

Resolution No: 885
ADOPTED: December 5, 2017

**BOARD OF COUNTY COMMISSIONERS
DOUGLAS COUNTY, NEBRASKA**

RESOLVED

WHEREAS, Douglas County has a labor contract with the International Brotherhood of Electrical Workers (IBEW) Local # 1483 supervisory union, representing covered employees within various County Departments and Elected Offices; and,

WHEREAS, that contract expired on December 31, 2016, and the parties have successfully negotiated a new four-year contract for the term effective January 1, 2017, through December 31, 2020.

NOW THEREFORE, BE IT RESOLVED BY THIS BOARD OF COUNTY COMMISSIONERS, DOUGLAS COUNTY, NEBRASKA, THAT the attached labor contract with the International Brotherhood of Electrical Workers (IBEW) Local # 1483, is hereby approved and adopted, and the Chair of this Board is authorized to execute said contract on behalf of Douglas County.

DATED this 5th day of December, 2017

Motion by Rodgers, second by Duda to approve. I move the adoption of the resolution.
Adopted: December 5, 2017
Yeas: Cavanaugh, Duda, Kraft, Morgan, Rodgers, Borgeson
Absent: Boyle

(CERTIFIED COPY)



Daniel A. Esch

Douglas County Clerk

Resolution No: 885
ADOPTED: December 5, 2017

COLLECTIVE BARGAINING AGREEMENT

DOUGLAS COUNTY
GENERAL EMPLOYMENT CATEGORIES
MANAGER/SUPERVISOR

DOUGLAS COUNTY, NEBRASKA
DOUGLAS COUNTY SHERIFF
DOUGLAS COUNTY ASSESSOR - REGISTER OF DEEDS
DOUGLAS COUNTY CLERK OF THE DISTRICT COURT
DOUGLAS COUNTY TREASURER

AND

LOCAL 1483
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

January 1, 2017 – December 31, 2020

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ARTICLE 1 - RECOGNITION

Section 1. This Agreement is made and entered into by and between the County of Douglas, Nebraska, hereinafter referred to as "the County", and Local 1483 of the International Brotherhood of Electrical Workers, hereinafter referred to as "the Union". The County recognizes the Union as the sole and exclusive bargaining agent for all regular full-time employees in managerial/supervisory employment categories of Douglas County Departments contained herein.

Section 2. The County will not aid, promote or finance any Union or organization, which seeks to represent or engage in collective bargaining on behalf of the bargaining unit described in Section 1 above. With respect to such bargaining unit, the County shall not make any agreements with bargaining unit employees contrary to the terms of this Agreement, nor shall the County make any agreements with individuals, groups, organizations or unions which seek to represent employees or engage in collective bargaining, other than the recognized Union.

Section 3. The Managerial/Supervisory personnel for the following departments are covered by the provisions of this contract:

- Communications – 911
- Purchasing
- Health Department
- Election Commission
- Public Properties
- Corrections

The provisions of this contract also cover the following elected offices:

- Assessor-Register of Deeds Office
- Sheriff's Office
- Clerk of the District Court
- Treasurer's Office

ARTICLE 2 - NON-DISCRIMINATION

Section 1. The County and the Union agree not to discriminate against any individual with respect to compensation, terms or conditions of employment because of such individual's race, color, religion, sex, handicap, age or natural origin. Nor will they limit, segregate or classify employees in any way to deprive any individual employment opportunity because of race, color, religion, sex, handicap, age or national origin, pursuant to state and federal rules and regulations.

Section 2. The County and the Union agree not to directly or indirectly intimidate, coerce or in any manner interfere with the rights of employees to form, join or assist labor organizations, or to refrain from any such activities.

Section 3. The Union recognizes its responsibility as bargaining representative and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint or coercion.

Section 4. All references to employees in this Agreement designate both sexes and whenever the male gender is used it shall mean both sexes.

ARTICLE 3 - HOLIDAYS

Section 1. The following days shall be recognized as paid holidays and observed on the dates established by the County:

| | |
|-------------------------------|------------------------|
| New Year's Day | Labor Day |
| Martin Luther King's Birthday | Columbus Day |
| Presidents Day | Veteran's Day |
| Memorial Day | Thanksgiving Day |
| Independence Day | Day after Thanksgiving |
| Christmas Day | |

*Floating Holiday (1): Upon mutual agreement between the employee and the Elected Official/Department Head or his/her designee.

Holidays falling on Saturday shall be celebrated on the previous Friday, those falling on Sunday shall be celebrated on the following Monday.

Section 2. Eligible regular full-time employees shall receive as holiday pay their normal daily rate of pay at straight time.

Section 3. When a holiday falls on a regular full-time employee's day off, and no other day is celebrated for that holiday, such employee shall receive an additional amount of pay equal to his/her normal daily rate of pay.

Section 4. If an observed holiday falls during a regular full-time employee's vacation period, such observed holiday shall not be charged against the employee's vacation leave.

Section 5. If an employee does not work on a holiday and receives holiday pay, that time shall be considered "time worked" for the purposes of calculating overtime pay (over forty hours in a week).

Section 6. Except for Public Properties employees, employees who are on-call during a Holiday shall be paid two (2) hours of on-call pay at one and one-half times their regular rate of pay.

Section 7. Except for Public Properties employees, employees who are called in during a Holiday shall be paid a minimum of four (4) hours of pay at double their hourly rate of pay or actual hours worked if more than four (4) hours.

Section 8. Regular full-time employees required to work on the day in which any holiday listed in Section 1 is observed shall, in addition to holiday pay provided in Section 2, hereof, receive compensation at the rate of one and one-half (1 ½) times the actual number of hours worked. An employee who was required to work on a holiday will not be required to take another day off because of the work performed on the holiday.

Section 9. The following shall apply to Building Security Officer (BSO) Supervisors who are assigned to work 12 hour shifts:

All work performed on any observed holiday shall be compensated for at the rate of one and one half (1 ½) times in addition to the twelve hours of holiday pay, depending on the BSO Supervisors' regularly scheduled hours of work.

Whenever a holiday occurs during a BSO Supervisor's regularly scheduled day off, such BSO Supervisor shall receive compensation for the holiday on the basis of twelve (12) hours of pay at straight time. If a BSO supervisor is not scheduled to work on a recognized holiday the employee can be asked to report but will not be required to work on that holiday.

Holiday pay will be determined by the time in which the BSO Supervisor is scheduled to start his/her shift. If the BSO Supervisor's scheduled start time is on the holiday then the he/she will receive holiday pay for the entire shift regardless if some hours are not contained in that holiday. If however, the BSO Supervisor's scheduled start time does not occur on the holiday and the remainder of his/her shift is on the holiday then he/she will receive his/her base rate for the entire shift.

ARTICLE 4 - PROBATIONARY & TRIAL PERIODS

Section 1. All newly hired employees shall serve a probationary period of 180 days. Probationary periods may be extended one time for three or six months, by mutual agreement of the Elected Official/Department Head, the employee and the Union. If the probationary period is extended, the employee shall receive written notice as to the reason for the extension.

Section 2. Probationary employees shall not be entitled to use the grievance procedure for any disciplinary action including discharge. A probationary employee who has received notice of a disciplinary action may, however, request his/her Union Representative to present to the Elected Official/Department Head or his/her designee information on the matter(s) involved in the disciplinary action.

Section 3. Promoted employees shall serve a 90 day trial period from the date of promotion with the ability for a thirty (30) day extension at the Elected Official/Department Head or his/her designee's discretion. The purpose of the trial period is to determine the employee's ability and desire to perform the work.

For employees who are promoted within their office/department, if the Elected Official/Department Head is not satisfied with the employee's performance during the trial period, or if the employee desires to return to his/her former position, such employee shall be reinstated to his/her former position or one similar thereto without loss of seniority and at a salary not lower than that received by him/her in such former position at the time of promotion.

For employees who accept a promotion in another office/department covered by this contract, the elected official/department head of the office/department that the employee transferred out of has no obligation to accept the employee back in his/her office/department if the employee desires to return to his/her former position or if the promotional trial period is unsuccessful.

Section 4. When the employee is reinstated to his/her former position at the Elected Official/Department Head's insistence during the trial period, he/she shall be advised in writing by the Elected Official/Department Head or his/her designee as to the reasons therefore. Such action is not subject to appeal or the grievance procedure.

Section 5. Employees shall not be eligible for promotion during his/her probationary period or a trial period provided in this Article.

ARTICLE 5 - CHECK-OFF

Section 1. Upon the execution of this agreement, the County shall, in accordance with the provisions of this Article, deduct certified regular monthly union dues from the pay of each employee, provided that at the time of such deduction the County has in its possession a written authorization, executed by the employee. The Union shall notify the Payroll Administrator in writing of the appropriate Union dues and within thirty (30) days of any change in Union dues. Such notification must include a certification that an election of the membership was held and that 51% of said membership in attendance were in favor of the deduction proposal, or that the Union constitution and by-laws regarding increase in Union dues has been followed.

Section 2. Such written authorization may be canceled or revoked by the employee by written notification thereof to the County. Upon such notification, the County will promptly notify the Union of said cancellation.

Section 3. The effective date of written authorization or written cancellation or revocation shall be the first day of the check-off payroll period immediately following receipt by the County.

Section 4. The County shall, within ten (10) days from the pay date of such payroll deductions, remit to the Treasurer of the Union the amounts thereof showing the names of the employees.

Section 5. The Union agrees to indemnify and hold the County harmless against any and all claims, suits, orders or judgments brought or issued against the County as a result of any action taken or not taken by the County under the provisions of this Article.

Section 6. The County shall deduct certified monthly dues for the payroll period involved pursuant to the above. If the pay of the employee is insufficient to permit such deduction, such dues shall not be deducted from subsequent pay periods. In such event, it shall be the Union's responsibility to collect these dues from the employee. If the County deducts dues pursuant to the provisions of this Agreement and the employee has made a duplicate payment to the Union directly, it shall be the responsibility of the employee to collect such duplicate payment from the Union.

ARTICLE 6 - NO STRIKES AND LOCKOUTS

Section 1. It is understood that there will be no strike or any other concerted work stoppage during the life of this Agreement. Neither the Union, nor any of its officers, agents or County employees will instigate, promote, encourage, sponsor, engage in or condone any strike, picketing, slowdown, concerted work stoppage or any other intentional interruption of work during the term of this Agreement.

Section 2. In the event of an alleged unauthorized strike or concerted work stoppage, upon written notification to the Union of the existence of a strike or concerted work stoppage, the Union shall immediately make every effort to persuade employees to commence full performance of their duties and shall immediately inform employees that the strike or concerted work stoppage is unauthorized and in violation of this Contract. The Union shall also advise employees of the appropriate provisions of Nebraska Law pertaining to strikes and concerted work stoppages by public employees.

Section 3. Any or all of the employees who violated any of the provisions of this section may be discharged or disciplined by the Elected Official/Department Head or his/her designee, including loss of compensation, vacation benefits and holiday pay.

Section 4. The County agrees not to lockout any employees during the life of this Agreement.

ARTICLE 7 - SENIORITY

Section 1. "County Seniority" is herein defined as an employee's continuous service with the County, without a break or interruption in service, except as provided in Section 2.

Section 2. The following shall not constitute a break or interruption of service and seniority shall continue to accumulate during the period(s) of time covered.

1. Unpaid leaves of absence of thirty (30) calendar days or less.
2. County layoffs of eighteen (18) months or less.
3. Absence due to an unpaid disability leave of absence or injury or illness covered by the Nebraska Worker's Compensation Law not to exceed one (1) year.
4. Military leave in accordance with applicable Federal and State Law.
5. Leave pursuant to the Family Medical Leave Act (FMLA).

Section 3. Seniority lists shall be brought up to date annually and sent to the Business Manager in the first quarter of each year. If an employee notes an error in the seniority list, such error must be called to the attention of the Elected Official/Department Head or his/her designee. Nothing herein shall preclude the correction of clerical errors.

Section 4. Transfer is defined as movement of an employee from one work location to another work location, within the same office/department and the same job classification. In all cases of transfers within the bargaining unit, the Elected Official/Department Head will consider ability and qualifications to do the work. Where ability and qualifications to perform the work are equal in the judgment of the Elected Official/Department Head (subject to the grievance procedure), length of continued service in the bargaining unit shall be the determining factor.

ARTICLE 8 - LAYOFF AND RECALL

Section 1. Whenever there is a reduction in work force, layoffs shall be made by Classification (defined as the employee's job title), based on County seniority as defined in Section 1 of Article 7 (Seniority), when the abilities of employees affected thereby to perform the work are not significantly different; otherwise, the most able employee or employees shall be retained. Therefore, the employee within the affected classification who has the least amount of County seniority shall be the first employee subjected to layoff.

Section 2. Employees subject to layoff shall be given written notice by certified mail at least ten (10) working days prior to the effective date of same. Such notice shall be mailed to their last known address as shown on the employees' records; a copy of said notice shall be mailed to the Union. The date of layoff may be extended if the affected employee did not have reasonable opportunity to receive the written notice.

Section 3. Employees subject to layoff shall have the option within the time period provided in Section 2 to exercise their layoff rights provided in this Article or to accept layoff. Failure to respond within the time limit provided in Section 2 shall constitute acceptance of the layoff.

Section 4. No full-time employee shall be laid-off from his/her department while there are probationary, seasonal or temporary employees working in his/her classification, within his/her department.

Section 5. In the event a full-time employee is laid-off from his/her classification, by virtue of the provisions of Section 1, such employee shall take any open and vacant full-time position, within his/her office/department and within the same pay grade, provided that he/she is qualified to perform such duties.

If no such open and vacant full-time position exists, the employee may displace ("bump") the least senior full-time employee within the same bargaining unit and the same pay grade for any position for which the employee is qualified.

If the employee does not have the seniority or the qualifications to bump within his/her pay grade, such employee shall take any open and vacant full-time position in a lower pay grade in his/her department, provided that he/she is qualified to perform such duties.

If no such open and vacant position exists, such employee may displace ("bump") the least senior full-time employee within a lower pay grade in the same bargaining unit, if the employee is qualified to perform the duties of any such position.

Section 6. Whereby due to a reduction in work force, a full-time employee takes a position in a lower classification as provided in Section 5 of this Article, such employee shall be credited with County seniority earned prior to transfer.

Section 7. A laid-off employee shall retain, for a period of eighteen (18) months, all County seniority that was earned prior to layoff.

Section 8. The names of full-time employees who have been laid-off shall be placed on a layoff list maintained by the Personnel Department, and such employees shall be eligible for reemployment for a period of eighteen (18) months. The Elected Official/Department Head shall rehire in the reverse order of layoff, provided such employees are otherwise qualified to perform the duties of the position. A laid-off employee subject to recall who is employed elsewhere shall not be required by the Elected Official/Department Head to report to work until after two (2) weeks from the date of recall notice. If such employee is not employed elsewhere, he/she shall be required to report to work at such reasonable time as required by the Elected Official/Department Head or his/her designee giving consideration to all attendant circumstances. The Elected Official/Department Head or his/her designee shall provide employees subject to recall with written notice by certified mail to their last known address as shown on the County's records.

Section 9. No new bargaining unit employees shall be hired until all bargaining unit employees on layoff status who desire to return to work have been recalled.

Section 10. Employees who have accepted a position in a lower classification due to a layoff will be recalled pursuant to the rules stated in Section 8 above when an opening becomes available in their former classification.

ARTICLE 9 - VACATION LEAVE

Section 1. Vacation leave shall be earned each payroll period where the employee has worked or been on paid leave at a rate equivalent to the schedule shown below. On an employee's first and last payrolls while employed, it shall be necessary for the employee to work or be on paid leave 50% or more of the regularly scheduled hours of such period before the employee is entitled to earn vacation credits.

| YEARS OF CONTINUOUS SERVICE | VACATION LEAVE |
|-----------------------------|------------------|
| 1 through 4 years | 12 days per year |
| 5 through 9 years | 15 days per year |
| 10 through 14 years | 20 days per year |
| 15 or more years | 25 days per year |

Section 2. An employee who has completed 180 days of service with the County may use vacation leave. The Elected Official/Department Head or his/her designee may, however, grant vacation leave requests prior to completion of the six-month period.

Section 3. Vacation leave must be approved by the Elected Official/Department Head or his/her designee prior to time off. While the Elected Official/Department Head or his/her designee shall endeavor to schedule work production to allow employees to take vacation at the time requested, the needs of the Department shall take precedence in scheduling of vacations.

For vacation requests made outside of the normal bidding process stated in the Civil Service Rules, the Elected Official/Department Head, or his/her designee, shall notify the employee in writing within a reasonable period of time as to whether their vacation request has been approved or denied, but in no event later than ten calendar days after the request is made, however, with the exceptions stated below:

For covered employees within the Corrections Department, vacation requests made after the completion of the normal bidding process(es) by, an employee will be notified in writing as soon as is reasonable, in the discretion of the Director or his/her designee, as to whether the vacation request has been approved or denied, with consideration to the staffing requirements of a '24-7' facility/department.

For covered employees under the DCSO (Sheriff), vacation leave procedures will be followed as stated in the current DCSO Vacation Leave Procedures General Order. For vacation requests made

by DCSO employees after the completion of a normal bidding process(es), an employee will be notified in writing as soon as is reasonable as to whether the vacation request has been approved or denied, but no later than fifteen (15) calendar days after the request is submitted.

Section 4. The rate of vacation pay shall be the employee's normal rate of pay in effect on the employee's day of work immediately preceding the employee's vacation period.

Section 5. Employees who have completed their probationary period and are separated from the service of the County for any reason shall be entitled to payment for their accumulated but unused vacation leave at the time of their separation.

Section 6. Vacation leave in excess of thirty (30) days shall not be carried forward from one calendar year to the next calendar year.

Section 7. Where an employee's vacation leave is canceled by the Elected Official/Department Head or his/her designee, such employee shall be paid one and one-half (1 ½) times his/her regular rate of pay for the number of hours worked during the canceled vacation period and such time will not be charged against his/her accumulated vacation leave. The provisions of this section shall only apply to vacation that is scheduled pursuant to the normal bidding process and shall not apply where an employee cancels vacation, which is to be rescheduled at a later date.

ARTICLE 10 - DISCIPLINE

Section 1. Disciplinary actions or measures shall include the following: Written Reprimand, Demotion, Suspension and Discharge.

Section 2. The Elected Official/Department Head, or his/her designee, may counsel an employee on matters that the Elected Official/Department Head, or his/her designee believes do not warrant disciplinary action. Counseling shall not be considered to be discipline.

Section 3. Disciplinary action may be imposed on an employee only for just cause.

Section 4. If the Elected Official/Department Head or his/her designee has reason to reprimand an employee, it shall be done in a reasonable and professional manner and not before other employees or the public. Any such disciplinary action shall be in writing and must be initiated within thirty (30) calendar days from the time said incident becomes known to the employee's Elected Official/Department Head or chief deputy.

Section 5. Upon request of the Union, the County will supply a list of disciplinary actions within the bargaining unit, with names redacted.

Section 6. Employees may appeal disciplinary actions to the Civil Service Commission, pursuant to that Commission's rules. The employee may, subsequent to appealing a disciplinary action, but prior to the Commission's decision, meet with the elected official/department head to discuss the matter. The employee has the right to have a union representative attend that meeting.

ARTICLE 11 - GRIEVANCE PROCEDURE

Section 1. "Grievance" as defined in this Agreement is a claim of an employee arising during the term of this Agreement, which is limited to matters concerning the application, meaning or interpretation of this Agreement, excluding disciplinary actions. Any complaint relating to the County's retirement annuity plan, pension plan or group insurance plan, compulsory retirement of employees or other practices and policies of the County with respect to annuities or group insurance shall be determined by the County and shall not be

considered a grievance nor subject to the grievance procedure. Disciplinary actions cannot be grieved, but they can be appealed to the Civil Service Commission, in accordance with *Article 10, Section 6* of this contract.

Section 2. For the purpose of this Article, the written Civil Service Commission regulations shall be considered a part of the Agreement, except where in conflict with the terms thereof.

Section 3. Any grievance submitted under the provisions of this Article may be presented and processed individually by the employee, by the employee and the Union, or by a representative of employee's choice. Where an employee processes a grievance individually, or through a representative other than the Union, the County shall notify the Union of the grievance and the Union shall have the right to be present and/or intervene at any step of the grievance procedure.

Section 4. Any grievance must be in writing and shall designate the specific Article(s) and Section(s) of this Agreement or the written Civil Service Commission regulation(s) upon which the grievance is based together with the reason therefore.

Section 5. The term "working days" as used in this Article shall mean Monday through Friday, not including holidays.

Section 6. The following procedure shall be used in the submission of a grievance, as defined in Section 1.:

Step 1. The aggrieved employee shall present in writing his/her grievance to the Elected Official/Department Head or his/her designee within ten (10) working days from the date on which the employee became aware of such grievance. The Elected Official/Department Head or his/her designee shall respond in writing to the employee presenting the grievance within ten (10) working days. A copy of the response shall be provided to the Union Steward and Business Agent. If the response is sent to the employee by certified mail, the mailing date of the notice will be the effective date for purposes of this section.

Step 2. If satisfactory settlement is not reached in Step 1, the grievance may be appealed to the Civil Service Commission within fifteen (15) working days from the date of the response provided in Step 1. A public hearing will be held within ten (10) working days from receipt of said grievance, or as soon as a quorum can be convened. The Civil Service Commission shall issue their findings and decision.

Section 7. Any time limitation provided herein may be waived or extended in writing by mutual agreement of the parties involved. Any grievance not processed within the time limitations provided herein shall constitute a withdrawal of the same.

Section 8. Failure to respond to a grievance from a disciplinary action within ten (10) working days at Step 1 shall result in the disciplinary action being nullified and removed from the employee's personnel file, and the employee being made whole if necessary.

ARTICLE 12 - INSURANCE AND PENSION BENEFITS

Section 1. The County will publish a rate sheet to the employees that will show the premium equivalencies for medical and dental insurance costs. Such rate sheet shall also show the dollar contribution for each plan for the County and the employee according to the following:

For the duration of this Agreement, for its medical plan, Douglas County will pay 93% of the premium for employee-only coverage and 85% of the premiums for both the employee plus one dependant coverage and the employee plus two one or more dependants coverage.

For the duration of this Agreement, for its dental plan, Douglas County will pay 85% of the premium for employee only coverage and 80% of the premiums for both the employee plus one dependant coverage and the employee plus two or more dependants coverage.

The County reserves the right to select the method by which health insurance benefits are provided.

Section 2. Pension benefits are provided to employees of this bargaining unit pursuant to the current Douglas County Retirement Plan, with the following exceptions:

1. All County employees covered by this contract shall contribute 8.5% of their total compensation to the Douglas County Retirement Plan. Douglas County shall also contribute an amount equal to 8.5% of each employee's total compensation to the Douglas County Retirement Plan.
2. The following pension benefit changes shall apply to bargaining unit employees hired after July 1, 2011:
 - Annual Benefit Factor – 1.5% for each year of service, to a maximum of 45% of final average pay.
 - Eligibility for Unreduced Retirement Benefit – Age 65.
 - Eligibility for Early Retirement Benefits – Age 50 and 10 years of service or age 60 and 5 years of service.
 - Early Retirement Penalty - 5% for each year prior to age 65.

Section 3. Douglas County will furnish at no charge to the employee a \$15,000 life insurance policy. The employee at his or her option may purchase at their own cost a maximum of \$300,000 of optional life insurance in \$10,000 increments and the benefits provided thereby shall be in accordance with the terms and conditions of the current contract of life insurance.

ARTICLE 13 - SICK LEAVE

Section 1. Sick leave shall be earned each month by full-time employees at the rate of fourteen (14) days per year pro rated over twenty-six (26) pay periods at 4.308 hour per pay period, where an employee has been working or on paid leave. On an employee's first and last payrolls while employed, it shall be necessary for the employee to work or be on paid leave 50% or more of the regularly scheduled hours of such period before the employee is entitled to earn sick leave.

Section 2. If an employee has been absent for a period of ten (10) working days or longer, it will be necessary for such employee to be examined by the County's doctor if requested by the Elected Official/Department Head or his/her designee. The purpose of such exam is to determine whether or not the employee is capable of returning to work. Failure to observe this regulation will exempt an employee from the active payroll until the examination is taken. The above requirement is in addition to the requirements of Section 4 of this Article.

Section 3. Except as provided in workers' compensation (Section 5) or when an employee has been exposed to contagious disease (Section 3), employees shall not be entitled to utilize earned sick leave until they have completed their probationary period, unless the sick leave request is approved by the Elected Official/Department Head or his/her designated representative.

Section 4. Employees shall be entitled to utilize earned sick leave for injury, pregnancy or sickness which renders an employee incapable of performing his/her required job duties, for medical and dental care, or for

exposure to contagious disease under circumstances in which the health of other employees or the public would be endangered by the employee's attendance on duty. Employees may use up to six (6) days of their earned sick leave per year to care for an immediate family member (parent, spouse, child), for a non-FMLA qualifying event. Those days shall count against the 80 hours allotted by the Civil Services rules for FMLA qualifying events.

Section 5. An employee using sick leave may be asked to provide medical certification if there is an indication of sick leave abuse, however, for sick leave of three (3) or more consecutive working days, the Elected Official/Department Head or his/her designee may request the employee to provide a note from his/her medical physician stating the reasons why the employee was absent.

Section 6. Where an employee is absent because of injury or sickness covered by the Nebraska Worker's Compensation Act, such employee may utilize earned sick leave to the extent that when added to the compensation payable under Worker's Compensation, it would equal the employee's regular rate of pay.

Section 7. The employee will be entitled to unlimited accrual of earned unused sick leave, however, one hundred and eighty (180) days of sick leave only will be compensable at the rate of regular pay, payable at times of illness or injury where the employee is unable to work according to terms set forth elsewhere in this Contract, defining sickness or injury.

Section 8. Accumulated unused sick leave will be applied to pension benefits at the time of retirement on a one (1) for one (1) basis. Sick leave earned after accumulation of one hundred and eighty (180) days shall be applied to the employee's pension as per the Retirement Policy.

Section 9. If an employee is on workers' compensation leave from the County, and is working a second job, the employee shall provide to the County a copy of his/her duties for that job. If the employee is performing duties at the second job that are prohibited by his/her medical restrictions, then the County reserves the right to terminate that employee's workers' compensation benefits.

ARTICLE 14 - FUNERAL LEAVE

Section 1. Where there is a death of an employee's spouse, employee's children/stepchildren, mother/stepmother, father/stepfather, or a minor individual for whom the employee has assumed the legal rights, duties and responsibilities of a parent, the employee may utilize funeral leave not to exceed five (5) working days. Where there is a death of an employee's grandparent, grandchild, brother, sister, stepbrother, stepsister, half brother, half sister, current mother-in-law, current father-in-law, current daughter-in-law or a current son-in-law, an employee may utilize funeral leave not to exceed three (3) working days. Where there is a death of a current brother-in-law, current sister-in-law, aunt, uncle or any person related by blood or marriage and who is not more distant than a 2nd cousin, great aunt, great uncle or any person who at the time of death was a resident of the household of the employee, the employee may utilize up to one (1) working day of funeral leave.

Section 2. Any funeral leave must be approved by the employee's supervisor prior to it being taken. However, it is agreed that there are times when it is not possible for the employee to obtain prior approval. In those instances, the employee shall notify his/her supervisor of the need to take funeral leave, and the number of days the employee needs to be absent from work. The funeral leave must contain the day of the funeral or memorial service that is held for the deceased.

ARTICLE 15 - MANAGEMENT RIGHTS

Section 1. Except where limited by express provisions of this Agreement, nothing herein shall be construed or interpreted to restrict, limit or impair the rights, powers and authority of the County and the Elected

Official/Department Head or his/her designee heretofore possessed and hereinafter granted by virtue of law, regulations or resolution. These rights, powers and authority include but are not limited to, the right to manage and supervise all of its operations and establish work rules, regulations, and other terms and conditions of employment not inconsistent with the specific terms of this Agreement.

ARTICLE 16 - MANAGEMENT RIGHT OF CONTRACTING AND SUB-CONTRACTING

Section 1. The Union recognizes that the right of contracting and sub-contracting is vested in the County. The right to contract or subcontract shall not be used for the purpose or intention of undermining the Union, nor to discriminate against any employees.

Section 2. If the contracting out or subcontracting of bargaining unit work has the effect of eliminating bargaining unit jobs, the County agrees to notify the Union as early as possible in advance of the same in order to provide the Union with an opportunity to discuss with the County its necessity and effect on bargaining unit employees.

ARTICLE 17 – HOURS OF WORK AND OVERTIME

Section 1. Hours of work shall be defined as actual hours worked. For all bargaining unit members, except those within the Corrections Department, the following will be constituted as hours worked for purposes of computing overtime: Holidays (when the holiday is celebrated within the employee's regularly scheduled workweek). For only bargaining unit members within the Corrections Department, Vacations, Holidays (when the holiday is celebrated within the employee's regularly scheduled workweek) and Jury Duty, will be counted as hours worked for the purposes of computing overtime.

Each Elected Official/Department Head shall have the responsibility to set their department hours of work, including shift starting and ending times, and meal and rest breaks.

Section 2. Overtime shall be applicable and payable only to employees of this bargaining unit who are in a "non-exempt" status. No overtime, or accrual thereof, shall be payable to exempt employees. Full-time employees shall be paid one and one-half (1½) times their regular rate of pay for all hours worked in excess of forty (40) compensated hours in any week. No employee shall work overtime unless the overtime is first approved by the Elected Official/Department Head or his/her designee. If the employee works overtime without such prior approval, he/she may be subjected to disciplinary action.

Any Civilian Building Security Officer Supervisor who is assigned to work 12 hour shifts during a particular fourteen (14) day work period shall be paid overtime at the rate of one and one-half (1½) times their normal rate of pay for all hours worked in excess of the twelve (12) hour shift or in excess of eighty (80) hours in that work cycle.

Section 3. The Elected Official/Department Head or his/her designee shall distribute overtime on a fair and equitable basis among bargaining unit employees who are qualified to perform the required overtime work.

Section 4. An employee who has worked four (4) or more hours beyond his/her regular scheduled shift shall receive a one-half (½) hour paid lunch period.

Section 5. Employees who are classified as non-exempt (employees who earn overtime) shall have the option of accruing compensatory leave at the rate of one and one-half (1½) times the actual number of hours worked in lieu of the payment of overtime. Such non-exempt employees may accrue a maximum of 240 hours of compensatory time. The compensatory time off shall be taken at a time mutually agreed upon by the employee and his/her supervisor. Any compensatory time may be paid to the employee in cash at any time, however, once the employee has elected to be paid for this additional hours worked by compensatory time, he/she may not elect to change their option and be paid cash. It is understood that the usage of compensatory

time is to be requested in the same manner and fashion as vacation leave, and may be denied as any other vacation leave. Any such denial of compensatory time shall be made on business reasons and the County and/or supervisor shall not unreasonably deny the employee's request to use compensatory time.

ARTICLE 18 - MINIMUM TIME PAY ALLOWANCES AND SHIFT DIFFERENTIAL

Section 1. Where a full-time employee reports for scheduled work and there is no work available, he/she shall be compensated for two (2) hours of work or the actual number of hours worked, whichever is greater.

Section 2. Where an employee is called to duty during his/her off-duty time, such employee shall be paid for a minimum of two (2) hours at the rate of one and one-half (1 ½) times or the actual number of hours worked up to the beginning of his/her regularly scheduled duty shift at the rate of one and one-half (1 ½) times, whichever is greater. This provision is applicable only to non-exempt (overtime) employees.

Section 3. Employees' regularly scheduled shift shall begin between the hours of 7:00 a.m. and 9:00 a.m. and ends between the hours of 3:30 p.m. and 5:30 p.m. Employees shall work eight and one-half (8 ½) consecutive hours per day with one (1) paid fifteen minute break during the first four (4) hours of their shift and one (1) paid fifteen minute break during the last four (4) hours of their shift and one unpaid thirty (30) minute lunch period. Breaks may be used to extend the lunch period with the approval of the Elected Official/Department Head or his/her designee.

Section 4. Communications Department employees assigned to shifts will be given a paid one-half (1/2) hour meal break for their scheduled eight (8) hours of work. In the event that staffing levels or public safety call load effect their opportunity to take a meal, then the missed one-half (1/2) hour lunch period will be paid as overtime. Employees will be allowed to take limited breaks during the shift.

Section 5. Employees who work a full shift that begins during the premium pay period of 3:00 P.M. to 11:00 P.M. shall receive a shift differential of fifty cents (\$.50). Those who work a full shift that begins during the premium pay period of 11:00 P.M. to 7:00 A.M. shall receive a shift differential of sixty cents (\$.60). However, if an employee who is assigned to work either of the above referenced shifts works only part of the premium pay period, that employee shall receive the shift differential only for those hours worked during the premium pay period.

For Civilian BSO Supervisors assigned to a 12 hour work schedule (as described in Section 5 below) supervisors working the first shift (6 a.m. until 6 p.m.) receive .50/hour for one hour per day (6 am. until 7 a.m.) Those assigned to the night shift (6 p.m. until 6 a.m.) receive .60 per hour for each of the 12 hours of the shift.

Section 6. Through mutual agreement between the Douglas County Sheriff and the Union, the Sheriff may initiate optional hours of work for Civilian Building Security Officer (BSO) Supervisors. The optional hours of work would consist of a twelve (12) hour work day and seven (7) work days in a fourteen (14) day cycle. Any BSO supervisor assigned to work a 12 hour work day schedule shall be given a paid forty-five (45) minute lunch period during their scheduled 12 hours of work.

Each Civilian Building Security Officer Supervisor working the twelve (12) hour shift schedule shall be scheduled to take four (4) hours off on one (1) of his/her scheduled work days in each work cycle so that the scheduled number of hours in each cycle equals eighty (80) hours. These four (4) hours off can be taken at the beginning or the end of the twelve (12) hour work day. These four (4) hours must be approved by the Division Sergeant or Lieutenant.

ARTICLE 19 - WORK ASSIGNMENTS AND JOB DESCRIPTIONS

Section 1. Work assignments shall be determined by current job descriptions on file as of the date that this contract is executed, or as may be amended by the Civil Service Commission during the term of this contract. The Elected Official/Department Head, or his/her designee, shall notify the union of any potential changes to job descriptions and shall discuss, but shall not be required to negotiate, those potential changes with the union prior to implementing them.

Section 2. The Civil Service Department maintains job descriptions. At the employee's annual performance review, the Elected Official/Department Head or his/her designee shall review with the employee his/her job description.

Section 3. If a new job classification is created, the Elected Official/Department Head or his/her designee will notify the Union.

Section 4. An employee within the County Treasurer's Office, may be temporarily detailed, in writing, to an Assistant Manager or a Manager's position. When the employee is required to be temporarily detailed for five or more consecutive full working days, the employee shall receive detail pay not less than the minimum salary grade of the detail assignment or his/her regular salary immediately prior to such assignment, whichever is greater. Pay shall be retroactively given dated to the first day of assignment. Weekend days shall not serve as an interruption in the consecutive order of workdays for this section's purposes.

During the first 5 days of a detail assignment, employees may lose detail pay status if the employee utilizes any type of leave before the completion of 40 detailed hours (this constitutes a 'break' in the detail assignment).

Employees detailed for a 10 working day period ('Short-term Detail') may utilize up to 2 hours of leave, if necessary, on/between 'Day 6' and 'Day 10', without creating a 'break' in consecutive detail pay. Employees detailed for an 11 day or more working detail period ('Long-term Detail') may utilize any amount of leave, if necessary, beginning on 'Day 11' of the detail pay assignment, without creating a 'break' in the consecutive detail pay assignment.

Any leave taken by an employee during a detail assignment will always be paid at the employee's regular classification's rate of pay and not at the detailed classification's rate of pay. Holidays, where department offices are closed (Monday-Friday), will not constitute a break in the detail assignment and will be paid at the detailed classification's rate of pay.

Section 5. All Elected Officials/Department Directors or his/her designee(s) have the discretion to end or modify detail assignments.

ARTICLE 20 - MISCELLANEOUS PROVISIONS

Section 1. All Douglas County Supervisory/Management employees are responsible to their Elected Official/Department Head or his/her designee in the first instance. In their absence, the normal supervisory chain of command will prevail. Employees are not required to take work directives from anyone other than the above, except in emergency situations.

Section 2. The Elected Official/Department Head or his/her designee will provide a bulletin board(s) in the appropriate offices sufficient to post non-controversial notices of union meetings, elections, social and recreational affairs, and notices of other union activities. Any material posted on the bulletin boards shall be identified by authentication and authorized by an officer of the Union.

Section 3. With the exception of processing grievance matters and negotiating contracts, the Union will not be allowed to transact any business on County time. Stewards must ask their supervisor for permission to leave

their jobs to investigate and adjust grievances and to negotiate contracts and such permission shall be granted without unreasonable delay. The employee must provide his/her supervisor with reasonable advanced notice of the need to leave his/her job for these purposes.

It is further agreed that this provision shall be limited to periods of regular pay. The County is under no obligation to pay stewards for time spent in grievance meetings when they are not scheduled to work. The County will allow Union representatives to enter County property to conduct Union business. However, the County reserves the right to exclude such meetings from any and all work areas of County property. Such meetings shall not interfere with the orderly and efficient operation of County business.

Section 4. The Union agrees to provide written notification to the County and the Elected Official/Department Head within seven (7) working days following election or selection of union representatives, stewards and other union officials to enforce the contract.

Section 5. Any employee who is required to work on his/her scheduled day off will not be required to take another day off in lieu thereof.

Section 6. Any provisions of this Agreement which cannot be put into effect due to legislation, Executive Order, or other regulations dealing with wage and price stabilization shall become effective at such time, at such amount and for such period as will be permitted by law during the life of this Agreement.

Section 7. If an employee does not report for work because of inclement weather and the employee's department is open for County business, the employee will be docked for all hours not worked. However, if an employee has accumulated vacation leave, he/she may exercise the use of vacation time for hours not worked. The Elected Official/Department Head or his/her designee can designate those personnel who are essential to minimum operations and require those personnel to report for duty even during inclement weather. The Union maintains the right to challenge such designations.

ARTICLE 21 - CONSTRUCTION OF AGREEMENT AND SAVINGS CLAUSE

Section 1. It is agreed by the parties hereto that unless there are specific provisions to the contrary this Agreement is intended to be consistent with rules and regulations promulgated by the Civil Service Commission and that all ambiguities and questions of construction shall be resolved so as to be in harmony with such rules and regulations. Furthermore, all conditions of employment which are not specified herein shall be in accord with Civil Service Commission rules and regulations as if the same had been reprinted in full and made a part of this Agreement.

Section 2. Douglas County Civil Service Commission rules and regulations as used herein shall mean those rules and regulations the Civil Service Commission had the authority to promulgate and enforce.

Section 3. Should any Article, section or portion thereof, of this Agreement be held unlawful and unenforceable by any Court of competent jurisdiction, such decision of the Court shall apply only to that specific Article, section or portion thereof directly specified in the decision. Upon the issuance of such a decision, the parties agree to immediately attempt negotiation of a substitute for the invalidated Article, section or portion thereof.

Section 4. Any change in Civil Service regulations that purports to adversely affect this Union shall not in any manner alter, amend or change the terms of this Agreement. Upon termination of this Agreement, any such change would be the subject of negotiation with the Union.

ARTICLE 22 - WAGES AND LONGEVITY PAY

Section 1. Wages. The Step and Range pay scales for bargaining unit positions covered by this contract will be increased as follows (as shown on *Appendix A* attached hereto):

- All members, excluding Corrections Employees: January 1, 2017 – December 31, 2017 – 3% wage increase retroactive to January 1, 2017.
- All members: January 1, 2018 – December 31, 2018 – 3% wage increase.
- All members: January 1, 2019 – December 31, 2019 – 3% wage increase.
- All members: January 1, 2020 – December 31, 2020 – 3% wage increase.

Section 2. Longevity Pay. The following Longevity Scale is effective during the entire term of this contract. Bargaining unit employees hired after December 17, 2013, shall not earn longevity pay.

| Years of Service | Longevity Pay |
|-------------------|------------------|
| 6 to 9 Years | \$371 per year |
| 10 to 12 Years | \$618 per year |
| 13 to 14 Years | \$685 per year |
| 15 to 19 Years | \$943 per year |
| 20 and more Years | \$1,292 per year |

ARTICLE 23 - UNIFORM ALLOWANCE AND BILINGUAL PAY

Section 1. The County, by and through its Department Heads and/or Elected Officials, will provide to the employees a list of authorized vendors, from which employees may purchase uniform and equipment items required by such Department Heads and/or Elected Officials. Any employee who is required to wear a uniform, per this Article, and who damages any item of such uniform during the course of his/her official duties shall have such item replaced by the Department Head and/or Elected Official at no cost to the employee upon surrendering such damaged item to the Department Head and/or Elected Official or his/her designee. The County will pay for the purchase of these items as follows:

A. CSI Field Supervisor

1. Upon initial hire, the Department Head and/or Elected Official shall provide to the employee a Gerber tool, rain gear, reflective vests, and flashlights and shall replace these items as needed if the item is not damaged or lost through the negligence of the employee, in which case the employee will be responsible for such replacement.
2. Also upon initial hire, an employee will be given a credit of \$400 to purchase his/her required uniform with a vendor approved by the Department Head and/or Elected Official.
3. For each year thereafter, an employee will be given a credit of \$200 to purchase replacement uniforms with a vendor approved by the Department Head and/or Elected Official.

B. Property and Evidence Manager

1. Upon initial hire, an employee will be given a credit of \$250 to purchase his/her required uniform with a vendor approved by the Department Head and/or Elected Official.
2. For each year thereafter, an employee will be given a credit of \$120 to purchase replacement uniforms with a vendor approved by the Department Head and/or Elected Official.

C. Communications Department

1. Upon initial hire, an employee will be given a credit of one hundred and seventy-five dollars (\$175.00) to purchase his/her required uniform with a vendor approved by the Department Head and/or Elected Official.
2. For each year thereafter, an employee will be given a credit of (\$175.00) to purchase replacement uniforms with a vendor approved by the Department Head and/or Elected Official.

D. Building Security Officer Supervisors and Entrance Security Officer Supervisors

1. Upon initial hire, an employee will be given a credit of \$500 to purchase his/her required uniform with a vendor approved by the Department Head and/or Elected Official.
2. For each year thereafter, an employee will be given a credit of \$300 to purchase replacement uniforms with a vendor approved by the Department Head and/or Elected Official.

E. Motor Vehicle Inspection Supervisor

1. Upon initial hire, an employee will be given a credit of \$250 to purchase his/her required uniform with a vendor approved by the Department Head and/or Elected Official.
2. For each year thereafter, an employee will be given a credit of \$120 to purchase replacement uniforms with a vendor approved by the Department Head and/or Elected Official.

Section 2. All Union employees who are required by their Department Head or Elected Official to wear a uniform in the course of their official duties are required to maintain such uniforms in good, working condition.

Section 3. This bilingual pay provision shall only apply to those covered employees who do not have a bilingual requirement in their position description, however are authorized to use their bilingual skills for the betterment of a specific County Department/Elected Office. Directors/Elected Officials shall determine which languages qualify for bilingual pay, if any. The Director/Elected Official will also determine how many qualified bilingual employees will be needed (if any) at any given time and will create an official list of those employees who qualify for the bilingual pay. The Director/Elected Official shall have the discretion to determine how many employees will be on that list.

Section 4. A bilingual proficiency examination may be developed (or obtained) and administered by the Douglas County Human Resources Department or by a contracted external testing entity. Employees on the approved list may be required to demonstrate their continued bilingual proficiency on an annual basis, by

taking an annual examination developed (or obtained) and administered by the Human Resources Department. If administered, the employees must pass this examination to remain on the approved list. If an employee fails to pass the annual follow-up examination, they will immediately be removed from the list and bilingual compensation terminated. If the employee decides to remove him or herself from the approved list, they shall provide at least thirty (30) days advance written notice to the Director/Elected Official or his/her designee prior to such removal.

Section 5. Full-time employees on the approved list will receive bilingual pay of \$75.00 per month and part-time employees will receive bilingual pay of \$37.50 per month for as long as they are actually required by the to use their bilingual skills. Those on the approved list will receive the bilingual pay regardless of whether they actually use their bilingual skills, and regardless of how many times they use their bilingual skills. Bilingual pay will be effective upon implementation of the approved list, and will not be retroactive to the effective date of this contract. Employees on the approved list shall receive only the \$75.00 or \$37.50 per month regardless of whether they speak multiple languages.

Section 6. Employees wishing to become proficient in any of the languages that qualify for bilingual pay must do so on their own time and at their own expense. For employees wishing to take the exam, the County will schedule the date and time for the examination. If the exam is scheduled during the employee's work time, the employee will be paid for that time.

ARTICLE 24 - EDUCATION REIMBURSEMENT

Section 1. Effective upon ratification of the Agreement all full-time, non-probationary employees shall be eligible for education reimbursement for cost of tuition, books and fees up to a maximum of one-thousand dollars (\$1000.00) per year. Employees must successfully complete the course with a grade of "C" or higher from an accredited college, university, community college or trade school. The course must be directly related to their job or to other jobs in their office/department.

Section 2. The employee must provide the Elected Official/Department Head with proof that they have successfully completed the course before reimbursement is paid. The employee must provide receipts, class schedule and student grade report in order to receive reimbursement.

Section 3. An employee who resigns or is otherwise not employed by Douglas County prior to the completion of an approved course shall forfeit eligibility for educational reimbursement.

ARTICLE 25 - DURATION OF AGREEMENT

Section 1. This Agreement between Local 1483 of the International Brotherhood Of Electrical Workers, Douglas County, Nebraska, the Douglas County Treasurer's Office, the Douglas County Sheriff, the Douglas County Clerk of the District Court and the Douglas County Assessor-Register of Deeds shall be in effect for a four (4) year period, commencing on January 1, 2017 and terminating on December 31, 2020. The terms and conditions of this Agreement shall remain in full force and effect until such time as the next Agreement is approved and executed by both parties.

Section 2. Unless specifically stated in this Agreement, all provisions of this Agreement shall be effective upon the date this Agreement is signed by the parties. The provisions contained in this Agreement constitute the entire Agreement between the parties and no verbal statements shall supersede any of those provisions. No reopeners are permitted unless it is agreed to in writing by all parties to this Agreement. Any amendment supplemental hereto shall not be binding upon any party unless executed in writing by the parties hereto.

Section 3. It is further understood and agreed to that Local 1483 International Brotherhood Of Electrical Workers will have their proposals for the contract period beginning January 1, 2021, presented to the Douglas County Board of Commissioners by October 1, 2020. The County shall also present their proposals by October 1, 2020. Either party shall have the right to introduce additional proposals at any time during

negotiations. Negotiations for the contract period beginning January 1, 2021, will begin no later than November 1, 2020.

**International Brotherhood Of
Electrical Workers, Local 1483**

Douglas County, Nebraska

Douglas County Treasurer's Office

By: 

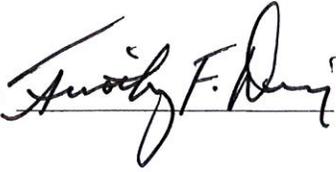
By: 
County Board Chair

By: 

Douglas County Sheriff

**Douglas County
Assessor-Register of Deeds**

**Douglas County Clerk of the
District Court**

By: 

By: 

By: 

APPROVED AS TO FORM:

By: 
Deputy County Attorney

APPENDIX A - WAGES

The wages for the contract term January 1, 2017- December 31, 2020 shall be as follows (represents a 3% increase per year from the previous pay scale)

| Year | OCC | Title | Grade | Department | Minimum | Midpoint | Maximum |
|------|------|-----------------------------|-------|------------|---------|----------|---------|
| 2017 | 0003 | Mgr GIS | S2 | Assessor | 32.72 | 40.89 | 49.05 |
| 2018 | 0003 | Mgr GIS | S2 | Assessor | 33.70 | 42.11 | 50.52 |
| 2019 | 0003 | Mgr GIS | S2 | Assessor | 34.71 | 43.38 | 52.04 |
| 2020 | 0003 | Mgr GIS | S2 | Assessor | 35.75 | 44.68 | 53.60 |
| 2017 | 0004 | Supv R E Records | S4 | Assessor | 26.81 | 33.51 | 40.21 |
| 2018 | 0004 | Supv R E Records | S4 | Assessor | 27.61 | 34.52 | 41.42 |
| 2019 | 0004 | Supv R E Records | S4 | Assessor | 28.44 | 35.55 | 42.66 |
| 2020 | 0004 | Supv R E Records | S4 | Assessor | 29.29 | 36.62 | 43.94 |
| 2017 | 0006 | Supvr-Pers Property | S4 | Assessor | 26.81 | 33.51 | 40.21 |
| 2018 | 0006 | Supvr-Pers Property | S4 | Assessor | 27.61 | 34.52 | 41.42 |
| 2019 | 0006 | Supvr-Pers Property | S4 | Assessor | 28.44 | 35.55 | 42.66 |
| 2020 | 0006 | Supvr-Pers Property | S4 | Assessor | 29.29 | 36.62 | 43.94 |
| 2017 | 0010 | Sr Appraiser Residen | S2 | Assessor | 32.72 | 40.89 | 49.05 |
| 2018 | 0010 | Sr Appraiser Residen | S2 | Assessor | 33.70 | 42.11 | 50.52 |
| 2019 | 0010 | Sr Appraiser Residen | S2 | Assessor | 34.71 | 43.38 | 52.04 |
| 2020 | 0010 | Sr Appraiser Residen | S2 | Assessor | 35.75 | 44.68 | 53.60 |
| 2017 | 0013 | Sr Appraiser Comm | S2 | Assessor | 32.72 | 40.89 | 49.05 |
| 2018 | 0013 | Sr Appraiser Comm | S2 | Assessor | 33.70 | 42.11 | 50.52 |
| 2019 | 0013 | Sr Appraiser Comm | S2 | Assessor | 34.71 | 43.38 | 52.04 |
| 2020 | 0013 | Sr Appraiser Comm | S2 | Assessor | 35.75 | 44.68 | 53.60 |
| 2017 | 0087 | Asst Deputy-Ops/Off Records | S2 | Assessor | 32.72 | 40.89 | 49.05 |
| 2018 | 0087 | Asst Deputy-Ops/Off Records | S2 | Assessor | 33.70 | 42.11 | 50.52 |
| 2019 | 0087 | Asst Deputy-Ops/Off Records | S2 | Assessor | 34.71 | 43.38 | 52.04 |
| 2020 | 0087 | Asst Deputy-Ops/Off Records | S2 | Assessor | 35.75 | 44.68 | 53.60 |
| 2017 | 0109 | Asst Deputy-Administration | S2 | Assessor | 32.72 | 40.89 | 49.05 |
| 2018 | 0109 | Asst Deputy-Administration | S2 | Assessor | 33.70 | 42.11 | 50.52 |
| 2019 | 0109 | Asst Deputy-Administration | S2 | Assessor | 34.71 | 43.38 | 52.04 |
| 2020 | 0109 | Asst Deputy-Administration | S2 | Assessor | 35.75 | 44.68 | 53.60 |

| Year | OCC | Title | Grade | Department | Step 1 Start | Step 2 6 Mos. | Step 3 1 Yrs. | Step 4 2 Yrs. | Step 5 3 Yrs. | Step 6 4 Yrs. | Step 7 5 Yrs. | Step 8 6 Yrs. | Step 9 7 Yrs. |
|------|------|------------------------|-------|-------------------------|-----------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| 2017 | 0005 | Asst Supvr Re Rcds | S6 | Assessor | 20.78 | 21.54 | 22.26 | 23.74 | 25.24 | 26.72 | 28.20 | 29.69 | 31.17 |
| 2018 | 0005 | Asst Supvr Re Rcds | S6 | Assessor | 22.19 | 22.93 | 24.45 | 26.00 | 27.52 | 29.05 | 30.58 | 32.11 | 33.07 |
| 2019 | 0005 | Asst Supvr Re Rcds | S6 | Assessor | 22.86 | 23.62 | 25.18 | 26.78 | 28.35 | 29.92 | 31.50 | 33.07 | 34.06 |
| 2020 | 0005 | Asst Supvr Re Rcds | S6 | Assessor | 23.55 | 24.33 | 25.94 | 27.58 | 29.20 | 30.82 | 32.45 | 34.06 | 35.08 |
| 2017 | 0444 | Office Manager | S6 | Assessor | 20.78 | 21.54 | 22.26 | 23.74 | 25.24 | 26.72 | 28.20 | 29.69 | 31.17 |
| 2018 | 0444 | Office Manager | S6 | Assessor | 22.19 | 22.93 | 24.45 | 26.00 | 27.52 | 29.05 | 30.58 | 32.11 | 33.07 |
| 2019 | 0444 | Office Manager | S6 | Assessor | 22.86 | 23.62 | 25.18 | 26.78 | 28.35 | 29.92 | 31.50 | 33.07 | 34.06 |
| 2020 | 0444 | Office Manager | S6 | Assessor | 23.55 | 24.33 | 25.94 | 27.58 | 29.20 | 30.82 | 32.45 | 34.06 | 35.08 |
| Year | OCC | Title | Grade | Department | Step 1 Start | Step 2 6 Mos. | Step 3 1 Yrs. | Step 4 2 Yrs. | Step 5 3 Yrs. | Step 6 4 Yrs. | Step 7 5 Yrs. | Step 8 6 Yrs. | Step 9 7 Yrs. |
| 2017 | 0027 | Department Supvr | S6 | Clerk of the Dist Court | 20.78 | 21.54 | 22.26 | 23.74 | 25.24 | 26.72 | 28.20 | 29.69 | 31.17 |
| 2018 | 0027 | Department Supvr | S6 | Clerk of the Dist Court | 22.19 | 22.93 | 24.45 | 26.00 | 27.52 | 29.05 | 30.58 | 32.11 | 33.07 |
| 2019 | 0027 | Department Supvr | S6 | Clerk of the Dist Court | 22.86 | 23.62 | 25.18 | 26.78 | 28.35 | 29.92 | 31.50 | 33.07 | 34.06 |
| 2020 | 0027 | Department Supvr | S6 | Clerk of the Dist Court | 23.55 | 24.33 | 25.94 | 27.58 | 29.20 | 30.82 | 32.45 | 34.06 | 35.08 |
| 2017 | 0542 | File Dept Supervisor | S6 | Clerk of the Dist Court | 20.78 | 21.54 | 22.26 | 23.74 | 25.24 | 26.72 | 28.20 | 29.69 | 31.17 |
| 2018 | 0542 | File Dept Supervisor | S6 | Clerk of the Dist Court | 22.19 | 22.93 | 24.45 | 26.00 | 27.52 | 29.05 | 30.58 | 32.11 | 33.07 |
| 2019 | 0542 | File Dept Supervisor | S6 | Clerk of the Dist Court | 22.86 | 23.62 | 25.18 | 26.78 | 28.35 | 29.92 | 31.50 | 33.07 | 34.06 |
| 2020 | 0542 | File Dept Supervisor | S6 | Clerk of the Dist Court | 23.55 | 24.33 | 25.94 | 27.58 | 29.20 | 30.82 | 32.45 | 34.06 | 35.08 |
| 2017 | 0480 | Shift Super Comm | S4 | Communications | 25.33 | 26.19 | 27.12 | 28.92 | 30.72 | 32.55 | 34.36 | 36.17 | 37.96 |
| 2018 | 0480 | Shift Super Comm | S4 | Communications | 26.98 | 27.93 | 29.79 | 31.64 | 33.53 | 35.39 | 37.26 | 39.10 | 40.27 |
| 2019 | 0480 | Shift Super Comm | S4 | Communications | 27.79 | 28.77 | 30.68 | 32.59 | 34.54 | 36.45 | 38.38 | 40.27 | 41.48 |
| 2020 | 0480 | Shift Super Comm | S4 | Communications | 28.62 | 29.63 | 31.60 | 33.57 | 35.58 | 37.54 | 39.53 | 41.48 | 42.72 |
| Year | OCC | Title | Grade | Department | Minimum | Midpoint | Maximum | | | | | | |
| 2017 | 0481 | Technical Manager | TMC | Communications | 104,009.40 | 130,011.78 | 156,014.16 | | | | | | |
| 2018 | 0481 | Technical Manager | TMC | Communications | 107,129.64 | 133,912.14 | 160,694.64 | | | | | | |
| 2019 | 0481 | Technical Manager | TMC | Communications | 110,343.48 | 137,929.50 | 165,515.52 | | | | | | |
| 2020 | 0481 | Technical Manager | TMC | Communications | 113,653.80 | 142,067.40 | 170,481.00 | | | | | | |
| Year | OCC | Title | Grade | Department | Minimum | Midpoint | Maximum | | | | | | |
| 2017 | 0717 | Records Technician III | S5 | Corrections | 22.87 | 27.48 | 32.08 | | | | | | |
| Year | OCC | Title | Grade | Department | Step 1 Start | Step 2 6 Mos. | Step 3 1 Yrs. | Step 4 2 Yrs. | Step 5 3 Yrs. | Step 6 4 Yrs. | Step 7 5 Yrs. | Step 8 6 Yrs. | Step 9 7 Yrs. |
| 2018 | 0717 | Records Technician III | S5 | Corrections | 24.45 | 25.27 | 26.96 | 28.66 | 30.39 | 32.06 | 33.74 | 35.41 | 36.47 |
| 2019 | 0717 | Records Technician III | S5 | Corrections | 25.18 | 26.03 | 27.77 | 29.52 | 31.30 | 33.02 | 34.75 | 36.47 | 37.56 |
| 2020 | 0717 | Records Technician III | S5 | Corrections | 25.94 | 26.81 | 28.60 | 30.41 | 32.24 | 34.01 | 35.79 | 37.56 | 38.69 |

| Year | OCC | Title | Grade | Department | Step 1 Start | Step 2 6 Mos. | Step 3 1 Yrs. | Step 4 2 Yrs. | Step 5 3 Yrs. | Step 6 4 Yrs. | Step 7 5 Yrs. | Step 8 6 Yrs. | Step 9 7 Yrs. |
|------|------|---------------------------------|-------|---------------------|-----------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| 2017 | 0197 | Voter Registration Super | S4 | Election Commission | 25.33 | 26.19 | 27.12 | 28.92 | 30.72 | 32.55 | 34.36 | 36.17 | 37.96 |
| 2018 | 0197 | Voter Registration Super | S4 | Election Commission | 26.98 | 27.93 | 29.79 | 31.64 | 33.53 | 35.39 | 37.26 | 39.10 | 40.27 |
| 2019 | 0197 | Voter Registration Super | S4 | Election Commission | 27.79 | 28.77 | 30.68 | 32.59 | 34.54 | 36.45 | 38.38 | 40.27 | 41.48 |
| 2020 | 0197 | Voter Registration Super | S4 | Election Commission | 28.62 | 29.63 | 31.60 | 33.57 | 35.58 | 37.54 | 39.53 | 41.48 | 42.72 |
| 2017 | 0215 | Supvr Comm Disease Epidemiology | S3 | Health Department | 27.97 | 28.95 | 29.96 | 31.95 | 33.97 | 35.96 | 37.96 | 39.94 | 41.97 |
| 2018 | 0215 | Supvr Comm Disease Epidemiology | S3 | Health Department | 29.82 | 30.86 | 32.91 | 34.99 | 37.04 | 39.10 | 41.14 | 43.23 | 44.53 |
| 2019 | 0215 | Supvr Comm Disease Epidemiology | S3 | Health Department | 30.71 | 31.79 | 33.90 | 36.04 | 38.15 | 40.27 | 42.37 | 44.53 | 45.87 |
| 2020 | 0215 | Supvr Comm Disease Epidemiology | S3 | Health Department | 31.63 | 32.74 | 34.92 | 37.12 | 39.29 | 41.48 | 43.64 | 45.87 | 47.25 |
| 2017 | 0502 | Supvr WIC Program | S3 | Health Department | 27.97 | 28.95 | 29.96 | 31.95 | 33.97 | 35.96 | 37.96 | 39.94 | 41.97 |
| 2018 | 0502 | Supvr WIC Program | S3 | Health Department | 29.82 | 30.86 | 32.91 | 34.99 | 37.04 | 39.10 | 41.14 | 43.23 | 44.53 |
| 2019 | 0502 | Supvr WIC Program | S3 | Health Department | 30.71 | 31.79 | 33.90 | 36.04 | 38.15 | 40.27 | 42.37 | 44.53 | 45.87 |
| 2020 | 0502 | Supvr WIC Program | S3 | Health Department | 31.63 | 32.74 | 34.92 | 37.12 | 39.29 | 41.48 | 43.64 | 45.87 | 47.25 |
| 2017 | 0529 | WIC Clinic Manager | S4 | Health Department | 25.33 | 26.19 | 27.12 | 28.92 | 30.72 | 32.55 | 34.36 | 36.17 | 37.96 |
| 2018 | 0529 | WIC Clinic Manager | S4 | Health Department | 26.98 | 27.93 | 29.79 | 31.64 | 33.53 | 35.39 | 37.26 | 39.10 | 40.27 |
| 2019 | 0529 | WIC Clinic Manager | S4 | Health Department | 27.79 | 28.77 | 30.68 | 32.59 | 34.54 | 36.45 | 38.38 | 40.27 | 41.48 |
| 2020 | 0529 | WIC Clinic Manager | S4 | Health Department | 28.62 | 29.63 | 31.60 | 33.57 | 35.58 | 37.54 | 39.53 | 41.48 | 42.72 |
| 2017 | 0560 | Supvr Vital Stats | S3 | Health Department | 27.97 | 28.95 | 29.96 | 31.95 | 33.97 | 35.96 | 37.96 | 39.94 | 41.97 |
| 2018 | 0560 | Supvr Vital Stats | S3 | Health Department | 29.82 | 30.86 | 32.91 | 34.99 | 37.04 | 39.10 | 41.14 | 43.23 | 44.53 |
| 2019 | 0560 | Supvr Vital Stats | S3 | Health Department | 30.71 | 31.79 | 33.90 | 36.04 | 38.15 | 40.27 | 42.37 | 44.53 | 45.87 |
| 2020 | 0560 | Supvr Vital Stats | S3 | Health Department | 31.63 | 32.74 | 34.92 | 37.12 | 39.29 | 41.48 | 43.64 | 45.87 | 47.25 |
| 2017 | 0564 | Supvr Environmental Health | S3 | Health Department | 27.97 | 28.95 | 29.96 | 31.95 | 33.97 | 35.96 | 37.96 | 39.94 | 41.97 |
| 2018 | 0564 | Supvr Environmental Health | S3 | Health Department | 29.82 | 30.86 | 32.91 | 34.99 | 37.04 | 39.10 | 41.14 | 43.23 | 44.53 |
| 2019 | 0564 | Supvr Environmental Health | S3 | Health Department | 30.71 | 31.79 | 33.90 | 36.04 | 38.15 | 40.27 | 42.37 | 44.53 | 45.87 |
| 2020 | 0564 | Supvr Environmental Health | S3 | Health Department | 31.63 | 32.74 | 34.92 | 37.12 | 39.29 | 41.48 | 43.64 | 45.87 | 47.25 |
| 2017 | 0569 | Supv Comm Health Ed | S3 | Health Department | 27.97 | 28.95 | 29.96 | 31.95 | 33.97 | 35.96 | 37.96 | 39.94 | 41.97 |
| 2018 | 0569 | Supv Comm Health Ed | S3 | Health Department | 29.82 | 30.86 | 32.91 | 34.99 | 37.04 | 39.10 | 41.14 | 43.23 | 44.53 |
| 2019 | 0569 | Supv Comm Health Ed | S3 | Health Department | 30.71 | 31.79 | 33.90 | 36.04 | 38.15 | 40.27 | 42.37 | 44.53 | 45.87 |
| 2020 | 0569 | Supv Comm Health Ed | S3 | Health Department | 31.63 | 32.74 | 34.92 | 37.12 | 39.29 | 41.48 | 43.64 | 45.87 | 47.25 |
| 2017 | 0581 | Supervisor Std Contr | S3 | Health Department | 27.97 | 28.95 | 29.96 | 31.95 | 33.97 | 35.96 | 37.96 | 39.94 | 41.97 |
| 2018 | 0581 | Supervisor Std Contr | S3 | Health Department | 29.82 | 30.86 | 32.91 | 34.99 | 37.04 | 39.10 | 41.14 | 43.23 | 44.53 |
| 2019 | 0581 | Supervisor Std Contr | S3 | Health Department | 30.71 | 31.79 | 33.90 | 36.04 | 38.15 | 40.27 | 42.37 | 44.53 | 45.87 |
| 2020 | 0581 | Supervisor Std Contr | S3 | Health Department | 31.63 | 32.74 | 34.92 | 37.12 | 39.29 | 41.48 | 43.64 | 45.87 | 47.25 |

| Year | OCC | Title | Grade | Department | Minimum | Midpoint | Maximum |
|------|------|------------------|-------|-----------------|-----------|-----------|-----------|
| 2017 | 0085 | Maintenance Supt | S4 | Public Property | 55,766.76 | 69,703.02 | 83,639.28 |
| 2018 | 0085 | Maintenance Supt | S4 | Public Property | 57,439.80 | 71,794.14 | 86,148.48 |
| 2019 | 0085 | Maintenance Supt | S4 | Public Property | 59,163.00 | 73,947.96 | 88,732.92 |
| 2020 | 0085 | Maintenance Supt | S4 | Public Property | 60,937.92 | 76,166.40 | 91,394.88 |

| Year | OCC | Title | Grade | Department | Step 1 Start | Step 2 6 Mos. | Step 3 1 Yrs. | Step 4 2 Yrs. | Step 5 3 Yrs. | Step 6 4 Yrs. | Step 7 5 Yrs. | Step 8 6 Yrs. | Step 9 7 Yrs. |
|------|------|----------------------|-------|-----------------|-----------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| 2017 | 0172 | Chief Engineer | S4.5 | Public Property | 24.34 | 25.20 | 26.09 | 27.82 | 29.51 | 31.31 | 33.03 | 34.77 | 36.49 |
| 2018 | 0172 | Chief Engineer | S4 | Public Property | 26.98 | 27.93 | 29.79 | 31.64 | 33.53 | 35.39 | 37.26 | 39.10 | 40.27 |
| 2019 | 0172 | Chief Engineer | S4 | Public Property | 27.79 | 28.77 | 30.68 | 32.59 | 34.54 | 36.45 | 38.38 | 40.27 | 41.48 |
| 2020 | 0172 | Chief Engineer | S4 | Public Property | 28.62 | 29.63 | 31.60 | 33.57 | 35.58 | 37.54 | 39.53 | 41.48 | 42.72 |
| 2017 | 0883 | Licensed Electrician | GC1 | Public Property | 22.22 | 22.78 | 23.33 | 24.46 | 25.55 | 26.68 | 27.81 | 28.92 | 30.07 |
| 2018 | 0883 | Licensed Electrician | S5 | Public Property | 24.45 | 25.27 | 26.96 | 28.66 | 30.39 | 32.06 | 33.74 | 35.41 | 36.47 |
| 2019 | 0883 | Licensed Electrician | S5 | Public Property | 25.18 | 26.03 | 27.77 | 29.52 | 31.30 | 33.02 | 34.75 | 36.47 | 37.56 |
| 2020 | 0883 | Licensed Electrician | S5 | Public Property | 25.94 | 26.81 | 28.60 | 30.41 | 32.24 | 34.01 | 35.79 | 37.56 | 38.69 |
| 2017 | 0062 | Gen Services Suprv | S5 | Purchasing | 22.92 | 23.74 | 24.53 | 26.17 | 27.83 | 29.50 | 31.13 | 32.76 | 34.38 |
| 2018 | 0062 | Gen Services Suprv | S5 | Purchasing | 24.45 | 25.27 | 26.96 | 28.66 | 30.39 | 32.06 | 33.74 | 35.41 | 36.47 |
| 2019 | 0062 | Gen Services Suprv | S5 | Purchasing | 25.18 | 26.03 | 27.77 | 29.52 | 31.30 | 33.02 | 34.75 | 36.47 | 37.56 |
| 2020 | 0062 | Gen Services Suprv | S5 | Purchasing | 25.94 | 26.81 | 28.60 | 30.41 | 32.24 | 34.01 | 35.79 | 37.56 | 38.69 |
| 2017 | 0099 | Garage Supervisor | S4 | Purchasing | 52,681.68 | 54,481.32 | 56,409.48 | 60,158.64 | 63,907.80 | 67,699.80 | 71,470.44 | 75,241.08 | 78,947.40 |
| 2018 | 0099 | Garage Supervisor | S4 | Purchasing | 56,115.72 | 58,101.72 | 61,963.44 | 65,825.04 | 69,730.80 | 73,614.60 | 77,498.28 | 81,315.84 | 83,755.32 |
| 2019 | 0099 | Garage Supervisor | S4 | Purchasing | 57,799.20 | 59,844.72 | 63,822.36 | 67,799.76 | 71,822.76 | 75,823.08 | 79,823.28 | 83,755.32 | 86,268.00 |
| 2020 | 0099 | Garage Supervisor | S4 | Purchasing | 59,533.20 | 61,640.04 | 65,737.08 | 69,833.76 | 73,977.48 | 78,097.80 | 82,218.00 | 86,268.00 | 88,856.04 |
| 2017 | 0105 | Senior Buyer | S4 | Purchasing | 25.33 | 26.19 | 27.12 | 28.92 | 30.72 | 32.55 | 34.36 | 36.17 | 37.96 |
| 2018 | 0105 | Senior Buyer | S4 | Purchasing | 26.98 | 27.93 | 29.79 | 31.64 | 33.53 | 35.39 | 37.26 | 39.10 | 40.27 |
| 2019 | 0105 | Senior Buyer | S4 | Purchasing | 27.79 | 28.77 | 30.68 | 32.59 | 34.54 | 36.45 | 38.38 | 40.27 | 41.48 |
| 2020 | 0105 | Senior Buyer | S4 | Purchasing | 28.62 | 29.63 | 31.60 | 33.57 | 35.58 | 37.54 | 39.53 | 41.48 | 42.72 |
| 2017 | 0110 | Warehouse Supervisor | S6 | Purchasing | 20.78 | 21.54 | 22.26 | 23.74 | 25.24 | 26.72 | 28.20 | 29.69 | 31.17 |
| 2018 | 0110 | Warehouse Supervisor | S6 | Purchasing | 22.19 | 22.93 | 24.45 | 26.00 | 27.52 | 29.05 | 30.58 | 32.11 | 33.07 |
| 2019 | 0110 | Warehouse Supervisor | S6 | Purchasing | 22.86 | 23.62 | 25.18 | 26.78 | 28.35 | 29.92 | 31.50 | 33.07 | 34.06 |
| 2020 | 0110 | Warehouse Supervisor | S6 | Purchasing | 23.55 | 24.33 | 25.94 | 27.58 | 29.20 | 30.82 | 32.45 | 34.06 | 35.08 |
| 2017 | 0112 | Mailroom Supervisor | S7 | Purchasing | 18.86 | 19.52 | 20.18 | 21.55 | 22.89 | 24.25 | 25.55 | 26.93 | 28.26 |
| 2018 | 0112 | Mailroom Supervisor | S7 | Purchasing | 20.11 | 20.79 | 22.20 | 23.58 | 24.98 | 26.32 | 27.74 | 29.11 | 29.98 |
| 2019 | 0112 | Mailroom Supervisor | S7 | Purchasing | 20.71 | 21.41 | 22.87 | 24.29 | 25.73 | 27.11 | 28.57 | 29.98 | 30.88 |
| 2020 | 0112 | Mailroom Supervisor | S7 | Purchasing | 21.33 | 22.05 | 23.56 | 25.02 | 26.50 | 27.92 | 29.43 | 30.88 | 31.81 |
| 2017 | 0521 | Buyer | S6 | Purchasing | 20.78 | 21.54 | 22.26 | 23.74 | 25.24 | 26.72 | 28.20 | 29.69 | 31.17 |
| 2018 | 0521 | Buyer | S6 | Purchasing | 22.19 | 22.93 | 24.45 | 26.00 | 27.52 | 29.05 | 30.58 | 32.11 | 33.07 |
| 2019 | 0521 | Buyer | S6 | Purchasing | 22.86 | 23.62 | 25.18 | 26.78 | 28.35 | 29.92 | 31.50 | 33.07 | 34.06 |
| 2020 | 0521 | Buyer | S6 | Purchasing | 23.55 | 24.33 | 25.94 | 27.58 | 29.20 | 30.82 | 32.45 | 34.06 | 35.08 |

| Year | OCC | Title | Grade | Department | Step 1 Start | Step 2 6 Mos. | Step 3 1 Yrs. | Step 4 2 Yrs. | Step 5 3 Yrs. | Step 6 4 Yrs. | Step 7 5 Yrs. | Step 8 6 Yrs. | Step 9 7 Yrs. |
|------|------|--------------------------------|-------|------------|-----------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| 2017 | 0456 | CSI Field Supervisor | S3 | Sheriff | 27.97 | 28.95 | 29.96 | 31.95 | 33.97 | 35.96 | 37.96 | 39.94 | 41.97 |
| 2018 | 0456 | CSI Field Supervisor | S3 | Sheriff | 29.82 | 30.86 | 32.91 | 34.99 | 37.04 | 39.10 | 41.14 | 43.23 | 44.53 |
| 2019 | 0456 | CSI Field Supervisor | S3 | Sheriff | 30.71 | 31.79 | 33.90 | 36.04 | 38.15 | 40.27 | 42.37 | 44.53 | 45.87 |
| 2020 | 0456 | CSI Field Supervisor | S3 | Sheriff | 31.63 | 32.74 | 34.92 | 37.12 | 39.29 | 41.48 | 43.64 | 45.87 | 47.25 |
| 2017 | 0457 | Entrance Security Super | S3 | Sheriff | 27.97 | 28.95 | 29.96 | 31.95 | 33.97 | 35.96 | 37.96 | 39.94 | 41.97 |
| 2018 | 0457 | Entrance Security Super | S3 | Sheriff | 29.82 | 30.86 | 32.91 | 34.99 | 37.04 | 39.10 | 41.14 | 43.23 | 44.53 |
| 2019 | 0457 | Entrance Security Super | S3 | Sheriff | 30.71 | 31.79 | 33.90 | 36.04 | 38.15 | 40.27 | 42.37 | 44.53 | 45.87 |
| 2020 | 0457 | Entrance Security Super | S3 | Sheriff | 31.63 | 32.74 | 34.92 | 37.12 | 39.29 | 41.48 | 43.64 | 45.87 | 47.25 |
| 2017 | 0525 | Prop & Evidence Mgr | S3 | Sheriff | 27.97 | 28.95 | 29.96 | 31.95 | 33.97 | 35.96 | 37.96 | 39.94 | 41.97 |
| 2018 | 0525 | Prop & Evidence Mgr | S3 | Sheriff | 29.82 | 30.86 | 32.91 | 34.99 | 37.04 | 39.10 | 41.14 | 43.23 | 44.53 |
| 2019 | 0525 | Prop & Evidence Mgr | S3 | Sheriff | 30.71 | 31.79 | 33.90 | 36.04 | 38.15 | 40.27 | 42.37 | 44.53 | 45.87 |
| 2020 | 0525 | Prop & Evidence Mgr | S3 | Sheriff | 31.63 | 32.74 | 34.92 | 37.12 | 39.29 | 41.48 | 43.64 | 45.87 | 47.25 |
| 2017 | 0610 | Motor Vehicle Inspection Supvr | S6 | Sheriff | 20.78 | 21.54 | 22.26 | 23.74 | 25.24 | 26.72 | 28.20 | 29.69 | 31.17 |
| 2018 | 0610 | Motor Vehicle Inspection Supvr | S6 | Sheriff | 22.19 | 22.93 | 24.45 | 26.00 | 27.52 | 29.05 | 30.58 | 32.11 | 33.07 |
| 2019 | 0610 | Motor Vehicle Inspection Supvr | S6 | Sheriff | 22.86 | 23.62 | 25.18 | 26.78 | 28.35 | 29.92 | 31.50 | 33.07 | 34.06 |
| 2020 | 0610 | Motor Vehicle Inspection Supvr | S6 | Sheriff | 23.55 | 24.33 | 25.94 | 27.58 | 29.20 | 30.82 | 32.45 | 34.06 | 35.08 |
| 2017 | 0666 | Records Supervisor | S3 | Sheriff | 27.97 | 28.95 | 29.96 | 31.95 | 33.97 | 35.96 | 37.96 | 39.94 | 41.97 |
| 2018 | 0666 | Records Supervisor | S3 | Sheriff | 29.82 | 30.86 | 32.91 | 34.99 | 37.04 | 39.10 | 41.14 | 43.23 | 44.53 |
| 2019 | 0666 | Records Supervisor | S3 | Sheriff | 30.71 | 31.79 | 33.90 | 36.04 | 38.15 | 40.27 | 42.37 | 44.53 | 45.87 |
| 2020 | 0666 | Records Supervisor | S3 | Sheriff | 31.63 | 32.74 | 34.92 | 37.12 | 39.29 | 41.48 | 43.64 | 45.87 | 47.25 |
| 2017 | 0667 | Supvr-Civil Proc Ser | S3 | Sheriff | 27.97 | 28.95 | 29.96 | 31.95 | 33.97 | 35.96 | 37.96 | 39.94 | 41.97 |
| 2018 | 0667 | Supvr-Civil Proc Ser | S3 | Sheriff | 29.82 | 30.86 | 32.91 | 34.99 | 37.04 | 39.10 | 41.14 | 43.23 | 44.53 |
| 2019 | 0667 | Supvr-Civil Proc Ser | S3 | Sheriff | 30.71 | 31.79 | 33.90 | 36.04 | 38.15 | 40.27 | 42.37 | 44.53 | 45.87 |
| 2020 | 0667 | Supvr-Civil Proc Ser | S3 | Sheriff | 31.63 | 32.74 | 34.92 | 37.12 | 39.29 | 41.48 | 43.64 | 45.87 | 47.25 |
| 2017 | 0700 | Bldg Security Officer Supvr | S6 | Sheriff | 20.78 | 21.54 | 22.26 | 23.74 | 25.24 | 26.72 | 28.20 | 29.69 | 31.17 |
| 2018 | 0700 | Bldg Security Officer Supvr | S6 | Sheriff | 22.19 | 22.93 | 24.45 | 26.00 | 27.52 | 29.05 | 30.58 | 32.11 | 33.07 |
| 2019 | 0700 | Bldg Security Officer Supvr | S6 | Sheriff | 22.86 | 23.62 | 25.18 | 26.78 | 28.35 | 29.92 | 31.50 | 33.07 | 34.06 |
| 2020 | 0700 | Bldg Security Officer Supvr | S6 | Sheriff | 23.55 | 24.33 | 25.94 | 27.58 | 29.20 | 30.82 | 32.45 | 34.06 | 35.08 |

| Year | OCC | Title | Grade | Department | Minimum | Midpoint | Maximum |
|------|------|-------------------------------|-------|------------|-----------|-----------|------------|
| 2017 | 0056 | Coordinator Branch Facilities | S3 | Treasurer | 61,615.44 | 77,019.30 | 92,423.16 |
| 2018 | 0056 | Coordinator Branch Facilities | S3 | Treasurer | 63,463.92 | 79,329.90 | 95,195.88 |
| 2019 | 0056 | Coordinator Branch Facilities | S3 | Treasurer | 65,367.84 | 81,709.80 | 98,051.76 |
| 2020 | 0056 | Coordinator Branch Facilities | S3 | Treasurer | 67,328.88 | 84,161.10 | 100,993.32 |
| 2017 | 0066 | Manager Accounting | S3 | Treasurer | 61,615.44 | 77,019.30 | 92,423.16 |
| 2018 | 0066 | Manager Accounting | S3 | Treasurer | 63,463.92 | 79,329.90 | 95,195.88 |
| 2019 | 0066 | Manager Accounting | S3 | Treasurer | 65,367.84 | 81,709.80 | 98,051.76 |
| 2020 | 0066 | Manager Accounting | S3 | Treasurer | 67,328.88 | 84,161.10 | 100,993.32 |
| 2017 | 0070 | Mgr Motor Vehicle-Tr | S3 | Treasurer | 61,615.44 | 77,019.30 | 92,423.16 |
| 2018 | 0070 | Mgr Motor Vehicle-Tr | S3 | Treasurer | 63,463.92 | 79,329.90 | 95,195.88 |
| 2019 | 0070 | Mgr Motor Vehicle-Tr | S3 | Treasurer | 65,367.84 | 81,709.80 | 98,051.76 |
| 2020 | 0070 | Mgr Motor Vehicle-Tr | S3 | Treasurer | 67,328.88 | 84,161.10 | 100,993.32 |
| 2017 | 0083 | Property Tax Mgr | S3 | Treasurer | 61,615.44 | 77,019.30 | 92,423.16 |
| 2018 | 0083 | Property Tax Mgr | S3 | Treasurer | 63,463.92 | 79,329.90 | 95,195.88 |
| 2019 | 0083 | Property Tax Mgr | S3 | Treasurer | 65,367.84 | 81,709.80 | 98,051.76 |
| 2020 | 0083 | Property Tax Mgr | S3 | Treasurer | 67,328.88 | 84,161.10 | 100,993.32 |
| 2017 | 0613 | Training Manager | S3 | Treasurer | 61,615.44 | 77,019.30 | 92,423.16 |
| 2018 | 0613 | Training Manager | S3 | Treasurer | 63,463.92 | 79,329.90 | 95,195.88 |
| 2019 | 0613 | Training Manager | S3 | Treasurer | 65,367.84 | 81,709.80 | 98,051.76 |
| 2020 | 0613 | Training Manager | S3 | Treasurer | 67,328.88 | 84,161.10 | 100,993.32 |
| 2017 | 0614 | Technology Sys Spec III | S3 | Treasurer | 61,615.44 | 77,019.30 | 92,423.16 |
| 2018 | 0614 | Technology Sys Spec III | S3 | Treasurer | 63,463.92 | 79,329.90 | 95,195.88 |
| 2019 | 0614 | Technology Sys Spec III | S3 | Treasurer | 65,367.84 | 81,709.80 | 98,051.76 |
| 2020 | 0614 | Technology Sys Spec III | S3 | Treasurer | 67,328.88 | 84,161.10 | 100,993.32 |

| Year | OCC | Title | Grade | Department | Step 1 Start | Step 2 6 Mos. | Step 3 1 Yrs. | Step 4 2 Yrs. | Step 5 3 Yrs. | Step 6 4 Yrs. | Step 7 5 Yrs. | Step 8 6 Yrs. | Step 9 7 Yrs. |
|------|------|-----------------------|-------|------------|-----------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| 2017 | 0069 | Accounting Supervisor | S5 | Treasurer | 22.92 | 23.74 | 24.53 | 26.17 | 27.83 | 29.50 | 31.13 | 32.76 | 34.38 |
| 2018 | 0069 | Accounting Supervisor | S5 | Treasurer | 24.45 | 25.27 | 26.96 | 28.66 | 30.39 | 32.06 | 33.74 | 35.41 | 36.47 |
| 2019 | 0069 | Accounting Supervisor | S5 | Treasurer | 25.18 | 26.03 | 27.77 | 29.52 | 31.30 | 33.02 | 34.75 | 36.47 | 37.56 |
| 2020 | 0069 | Accounting Supervisor | S5 | Treasurer | 25.94 | 26.81 | 28.60 | 30.41 | 32.24 | 34.01 | 35.79 | 37.56 | 38.69 |
| 2017 | 0072 | Branch Mgr Treasurer | S4 | Treasurer | 52,681.68 | 54,481.32 | 56,409.48 | 60,158.64 | 63,907.80 | 67,699.80 | 71,470.44 | 75,241.08 | 78,947.40 |
| 2018 | 0072 | Branch Mgr Treasurer | S4 | Treasurer | 56,115.72 | 58,101.72 | 61,963.44 | 65,825.04 | 69,730.80 | 73,614.60 | 77,498.28 | 81,315.84 | 83,755.32 |
| 2019 | 0072 | Branch Mgr Treasurer | S4 | Treasurer | 57,799.20 | 59,844.72 | 63,822.36 | 67,799.76 | 71,822.76 | 75,823.08 | 79,823.28 | 83,755.32 | 86,268.00 |
| 2020 | 0072 | Branch Mgr Treasurer | S4 | Treasurer | 59,533.20 | 61,640.04 | 65,737.08 | 69,833.76 | 73,977.48 | 78,097.80 | 82,218.00 | 86,268.00 | 88,856.04 |
| 2017 | 0090 | Office Manager | S5 | Treasurer | 22.92 | 23.74 | 24.53 | 26.17 | 27.83 | 29.50 | 31.13 | 32.76 | 34.38 |
| 2018 | 0090 | Office Manager | S5 | Treasurer | 24.45 | 25.27 | 26.96 | 28.66 | 30.39 | 32.06 | 33.74 | 35.41 | 36.47 |
| 2019 | 0090 | Office Manager | S5 | Treasurer | 25.18 | 26.03 | 27.77 | 29.52 | 31.30 | 33.02 | 34.75 | 36.47 | 37.56 |
| 2020 | 0090 | Office Manager | S5 | Treasurer | 25.94 | 26.81 | 28.60 | 30.41 | 32.24 | 34.01 | 35.79 | 37.56 | 38.69 |

| Year | OCC | Title | Grade | Department | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|------|------|----------------------------|-------|-------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | | | | Start | 6 Mos. | 1 Yrs. | 2 Yrs. | 3 Yrs. | 4 Yrs. | 5 Yrs. | 6 Yrs. | 7 Yrs. |
| 2017 | 0102 | Administrative Coordinator | S5 | Treasurer | 22.92 | 23.74 | 24.53 | 26.17 | 27.83 | 29.50 | 31.13 | 32.76 | 34.38 |
| 2018 | 0102 | Administrative Coordinator | S5 | Treasurer | 24.45 | 25.27 | 26.96 | 28.66 | 30.39 | 32.06 | 33.74 | 35.41 | 36.47 |
| 2019 | 0102 | Administrative Coordinator | S5 | Treasurer | 25.18 | 26.03 | 27.77 | 29.52 | 31.30 | 33.02 | 34.75 | 36.47 | 37.56 |
| 2020 | 0102 | Administrative Coordinator | S5 | Treasurer | 25.94 | 26.81 | 28.60 | 30.41 | 32.24 | 34.01 | 35.79 | 37.56 | 38.69 |
| 2017 | 0601 | Asst Branch Manager | S5 | Treasurer | 22.92 | 23.74 | 24.53 | 26.17 | 27.83 | 29.50 | 31.13 | 32.76 | 34.38 |
| 2018 | 0601 | Asst Branch Manager | S5 | Treasurer | 24.45 | 25.27 | 26.96 | 28.66 | 30.39 | 32.06 | 33.74 | 35.41 | 36.47 |
| 2019 | 0601 | Asst Branch Manager | S5 | Treasurer | 25.18 | 26.03 | 27.77 | 29.52 | 31.30 | 33.02 | 34.75 | 36.47 | 37.56 |
| 2020 | 0601 | Asst Branch Manager | S5 | Treasurer | 25.94 | 26.81 | 28.60 | 30.41 | 32.24 | 34.01 | 35.79 | 37.56 | 38.69 |
| 2017 | 0673 | Customer Services Supvr | S6 | Treasurer | 20.78 | 21.54 | 22.26 | 23.74 | 25.24 | 26.72 | 28.20 | 29.69 | 31.17 |
| 2018 | 0673 | Customer Services Supvr | S6 | Treasurer | 22.19 | 22.93 | 24.45 | 26.00 | 27.52 | 29.05 | 30.58 | 32.11 | 33.07 |
| 2019 | 0673 | Customer Services Supvr | S6 | Treasurer | 22.86 | 23.62 | 25.18 | 26.78 | 28.35 | 29.92 | 31.50 | 33.07 | 34.06 |
| 2020 | 0673 | Customer Services Supvr | S6 | Treasurer | 23.55 | 24.33 | 25.94 | 27.58 | 29.20 | 30.82 | 32.45 | 34.06 | 35.08 |
| 2017 | 0502 | Supvr Clinic Operations | S3 | Health Department | 27.97 | 28.95 | 29.96 | 31.95 | 33.97 | 35.96 | 37.96 | 39.94 | 41.97 |
| 2018 | 0502 | Supvr Clinic Operations | S3 | Health Department | 29.82 | 30.86 | 32.91 | 34.99 | 37.04 | 39.10 | 41.14 | 43.23 | 44.53 |
| 2019 | 0502 | Supvr Clinic Operations | S3 | Health Department | 30.71 | 31.79 | 33.90 | 36.04 | 38.15 | 40.27 | 42.37 | 44.53 | 45.87 |
| 2020 | 0502 | Supvr Clinic Operations | S3 | Health Department | 31.63 | 32.74 | 34.92 | 37.12 | 39.29 | 41.48 | 43.64 | 45.87 | 47.25 |

**APPENDIX B -
MANAGERIAL / SUPERVISORY CLASSIFICATIONS**

Assessor-Register of Deeds

Assistant Deputy - Administration
Assistant Deputy - Operations
Assistant Supervisor Real Estate Records
Manager GIS
Office Manager
Senior Appraiser Commercial
Senior Appraiser Residential
Supervisor Personal Property
Supervisor Real Estate Records

Clerk Of The District Court

Department Supervisor
File Department Supervisor

Communications-911

Shift Supervisor - Communications
Technical Manager

Corrections

Records Technician III

Election Commissioner

Voter Registration Supervisor

Health Department

Supervisor STD Control
Supervisor Clinic Operations
Supervisor Community Health Education
WIC Clinic Manager
Supervisor Communicable Disease
Supervisor Environmental Health
Supervisor Vital Statistics

Public Property

Chief Engineer
Licensed Electrician
Maintenance Superintendent

Purchasing

Buyer
General Services Supervisor
Warehouse Supervisor
Mailroom Supervisor
Garage Supervisor
Senior Buyer

Sheriff

Building Security Officer Supervisor
CSI Field Supervisor
Property & Evidence Manager
Entrance Security Supervisor
Supervisor Civil Process Server
Records Supervisor
Motor Vehicle Inspection Supervisor

Treasurer

Coordinator Branch Facilities
Accounting Supervisor
Manager Accounting
Training Manager
Branch Manager Treasurer
Administrative Coordinator
Assistant Branch Manager

Customer Services Supervisor
Office Manager
Property Tax Manager
Manager Motor Vehicle
Technology Systems Specialist III

D

**AGENDA ITEM
REQUEST/JUSTIFICATION FORM**
(To be completed by requesting Department)
Forward all requests to Sharon Bourke, LC2 Civic Center
**DEADLINE SUBMITTAL IS 3:00 P.M. WEDNESDAY
BEFORE THE TUESDAY MEETING**

Agenda item: Board of County Commissioners – Consent Agenda
(i.e. Consent/Recognition-Proclamation/Presentation/Public Hearing/Committee, etc.)
Date to be on agenda: 12/5/2017

Exact wording to be used for the agenda: Resolution approving labor contract between Douglas County and the International Brotherhood of Electrical Workers (IBEW) Local #1483 union representing covered Douglas County supervisory employees

Action requested: Approval

Amount requested: _____ Object Code: _____

Is item in current year's budget? Yes X No _____

Does this item commit funds in future years? Yes X No _____

If yes, explain: Wage Increases provided by contract:
January 1, 2017: 3 % (2017 funds from 'Salary Adjustment Fund')
January 1, 2018: 3 %
January 1, 2019: 3 %
January 1, 2020: 3 %

If an agreement or contract, has the County Attorney reviewed Yes No and approved?

Previous action taken on this item, if any: _____

Recommendations and rationale or action: _____

Will anyone speak on behalf of this item, if so who? _____

If this is a rush agenda item, please explain why: _____

Submitted by (Name & Dept.): Marcos San Martin, County Administration Ext. _____

Date submitted: 11/28/17

List Attachments: Resolution + copy of IBEW Contract, Jan 2017 – Dec 2020
(Attach resolution and all pertinent documentation; i.e. contract, agreement, memorandums, etc.)

Certified resolutions can be obtained at the County Clerk's website:
<http://www.douglascountyclerk.org/county-board-records/search-for-resolutions>

Completed by receiving office
Received in Administrative Office: Date 11/28/17 Time _____