		70,750	73,585	76,520						
	MTHLY		5,896	6,132	6,377						
	HRLY		34.0090	35.3722	36.7828						
MACHINIST II 2811	ANNUAL		75,817	78,838	81,982						
	MTHLY		6,318	6,570	6,832						
	HRLY		36.4450	37.8971	39.4084						
PARTSMAN I 2702	ANNUAL	58,925	60,651	63,080							
	MTHLY	4,910	5,054	5,257							
	HRLY	28.3250	29.1548	30.3224							
PARTSMAN II 2802	ANNUAL	63,771	65,423	68,049							
	MTHLY	5,314	5,452	5,671							
	HRLY	30.6543	31.4485	32.7110							
WELDER I 2722	ANNUAL		73,031	75,928	78,974						
	MTHLY		6,086	6,327	6,581						
	HRLY		35.1055	36.4983	37.9623						
WELDER II 2822	ANNUAL		79,159	82,340	85,632						
	MTHLY		6,597	6,862	7,136						
	HRLY		38.0512	39.5803	41.1628						

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CLASSIFICATION		1	2	3	4	5	6	7	8	9	10
CLASS NUMBER											
FIRE CHIEF 2900	ANNUAL		82,796	86,088	89,540	93,128	96,877				
	MTHLY		6,900	7,174	7,462	7,761	8,073				
	HRLY		39.7996	41.3821	43.0417	44.7664	46.5682				