

APPENDIX B1

AFSCME/CEBA CLASSIFICATION PLAN

GRADE 1

7205 Recreation Programmer I

* GRADE 1M-S

2104 Support Team Worker

* GRADE 1M-E

3306 Event Staff

GRADE 2

GRADE 3

1111 *Account Clerk I (Inactive)*
3115 *Dietary Assistant (Inactive)*
Life Skills Aide
1102 Parking Division Cashier
1602 Receptionist
1411 Switchboard Operator

* GRADE 3M

Nursing Assistant

GRADE 4

8619 Laundry Machine Operator

GRADE 5

Cafeteria Cook
Clinical Assistant
Concessions Cook (Inactive)
1402 Data Entry Clerk
Nutrition and Supply Services Assistant (Inactive)
Police Records Clerk
1310 Public Service Clerk

* GRADE 5M

Certified Nursing Assistant
Unit Clerk

GRADE 6

2105 *Beautician (Inactive)*
Medical Assistant

APPENDIX B-1 (cont'd)

*** GRADE 6M**

Cook I

GRADE 7

7202 Recreation Assistant
7203 Recreation Programmer II
1131 Sr. Police Records Clerk
Adult Day Care Recreation Aide

GRADE 8

Administrative Assistant * Effective July 6, 2014
1112 Account Clerk II
Animal Control Officer
Assistant Security Coordinator (Inactive)
1113 Cashier Clerk
Customer Service Representative * Effective July 6, 2014
5320 *Dental Health Educator (Inactive)*
1312 Office Assistant
Park Ranger (Inactive)
F355 Parking Control Officer
Process Server
Usher Coordinator (Inactive)
1103 Vital Records Clerk
Election Assistant
Parking Office Assistant

GRADE 9

Office Associate
1135 *Printer (Inactive)*
7302 Shelter Attendant
Dental Assistant

GRADE 10

1431 Computer Operator
8231 Engineering Technician
7301 Financial Eligibility Specialist
Lead Cashier Clerk
Lead Scalehouse Attendant (Inactive)
1103 Parking Garage Shift Leader
Security Supervisor
Senior Public Service Clerk (Inactive)
Supervising Park Ranger

APPENDIX B-1 (cont'd)

* GRADE 10M

3311 Licensed Practical Nurse

* GRADE 10M – LDT

Licensed Dietetic Technician

GRADE 11

5101 Accountant †
Booking Coordinator (Inactive)
Business License Assistant
Call Center Specialist
8154 Housing Inspector (Inactive)
Permitting and Inspections Support Services Specialist
2321 Materials Manager
3352 *Medical Transcriptionist (Inactive)*
8236 Planning Technician
A124 Volunteer Coordinator (Inactive)

GRADE 12

1121 Administrative Associate * Effective July 6, 2014
2305 Human Service Specialist
2314 Human Services Eligibility Specialist
3331 Laboratory Technician
Permit Technician
Senior Parking Control Officer

GRADE 13

Adult Day Care Program Coordinator (Inactive)
1123 Financial Administrative Assistant
C327 Licensing Inspector
8233 Senior Engineering Technician
A141 *Senior Printer (Inactive)*

GRADE 14

A342 *Computer Operations Specialist (Inactive)*
2309 Geriatric Social Worker
Certified Permit Technician

GRADE 15

1124 *Financial Services Specialist (Inactive)*

APPENDIX B-1 (cont'd)

* GRADE 15M-N

Adult Day Services Nurse
5321 Registered Nurse

* GRADE 15M-HD

5330 Dental Hygienist

* GRADE 15M-HM

Outreach Worker
Substance Abuse Counselor/Case Manager (Inactive)

GRADE 16

1222 Appraiser **
3327 *Appraiser/Code Enforcement Officer (Inactive)*
8153 Code Enforcement Officer
Help Desk Specialist
A347 Network Operations Specialist
Sanitary Compliance Officer

* Grade 16M - H

5332 Public Health Nurse
5333

GRADE 17

8235 Associate Engineer **
Associate Engineer/Archivist
Health Inspector
GIS Mapping Technician
Project Assistant
5122 Rehabilitation Specialist
8234 Surveyor
Wastewater Technician **
Water Quality Technician (Effective upon Council approval)

* GRADE 17M

Certified Code Enforcement Officer
Certified Code Enforcement Officer – Housing safety Office

GRADE 18

8121 Asset Management Tech
Electrical Inspector (Inactive)
Code Enforcement Officer (Electrical)
Facilities Security Officer
GIS Mapping Specialist
Loan Officer

APPENDIX B-1 (cont'd)

4149 Pavement Inspector
Preservation Compliance Officer
Senior Appraiser
8237 Senior Surveyor **
8328 Senior Wastewater Technician**
Transportation Technician

GRADE 18M-SP

Code Enforcement Field Supervisor (Inactive)
Code Enforcement Officer/ Plan Reviewer
Life Safety Code Enforcement Officer/Plan reviewer
Zoning Specialist

GRADE 18M-AP

Appraiser/Certified Code Enforcement Officer (Inactive)

* See Appendices B-3, B-4, B-5, B-6, B-7, B-8, B-9, B-10, B-11, B-12, B-13, B-14, B-15, B-16 and B-17 for market wage rates.

** Market Rate Stipends

Employees classified as Associate Engineer and currently receiving a \$14.00 per week stipend will continue to receive that stipend in addition to regular weekly pay in pay grade 17 as long as they remain classified as an Associate Engineer.

The Senior Surveyor will receive a stipend that is 6% of the employee's base rate in addition to his weekly salary in pay grade 18 for possessing a State of Maine certification as Registered Land Surveyor. This stipend is only paid to employees classified as Senior Surveyor who possess the certification.

Employees classified as Appraiser will receive a \$15.00 per week stipend if they possess State of Maine Assessor certification.

Employees classified as Wastewater Technician and Senior Wastewater Technician will receive a \$15 per week stipend for obtaining and maintaining a Level 4 Collection Certification.

**CEBA BASE PAY PLAN
APPENDIX B-2
EFFECTIVE 07/03/16 - 06/30/17
(FY17)**

Union 20

COLA Over Prior Pay Plan : 2.00%

PAY GRADE	COLA Over Prior Pay Plan : 2.00%										
	1 Recruit	2 6 mos-1 yr.	3 1-2 yrs.	4 2-4 yrs.	5 4-6 yrs.	6 6-8 yrs.	7 8-12 yrs.	8 12-16 yrs.	9 16-20 yrs.	10 20+ yrs.	
1	Annual	26,384	27,456	28,061	28,763	29,465	30,147	30,927	31,668	32,468	33,501
	Weekly	507.38	528.00	539.63	553.13	566.63	579.75	594.75	609.00	624.38	644.25
	Hourly	<u>13.53</u>	<u>14.08</u>	<u>14.39</u>	<u>14.75</u>	<u>15.11</u>	<u>15.46</u>	<u>15.86</u>	<u>16.24</u>	<u>16.65</u>	<u>17.18</u>
2	Annual	27,164	28,275	28,860	29,582	30,284	31,025	31,785	32,546	33,326	34,398
	Weekly	522.38	543.75	555.00	568.88	582.38	596.63	611.25	625.88	640.88	661.50
	Hourly	<u>13.93</u>	<u>14.50</u>	<u>14.80</u>	<u>15.17</u>	<u>15.53</u>	<u>15.91</u>	<u>16.30</u>	<u>16.69</u>	<u>17.09</u>	<u>17.64</u>
3	Annual	27,885	28,958	29,562	30,284	31,005	31,785	32,546	33,326	34,145	35,334
	Weekly	536.25	556.88	568.50	582.38	596.25	611.25	625.88	640.88	656.63	679.50
	Hourly	<u>14.30</u>	<u>14.85</u>	<u>15.16</u>	<u>15.53</u>	<u>15.90</u>	<u>16.30</u>	<u>16.69</u>	<u>17.09</u>	<u>17.51</u>	<u>18.12</u>
4	Annual	28,529	29,660	30,264	30,986	31,688	32,526	33,326	34,145	34,964	36,173
	Weekly	548.63	570.38	582.00	595.88	609.38	625.50	640.88	656.63	672.38	695.63
	Hourly	<u>14.63</u>	<u>15.21</u>	<u>15.52</u>	<u>15.89</u>	<u>16.25</u>	<u>16.68</u>	<u>17.09</u>	<u>17.51</u>	<u>17.93</u>	<u>18.55</u>
5	Annual	29,270	30,420	31,083	31,844	32,585	33,384	34,223	35,061	35,919	37,148
	Weekly	562.88	585.00	597.75	612.38	626.63	642.00	658.13	674.25	690.75	714.38
	Hourly	<u>15.01</u>	<u>15.60</u>	<u>15.94</u>	<u>16.33</u>	<u>16.71</u>	<u>17.12</u>	<u>17.55</u>	<u>17.98</u>	<u>18.42</u>	<u>19.05</u>
6	Annual	30,206	31,415	32,078	32,877	33,677	34,437	35,276	36,134	37,050	38,454
	Weekly	580.88	604.13	616.88	632.25	647.63	662.25	678.38	694.88	712.50	739.50
	Hourly	<u>15.49</u>	<u>16.11</u>	<u>16.45</u>	<u>16.86</u>	<u>17.27</u>	<u>17.66</u>	<u>18.09</u>	<u>18.53</u>	<u>19.00</u>	<u>19.72</u>
7	Annual	31,005	32,253	32,916	33,716	34,476	35,373	36,251	37,148	38,084	39,429
	Weekly	596.25	620.25	633.00	648.38	663.00	680.25	697.13	714.38	732.38	758.25
	Hourly	<u>15.90</u>	<u>16.54</u>	<u>16.88</u>	<u>17.29</u>	<u>17.68</u>	<u>18.14</u>	<u>18.59</u>	<u>19.05</u>	<u>19.53</u>	<u>20.22</u>
8	Annual	32,058	33,345	34,008	34,788	35,666	36,563	37,499	38,454	39,429	40,716
	Weekly	616.50	641.25	654.00	669.00	685.88	703.13	721.13	739.50	758.25	783.00
	Hourly	<u>16.44</u>	<u>17.10</u>	<u>17.44</u>	<u>17.84</u>	<u>18.29</u>	<u>18.75</u>	<u>19.23</u>	<u>19.72</u>	<u>20.22</u>	<u>20.88</u>
9	Annual	32,936	34,281	35,022	35,822	36,699	37,596	38,552	39,527	40,502	41,847
	Weekly	633.38	659.25	673.50	688.88	705.75	723.00	741.38	760.13	778.88	804.75
	Hourly	<u>16.89</u>	<u>17.58</u>	<u>17.96</u>	<u>18.37</u>	<u>18.82</u>	<u>19.28</u>	<u>19.77</u>	<u>20.27</u>	<u>20.77</u>	<u>21.46</u>
10	Annual	33,462	34,788	35,471	36,446	37,362	38,201	39,176	40,151	41,184	42,608
	Weekly	643.50	669.00	682.13	700.88	718.50	734.63	753.38	772.13	792.00	819.38
	Hourly	<u>17.16</u>	<u>17.84</u>	<u>18.19</u>	<u>18.69</u>	<u>19.16</u>	<u>19.59</u>	<u>20.09</u>	<u>20.59</u>	<u>21.12</u>	<u>21.85</u>
11	Annual	34,340	35,724	36,485	37,401	38,337	39,234	40,248	41,301	42,315	43,836
	Weekly	660.38	687.00	701.63	719.25	737.25	754.50	774.00	794.25	813.75	843.00
	Hourly	<u>17.61</u>	<u>18.32</u>	<u>18.71</u>	<u>19.18</u>	<u>19.66</u>	<u>20.12</u>	<u>20.64</u>	<u>21.18</u>	<u>21.70</u>	<u>22.48</u>
12	Annual	35,373	36,855	37,577	38,513	39,507	40,404	41,535	42,569	43,661	45,065
	Weekly	680.25	708.75	722.63	740.63	759.75	777.00	798.75	818.63	839.63	866.63
	Hourly	<u>18.14</u>	<u>18.90</u>	<u>19.27</u>	<u>19.75</u>	<u>20.26</u>	<u>20.72</u>	<u>21.30</u>	<u>21.83</u>	<u>22.39</u>	<u>23.11</u>
13	Annual	36,563	38,084	38,805	39,722	40,833	41,750	42,881	43,914	45,045	46,664
	Weekly	703.13	732.38	746.25	763.88	785.25	802.88	824.63	844.50	866.25	897.38
	Hourly	<u>18.75</u>	<u>19.53</u>	<u>19.90</u>	<u>20.37</u>	<u>20.94</u>	<u>21.41</u>	<u>21.99</u>	<u>22.52</u>	<u>23.10</u>	<u>23.93</u>

**CEBA BASE PAY PLAN
APPENDIX B-2
EFFECTIVE 07/03/16 - 06/30/17
(FY17)**

Union 20

PAY GRADE		1 Recruit	2 6 mos-1 yr.	3 1-2 yrs.	4 2-4 yrs.	5 4-6 yrs.	6 6-8 yrs.	7 8-12 yrs.	8 12-16 yrs.	9 16-20 yrs.	10 20+ yrs.
14	Annual	37,557	39,117	39,897	40,950	41,925	42,998	44,070	45,182	46,293	47,931
	Weekly	722.25	752.25	767.25	787.50	806.25	826.88	847.50	868.88	890.25	921.75
	Hourly	<u>19.26</u>	<u>20.06</u>	<u>20.46</u>	<u>21.00</u>	<u>21.50</u>	<u>22.05</u>	<u>22.60</u>	<u>23.17</u>	<u>23.74</u>	<u>24.58</u>
15	Annual	38,883	40,443	41,340	42,354	43,427	44,519	45,611	46,722	47,892	49,647
	Weekly	747.75	777.75	795.00	814.50	835.13	856.13	877.13	898.50	921.00	954.75
	Hourly	<u>19.94</u>	<u>20.74</u>	<u>21.20</u>	<u>21.72</u>	<u>22.27</u>	<u>22.83</u>	<u>23.39</u>	<u>23.96</u>	<u>24.56</u>	<u>25.46</u>
16	Annual	39,878	41,594	42,452	43,505	44,577	45,669	46,800	47,970	49,179	50,895
	Weekly	766.88	799.88	816.38	836.63	857.25	878.25	900.00	922.50	945.75	978.75
	Hourly	<u>20.45</u>	<u>21.33</u>	<u>21.77</u>	<u>22.31</u>	<u>22.86</u>	<u>23.42</u>	<u>24.00</u>	<u>24.60</u>	<u>25.22</u>	<u>26.10</u>
17	Annual	42,101	43,895	44,714	45,923	47,054	48,185	49,433	50,622	51,929	53,684
	Weekly	809.63	844.13	859.88	883.13	904.88	926.63	950.63	973.50	998.63	1,032.38
	Hourly	<u>21.59</u>	<u>22.51</u>	<u>22.93</u>	<u>23.55</u>	<u>24.13</u>	<u>24.71</u>	<u>25.35</u>	<u>25.96</u>	<u>26.63</u>	<u>27.53</u>
18	Annual	44,460	46,332	47,210	48,438	49,667	50,817	52,182	53,489	54,795	56,745
	Weekly	855.00	891.00	907.88	931.50	955.13	977.25	1,003.50	1,028.63	1,053.75	1,091.25
	Hourly	<u>22.80</u>	<u>23.76</u>	<u>24.21</u>	<u>24.84</u>	<u>25.47</u>	<u>26.06</u>	<u>26.76</u>	<u>27.43</u>	<u>28.10</u>	<u>29.10</u>

Refer to Contract Section 11. WAGES AND SALARIES

CEBA 07/03/16 (FY17)

**APPENDIX B2
BARRON CENTER**

**1M-S SUPPORT TEAM WORKER (Grade 1M)
37.5 hours/week**

Position # : 350 (Proj 794)

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/03/16											
Annual	22,016	23,303	24,687	26,091	27,593	29,211	30,947	32,487	33,248	34,086	35,237
Weekly	423.38	448.13	474.75	501.75	530.63	561.75	595.13	624.75	639.38	655.50	677.63
Hourly	<u>11.29</u>	<u>11.95</u>	<u>12.66</u>	<u>13.38</u>	<u>14.15</u>	<u>14.98</u>	<u>15.87</u>	<u>16.66</u>	<u>17.05</u>	<u>17.48</u>	<u>18.07</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for by an additional one dollar (\$1.00) per hour.

APPENDIX B2

1M-E EVENT STAFF (Grade 1MB)
37.5 hours/week

Position # : 395

Effective Date	1 Recruit	2 6 mos	3 1 yr.	4 2 yrs.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
07/03/16										
Annual	22,308	22,893	23,576	24,200	24,902	25,721	26,423	27,066	27,749	28,724
Weekly	429.00	440.25	453.38	465.38	478.88	494.63	508.13	520.50	533.63	552.38
Hourly	<u>11.44</u>	<u>11.74</u>	<u>12.09</u>	<u>12.41</u>	<u>12.77</u>	<u>13.19</u>	<u>13.55</u>	<u>13.88</u>	<u>14.23</u>	<u>14.73</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

APPENDIX B2
MARKET PAY PLAN

3M - NURSE ASSISTANT (Grade 3M)
37.5 hours/week

Position # : 528 & 608

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/03/16											
Annual	23,478	24,707	25,916	27,242	28,646	29,855	31,610	33,170	34,008	34,808	35,666
Weekly	451.50	475.13	498.38	523.88	550.88	574.13	607.88	637.88	654.00	669.38	685.88
Hourly	<u>12.04</u>	<u>12.67</u>	<u>13.29</u>	<u>13.97</u>	<u>14.69</u>	<u>15.31</u>	<u>16.21</u>	<u>17.01</u>	<u>17.44</u>	<u>17.85</u>	<u>18.29</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

**APPENDIX B2
BARRON CENTER**

**5M-N UNIT CLERK (Grade UC)
37.5 hours/week**

Position # : 374

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/03/16											
Annual	25,877	27,105	28,314	29,660	31,025	32,253	34,028	35,568	36,485	37,401	38,961
Weekly	497.63	521.25	544.50	570.38	596.63	620.25	654.38	684.00	701.63	719.25	749.25
Hourly	<u>13.27</u>	<u>13.90</u>	<u>14.52</u>	<u>15.21</u>	<u>15.91</u>	<u>16.54</u>	<u>17.45</u>	<u>18.24</u>	<u>18.71</u>	<u>19.18</u>	<u>19.98</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

**APPENDIX B2
BARRON CENTER**

**5M-N CERTIFIED NURSE ASSISTANT (Grade 5M)
37.5 hours/week**

Position # : 95 (Proj 728)

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/03/16											
Annual	24,707	25,857	27,144	28,470	29,835	31,278	32,799	34,379	35,217	36,075	37,011
Weekly	475.13	497.25	522.00	547.50	573.75	601.50	630.75	661.13	677.25	693.75	711.75
Hourly	<u>12.67</u>	<u>13.26</u>	<u>13.92</u>	<u>14.60</u>	<u>15.30</u>	<u>16.04</u>	<u>16.82</u>	<u>17.63</u>	<u>18.06</u>	<u>18.50</u>	<u>18.98</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

**APPENDIX B2
BARRON CENTER
MARKET PAY PLAN**

**6M - COOK
37.5 hours/week**

Position # : 112

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
07/03/16										
Annual	32,624	33,248	33,950	34,730	35,900	36,972	38,123	39,098	40,073	41,087
Weekly	627.38	639.38	652.88	667.88	690.38	711.00	733.13	751.88	770.63	790.13
Hourly	<u>16.73</u>	<u>17.05</u>	<u>17.41</u>	<u>17.81</u>	<u>18.41</u>	<u>18.96</u>	<u>19.55</u>	<u>20.05</u>	<u>20.55</u>	<u>21.07</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for by an additional one dollar (\$1.00) per hour.

**APPENDIX B2
MARKET PAY PLAN
LTD - LICENSED DIETETIC TECHNICIAN
37.5 hours/week**

Position # : 131

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/03/16											
Annual	33,462	34,788	35,471	36,446	37,343	38,201	39,176	40,365	41,399	42,393	43,485
Weekly	643.50	669.00	682.13	700.88	718.13	734.63	753.38	776.25	796.13	815.25	836.25
Hourly	<u>17.16</u>	<u>17.84</u>	<u>18.19</u>	<u>18.69</u>	<u>19.15</u>	<u>19.59</u>	<u>20.09</u>	<u>20.70</u>	<u>21.23</u>	<u>21.74</u>	<u>22.30</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for by an additional one dollar (\$1.00) per hour.

**APPENDIX B2
MARKET PAY PLAN**

**10M - LICENSED PRACTICAL NURSE (Grade 10M)
40 hours/week**

Position # : 216 (Proj 844)

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/03/16											
Annual	41,267	42,578	43,992	45,386	46,758	48,173	49,546	50,960	52,229	53,539	55,536
Weekly	793.60	818.80	846.00	872.80	899.20	926.40	952.80	980.00	1,004.40	1,029.60	1,068.00
Hourly	<u>19.84</u>	<u>20.47</u>	<u>21.15</u>	<u>21.82</u>	<u>22.48</u>	<u>23.16</u>	<u>23.82</u>	<u>24.50</u>	<u>25.11</u>	<u>25.74</u>	<u>26.70</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

**APPENDIX B2
MARKET PAY PLAN**

**15M-N REGISTERED NURSE AND
ADULT DAY SERVICES NURSE (Grade 15M)
40 hours/week**

Position # : 313 (Proj 833)
Position # : 687

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/03/16											
Annual	49,234	50,648	52,062	53,539	55,141	56,659	58,282	59,384	60,861	62,400	63,939
Weekly	946.80	974.00	1,001.20	1,029.60	1,060.40	1,089.60	1,120.80	1,142.00	1,170.40	1,200.00	1,229.60
Hourly	<u>23.67</u>	<u>24.35</u>	<u>25.03</u>	<u>25.74</u>	<u>26.51</u>	<u>27.24</u>	<u>28.02</u>	<u>28.55</u>	<u>29.26</u>	<u>30.00</u>	<u>30.74</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

Effective November 3, 2002, all work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

**APPENDIX B2
MARKET PAY PLAN**

15M-HD DENTAL HYGIENIST (Grade DH)
37.5 hours/week

Position # : 123 (Proj 124)

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 12 yrs.	8 16 yrs.	9 20+ yrs.
07/03/16									
Annual	54,503	56,667	58,929	60,723	62,556	64,428	66,047	67,685	69,420
Weekly	1,048.13	1,089.75	1,133.25	1,167.75	1,203.00	1,239.00	1,270.13	1,301.63	1,335.00
Hourly	<u>27.95</u>	<u>29.06</u>	<u>30.22</u>	<u>31.14</u>	<u>32.08</u>	<u>33.04</u>	<u>33.87</u>	<u>34.71</u>	<u>35.60</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Note: Team Leader stipend (\$1.00 per hour) included in base wage.

**APPENDIX B2
MARKET PAY PLAN**

**15M-HM OUTREACH WORKER AND
SUSTANCE ABUSE COUNSELOR/CASE MANAGER (Grade OW)**
37.5 hours/week

Position # : 240
Position # : 688

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
07/03/16										
Annual	41,340	42,374	43,427	44,519	45,611	46,254	47,034	48,185	49,413	50,603
Weekly	795.00	814.88	835.13	856.13	877.13	889.50	904.50	926.63	950.25	973.13
Hourly	<u>21.20</u>	<u>21.73</u>	<u>22.27</u>	<u>22.83</u>	<u>23.39</u>	<u>23.72</u>	<u>24.12</u>	<u>24.71</u>	<u>25.34</u>	<u>25.95</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

**APPENDIX B2
MARKET PAY PLAN**

16M-H PUBLIC HEALTH NURSE (Grade 16M)
37.5 hours/week

Position # : 294 (Proj 658)

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 12 yrs.	8 16 yrs.	9 20+ yrs.
07/03/16									
Annual	50,349	52,397	54,464	56,141	57,818	59,573	61,035	62,595	64,760
Weekly	968.25	1,007.63	1,047.38	1,079.63	1,111.88	1,145.63	1,173.75	1,203.75	1,245.38
Hourly	<u>25.82</u>	<u>26.87</u>	<u>27.93</u>	<u>28.79</u>	<u>29.65</u>	<u>30.55</u>	<u>31.30</u>	<u>32.10</u>	<u>33.21</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

**APPENDIX B2
MARKET PAY PLAN**

17M - CERTIFIED CODE ENFORCEMENT OFFICER (Grade 17M)
37.5 hours/week

Position # : 499

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
07/03/16										
Annual	43,193	44,909	45,786	47,034	48,048	49,316	50,447	51,753	53,021	54,366
Weekly	830.63	863.63	880.50	904.50	924.00	948.38	970.13	995.25	1,019.63	1,045.50
Hourly	<u>22.15</u>	<u>23.03</u>	<u>23.48</u>	<u>24.12</u>	<u>24.64</u>	<u>25.29</u>	<u>25.87</u>	<u>26.54</u>	<u>27.19</u>	<u>27.88</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

**APPENDIX B2
MARKET PAY PLAN**

18M-SP CODE ENF PLAN REVIEWER, AND ZONING SPECIALIST (Grade 18M)
37.5 hours/week

Position # : 588

Position # : 701

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
07/03/16										
Annual	45,864	47,288	48,653	50,115	51,695	53,216	54,756	56,160	57,564	58,988
Weekly	882.00	909.38	935.63	963.75	994.13	1,023.38	1,053.00	1,080.00	1,107.00	1,134.38
Hourly	<u>23.52</u>	<u>24.25</u>	<u>24.95</u>	<u>25.70</u>	<u>26.51</u>	<u>27.29</u>	<u>28.08</u>	<u>28.80</u>	<u>29.52</u>	<u>30.25</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

**APPENDIX B2
MARKET PAY PLAN**

18M-AP APPRAISER / CERTIFIED CODE ENFORCEMENT OFFICER (Grade 18A)
37.5 hours/week

Position # : 224

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
07/03/16										
Annual	45,552	47,405	48,263	49,491	50,661	51,890	53,177	54,522	55,887	57,272
Weekly	876.00	911.63	928.13	951.75	974.25	997.88	1,022.63	1,048.50	1,074.75	1,101.38
Hourly	<u>23.36</u>	<u>24.31</u>	<u>24.75</u>	<u>25.38</u>	<u>25.98</u>	<u>26.61</u>	<u>27.27</u>	<u>27.96</u>	<u>28.66</u>	<u>29.37</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

**CEBA BASE PAY PLAN
APPENDIX B-2
EFFECTIVE 07/02/17 - 06/30/18
(FY18)**

Union 20

COLA Over Prior Pay Plan : 2.00%

PAY GRADE		1 Recruit	2 6 mos-1 yr.	3 1-2 yrs.	4 2-4 yrs.	5 4-6 yrs.	6 6-8 yrs.	7 8-12 yrs.	8 12-16 yrs.	9 16-20 yrs.	10 20+ yrs.
1	Annual	26,910	28,002	28,626	29,348	30,050	30,752	31,551	32,292	33,111	34,164
	Weekly	517.50	538.50	550.50	564.38	577.88	591.38	606.75	621.00	636.75	657.00
	Hourly	<u>13.80</u>	<u>14.36</u>	<u>14.68</u>	<u>15.05</u>	<u>15.41</u>	<u>15.77</u>	<u>16.18</u>	<u>16.56</u>	<u>16.98</u>	<u>17.52</u>
2	Annual	27,710	28,841	29,445	30,167	30,888	31,649	32,429	33,189	33,989	35,081
	Weekly	532.88	554.63	566.25	580.13	594.00	608.63	623.63	638.25	653.63	674.63
	Hourly	<u>14.21</u>	<u>14.79</u>	<u>15.10</u>	<u>15.47</u>	<u>15.84</u>	<u>16.23</u>	<u>16.63</u>	<u>17.02</u>	<u>17.43</u>	<u>17.99</u>
3	Annual	28,451	29,543	30,147	30,888	31,629	32,429	33,189	33,989	34,827	36,036
	Weekly	547.13	568.13	579.75	594.00	608.25	623.63	638.25	653.63	669.75	693.00
	Hourly	<u>14.59</u>	<u>15.15</u>	<u>15.46</u>	<u>15.84</u>	<u>16.22</u>	<u>16.63</u>	<u>17.02</u>	<u>17.43</u>	<u>17.86</u>	<u>18.48</u>
4	Annual	29,094	30,245	30,869	31,610	32,331	33,170	33,989	34,827	35,666	36,894
	Weekly	559.50	581.63	593.63	607.88	621.75	637.88	653.63	669.75	685.88	709.50
	Hourly	<u>14.92</u>	<u>15.51</u>	<u>15.83</u>	<u>16.21</u>	<u>16.58</u>	<u>17.01</u>	<u>17.43</u>	<u>17.86</u>	<u>18.29</u>	<u>18.92</u>
5	Annual	29,855	31,025	31,707	32,487	33,228	34,047	34,905	35,763	36,641	37,889
	Weekly	574.13	596.63	609.75	624.75	639.00	654.75	671.25	687.75	704.63	728.63
	Hourly	<u>15.31</u>	<u>15.91</u>	<u>16.26</u>	<u>16.66</u>	<u>17.04</u>	<u>17.46</u>	<u>17.90</u>	<u>18.34</u>	<u>18.79</u>	<u>19.43</u>
6	Annual	30,810	32,039	32,721	33,540	34,359	35,120	35,978	36,855	37,791	39,215
	Weekly	592.50	616.13	629.25	645.00	660.75	675.38	691.88	708.75	726.75	754.13
	Hourly	<u>15.80</u>	<u>16.43</u>	<u>16.78</u>	<u>17.20</u>	<u>17.62</u>	<u>18.01</u>	<u>18.45</u>	<u>18.90</u>	<u>19.38</u>	<u>20.11</u>
7	Annual	31,629	32,897	33,579	34,398	35,159	36,075	36,972	37,889	38,844	40,209
	Weekly	608.25	632.63	645.75	661.50	676.13	693.75	711.00	728.63	747.00	773.25
	Hourly	<u>16.22</u>	<u>16.87</u>	<u>17.22</u>	<u>17.64</u>	<u>18.03</u>	<u>18.50</u>	<u>18.96</u>	<u>19.43</u>	<u>19.92</u>	<u>20.62</u>
8	Annual	32,702	34,008	34,691	35,490	36,387	37,304	38,240	39,215	40,209	41,535
	Weekly	628.88	654.00	667.13	682.50	699.75	717.38	735.38	754.13	773.25	798.75
	Hourly	<u>16.77</u>	<u>17.44</u>	<u>17.79</u>	<u>18.20</u>	<u>18.66</u>	<u>19.13</u>	<u>19.61</u>	<u>20.11</u>	<u>20.62</u>	<u>21.30</u>
9	Annual	33,599	34,964	35,724	36,543	37,440	38,357	39,332	40,326	41,321	42,686
	Weekly	646.13	672.38	687.00	702.75	720.00	737.63	756.38	775.50	794.63	820.88
	Hourly	<u>17.23</u>	<u>17.93</u>	<u>18.32</u>	<u>18.74</u>	<u>19.20</u>	<u>19.67</u>	<u>20.17</u>	<u>20.68</u>	<u>21.19</u>	<u>21.89</u>
10	Annual	34,125	35,490	36,173	37,167	38,103	38,961	39,956	40,950	42,003	43,466
	Weekly	656.25	682.50	695.63	714.75	732.75	749.25	768.38	787.50	807.75	835.88
	Hourly	<u>17.50</u>	<u>18.20</u>	<u>18.55</u>	<u>19.06</u>	<u>19.54</u>	<u>19.98</u>	<u>20.49</u>	<u>21.00</u>	<u>21.54</u>	<u>22.29</u>
11	Annual	35,022	36,446	37,206	38,142	39,098	40,014	41,048	42,120	43,154	44,714
	Weekly	673.50	700.88	715.50	733.50	751.88	769.50	789.38	810.00	829.88	859.88
	Hourly	<u>17.96</u>	<u>18.69</u>	<u>19.08</u>	<u>19.56</u>	<u>20.05</u>	<u>20.52</u>	<u>21.05</u>	<u>21.60</u>	<u>22.13</u>	<u>22.93</u>
12	Annual	36,075	37,596	38,337	39,293	40,307	41,204	42,374	43,427	44,538	45,962
	Weekly	693.75	723.00	737.25	755.63	775.13	792.38	814.88	835.13	856.50	883.88
	Hourly	<u>18.50</u>	<u>19.28</u>	<u>19.66</u>	<u>20.15</u>	<u>20.67</u>	<u>21.13</u>	<u>21.73</u>	<u>22.27</u>	<u>22.84</u>	<u>23.57</u>
13	Annual	37,304	38,844	39,585	40,521	41,652	42,588	43,739	44,792	45,942	47,600
	Weekly	717.38	747.00	761.25	779.25	801.00	819.00	841.13	861.38	883.50	915.38
	Hourly	<u>19.13</u>	<u>19.92</u>	<u>20.30</u>	<u>20.78</u>	<u>21.36</u>	<u>21.84</u>	<u>22.43</u>	<u>22.97</u>	<u>23.56</u>	<u>24.41</u>

**CEBA BASE PAY PLAN
APPENDIX B-2
EFFECTIVE 07/02/17 - 06/30/18
(FY18)**

Union 20

PAY GRADE		1 Recruit	2 6 mos-1 yr.	3 1-2 yrs.	4 2-4 yrs.	5 4-6 yrs.	6 6-8 yrs.	7 8-12 yrs.	8 12-16 yrs.	9 16-20 yrs.	10 20+ yrs.
14	Annual	38,318	39,897	40,697	41,769	42,764	43,856	44,948	46,079	47,210	48,887
	Weekly	736.88	767.25	782.63	803.25	822.38	843.38	864.38	886.13	907.88	940.13
	Hourly	<u>19.65</u>	<u>20.46</u>	<u>20.87</u>	<u>21.42</u>	<u>21.93</u>	<u>22.49</u>	<u>23.05</u>	<u>23.63</u>	<u>24.21</u>	<u>25.07</u>
15	Annual	39,663	41,243	42,159	43,193	44,304	45,416	46,527	47,658	48,848	50,642
	Weekly	762.75	793.13	810.75	830.63	852.00	873.38	894.75	916.50	939.38	973.88
	Hourly	<u>20.34</u>	<u>21.15</u>	<u>21.62</u>	<u>22.15</u>	<u>22.72</u>	<u>23.29</u>	<u>23.86</u>	<u>24.44</u>	<u>25.05</u>	<u>25.97</u>
16	Annual	40,677	42,432	43,310	44,382	45,474	46,586	47,736	48,926	50,154	51,909
	Weekly	782.25	816.00	832.88	853.50	874.50	895.88	918.00	940.88	964.50	998.25
	Hourly	<u>20.86</u>	<u>21.76</u>	<u>22.21</u>	<u>22.76</u>	<u>23.32</u>	<u>23.89</u>	<u>24.48</u>	<u>25.09</u>	<u>25.72</u>	<u>26.62</u>
17	Annual	42,939	44,772	45,611	46,839	47,990	49,140	50,427	51,636	52,962	54,756
	Weekly	825.75	861.00	877.13	900.75	922.88	945.00	969.75	993.00	1,018.50	1,053.00
	Hourly	<u>22.02</u>	<u>22.96</u>	<u>23.39</u>	<u>24.02</u>	<u>24.61</u>	<u>25.20</u>	<u>25.86</u>	<u>26.48</u>	<u>27.16</u>	<u>28.08</u>
18	Annual	45,357	47,268	48,146	49,413	50,661	51,831	53,235	54,561	55,887	57,876
	Weekly	872.25	909.00	925.88	950.25	974.25	996.75	1,023.75	1,049.25	1,074.75	1,113.00
	Hourly	<u>23.26</u>	<u>24.24</u>	<u>24.69</u>	<u>25.34</u>	<u>25.98</u>	<u>26.58</u>	<u>27.30</u>	<u>27.98</u>	<u>28.66</u>	<u>29.68</u>

Refer to Contract Section 11. WAGES AND SALARIES

CEBA 07/02/17 (FY18)

**APPENDIX B2
BARRON CENTER**

**1M-S SUPPORT TEAM WORKER (Grade 1M)
37.5 hours/week**

Position # : 350 (Proj 794)

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/02/17											
Annual	22,464	23,771	25,175	26,618	28,139	29,796	31,571	33,131	33,911	34,769	35,939
Weekly	432.00	457.13	484.13	511.88	541.13	573.00	607.13	637.13	652.13	668.63	691.13
Hourly	<u>11.52</u>	<u>12.19</u>	<u>12.91</u>	<u>13.65</u>	<u>14.43</u>	<u>15.28</u>	<u>16.19</u>	<u>16.99</u>	<u>17.39</u>	<u>17.83</u>	<u>18.43</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for by an additional one dollar (\$1.00) per hour.

APPENDIX B2

1M-E EVENT STAFF (Grade 1MB)
37.5 hours/week

Position #: 395

Effective Date	1 Recruit	2 6 mos	3 1 yr.	4 2 yrs.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
07/02/17										
Annual	22,757	23,342	24,044	24,687	25,409	26,228	26,949	27,612	28,295	29,289
Weekly	437.63	448.88	462.38	474.75	488.63	504.38	518.25	531.00	544.13	563.25
Hourly	<u>11.67</u>	<u>11.97</u>	<u>12.33</u>	<u>12.66</u>	<u>13.03</u>	<u>13.45</u>	<u>13.82</u>	<u>14.16</u>	<u>14.51</u>	<u>15.02</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

APPENDIX B2
MARKET PAY PLAN

3M - NURSE ASSISTANT (Grade 3M)
37.5 hours/week

Position #: 528 & 608

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/02/17											
Annual	23,946	25,194	26,442	27,788	29,211	30,459	32,234	33,833	34,691	35,510	36,387
Weekly	460.50	484.50	508.50	534.38	561.75	585.75	619.88	650.63	667.13	682.88	699.75
Hourly	<u>12.28</u>	<u>12.92</u>	<u>13.56</u>	<u>14.25</u>	<u>14.98</u>	<u>15.62</u>	<u>16.53</u>	<u>17.35</u>	<u>17.79</u>	<u>18.21</u>	<u>18.66</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

**APPENDIX B2
BARRON CENTER**

5M-N UNIT CLERK (Grade UC)
37.5 hours/week

Position #: 374

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/02/17											
Annual	27,378	28,626	29,855	31,220	32,624	33,872	35,685	37,245	38,181	39,117	40,716
Weekly	526.50	550.50	574.13	600.38	627.38	651.38	686.25	716.25	734.25	752.25	783.00
Hourly	<u>14.04</u>	<u>14.68</u>	<u>15.31</u>	<u>16.01</u>	<u>16.73</u>	<u>17.37</u>	<u>18.30</u>	<u>19.10</u>	<u>19.58</u>	<u>20.06</u>	<u>20.88</u>

*Effective 07/01/17 (FY18 Only): Additional +\$0.50

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

**APPENDIX B2
BARRON CENTER**

5M-N CERTIFIED NURSE ASSISTANT (Grade 5M)
37.5 hours/week

Position #: 95 (Proj 728)

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/02/17											
Annual	25,194	26,384	27,690	29,036	30,440	31,902	33,462	35,061	35,919	36,797	37,752
Weekly	484.50	507.38	532.50	558.38	585.38	613.50	643.50	674.25	690.75	707.63	726.00
Hourly	<u>12.92</u>	<u>13.53</u>	<u>14.20</u>	<u>14.89</u>	<u>15.61</u>	<u>16.36</u>	<u>17.16</u>	<u>17.98</u>	<u>18.42</u>	<u>18.87</u>	<u>19.36</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

**APPENDIX B2
BARRON CENTER
MARKET PAY PLAN**

**6M - COOK
37.5 hours/week**

Position # : 112

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
07/02/17										
Annual	33,267	33,911	34,632	35,432	36,621	37,713	38,883	39,878	40,872	41,906
Weekly	639.75	652.13	666.00	681.38	704.25	725.25	747.75	766.88	786.00	805.88
Hourly	<u>17.06</u>	<u>17.39</u>	<u>17.76</u>	<u>18.17</u>	<u>18.78</u>	<u>19.34</u>	<u>19.94</u>	<u>20.45</u>	<u>20.96</u>	<u>21.49</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for by an additional one dollar (\$1.00) per hour.

**APPENDIX B2
MARKET PAY PLAN
LTD - LICENSED DIETETIC TECHNICIAN
37.5 hours/week**

Position # : 131

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/02/17											
Annual	34,125	35,490	36,173	37,167	38,084	38,961	39,956	41,165	42,218	43,232	44,363
Weekly	656.25	682.50	695.63	714.75	732.38	749.25	768.38	791.63	811.88	831.38	853.13
Hourly	<u>17.50</u>	<u>18.20</u>	<u>18.55</u>	<u>19.06</u>	<u>19.53</u>	<u>19.98</u>	<u>20.49</u>	<u>21.11</u>	<u>21.65</u>	<u>22.17</u>	<u>22.75</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for by an additional one dollar (\$1.00) per hour.

**APPENDIX B2
MARKET PAY PLAN**

**10M - LICENSED PRACTICAL NURSE (Grade 10M)
40 hours/week**

Position # : 216 (Proj 844)

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/02/17											
Annual	42,099	43,430	44,866	46,301	47,694	49,130	50,544	51,979	53,269	54,600	56,638
Weekly	809.60	835.20	862.80	890.40	917.20	944.80	972.00	999.60	1,024.40	1,050.00	1,089.20
Hourly	<u>20.24</u>	<u>20.88</u>	<u>21.57</u>	<u>22.26</u>	<u>22.93</u>	<u>23.62</u>	<u>24.30</u>	<u>24.99</u>	<u>25.61</u>	<u>26.25</u>	<u>27.23</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

**APPENDIX B2
MARKET PAY PLAN**

**15M-N REGISTERED NURSE AND
ADULT DAY SERVICES NURSE (Grade 15M)
40 hours/week**

Position # : 313 (Proj 833)
Position # : 687

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/02/17											
Annual	50,211	51,667	53,102	54,600	56,243	57,782	59,446	60,570	62,088	63,648	65,208
Weekly	965.60	993.60	1,021.20	1,050.00	1,081.60	1,111.20	1,143.20	1,164.80	1,194.00	1,224.00	1,254.00
Hourly	<u>24.14</u>	<u>24.84</u>	<u>25.53</u>	<u>26.25</u>	<u>27.04</u>	<u>27.78</u>	<u>28.58</u>	<u>29.12</u>	<u>29.85</u>	<u>30.60</u>	<u>31.35</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

Effective November 3, 2002, all work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

**APPENDIX B2
MARKET PAY PLAN**

15M-HD DENTAL HYGIENIST (Grade DH)
37.5 hours/week

Position # : 123 (Proj 124)

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 12 yrs.	8 16 yrs.	9 20+ yrs.
07/02/17									
Annual	55,595	57,798	60,099	61,932	63,804	65,715	67,373	69,030	70,805
Weekly	1,069.13	1,111.50	1,155.75	1,191.00	1,227.00	1,263.75	1,295.63	1,327.50	1,361.63
Hourly	<u>28.51</u>	<u>29.64</u>	<u>30.82</u>	<u>31.76</u>	<u>32.72</u>	<u>33.70</u>	<u>34.55</u>	<u>35.40</u>	<u>36.31</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Note: Team Leader stipend (\$1.00 per hour) included in base wage.

**APPENDIX B2
MARKET PAY PLAN**

**15M-HM OUTREACH WORKER AND
SUSTANCE ABUSE COUNSELOR/CASE MANAGER (Grade OW)**
37.5 hours/week

Position # : 240
Position # : 688

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
07/02/17										
Annual	42,159	43,212	44,304	45,416	46,527	47,171	47,970	49,140	50,408	51,617
Weekly	810.75	831.00	852.00	873.38	894.75	907.13	922.50	945.00	969.38	992.63
Hourly	<u>21.62</u>	<u>22.16</u>	<u>22.72</u>	<u>23.29</u>	<u>23.86</u>	<u>24.19</u>	<u>24.60</u>	<u>25.20</u>	<u>25.85</u>	<u>26.47</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

**APPENDIX B2
MARKET PAY PLAN**

16M-H PUBLIC HEALTH NURSE (Grade 16M)
37.5 hours/week

Position # : 294 (Proj 658)

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 12 yrs.	8 16 yrs.	9 20+ yrs.
07/02/17									
Annual	51,363	53,450	55,556	57,272	58,968	60,762	62,264	63,843	66,047
Weekly	987.75	1,027.88	1,068.38	1,101.38	1,134.00	1,168.50	1,197.38	1,227.75	1,270.13
Hourly	<u>26.34</u>	<u>27.41</u>	<u>28.49</u>	<u>29.37</u>	<u>30.24</u>	<u>31.16</u>	<u>31.93</u>	<u>32.74</u>	<u>33.87</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

**APPENDIX B2
MARKET PAY PLAN**

17M - CERTIFIED CODE ENFORCEMENT OFFICER (Grade 17M)
37.5 hours/week

Position # : 499

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
07/02/17										
Annual	44,051	45,806	46,703	47,970	49,004	50,310	51,461	52,787	54,074	55,458
Weekly	847.13	880.88	898.13	922.50	942.38	967.50	989.63	1,015.13	1,039.88	1,066.50
Hourly	<u>22.59</u>	<u>23.49</u>	<u>23.95</u>	<u>24.60</u>	<u>25.13</u>	<u>25.80</u>	<u>26.39</u>	<u>27.07</u>	<u>27.73</u>	<u>28.44</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

**APPENDIX B2
MARKET PAY PLAN**

18M-SP CODE ENF PLAN REVIEWER, AND ZONING SPECIALIST (Grade 18M)
37.5 hours/week

Position # : 588

Position # : 701

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
07/02/17										
Annual	46,781	48,243	49,628	51,110	52,728	54,288	55,848	57,291	58,715	60,177
Weekly	899.63	927.75	954.38	982.88	1,014.00	1,044.00	1,074.00	1,101.75	1,129.13	1,157.25
Hourly	<u>23.99</u>	<u>24.74</u>	<u>25.45</u>	<u>26.21</u>	<u>27.04</u>	<u>27.84</u>	<u>28.64</u>	<u>29.38</u>	<u>30.11</u>	<u>30.86</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

**APPENDIX B2
MARKET PAY PLAN**

18M-AP APPRAISER / CERTIFIED CODE ENFORCEMENT OFFICER (Grade 18A)
37.5 hours/week

Position # : 224

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
07/02/17										
Annual	46,469	48,360	49,238	50,486	51,675	52,923	54,249	55,614	56,999	58,422
Weekly	893.63	930.00	946.88	970.88	993.75	1,017.75	1,043.25	1,069.50	1,096.13	1,123.50
Hourly	<u>23.83</u>	<u>24.80</u>	<u>25.25</u>	<u>25.89</u>	<u>26.50</u>	<u>27.14</u>	<u>27.82</u>	<u>28.52</u>	<u>29.23</u>	<u>29.96</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

**CEBA BASE PAY PLAN
APPENDIX B-2
EFFECTIVE 07/01/18 - 06/30/19
(FY19)**

Union 20

COLA Over Prior Pay Plan : 2.00%

PAY GRADE		1	2	3	4	5	6	7	8	9	10
		Recruit	6 mos-1 yr.	1-2 yrs.	2-4 yrs.	4-6 yrs.	6-8 yrs.	8-12 yrs.	12-16 yrs.	16-20 yrs.	20+ yrs.
1	Annual	27,456	28,568	29,192	29,933	30,654	31,376	32,175	32,936	33,774	34,847
	Weekly	528.00	549.38	561.38	575.63	589.50	603.38	618.75	633.38	649.50	670.13
	Hourly	<u>14.08</u>	<u>14.65</u>	<u>14.97</u>	<u>15.35</u>	<u>15.72</u>	<u>16.09</u>	<u>16.50</u>	<u>16.89</u>	<u>17.32</u>	<u>17.87</u>
2	Annual	28,256	29,426	30,030	30,771	31,512	32,273	33,072	33,852	34,671	35,783
	Weekly	543.38	565.88	577.50	591.75	606.00	620.63	636.00	651.00	666.75	688.13
	Hourly	<u>14.49</u>	<u>15.09</u>	<u>15.40</u>	<u>15.78</u>	<u>16.16</u>	<u>16.55</u>	<u>16.96</u>	<u>17.36</u>	<u>17.78</u>	<u>18.35</u>
3	Annual	29,016	30,128	30,752	31,512	32,253	33,072	33,852	34,671	35,529	36,758
	Weekly	558.00	579.38	591.38	606.00	620.25	636.00	651.00	666.75	683.25	706.88
	Hourly	<u>14.88</u>	<u>15.45</u>	<u>15.77</u>	<u>16.16</u>	<u>16.54</u>	<u>16.96</u>	<u>17.36</u>	<u>17.78</u>	<u>18.22</u>	<u>18.85</u>
4	Annual	29,679	30,849	31,493	32,234	32,975	33,833	34,671	35,529	36,387	37,635
	Weekly	570.75	593.25	605.63	619.88	634.13	650.63	666.75	683.25	699.75	723.75
	Hourly	<u>15.22</u>	<u>15.82</u>	<u>16.15</u>	<u>16.53</u>	<u>16.91</u>	<u>17.35</u>	<u>17.78</u>	<u>18.22</u>	<u>18.66</u>	<u>19.30</u>
5	Annual	30,459	31,649	32,351	33,131	33,891	34,730	35,607	36,485	37,382	38,649
	Weekly	585.75	608.63	622.13	637.13	651.75	667.88	684.75	701.63	718.88	743.25
	Hourly	<u>15.62</u>	<u>16.23</u>	<u>16.59</u>	<u>16.99</u>	<u>17.38</u>	<u>17.81</u>	<u>18.26</u>	<u>18.71</u>	<u>19.17</u>	<u>19.82</u>
6	Annual	31,434	32,682	33,384	34,203	35,042	35,822	36,699	37,596	38,552	39,995
	Weekly	604.50	628.50	642.00	657.75	673.88	688.88	705.75	723.00	741.38	769.13
	Hourly	<u>16.12</u>	<u>16.76</u>	<u>17.12</u>	<u>17.54</u>	<u>17.97</u>	<u>18.37</u>	<u>18.82</u>	<u>19.28</u>	<u>19.77</u>	<u>20.51</u>
7	Annual	32,253	33,560	34,242	35,081	35,861	36,797	37,713	38,649	39,624	41,009
	Weekly	620.25	645.38	658.50	674.63	689.63	707.63	725.25	743.25	762.00	788.63
	Hourly	<u>16.54</u>	<u>17.21</u>	<u>17.56</u>	<u>17.99</u>	<u>18.39</u>	<u>18.87</u>	<u>19.34</u>	<u>19.82</u>	<u>20.32</u>	<u>21.03</u>
8	Annual	33,365	34,691	35,393	36,192	37,109	38,045	39,000	39,995	41,009	42,374
	Weekly	641.63	667.13	680.63	696.00	713.63	731.63	750.00	769.13	788.63	814.88
	Hourly	<u>17.11</u>	<u>17.79</u>	<u>18.15</u>	<u>18.56</u>	<u>19.03</u>	<u>19.51</u>	<u>20.00</u>	<u>20.51</u>	<u>21.03</u>	<u>21.73</u>
9	Annual	34,262	35,666	36,446	37,265	38,181	39,117	40,112	41,126	42,140	43,544
	Weekly	658.88	685.88	700.88	716.63	734.25	752.25	771.38	790.88	810.38	837.38
	Hourly	<u>17.57</u>	<u>18.29</u>	<u>18.69</u>	<u>19.11</u>	<u>19.58</u>	<u>20.06</u>	<u>20.57</u>	<u>21.09</u>	<u>21.61</u>	<u>22.33</u>
10	Annual	34,808	36,192	36,894	37,908	38,864	39,741	40,755	41,769	42,842	44,343
	Weekly	669.38	696.00	709.50	729.00	747.38	764.25	783.75	803.25	823.88	852.75
	Hourly	<u>17.85</u>	<u>18.56</u>	<u>18.92</u>	<u>19.44</u>	<u>19.93</u>	<u>20.38</u>	<u>20.90</u>	<u>21.42</u>	<u>21.97</u>	<u>22.74</u>
11	Annual	35,724	37,167	37,947	38,903	39,878	40,814	41,867	42,959	44,012	45,611
	Weekly	687.00	714.75	729.75	748.13	766.88	784.88	805.13	826.13	846.38	877.13
	Hourly	<u>18.32</u>	<u>19.06</u>	<u>19.46</u>	<u>19.95</u>	<u>20.45</u>	<u>20.93</u>	<u>21.47</u>	<u>22.03</u>	<u>22.57</u>	<u>23.39</u>
12	Annual	36,797	38,357	39,098	40,073	41,106	42,023	43,212	44,304	45,435	46,878
	Weekly	707.63	737.63	751.88	770.63	790.50	808.13	831.00	852.00	873.75	901.50
	Hourly	<u>18.87</u>	<u>19.67</u>	<u>20.05</u>	<u>20.55</u>	<u>21.08</u>	<u>21.55</u>	<u>22.16</u>	<u>22.72</u>	<u>23.30</u>	<u>24.04</u>
13	Annual	38,045	39,624	40,385	41,340	42,491	43,446	44,616	45,689	46,859	48,555
	Weekly	731.63	762.00	776.63	795.00	817.13	835.50	858.00	878.63	901.13	933.75
	Hourly	<u>19.51</u>	<u>20.32</u>	<u>20.71</u>	<u>21.20</u>	<u>21.79</u>	<u>22.28</u>	<u>22.88</u>	<u>23.43</u>	<u>24.03</u>	<u>24.90</u>

**CEBA BASE PAY PLAN
APPENDIX B-2
EFFECTIVE 07/01/18 - 06/30/19
(FY19)**

Union 20

PAY GRADE		1 Recruit	2 6 mos-1 yr.	3 1-2 yrs.	4 2-4 yrs.	5 4-6 yrs.	6 6-8 yrs.	7 8-12 yrs.	8 12-16 yrs.	9 16-20 yrs.	10 20+ yrs.
14	Annual	39,078	40,697	41,516	42,608	43,622	44,733	45,845	46,995	48,146	49,862
	Weekly	751.50	782.63	798.38	819.38	838.88	860.25	881.63	903.75	925.88	958.88
	Hourly	<u>20.04</u>	<u>20.87</u>	<u>21.29</u>	<u>21.85</u>	<u>22.37</u>	<u>22.94</u>	<u>23.51</u>	<u>24.10</u>	<u>24.69</u>	<u>25.57</u>
15	Annual	40,463	42,062	42,998	44,051	45,182	46,332	47,463	48,614	49,823	51,656
	Weekly	778.13	808.88	826.88	847.13	868.88	891.00	912.75	934.88	958.13	993.38
	Hourly	<u>20.75</u>	<u>21.57</u>	<u>22.05</u>	<u>22.59</u>	<u>23.17</u>	<u>23.76</u>	<u>24.34</u>	<u>24.93</u>	<u>25.55</u>	<u>26.49</u>
16	Annual	41,496	43,290	44,168	45,279	46,391	47,522	48,692	49,901	51,149	52,943
	Weekly	798.00	832.50	849.38	870.75	892.13	913.88	936.38	959.63	983.63	1,018.13
	Hourly	<u>21.28</u>	<u>22.20</u>	<u>22.65</u>	<u>23.22</u>	<u>23.79</u>	<u>24.37</u>	<u>24.97</u>	<u>25.59</u>	<u>26.23</u>	<u>27.15</u>
17	Annual	43,797	45,669	46,527	47,775	48,945	50,115	51,441	52,670	54,015	55,848
	Weekly	842.25	878.25	894.75	918.75	941.25	963.75	989.25	1,012.88	1,038.75	1,074.00
	Hourly	<u>22.46</u>	<u>23.42</u>	<u>23.86</u>	<u>24.50</u>	<u>25.10</u>	<u>25.70</u>	<u>26.38</u>	<u>27.01</u>	<u>27.70</u>	<u>28.64</u>
18	Annual	46,274	48,204	49,101	50,408	51,675	52,865	54,308	55,653	56,999	59,027
	Weekly	889.88	927.00	944.25	969.38	993.75	1,016.63	1,044.38	1,070.25	1,096.13	1,135.13
	Hourly	<u>23.73</u>	<u>24.72</u>	<u>25.18</u>	<u>25.85</u>	<u>26.50</u>	<u>27.11</u>	<u>27.85</u>	<u>28.54</u>	<u>29.23</u>	<u>30.27</u>

Refer to Contract Section 11. WAGES AND SALARIES

CEBA 07/01/18 (FY19)

**APPENDIX B2
BARRON CENTER**

**1M-S SUPPORT TEAM WORKER (Grade 1M)
37.5 hours/week**

Position # : 350 (Proj 794)

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/01/18											
Annual	22,913	24,239	25,682	27,144	28,704	30,401	32,195	33,794	34,593	35,471	36,660
Weekly	440.63	466.13	493.88	522.00	552.00	584.63	619.13	649.88	665.25	682.13	705.00
Hourly	<u>11.75</u>	<u>12.43</u>	<u>13.17</u>	<u>13.92</u>	<u>14.72</u>	<u>15.59</u>	<u>16.51</u>	<u>17.33</u>	<u>17.74</u>	<u>18.19</u>	<u>18.80</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for by an additional one dollar (\$1.00) per hour.

APPENDIX B2

1M-E EVENT STAFF (Grade 1MB)
37.5 hours/week

Position # : 395

Effective Date	1 Recruit	2 6 mos	3 1 yr.	4 2 yrs.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
07/01/18										
Annual	23,205	23,810	24,531	25,175	25,916	26,754	27,495	28,158	28,860	29,874
Weekly	446.25	457.88	471.75	484.13	498.38	514.50	528.75	541.50	555.00	574.50
Hourly	<u>11.90</u>	<u>12.21</u>	<u>12.58</u>	<u>12.91</u>	<u>13.29</u>	<u>13.72</u>	<u>14.10</u>	<u>14.44</u>	<u>14.80</u>	<u>15.32</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

APPENDIX B2
MARKET PAY PLAN

3M - NURSE ASSISTANT (Grade 3M)
37.5 hours/week

Position # : 528 & 608

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/01/18											
Annual	24,434	25,701	26,969	28,353	29,796	31,064	32,877	34,515	35,393	36,212	37,109
Weekly	469.88	494.25	518.63	545.25	573.00	597.38	632.25	663.75	680.63	696.38	713.63
Hourly	<u>12.53</u>	<u>13.18</u>	<u>13.83</u>	<u>14.54</u>	<u>15.28</u>	<u>15.93</u>	<u>16.86</u>	<u>17.70</u>	<u>18.15</u>	<u>18.57</u>	<u>19.03</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

APPENDIX B2
BARRON CENTER

5M-N UNIT CLERK (Grade UC)
37.5 hours/week

Position # : 374

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/01/18											
Annual	27,924	29,192	30,459	31,844	33,267	34,554	36,407	37,986	38,942	39,897	41,535
Weekly	537.00	561.38	585.75	612.38	639.75	664.50	700.13	730.50	748.88	767.25	798.75
Hourly	<u>14.32</u>	<u>14.97</u>	<u>15.62</u>	<u>16.33</u>	<u>17.06</u>	<u>17.72</u>	<u>18.67</u>	<u>19.48</u>	<u>19.97</u>	<u>20.46</u>	<u>21.30</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

APPENDIX B2
BARRON CENTER

5M-N CERTIFIED NURSE ASSISTANT (Grade 5M)
37.5 hours/week

Position # : 95 (Proj 728)

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/01/18											
Annual	25,701	26,910	28,236	29,621	31,044	32,546	34,125	35,763	36,641	37,538	38,513
Weekly	494.25	517.50	543.00	569.63	597.00	625.88	656.25	687.75	704.63	721.88	740.63
Hourly	<u>13.18</u>	<u>13.80</u>	<u>14.48</u>	<u>15.19</u>	<u>15.92</u>	<u>16.69</u>	<u>17.50</u>	<u>18.34</u>	<u>18.79</u>	<u>19.25</u>	<u>19.75</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

**APPENDIX B2
BARRON CENTER
MARKET PAY PLAN**

**6M - COOK
37.5 hours/week**

Position # : 112

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
07/01/18										
Annual	33,930	34,593	35,334	36,134	37,362	38,474	39,663	40,677	41,691	42,744
Weekly	652.50	665.25	679.50	694.88	718.50	739.88	762.75	782.25	801.75	822.00
Hourly	<u>17.40</u>	<u>17.74</u>	<u>18.12</u>	<u>18.53</u>	<u>19.16</u>	<u>19.73</u>	<u>20.34</u>	<u>20.86</u>	<u>21.38</u>	<u>21.92</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for by an additional one dollar (\$1.00) per hour.

**APPENDIX B2
MARKET PAY PLAN
LTD - LICENSED DIETETIC TECHNICIAN
37.5 hours/week**

Position # : 131

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/01/18											
Annual	34,808	36,192	36,894	37,908	38,844	39,741	40,755	41,984	43,056	44,090	45,260
Weekly	669.38	696.00	709.50	729.00	747.00	764.25	783.75	807.38	828.00	847.88	870.38
Hourly	<u>17.85</u>	<u>18.56</u>	<u>18.92</u>	<u>19.44</u>	<u>19.92</u>	<u>20.38</u>	<u>20.90</u>	<u>21.53</u>	<u>22.08</u>	<u>22.61</u>	<u>23.21</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for by an additional one dollar (\$1.00) per hour.

CEBA 07/01/18 (FY19)

APPENDIX B2

MARKET PAY PLAN

10M - LICENSED PRACTICAL NURSE (Grade 10M)

Position #: 216 (Proj 844)

40 hours/week

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/01/18											
Annual	42,931	44,304	45,760	47,237	48,651	50,107	51,563	53,019	54,330	55,702	57,762
Weekly	825.60	852.00	880.00	908.40	935.60	963.60	991.60	1,019.60	1,044.80	1,071.20	1,110.80
Hourly	<u>20.64</u>	<u>21.30</u>	<u>22.00</u>	<u>22.71</u>	<u>23.39</u>	<u>24.09</u>	<u>24.79</u>	<u>25.49</u>	<u>26.12</u>	<u>26.78</u>	<u>27.77</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

All work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

APPENDIX B2

MARKET PAY PLAN

15M-N REGISTERED NURSE AND
ADULT DAY SERVICES NURSE (Grade 15M)

Position #: 313 (Proj 833)

Position #: 687

40 hours/week

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 3 yrs.	6 4 yrs.	7 6 yrs.	8 8 yrs.	9 12 yrs.	10 16 yrs.	11 20+ yrs.
07/01/18											
Annual	51,210	52,707	54,163	55,702	57,366	58,947	60,632	61,776	63,336	64,917	66,518
Weekly	984.80	1,013.60	1,041.60	1,071.20	1,103.20	1,133.60	1,166.00	1,188.00	1,218.00	1,248.40	1,279.20
Hourly	<u>24.62</u>	<u>25.34</u>	<u>26.04</u>	<u>26.78</u>	<u>27.58</u>	<u>28.34</u>	<u>29.15</u>	<u>29.70</u>	<u>30.45</u>	<u>31.21</u>	<u>31.98</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Barron Center Differential

Effective November 3, 2002, all work performed by the above employees on the second and third shift or for any work performed on a weekend (but not for both) shall be compensated for as follows:

Weekday evenings (2nd shift)	\$1.00 per hour
Weekday nights (3rd shift)	\$2.00 per hour
Weekend days	\$1.00 per hour
Weekend evenings (2nd shift)	\$2.00 per hour
Weekend nights (3rd shift)	\$3.00 per hour

**APPENDIX B2
MARKET PAY PLAN**

15M-HD DENTAL HYGIENIST (Grade DH)
37.5 hours/week

Position # : 123 (Proj 124)

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 12 yrs.	8 16 yrs.	9 20+ yrs.
07/01/18									
Annual	56,706	58,949	61,308	63,180	65,072	67,022	68,718	70,415	72,228
Weekly	1,090.50	1,133.63	1,179.00	1,215.00	1,251.38	1,288.88	1,321.50	1,354.13	1,389.00
Hourly	<u>29.08</u>	<u>30.23</u>	<u>31.44</u>	<u>32.40</u>	<u>33.37</u>	<u>34.37</u>	<u>35.24</u>	<u>36.11</u>	<u>37.04</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

Note: Team Leader stipend (\$1.00 per hour) included in base wage.

**APPENDIX B2
MARKET PAY PLAN**

**15M-HM OUTREACH WORKER AND
SUSTANCE ABUSE COUNSELOR/CASE MANAGER (Grade OW)**
37.5 hours/week

Position # : 240
Position # : 688

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yrs.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
07/01/18										
Annual	42,998	44,070	45,182	46,332	47,463	48,107	48,926	50,115	51,422	52,650
Weekly	826.88	847.50	868.88	891.00	912.75	925.13	940.88	963.75	988.88	1,012.50
Hourly	<u>22.05</u>	<u>22.60</u>	<u>23.17</u>	<u>23.76</u>	<u>24.34</u>	<u>24.67</u>	<u>25.09</u>	<u>25.70</u>	<u>26.37</u>	<u>27.00</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

**APPENDIX B2
MARKET PAY PLAN**

16M-H PUBLIC HEALTH NURSE (Grade 16M)
37.5 hours/week

Position # : 294 (Proj 658)

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 12 yrs.	8 16 yrs.	9 20+ yrs.
07/01/18									
Annual	52,397	54,522	56,667	58,422	60,138	61,971	63,512	65,111	67,373
Weekly	1,007.63	1,048.50	1,089.75	1,123.50	1,156.50	1,191.75	1,221.38	1,252.13	1,295.63
Hourly	<u>26.87</u>	<u>27.96</u>	<u>29.06</u>	<u>29.96</u>	<u>30.84</u>	<u>31.78</u>	<u>32.57</u>	<u>33.39</u>	<u>34.55</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

**APPENDIX B2
MARKET PAY PLAN**

17M - CERTIFIED CODE ENFORCEMENT OFFICER (Grade 17M)
37.5 hours/week

Position # : 499

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
07/01/18										
Annual	44,928	46,722	47,639	48,926	49,979	51,324	52,494	53,840	55,146	56,570
Weekly	864.00	898.50	916.13	940.88	961.13	987.00	1,009.50	1,035.38	1,060.50	1,087.88
Hourly	<u>23.04</u>	<u>23.96</u>	<u>24.43</u>	<u>25.09</u>	<u>25.63</u>	<u>26.32</u>	<u>26.92</u>	<u>27.61</u>	<u>28.28</u>	<u>29.01</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

**APPENDIX B2
MARKET PAY PLAN**

18M-SP CODE ENF PLAN REVIEWER, AND ZONING SPECIALIST (Grade 18M)
37.5 hours/week

Position # : 588

Position # : 701

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
07/01/18										
Annual	47,717	49,199	50,622	52,124	53,781	55,380	56,960	58,442	59,885	61,386
Weekly	917.63	946.13	973.50	1,002.38	1,034.25	1,065.00	1,095.38	1,123.88	1,151.63	1,180.50
Hourly	<u>24.47</u>	<u>25.23</u>	<u>25.96</u>	<u>26.73</u>	<u>27.58</u>	<u>28.40</u>	<u>29.21</u>	<u>29.97</u>	<u>30.71</u>	<u>31.48</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.

**APPENDIX B2
MARKET PAY PLAN**

18M-AP APPRAISER / CERTIFIED CODE ENFORCEMENT OFFICER (Grade 18A)
37.5 hours/week

Position # : 224

Effective Date	1 Recruit	2 6 mos.	3 1 yr.	4 2 yr.	5 4 yrs.	6 6 yrs.	7 8 yrs.	8 12 yrs.	9 16 yrs.	10 20+ yrs.
07/01/18										
Annual	47,405	49,335	50,232	51,500	52,709	53,976	55,341	56,726	58,130	59,592
Weekly	911.63	948.75	966.00	990.38	1,013.63	1,038.00	1,064.25	1,090.88	1,117.88	1,146.00
Hourly	<u>24.31</u>	<u>25.30</u>	<u>25.76</u>	<u>26.41</u>	<u>27.03</u>	<u>27.68</u>	<u>28.38</u>	<u>29.09</u>	<u>29.81</u>	<u>30.56</u>

The preceding wages are based on a market rate and may be adjusted during the term of the Agreement by mutual agreement of the parties.