

AGREEMENT
BETWEEN
THE CITY OF DAVENPORT
AND
THE AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL EMPLOYEES
LOCAL 887, AFL-CIO

July 1, 2021

to

JUNE 30, 2025

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AGREEMENT

THIS AGREEMENT is entered into by and between the CITY OF DAVENPORT, IOWA (hereinafter called the "Employer") and AFSCME/IOWA COUNCIL 61, LOCAL 887, (hereinafter referred to as the "Union"), and applies only to said parties.

WITNESSETH:

WHEREAS, the Union has been certified as the bargaining representative for the Employees in the bargaining unit set forth in Article I of this Agreement;

WHEREAS, it is the intent and purpose of the parties to achieve and maintain a cooperative relationship between the Employer and its employees by endorsing the principles of good faith bargaining with the Union as the duly elected representative of bargaining employees; to set forth herein their entire agreement covering rates of pay, wages, hours of employment and other conditions of employment; to increase the efficiency and productivity of the employees; to protect the citizens of Davenport by assuring effective and orderly operations; to prevent all strikes by public employees; and to provide an orderly and prompt method of handling and settling grievances;

NOW, THEREFORE, THE PARTIES AGREE WITH EACH OTHER AS FOLLOWS:

ARTICLE 1 **Recognition**

Section 1. Bargaining Unit.

The Employer recognizes the Union as the sole and exclusive bargaining agent for clerical, technical, administrative and professional employees as certified by the Iowa Public Employment Relations Board. The City shall provide advance notice to the Union President in the event a bargaining unit position is eliminated or downgraded.

Section 2. New Classifications.

In the event the Employer establishes a new job classification, the Employer shall designate the job classification and wage rate for the job classification. In the event the Union disagrees with the rate, it may submit a grievance at Step 3 of the grievance procedure. The Employer shall provide the Union with job descriptions of each classification contained in the unit.

Section 3. Part-Time Employees.

Part-time employees who are regularly scheduled to work at least 1560 hours per year (30 hours per week) shall receive all rights and benefits contained herein on the same basis as full-time employees. Part-time employees regularly scheduled to work less than 1560 hours per year (30 hours per week) shall receive all rights and benefits contained herein on a prorated basis to reflect the ratio between the employee's regularly scheduled hours per week and forty hours.

Section 4. Temporary Employees.

Temporary employees are those hired for a specific period of time, to accomplish particular projects or implement special programs or to fill positions of permanent employees assigned to those special projects. Upon completion of one year of service, temporary employees will be eligible for the wages and benefits provided in this Agreement for permanent positions working comparable hours, except promotion and layoff rights.

ARTICLE 2
General Provisions

Section 1. Non-Discrimination.

The parties agree that their respective policies, procedures and operating rules will not violate the rights or discriminate against employees covered by this agreement because of age, sex, race, creed, disability, marital status, other criteria not related to job performance, and any other protected rights provided for by federal and state law. Additionally the parties agree not to interfere with the right of employees to choose or not to choose membership in the Union.

Section 2. Union Representation.

Authorized representatives of the Union shall be permitted to visit the premises of the Employer for the purpose of conducting Union business provided they do not unduly interfere with the operations of the Employer and provided that advance notification is given to the Director of Human Resources or designated representative.

Section 3. Labor/Management Meetings.

Representatives of the Union and the Employer may request and shall be granted a meeting at a mutually agreeable time no longer than thirty (30) days beyond the date of the original request, the purpose being to provide a forum for open communications between the parties. These communications could include proposed changes, which would generate cost savings and increase services. Agenda items shall be exchanged at least one week in advance of the meeting.

Section 4. Bulletin Boards.

The Union shall be permitted to post Union notices and/or information on department bulletin boards. The Union shall be reasonable concerning the content of their postings.

Section 5. Prevailing Rights.

All present understandings, supplements, privileges or conditions of employment, and clearly established and consistent past practice, (that are within the scope of negotiability or are economic in nature) which grant all employees of the Unit benefits or protections not provided by the Agreement, and are not in conflict with this Agreement, or in conflict with sound operating policy or procedures, shall remain in effect unless changed by mutual agreement. It is understood that this shall not be in conflict with Article 3, Management Rights, and further, that it is recognized that from time to time, changes in operating procedures are necessitated by outside influence.

Section 6. Rules and Regulations.

The union agrees that employees shall comply with all work rules presently in effect or subsequently established by the City. The City agrees that the reasonableness of work rules or the discriminatory applications of such rules may be subject to the grievance procedure. In determining the reasonableness of such work rules the City's purpose as defined in Article 3, Management Rights, shall be considered.

Except in emergency situations, the City will post new work rules at least seven (7) calendar days in advance of their effective date.

Section 7. New Employee Orientation.

The union shall have the right to send a representative to departmental orientation sessions of new employees and make a presentation not to exceed 20 minutes. An alternative time will be arranged if it is determined by management that the scheduled orientation session will cause undue hardship to the operations of the union representative's department.

ARTICLE 3
Management Rights

The Employer shall have, in addition to all powers, duties and rights established by constitutional provision, statute, ordinance, charter or special act, the exclusive power, duty and the right to: direct the work of its employees; hire, promote, demote, transfer, assign, and retain employees in positions within the City; suspend or discharge employees for proper cause; maintain the efficiency of operations; relieve employees from duties because of lack of work or for other legitimate reasons; determine and implement methods, means, assignments and personnel by which the Employer's operations are to be conducted; take such actions as may be necessary to carry out the mission of the Employer; initiate, prepare, certify, and administer its budget; and, exercise all powers and duties granted to the Employer by law.

Those inherent managerial functions, prerogatives and policy-making rights which the City has not modified or restricted by a provision of this Agreement are not subject to the grievance procedure contained herein.

ARTICLE 4
No Strike -- No Lockout

Section 1. No Interruption of Services.

Neither the Union nor any of the employees covered by this Agreement will instigate, promote, sponsor, engage in, participate in or condone any strike, sympathy strike, slowdown, asserted stoppage of work, or any other interruption of the operations of the Employer, regardless of the reason for so doing. Any or all employees who violate this Section may be discharged or otherwise disciplined by the Employer. In addition, the Employer agrees that it will not participate directly or indirectly in a lock-out against the Union. In no event shall the Employer assign or transfer Union employees to another governmental entity, business establishment, or geographic location inside or outside City limits for non-emergency functions during a labor dispute in such entity or business.

Section 2. Official Responsibility of the Union.

Each employee who holds a position as officer, agent or representative of the Union occupies a position of special trust and responsibility in maintaining and bringing about compliance with the provisions of this Article. Accordingly, the Union officers agree to notify all Union agents and representatives of their obligations and responsibilities for maintaining compliance with this Article.

ARTICLE 5
Union Representatives

Section 1. Union Activity.

Bargaining unit employees, including officers and representatives, shall not conduct Union activity or business on City time nor shall they be paid for time spent in the conduct of Union activity or business, except as specifically authorized by the provisions of this Agreement. When, in the interest of efficient implementation of the terms of this agreement, it is necessary for a union officer or representative to provide information or consult with another city department for a brief period of time, the immediate supervisor may authorize the action provided that it will not interfere with the efficient operation of the City. It is the responsibility of the Union to notify in writing the names of those employees who are the designated Union officers and stewards.

Section 2. Absence from Work for Union Business.

When contract bargaining sessions between the parties are scheduled to take place during normal working hours, employees who are members of the Union's bargaining team (up to five (5) members) shall be given such time off without loss of pay to attend such sessions. The time off granted for bargaining sessions shall not be considered as hours worked for overtime eligibility.

The Union shall advise the Employer as far in advance as practical of the names of the bargaining representatives.

ARTICLE 6
Grievance and Arbitration Procedures

Section 1. Grievances.

A grievance is any dispute or disagreement between the parties as to the application, meaning or interpretation of specific provisions of this Agreement. Promotion, demotion, suspension and discharge may be subject to Civil Service Appeal, and such appeals must be filed by the employee with the Clerk of the Civil Service Commission within the statutory time limits.

Grievances shall be processed in the following manner:

- Step 1: Any Steward who has an employee grievance shall submit it orally, with or without the employee present, to the employee's immediate supervisor. Submission of the grievance shall be filed within ten (10) working days of the occurrence of the event giving rise to the alleged contract violation or within ten (10) days after the employee concerned should have become aware of the occurrence.
- Step 2: If the grievance is not resolved orally by a response to the Steward, it shall be submitted in writing, and shall be signed by the employee and the Union Steward, to the Department Director within five (5) working days following the oral response of the employee's supervisor. The grievance shall set forth the relevant facts on which it is based and the provision or provisions of the Agreement allegedly violated. The Department Director shall respond to the Union Steward in writing within five (5) working days.
- Step 3: If the grievance still remains unresolved, it shall be presented by the Union Steward to the Director of Human Resources in writing within ten (10) working days after the response of the Department Head. The grievance shall be discussed at a mutually agreeable time, but in any event, no later than ten (10) working days following the submission of the grievance to the Director. The Director shall respond in writing to the Union Steward [with a copy to the Local President and the grievant(s)] within ten (10) working days following the meeting.
- Step 4: If the grievance is still unsettled, either party may, within twenty (20) working days after the reply of the Director of Human Resources, by written notice to the other, request arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the Employer and the Union. If the parties fail to select an arbitrator, the Iowa Public Employment Relations Board shall be requested by either or both parties to provide a panel of five (5) arbitrators. Both the Employer and the Union shall have the right to alternately strike two (2) names from the panel. The order of striking will be determined by the toss of a coin.
The decision of the arbitrator shall be final and binding on the parties and the arbitrator shall be requested to issue his/her decision within thirty (30) calendar days after the conclusion of testimony and argument.

Section 2. Authority of Arbitrator.

The arbitrator shall have no right to amend or modify the provisions of this Agreement. The arbitrator shall consider and decide only the specific issues submitted to him/her in writing by the Employer and the Union, and shall have no authority to make his decision on any other issue not so submitted to him/her. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way, the applicable laws and rules and regulations having the force and effect of law. The arbitrator shall submit, in writing, his/her decision within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension thereof. The arbitrator's decision shall be based solely upon his interpretation of the meaning or application of the express terms of this Agreement to the facts of the grievance presented. The decision of the arbitrator rendered in accordance with this Agreement shall be final and binding.

Section 3. Expenses of Arbitration.

The fees and expenses of the arbitrator shall be divided equally between the Employer and the Union. The cost of a written transcript shall be paid for by the party requesting such transcript; provided, however, that each party shall be responsible for compensating its own representatives and witnesses.

Section 4. Mutual Covenants.

The rights of individuals set forth in this grievance procedure are agreed upon in consideration that a decision rendered under and in accordance with this Agreement shall be final and that there shall be no refusal to perform any specific duty pending the handling of a grievance, except when the health and personal safety of an employee(s) may be in jeopardy.

Section 5. Grievance Investigation and Discussions.

All grievance discussions and investigations that take place during working hours will be done in a manner which will not interfere with essential operations of the City. When a meeting is scheduled between the Employer and the Union to discuss a grievance at one of the steps of the grievance procedure during normal working hours of the grievant and/or the Union representatives, they shall be released from duty without loss of pay to attend the meeting.

Section 6. Time Limits.

The term "working days" as used in this Article shall mean the days Monday through Friday, inclusive, and excludes Saturdays, Sundays and holidays in which City Hall is closed.

Time limits should be strictly adhered to by both parties. No grievance shall be entertained or processed unless it is submitted within the time limits set forth in Section 1 of this Article. If a grievance is not presented within the time limits set forth above, it shall be considered "waived". If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Employer's last answer. If the Employer does not answer a grievance or the appeal thereof within the specified time limit, the relief requested by the Union shall be granted.

The time limit on each step may be extended by mutual agreement of the Employer and the Union representative involved in each step, provided such mutual agreement is contained in writing. More than one (1) grievance may be heard by the same arbitrator by mutual written agreement of the parties.

Section 7. Statement of Waiver or Appeal.

If the grievance is not settled as a result of Step 3, the grieving employee and the Union must, within twenty (20) working days of receipt of the City's Step 3 answer, execute a statement of waiver and election as a precondition for further appeal. This statement shall specify the choice of either a Civil Service or an arbitration appeal to the exclusion of the other. This Section shall be all inclusive pertaining to any dispute, interpretation, suspension or discharge unless jurisdictional limitation would prevent the appeal of choice. In such instance, the alternative appeal may be elected. This Section shall not be so construed as to permit appeals to arbitration or Civil Service which are outside their respective jurisdictions or excluded from appeal under State Law or the specific terms of this Agreement.

ARTICLE 7
Hours of Work

Section 1. Intent.

This Article is intended to define the normal hours of work per day and per week.

Section 2. Regular Workweek, Hours and Days.

The regular workweek shall consist of forty (40) hours per week and such overtime as may from time to time be required in the judgment of the Employer to serve the citizens of the City. The normal hours of work each day shall be consecutive and the normal workweek shall consist of five (5) consecutive days unless otherwise agreed to.

Section 3. Schedule Changes in Regular Workday, Workweek and Shifts.

When it is determined by the Employer that a need exists, work schedules, including shifts, workweeks, work hours, and workdays, may be changed. In other than emergency situations, revised schedules shall be posted on department bulletin boards at least one week in advance of the commencement of the new schedules.

Section 4. Rest Periods.

All employees' work schedules shall provide for one (1) fifteen (15) minute rest period during each half shift of the workday. Employees required to work two (2) hours or more overtime shall be granted a fifteen (15) minute rest period as near the end of the regular shift as possible.

Section 5. Meal Periods.

Employees will be provided an unpaid lunch period of at least one-half (1/2) hour to be scheduled with the approval of the supervisor. Employees required to work four (4) hours or more overtime will be permitted an additional meal period.

Section 6. Clean-up Time.

Employees who need it shall be granted a reasonable personal clean-up period prior to the end of their work shift, except in emergencies.

Section 7. Shift Differentials.

In addition to the established wage rates, the Employer shall pay an hourly premium of three and one-half percent (3.5%) of an employee's individual rate of pay to employees for all hours worked between 5:00 P.M. and 11:00 P.M. Employees working on shifts between 11:00 P.M. and 7:00 A.M. shall be paid an hourly premium of four percent (4.0%) of an employee's individual rate of pay for each hour worked during this time period. Those employees electing a flexible work schedule shall waive the above provision.

For purposes of calculating an employee's entitlement to shift differential pay, the following rules will be observed: (a) if less than one-half of the hours that an employee is regularly scheduled to work are hours which entitle the employee to shift differential pay, then the employee will be entitled to shift differential pay only for those hours that the employee actually works and that entitle the employee to shift differential pay, (b) if one-half or more of the hours that an employee is regularly scheduled to work are hours which entitle the employee to shift differential pay, then the employee will be entitled to shift differential pay for all hours that the employee is regularly scheduled to work, and (c) if one-half or more of the hours that an employee is regularly scheduled to work are hours which entitle the employee to two different shift differential rates of pay, then the employee will be entitled to the higher shift differential rate of pay for all hours that the employee is regularly scheduled to work. All paid time will be counted as hours worked for the purpose of computing shift differential.

Section 8. Flexible Scheduling.

Where practicable, as determined by the City, with consent of the employee, variations in the normal work schedule may be implemented to facilitate the needs of a particular work unit. Such scheduling shall not result in inconvenience to the public, loss of operational efficiency or increased overtime expenditures, and shall require approval of the Department Head or designee. Either an employee or the employer may make such request for flexible schedule.

Section 9. On-Call/Standby Status

Lead Crime Scene Technicians and Civilian Crime Scene Technicians who are placed on an "on-call" status and required to carry a beeper or phone, shall be credited with six (6) hours of compensatory time for each week of "on-call" duty. This supplement shall be pro-rated for periods of "on-call" time which are less than one week in duration and shall be in addition to any other compensation provided in this Agreement. If utilized by the City, on-call duty shall be assigned on a rotating basis in intervals of no more than seven (7) consecutive calendar days.

Public Works and Neighborhood Services AFSCME employees engaged in emergency response and required to be on "standby" shall be compensated at the greater of the following rates:

1. Sixty (\$60.00) per day to be pro-rated if an employee is required to be on standby for less than twenty-four (24) consecutive hours.
2. For actual hours worked at his applicable rate; or
3. For three (3) hours of pay at his straight time hourly rate for each time he is required to return to duty.

This standby provision shall only apply to those employees required to be available for work on a regularly scheduled time off. No employee will be required to be on standby during his approved vacation leave.

ARTICLE 8 **Pay**

Section 1. Payday.

Payday shall be bi-weekly and shall be on Friday.

Section 2. No Pyramiding.

Compensation shall not be paid more than once for the same hours under any provision of this Article or Agreement.

Section 3. Wages.

The Employer will pay the wages as set forth in Appendix "A" which reflect the following general wage increases:

EFFECTIVE DATE	PERCENTAGE INCREASE
07/01/2021	1.75%
07/01/2022	1.75%
07/01/2023	2.0%
07/01/2024	2.0%

Employees will ordinarily start at Step 1 of the pay plan. At the successful completion of the six month probation period, employees will advance to Step 2 of the plan. Thereafter, employees will receive a step increase on the 1st day of the pay period that falls between December 25 and January 7 of each year until they reach the maximum step of their classification. Step increases may be delayed or denied on an exceptional basis only with good and sufficient cause.

Employees ineligible for the step increase because they have reached the maximum rate for their respective classification will be provided a bonus payment on the last pay period in November based upon their years of service on the following January 1st as follows:

Less than 10 years	None
10 through 14 years	\$325
15 through 19 years	\$475
20 years or more	\$625

Section 4. Out-of-Class Pay.

If an employee is temporarily assigned a majority of the duties of a higher rated classification in excess of five (5) consecutive working days, the employee will be paid in accordance with Article 12, Section 4, for the time spent performing these duties, retroactive to the first day the duties were performed. During negotiations for the 2006-2009 collective bargaining agreement, the City proposed and the Union accepted the condition that past practice prior to July 1, 2006, will not be considered in the interpretation of this section.

Section 5. Direct Deposit.

The City agrees to allow employees the option of direct deposit for payroll checks.

Section 6. Section 125 Plan.

The City will cover the administrative costs associated with employee participation in a Section 125 plan. Employees may utilize a Section 125 plan to pay with pre-taxed funds the costs associated with any item(s) eligible for Section 125 coverage pursuant to the Internal Revenue Service regulations. Employees will be permitted to undertake brief individual transactions associated with enrollment or changes in their individual accounts during work hours. The City will allow as much flexibility as permitted by the IRS regulations regarding enrollment into a Section 125 plan. Each year employees will be automatically enrolled by the City in the Section 125 plan for purposes of coverage for premiums, unless the employee requests otherwise in writing. Employees will be notified in advance of their need to enroll with Human Resources for any participation in the Section 125 plan for coverage other than premiums.

Section 7. Police Services Generalists Training Personnel

Police Services Generalists assigned as Police Services Training Personnel will be paid an additional 5% above their regular rate of pay for the period of such training assignments.

Section 8. Retirement Health Savings Plan

The City will make available to employees a Retirement Health Savings Plan with terms and conditions equal to those agreed upon between the City and Union representatives on the Insurance Cost Containment Committee during January 2006. Employees will be allowed to make pre-tax contributions into the plan, provided that all AFSCME bargaining unit employees covered under this bargaining unit agree to make the same contribution.

Effective July 1, 2015, the City will make available to employees a Retirement Health Savings Plan with terms and conditions agreed to by the parties. Effective July 1, 2015, the City will contribute to an individual plan 1% of the individual's annual income as defined by all regular and overtime hours worked.

Section 9. Deferred Compensation

If an employee contributes 1%, the City will contribute to an individual's City's 457 deferred compensation plan 2.75% effective 7/1/15 of an individual's annual income. The percentage contribution to be made by both the employee and the City will be based on the individual's annual income defined as all regular and overtime hours worked by the employee during the immediately prior pay period. The City's contribution will be made bi-weekly and reflected on the individual's payroll check. The City's contribution shall cease if the individual reaches the maximum contribution allowed by law, is no longer employed by the City, or at any time the individual terminates participation in the City's 457 deferred compensation program. The contribution will be made to one provider selected by the individual and as approved by the City. Should the individual's contributions cease mid-year and a partial payment is required, the individual will make the first 1%, the City the second 2.75% effective 7/1/15, and the remaining contribution will be considered the individual's contribution.

Section 10. Identification Bureau Certification Incentives

Employees receiving an Identification Bureau certification incentive on January 1, 2015 will continue to receive the incentive in place on January 1, 2015 upon successful re-certifications. Employees actively pursuing an Identification Bureau incentive as of January 1, 2015 will be eligible for the incentive in place on January 1, 2015, upon attainment of the certification, and will continue to be eligible to receive the incentive in place on January 1, 2015 upon successful re-certifications.

ARTICLE 9
Overtime

Section 1. Overtime Pay.

Employees shall be paid one and one-half (1 1/2) times their regular straight time hourly rate of pay for all hours worked in excess of eight (8) hours per day and forty (40) hours per week or receive compensatory time for such hours as stated in Section 2. Unless otherwise specified by the terms of this Agreement, employees shall be eligible for overtime only on the basis of actual hours worked for the Employer. Sick leave will not be treated as time worked for overtime purposes. All paid time, except sick

leave, will be counted as hours worked for the purpose of computing overtime. Employees shall receive prior approval from their supervisor before working overtime.

Section 2. Compensatory Time.

An employee may elect to receive compensatory time off in lieu of overtime pay. Compensatory time off shall be computed in hours at the applicable overtime rate and shall be scheduled by mutual agreement between the employee and the supervisor. Approval of time off will not be unreasonably withheld.

Employees may not accumulate more than eighty (80) hours of compensatory time at any one time and such time shall not accumulate for more than one (1) fiscal year except that employees may elect to carry over forty (40) hours. Employees will be paid for any unused compensatory time at the payroll period which includes June 30th at the hourly rate at which it was earned.

Employees shall notify their supervisor if they desire compensatory time in lieu of overtime pay no later than one (1) day prior to the date payroll data is submitted.

Section 3. Overtime Distribution.

Overtime opportunities will be distributed equally within departments to employees working within the job classifications that normally perform the work involved.

On each occasion the opportunity to work overtime shall be offered to the employee within the job classification who has the least number of overtime hours to their credit at that time. If this employee does not accept the assignment, the employee with the next fewest number of overtime hours to their credit shall be offered the assignment. The procedure shall be followed until the required qualified employees have been selected for the overtime work.

If not enough employees are obtained to work overtime, the qualified employees with the least seniority shall be required to work. However, nothing in this Article prohibits the City from assigning overtime work contrary to seniority.

A record of overtime hours worked or offered to each employee shall be available for inspection upon request by either the employee or the union representative.

Section 4. New or Returning Employees.

New employees and employees returning from leaves of absence will be credited the average number of overtime hours credited to employees in the appropriate group for overtime distribution purposes.

Section 5. Call-In-Pay.

Employees called in to work outside their scheduled hours of work shall be paid a minimum of two (2) hours at the rate of time and one-half or at the employee's discretion receive compensatory time at the same rate.

ARTICLE 10
Seniority

Section 1. Definition.

The seniority of employees covered by this Agreement shall be as follows:

- a. City seniority shall mean an employee's length of continuous, full-time service with the Employer since his/her last date of hire.
- b. Job Class seniority shall mean that seniority dating from the first day of full-time employment in a job classification. Job Class seniority may or may not coincide with City seniority. In the event an employee has been promoted from one classification to another, seniority shall continue to accrue in any classification(s) that was formerly held.

The Employer shall post complete seniority lists of employees covered by this Agreement quarterly and shall provide a copy of such seniority lists to the Union.

Section 2. Probationary Period.

Each employee shall be considered a probationary employee for the first six (6) months of continuous service, after which his/her seniority shall date back to his/her date of hire. There shall be no

seniority among probationary employees, and they may be laid off or discharged without recourse at the sole discretion of the Employer.

Section 3. Termination of Seniority.

Seniority and the employment relationship shall be terminated when an employee:

- a. Quits; or
- b. Is discharged for just cause; or
- c. Retires or is retired; or
- d. Is absent for three (3) consecutive working days without notifying the Employer, and without adequate cause; or
- e. Is laid off and fails to report to work within the time limits specified in the section above.
- f. Is absent from work due to a reduction in force for more than three (3) years or the length of seniority, whichever is greater.
- g. Is absent from work for a period of 24 consecutive months due to an extended illness.

Section 4. Reinstatement.

An employee who has voluntarily terminated his/her employment with the City may request reinstatement to a position in which Civil Service status was previously held within one year of termination.

In no instance shall the Employer be required to reinstate a former employee under this provision.

If a reinstatement is effected pursuant to this provision, such employee shall be considered a new employee for purposes of seniority until the anniversary date of reinstatement at which time he/she shall be credited with former seniority.

ARTICLE 11
Promotions and Transfers

Section 1. Pay Upon Promotion.

Upon promotion to a job classification of a higher pay range, an employee will advance to a rate in the pay schedule which yields an increase of approximately five percent (5%) or to the minimum rate of the higher range, whichever is greater. Employees who are placed at step 1 of the pay range as a result of promotion will advance to step 2 upon successful completion of the 30 day trial period specified in section 3 above.

Section 2. Reclassifications.

Employees who believe they are improperly classified may submit a completed reclassification questionnaire (available at the Human Resources office) to their supervisor. The supervisor shall sign the completed reclassification questionnaire at the time of receipt from the employee. The supervisor shall review the completed reclassification questionnaire and submit it to the Human Resources Department within five (5) working days of receipt. The employer shall review all such requests and shall respond to both the employee and the supervisor within thirty (30) working days from the Human Resources Department's receipt of the completed reclassification questionnaire. Reclassification decisions by the employer shall be subject to the grievance procedure. Employees shall be paid retroactively if the reclassification is approved, to the date the completed reclassification questionnaire was submitted to their supervisor.

ARTICLE 12
City Property

An employee leaving the service of the Employer, whether through resignation, retirement, layoff or discharge, is responsible for returning any City property which he may have in his possession. Failure to return City property may result in the employee's final check being held up with a deduction being made for the value of the property.

ARTICLE 13
Sick Leave of Absence

Section 1. Sick Leave.

Employees will accrue up to fifteen (15) days of sick leave per year to a maximum accumulation of 960 hours. In order to accrue such leave in any bi-weekly pay period, an employee must work or be paid for at least fifty percent (50%) of his/her normally scheduled work hours for that pay period. The Employer may require substantiation of illness by a physician's statement or by examination by such medical examiners as may have been employed by the Employer. An employee may be required to present a physician's statement, certifying that the employee is capable of performing his/her job, prior to his/her return to work. Requiring an employee to provide a physician's statement will not be unreasonably requested.

Sick leave may be used for illness or attendance upon a member of the immediate family who is seriously ill and requires the personal care of the employee. Immediate family shall be defined as parent, spouse, child, brother, sister, legal ward, or other resident family member of the employee's immediate household. Sick leave may be used for physical examinations, medical treatment or for dental or optical appointments. Approval of sick leave for such appointments will not be unreasonably denied.

Section 2. Sick Leave Advancement.

In the event an employee has utilized all available sick leave benefits, vacation, holiday and compensatory time, at the discretion of the Employer, advancement of up to eighty (80) hours may be provided. Advancement shall consider the employee's seniority and work history. Upon the employee's return to work, sick leave benefits will not accrue until the amount of advancement has been paid back.

Section 3. Notification.

Employees who are absent or who anticipate an absence, must notify their department prior to the start of the normal workday whenever possible. In addition, Employees are required to notify their supervisor if they are leaving their shift early prior to their departure.

Section 4. Worker's Compensation Supplement.

Sick leave may be used to supplement Worker's Compensation disability payments as follows:

Normal FICA, IPERS, Federal withholding and State withholding shall be deducted from regular bi-weekly gross wages. The remainder shall then be reduced by twice the amount of weekly worker's compensation benefits to compute the amount of wages to be supplemented. The numbers of hours of sick leave to be paid shall be determined by dividing the amount to be supplemented by the employee's hourly rate and rounding to the next higher quarter hour.

When regular work hours are recorded in the same pay period, the sick leave supplement will be reduced by the number of regular hours recorded. When worker's compensation and sick leave are totaled, employees will receive approximately the same take home pay as though they were working their normal hours.

Section 5. Incentive

Employees using twenty-four (24) hours or less of sick leave in a fiscal year will insert sixteen (16) hours of sick leave into their individual Retirement Health Savings Account (RHS). Upon the completion of necessary documents by the employee, the City will establish an individual Retirement Health Savings Account (RHS) for employees who meet this sick leave minimum utilization standard. At the start of each fiscal year, the City will individually notify qualifying employees of the deposit made into their respective Retirement Health Savings Accounts (RHS), and of the corresponding deduction made from their sick leave account. At the end of each fiscal year, the City shall provide the necessary RHS documents, as well as a brief written explanation concerning why they were sent, to those employees who have met the minimum sick leave utilization standards but who have not yet established an RHS account in order that the employee may receive the RHS account deposit for that same fiscal year, if they elect to sign up.

ARTICLE 14
Leaves of Absence

Section 1. Request for Leave.

The employer may at its discretion grant a leave of absence to any employee for good and sufficient reason. Any requests for unpaid leaves of absence shall be submitted in writing by the employee. The request shall state the reason for the leave of absence and the approximate length of time off the employee desires. Such requests shall be made as far in advance as is reasonably possible of the desired leave. A prompt answer to the request for leave of absence shall be furnished to the employee by the department head and shall be in writing. Requests for leave will not be unreasonably denied.

A parental leave in conjunction with the birth or adoption of a new family member shall be considered a reasonable purpose for an unpaid leave of absence request.

Section 2. Court Leave.

If an employee, who is not a party to an action, is subpoenaed to appear in court to testify, the employee shall be released from work without loss of pay for the time spent testifying, provided that the employee produces proof of the subpoenas and presents a signed statement as to the hours he spent in court. The employee subpoenaed must reimburse the Employer for the witness fees paid to him.

Section 3. Military Leave.

Military leaves of absence shall be granted in compliance with Federal and State law. Employees who are members of the National Guard, Organized Reserves, or any component part of the military, Naval, Air Force or Nurse Corps of this State or Nation, or who are or may be otherwise inducted into the military service of this State or of the United States, shall when ordered by proper authority to active State or Federal service be entitled to a leave of absence for a period of such active service without loss of status or efficiency rating and without loss of pay during the first thirty (30) days of such leave of absence. The Employer may make a temporary appointment to fill any vacancy created by such leave of absence.

Section 4. Bereavement Leave.

As necessary, employees will be allowed up to three (3) consecutive workdays, including travel time, without loss of pay, in order to attend the funeral of a mother-in-law or father-in-law, son-in-law or daughter-in-law, grandparent or grandchild. In the case of a death in the immediate family, defined as parent, spouse, child, brother or sister, legal ward, or other resident family member of the employee's immediate household, bereavement leave of up to three (3) days will be allowed, as necessary and including travel time, to attend to funeral arrangements, comfort the immediate family and attend the funeral. Additions to the above list and an extension of up to two (2) additional days of bereavement leave may be granted at the discretion of the department head in extenuating circumstances and for good cause shown.

In the event of circumstances requiring more than the workdays as provided above for the attendance at the funeral of a family member, employees may utilize accumulated sick leave or excused leave of absence without pay with the approval of the Department Head.

An employee may be required to submit documentation of the need for bereavement leave.

Section 5. Medical Leave.

Employees who are disabled due to medical reasons will be granted a leave of absence not to exceed twelve (12) months. During the 12 month period, employees may exhaust all of their accumulated sick leave, vacation, holiday, or compensatory hours prior to applying for long term disability benefits. The City will continue the health insurance for the employee and his/her family for a period not to exceed twenty-four (24) months after the initial date that leave commenced. The employee may, however, as an option, apply for long term disability benefits after a 90-day waiting period in accordance with the provisions of the long term disability plan in lieu of their accumulated sick leave. Inability to work as a result of a pregnancy related disability will be considered as any other disability for purposes of eligibility for benefits for sick leave usage and long term disability.

An employee may request a six month extension of the leave of absence at least 14 days prior to the end of the twelve (12) month leave. The employer shall grant the extension if medical evidence indicates that the employee will be able to return to work within 6 months of the end of the original leave. The employer may deny the extension if a second opinion regarding the ability of the employee to return to

work indicates that there is not sufficient medical evidence of the ability to return to work during the extension. The second opinion shall be paid for by the City. The second opinion shall be requested from a health care provider mutually agreed upon between the employee and the City.

Section 6. Jury Duty.

An employee who is called or required to serve on a jury during his/her scheduled work hours shall be paid the difference between his/her jury fees and his/her straight time hourly rate of pay for all scheduled hours of work missed because of jury duty. The eligible employee shall present proof of call or service and must report immediately for work if he/she is discharged from the jury before the end of his/her scheduled hours of work.

Section 7. Return from Leave.

Employees returning from medical or military leave of absence shall, in addition to accruing seniority during such leave, be returned to the position held at the time the leave commenced. If, because of circumstances such position is not available, the employee will be placed in a comparative classification and pay grade for which they are qualified to perform.

Employees on personal leave which duration exceeds thirty (30) days shall not accrue seniority and additionally, employees returning from a personal leave of absence of longer than thirty (30) days shall be returned to the position they previously held, if possible. If, because of circumstances such position is not available, the employee will be placed in a comparative classification and pay grade for which they are qualified to perform.

Section 8. Voting Time.

Employees whose work schedules are such that they provide less than three consecutive hours outside scheduled work hours while polls are open will be provided leave time for voting in national, state and local elections. Voting leave must be scheduled with the employee's supervisor.

Section 9. Union Conferences and Meetings.

- A. The Union shall be allowed up to one hundred four (104) hours off with pay for elected and appointed delegates who are required to attend the AFSCME Council 61 Conference, the Iowa Federation of Labor Conference or the AFSCME International Conference.
- B. In addition, one Union member elected to an office in Council 61 or the International shall be allowed one day off per month with pay for the purpose of attending meetings.
- C. It is understood that the Union will furnish the Employer reasonable advance notice of conferences and meetings, and approval for attendance will be based upon the Employer's operational needs during the requested time for leave.
- D. The Local President or his/her designee shall be allowed time off with pay to attend meetings, conferences and workshops sponsored by the Quad-City Area Labor Management Association (QCALM).

Section 10. Union Business Leave.

Employees who are elected or appointed to a State or National Union office may request a leave of absence for a period not to exceed two (2) years. Requests for such leaves will not be unreasonably denied by the Employer. Return from a Union business leave shall be in accordance with Section 8 of this Article.

Section 11. Family and Medical Leave Act.

Employees covered by this contract shall be covered under the Federal Government Family and Medical Leave Act. This act provides for certain guaranteed leaves of absence and in many circumstances, the ability to remain on the employer's insurance programs during the leave. Request for leave under the Family and Medical Leave Act shall be submitted to the Human Resources Department.

Section 12. Blood Submission

Provided the employee's absence does not impair the City's operations, an employee who wishes to provide blood at a City-sponsored or City-endorsed blood drive during work hours shall be released from work without loss of pay for time spent in related travel, blood-taking procedures, and recovery there from up to a maximum of two (2) hours. Any additional time required for recovery will be charged to the employee's sick leave.

ARTICLE 15
Holidays

Section 1. Holidays.

The following days shall be recognized as holidays for employees:

New Year's Day	Thanksgiving Day
President's Day	Friday After Thanksgiving
Good Friday	Christmas Eve Day
Memorial Day	Christmas Day
Independence Day	Two (2) Floating Holidays
Labor Day	Veteran's Day
Martin Luther King Jr.'s Birthday	

At the beginning of each year the City shall specify the day on which each of the foregoing holidays shall be observed. If a holiday occurs on a Saturday, it shall be observed on Friday. If a holiday occurs on a Sunday, it shall be observed on Monday. Holidays shall be considered as time worked for the computation of overtime pay providing, however, the provisions of Section 2 of this Article are met.

In addition to the aforementioned holidays, employees using forty (40) hours or less of sick leave in a fiscal year will be permitted eight (8) hours floating holiday. Such holiday will be scheduled with the approval of the Department Head.

Floating holidays will be scheduled with the approval of the Department Head. Requests for the use of floating holidays will be answered within one working day after receipt of written request by the supervisor who has authority to approve the leave. Floating holiday requests submitted with less than one (1) working day advance notice shall not be unreasonably denied provided workload allows.

Section 2. Eligibility for Holiday Pay.

In order to be eligible for holiday pay, the employee must work or be paid for the full scheduled working day immediately preceding and immediately following the day observed as a holiday unless the employee is excused in writing by his/her immediate supervisor with a copy to the employee. An employee on layoff or suspension or on unpaid leave of absence over a holiday shall not be eligible for holiday pay.

Section 3. Holiday Pay.

Eligible employees who perform no work on a holiday shall be paid eight (8) hours at their regular hourly rate of pay unless their regular work day is less than eight (8) hours, in which case the employee will receive their regular rate of hourly pay for the hours they normally work.

Section 4. Work on a Holiday.

Employees who work on a holiday will be paid, in addition to their holiday pay, time and one-half their regular hourly rate of pay for all hours worked. Employees may elect to receive their holiday premium pay as compensatory time off at the rate of time and one-half for all hours worked.

An employee who is scheduled to work on a holiday who fails to report as scheduled and is not excused shall receive no holiday pay.

ARTICLE 16
Vacations

Section 1. Amount of Vacation.

Employees covered by the agreement shall be entitled to vacations as of their anniversary date of employment in any year as follows:

<u>YEARS OF CONTINUOUS SERVICE</u>	<u>HOURS OF VACATION</u>
0 years - 3 years	80 hours
4 years - 5 years	96 hours
6 years - 8 years	120 hours
9 years - 12 years	144 hours
13 years - 16 years	160 hours
17 years - 20 years	184 hours
21 years - 24 years	200 hours
25 years and over	240 hours

In transition years, accrual at the next higher rate shall begin in the first pay period following the anniversary date which marks completion of the third, fifth, eighth, twelfth, sixteenth, twentieth or twenty-fourth year of service.

Section 2. Eligibility for Vacation Accrual.

In order to accrue vacation in any bi-weekly period an employee must work or be paid for at least fifty percent (50%) of normally scheduled hours during the pay period.

Section 3. Vacation Scheduling.

Vacation will be granted at the time requested by the employee unless the absence of the employee would create an operational hardship on the Employer. Vacation requests will either be approved or denied within three (3) supervisor working days or seven (7) calendar days, whichever is less, after the receipt of a written request, by the supervisor who has authority to approve the leave request. Vacation requests of eight (8) hours or less to commence within a 24-hour period from the time of the request shall be answered promptly by the supervisor and shall not be unreasonably withheld provided workload allows.

Employees accrue vacation from the commencement of each payroll period, but can only access it once the payroll period is completed.

In the event it becomes necessary to limit the number of employees on vacation at the same time, the employee with the greater seniority will have preference in the use of vacation time provided that employee had requested his/her vacation at least sixty (60) days in advance. With less than sixty (60) days' notice, vacations will be on a first-come, first-serve basis.

During negotiations for the 2006-2009 collective bargaining agreement, the City proposed and the Union accepted the condition that past practice prior to July 1, 2006, will not be considered in the interpretation of this section.

Section 4. Vacation Accumulation.

The schedules for vacation dates for any year shall be from anniversary date to anniversary date. Employees may accrue greater than two hundred forty (240) vacation hours between anniversary dates, but upon the employee's anniversary date, no employee shall be allowed to carry over greater than 240 hours of vacation, unless approved by the Director of Human Resources. Said approval will consider vacations denied during the preceding year.

Section 5. Pay for Vacation Time Earned but Not Yet Taken.

If an employee is eligible to receive a paid vacation, and has vacation time earned but not yet taken, he/she shall be paid for such earned vacation upon termination of employment.

Section 6. Work During Vacation.

In the event an employee is requested to and does perform work during a vacation period, the employee will be paid time and one-half for all hours worked and shall be permitted to reschedule their

vacation (with pay) to any other time the employee requests. If the employer cancels a vacation approved in writing, the employer shall reimburse the employee for only the employee's non-refundable portion of written and documented vacation expenditures.

Section 7. Holidays During Vacation.

In the event a paid holiday falls during an employee's vacation period, said holiday will not be charged against employee's vacation time.

Section 8. Paid Leaves During Vacation.

In the event an employee becomes eligible for and applies for any other paid leave provided by this agreement, during the employee's vacation period, such time will be charged to the appropriate leave and the employee's vacation time will be restored accordingly; except, in the case of sick leave the employee must produce evidence of a hospital stay due to a serious illness or injury, or a physician ordered quarantine of the employee or a member of the employee's immediate family.

ARTICLE 17
Group Insurance

The City and the Union will jointly seek to implement cost containment measures regarding the cost of providing group insurance, including costs of medical, dental, optical and prescription services, to each employee in this Union. Both parties recognize and understand that the spiraling cost of the health insurance program needs to be curtailed. To effectuate this cost containment, a cost containment committee will be formed. The Union will appoint one representative to this committee. The committee shall meet on a regular basis and shall determine ways which they believe will effectively contain the cost of the medical, dental, optical and prescription services. The City shall review the recommendations and determine which shall be implemented.

ARTICLE 18
Health and Safety

Section 1. Accommodations and Equipment.

The Employer and the Union agree that safety is a common concern and that the parties agree to use reasonable means of protecting the health and safety of all employees. To this end, the Employer shall provide and maintain all buildings, facilities, grounds and equipment in accordance with applicable health and safety standards.

Section 2. Protective Clothing.

The Employer shall furnish protective clothing and equipment in accordance with applicable State and Federal regulations. In those operations or departments that employees are required by the Employer, and as determined by the Department Director, to wear safety shoes, the employee will receive a safety shoe allowance of \$100 per calendar year to be paid on the first pay check in August for the purchase of safety shoes.

ARTICLE 19
Discipline and Discharge

Section 1. General.

Disciplinary action may be taken against any employee for just cause and may, depending on particular circumstances, include any of the following: oral reprimand, written reprimand, suspension, demotion or discharge. It is understood that grievances involving demotion, suspension or discharge may be initiated at the third step of the grievance.

Section 2. Consideration.

If the Employer has reason to reprimand an employee, such discipline shall occur, to the extent possible, in a manner that will not cause undue embarrassment to the employee. Copies of all written disciplinary actions shall be provided to the Union Steward and the Employee.

Section 3. Personnel Files.

The City shall keep a central personnel file for each employee. When any adverse material relating to an employee's conduct is placed in an employee's file, the material shall be signed by the employee or the employee's refusal to sign, if applicable, shall be noted on the material, and the employee shall receive a copy of the material prior to its placement in the file. The signature of the employee only indicates acknowledgment that the employee has received a copy of the material and does not indicate the employee's agreement with the contents of the material. The employee may respond to any item in the personnel file in writing, including any item which was placed in the permanent file prior to July 1, 2009. Such response by the employee shall be signed and dated by the employee and shall become part of the permanent record. Nothing in this section shall prevent an employee from contesting an oral reprimand, written reprimand, suspension, demotion, or discharge through any other procedures available in this collective bargaining agreement or elsewhere.

Supervisors may keep working files, but material not maintained in the central personnel file shall not provide the basis for discipline against an employee.

ARTICLE 20
Savings Clause

None of the foregoing shall be construed as requiring either party to do anything inconsistent with federal or state law, or an order or decree of judgment of any court having jurisdiction over the parties. If any provision of this Agreement, or the application of such provision, should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect and the parties shall, upon request of either party, enter into collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement of such invalidated provision.

ARTICLE 21
Period of Agreement

This Agreement shall be effective as of the 1st day of July 2021, and shall remain in full force and effect until the 30th day of June, 2025. It shall be automatically renewed from year to year thereafter, unless terminated or modified by both parties.

THIS AGREEMENT is executed as of June 23, 2021, to become effective as provided in Article 23, Period of Agreement. The duly authorized representatives of the parties hereby affix their signatures to that effect.

AMERICAN FEDERATION OF
STATE, COUNTY & MUNICIPAL
EMPLOYEES, LOCAL #887

By Barlene Anderson
Title AFSCME/Iowa

By James R. Nixon
Title Pres./Negotiating Comm.

By [Signature]
Title Negotiating Comm.

By _____
Title Negotiating Comm.

By _____
Title Negotiating Comm.

By _____
Title Negotiating Comm.

THE CITY OF DAVENPORT

By M. J. [Signature]
Title Mayor

By [Signature]
Title City Administrator

By Wallace J. Merritt
Title Chief Financial Officer

By Alison Fleming
Title Human Resources Director

APPENDIX A
WAGE SCHEDULES

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES LOCAL 887, AFL-CIO
Effective July 01, 2021

Code	GR	Title	Step #1	Step #2	Step #3	Step #4	Step #5	Step #6	Step #7	Step #8	Step #9	Step #10	Step #11	Step #12
1111	06	CLERK AIDE	31188	31889	32617	33394	34119	34901	35700	36518	37363	38221	39173	40155
			14,994	15,3313	15,6813	16,0405	16,4035	16,7794	17,1633	17,5569	17,9629	18,3756	18,8331	19,3054
1112	07	CLERK	33394	34119	34901	35700	36518	37363	38221	39108	40010	40937	41982	43007
			16,0405	16,4036	16,7794	17,1633	17,5569	17,9629	18,3756	18,8019	19,2354	19,6813	20,1739	20,6763
1331	09	DATA CTRL CLERK	34901	35700	36518	37363	38221	39108	40010	40937	41894	42857	43922	45029
			16,7794	17,1633	17,5569	17,9629	18,3756	18,8019	19,2354	19,6813	20,1364	20,6044	21,1186	21,6494
1219	12	REVENUE CLERK	37363	38221	39108	40010	40937	41894	42857	43857	44879	45928	47073	48256
			17,9629	18,3756	18,8019	19,2354	19,6813	20,1364	20,6044	21,0853	21,5766	22,0808	22,6311	23,1998
1113	12	SR CLERK	37363	38221	39108	40010	40937	41894	42857	43857	44879	45928	47073	48256
			17,9629	18,3756	18,8019	19,2354	19,6813	20,1364	20,6044	21,0853	21,5766	22,0808	22,6311	23,1998
1144	12	PUBLIC INFO REC	37363	38221	39108	40010	40937	41894	42857	43857	44879	45928	47073	48256
			17,9629	18,3756	18,8019	19,2354	19,6813	20,1364	20,6044	21,0853	21,5766	22,0808	22,6311	23,1998
1213	12	PUB SERV CASHIE	37363	38221	39108	40010	40937	41894	42857	43857	44879	45928	47073	48256
			17,9629	18,3756	18,8019	19,2354	19,6813	20,1364	20,6044	21,0853	21,5766	22,0808	22,6311	23,1998
6223	12	FAC PROGRAMMER	37363	38221	39108	40010	40937	41894	42857	43857	44879	45928	47073	48256
			17,9629	18,3756	18,8019	19,2354	19,6813	20,1364	20,6044	21,0853	21,5766	22,0808	22,6311	23,1998
6197	13	IT COORDINATOR	38221	39108	40010	40937	41894	42857	43857	44879	45928	47002	48180	49381
			18,3756	18,8019	19,2354	19,6813	20,1364	20,6044	21,0853	21,5766	22,0808	22,5973	23,1635	23,7409
1212	13	SR ACCTG CLERK	38221	39108	40010	40937	41894	42857	43857	44879	45928	47002	48180	49381
			18,3756	18,8019	19,2354	19,6813	20,1364	20,6044	21,0853	21,5766	22,0808	22,5973	23,1635	23,7409
1332	13	SR DATA CTRL CL	38221	39108	40010	40937	41894	42857	43857	44879	45928	47002	48180	49381
			18,3756	18,8019	19,2354	19,6813	20,1364	20,6044	21,0853	21,5766	22,0808	22,5973	23,1635	23,7409
6017	14	NON-CONFID SECUR	39105	40010	40937	41908	42925	43993	45026	46112	47234	48395	49605	50948
			18,8006	19,2354	19,6813	20,148	20,6369	21,1363	21,6473	22,1693	22,7095	23,2688	23,8484	24,4459

BASED ON 2080 HOURS ANNUALLY

* FISCAL YEAR 2022

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES LOCAL 887, AFL-CIO

Effective July 01, 2021

Code	GR	Title	Step #1	Step #2	Step #3	Step #4	Step #5	Step #6	Step #7	Step #8	Step #9	Step #10	Step #11	Step #12			
1141	15	POLICE SERV GEN	40086	41010	41961	42931	43928	44664	46001	47076	48177	49314	50663	51810			
			19,2719	19,7163	20,1734	20,6399	21,1195	21,6124	22,116	22,6329	23,1623	23,7098	24,3041	24,9085			
			3171	15	CD ENF OFFCOR I	40086	41010	41961	42931	43928	44664	46001	47076	48177	49314	50663	51810
6012	16	COMM SERV SPEC	19,2719	19,7163	20,1734	20,6399	21,1195	21,6124	22,116	22,6329	23,1623	23,7098	24,3041	24,9085			
			6027	17	CSTM SRV REP	41061	42008	42984	43974	44999	46046	47126	48227	49354	50522	51779	53075
			19,7409	20,198	20,6661	21,1411	21,6343	22,1373	22,6509	23,1863	23,728	24,2893	24,8936	25,517			
5621	17	FLD ENG TECH	41884	42867	43867	44879	45928	47002	48111	49274	50476	51737	53029	54363			
			20,1364	20,6044	21,0853	21,5766	22,0808	22,5973	23,1304	23,6893	24,2673	24,8734	25,4949	26,1361			
			6036	18	ENGINEERI CLERK	41884	42867	43867	44879	45928	47002	48111	49274	50476	51737	53029	54363
6004	19	POLICE ID CLERK	20,1364	20,6044	21,0853	21,5766	22,0808	22,5973	23,1304	23,6893	24,2673	24,8734	25,4949	26,1361	26,7871		
			6237	19	LD PSG	43857	44879	45928	47002	48111	49274	50476	51737	53029	54363	55717	57108
			21,0853	21,5766	22,0808	22,5973	23,1304	23,6893	24,2673	24,8734	25,4949	26,1361	26,7871	27,4569			
4107	19	CR INVESTIGATOR	43928	44954	46001	47076	48177	49314	50506	51738	53030	54365	55722	57110			
			21,1195	21,6124	22,116	22,6329	23,1623	23,7098	24,2815	24,8739	25,4963	26,1323	26,7896	27,4568			
			6255	19	ADM SUPPRT SPEC	43857	44879	45928	47002	48111	49274	50476	51737	53029	54363	55717	57108
5611	19	PLANNING AIDE	21,0853	21,5766	22,0808	22,5973	23,1304	23,6893	24,2673	24,8734	25,4949	26,1361	26,7871	27,4569			
			6255	19	ADM SUPPRT SPEC	43857	44879	45928	47002	48111	49274	50476	51737	53029	54363	55717	57108
			21,0853	21,5766	22,0808	22,5973	23,1304	23,6893	24,2673	24,8734	25,4949	26,1361	26,7871	27,4569			
1115	19	PRINCIPAL CLERK	43857	44879	45928	47002	48111	49274	50476	51737	53029	54363	55717	57108			
			21,0853	21,5766	22,0808	22,5973	23,1304	23,6893	24,2673	24,8734	25,4949	26,1361	26,7871	27,4569			
			43857	44879	45928	47002	48111	49274	50476	51737	53029	54363	55717	57108			

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1217	20	PRIN ACCTG CLK	44879	45928	47002	48111	49274	50476	51737	53029	54363	55717	57108	58529
6007	20	STATISTIC CLERK	21.5766	22.0808	22.5973	23.1304	23.6893	24.2673	24.8734	25.4949	26.1361	26.7871	27.4569	28.1389
4212	22	HSG SPECIALIST	44879	45928	47002	48111	49274	50476	51737	53029	54363	55717	57108	58529
1216	22	LEAD PR ACCT CK	47002	48111	49274	50476	51737	53029	54363	55717	57108	58529	59994	61500
1220	22	PAYROLL SPEC	47002	48111	49274	50476	51737	53029	54363	55717	57108	58529	59994	61500
5615	23	PLANNER I	47002	48111	49274	50476	51737	53029	54363	55717	57108	58529	59994	61500
5611	23	TRAF ENGR AIDE	22.5973	23.1304	23.6893	24.2673	24.8734	25.4949	26.1361	26.7871	27.4569	28.1389	28.8433	29.5674
5616	23	ENGR AIDE	48111	49274	50476	51737	53029	54363	55717	57108	58529	59994	61500	63038
5711	23	LAB TECHNICIAN	23.1304	23.6893	24.2673	24.8734	25.4949	26.1361	26.7871	27.4569	28.1389	28.8433	29.5674	30.3069
6001	24	CIV CRM SON TEC	48111	49274	50476	51737	53029	54363	55717	57108	58529	59994	61500	63038
6018	24	ASSISTANT BUYER	23.1304	23.6893	24.2673	24.8734	25.4949	26.1361	26.7871	27.4569	28.1389	28.8433	29.5674	30.3069
6212	24	APL SPT SPEC II	49274	50476	51737	53029	54363	55717	57108	58529	59994	61500	63038	64604
			23.6893	24.2673	24.8734	25.4949	26.1361	26.7871	27.4569	28.1389	28.8433	29.5674	30.3069	31.0598

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1241	24	REV COORD	49274	50476	51737	53029	54363	55717	57108	58529	59994	61500	63038	64604
			23.8893	24.2673	24.8734	25.4849	26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598
6026	24	PROPIEV STOR TC	49274	50476	51737	53029	54363	55717	57108	58529	59994	61500	63038	64604
			23.8893	24.2673	24.8734	25.4849	26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598
1229	24	ACCOUNTANT I	49274	50476	51737	53029	54363	55717	57108	58529	59994	61500	63038	64604
			23.8893	24.2673	24.8734	25.4849	26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598
1337	24	APPTN SPT SP I	49274	50476	51737	53029	54363	55717	57108	58529	59994	61500	63038	64604
			23.8893	24.2673	24.8734	25.4849	26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598
1339	24	APL SPT SPEC II	49274	50476	51737	53029	54363	55717	57108	58529	59994	61500	63038	64604
			23.8893	24.2673	24.8734	25.4849	26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598
5270	24	S W PROG COORD	49274	50476	51737	53029	54363	55717	57108	58529	59994	61500	63038	64604
			23.8893	24.2673	24.8734	25.4849	26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598
5622	26	SURVEY TECH	50476	51737	53029	54363	55717	57108	58529	59994	61500	63038	64604	66223
			24.2673	24.8734	25.4849	26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379
4211	26	HSG COORD	50476	51737	53029	54363	55717	57108	58529	59994	61500	63038	64604	66223
			24.2673	24.8734	25.4849	26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379
5614	26	DRAFTING TECH	50476	51737	53029	54363	55717	57108	58529	59994	61500	63038	64604	66223
			24.2673	24.8734	25.4849	26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379
1422	26	BUYER	51737	53029	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882
			24.8734	25.4849	26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358
1240	26	PRL & PYBL COOR	51737	53029	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882
			24.8734	25.4849	26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358
1333	27	PROG ANALYST	53029	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574
			25.4849	26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4459

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5515	27	CONST TECH	53031	54362	55717	57109	58531	59993	61500	63040	64603	66224	67882	69575
			25.4959	26.1356	26.7898	27.4524	28.1398	28.8428	29.5673	30.3078	31.0591	31.8394	32.6356	33.4489
5519	27	CADD SUPPORT SP	53029	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574
			25.4949	26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489
5414	27	REHAB/HQS INSP	53029	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574
			25.4949	26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489
5434	27	ENV INSPECTOR	53029	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574
			25.4949	26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489
6221	27	JUV CRT LIASON	53029	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574
			25.4949	26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489
6198	27	GIS SPEC-PW	53029	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574
			25.4949	26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489
6214	27	GIS SPEC-IT	53029	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574
			25.4949	26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489
5719	27	PRETREAT SPEC	53029	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574
			25.4949	26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489
5713	28	CHEMIST	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574	71315
			26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	
6219	28	NBRHD DEV COORD	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574	71315
			26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	
4108	28	CIVIL RIGHTS SP	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574	71315
			26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	
6231	28	WEED & SEED CRD	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574	71315
			26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	

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5623	28	CONST INSP	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574	71315
			26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	34.286
5612	28	TRAF ENG TECH	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574	71315
			26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	34.286
5612	28	ECON DEV ANALYS	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574	71315
			26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	34.286
5613	28	PLANNER II	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574	71315
			26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	34.286
5631	28	REHAB SPECIALIS	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574	71315
			26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	34.286
5632	28	FINANCIAL SPEC	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574	71315
			26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	34.286
5635	28	NEIGH REDEV SPC	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574	71315
			26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	34.286
4102	28	INVST PARALEGAL	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574	71315
			26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	34.286
4213	28	HSG RES SPLST	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574	71315
			26.1361	26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	34.286
5413	29	CD ENF OFFR II	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574	71315	73103
			26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	34.286	35.1458
6002	29	LD CIV CS TECH	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574	71315	73103
			26.7871	27.4559	28.1389	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	34.286	35.1458
6087	30	NH SERVICE SPEC	55852	57245	58672	60144	61643	63188	64759	66390	68044	69740	71481	73289
			26.852	27.5216	28.2079	28.9156	29.6363	30.379	31.134	31.9185	32.7135	33.5296	34.366	35.2255

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1120	30	TELECOMM TECH	55853	57248	58680	60147	61650	63162	64772	66391	68051	69753	71496	73289
			26,8623	27,5234	28,2116	28,9166	29,6396	30,3809	31,1404	31,9189	32,7169	33,5349	34,373	35,2255
1121	30	TECH SUPP SPEC	55853	57248	58680	60147	61650	63192	64772	66391	68051	69753	71496	73289
			26,8623	27,5234	28,2116	28,9168	29,6396	30,3809	31,1404	31,9189	32,7169	33,5349	34,373	35,2255
1233	31	ACCOUNTANT II	558529	59994	61500	63038	64604	66223	67882	69574	71315	73103	74927	76807
			28,1389	28,9433	29,5674	30,3069	31,0598	31,8379	32,6358	33,4489	34,286	35,1458	36,0228	36,9263
5411	31	BLDG INSP	558529	59994	61500	63038	64604	66223	67882	69574	71315	73103	74927	76807
			28,1389	28,9433	29,5674	30,3069	31,0598	31,8379	32,6358	33,4489	34,286	35,1458	36,0228	36,9263
4104	31	C R HSG ANLYST	558529	59994	61500	63038	64604	66223	67882	69574	71315	73103	74927	76807
			28,1389	28,9433	29,5674	30,3069	31,0598	31,8379	32,6358	33,4489	34,286	35,1458	36,0228	36,9263
5513	31	GIS ANALYST	558529	59994	61500	63038	64604	66223	67882	69574	71315	73103	74927	76807
			28,1389	28,9433	29,5674	30,3069	31,0598	31,8379	32,6358	33,4489	34,286	35,1458	36,0228	36,9263
5539	31	SOIL EROS INSP E	558529	59994	61500	63038	64604	66223	67882	69574	71315	73103	74927	76807
			28,1389	28,9433	29,5674	30,3069	31,0598	31,8379	32,6358	33,4489	34,286	35,1458	36,0228	36,9263
5518	31	PROU TECH	558529	59994	61500	63038	64604	66223	67882	69574	71315	73103	74927	76807
			28,1389	28,9433	29,5674	30,3069	31,0598	31,8379	32,6358	33,4489	34,286	35,1458	36,0228	36,9263
5524	31	SURVEY PTY CHF	558529	59994	61500	63038	64604	66223	67882	69574	71315	73103	74927	76807
			28,1389	28,9433	29,5674	30,3069	31,0598	31,8379	32,6358	33,4489	34,286	35,1458	36,0228	36,9263
5525	31	LEAD INSP	558529	59994	61500	63038	64604	66223	67882	69574	71315	73103	74927	76807
			28,1389	28,9433	29,5674	30,3069	31,0598	31,8379	32,6358	33,4489	34,286	35,1458	36,0228	36,9263
5526	31	SIDEWALK INSPEC	54363	55717	57108	58529	59994	61500	63038	64604	66223	67882	69574	71315
			26,1361	26,7871	27,4569	28,1389	28,8433	29,5674	30,3069	31,0598	31,8379	32,6358	33,4489	34,286
5528	31	UTILITY SERV IN	558529	59994	61500	63038	64604	66223	67882	69574	71315	73103	74927	76807
			28,1389	28,9433	29,5674	30,3069	31,0598	31,8379	32,6358	33,4489	34,286	35,1458	36,0228	36,9263

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5441	31	ELECT INSPECTOR	58529	59994	61500	63038	64604	66223	67882	69574	71315	73103	74927	76907			
			28.1399	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	34.286	35.1458	36.0228	36.9263			
			5417	31	PLANS EXAMINER	58529	59994	61500	63038	64604	66223	67882	69574	71315	73103	74927	76907
5443	31	PLUMB INSP	28.1399	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	34.286	35.1458	36.0228	36.9263			
			5445	31	MECH INSP	58529	59994	61500	63038	64604	66223	67882	69574	71315	73103	74927	76907
						28.1399	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	34.286	35.1458	36.0228	36.9263
6024	31	SR PERMIT TECH				58529	59994	61500	63038	64604	66223	67882	69574	71315	73103	74927	76907
			28.1399	28.8433	29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	34.286	35.1458	36.0228	36.9263			
			1360	31	TE PROJ ADMIN	58529	59994	61500	63038	64604	66223	67882	69574	71315	73103	74927	76907
28.1399	28.8433	29.5674				30.3089	31.0598	31.8379	32.6358	33.4489	34.286	35.1458	36.0228	36.9263			
6225	31	URBAN CONSERV				58531	59993	61500	63040	64603	66224	67882	69575	71316	73103	74928	76908
			28.1399	28.8428	29.5673	30.3078	31.0591	31.8384	32.6358	33.4485	34.2866	35.1459	36.023	36.9258			
			4210	32	ECON DEV COORDI	59992	61494	63038	64614	66219	67878	69579	71313	73098	74931	76801	78727
28.8424	29.5644	30.3065				31.0645	31.8363	32.6339	33.4516	34.2851	35.1431	36.0244	36.8234	37.6494			
5446	33	SR MECH INSP				61500	63038	64604	66223	67882	69574	71315	73103	74927	76907	78721	80690
			29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	34.286	35.1458	36.0228	36.9263	37.8469	38.7933			
			5444	33	SR PLUMB INSP	61500	63038	64604	66223	67882	69574	71315	73103	74927	76907	78721	80690
29.5674	30.3089	31.0598				31.8379	32.6358	33.4489	34.286	35.1458	36.0228	36.9263	37.8469	38.7933			
5442	33	SR ELECT INSP				61500	63038	64604	66223	67882	69574	71315	73103	74927	76907	78721	80690
			29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	34.286	35.1458	36.0228	36.9263	37.8469	38.7933			
			6220	33	SRNBRHDEVCOOR	61500	63038	64604	66223	67882	69574	71315	73103	74927	76907	78721	80690
29.5674	30.3089	31.0598				31.8379	32.6358	33.4489	34.286	35.1458	36.0228	36.9263	37.8469	38.7933			
61500	63038	64604				66223	67882	69574	71315	73103	74927	76907	78721	80690			
29.5674	30.3089	31.0598	31.8379	32.6358	33.4489	34.286	35.1458	36.0228	36.9263	37.8469	38.7933						

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Code	GR	Title	Step #1	Step #2	Step #3	Step #4	Step #5	Step #6	Step #7	Step #8	Step #9	Step #10	Step #11	Step #12
6520	34	ENGR IN TRNG	63038	64604	66223	67882	69574	71315	73103	74927	76807	78721	80690	82707
			30.3069	31.0598	31.8379	32.6358	33.4489	34.286	35.1458	36.0228	36.9283	37.8469	38.7933	39.763
6096	34	MA II-NDIC	63038	64604	66223	67882	69574	71315	73103	74927	76807	78721	80690	82707
			30.3069	31.0598	31.8379	32.6358	33.4489	34.286	35.1458	36.0228	36.9283	37.8469	38.7933	39.763
6447	34	COMB INSP	63038	64604	66223	67882	69574	71315	73103	74927	76807	78721	80690	82707
			30.3069	31.0598	31.8379	32.6358	33.4489	34.286	35.1458	36.0228	36.9283	37.8469	38.7933	39.763
6531	34	ENGINEER	63038	64604	66223	67882	69574	71315	73103	74927	76807	78721	80690	82707
			30.3069	31.0598	31.8379	32.6358	33.4489	34.286	35.1458	36.0228	36.9283	37.8469	38.7933	39.763
6638	34	LEAD NDC	63038	64604	66223	67882	69574	71315	73103	74927	76807	78721	80690	82707
			30.3069	31.0598	31.8379	32.6358	33.4489	34.286	35.1458	36.0228	36.9283	37.8469	38.7933	39.763
6630	34	LEAD FIN SPEC	63038	64604	66223	67882	69574	71315	73103	74927	76807	78721	80690	82707
			30.3069	31.0598	31.8379	32.6358	33.4489	34.286	35.1458	36.0228	36.9283	37.8469	38.7933	39.763
4209	34	LEAD ED COORD	63038	64604	66223	67882	69574	71315	73103	74927	76807	78721	80690	82707
			30.3069	31.0598	31.8379	32.6358	33.4489	34.286	35.1458	36.0228	36.9283	37.8469	38.7933	39.763
1335	34	TECH SUPPORT SP	63038	64604	66223	67882	69574	71315	73103	74927	76807	78721	80690	82707
			30.3069	31.0598	31.8379	32.6358	33.4489	34.286	35.1458	36.0228	36.9283	37.8469	38.7933	39.763
6617	37	PW SOFTWARE ADM	63038	64604	66223	67882	69574	71315	73103	74927	76807	78721	80690	82707
			30.3069	31.0598	31.8379	32.6358	33.4489	34.286	35.1458	36.0228	36.9283	37.8469	38.7933	39.763
1334	39	SR PROG ANLST	71828	73637	75472	77365	79292	81280	83298	85378	87524	89708	91981	94253
			34.6329	35.4025	36.2944	37.1946	38.1214	39.077	40.0474	41.0473	42.079	43.128	44.212	45.3138

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Code	GR	Title	Step #1	Step #2	Step #3	Step #4	Step #5	Step #6	Step #7	Step #8	Step #9	Step #10	Step #11	Step #12
1111	06	CLERK AIDE	31733	32447	33188	33948	34716	35512	36324	37157	38017	38890	39658	40558
			15,2564	15,5985	15,9558	16,3213	16,6906	17,073	17,4636	17,8641	18,2773	18,6971	19,1628	19,6433
1112	07	CLERK	33948	34716	35512	36324	37157	38017	38890	39792	40710	41653	42696	43759
			16,3213	16,6906	17,073	17,4636	17,8641	18,2773	18,6971	19,1309	19,572	20,0258	20,5269	21,038
1331	09	DATA CTRL CLERK	36512	36324	37157	38017	38890	39792	40710	41653	42617	43607	44691	45817
			17,073	17,4636	17,8641	18,2773	18,6971	19,1309	19,572	20,0258	20,4888	20,9649	21,4661	22,0273
1219	12	REVENUE CLERK	38017	38890	39792	40710	41653	42617	43607	44625	45665	46732	47896	49100
			18,2773	18,6971	19,1309	19,572	20,0258	20,4888	20,9649	21,4543	21,9541	22,4673	23,0271	23,6058
1113	12	SR CLERK	38017	38890	39792	40710	41653	42617	43607	44625	45665	46732	47896	49100
			18,2773	18,6971	19,1309	19,572	20,0258	20,4888	20,9649	21,4543	21,9541	22,4673	23,0271	23,6058
1144	12	PUBLIC INFO REC	38017	38890	39792	40710	41653	42617	43607	44625	45665	46732	47896	49100
			18,2773	18,6971	19,1309	19,572	20,0258	20,4888	20,9649	21,4543	21,9541	22,4673	23,0271	23,6058
1213	12	PUB SERV CASHIE	38017	38890	39792	40710	41653	42617	43607	44625	45665	46732	47896	49100
			18,2773	18,6971	19,1309	19,572	20,0258	20,4888	20,9649	21,4543	21,9541	22,4673	23,0271	23,6058
6223	12	FAC PROGRAMMER	38017	38890	39792	40710	41653	42617	43607	44625	45665	46732	47896	49100
			18,2773	18,6971	19,1309	19,572	20,0258	20,4888	20,9649	21,4543	21,9541	22,4673	23,0271	23,6058
6197	13	IT COORDINATOR	38890	39792	40710	41653	42617	43607	44625	45665	46732	47825	49023	50245
			18,6971	19,1309	19,572	20,0258	20,4888	20,9649	21,4543	21,9541	22,4673	22,9828	23,5689	24,1564
1212	13	SR ACCTG CLERK	38890	39792	40710	41653	42617	43607	44625	45665	46732	47825	49023	50245
			18,6971	19,1309	19,572	20,0258	20,4888	20,9649	21,4543	21,9541	22,4673	22,9828	23,5689	24,1564
1332	13	SR DATA CTRL CL	38890	39792	40710	41653	42617	43607	44625	45665	46732	47825	49023	50245
			18,6971	19,1309	19,572	20,0258	20,4888	20,9649	21,4543	21,9541	22,4673	22,9828	23,5689	24,1564
6017	14	NON-CONFID SECR	39790	40710	41653	42641	43676	44733	45814	46919	48060	49242	50473	51737
			19,1296	19,572	20,0258	20,5006	20,988	21,5061	22,026	22,5573	23,1059	23,6739	24,2658	24,8738

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1141	15	POLICE SERV GEN	40787	41728	42895	43882	44897	45740	46806	47900	49021	50177	51437	52716
			19.6091	20.0614	20.5264	21.001	21.489	21.9806	22.503	23.0289	23.5676	24.1235	24.7285	25.3444
3171	15	CD ENF OFFCOR I	40787	41728	42895	43882	44897	45740	46806	47900	49021	50177	51437	52716
			19.6091	20.0614	20.5264	21.001	21.489	21.9806	22.503	23.0289	23.5676	24.1235	24.7295	25.3444
6012	16	COMM SERV SPEC	41780	42743	43736	44743	45787	46851	47951	49071	50218	51408	52685	54004
			20.0864	20.5494	21.0288	21.5111	22.0129	22.5248	23.0534	23.592	24.1433	24.7144	25.3293	25.9635
6027	17	CSTM SERV REP	42617	43607	44625	45665	46732	47825	48953	50136	51359	52642	53957	55314
			20.4888	20.9649	21.4543	21.9541	22.4673	22.9928	23.5351	24.1039	24.6919	25.3086	25.941	26.5935
5521	17	FLD ENG TECH	42617	43607	44625	45665	46732	47825	48953	50136	51359	52642	53957	55314
			20.4888	20.9649	21.4543	21.9541	22.4673	22.9928	23.5351	24.1039	24.6919	25.3086	25.941	26.5935
6036	18	ENGINEERI CLERK	43607	44625	45665	46732	47825	48953	50136	51359	52642	53957	55314	56692
			20.9649	21.4543	21.9541	22.4673	22.9828	23.5351	24.1039	24.6919	25.3086	25.941	26.5935	27.2559
6004	19	POLICE ID CLERK	44625	45665	46732	47825	48953	50136	51359	52642	53957	55314	56692	58108
			21.4543	21.9541	22.4673	22.9828	23.5351	24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364
6237	19	LD PSG	44697	45740	46806	47900	49021	50177	51389	52643	53958	55306	56697	58110
			21.489	21.9906	22.503	23.0289	23.5676	24.1235	24.7065	25.3091	25.9414	26.5986	27.2583	27.9373
4107	19	CR INVESTIGATOR	44625	45665	46732	47825	48953	50136	51359	52642	53957	55314	56692	58108
			21.4543	21.9541	22.4673	22.9828	23.5351	24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364
6256	19	ADM SUPPRT SPEC	44625	45665	46732	47825	48953	50136	51359	52642	53957	55314	56692	58108
			21.4543	21.9541	22.4673	22.9828	23.5351	24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364
5611	19	PLANNING AIDE	44625	45665	46732	47825	48953	50136	51359	52642	53957	55314	56692	58108
			21.4543	21.9541	22.4673	22.9828	23.5351	24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364
1115	19	PRINCIPAL CLERK	44625	45665	46732	47825	48953	50136	51359	52642	53957	55314	56692	58108
			21.4543	21.9541	22.4673	22.9828	23.5351	24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364

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1217	20	PRIN ACCTG CLK	46885	46732	47825	48953	50136	51359	52842	53957	55314	56892	58108	59553
			21.9541	22.4673	22.9928	23.5351	24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313
6007	20	STATISTIC CLERK	45885	46732	47825	48953	50136	51359	52842	53957	55314	56892	58108	59553
			21.9541	22.4673	22.9928	23.5351	24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313
4212	22	HSG SPECIALIST	47825	48953	50136	51359	52842	53957	55314	56892	58108	59553	61044	62576
			22.9928	23.5351	24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848
1216	22	LEAD PR ACCT CK	47825	48953	50136	51359	52842	53957	55314	56892	58108	59553	61044	62576
			22.9928	23.5351	24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848
1220	22	PAYROLL SPEC	47825	48953	50136	51359	52842	53957	55314	56892	58108	59553	61044	62576
			22.9928	23.5351	24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848
5615	23	PLANNER I	48953	50136	51359	52842	53957	55314	56892	58108	59553	61044	62576	64141
			23.5351	24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373
5611	23	TRAF ENGR AIDE	48953	50136	51359	52842	53957	55314	56892	58108	59553	61044	62576	64141
			23.5351	24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373
5616	23	ENGR AIDE	48953	50136	51359	52842	53957	55314	56892	58108	59553	61044	62576	64141
			23.5351	24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373
5711	23	LAB TECHNICIAN	48953	50136	51359	52842	53957	55314	56892	58108	59553	61044	62576	64141
			23.5351	24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373
6001	24	CIV CRM SCN TEC	50136	51359	52842	53957	55314	56892	58108	59553	61044	62576	64141	65735
			24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034
6018	24	ASSISTANT BUYER	50136	51359	52842	53957	55314	56892	58108	59553	61044	62576	64141	65735
			24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034
6212	24	APL SPT SPEC II	50136	51359	52842	53957	55314	56892	58108	59553	61044	62576	64141	65735
			24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034

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1241	24	REV COORD	50136	51369	52642	53957	55314	56692	58108	59553	61044	62576	64141	65735
			24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034
6026	24	PROPIEV STOR TC	50136	51369	52642	53957	55314	56692	58108	59553	61044	62576	64141	65735
			24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034
1229	24	ACCOUNTANT I	50136	51369	52642	53957	55314	56692	58108	59553	61044	62576	64141	65735
			24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034
1337	24	APTN SPT SP I	50136	51369	52642	53957	55314	56692	58108	59553	61044	62576	64141	65735
			24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034
1339	24	APL SPT SPEC II	50136	51369	52642	53957	55314	56692	58108	59553	61044	62576	64141	65735
			24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034
5270	24	S W PROG COORD	50136	51369	52642	53957	55314	56692	58108	59553	61044	62576	64141	65735
			24.1039	24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034
5622	25	SURVEY TECH	51369	52642	53957	55314	56692	58108	59553	61044	62576	64141	65735	67382
			24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034	32.3951
4211	25	HSG COORD	51369	52642	53957	55314	56692	58108	59553	61044	62576	64141	65735	67382
			24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034	32.3951
5614	26	DRAFTING TECH	52642	53957	55314	56692	58108	59553	61044	62576	64141	65735	67382	69070
			24.6919	25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034	32.3951
1422	26	BUYER	52642	53957	55314	56692	58108	59553	61044	62576	64141	65735	67382	69070
			25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069
1240	26	PRL & PYBL COOR	52642	53957	55314	56692	58108	59553	61044	62576	64141	65735	67382	69070
			25.3086	25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069
1333	27	PROG ANALYST	53957	55314	56692	58108	59553	61044	62576	64141	65735	67382	69070	70791
			25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069	34.0343

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5515	27	CONST TECH	53959	55314	56892	58109	59555	61043	62576	64143	65733	67383	69070	70793
			25.942	26.593	27.2556	27.9369	28.6321	29.3475	30.0946	30.8381	31.6026	32.3956	33.2068	34.0349
5519	27	CADD SUPPORT SP	53957	55314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791
			25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0948	30.8373	31.6034	32.3951	33.2069	34.0343
5414	27	REHAB/HQS INSP	53957	55314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791
			25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0948	30.8373	31.6034	32.3951	33.2069	34.0343
5434	27	ENV INSPECTOR	53957	55314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791
			25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0948	30.8373	31.6034	32.3951	33.2069	34.0343
6221	27	JUV CRT LIASON	53957	55314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791
			25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0948	30.8373	31.6034	32.3951	33.2069	34.0343
6198	27	GIS SPEC-PW	53957	55314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791
			25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0948	30.8373	31.6034	32.3951	33.2069	34.0343
6214	27	GIS SPEC-IT	53957	55314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791
			25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0948	30.8373	31.6034	32.3951	33.2069	34.0343
5719	27	PRETREAT SPEC	53957	55314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791
			25.941	26.5935	27.2559	27.9364	28.6313	29.348	30.0948	30.8373	31.6034	32.3951	33.2069	34.0343
5713	28	CHEMIST	55314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791	72563
			26.5935	27.2559	27.9364	28.6313	29.348	30.0948	30.8373	31.6034	32.3951	33.2069	34.0343	34.896
6219	28	NBRHD DEV COORD	55314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791	72563
			26.5935	27.2559	27.9364	28.6313	29.348	30.0948	30.8373	31.6034	32.3951	33.2069	34.0343	34.896
4108	28	CIVIL RIGHTS SP	55314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791	72563
			26.5935	27.2559	27.9364	28.6313	29.348	30.0948	30.8373	31.6034	32.3951	33.2069	34.0343	34.896
6231	28	WEED & SEED CRD	55314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791	72563
			26.5935	27.2559	27.9364	28.6313	29.348	30.0948	30.8373	31.6034	32.3951	33.2069	34.0343	34.896

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5623	28	CONST INSP	56314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791	72563
			26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.896
5612	28	TRAF ENG TECH	56314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791	72563
			26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.896
5612	28	ECON DEV ANALYS	56314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791	72563
			26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.896
5613	28	PLANNER II	56314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791	72563
			26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.896
5631	28	REHAB SPECIALIS	56314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791	72563
			26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.896
5632	28	FINANCIAL SPEC	56314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791	72563
			26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.896
5635	28	NEIGH REDEV SPC	56314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791	72563
			26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.896
4102	28	INVST PARALEGAL	56314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791	72563
			26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.896
4213	28	HSG RES SPLST	56314	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791	72563
			26.5935	27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.896
5413	29	CD ENF OFFR II	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791	72563	74383
			27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.896	35.7609
6002	29	LD CIV CS TECH	56892	58108	59553	61044	62576	64141	65735	67382	69070	70791	72563	74383
			27.2559	27.9364	28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.896	35.7609
6087	30	NH SERVICE SPEC	56892	58247	59699	61197	62722	64294	65892	67552	69235	70960	72732	74551
			27.322	28.0033	28.7015	29.4216	30.1549	30.9106	31.6799	32.477	33.2859	34.1154	34.9674	35.8419

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1120	30	TELECOMM TECH	56830	58250	59707	61199	62729	64298	65906	67563	69242	70973	72747	74551
			27.3221	28.005	28.7054	29.4228	30.1583	30.9125	31.6854	32.4775	33.2895	34.1218	34.9745	35.842
1121	30	TECH SUPP SPEC	56830	58250	59707	61199	62729	64298	65906	67563	69242	70973	72747	74551
			27.3221	28.005	28.7054	29.4228	30.1583	30.9125	31.6854	32.4775	33.2895	34.1218	34.9745	35.842
1233	31	ACCOUNTANT II	59553	61044	62576	64141	65735	67382	69070	70791	72563	74383	76239	78151
			28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2099	34.0343	34.896	35.7809	36.6533	37.5724
5411	31	BLDG INSP	59553	61044	62576	64141	65735	67382	69070	70791	72563	74383	76239	78151
			28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2099	34.0343	34.896	35.7809	36.6533	37.5724
4104	31	C R HSG ANLYST	59553	61044	62576	64141	65735	67382	69070	70791	72563	74383	76239	78151
			28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2099	34.0343	34.896	35.7809	36.6533	37.5724
5513	31	GIS ANALYST	59553	61044	62576	64141	65735	67382	69070	70791	72563	74383	76239	78151
			28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2099	34.0343	34.896	35.7809	36.6533	37.5724
5539	31	SOIL EROS INSP	59553	61044	62576	64141	65735	67382	69070	70791	72563	74383	76239	78151
			28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2099	34.0343	34.896	35.7809	36.6533	37.5724
5518	31	PROJ TECH	59553	61044	62576	64141	65735	67382	69070	70791	72563	74383	76239	78151
			28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2099	34.0343	34.896	35.7809	36.6533	37.5724
5524	31	SURVEY PTY CHF	59553	61044	62576	64141	65735	67382	69070	70791	72563	74383	76239	78151
			28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2099	34.0343	34.896	35.7809	36.6533	37.5724
5525	31	LEAD INSP	59553	61044	62576	64141	65735	67382	69070	70791	72563	74383	76239	78151
			28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2099	34.0343	34.896	35.7809	36.6533	37.5724
5526	31	SIDEWALK INSP	56314	56692	58108	59553	61044	62576	64141	65735	67382	69070	70791	72563
			26.5935	27.2599	27.9364	28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2099	34.0343	34.896
5528	31	UTILITY SERV IN	59553	61044	62576	64141	65735	67382	69070	70791	72563	74383	76239	78151
			28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2099	34.0343	34.896	35.7809	36.6533	37.5724

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5441	31	ELECT INSPECTOR	59553	61044	62576	64141	65735	67382	69070	70791	72563	74383	76239	78151
			28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.898	35.7609	36.6533	37.5724
5417	31	PLANS EXAMINER	59553	61044	62576	64141	65735	67382	69070	70791	72563	74383	76239	78151
			28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.898	35.7609	36.6533	37.5724
5443	31	PLUMB INSP	59553	61044	62576	64141	65735	67382	69070	70791	72563	74383	76239	78151
			28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.898	35.7609	36.6533	37.5724
5445	31	MECH INSP	59553	61044	62576	64141	65735	67382	69070	70791	72563	74383	76239	78151
			28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.898	35.7609	36.6533	37.5724
6024	31	SR PERMIT TECH	59553	61044	62576	64141	65735	67382	69070	70791	72563	74383	76239	78151
			28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.898	35.7609	36.6533	37.5724
1360	31	TE PROJ ADMIN	59553	61044	62576	64141	65735	67382	69070	70791	72563	74383	76239	78151
			28.6313	29.348	30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.898	35.7609	36.6533	37.5724
6225	31	URBAN CONSERV	59555	61043	62576	64143	65733	67383	69070	70793	72564	74383	76239	78150
			28.6321	29.3475	30.0846	30.8381	31.6026	32.3956	33.2068	34.0349	34.8986	35.761	36.6534	37.572
4210	32	ECON DEV COORDI	61042	62570	64141	65745	67378	69066	70797	72561	74377	76242	78145	80104
			29.347	30.0818	30.8369	31.6081	32.3934	33.205	34.037	34.8851	35.7581	36.6549	37.5695	38.5118
5446	33	SR MECH INSP	62576	64141	65735	67382	69070	70791	72563	74383	76239	78151	80099	82102
			30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.898	35.7609	36.6533	37.5724	38.5091	39.4721
5444	33	SR PLBG INSP	62576	64141	65735	67382	69070	70791	72563	74383	76239	78151	80099	82102
			30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.898	35.7609	36.6533	37.5724	38.5091	39.4721
5442	33	SR ELECT INSP	62576	64141	65735	67382	69070	70791	72563	74383	76239	78151	80099	82102
			30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.898	35.7609	36.6533	37.5724	38.5091	39.4721
6220	33	SRNBRHDEVCOOR	62576	64141	65735	67382	69070	70791	72563	74383	76239	78151	80099	82102
			30.0848	30.8373	31.6034	32.3951	33.2069	34.0343	34.898	35.7609	36.6533	37.5724	38.5091	39.4721

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5620	34	ENGR IN TRNG	64141	65735	67382	69070	70791	72563	74393	76239	78151	80099	82102	84154
			30.8373	31.6034	32.3951	33.2069	34.0343	34.886	35.7609	36.6533	37.5724	38.5091	39.4721	40.4589
6096	34	MA II-NDC	64141	65735	67382	69070	70791	72563	74393	76239	78151	80099	82102	84154
			30.8373	31.6034	32.3951	33.2069	34.0343	34.886	35.7609	36.6533	37.5724	38.5091	39.4721	40.4589
5447	34	COMB INSP	64141	65735	67382	69070	70791	72563	74393	76239	78151	80099	82102	84154
			30.8373	31.6034	32.3951	33.2069	34.0343	34.886	35.7609	36.6533	37.5724	38.5091	39.4721	40.4589
5631	34	ENGINEER	64141	65735	67382	69070	70791	72563	74393	76239	78151	80099	82102	84154
			30.8373	31.6034	32.3951	33.2069	34.0343	34.886	35.7609	36.6533	37.5724	38.5091	39.4721	40.4589
5638	34	LEAD NDC	64141	65735	67382	69070	70791	72563	74393	76239	78151	80099	82102	84154
			30.8373	31.6034	32.3951	33.2069	34.0343	34.886	35.7609	36.6533	37.5724	38.5091	39.4721	40.4589
5630	34	LEAD FIN SPEC	64141	65735	67382	69070	70791	72563	74393	76239	78151	80099	82102	84154
			30.8373	31.6034	32.3951	33.2069	34.0343	34.886	35.7609	36.6533	37.5724	38.5091	39.4721	40.4589
4209	34	LEAD ED COORD	64141	65735	67382	69070	70791	72563	74393	76239	78151	80099	82102	84154
			30.8373	31.6034	32.3951	33.2069	34.0343	34.886	35.7609	36.6533	37.5724	38.5091	39.4721	40.4589
1335	34	TECH SUPPORT SP	64141	65735	67382	69070	70791	72563	74393	76239	78151	80099	82102	84154
			30.8373	31.6034	32.3951	33.2069	34.0343	34.886	35.7609	36.6533	37.5724	38.5091	39.4721	40.4589
5617	37	PW SOFTWARE ADM	64141	65735	67382	69070	70791	72563	74393	76239	78151	80099	82102	84154
			30.8373	31.6034	32.3951	33.2069	34.0343	34.886	35.7609	36.6533	37.5724	38.5091	39.4721	40.4589
1334	39	SR PROG ANLST	69073	70789	72563	74381	76234	78142	80102	82101	84160	86258	88415	90625
			33.2083	34.0334	34.886	35.7601	36.6511	37.5694	38.5105	39.4715	40.4614	41.4701	42.5071	43.5698
			73085	74926	76792	78719	80680	82703	84756	86872	89056	91276	93570	95902
			35.1371	36.022	36.9194	37.8455	38.7885	39.7509	40.7491	41.7655	42.8154	43.8928	44.9856	46.1088

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1111	06	CLERK AIDE	32368	33086	33852	34627	35411	36222	37051	37901	38777	39668	40656	41675
			15,5615	15,9115	16,2749	16,6478	17,0244	17,4145	17,8129	18,2215	18,6428	19,0711	19,546	20,0361
1112	07	CLERK	34627	35411	36222	37051	37901	38777	39668	40588	41524	42487	43550	44634
			16,6478	17,0244	17,4145	17,8129	18,2215	18,6428	19,0711	19,5135	19,9635	20,4263	20,9374	21,4588
1331	09	DATA CTRL CLERK	36222	37051	37901	38777	39668	40588	41524	42487	43469	44479	45585	46733
			17,4145	17,8129	18,2215	18,6428	19,0711	19,5135	19,9635	20,4263	20,8985	21,3943	21,9159	22,4679
1219	12	REVENUE CLERK	38777	39668	40588	41524	42487	43469	44479	45517	46578	47666	48854	50082
			18,6428	19,0711	19,5135	19,9635	20,4263	20,8985	21,3943	21,8834	22,3933	22,9185	23,4876	24,0779
1113	12	SR CLERK	38777	39668	40588	41524	42487	43469	44479	45517	46578	47666	48854	50082
			18,6428	19,0711	19,5135	19,9635	20,4263	20,8985	21,3943	21,8834	22,3933	22,9185	23,4876	24,0779
1144	12	PUBLIC INFO REC	38777	39668	40588	41524	42487	43469	44479	45517	46578	47666	48854	50082
			18,6428	19,0711	19,5135	19,9635	20,4263	20,8985	21,3943	21,8834	22,3933	22,9185	23,4876	24,0779
1213	12	PUB SERV CASHIE	38777	39668	40588	41524	42487	43469	44479	45517	46578	47666	48854	50082
			18,6428	19,0711	19,5135	19,9635	20,4263	20,8985	21,3943	21,8834	22,3933	22,9185	23,4876	24,0779
6223	12	FAC PROGRAMMER	38777	39668	40588	41524	42487	43469	44479	45517	46578	47666	48854	50082
			18,6428	19,0711	19,5135	19,9635	20,4263	20,8985	21,3943	21,8834	22,3933	22,9185	23,4876	24,0779
6197	13	IT COORDINATOR	39668	40588	41524	42487	43469	44479	45517	46578	47666	48781	50004	51250
			19,0711	19,5135	19,9635	20,4263	20,8985	21,3943	21,8834	22,3933	22,9185	23,4526	24,0403	24,6395
1212	13	SR ACCTG CLERK	39668	40588	41524	42487	43469	44479	45517	46578	47666	48781	50004	51250
			19,0711	19,5135	19,9635	20,4263	20,8985	21,3943	21,8834	22,3933	22,9185	23,4526	24,0403	24,6395
1332	13	SR DATA CTRL CL	39668	40588	41524	42487	43469	44479	45517	46578	47666	48781	50004	51250
			19,0711	19,5135	19,9635	20,4263	20,8985	21,3943	21,8834	22,3933	22,9185	23,4526	24,0403	24,6395
6017	14	NON-CONFID SECUR	40585	41524	42487	43469	44549	45627	46730	47857	49021	50227	51482	52772
			19,5123	19,9635	20,4263	20,9106	21,418	21,9363	22,4666	23,0084	23,558	24,1474	24,751	25,3713

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1141	15	POLICE SERV GEN	41603	42562	43549	44566	45591	46655	47742	48858	50001	51181	52466	53771			
			20.0013	20.4625	20.9369	21.421	21.9189	22.4304	22.9531	23.4895	24.0389	24.606	25.2241	25.8513			
			3171	15	CD ENF OFFCOR I	41603	42562	43549	44566	45591	46655	47742	48858	50001	51181	52466	53771
6012	16	COMM SERV SPEC	20.0013	20.4625	20.9369	21.421	21.9189	22.4304	22.9531	23.4895	24.0389	24.606	25.2241	25.8513			
			6012	16	COMM SERV SPEC	42615	43598	44610	45639	46703	47798	48910	50053	51222	52434	53739	55084
			20.498	20.9604	21.4474	21.9414	22.4531	22.9753	23.5145	24.0639	24.6261	25.2086	25.8359	26.4829			
6027	17	CSTM SRV REP	43469	44479	45517	46578	47666	48781	49932	51139	52396	53695	55037	56421			
			20.8985	21.3843	21.8834	22.3933	22.9165	23.4526	24.0059	24.5689	25.1499	25.7499	26.3699	27.0104			
			5621	17	FLD ENG TECH	43469	44479	45517	46578	47666	48781	49932	51139	52396	53695	55037	56421
6036	18	ENGINEER CLERK	20.8985	21.3843	21.8834	22.3933	22.9165	23.4526	24.0059	24.5689	25.1499	25.7499	26.3699	27.0104			
			6036	18	ENGINEER CLERK	44479	45517	46578	47666	48781	49932	51139	52396	53695	55037	56421	57826
			21.3843	21.8834	22.3933	22.9165	23.4526	24.0059	24.5689	25.1499	25.7499	26.3699	27.0104				
6004	19	POLICE ID CLERK	45517	46578	47666	48781	49932	51139	52396	53695	55037	56421	57826	59270			
			21.8834	22.3933	22.9165	23.4526	24.0059	24.5689	25.1499	25.7499	26.3699	27.0104	27.6419	28.3051			
			6237	19	LD PSG	45591	46655	47742	48858	50001	51181	52417	53696	55037	56412	57831	59272
4107	19	CR INVESTIGATOR	21.9189	22.4304	22.9531	23.4895	24.0389	24.606	25.2006	25.8154	26.4603	27.1214	27.8035	28.496			
			4107	19	CR INVESTIGATOR	45517	46578	47666	48781	49932	51139	52396	53695	55037	56421	57826	59270
			21.8834	22.3933	22.9165	23.4526	24.0059	24.5689	25.1499	25.7499	26.3699	27.0104	27.6419	28.3051			
6255	19	ADM SUPPRT SPEC	45517	46578	47666	48781	49932	51139	52396	53695	55037	56421	57826	59270			
			21.8834	22.3933	22.9165	23.4526	24.0059	24.5689	25.1499	25.7499	26.3699	27.0104	27.6419	28.3051			
			5611	19	PLANNING AIDE	45517	46578	47666	48781	49932	51139	52396	53695	55037	56421	57826	59270
1115	19	PRINCIPAL CLERK	21.8834	22.3933	22.9165	23.4526	24.0059	24.5689	25.1499	25.7499	26.3699	27.0104	27.6419	28.3051			
			1115	19	PRINCIPAL CLERK	45517	46578	47666	48781	49932	51139	52396	53695	55037	56421	57826	59270
			21.8834	22.3933	22.9165	23.4526	24.0059	24.5689	25.1499	25.7499	26.3699	27.0104	27.6419	28.3051			

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1217	20	PRIN ACCTG CLK	46578	47666	48781	49932	51139	52386	53695	55037	56421	57826	59270	60744
			22.3933	22.9165	23.4526	24.0059	24.5859	25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039
6007	20	STATISTIC CLERK	46578	47666	48781	49932	51139	52386	53695	55037	56421	57826	59270	60744
			22.3933	22.9165	23.4526	24.0059	24.5859	25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039
4212	22	HSG SPECIALIST	48781	49932	51139	52386	53695	55037	56421	57826	59270	60744	62265	63828
			23.4526	24.0059	24.5859	25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865
1216	22	LEAD PR ACCT CK	48781	49932	51139	52386	53695	55037	56421	57826	59270	60744	62265	63828
			23.4526	24.0059	24.5859	25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865
1220	22	PAYROLL SPEC	48781	49932	51139	52386	53695	55037	56421	57826	59270	60744	62265	63828
			23.4526	24.0059	24.5859	25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865
5615	23	PLANNER I	48781	49932	51139	52386	53695	55037	56421	57826	59270	60744	62265	63828
			23.4526	24.0059	24.5859	25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865
5611	23	TRAF ENGR AIDE	49932	51139	52386	53695	55037	56421	57826	59270	60744	62265	63828	65424
			24.0059	24.5859	25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454
5616	23	ENGR AIDE	49932	51139	52386	53695	55037	56421	57826	59270	60744	62265	63828	65424
			24.0059	24.5859	25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454
5711	23	LAB TECHNICIAN	49932	51139	52386	53695	55037	56421	57826	59270	60744	62265	63828	65424
			24.0059	24.5859	25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454
6001	24	CIV CRM SCN TEC	49932	51139	52386	53695	55037	56421	57826	59270	60744	62265	63828	65424
			24.0059	24.5859	25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454
6018	24	ASSISTANT BUYER	51139	52386	53695	55037	56421	57826	59270	60744	62265	63828	65424	67050
			24.5859	25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354
6212	24	APL SPT SPEC II	51139	52386	53695	55037	56421	57826	59270	60744	62265	63828	65424	67050
			24.5859	25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354

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1241	24	REV COORD	51139	52386	53895	55037	56421	57826	59270	60744	62265	63828	65424	67050
			24.5859	25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354
6026	24	PROPELV STOR TC	51139	52386	53895	55037	56421	57826	59270	60744	62265	63828	65424	67050
			24.5859	25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354
1229	24	ACCOUNTANT I	51139	52386	53895	55037	56421	57826	59270	60744	62265	63828	65424	67050
			24.5859	25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354
1337	24	APTN SPT SP I	51139	52386	53895	55037	56421	57826	59270	60744	62265	63828	65424	67050
			24.5859	25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354
1339	24	APL SPT SPEC II	51139	52386	53895	55037	56421	57826	59270	60744	62265	63828	65424	67050
			24.5859	25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354
6270	24	S W PROG COORD	51139	52386	53895	55037	56421	57826	59270	60744	62265	63828	65424	67050
			24.5859	25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354
6522	25	SURVEY TECH	52396	53895	55037	56421	57826	59270	60744	62265	63828	65424	67050	68729
			25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354	33.043
4211	25	HS6 COORD	52396	53895	55037	56421	57826	59270	60744	62265	63828	65424	67050	68729
			25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354	33.043
6514	26	DRAFTING TECH	52396	53895	55037	56421	57826	59270	60744	62265	63828	65424	67050	68729
			25.1858	25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354	33.043
1422	26	BUYER	52396	53895	55037	56421	57826	59270	60744	62265	63828	65424	67050	68729
			25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871
1240	26	PRL & PYBL COOR	53895	55037	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452
			25.8149	26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871
1333	27	PROG ANALYST	55037	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207
			26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149

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5515	27	CONST TECH	55039	56420	57825	59271	60746	62264	63828	65426	67048	68730	70451	72208
			26.4609	27.1249	27.8006	28.4656	29.2049	29.9344	30.6664	31.4549	32.2354	33.0435	33.8709	34.7156
5519	27	CADD SUPPORT SP	55037	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207
			26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6885	31.454	32.2354	33.043	33.871	34.7149
5414	27	REHAB/HQS INSP	55037	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207
			26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6885	31.454	32.2354	33.043	33.871	34.7149
5434	27	ENV INSPECTOR	55037	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207
			26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6885	31.454	32.2354	33.043	33.871	34.7149
6221	27	JUV CRT LIASON	55037	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207
			26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6885	31.454	32.2354	33.043	33.871	34.7149
6198	27	GIS SPEC-PW	55037	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207
			26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6885	31.454	32.2354	33.043	33.871	34.7149
6214	27	GIS SPEC-IT	55037	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207
			26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6885	31.454	32.2354	33.043	33.871	34.7149
5719	27	PRETREAT SPEC	55037	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207
			26.4599	27.1254	27.801	28.4951	29.2039	29.935	30.6885	31.454	32.2354	33.043	33.871	34.7149
5713	28	CHEMIST	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207	74014
			27.1254	27.801	28.4951	29.2039	29.935	30.6885	31.454	32.2354	33.043	33.871	34.7149	35.5836
6219	28	NBRHD DEV COORD	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207	74014
			27.1254	27.801	28.4951	29.2039	29.935	30.6885	31.454	32.2354	33.043	33.871	34.7149	35.5836
4108	28	CIVIL RIGHTS SP	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207	74014
			27.1254	27.801	28.4951	29.2039	29.935	30.6885	31.454	32.2354	33.043	33.871	34.7149	35.5836
6231	28	WEED & SEED CRD	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207	74014
			27.1254	27.801	28.4951	29.2039	29.935	30.6885	31.454	32.2354	33.043	33.871	34.7149	35.5836

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5623	28	CONST INSP	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207	74014
			27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836
5612	28	TRAF ENG TECH	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207	74014
			27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836
5612	28	ECON DEV ANALYS	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207	74014
			27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836
5613	28	PLANNER II	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207	74014
			27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836
5631	28	REHAB SPECIALIS	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207	74014
			27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836
5632	28	FINANCIAL SPEC	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207	74014
			27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836
5635	28	NEIGH REDEV SPC	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207	74014
			27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836
4102	28	INVST PARALEGAL	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207	74014
			27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836
4213	28	HSG RES SPLST	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207	74014
			27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836
5413	29	CD ENF OFFR II	56421	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207	74014
			27.1254	27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836
6002	29	LD CIV CS TECH	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207	74014	75870
			27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476
6087	30	NH SERVICE SPEC	57826	59270	60744	62265	63828	65424	67050	68729	70452	72207	74014	75870
			27.801	28.4951	29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476
			57986	59412	60893	62421	63977	65580	67210	68803	70619	72379	74187	76042
			27.8694	28.5634	29.2755	30.01	30.758	31.5288	32.3124	33.1266	33.9516	34.7978	35.6668	36.5598

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1120	30	TELECOMM TECH	57987	58415	60901	62423	63884	65584	67224	68904	70627	72383	74202	76042
			27.8885	28.5651	29.2795	30.0113	30.7815	31.5308	32.3191	33.127	33.9553	34.8043	35.674	36.5588
1121	30	TECH SUPP SPEC	57987	59415	60901	62423	63884	65584	67224	68904	70627	72383	74202	76042
			27.8885	28.5651	29.2795	30.0113	30.7815	31.5308	32.3191	33.127	33.9553	34.8043	35.674	36.5588
1233	31	ACCOUNTANT II	60744	62265	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714
			29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239
5411	31	BLDG INSP	60744	62265	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714
			29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239
4104	31	C R HSG ANLYST	60744	62265	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714
			29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239
5513	31	GIS ANALYST	60744	62265	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714
			29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239
5539	31	SOIL EROS INSP	60744	62265	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714
			29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239
5518	31	PROJ TECH	60744	62265	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714
			29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239
5524	31	SURVEY PTY CHF	60744	62265	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714
			29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239
5525	31	LEAD INSP	60744	62265	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714
			29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239
5526	31	SIDEWALK INSP	60744	62265	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714
			29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239
5528	31	UTILITY SERVIN	60744	62265	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714
			29.2039	29.935	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239

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5441	31	ELECT INSPECTOR	60744	62286	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714
			29.2039	29.936	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239
5417	31	PLANS EXAMINER	60744	62286	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714
			29.2039	29.936	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239
5443	31	PLMB INSP	60744	62286	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714
			29.2039	29.936	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239
5445	31	MECH INSP	60744	62286	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714
			29.2039	29.936	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239
6024	31	SR PERMIT TECH	60744	62286	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714
			29.2039	29.936	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239
1380	31	TE PROJ ADMIN	60744	62286	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714
			29.2039	29.936	30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239
6225	31	URBAN CONSERV	60746	62284	63828	65426	67048	68730	70451	72208	74016	75870	77764	79713
			29.2049	29.9344	30.6864	31.4549	32.2346	33.0435	33.8709	34.7156	35.5844	36.4781	37.3865	38.3234
4210	32	ECON DEV COORDI	62263	63821	65424	67060	68726	70448	72213	74012	75864	77767	79707	81707
			29.934	30.6834	31.4536	32.2403	33.0413	33.8691	34.7178	35.5828	36.4733	37.388	38.3209	39.282
5446	33	SR MECH INSP	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714	81701	83744
			30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239	39.2794	40.2616
5444	33	SR PLB/G INSP	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714	81701	83744
			30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239	39.2794	40.2616
5442	33	SR ELECT INSP	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714	81701	83744
			30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239	39.2794	40.2616
6220	33	SRNBRHDEVCOOR	63828	65424	67050	68729	70452	72207	74014	75870	77763	79714	81701	83744
			30.6865	31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239	39.2794	40.2616

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5620	34	ENGR IN TRNG	66424	67060	68729	70452	72207	74014	75870	77763	79714	81701	83744	85838
			31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239	39.2794	40.2616	41.268
6096	34	MA II-NDC	66424	67060	68729	70452	72207	74014	75870	77763	79714	81701	83744	85838
			31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239	39.2794	40.2616	41.268
5447	34	COMB INSP	66424	67060	68729	70452	72207	74014	75870	77763	79714	81701	83744	85838
			31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239	39.2794	40.2616	41.268
5631	34	ENGINEER	66424	67060	68729	70452	72207	74014	75870	77763	79714	81701	83744	85838
			31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239	39.2794	40.2616	41.268
5638	34	LEAD NDC	66424	67060	68729	70452	72207	74014	75870	77763	79714	81701	83744	85838
			31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239	39.2794	40.2616	41.268
5630	34	LEAD FIN SPEC	66424	67060	68729	70452	72207	74014	75870	77763	79714	81701	83744	85838
			31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239	39.2794	40.2616	41.268
4209	34	LEAD ED COORD	66424	67060	68729	70452	72207	74014	75870	77763	79714	81701	83744	85838
			31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239	39.2794	40.2616	41.268
1336	34	TECH SUPPORT SP	66424	67060	68729	70452	72207	74014	75870	77763	79714	81701	83744	85838
			31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239	39.2794	40.2616	41.268
5617	37	PW SOFTWARE ADM	66424	67060	68729	70452	72207	74014	75870	77763	79714	81701	83744	85838
			31.454	32.2354	33.043	33.871	34.7149	35.5836	36.476	37.3863	38.3239	39.2794	40.2616	41.268
1334	39	SR PROG ANLST	70455	72205	74014	75889	77759	79705	81704	83743	85843	87983	90183	92438
			33.8725	34.714	35.5836	36.4754	37.3841	38.3198	39.2808	40.2609	41.2706	42.2985	43.3574	44.4411
			74547	76424	78328	80283	82284	84357	86451	88610	90837	93102	95442	97820
			35.8399	36.7425	37.6578	38.6024	39.5643	40.556	41.5631	42.6009	43.6716	44.7604	45.8854	47.0289

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1111	06	CLERK AIDE	33015	33758	34529	35320	36119	36947	37792	38659	39553	40461	41489	42509
			15,8728	16,2298	16,6004	16,9806	17,3648	17,7628	18,1691	18,5859	19,0156	19,4525	19,8989	20,4369
1112	07	CLERK	35320	36119	36947	37792	38659	39553	40461	41400	42354	43336	44421	45527
			16,9806	17,3649	17,7628	18,1691	18,5859	19,0156	19,4525	19,9038	20,3628	20,8348	21,3661	21,888
1113	12	SR CLERK	39553	40461	41400	42354	43336	44338	45369	46428	47510	48620	49831	51094
			19,0156	19,4525	19,9038	20,3628	20,8348	21,3165	21,8119	22,321	22,8411	23,3749	23,9574	24,5595
1115	19	PRINCIPAL CLERK	46428	47510	48620	49757	50931	52161	53434	54789	56137	57549	58983	60455
			22,321	22,8411	23,3749	23,9216	24,486	25,0776	25,6894	26,3311	26,9891	27,6679	28,357	29,065
1120	30	TELECOMM TECH	59126	60604	62119	63672	65264	66896	68568	70282	72039	73841	75686	77563
			28,4259	29,1364	29,8651	30,6115	31,3768	32,1614	32,9655	33,7896	34,6344	35,5003	36,3875	37,29
1121	30	TECH SUPP SPEC	59126	60604	62119	63672	65264	66896	68568	70282	72039	73841	75686	77563
			28,4259	29,1364	29,8651	30,6115	31,3768	32,1614	32,9655	33,7896	34,6344	35,5003	36,3875	37,29
1141	15	POLICE SERV GEN	42435	43413	44420	45447	46503	47588	48697	49835	51001	52204	53515	54946
			20,4014	20,8718	21,3556	21,8494	22,3573	22,879	23,4121	23,9593	24,5198	25,0981	25,7286	26,3694
1144	12	PUBLIC INFO REC	39553	40461	41400	42354	43336	44338	45369	46428	47510	48620	49831	51094
			19,0156	19,4525	19,9038	20,3628	20,8348	21,3165	21,8119	22,321	22,8411	23,3749	23,9574	24,5595
1212	13	SR ACCTG CLERK	40461	41400	42354	43336	44338	45369	46428	47510	48620	49757	51004	52275
			19,4525	19,9038	20,3628	20,8348	21,3165	21,8119	22,321	22,8411	23,3749	23,9216	24,5211	25,1323
1213	12	PUB SERV CASHIE	39553	40461	41400	42354	43336	44338	45369	46428	47510	48620	49831	51094
			19,0156	19,4525	19,9038	20,3628	20,8348	21,3165	21,8119	22,321	22,8411	23,3749	23,9574	24,5595
1216	22	LEAD PR ACCT CK	49757	50831	52161	53434	54789	56137	57549	58983	60455	61959	63510	65104
			23,9216	24,486	25,0776	25,6894	26,3311	26,9891	27,6679	28,357	29,065	29,788	30,5338	31,3003
1217	20	PRIN ACCTG CLK	47510	48620	49757	50831	52161	53434	54789	56137	57549	58983	60455	61959
			22,8411	23,3749	23,9216	24,486	25,0776	25,6894	26,3311	26,9891	27,6679	28,357	29,065	29,788

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1219	12	REVENUE CLERK	39553	40461	41400	42354	43336	44338	45369	46428	47510	48620	49831	51084
			19,0156	19,4525	19,9038	20,3628	20,8348	21,3165	21,8119	22,321	22,8411	23,3749	23,9274	24,5005
1220	22	PAYROLL SPEC	49757	50931	52161	53434	54769	56137	57549	58983	60455	61959	63510	65104
			23,9216	24,486	25,0776	25,6894	26,3311	26,9991	27,6879	28,397	29,1385	29,9119	30,7184	31,5584
1229	24	ACCOUNTANT I	52161	53434	54769	56137	57549	58983	60455	61959	63510	65104	66733	68391
			25,0776	25,6894	26,3311	26,9991	27,6879	28,397	29,1385	29,9119	30,7184	31,5584	32,4411	33,3661
1233	31	ACCOUNTANT II	61959	63510	65104	66733	68391	70104	71861	73661	75494	77368	79279	81308
			29,788	30,5338	31,3003	32,083	32,8901	33,7039	34,5494	35,4091	36,2954	37,2055	38,134	39,0904
1240	26	PRL & PYBL COOR	54769	56137	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861
			26,3311	26,9991	27,6879	28,397	29,1385	29,9119	30,7184	31,5584	32,4411	33,3661	34,3331	35,3494
1241	24	REV COORD	52161	53434	54769	56137	57549	58983	60455	61959	63510	65104	66733	68391
			25,0776	25,6894	26,3311	26,9991	27,6879	28,397	29,1385	29,9119	30,7184	31,5584	32,4411	33,3661
1331	09	DATA CTRL CLERK	36947	37792	38659	39553	40461	41400	42354	43336	44338	45369	46428	47688
			17,7628	18,1691	18,5859	19,0156	19,4525	19,9038	20,3628	20,8348	21,3165	21,8119	22,321	22,9171
1332	13	SR DATA CTRL CL	40461	41400	42354	43336	44338	45369	46428	47510	48620	49757	51004	52275
			19,4525	19,9038	20,3628	20,8348	21,3165	21,8119	22,321	22,8411	23,3749	23,9274	24,5005	25,1323
1333	27	PROG ANALYST	56137	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73661
			26,9991	27,6879	28,397	29,1385	29,9119	30,7184	31,5584	32,4411	33,3661	34,3331	35,3494	36,4091
1334	39	SR PROG ANLST	76038	77953	79895	81869	83940	86044	88180	90382	92654	94984	97360	99776
			36,5568	37,4774	38,4109	39,3745	40,3655	41,3871	42,4394	43,5229	44,6451	45,8056	47,0031	48,2495
1335	34	TECH SUPPORT SP	66733	68391	70104	71861	73661	75494	77368	79279	81308	83335	85419	87564
			32,083	32,8901	33,7039	34,5494	35,4091	36,2954	37,2055	38,134	39,0904	40,0849	41,1088	42,1624
1337	24	APTN SPT SP I	52161	53434	54769	56137	57549	58983	60455	61959	63510	65104	66733	68391
			25,0776	25,6894	26,3311	26,9991	27,6879	28,397	29,1385	29,9119	30,7184	31,5584	32,4411	33,3661

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1339	24	APL SPT SPEC II	52161	53434	54769	56137	57549	58983	60455	61959	63510	65104	66733	68391
			25.0776	26.9894	28.3311	29.9891	27.6679	28.357	29.065	29.798	30.5338	31.3003	32.083	32.8801
1380	31	TE PROJ ADMIN	61959	63510	65104	66733	68391	70104	71861	73651	75494	77388	79319	81308
			29.798	30.5338	31.3003	32.083	32.8801	33.7039	34.5494	35.4091	36.2954	37.2055	38.134	39.0904
1422	26	BUYER	54769	56137	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861
			26.3311	26.9891	27.6679	28.357	29.065	29.798	30.5338	31.3003	32.083	32.8801	33.7039	34.5494
3171	15	CD ENF OFFCR I	42435	43413	44420	45447	46503	47588	48697	49835	51001	52204	53515	54946
			20.4014	20.8718	21.3556	21.8494	22.3573	22.879	23.4121	23.9593	24.5198	25.0981	25.7298	26.3894
4102	28	INVT PARALEGAL	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651	75494
			27.6679	28.357	29.065	29.798	30.5338	31.3003	32.083	32.8801	33.7039	34.5494	35.4091	36.2954
4104	31	C R HSG ANLYST	61959	63510	65104	66733	68391	70104	71861	73651	75494	77388	79319	81308
			29.798	30.5338	31.3003	32.083	32.8801	33.7039	34.5494	35.4091	36.2954	37.2055	38.134	39.0904
4107	19	CR INVESTIGATOR	46428	47510	48620	49757	50931	52161	53434	54769	56137	57549	58983	60455
			22.321	22.8411	23.3749	23.9216	24.486	25.0776	25.6894	26.3311	26.9891	27.6679	28.357	29.065
4108	28	CIVIL RIGHTS SP	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651	75494
			27.6679	28.357	29.065	29.798	30.5338	31.3003	32.083	32.8801	33.7039	34.5494	35.4091	36.2954
4209	34	LEAD ED COORD	66733	68391	70104	71861	73651	75494	77388	79319	81308	83335	85419	87554
			32.083	32.8801	33.7039	34.5494	35.4091	36.2954	37.2055	38.134	39.0904	40.0649	41.0668	42.0934
4210	32	ECON DEV COORDI	63508	65098	66732	68401	70100	71857	73657	75492	77382	79322	81302	83341
			30.5326	31.297	32.0828	32.8851	33.7021	34.5465	35.4121	36.2944	37.2028	38.1358	39.0873	40.0676
4211	25	HSG COORD	53434	54769	56137	57549	58983	60455	61959	63510	65104	66733	68391	70104
			25.0894	26.3311	26.9891	27.6679	28.357	29.065	29.798	30.5338	31.3003	32.083	32.8801	33.7039
4212	22	HSG SPECIALIST	49757	50931	52161	53434	54769	56137	57549	58983	60455	61959	63510	65104
			23.9216	24.486	25.0776	25.6894	26.3311	26.9891	27.6679	28.357	29.065	29.788	30.5338	31.3003

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4213	28	HSG RES SPLST	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651	75494	
			27.6679	28.357	29.065	29.788	30.5338	31.3003	32.083	32.8801	33.7039	34.5484	35.4091	36.2954	
5270	24	S W PROG COORD	52161	53434	54769	56137	57549	58983	60455	61959	63510	65104	66733	68391	70104
			25.0776	25.6994	26.3311	26.9891	27.6679	28.367	29.085	29.788	30.5338	31.3003	32.083	32.8801	
5411	31	BLDG INSP	61959	63510	65104	66733	68391	70104	71861	73651	75494	77388	79319	81308	83335
			29.788	30.5338	31.3003	32.083	32.8801	33.7039	34.5484	35.4091	36.2954	37.2055	38.134	39.0804	
5413	29	CD ENF OFFR II	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651	75494	77388	79319
			28.357	29.065	29.788	30.5338	31.3003	32.083	32.8801	33.7039	34.5484	35.4091	36.2954	37.2055	
5414	27	REHAB/HQS INSP	56137	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651	75494
			26.9891	27.6679	28.357	29.065	29.788	30.5338	31.3003	32.083	32.8801	33.7039	34.5484	35.4091	
5417	31	PLANS EXAMINER	61959	63510	65104	66733	68391	70104	71861	73651	75494	77388	79319	81308	83335
			29.788	30.5338	31.3003	32.083	32.8801	33.7039	34.5484	35.4091	36.2954	37.2055	38.134	39.0804	
5434	27	ENV INSPECTOR	56137	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651	75494
			26.9891	27.6679	28.357	29.065	29.788	30.5338	31.3003	32.083	32.8801	33.7039	34.5484	35.4091	
5441	31	ELECT INSPECTOR	61959	63510	65104	66733	68391	70104	71861	73651	75494	77388	79319	81308	83335
			29.788	30.5338	31.3003	32.083	32.8801	33.7039	34.5484	35.4091	36.2954	37.2055	38.134	39.0804	
5442	33	SR ELECT INSP	65104	66733	68391	70104	71861	73651	75494	77388	79319	81308	83335	85419	87494
			31.3003	32.083	32.8801	33.7039	34.5484	35.4091	36.2954	37.2055	38.134	39.0804			
5443	31	PLMB INSP	61959	63510	65104	66733	68391	70104	71861	73651	75494	77388	79319	81308	83335
			29.788	30.5338	31.3003	32.083	32.8801	33.7039	34.5484	35.4091	36.2954	37.2055	38.134	39.0804	
5444	33	SR PLBG INSP	65104	66733	68391	70104	71861	73651	75494	77388	79319	81308	83335	85419	87494
			31.3003	32.083	32.8801	33.7039	34.5484	35.4091	36.2954	37.2055	38.134	39.0804			
5445	31	MECH INSP	61959	63510	65104	66733	68391	70104	71861	73651	75494	77388	79319	81308	83335
			29.788	30.5338	31.3003	32.083	32.8801	33.7039	34.5484	35.4091	36.2954	37.2055	38.134	39.0804	

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5448	33	SR MECH INSP	65104	68733	68391	70104	71861	73651	75494	77388	79319	81308	83335	85419
			31.3003	32.083	32.8801	33.7039	34.5484	35.4091	36.2954	37.2055	38.134	39.0904	40.0849	41.0868
5447	34	COMB INSP	68733	68391	70104	71861	73651	75494	77388	79319	81308	83335	85419	87554
			32.083	32.8801	33.7039	34.5484	35.4091	36.2954	37.2055	38.134	39.0904	40.0849	41.0868	42.0934
5511	23	TRAF ENGR AIDE	50931	52161	53434	54789	56137	57549	58983	60455	61959	63510	65104	66733
			24.486	25.0776	25.6894	26.3311	26.9891	27.6679	28.357	29.065	29.788	30.5338	31.3003	32.083
5512	28	TRAF ENG TECH	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651	75494
			27.6679	28.357	29.065	29.788	30.5338	31.3003	32.083	32.8801	33.7039	34.5484	35.4091	36.2954
5513	31	GIS ANALYST	61959	63510	65104	66733	68391	70104	71861	73651	75494	77388	79319	81308
			29.788	30.5338	31.3003	32.083	32.8801	33.7039	34.5484	35.4091	36.2954	37.2055	38.134	39.0904
5514	26	DRAFTING TECH	54789	56137	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861
			26.3311	26.9891	27.6679	28.357	29.065	29.788	30.5338	31.3003	32.083	32.8801	33.7039	34.5484
5515	27	CONST TECH	56139	57548	58982	60456	61961	63509	65104	66735	68399	70105	71860	73653
			26.9801	27.6674	28.3568	29.0655	29.7889	30.5331	31.3	32.084	32.8794	33.7044	34.5483	35.4089
5516	23	ENGR AIDE	50931	52161	53434	54789	56137	57549	58983	60455	61959	63510	65104	66733
			24.486	25.0776	25.6894	26.3311	26.9891	27.6679	28.357	29.065	29.788	30.5338	31.3003	32.083
5517	37	PW SOFTWARE ADM	71864	73649	75494	77386	79314	81299	83338	85418	87560	89743	91987	94286
			34.5489	35.4083	36.2954	37.2049	38.1319	39.0861	40.0664	41.0661	42.086	43.1455	44.2245	45.33
5518	31	PROJ TECH	61959	63510	65104	66733	68391	70104	71861	73651	75494	77388	79319	81308
			29.788	30.5338	31.3003	32.083	32.8801	33.7039	34.5484	35.4091	36.2954	37.2055	38.134	39.0904
5519	27	CADD SUPPORT SP	56137	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651
			26.9891	27.6679	28.357	29.065	29.788	30.5338	31.3003	32.083	32.8801	33.7039	34.5484	35.4091
5520	34	ENGR IN TRNG	68733	68391	70104	71861	73651	75494	77388	79319	81308	83335	85419	87554
			32.083	32.8801	33.7039	34.5484	35.4091	36.2954	37.2055	38.134	39.0904	40.0849	41.0868	42.0934

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5621	17	FLD ENG TECH	44338	45389	46428	47510	48620	49757	50931	52161	53434	54769	56137	57549
			21,3165	21,8119	22,321	22,8411	23,3749	23,9216	24,486	25,0776	25,6894	26,3311	26,9891	27,6679
5622	25	SURVEY TECH	53434	54769	56137	57549	58983	60455	61959	63510	65104	66733	68391	70104
			25,6894	26,3311	26,9891	27,6679	28,357	29,065	29,788	30,5338	31,3003	32,083	32,8801	33,7039
5623	28	CONST INSP	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651	75494
			27,6679	28,357	29,065	29,788	30,5338	31,3003	32,083	32,8801	33,7039	34,5494	35,4091	36,2954
5624	31	SURVEY PTY CHF	61959	63510	65104	66733	68391	70104	71861	73651	75494	77388	79319	81308
			29,788	30,5338	31,3003	32,083	32,8801	33,7039	34,5494	35,4091	36,2954	37,2055	38,134	39,0904
5625	31	LEAD INSP	61959	63510	65104	66733	68391	70104	71861	73651	75494	77388	79319	81308
			29,788	30,5338	31,3003	32,083	32,8801	33,7039	34,5494	35,4091	36,2954	37,2055	38,134	39,0904
5626	31	SIDEWALK INSPEC	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651	75494
			27,6679	28,357	29,065	29,788	30,5338	31,3003	32,083	32,8801	33,7039	34,5494	35,4091	36,2954
5628	31	UTILITY SERV IN	61959	63510	65104	66733	68391	70104	71861	73651	75494	77388	79319	81308
			29,788	30,5338	31,3003	32,083	32,8801	33,7039	34,5494	35,4091	36,2954	37,2055	38,134	39,0904
5631	34	ENGINEER	66733	68391	70104	71861	73651	75494	77388	79319	81308	83335	85419	87554
			32,083	32,8801	33,7039	34,5494	35,4091	36,2954	37,2055	38,134	39,0904	40,0649	41,0668	42,0934
5639	31	SOIL EROS INSP	61959	63510	65104	66733	68391	70104	71861	73651	75494	77388	79319	81308
			29,788	30,5338	31,3003	32,083	32,8801	33,7039	34,5494	35,4091	36,2954	37,2055	38,134	39,0904
5611	19	PLANNING AIDE	46428	47510	48620	49757	50931	52161	53434	54769	56137	57549	58983	60455
			22,321	22,8411	23,3749	23,9216	24,486	25,0776	25,6894	26,3311	26,9891	27,6679	28,357	29,065
5612	28	ECON DEV ANALYS	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651	75494
			27,6679	28,357	29,065	29,788	30,5338	31,3003	32,083	32,8801	33,7039	34,5494	35,4091	36,2954
5613	28	PLANNER II	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651	75494
			27,6679	28,357	29,065	29,788	30,5338	31,3003	32,083	32,8801	33,7039	34,5494	35,4091	36,2954

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6615	23	PLANNER I	50931	52161	53434	54769	56137	57549	58983	60455	61959	63510	65104	66733
			24,486	25,0776	25,6894	26,3311	26,9891	27,6679	28,357	29,065	29,788	30,5338	31,3003	32,083
6630	34	LEAD FIN SPEC	66733	68391	70104	71861	73651	75494	77388	79319	81308	83335	85419	87554
			32,083	32,8901	33,7039	34,5494	35,4091	36,2954	37,2055	38,134	39,0904	40,0649	41,0668	42,0934
6631	28	REHAB SPECIALIS	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651	75494
			27,6679	28,357	29,065	29,788	30,5338	31,3003	32,083	32,8801	33,7039	34,5494	35,4091	36,2954
6632	28	FINANCIAL SPEC	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651	75494
			27,6679	28,357	29,065	29,788	30,5338	31,3003	32,083	32,8801	33,7039	34,5494	35,4091	36,2954
6635	28	NEIGH REDEV SPC	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651	75494
			27,6679	28,357	29,065	29,788	30,5338	31,3003	32,083	32,8801	33,7039	34,5494	35,4091	36,2954
6638	34	LEAD NDC	66733	68391	70104	71861	73651	75494	77388	79319	81308	83335	85419	87554
			32,083	32,8901	33,7039	34,5494	35,4091	36,2954	37,2055	38,134	39,0904	40,0649	41,0668	42,0934
6711	23	LAB TECHNICIAN	50931	52161	53434	54769	56137	57549	58983	60455	61959	63510	65104	66733
			24,486	25,0776	25,6894	26,3311	26,9891	27,6679	28,357	29,065	29,788	30,5338	31,3003	32,083
6713	28	CHEMIST	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651	75494
			27,6679	28,357	29,065	29,788	30,5338	31,3003	32,083	32,8801	33,7039	34,5494	35,4091	36,2954
6719	27	PRETREAT SPEC	56137	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651
			26,9891	27,6679	28,357	29,065	29,788	30,5338	31,3003	32,083	32,8801	33,7039	34,5494	35,4091
6001	24	CIV/CRM SON TEC	52161	53434	54769	56137	57549	58983	60455	61959	63510	65104	66733	68391
			25,0776	25,6894	26,3311	26,9891	27,6679	28,357	29,065	29,788	30,5338	31,3003	32,083	32,8801
6002	29	LD CIV CS TECH	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651	75494	77388
			28,357	29,065	29,788	30,5338	31,3003	32,083	32,8801	33,7039	34,5494	35,4091	36,2954	37,2055
6004	19	POLICE ID CLERK	46428	47510	48620	49757	50931	52161	53434	54769	56137	57549	58983	60455
			22,321	22,9411	23,3749	23,9216	24,486	25,0776	25,6894	26,3311	26,9891	27,6679	28,357	29,065

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6007	20	STATISTIC CLERK	47510	48620	49757	50831	52161	53434	54769	56137	57549	58983	60455	61959
			22.8411	23.3749	23.9216	24.486	25.0776	25.6894	26.3311	26.9891	27.6679	28.357	29.065	29.788
6012	16	COMM SERV SPEC	43467	44470	45503	46551	47637	48744	49888	51054	52247	53483	54813	56186
			20.8979	21.3796	21.8763	22.3801	22.9023	23.4348	23.9848	24.5451	25.1186	25.7129	26.3526	27.0125
6017	14	NON-CONFID SECR	41397	42354	43336	44364	45440	46540	47665	48814	50002	51231	52512	53828
			19.9024	20.3628	20.8348	21.3289	21.8464	22.375	22.9159	23.4685	24.0394	24.6304	25.246	25.8786
6018	24	ASSISTANT BUYER	52161	53434	54769	56137	57549	58983	60455	61959	63510	65104	66733	68391
			25.0776	25.6894	26.3311	26.9891	27.6679	28.357	29.065	29.788	30.5338	31.3003	32.083	32.8801
6024	31	SR PERMIT TECH	61959	63510	65104	66733	68391	70104	71861	73651	75494	77388	79319	81308
			29.788	30.5338	31.3003	32.083	32.8801	33.7039	34.5494	35.4091	36.2854	37.2055	38.134	39.0804
6026	24	PROPE/STOR TC	52161	53434	54769	56137	57549	58983	60455	61959	63510	65104	66733	68391
			25.0776	25.6894	26.3311	26.9891	27.6679	28.357	29.065	29.788	30.5338	31.3003	32.083	32.8801
6027	17	CSTM SERV REP	44338	45369	46428	47510	48620	49757	50831	51961	53137	54369	55649	56983
			21.3165	21.8119	22.321	22.8411	23.3749	23.9216	24.486	25.0776	25.6894	26.3311	26.9891	27.6679
6036	18	ENGINEER/ CLERK	45369	46428	47510	48620	49757	50831	51961	53137	54369	55649	56983	58391
			21.8119	22.321	22.8411	23.3749	23.9216	24.486	25.0776	25.6894	26.3311	26.9891	27.6679	28.357
6087	30	NH SERVICE SPEC	59126	60600	62111	63669	65256	66892	68564	70281	72032	73827	75671	77563
			28.4258	29.1346	29.8611	30.6103	31.3731	32.1594	32.9586	33.7891	34.6306	35.4936	36.3801	37.2899
6096	34	MA II-INDC	66733	68391	70104	71861	73651	75494	77388	79319	81308	83335	85419	87554
			32.083	32.8801	33.7039	34.5494	35.4091	36.2854	37.2055	38.134	39.0804	40.0649	41.0688	42.0934
6197	13	IT COORDINATOR	40461	41400	42354	43336	44338	45369	46428	47510	48620	49757	51004	52275
			19.4525	19.9038	20.3628	20.8348	21.3165	21.8119	22.321	22.8411	23.3749	23.9216	24.5211	25.1323
6198	27	GIS SPEC-PW	56137	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651
			26.8891	27.6679	28.357	29.065	29.788	30.5338	31.3003	32.083	32.8801	33.7039	34.5494	35.4091

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6212	24	APL SPT SPEC II	52161	53434	54789	56137	57549	58983	60455	61959	63510	65104	66733	68391
			25.0776	26.9894	28.3311	29.9891	27.6679	28.357	29.065	29.788	30.5338	31.3003	32.083	32.8601
6214	27	GIS SPEC-IT	56137	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651
			26.9891	27.6679	28.357	29.065	29.788	30.5338	31.3003	32.083	32.8601	33.7039	34.5494	35.4091
6219	28	NBRHD DEV COORD	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651	75494
			27.6679	28.357	29.065	29.788	30.5338	31.3003	32.083	32.8601	33.7039	34.5494	35.4091	36.2954
6220	33	SRNBRHDDVCOOR	65104	66733	68391	70104	71861	73651	75494	77388	79319	81308	83335	85419
			31.3003	32.083	32.8601	33.7039	34.5494	35.4091	36.2954	37.2055	38.134	39.0904	40.0849	41.0988
6221	27	JUV CRT LIASON	56137	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651
			26.9891	27.6679	28.357	29.065	29.788	30.5338	31.3003	32.083	32.8601	33.7039	34.5494	35.4091
6223	12	FAC PROGRAMMER	39553	40461	41400	42354	43336	44338	45369	46428	47510	48620	49831	51084
			19.0156	19.4525	19.9038	20.3628	20.8348	21.3165	21.8119	22.321	22.8411	23.3749	23.9274	24.5095
6225	31	URBAN CONSERV	61981	63509	65104	66735	68389	70105	71860	73653	75496	77388	79319	81307
			29.7889	30.5331	31.3	32.084	32.8794	33.7044	34.5483	35.4099	36.2961	37.2058	38.1343	39.0899
6231	28	WEED & SEED CRD	57549	58983	60455	61959	63510	65104	66733	68391	70104	71861	73651	75494
			27.6679	28.357	29.065	29.788	30.5338	31.3003	32.083	32.8601	33.7039	34.5494	35.4091	36.2954
6237	19	LD PSG	46503	47588	48697	49835	51001	52204	53466	54770	56138	57541	58988	60457
			22.3573	22.879	23.4121	23.9593	24.5198	25.0981	25.7046	26.3316	26.9894	27.6638	28.3595	29.0659
6255	19	ADM SUPPRT SPEC	46428	47510	48620	49757	50931	52161	53434	54769	56137	57549	58983	60455
			22.321	22.8411	23.3749	23.9216	24.486	25.0776	25.6894	26.3311	26.9891	27.6679	28.357	29.065

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APPENDIX B

PAY GRADES

JOB CODE	SALARY GRADE	JOB TITLE
1111	5	CLERK AIDE
1112	7	CLERK-AFSCME
1331	9	DATA CONTROL CLERK
1219	12	REVENUE CLERK
1113	12	SR CLERK
1144	12	PUBLIC INFO RECEPTIONIST
1213	12	PUBLIC SERV CASHIER
6223	12	FACILITIES PROGRAMMER
1212	13	SR ACCOUNTING CLERK
1332	13	SR DATA CONTROL CLERK
6197	13	IT COORDINATOR
6017	14	NON-CONFIDENTIAL SECRETARY
1141	15	POLICE SERVICES GENERALIST
3171	15	CODED ENFORCEMENT OFFICER I
6012	16	COMMUNITY SERVICE SPECIALIST
5521	17	FIELD ENGINEERING TECHNICIAN
6027	17	CUSTOMER SERVICE REP
6036	18	ENGINEERING CLERK
1115	19	PRINCIPAL CLERK
5611	19	PLANNING AIDE
6004	19	POLICE IDENTIFICATION CLERK
6237	19	LEAD POL SVS GENERALIST
4107	19	CIVIL RIGHTS INVESTIGATOR
6255	19	ADMINISTRATIVE SUPPORT SPECIALIST
1217	20	PRINCIPAL ACCOUNTING CLERK
6007	20	STATISTICAL CLERK
1216	22	LEAD PRINC ACCTG CLERK
1220	22	PAYROLL SPECIALIST
4212	22	HOUSING SPECIALIST
5511	23	TRAFFIC ENGRG AIDE
5516	23	ENGR AIDE
5615	23	PLANNER I
5711	23	LAB TECHNICIAN
1229	24	ACCOUNTANT I
1337	24	APPLICATION SUPPORT SPEC I
1339	24	APPLICATION SUPPORT SPEC II
5270	24	SW PROGRAM COORDINATOR
6001	24	CIVILIAN CRIME SCENE TECH
6018	24	ASSISTANT BUYER
6026	24	PROPERTY/EVIDENCE STORAGE TECH
6212	24	APPLICATION SUPPORT SPEC II
1241	24	REVENUE COORDINATOR
5522	25	SURVEY TECHNICIAN

APPENDIX B

PAY GRADES

JOB CODE	SALARY GRADE	JOB TITLE
4211	25	HOUSING COORDINATOR
1240	26	PAYROLL/PAYABLE COORD
1422	26	BUYER
5514	26	DRAFTING TECHNICIAN
5515	27	CONSTRUCTION TECHNICIAN
1333	27	PROGRAMMER ANALYST
5414	27	REHAB/HOUSING INSPECTOR
5434	27	ENVIRONMENTAL INSPECTOR
5519	27	CADD SUPPORT SPECIALIST
5719	27	PRETREATMENT INSPECTOR
6198	27	GIS SPECIALIST-PW
6214	27	GIS SPECIALIST-IT
6221	27	JUVENILE COURT LIASON OFFICER
5523	28	CONSTRUCTION INSPECTOR
4102	28	INVESTIGATIVE PARALEGAL
4213	28	HOUSING RESOURCES SPECIALIST
5512	28	TRAFFIC ENGR TECHNICIAN
5612	28	ECONOMIC DEVELOPMENT ANALYST
5613	28	PLANNER II
5631	28	REHABILITATION SPECIALIST
5632	28	FINANCIAL SPECIALIST
5635	28	NEIGHBORHOOD REDEV SPEC
5713	28	CHEMIST
6219	28	NEIGHBORHOOD DEV COORD
4108	28	CIVIL RIGHTS SPECIALIST
6231	28	WEED & SEED COORDINATOR
5413	29	CODE ENFORCEMENT OFFICER II
6002	29	LEAD CIVILIAN CRIME SCENE TECH
1120	30	TELECOMMUNICATIONS TECH
6087	30	NEIGHBORHOOD SERV SPECIALIST
1121	30	TECH SUPPORT SPECIALIST
5411	31	BLDG INSPECTOR
1233	31	ACCOUNTANT II
1360	31	TRAFFIC ENGINEERING PRJ ADMIN
4104	31	CIVIL RIGHTS HOUSING ANALYST
5417	31	PLANS EXAMINER
5441	31	ELECTRICAL INSPECTOR
5443	31	PLUMBING INSPECTOR
5445	31	MECHANICAL INSPECTOR
5513	31	GIS ANALYST
5518	31	PROJECT TECHNICIAN
5524	31	SURVEY PARTY CHIEF
5525	31	LEAD INSPECTOR

APPENDIX B

PAY GRADES

JOB CODE	SALARY GRADE	JOB TITLE
5526	31	SIDEWALK INSPECTOR
5539	31	SOIL EROSION INSPECTOR
5528	31	UTILITY SERVICE INSPECTOR
6024	31	SENIOR PERMIT TECHNICIAN
6225	31	URBAN CONSERVATIONIST
4210	32	ECON DEV COORDINATOR
5442	33	SR ELECTRICAL INSPECTOR
5444	33	SR PLUMBING INSPECTOR
5446	33	SR MECHANICAL INSPECTOR
6220	33	SR NBRHD DEVELOPMENT COORD
5520	34	ENGINEER IN TRAINING
6096	34	MGMNT ANALYST II-NDC
1335	34	TECHNICAL SUPPORT SPECIALIST
4209	34	LEAD ECONOMIC DEV COORDINATOR
5447	34	COMBINATION INSPECTOR
5531	34	ENGINEER
5630	34	LEAD FINANCE SPECIALIST
5638	34	LEAD NEIGHBORHOOD DEV COORD
5517	37	PW SOFTWARE ADMIN
1334	39	SR PROGRAMMER ANALYST

APPENDIX C

JOB AUDIT

Upon the request of the employee, the union representative may attend the job audit interview between the employee and the Human Resources representative.

Upon the request of the employee or union representative, the Human Resources representative responsible for performing the audit shall explain the rankings on each factor and answer any questions.

APPENDIX D

LETTER OF AGREEMENT/CRIME SCENE TECHNICIANS

Amended 07/01/09

Further Amended 07/01/12

Appendix J - Side Letter of Agreement

The City of Davenport added four additional positions to the Police Department in May 2001. It is agreed by both parties that these positions, Lead Civilian Crime Scene Technician (1) and Civilian Crime Scene Technician (4) would be members of the AFSCME collective bargaining unit. It is further agreed that due to the unique duties of these positions that the collective bargaining agreement would need to be modified as follows:

Section 8.2 Hours of Work: The Civilian Crime Scene Technicians will work 2 distinct shifts (days/afternoon) The five work days shall consist of two (2) work days of eight and one half (8 ½) hours, then one (1) work day of nine (9) hours, and finally two (2) work days of eight and one half (8 ½) hours, on a repeating cycle of five (5) days on and two (2) days off, then five (5) days on and three (3) days off. The shift hours will be consecutive and be set by management between the hours of 5am and 1am. The Civilian Crime Scene Technicians will bid shifts every six (6) months.

Section 8.5 Meal Periods: Lead Civilian Crime Scene Technician and Civilian Crime Scene Technicians will be provided a thirty minute paid lunch period during their regularly scheduled work day.

Section 8.7 Shift Differential: The monetary amounts in said section are applicable. However, those working second shift will receive the shift allowance for second shift the entire shift and those working third shift will receive the shift allowance for third shift the entire shift.

Section 10.1 Overtime Pay: All provisions of the collective bargaining agreement shall apply, except that paid leave time will not be counted as hours worked for the purpose of computing overtime for regular hours (scheduled overtime). However, all hours worked in excess of those regularly scheduled shall be paid at the overtime rate. For example: if an employee's regular hours for a work week totals forty-three (43) hours and the employee has taken paid leave of three (3) or more hours during that week, the employee would not be eligible for overtime rate for the three (3) hours over forty (40) hours. The employees would be paid at straight time for all forty-three (43) hours.

Section 16.2 Court Time: (a) If as the result of the performance of duties on behalf of the City, an employee is subpoenaed as a witness to appear or notified by the court to appear in a court or court-related proceeding on a scheduled day off, or outside a scheduled shift on a regularly scheduled duty day, the City will pay the employee a minimum of two (2) hours pay at the rate of one and one-half (1-1/2) times his/her straight time hourly rate of pay for all time spent in court.

This minimum guarantee shall not apply if the court appearance is within one hour from the beginning of the employee's shift; in that event the employee shall be paid at the overtime rate until the beginning of his/her shift. The employee shall be permitted to retain any fees or expenses paid to him for testifying.

(b) Court time shall be paid exclusively as provided above and no prior provisions in this Article shall apply to court time. Court time paid as provided above shall not count toward the computation of overtime, nor shall it be considered as time worked or paid for within the meaning of any other provision of this Agreement.

(c) It is agreed that civilian crime scene technicians have a responsibility to respond to subpoenas when properly issued and served by a court of law. The City and the Union agree that, whenever reasonably possible, subpoenas should be served at least twenty-four (24) hours prior to the appointed court time.

(d) In the event that an employee exchanges a tour of duty and subsequently as a result is not scheduled for work on a day when the employee was to have appeared in court, such employee shall not receive minimum pay as provided in subsection (a) above. This provision shall not apply if an employee is notified to appear in court after the employee has requested an exchange of tour of duty.

Section 17.1: Holidays: Holidays shall be observed on their actual date, not a Monday or Friday if the actual holiday lands on a weekend. The Lead and Civilian Crime Scene Technicians will be allowed to carry over a maximum of 40 hours of holiday leave at the end of each fiscal year. The employee will lose any holiday hours in excess of 40 at the end of the fiscal year.

Section 17.3 and 17.4 Holiday Pay:

(a) When any of the eight (8) above-referenced holidays fall on an employee's regularly scheduled day off, or on a day of vacation, and said holiday is not worked, an eligible employee shall accumulate eight (8) hours of holiday time off. Said holiday time off shall be granted insofar as practicable on the day requested by each employee, with the determination on preference being made on a first come basis. It is expressly understood that the final right to designate said day off is exclusively reserved by the Chief of Police in order to insure the orderly and efficient performance of services.

(b) When any of the eight (8) above-referenced holidays fall on an employee's regularly scheduled work day which the employee, in fact works, an eligible employee shall be paid for the time actually worked that day at a rate of one and one-half (1-1/2) times the regular rate of pay, and in addition shall accumulate eight (8) hours of holiday time off. Such holiday time off shall be granted insofar as practicable on the day requested by each employee.

(c) When an employee who is scheduled to be off duty on any of the eight (8) above-referenced holidays is called back to work on that holiday, that employee shall be paid at the rate of one and one-half (1-1/2) times the regular rate of pay for all hours worked plus an equal amount of holiday time off. The provisions of Section 10.5 shall apply.

The following provisions shall apply for these four (4) holidays: President's Day, Independence Day, Veteran's Day, and Labor Day.

- (a) When any of the four (4) above-referenced holidays fall on an employee's regularly scheduled day off or on a vacation day, and said holiday is not worked, an eligible employee shall accumulate no hours of holiday time off.
- (b) When any of the above-referenced four (4) holidays fall on an employee's regularly scheduled work day which the employee, in fact works, an eligible employee shall be paid for the time actually worked that day at a rate of one and one-half (1 ½) times the regular rate of pay, and in addition shall accumulate holiday time off for all hours worked in excess of their regularly scheduled hours that day. Such holiday time off shall be granted insofar as practicable on the day requested by the employee.
- (c) When an employee who is scheduled to be off duty on any of the above-referenced four (4) holidays is called back to work on that holiday, that employee shall be paid at the rate of one and one half (1 ½) times the regular rate for hours worked, plus they shall accumulate holiday time off for all hours worked in excess of 8.5 hours. The provisions of Section 10.5 shall apply.

APPENDIX E

POLICE SERVICE GENERALIST GRIEVANCE

Police Services Generalist Grievance

Resolution:

1. All Police Services Generalists (PSGs) will receive a 2.5% pay increase to a Grade 15 effective July 25, 2010. PSGs who were performing front desk duties from October 1, 2007 – July 24, 2010 will receive back pay in the amount of 2.5% above their rate of pay at the time the work was performed. The Lead Police Services Generalist will receive a 2.5% pay increase to a Grade 19 effective July 25, 2010.
2. PSGs will be paid an additional 5% above their regular rate of pay for the period of training assignments.


For the AFSCME Union

12/9/10
Date


For the City of Davenport

12-09-2010
Date

Appendix F

LETTER OF AGREEMENT/POLICE SERVICES GENERALISTS

Amended 12/01/2011

This Letter of Agreement will serve as a side letter to the AFSCME union contract between the City of Davenport and those members of the AFSCME union, specifically the Police Services Generalist and the Lead Police Services Generalist. It is agreed that due to the unique operations of the Police Records Division that the collective bargaining agreement would be modified as follows:

Article 10, Section 3 – Overtime Distribution

Add: "Overtime earned as a result of a holiday pay will not be counted towards overtime totals used in the determination of overtime distribution for the employees noted above."

Article 17, Section 1 – Holidays

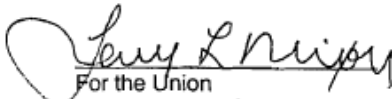
The following days shall be recognized as holidays for employees:

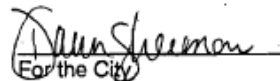
New Year's Day	Thanksgiving Day
President's Day	Friday After Thanksgiving
Good Friday	Christmas Eve Day
Memorial Day	Christmas Day
Independence Day	Two (2) Floating Holidays
Labor Day	Veteran's Day
Martin Luther King Jr.'s Birthday	

Holidays shall be considered as time worked for the computation of overtime pay providing, however, the provisions of Section 2 of this Article are met.

In addition to the aforementioned holidays, employees using forty (40) hours or less of sick leave in a fiscal year will be permitted eight (8) hours floating holiday. Such holiday will be scheduled with the approval of the Department Head.

Floating holidays will be scheduled with the approval of the Department Head. Requests for the use of floating holidays will be answered within one working day after receipt of written request by the supervisor who has authority to approve the leave. Floating holiday requests submitted with less than one (1) working day advance notice shall not be unreasonably denied provided workload allows.


For the Union 12-22-11
Date


For the City 12-28-2011
Date


For the Union 12/22/11
Date

Appendix G

LETTER OF AGREEMENT/BUILDING INSPECTOR MULTIPLE
CERTIFICATIONS INCENTIVE

1/7/19


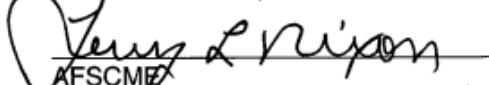
This Letter of Agreement will serve as a side letter to the AFSCME union contract between the City of Davenport and those members of the AFSCME union, specifically the Building Inspections Division. It is agreed that due to the unique operations of the Building Division and its inspectors as defined below, the collective bargaining agreement would be modified as follows:

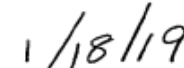
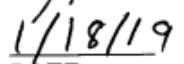
Job Codes:

5442 Sr. Electrical Inspector
5441 Electrical Inspector
5445 Mechanical Inspector
5444 Sr. Plumbing Inspector
5417 Plans Examiner
5411 Building Inspector

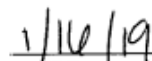
Incentives Defined:

1. No incentive for maintaining the required certification defined by job description.
2. Acquiring one additional certification for an entirely unrelated trade area than required to hold by the job description = \$200.00 annually. (Example: Plans Examiner acquires a Building Inspector Certification).
3. All incentive pay will be paid out on an annual basis with the 2nd pay period starting in July, 2019. Certifications will need to be current and maintained in order for the incentive to be paid out each year thereafter.



AFSCME



DATE


City of Davenport


DATE

Appendix I

Memorandum of Agreement

Juneteenth Holiday

Beginning in CY2022, Juneteenth will be added as a paid holiday to Article 15, Section 1 of the collective bargaining agreement.

<i>Alison Fleming</i>	<i>3/7/22</i>	<i>Terry R Nixon</i>	<i>3/7/22</i>
For the City	Date	For the Union	Date
Alison Fleming		Terry Nixon	
Human Resources Director		Union President	