

SUNAPEE BOARD OF SELECTMEN  
MEETING AGENDA  
6:30PM Town Office Meeting Room  
Monday, December 3, 2018

1. REVIEW OF ITEMS FOR SIGNATURE:

CZC's:

2. APPOINTMENTS

7:00PM-ABC COMMITTEE

3. PUBLIC COMMENTS:

4. SELECTMEN ACTION

- Change Street Name for Lake/Main Street in Georges Mills

5. CHAIRMAN'S REPORT

Topics Selectman Augustine would like to discuss:

- Vote on 2019 town employee pay increase
- Recreation Director Hours
- Status update on potential use of cash-back credit card to pay for Town expenses
- Status update on potential composting program at the transfer station
- Recap of Turkey Trot including net profit realized
- Town employee job openings

6. TOWN MANAGER REPORTS

- Follow-up on Public Comment from November 19<sup>th</sup> meeting.
- Abbott Library Deed Update
- Update on Deliberative Session Dates

7. UPCOMING MEETINGS:

12/05-7:00PM Conservation Commission, Town Meeting Room

12/06-7:00PM Zoning Board, Town Meeting Room

12/10-7:00PM Fire Engineers, Safety Services Building

12/11-5:30PM Recreation Committee, Town Meeting Room

12/13-7:00PM Planning Board, Town Meeting Room

12/17-6:30PM Board of Selectmen, Town Meeting Room

---

## News Release

### For Immediate Release

April 23, 2018

#### Contact:

Governor Sununu Press Office

(603) 271-2121

[Sununu.Press@nh.gov](mailto:Sununu.Press@nh.gov)

## Governor Chris Sununu Announces Tentative Contract Agreements With All Four State Employee Unions

**Concord, NH** – Today, Governor Chris Sununu announced that the State of New Hampshire has reached tentative contract agreements with the four State employee unions. The agreements will provide cost-of-living increases to employees and make changes to certain policies that will reduce the administrative burden on the State and better align work incentives.

"I am pleased that we were able to come together and reach an agreement that both recognizes the tremendous work of our State employees and protects the interests of the State's taxpayers," Governor Sununu said. "We have an excellent collective bargaining process in place, and that process worked. While neither side got everything it wanted, both sides kept faith with the process, negotiated in good faith, and achieved a fair compromise that delivers a true win-win for the State and its hard working employees. This is truly the New Hampshire way, and I extend my sincere thanks to all involved for their hard work in getting us to this point."

Employees represented by the State Employees Association (SEA), the New England Police Benevolent Association (NEPBA), and the New Hampshire Troopers Association will receive a 1.5% raise effective the first pay period after execution of a final contract and another 1.5% raise in January of 2019. State corrections officers, who are represented by Teamsters Local 633, will receive a 9.1% raise effective July 1, 2018. The larger increase for corrections officers reflects a market adjustment to better align corrections officers' pay with other states.

In return, employees are agreeing to make certain changes to sick leave and bonus leave policies that will allow the State to reduce administrative costs and ensure that incentives are structured in a fair manner.

The four contracts will cost about \$13.5 million in general funds in fiscal year 2019. The agreements must still be ratified by each union and by the Legislature.

Marc Beaudion, President of the NHTA, said "the New Hampshire Troopers Association is pleased to have reached an agreement with the State that is fair for the Troopers while being fiscally conservative for the State."

"The SEA is pleased to announce that they have reached the terms for a tentative contract settlement with the State," said Jim Niall, Chairman of the SEA Master Bargaining Team. "The SEA and the State

are working to finalize the agreement language and the SEA has scheduled a meeting of its bargaining senate on Thursday April 23rd 2018 to review the tentative agreement."

"Teamsters Local 633's negotiating committee wholeheartedly supports this contract settlement," said Jeff Padellaro, Secretary/Treasurer of Teamsters Local 633 of NH. The brave men and women of the NH Department of Corrections work long hours in a very dangerous environment, and I am glad that the State has recognized the need to become more competitive in order to attract and retain corrections officers through this agreement. We now call on the legislature to support and fund this contract."

Chief Negotiator Ronald Scaccia from NEPBA stated, "After a long and arduous journey we are happy to finally get an agreement with the State of NH that shows some respect for the hard work, dedication, and loyalty to the critically needed law enforcement personnel of the State of NH, especially in these times when being in law enforcement is extremely hazardous and under appreciated. Hopefully going forward the State recognizes that to retain its qualified law enforcement personnel who risk their lives for the citizens of NH they must offer competitive wages and benefits."

Office of Governor Christopher Sununu  
State House | 107 North Main Street | Concord, NH 03301  
(603) 271-2121 | fax: (603) 271-7680

[Home](#) [Your Local](#) [Your Chapter](#) [Your Contract](#) [The Political Scene](#) [Resources](#) [Events](#)

## President's Message: Tentative agreement details

Posted by mmoriarty on [April 24, 2018](#)

Dear members:

Today we signed a *tentative* agreement with the state. We look forward to presenting you with a detailed outline of the agreement and reviewing our negotiations to date with the state at our Bargaining Senate meeting this Thursday, April 26, at 7 p.m. at the Grappone Conference Center in Concord.



SEA/SEIU Local 1984 President Rich Gulla

As you weigh the merits of the agreement, it is our job to provide you with the information to make an informed decision. We understand that you may have many questions, and we encourage you to share those with us for discussion on Thursday.

Below are some highlights from the Tentative Agreement:

- Total of 3% cost of living increases
  - The first increase of 1.5% is effective once a final contract has been signed
  - The second increase of 1.5 is effective the first pay period following January 1, 2019
- An additional step in the matrix has been added, effective first pay period following Jan. 1, 2019
  - Employees will be eligible to move to this 9th step after 3 years at the 8th step
  - Employees will be eligible for the 8th step after two years at the 7th step (change from the current 3 years at 7th step)

- An additional floating holiday has been added to make a total of three floating holidays.
- Accrual of Bonus leave will be eliminated effective after this fiscal year.
- Boot reimbursement is reinstated, per fiscal biennium (eliminates the "sunset" status of the article and protects the reimbursement in the event we are in evergreen with the CBA.)
- The supplemental sick leave plan is modified in this tentative agreement and will be effective after January 1, 2019. It creates a hybrid system using a short-term disability plan combined with supplemental sick leave. For a brief overview of the hybrid plan with more discussion to follow at the bargaining senate, please click [here](#).

Media reports that a tentative agreement had been signed yesterday were premature, and we urge all members to attend the Bargaining Senate meeting at the Grappone Center this Thursday at 7 p.m. We remind members that voting is limited to those in the Bargaining Senate, however if a Bargaining Senate member wishes to designate a proxy, he/she must notify Kristen Cocuzzo at [kcocuzzo@seiu1984.org](mailto:kcocuzzo@seiu1984.org), as soon as possible.

In solidarity,  
Rich Gulla

Did you like this? Share it:

Tweet  95 people like this, Sign Up to see what your friends like.

SEIU LOCAL 1984

**STATE OF NEW HAMPSHIRE  
SEA / TEAMSTERS / ALL UNREPRESENTED  
FULL TIME ACTIVE EMPLOYEES  
MEDICAL (HMO & POS) AND DENTAL PLANS  
EFFECTIVE 1/1/2019**

**HMO - MEDICAL**

PLAN	EMPLOYEE SHARE		AGENCY SHARE		TOTAL
	<u>26 PP</u>	<u>ANNUAL</u>	<u>26 PP</u>	<u>ANNUAL</u>	<u>ANNUAL RATE</u>
One Person Plan	\$20.00	\$520.00	\$319.94	\$8,318.44	\$8,838.44
Two Person Plan	\$40.00	\$1,040.00	\$639.84	\$16,635.84	\$17,675.84
Family Plan	\$60.00	\$1,560.00	\$1,027.74	\$26,721.24	\$28,281.24

**POS - MEDICAL**

PLAN	EMPLOYEE SHARE		AGENCY SHARE		TOTAL
	<u>26 PP</u>	<u>ANNUAL</u>	<u>26 PP</u>	<u>ANNUAL</u>	<u>ANNUAL RATE</u>
One Person Plan	\$20.00	\$520.00	\$349.52	\$9,087.52	\$9,607.52
Two Person Plan	\$40.00	\$1,040.00	\$699.03	\$18,174.78	\$19,214.78
Family Plan	\$60.00	\$1,560.00	\$1,122.46	\$29,183.96	\$30,743.96

**DENTAL**

PLAN	EMPLOYEE SHARE		AGENCY SHARE		TOTAL
	<u>26 PP</u>	<u>ANNUAL</u>	<u>26 PP</u>	<u>ANNUAL</u>	<u>ANNUAL RATE</u>
One Person Plan	\$2.00	\$52.00	\$19.03	\$494.78	\$546.78
Two Person Plan	\$4.00	\$104.00	\$36.24	\$942.24	\$1,046.24
Family Plan	\$6.00	\$156.00	\$64.46	\$1,675.96	\$1,831.96

*Pay period is every 2 weeks @ state*

# Sunapee 2019

ABSOS20/401KDED													
2019 Rates @52 Weeks	ABSOS20/40	% Change	Town	Employee 10%	Yearly Rate	Town Annual	Employee Annual	Weekly					
Single	\$717.15	10.50%	\$645.44	\$71.72	\$8,605.80	\$7,745.22	\$860.58	\$16.55					
2 Person	\$1,434.30	10.50%	\$1,290.87	\$143.43	\$17,211.60	\$15,490.44	\$1,721.16	\$33.10					
Family	\$1,936.31	10.50%	\$1,742.68	\$193.63	\$23,235.72	\$20,912.15	\$2,323.57	\$44.68					
<u>2018 Dental Rates-FINAL</u>													
Single	\$42.24	2.30%	\$ 36.96	\$5.28	\$506.88	\$443.52	\$63.36	\$1.22					
2 Person	\$81.77	2.30%	\$ 71.55	\$10.22	\$981.24	\$858.59	\$122.66	\$2.36					
Family	\$148.77	2.30%	\$ 130.17	\$18.60	\$1,785.24	\$1,562.09	\$223.16	\$4.29					
<u>Insurance Declined</u>													
Single									Annual				
2 Person									\$1,936.31				
Family									\$3,872.61				
AB20	AB20								\$5,228.04				
Single	\$889.68		\$ 645.44	\$244.24	\$10,676.16	\$7,745.28	\$2,930.88	\$55.30					
2 Person	\$1,779.36		\$ 1,290.87	\$488.49	\$21,352.32	\$15,490.44	\$5,861.88	\$110.60					
Family	\$2,402.13		\$ 1,742.68	\$659.45	\$28,825.56	\$20,912.16	\$7,913.40	\$149.31					



## STATE OF NEW HAMPSHIRE DIVISION OF PERSONNEL

### Summarized Benefit and Employment Information for Full-Time Employees

#### MEDICAL (includes Prescription Drugs) & DENTAL BENEFITS

##### MEDICAL

Medical and Dental coverage is available on the 1<sup>st</sup> day of the month following the completion of one full month of full-time regular employment. Employees selecting either the HMO or POS plans and/or Dental coverage will be required to contribute a set amount per pay period depending on the plan selected. For a complete listing of contributions by plan: <http://das.nh.gov/hr/MedicalandDentalContributionCharts.asp>

##### Health Maintenance Organization (HMO):

Managed care plan that requires members to coordinate their care through a Primary Care Physician (PCP) and access services from In-Network New England Providers. Members can receive either a paid health club membership (not greater than \$450 per calendar year) at a participating facility (Minimum workout requirement) or up to \$200 reimbursement per calendar year for eligible home exercise equipment. Members are also eligible for biennial credit of \$100 per family member for prescription eyeglasses or contact lenses.

##### Point of Service (POS):

Point of Service plan allows members to coordinate their care and access services from both In-Network New England Providers as well as with Out-of-Network Providers. Care sought with Out-of-Network Providers is subject to applicable deductible, co-insurance amounts in addition to amounts exceeding the allowable benefit.

Members enrolled in either the HMO or POS plan are also eligible for up to \$150 per family per calendar year for attending approved Community Health Education classes under the State's Community Health Education Reimbursement Program (CHERP).

##### DENTAL

Dental coverage is available on the 1<sup>st</sup> day of the month following the completion of one full month of full-time regular employment. For summaries of Benefits & Benefit Booklets go to: [http://das.nh.gov/hr/health\\_benefits\\_active.html](http://das.nh.gov/hr/health_benefits_active.html).

- **Part-Time employees may also be eligible for Medical/Dental Insurance.**

##### HEALTH REWARD PROGRAM - Neath Trust

Employees will receive a \$200 Health Reimbursement Arrangement (HRA) benefit for offsetting completing a Health Assessment Tool (HAT) and become eligible for up to \$300 in gift cards from a list of retailers or a Visa gift card for completing 3 Health Rewards Activities during that plan year. Go to <http://das.nh.gov/wellness> for more details about this program and other wellness opportunities.

#### OTHER BENEFITS OFFERED

##### NH RETIREMENT SYSTEM

Mandatory contribution for full-time employees is 7% per pay period for Group I Employees, 11.80% per pay period for Group II Fire and 11.55% per pay period for Group II Police. Go to: [http://das.nh.gov/hr/retirement\\_benefits.html](http://das.nh.gov/hr/retirement_benefits.html)

##### LIFE INSURANCE PLAN

Basic group term life insurance coverage of \$50,000 is available to employees on the 1st day of the month following the completion of one full month of full-time regular employment paid for by the State. Additional plans are available for full-time employees through voluntary selection. For available plans go to: [http://das.nh.gov/hr/life\\_insurance.html](http://das.nh.gov/hr/life_insurance.html) *1.78% of base salary*

##### FLEXIBLE SPENDING PLAN

Pre-tax medical and/or dependent childcare flexible spending plans are available to employees on the 1st day of the month following completion of one full month of full-time regular employment through voluntary selection. For additional information about Flexible Spending Plans go to: [http://das.nh.gov/hr/flexible\\_spending.html](http://das.nh.gov/hr/flexible_spending.html)

##### DISABILITY, CRITICAL ILLNESS AND ACCIDENT INSURANCE

Various plans available through a separate vendor for full-time employees through voluntary selection. Go to: [http://das.nh.gov/hr/other\\_voluntary\\_benefits.html](http://das.nh.gov/hr/other_voluntary_benefits.html) for additional information regarding these voluntary benefits. *Town offers Disability 66/390 Disability*

##### DEFERRED COMPENSATION PLAN

457 (b) Public Employees Deferred Compensation Plan is a Pre-tax savings plan available to full-time AND part-time employees through voluntary selection. Go to: <https://das.nh.gov/employeeportal/comp-savings/deferred-comp/> *not offered*

##### EMPLOYEE ASSISTANCE PROGRAM (EAP)

Confidential and voluntary programs that provides assistance to all employees and their family members. Go to: <https://das.nh.gov/employeeportal/health-wellness/employee-assistance-program.aspx> for more information. *Through Neath Trust*

For more information about benefits go to:

<https://das.nh.gov/EmployeePortal/benefits/>

##### UNIONS

New England Police Benevolent Association (NEPBA) *none*

New Hampshire Troopers Association (NHTA)

State Employees Association (SEA)

Teamsters Local 633

Employees may be required to pay an agency fee or union dues as a condition of employment. For further information about Labor Relations go to: [http://das.nh.gov/hr/labor\\_rel/labor\\_relations.aspx](http://das.nh.gov/hr/labor_rel/labor_relations.aspx)



**HOURS AND PAY POLICIES**

**STANDARD WORK WEEK**

Full-time employees work a basic week of 37.5 or 40 hours, depending upon job assignment. Overtime may be required for certain positions.

**SALARY INCREASES**

Employee performance is evaluated annually. A full-time employee who receives a satisfactory evaluation will receive a salary increment on their anniversary date if the salary range allows for an increment.

**LONGEVITY - none offered**

Upon completion of ten (10) years of continuous full-time service, an employee receives a \$300 annual bonus, plus \$300 for each 5-year period thereafter.

**OVERTIME**

Employees are compensated for authorized hours worked in excess of the basic workweek. (Authorized overtime worked may be compensated in cash or compensatory time off, depending on available funding).

**HOLIDAYS**

State Employees are entitled to ten (10) holidays during the calendar year. In addition to those ten (10), State employees who are employed on a full-time basis are eligible for three (3) Floating Holidays.

8 Holidays  
4 personal days

**LEAVE ACCRUAL POLICIES**

**ANNUAL LEAVE**

CONTINUOUS SERVICE	MONTHLY ACCRUAL	DAYS/ YEAR	MAX DAYS
00-01 Year	1.00 Day	12	12
02-08 Years	1.25 Days	15	32
09-15 Years	1.50 Days	18	38
16-20 Years	1.75 Days	21	44
21+ Years	2.00 Days	24	50

67 Days  
\*

**SICK LEAVE**

CONTINUOUS SERVICE	MONTHLY ACCRUAL	DAYS/ YEAR	MAX DAYS
00-08 Years	1.25 Days	15	90
09-15 Years	1.25 Days	15	105
16+ Years	1.25 Days	15	120

Accrues  
67 days  
per month  
max 50  
hours  
10 days

Employees represented by different unions may have different holiday and/or leave accrual policies.

For further information about Labor Relations go to:  
[http://das.nh.gov/hr/labor\\_rel/labor\\_relations.aspx](http://das.nh.gov/hr/labor_rel/labor_relations.aspx)

\*  
1-5 years 10 days  
6-15 years 1 day added to a max of 20 days  
→

State of New Hampshire  
 Department of Administrative Services  
 Division of Personnel  
 28 School Street  
 Concord, NH 03301  
 (603) 271-3261 or TDD Access relay NH 1-800-735-2964  
<http://das.nh.gov/hr/index.html>  
 (EOE)

This brochure is intended to present a summary of benefits and employment information only and is not intended to represent any statement of promise or guarantee. All information is subject to change.

## APPENDIX A

### WAGE SCHEDULE - A000 37.5 HOUR WAGE SCHEDULE

Effective: June 08, 2018

GRADE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08
<b>01</b>								
ANNUALLY	20,923.50	21,489.00	22,054.50	22,717.50	23,361.00	24,063.00	24,706.50	25,369.50
BI-WEEKLY	804.75	826.50	848.25	873.75	898.50	925.50	950.25	975.75
HOURLY	10.73	11.02	11.31	11.65	11.98	12.34	12.67	13.01
<b>02</b>								
ANNUALLY	21,489.00	22,054.50	22,717.50	23,361.00	24,063.00	24,706.50	25,369.50	26,071.50
BI-WEEKLY	826.50	848.25	873.75	898.50	925.50	950.25	975.75	1,002.75
HOURLY	11.02	11.31	11.65	11.98	12.34	12.67	13.01	13.37
<b>03</b>								
ANNUALLY	22,054.50	22,717.50	23,361.00	24,063.00	24,706.50	25,369.50	26,071.50	26,890.50
BI-WEEKLY	848.25	873.75	898.50	925.50	950.25	975.75	1,002.75	1,034.25
HOURLY	11.31	11.65	11.98	12.34	12.67	13.01	13.37	13.79
<b>04</b>								
ANNUALLY	22,717.50	23,361.00	24,063.00	24,706.50	25,369.50	26,071.50	26,890.50	28,704.00
BI-WEEKLY	873.75	898.50	925.50	950.25	975.75	1,002.75	1,034.25	1,104.00
HOURLY	11.65	11.98	12.34	12.67	13.01	13.37	13.79	14.72
<b>05</b>								
ANNUALLY	23,361.00	24,063.00	24,706.50	25,369.50	26,071.50	26,890.50	28,704.00	29,776.50
BI-WEEKLY	898.50	925.50	950.25	975.75	1,002.75	1,034.25	1,104.00	1,145.25
HOURLY	11.98	12.34	12.67	13.01	13.37	13.79	14.72	15.27
<b>06</b>								
ANNUALLY	24,063.00	24,706.50	25,369.50	26,071.50	26,890.50	28,704.00	29,776.50	30,868.50
BI-WEEKLY	925.50	950.25	975.75	1,002.75	1,034.25	1,104.00	1,145.25	1,187.25
HOURLY	12.34	12.67	13.01	13.37	13.79	14.72	15.27	15.83
<b>07</b>								
ANNUALLY	24,706.50	25,584.00	26,617.50	27,631.50	28,704.00	29,776.50	30,868.50	32,136.00
BI-WEEKLY	950.25	984.00	1,023.75	1,062.75	1,104.00	1,145.25	1,187.25	1,236.00
HOURLY	12.67	13.12	13.65	14.17	14.72	15.27	15.83	16.48
<b>08</b>								
ANNUALLY	25,584.00	26,617.50	27,631.50	28,704.00	29,776.50	30,868.50	32,136.00	33,364.50
BI-WEEKLY	984.00	1,023.75	1,062.75	1,104.00	1,145.25	1,187.25	1,236.00	1,283.25
HOURLY	13.12	13.65	14.17	14.72	15.27	15.83	16.48	17.11
<b>09</b>								
ANNUALLY	26,617.50	27,631.50	28,704.00	29,776.50	30,868.50	32,136.00	33,364.50	34,651.50
BI-WEEKLY	1,023.75	1,062.75	1,104.00	1,145.25	1,187.25	1,236.00	1,283.25	1,332.75
HOURLY	13.65	14.17	14.72	15.27	15.83	16.48	17.11	17.77
<b>10</b>								
ANNUALLY	27,631.50	28,704.00	29,776.50	30,868.50	32,136.00	33,364.50	34,651.50	35,997.00
BI-WEEKLY	1,062.75	1,104.00	1,145.25	1,187.25	1,236.00	1,283.25	1,332.75	1,384.50
HOURLY	14.17	14.72	15.27	15.83	16.48	17.11	17.77	18.46
<b>11</b>								
ANNUALLY	28,704.00	29,776.50	30,868.50	32,136.00	33,364.50	34,651.50	35,997.00	37,459.50
BI-WEEKLY	1,104.00	1,145.25	1,187.25	1,236.00	1,283.25	1,332.75	1,384.50	1,440.75
HOURLY	14.72	15.27	15.83	16.48	17.11	17.77	18.46	19.21
<b>12</b>								
ANNUALLY	29,776.50	30,868.50	32,136.00	33,364.50	34,651.50	35,997.00	37,459.50	39,097.50
BI-WEEKLY	1,145.25	1,187.25	1,236.00	1,283.25	1,332.75	1,384.50	1,440.75	1,503.75
HOURLY	15.27	15.83	16.48	17.11	17.77	18.46	19.21	20.05
<b>13</b>								
ANNUALLY	30,868.50	32,136.00	33,364.50	34,651.50	35,997.00	37,459.50	39,097.50	40,696.50
BI-WEEKLY	1,187.25	1,236.00	1,283.25	1,332.75	1,384.50	1,440.75	1,503.75	1,565.25
HOURLY	15.83	16.48	17.11	17.77	18.46	19.21	20.05	20.87
<b>14</b>								
ANNUALLY	32,136.00	33,364.50	34,651.50	35,997.00	37,459.50	39,097.50	40,696.50	42,471.00
BI-WEEKLY	1,236.00	1,283.25	1,332.75	1,384.50	1,440.75	1,503.75	1,565.25	1,633.50
HOURLY	16.48	17.11	17.77	18.46	19.21	20.05	20.87	21.78

## APPENDIX A

### WAGE SCHEDULE - A000 37.5 HOUR WAGE SCHEDULE

Effective: June 08, 2018

GRADE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08
<b>15</b>								
ANNUALLY	33,364.50	34,768.50	36,172.50	37,635.00	39,097.50	40,696.50	42,471.00	44,167.50
BI-WEEKLY	1,283.25	1,337.25	1,391.25	1,447.50	1,503.75	1,565.25	1,633.50	1,698.75
HOURLY	17.11	17.83	18.55	19.30	20.05	20.87	21.78	22.65
<b>16</b>								
ANNUALLY	34,768.50	36,172.50	37,635.00	39,097.50	40,696.50	42,471.00	44,167.50	46,059.00
BI-WEEKLY	1,337.25	1,391.25	1,447.50	1,503.75	1,565.25	1,633.50	1,698.75	1,771.50
HOURLY	17.83	18.55	19.30	20.05	20.87	21.78	22.65	23.62
<b>17</b>								
ANNUALLY	36,172.50	37,635.00	39,097.50	40,696.50	42,471.00	44,167.50	46,059.00	47,950.50
BI-WEEKLY	1,391.25	1,447.50	1,503.75	1,565.25	1,633.50	1,698.75	1,771.50	1,844.25
HOURLY	18.55	19.30	20.05	20.87	21.78	22.65	23.62	24.59
<b>18</b>								
ANNUALLY	37,635.00	39,097.50	40,696.50	42,471.00	44,167.50	46,059.00	47,950.50	49,939.50
BI-WEEKLY	1,447.50	1,503.75	1,565.25	1,633.50	1,698.75	1,771.50	1,844.25	1,920.75
HOURLY	19.30	20.05	20.87	21.78	22.65	23.62	24.59	25.61
<b>19</b>								
ANNUALLY	39,097.50	40,696.50	42,471.00	44,167.50	46,059.00	47,950.50	49,939.50	52,045.50
BI-WEEKLY	1,503.75	1,565.25	1,633.50	1,698.75	1,771.50	1,844.25	1,920.75	2,001.75
HOURLY	20.05	20.87	21.78	22.65	23.62	24.59	25.61	26.69
<b>20</b>								
ANNUALLY	40,696.50	42,471.00	44,167.50	46,059.00	47,950.50	49,939.50	52,045.50	54,717.00
BI-WEEKLY	1,565.25	1,633.50	1,698.75	1,771.50	1,844.25	1,920.75	2,001.75	2,104.50
HOURLY	20.87	21.78	22.65	23.62	24.59	25.61	26.69	28.06
<b>21</b>								
ANNUALLY	42,471.00	44,167.50	46,059.00	47,950.50	49,939.50	52,045.50	54,717.00	57,096.00
BI-WEEKLY	1,633.50	1,698.75	1,771.50	1,844.25	1,920.75	2,001.75	2,104.50	2,196.00
HOURLY	21.78	22.65	23.62	24.59	25.61	26.69	28.06	29.28
<b>22</b>								
ANNUALLY	44,167.50	46,059.00	47,950.50	49,939.50	52,045.50	54,717.00	57,096.00	59,572.50
BI-WEEKLY	1,698.75	1,771.50	1,844.25	1,920.75	2,001.75	2,104.50	2,196.00	2,291.25
HOURLY	22.65	23.62	24.59	25.61	26.69	28.06	29.28	30.55
<b>23</b>								
ANNUALLY	46,059.00	48,048.00	50,193.00	52,377.00	54,717.00	57,096.00	59,572.50	62,244.00
BI-WEEKLY	1,771.50	1,848.00	1,930.50	2,014.50	2,104.50	2,196.00	2,291.25	2,394.00
HOURLY	23.62	24.64	25.74	26.86	28.06	29.28	30.55	31.92
<b>24</b>								
ANNUALLY	48,048.00	50,193.00	52,377.00	54,717.00	57,096.00	59,572.50	62,244.00	64,974.00
BI-WEEKLY	1,848.00	1,930.50	2,014.50	2,104.50	2,196.00	2,291.25	2,394.00	2,499.00
HOURLY	24.64	25.74	26.86	28.06	29.28	30.55	31.92	33.32
<b>25</b>								
ANNUALLY	50,193.00	52,377.00	54,717.00	57,096.00	59,572.50	62,244.00	64,974.00	67,918.50
BI-WEEKLY	1,930.50	2,014.50	2,104.50	2,196.00	2,291.25	2,394.00	2,499.00	2,612.25
HOURLY	25.74	26.86	28.06	29.28	30.55	31.92	33.32	34.83
<b>26</b>								
ANNUALLY	52,377.00	54,717.00	57,096.00	59,572.50	62,244.00	64,974.00	67,918.50	70,843.50
BI-WEEKLY	2,014.50	2,104.50	2,196.00	2,291.25	2,394.00	2,499.00	2,612.25	2,724.75
HOURLY	26.86	28.06	29.28	30.55	31.92	33.32	34.83	36.33
<b>27</b>								
ANNUALLY	54,717.00	57,096.00	59,572.50	62,244.00	64,974.00	67,918.50	70,843.50	74,022.00
BI-WEEKLY	2,104.50	2,196.00	2,291.25	2,394.00	2,499.00	2,612.25	2,724.75	2,847.00
HOURLY	28.06	29.28	30.55	31.92	33.32	34.83	36.33	37.96
<b>28</b>								
ANNUALLY	57,096.00	59,572.50	62,244.00	64,974.00	67,918.50	70,843.50	74,022.00	78,000.00
BI-WEEKLY	2,196.00	2,291.25	2,394.00	2,499.00	2,612.25	2,724.75	2,847.00	3,000.00
HOURLY	29.28	30.55	31.92	33.32	34.83	36.33	37.96	40.00

## APPENDIX A

### WAGE SCHEDULE - A000 37.5 HOUR WAGE SCHEDULE

Effective: June 08, 2018

GRADE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08
<b>29</b>								
ANNUALLY	59,572.50	62,244.00	64,974.00	67,918.50	70,843.50	74,022.00	78,000.00	81,666.00
BI-WEEKLY	2,291.25	2,394.00	2,499.00	2,612.25	2,724.75	2,847.00	3,000.00	3,141.00
HOURLY	30.55	31.92	33.32	34.83	36.33	37.96	40.00	41.88
<b>30</b>								
ANNUALLY	62,244.00	64,974.00	67,918.50	70,843.50	74,022.00	78,000.00	81,666.00	85,410.00
BI-WEEKLY	2,394.00	2,499.00	2,612.25	2,724.75	2,847.00	3,000.00	3,141.00	3,285.00
HOURLY	31.92	33.32	34.83	36.33	37.96	40.00	41.88	43.80
<b>31</b>								
ANNUALLY	64,974.00	68,055.00	71,233.50	74,470.50	78,000.00	81,666.00	85,410.00	89,427.00
BI-WEEKLY	2,499.00	2,617.50	2,739.75	2,864.25	3,000.00	3,141.00	3,285.00	3,439.50
HOURLY	33.32	34.90	36.53	38.19	40.00	41.88	43.80	45.86
<b>32</b>								
ANNUALLY	68,055.00	71,233.50	74,470.50	78,000.00	81,666.00	85,410.00	89,427.00	93,463.50
BI-WEEKLY	2,617.50	2,739.75	2,864.25	3,000.00	3,141.00	3,285.00	3,439.50	3,594.75
HOURLY	34.90	36.53	38.19	40.00	41.88	43.80	45.86	47.93
<b>33</b>								
ANNUALLY	71,233.50	74,470.50	78,000.00	81,666.00	85,410.00	89,427.00	93,463.50	97,500.00
BI-WEEKLY	2,739.75	2,864.25	3,000.00	3,141.00	3,285.00	3,439.50	3,594.75	3,750.00
HOURLY	36.53	38.19	40.00	41.88	43.80	45.86	47.93	50.00
<b>34</b>								
ANNUALLY	74,470.50	78,000.00	81,666.00	85,410.00	89,427.00	93,463.50	97,500.00	101,517.00
BI-WEEKLY	2,864.25	3,000.00	3,141.00	3,285.00	3,439.50	3,594.75	3,750.00	3,904.50
HOURLY	38.19	40.00	41.88	43.80	45.86	47.93	50.00	52.06
<b>35</b>								
ANNUALLY	78,000.00	81,666.00	85,410.00	89,427.00	93,463.50	97,500.00	101,517.00	105,553.50
BI-WEEKLY	3,000.00	3,141.00	3,285.00	3,439.50	3,594.75	3,750.00	3,904.50	4,059.75
HOURLY	40.00	41.88	43.80	45.86	47.93	50.00	52.06	54.13

# APPENDIX A

## WAGE SCHEDULE - A000 37.5 HOUR WAGE SCHEDULE

Effective: January 04, 2019

GRADE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
<b>01</b>									
ANNUALLY	21,255.00	21,820.50	22,386.00	23,068.50	23,712.00	24,433.50	25,096.50	25,759.50	26,481.00
BI-WEEKLY	817.50	839.25	861.00	887.25	912.00	939.75	965.25	990.75	1,018.50
HOURLY	10.90	11.19	11.48	11.83	12.16	12.53	12.87	13.21	13.58
<b>02</b>									
ANNUALLY	21,820.50	22,386.00	23,068.50	23,712.00	24,433.50	25,096.50	25,759.50	26,481.00	27,300.00
BI-WEEKLY	839.25	861.00	887.25	912.00	939.75	965.25	990.75	1,018.50	1,050.00
HOURLY	11.19	11.48	11.83	12.16	12.53	12.87	13.21	13.58	14.00
<b>03</b>									
ANNUALLY	22,386.00	23,068.50	23,712.00	24,433.50	25,096.50	25,759.50	26,481.00	27,300.00	29,152.50
BI-WEEKLY	861.00	887.25	912.00	939.75	965.25	990.75	1,018.50	1,050.00	1,121.25
HOURLY	11.48	11.83	12.16	12.53	12.87	13.21	13.58	14.00	14.95
<b>04</b>									
ANNUALLY	23,068.50	23,712.00	24,433.50	25,096.50	25,759.50	26,481.00	27,300.00	29,152.50	30,225.00
BI-WEEKLY	887.25	912.00	939.75	965.25	990.75	1,018.50	1,050.00	1,121.25	1,162.50
HOURLY	11.83	12.16	12.53	12.87	13.21	13.58	14.00	14.95	15.50
<b>05</b>									
ANNUALLY	23,712.00	24,433.50	25,096.50	25,759.50	26,481.00	27,300.00	29,152.50	30,225.00	31,336.50
BI-WEEKLY	912.00	939.75	965.25	990.75	1,018.50	1,050.00	1,121.25	1,162.50	1,205.25
HOURLY	12.16	12.53	12.87	13.21	13.58	14.00	14.95	15.50	16.07
<b>06</b>									
ANNUALLY	24,433.50	25,096.50	25,759.50	26,481.00	27,300.00	29,152.50	30,225.00	31,336.50	32,623.50
BI-WEEKLY	939.75	965.25	990.75	1,018.50	1,050.00	1,121.25	1,162.50	1,205.25	1,254.75
HOURLY	12.53	12.87	13.21	13.58	14.00	14.95	15.50	16.07	16.73
<b>07</b>									
ANNUALLY	25,096.50	25,974.00	27,027.00	28,060.50	29,152.50	30,225.00	31,336.50	32,623.50	33,871.50
BI-WEEKLY	965.25	999.00	1,039.50	1,079.25	1,121.25	1,162.50	1,205.25	1,254.75	1,302.75
HOURLY	12.87	13.32	13.86	14.39	14.95	15.50	16.07	16.73	17.37
<b>08</b>									
ANNUALLY	25,974.00	27,027.00	28,060.50	29,152.50	30,225.00	31,336.50	32,623.50	33,871.50	35,178.00
BI-WEEKLY	999.00	1,039.50	1,079.25	1,121.25	1,162.50	1,205.25	1,254.75	1,302.75	1,353.00
HOURLY	13.32	13.86	14.39	14.95	15.50	16.07	16.73	17.37	18.04
<b>09</b>									
ANNUALLY	27,027.00	28,060.50	29,152.50	30,225.00	31,336.50	32,623.50	33,871.50	35,178.00	36,543.00
BI-WEEKLY	1,039.50	1,079.25	1,121.25	1,162.50	1,205.25	1,254.75	1,302.75	1,353.00	1,405.50
HOURLY	13.86	14.39	14.95	15.50	16.07	16.73	17.37	18.04	18.74
<b>10</b>									
ANNUALLY	28,060.50	29,152.50	30,225.00	31,336.50	32,623.50	33,871.50	35,178.00	36,543.00	38,025.00
BI-WEEKLY	1,079.25	1,121.25	1,162.50	1,205.25	1,254.75	1,302.75	1,353.00	1,405.50	1,462.50
HOURLY	14.39	14.95	15.50	16.07	16.73	17.37	18.04	18.74	19.50
<b>11</b>									
ANNUALLY	29,152.50	30,225.00	31,336.50	32,623.50	33,871.50	35,178.00	36,543.00	38,025.00	39,702.00
BI-WEEKLY	1,121.25	1,162.50	1,205.25	1,254.75	1,302.75	1,353.00	1,405.50	1,462.50	1,527.00
HOURLY	14.95	15.50	16.07	16.73	17.37	18.04	18.74	19.50	20.36
<b>12</b>									
ANNUALLY	30,225.00	31,336.50	32,623.50	33,871.50	35,178.00	36,543.00	38,025.00	39,702.00	41,320.50
BI-WEEKLY	1,162.50	1,205.25	1,254.75	1,302.75	1,353.00	1,405.50	1,462.50	1,527.00	1,589.25
HOURLY	15.50	16.07	16.73	17.37	18.04	18.74	19.50	20.36	21.19
<b>13</b>									
ANNUALLY	31,336.50	32,623.50	33,871.50	35,178.00	36,543.00	38,025.00	39,702.00	41,320.50	43,114.50
BI-WEEKLY	1,205.25	1,254.75	1,302.75	1,353.00	1,405.50	1,462.50	1,527.00	1,589.25	1,658.25
HOURLY	16.07	16.73	17.37	18.04	18.74	19.50	20.36	21.19	22.11

# APPENDIX A

## WAGE SCHEDULE - A000 37.5 HOUR WAGE SCHEDULE

Effective: January 04, 2019

GRADE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
<b>14</b>									
ANNUALLY	32,623.50	33,871.50	35,178.00	36,543.00	38,025.00	39,702.00	41,320.50	43,114.50	44,830.50
BI-WEEKLY	1,254.75	1,302.75	1,353.00	1,405.50	1,462.50	1,527.00	1,589.25	1,658.25	1,724.25
HOURLY	16.73	17.37	18.04	18.74	19.50	20.36	21.19	22.11	22.99
<b>15</b>									
ANNUALLY	33,871.50	35,295.00	36,718.50	38,200.50	39,702.00	41,320.50	43,114.50	44,830.50	46,761.00
BI-WEEKLY	1,302.75	1,357.50	1,412.25	1,469.25	1,527.00	1,589.25	1,658.25	1,724.25	1,798.50
HOURLY	17.37	18.10	18.83	19.59	20.36	21.19	22.11	22.99	23.98
<b>16</b>									
ANNUALLY	35,295.00	36,718.50	38,200.50	39,702.00	41,320.50	43,114.50	44,830.50	46,761.00	48,672.00
BI-WEEKLY	1,357.50	1,412.25	1,469.25	1,527.00	1,589.25	1,658.25	1,724.25	1,798.50	1,872.00
HOURLY	18.10	18.83	19.59	20.36	21.19	22.11	22.99	23.98	24.96
<b>17</b>									
ANNUALLY	36,718.50	38,200.50	39,702.00	41,320.50	43,114.50	44,830.50	46,761.00	48,672.00	50,700.00
BI-WEEKLY	1,412.25	1,469.25	1,527.00	1,589.25	1,658.25	1,724.25	1,798.50	1,872.00	1,950.00
HOURLY	18.83	19.59	20.36	21.19	22.11	22.99	23.98	24.96	26.00
<b>18</b>									
ANNUALLY	38,200.50	39,702.00	41,320.50	43,114.50	44,830.50	46,761.00	48,672.00	50,700.00	52,845.00
BI-WEEKLY	1,469.25	1,527.00	1,589.25	1,658.25	1,724.25	1,798.50	1,872.00	1,950.00	2,032.50
HOURLY	19.59	20.36	21.19	22.11	22.99	23.98	24.96	26.00	27.10
<b>19</b>									
ANNUALLY	39,702.00	41,320.50	43,114.50	44,830.50	46,761.00	48,672.00	50,700.00	52,845.00	55,555.50
BI-WEEKLY	1,527.00	1,589.25	1,658.25	1,724.25	1,798.50	1,872.00	1,950.00	2,032.50	2,136.75
HOURLY	20.36	21.19	22.11	22.99	23.98	24.96	26.00	27.10	28.49
<b>20</b>									
ANNUALLY	41,320.50	43,114.50	44,830.50	46,761.00	48,672.00	50,700.00	52,845.00	55,555.50	57,954.00
BI-WEEKLY	1,589.25	1,658.25	1,724.25	1,798.50	1,872.00	1,950.00	2,032.50	2,136.75	2,229.00
HOURLY	21.19	22.11	22.99	23.98	24.96	26.00	27.10	28.49	29.72
<b>21</b>									
ANNUALLY	43,114.50	44,830.50	46,761.00	48,672.00	50,700.00	52,845.00	55,555.50	57,954.00	60,469.50
BI-WEEKLY	1,658.25	1,724.25	1,798.50	1,872.00	1,950.00	2,032.50	2,136.75	2,229.00	2,325.75
HOURLY	22.11	22.99	23.98	24.96	26.00	27.10	28.49	29.72	31.01
<b>22</b>									
ANNUALLY	44,830.50	46,761.00	48,672.00	50,700.00	52,845.00	55,555.50	57,954.00	60,469.50	63,180.00
BI-WEEKLY	1,724.25	1,798.50	1,872.00	1,950.00	2,032.50	2,136.75	2,229.00	2,325.75	2,430.00
HOURLY	22.99	23.98	24.96	26.00	27.10	28.49	29.72	31.01	32.40
<b>23</b>									
ANNUALLY	46,761.00	48,769.50	50,953.50	53,176.50	55,555.50	57,954.00	60,469.50	63,180.00	65,949.00
BI-WEEKLY	1,798.50	1,875.75	1,959.75	2,045.25	2,136.75	2,229.00	2,325.75	2,430.00	2,536.50
HOURLY	23.98	25.01	26.13	27.27	28.49	29.72	31.01	32.40	33.82
<b>24</b>									
ANNUALLY	48,769.50	50,953.50	53,176.50	55,555.50	57,954.00	60,469.50	63,180.00	65,949.00	68,952.00
BI-WEEKLY	1,875.75	1,959.75	2,045.25	2,136.75	2,229.00	2,325.75	2,430.00	2,536.50	2,652.00
HOURLY	25.01	26.13	27.27	28.49	29.72	31.01	32.40	33.82	35.36
<b>25</b>									
ANNUALLY	50,953.50	53,176.50	55,555.50	57,954.00	60,469.50	63,180.00	65,949.00	68,952.00	71,916.00
BI-WEEKLY	1,959.75	2,045.25	2,136.75	2,229.00	2,325.75	2,430.00	2,536.50	2,652.00	2,766.00
HOURLY	26.13	27.27	28.49	29.72	31.01	32.40	33.82	35.36	36.88
<b>26</b>									
ANNUALLY	53,176.50	55,555.50	57,954.00	60,469.50	63,180.00	65,949.00	68,952.00	71,916.00	75,133.50
BI-WEEKLY	2,045.25	2,136.75	2,229.00	2,325.75	2,430.00	2,536.50	2,652.00	2,766.00	2,889.75
HOURLY	27.27	28.49	29.72	31.01	32.40	33.82	35.36	36.88	38.53

## APPENDIX A

### WAGE SCHEDULE - A000 37.5 HOUR WAGE SCHEDULE

Effective: January 04, 2019

GRADE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
<b>27</b>									
ANNUALLY	55,555.50	57,954.00	60,469.50	63,180.00	65,949.00	68,952.00	71,916.00	75,133.50	79,170.00
BI-WEEKLY	2,136.75	2,229.00	2,325.75	2,430.00	2,536.50	2,652.00	2,766.00	2,889.75	3,045.00
HOURLY	28.49	29.72	31.01	32.40	33.82	35.36	36.88	38.53	40.60
<b>28</b>									
ANNUALLY	57,954.00	60,469.50	63,180.00	65,949.00	68,952.00	71,916.00	75,133.50	79,170.00	82,894.50
BI-WEEKLY	2,229.00	2,325.75	2,430.00	2,536.50	2,652.00	2,766.00	2,889.75	3,045.00	3,188.25
HOURLY	29.72	31.01	32.40	33.82	35.36	36.88	38.53	40.60	42.51
<b>29</b>									
ANNUALLY	60,469.50	63,180.00	65,949.00	68,952.00	71,916.00	75,133.50	79,170.00	82,894.50	86,697.00
BI-WEEKLY	2,325.75	2,430.00	2,536.50	2,652.00	2,766.00	2,889.75	3,045.00	3,188.25	3,334.50
HOURLY	31.01	32.40	33.82	35.36	36.88	38.53	40.60	42.51	44.46
<b>30</b>									
ANNUALLY	63,180.00	65,949.00	68,952.00	71,916.00	75,133.50	79,170.00	82,894.50	86,697.00	90,772.50
BI-WEEKLY	2,430.00	2,536.50	2,652.00	2,766.00	2,889.75	3,045.00	3,188.25	3,334.50	3,491.25
HOURLY	32.40	33.82	35.36	36.88	38.53	40.60	42.51	44.46	46.55
<b>31</b>									
ANNUALLY	65,949.00	69,088.50	72,306.00	75,601.50	79,170.00	82,894.50	86,697.00	90,772.50	94,867.50
BI-WEEKLY	2,536.50	2,657.25	2,781.00	2,907.75	3,045.00	3,188.25	3,334.50	3,491.25	3,648.75
HOURLY	33.82	35.43	37.08	38.77	40.60	42.51	44.46	46.55	48.65
<b>32</b>									
ANNUALLY	69,088.50	72,306.00	75,601.50	79,170.00	82,894.50	86,697.00	90,772.50	94,867.50	98,962.50
BI-WEEKLY	2,657.25	2,781.00	2,907.75	3,045.00	3,188.25	3,334.50	3,491.25	3,648.75	3,806.25
HOURLY	35.43	37.08	38.77	40.60	42.51	44.46	46.55	48.65	50.75
<b>33</b>									
ANNUALLY	72,306.00	75,601.50	79,170.00	82,894.50	86,697.00	90,772.50	94,867.50	98,962.50	103,057.50
BI-WEEKLY	2,781.00	2,907.75	3,045.00	3,188.25	3,334.50	3,491.25	3,648.75	3,806.25	3,963.75
HOURLY	37.08	38.77	40.60	42.51	44.46	46.55	48.65	50.75	52.85
<b>34</b>									
ANNUALLY	75,601.50	79,170.00	82,894.50	86,697.00	90,772.50	94,867.50	98,962.50	103,057.50	107,152.50
BI-WEEKLY	2,907.75	3,045.00	3,188.25	3,334.50	3,491.25	3,648.75	3,806.25	3,963.75	4,121.25
HOURLY	38.77	40.60	42.51	44.46	46.55	48.65	50.75	52.85	54.95
<b>35</b>									
ANNUALLY	79,170.00	82,894.50	86,697.00	90,772.50	94,867.50	98,962.50	103,057.50	107,152.50	111,247.50
BI-WEEKLY	3,045.00	3,188.25	3,334.50	3,491.25	3,648.75	3,806.25	3,963.75	4,121.25	4,278.75
HOURLY	40.60	42.51	44.46	46.55	48.65	50.75	52.85	54.95	57.05