

BOARD MEETING DATE: April 6, 2018

AGENDA NO. 26

**PROPOSAL:** Approve Three-Year Labor Agreement with SCAQMD Professional Employees Association

**SYNOPSIS:** SCAQMD management and SCAQMD Professional Employees Association, representing the Professional Unit employees, have completed the bargaining process, and have reached a tentative agreement on a new three-year MOU. This action is to present the proposed agreement to the Board for consideration and approval.

**COMMITTEE:** No Committee Review

**RECOMMENDED ACTION:**

Authorize the Executive Officer to sign the ratified three-year agreement for a successor Memorandum of Understanding (MOU) with the SCAQMD Professional Employees Association (PEA), concerning the Professional Unit employees. New and revised provisions for the proposed 2018-2020 PEA MOU are shown in Attachment A. All other provisions remain unchanged from the previous (2015-2017) MOU.

Wayne Natri  
Executive Officer

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**Background**

SCAQMD negotiators have met and conferred with the representatives for SCAQMD Professional Employees Association (PEA), representing the Professional Unit employees. The PEA bargaining unit members have approved the proposed terms of the new agreement. This action is to present the proposed PEA MOU to the Board for its consideration. The new and revised provisions for the proposed 2018-2020 PEA MOU are shown in Attachment A. All other provisions in the proposed MOU remain the same as in the previous agreement.

**Proposal**

The proposed terms for a successor PEA MOU include: the addition of three new Salary Steps (6,7,8) with a 2.75% salary increase with each Step advance, effective July 1 of 2018, 2019, and 2020, respectively; an annual payment of \$600 to each member for the 3-year period; a modified accrual limit, and a new sell back provision for Holiday Earned Hours; a modified accrual policy, and a revised payout provision for Vacation Hours; a \$1 increase to the Standby Pay rate; a modification to Call-Back Pay requirements and pay; expansion of the eligibility for Rideshare incentives to all members; and a reopener of the Group Insurance provision in September 2018 and 2019 to discuss potential increases in health insurance premiums. Other provisions in the proposed MOU address changes to work conditions, and language clarifications.

**Resource Impacts**

There is sufficient funding available for the first six months of the three-year agreement in the FY 2017-18 Budget. Funding for the remaining term of the labor agreement will be requested in future fiscal years' budgets.

**Attachment**

Attachment A – PEA MOU Changes

**ATTACHMENT A**

**SOUTH COAST AIR QUALITY**

**MANAGEMENT DISTRICT**

**MEMORANDUM OF**

**UNDERSTANDING**

**PROFESSIONAL UNIT**

**January 1, 2015<sup>18</sup> – January 1, 2017<sup>20</sup>**

ARTICLE 3

SALARIES

~~Section 1. Salaries during the term of this contract will be those in effect on the start of the pay period encompassing January 1<sup>st</sup> of 2015, 2016, and 2017, as listed in Appendix A.~~

~~Section 2. Upon ratification by the bargaining unit members and approval by the Governing Board, each employee shall receive a one-time payment of \$560.00 in pay period 1304, or as soon thereafter as practicable.~~

~~Section 3. As soon as practicable after November 1, 2013, each employee shall receive a one-time payment of \$491.00.~~

Section 2. As soon as practicable after June 1, 2018, each member shall receive a one-time payment of \$600. As soon as practicable after June 1, 2019, each member shall receive a one-time payment of \$600. As soon as practicable after June 1, 2020, each member shall receive a one-time payment of \$600.

ARTICLE 4

WORKING OUT-  
OF-CLASS

Section 1. SCAQMD may work employees out of classification. No employee shall be worked out-of-class for more than 60 consecutive calendar days per assignment. With approval from Human Resources, a working out-of-class assignment may be extended up to an additional 60 consecutive calendar days. Employees who have completed a working out-of-class assignment shall not be eligible for another working out-of-class assignment in the same job classification for 90 calendar days. If an employee works out-of-class for more than 8 working days, after the 8<sup>th</sup> working day, the employee shall receive the pay for the classification worked.

ARTICLE 5

WORK WEEK

Section 1. The work week shall consist of four 10-hour days within a 7-calendar-day period. Work days will be Tuesday through Friday, beginning May 1, 1996, except that management may designate alternative work days for individual employees when operational needs require it. Nothing contained herein shall be construed as guaranteeing to any employee a minimum number of hours per day, days per week, weeks per year, or any other guarantee of work.

~~This work schedule shall be applied to all employees unless specifically exempted by management.~~

Employees may choose, subject to supervisory approval, to start work as early as 6:30 a.m. and to end work as late as 7:00 p.m.

This work schedule shall be applied to all employees unless specifically exempted by management.

ARTICLE 9

(Salary Resolution, Section 24, "Standby Pay")

STANDBY PAY

Section 1. Standby Pay. When authorized, a ~~\$1.00~~2.00-per-hour payment may be paid to any person assigned regularly scheduled periods of standby service at off-duty times.

Employees who are required to stand by shall must be available to return to duty with minimal delay, which may or may not require travel to SCAQMD headquarters or another location. Employees on standby shall not be considered to be inconvenienced or have their normal activities restricted if they are required to wear a paging device be available to respond to phone calls or text messages by mobile phone, or are required to leave a telephone number where they can be reached by management, or management's designee be available to respond to pages or emails.

When an employee on standby service is required to return to duty, the employee shall receive Call-Back pay, in accordance with Article 10.

ARTICLE 10

(Salary Resolution, Section 25, "Call-Back Pay")

CALL-BACK PAY

Section 1. Call-Back Pay.

- a. Whenever employees are unexpectedly ordered ~~by their supervisor~~ to return to duty because of unanticipated work requirements, such return to duty shall be deemed to be a call back if the order to return is given to the employee following termination of his or her normal work shift and departure from the work location, and such return occurs within 24 hours of when the order is given but not less than 2 hours before the established starting time of the employee's next regular shift.

An employee on standby service shall receive Call-Back pay when required to return to duty, in accordance with Section 1.b below.

- b. Any employee in a full-time permanent position shall receive call-back pay as follows:
- (1) ~~Minimum payment equal to 4 hours of pay at time and one-half (1-1/2) or~~ If the order to return to work requires travel to District headquarters or to another location to do the work,
- (a) a minimum payment equal to 4 hours of pay at time-and-one-half (1-1/2) the employee's regular rate, or
- (b) a minimum payment equal to 4 hours of compensatory time at time-and-one-half (1-1/2) to be added to his or her balance.
- (2) ~~Minimum payment equal to 4 hours of compensatory time at time-and-one-half (1-1/2) to be added to his or her balance. If the order to return to work does not require travel to District headquarters or to another location to do the work,~~

ARTICLE 10

CALL-BACK PAY

(a) a minimum payment equal to 2 hours of pay at time-and-one-half (1-1/2) the employee's regular rate, or

(b) a minimum payment equal to 2 hours of compensatory time at time-and-one-half (1-1/2) to be added to his or her balance.

If the total number of hours worked during the ~~call-back~~ return to duty exceeds ~~4 hours~~ the minimum payment, the employee shall receive compensation at time-and-one-half (1-1/2) for all hours worked. As an alternative, the employee may opt to receive compensatory time hours at time-and-one-half (1-1/2) the employee's regular rate for all hours worked. The compensatory time and overtime provisions of this section shall apply regardless of the compensatory time balance of the employee prior to being called back.

ARTICLE 14

*(Salary Resolution, Section 28, "Holidays")*

HOLIDAYS

Section 1. For the term of this Agreement, SCAQMD-paid holidays shall be:

- a. July 4 (Independence Day)
- b. The first Monday in September (Labor Day)
- c. November 11 (Veteran's Day)
- d. The fourth Thursday and the following Friday in November (Thanksgiving)
- e. December 25 (Christmas)
- f. January 1 (New Year's Day)
- g. The third Monday in January (Martin Luther King, Jr.'s Birthday)
- h. The third Monday in February (Presidents' Day)
- i. The last Monday in May (Memorial Day)

On each September 1 during the term of this Agreement, SCAQMD employees shall be granted 10 hours of floating holiday time (or 8 hours of floating holiday time if working a 4/8 or 5/8 schedule) in lieu of celebrating Admissions Day. On each February 1 during the term of the Agreement, SCAQMD employees shall be granted 10 hours (or 8 hours if working a 4/8 or a 5/8 schedule) of floating holiday time in lieu of celebrating Abraham Lincoln's birthday.

Whenever any employee is unable to take such time off as provided by this section regarding floating holidays, such time may be carried over into the next succeeding calendar year during which year such time off must be taken or it is lost. However, if a pay period bridges two calendar years, an employee will have until the end of that pay period to take off floating holiday time before it is lost.

Section 2. Paid Leave. Any employee who is employed on a biweekly basis shall be entitled to paid leave for holidays as defined by Section 1 above, as follows:

ARTICLE 14

HOLIDAYS

a. 40-hour-per-week employees and employees exempted for a medical condition from the 4/10 work schedule who are regularly scheduled to work a minimum of four 8-hour days per week:

- (1) Any employee working a 4/10 work schedule shall receive 10 hours of holiday pay for each said holiday.
- (2) Any employee working a 4/8 or a 5/8 schedule shall receive 8 hours of holiday pay for each said holiday.
- (3) Whenever an employee's regularly scheduled day off falls on a holiday, he or she shall be granted 10 hours of compensatory holiday earned time (8 hours if working a 4/8 or a 5/8 schedule). ~~This time shall be accounted for in the same manner as that earned under Article 6 of the MOU.~~

c. Holiday Earned

- (1) Whenever any employee is unable to take such time off as provided by this section 2a.(3) above in the same calendar year in which it is earned, such time may be carried over into the next succeeding calendar year during which year such time off must be taken or it is lost. However, if a pay period bridges two calendar years, an employee will have until the end of that pay period to take off holiday time before it is lost accrued for up to 140 hours. Holiday earned accrual will resume at the beginning of the pay period immediately following the pay period in which the balance falls below 140. This paragraph does not apply to compensatory time earned under Section 2a.(3) above.

Beginning April 6, 2018, or as soon as practicable, accrued holiday earned time will be tracked separately from accrued compensatory time. From April 6, 2018 through April 30, 2018, an employee may transfer up to 70 holiday earned hours accrued and unused during the previous 26 pay periods from the employee's compensatory time balance to the employee's holiday earned balance.

- (2) From April 6, 2018 through April 30, 2018, any employee who has held a permanent full-time position for 26 consecutive pay periods shall have the option of selling back to SCAQMD up to 70 hours of holiday earned leave time accrued, and not used, during the previous 26 pay periods. Once an employee has sold back any amount of holiday earned leave time, the employee may not do so again for another 26 pay periods.

ARTICLE 14

HOLIDAYS

Beginning May 1, 2018, any employee who has held a permanent full-time position for 26 consecutive pay periods shall have the option of selling back to SCAQMD up to 40 hours of holiday earned leave time accrued, and not used, during the previous 26 pay periods. Once an employee has sold back any amount of holiday earned leave time, the employee may not do so again for another 26 pay periods.

ARTICLE 15

*(Salary Resolution, Article 9, "Vacations")*

VACATIONS

Section 6. Time of Taking Vacations.

Vacations may be taken in the year in which they are earned or in subsequent years. An employee may have more than 360 hours of accrued vacation ~~on the books until~~ through the end of the last pay period beginning in December. ~~This pay period in Fiscal Year 2005-2006 is December 19, 2005, through January 1, 2006. For Fiscal Year 2006-2007, the pay period is December 18, 2006, through December 31, 2006. For Fiscal Year 2007-2008, the pay period is December 31, 2007, through January 13, 2008. No more than 360 hours of vacation may be carried over from these pay periods to the next.~~ Employees whose vacation accrual balances exceed 360 hours by the end of the last pay period beginning in December may not accrue additional vacation until balances are lowered to 360 hours. Vacation accrual will resume at the beginning of the pay period immediately following the pay period in which the balance falls to 360 or less. Employees will be paid for all accrued vacation time at termination.

~~In any event, the maximum payoff for accrued vacation at termination shall be no more than 360 hours.~~ A Professional employee who has 360 hours of current and deferred vacation will be allowed to sell back up to 40 hours of vacation providing the employee has taken off at least 80 hours of vacation in the prior 12 months. Once an employee has sold back vacation time, he may not do so again for another 26 biweekly pay periods. Employees hired after January 1, 2006, are not eligible to sell back vacation.



ARTICLE 17

GROUP INSURANCE  
(Health, Dental, Life,  
and Vision Insurance)

Section 2. Effective September 1, 2010, the total monthly contribution to be paid by SCAQMD for health, dental, vision, and \$10,000 life insurance shall be an amount not to exceed \$1,320.60.

~~Upon ratification by the bargaining unit members and approval of the MOU by the Governing Board, AQMD shall pay each employee the amount of \$1,440.00, which is based on payments of \$90.00 per month for the period September 1, 2011 through December 31, 2012 that would have been paid directly to the health insurance providers resulting in a reduction of premiums paid by employees. The payment shall be made in pay period 1304, or as soon thereafter as practicable.~~

~~Beginning January 1, 2013, AQMD shall pay on behalf of each employee an amount of \$140.00 per month directly to the health insurance providers resulting in a reduction of premiums paid by employees.~~

~~Beginning January 1, 2014, SCAQMD shall pay on behalf of each employee an additional amount of \$100.00385.00 per month (for a total of \$240.00 per month) on behalf of each employee directly to the health insurance providers, resulting in a reduction of premiums paid by the employees.~~

Any amount necessary to fund insurance coverage in excess of amounts listed above for each contract year shall be the responsibility of the individual employee. SCAQMD is authorized to deduct any amount necessary to maintain coverage of health, dental, life, and vision insurance in excess of the amounts listed above for each contract year by deducting the difference from the employee's biweekly pay warrant.

Any unused portion of the monthly benefit amount remaining after premiums for medical, dental, life, and, if selected by the employee, vision insurance plans have been paid will be reimbursed as cash.

Section 7. ~~No earlier than October 1, 2015 and 2016~~ September 15, 2018 and September 15, 2019, the parties agree to a reopener of Article 17, Section 2 of the MOU for purposes of discussing potential health insurance premium increases effective on or after January 1, ~~2016-2019 and 2017~~2020, respectively.

ARTICLE 26

EMPLOYEE PARKING  
AND RIDESHARE

(*Administrative Code*, Section 162, "Employee Parking")

Section 2. Once a month, bargaining unit employees who rideshare and who qualify under rules in effect in the 1988-1991 MOU, except those designated by management as ineligible because of their SCAQMD vehicle assignments, will be paid \$25. ~~All Employees hired after January 1, 2006, are not eligible to receive either this payment or rideshare incentive payments.~~

ARTICLE 31

EMPLOYEE LIST  
AND NEW HIRE  
ORIENTATION

Section 1. Within 60 calendar days from the effective date of this MOU in a manner consistent with the California Public Records Act, SCAQMD shall provide the Union a list of the names, addresses, and classifications of all employees in the Unit represented by the Union. AQMD shall provide the Union with the name, address, and classification of any new employee thereafter with 30 calendar days of hire the name, job title, department, work location, work, home, and personal cellular telephone numbers on file, personal email addresses on file, and home address of any newly hired employee in its bargaining unit within 30 days of the date of hire or by the first pay period of the month following hire.

Section 2. Quarterly, AQMD shall, upon request, provide the Union with a list of the names, addresses, and classifications of all employees in the bargaining unit represented by the Union. In a manner consistent with the California Public Records Act, SCAQMD shall provide the Union with the name, job title, department, work location, work, home, and personal cellular telephone numbers on file, personal email addresses on file, and home address of all employees in its bargaining unit at least every 120 days.

Section 3. New Hire Orientation. As part of the onboarding process, new hires will be provided release time to attend a new hire orientation by the Union. The scheduling of the new hire orientation will be by mutual agreement between the Union and Human Resources.

ARTICLE 40

AUTHORIZED AGENTS

For the purpose of administering the terms and provisions of this MOU, principal authorized agents shall be:

1. Representing management:

~~William Johnson~~ A. John Olvera  
Assistant DEO, Administrative & Human Resources  
Human Resources  
21685 Copley Drive  
Diamond Bar, CA 91765-4182  
Telephone No. (909) 396-30182309

2. Representing SC-PEA:

~~David De Boer~~ Neil Fujiwara, Vice President  
South Coast-Professional Employees Association  
21865 Copley Drive  
Diamond Bar, CA 91765  
Telephone No. (909) 396-~~2329~~3512

ARTICLE 42  
RENEGOTIATION

Section 1. The parties shall commence renegotiations under the terms of this Agreement beginning no later than October 15, ~~2017~~2020, except as provided for in Section 2 of this Article.

ARTICLE 44  
TERM OF MOU

Section 1. The term of this MOU shall commence on January 1, ~~2015~~2018, and shall continue for the period through December 31, ~~2017~~2020.

ARTICLE 45  
PERSONNEL SYSTEM  
PROCEDURE

Section 5. Examination Procedures.

c. Posting of Eligible Lists. Eligible lists are public records and will be posted ~~in~~by Human Resources on the internal website for SCAQMD staff. ~~Copies will be posted on bulletin boards in the affected divisions and field offices.~~ Cutoff scores for placement on Eligible Lists shall be made solely at the discretion of management, and are not grievable. Eligible lists shall be posted with names listed in the order of their rank, and shall include the number of those who participated in the process and the cutoff score that was used to determine inclusion on the eligible list.

ARTICLE 48  
TELECOMMUTING  
SUBCOMMITTEE  
TELEWORK PILOT  
PROGRAM

~~A joint labor-management telecommuting subcommittee shall be established within thirty (30) calendar days of the of the Governing Board's approval of this new article. The telecommuting subcommittee will consist of one (1) member appointed by each of the SCAQMD bargaining units as well as three (3) management representatives appointed by the Executive Officer or designee. The subcommittee will establish the eligibility criteria for participation and the criteria used to measure the effectiveness of the program. These criteria will be presented as a recommendation to the Executive Officer for consideration as part of a SCAQMD policy and program for telecommuting.~~

A joint labor-management teleworking committee has been established. A teleworking pilot program has been initiated. This pilot program will remain in effect until December 31, 2018, unless extended by the Executive Officer for an additional 6 months. At the end of the pilot program, the committee will make a recommendation to the Executive Officer on the approval of a SCAQMD program for teleworking, including recommendations for policy requirements and guidelines. During the pilot program, the committee will meet on a quarterly basis and submit a quarterly report to the Executive Officer.

APPENDIX A  
PROFESSIONAL BARGAINING UNIT  
EFFECTIVE WITH PAY PERIOD ENCOMPASSING JANUARY 1, 2015

		Approximate Annual 1 <sup>st</sup> Step	Approximate Annual 5 <sup>th</sup> Step
AQ Analysis & Compliance Supv.	62F	95,079	117,767
AQ Chemist	53D	74,193	91,885
AQ Engineer I	53D	74,193	91,885
AQ Engineer II	55E	78,580	97,346
AQ Specialist	55E	78,580	97,346
Asst. AQ Chemist	46F	61,766	76,491
Asst. AQ Engineer	49E	66,611	82,530
Asst. AQ Specialist	49E	66,611	82,530
Meteorologist	54K	77,417	95,892
Principal AQ Chemist	62F	95,079	117,767
Program Supervisor	62F	95,079	117,767
Public Affairs Specialist	44H	58,506	72,537
Sr. AQ Chemist	56D	80,555	99,786
Sr. AQ Engineer	58D	86,437	107,081
Sr. Meteorologist	58B	84,563	104,753
Sr. Staff Specialist	58B	84,563	104,753
Sr. Transportation Specialist	58B	84,563	104,753
Staff Specialist	55E	78,580	97,346
Supv. AQ Engineer	62F	95,079	117,767
Tech. Info Center Librarian	46G	61,644	76,371

APPENDIX A  
PROFESSIONAL BARGAINING UNIT  
EFFECTIVE WITH PAY PERIOD ENCOMPASSING JANUARY 1, 2016

		Approximate Annual 1 <sup>st</sup> Step	Approximate Annual 5 <sup>th</sup> Step
AQ Analysis & Compliance Supv.	62F	96,505	119,534
AQ Chemist	53D	75,306	93,263
AQ Engineer I	53D	75,306	93,263
AQ Engineer II	55E	79,758	98,806
AQ Specialist	55E	79,758	98,806
Asst. AQ Chemist	46F	62,693	77,638
Asst. AQ Engineer	49E	67,610	83,768
Asst. AQ Specialist	49E	67,610	83,768
Meteorologist	54K	78,578	97,331
Principal AQ Chemist	62F	96,505	119,534
Program Supervisor	62F	96,505	119,534
Public Affairs Specialist	44H	59,384	73,625
Sr. AQ Chemist	56D	81,763	101,282
Sr. AQ Engineer	58D	87,733	108,687
Sr. Meteorologist	58B	85,832	106,324
Sr. Staff Specialist	58B	85,832	106,324
Sr. Transportation Specialist	58B	85,832	106,324
Staff Specialist	55E	79,758	98,806
Supv. AQ Engineer	62F	96,505	119,534
Tech. Info Center Librarian	46G	62,568	77,517

APPENDIX A  
PROFESSIONAL BARGAINING UNIT  
EFFECTIVE WITH PAY PERIOD ENCOMPASSING JANUARY 1, 2017

		Approximate Annual 1 <sup>st</sup> Step	Approximate Annual 5 <sup>th</sup> Step
AQ Analysis & Compliance Supv.	62F	97,953	121,327
AQ Chemist	53D	76,436	94,662
AQ Engineer I	53D	76,436	94,662
AQ Engineer II	55E	80,955	100,288
AQ Specialist	55E	80,955	100,288
Asst. AQ Chemist	46F	63,633	78,803
Asst. AQ Engineer	49E	68,624	85,025
Asst. AQ Specialist	49E	68,624	85,025
Meteorologist	54K	79,757	98,791
Principal AQ Chemist	62F	97,953	121,327
Program Supervisor	62F	97,953	121,327
Public Affairs Specialist	44H	60,275	74,730
Sr. AQ Chemist	56D	82,989	102,802
Sr. AQ Engineer	58D	89,049	110,317
Sr. Meteorologist	58B	87,119	107,919
Sr. Staff Specialist	58B	87,119	107,919
Sr. Transportation Specialist	58B	87,119	107,919
Staff Specialist	55E	80,955	100,288
Supv. AQ Engineer	62F	97,953	121,327
Tech. Info Center Librarian	46G	63,507	78,680

APPENDIX A  
PROFESSIONAL BARGAINING UNIT  
EFFECTIVE WITH PAY PERIOD ENCOMPASSING JANUARY JULY 1, 201718

		Approximate Annual 1 <sup>st</sup> Step	Approximate Annual 5 <sup>th</sup> Step	<u>Approximate Annual 6<sup>th</sup> Step</u>
AQ Analysis & Compliance Supv.	62F	97,953	121,327	<u>124,663</u>
AQ Chemist	53D	76,436	94,662	<u>97,264</u>
AQ Engineer I	53D	76,436	94,662	<u>97,264</u>
AQ Engineer II	55E	80,955	100,288	<u>103,046</u>
AQ Specialist	55E	80,955	100,288	<u>103,046</u>
Asst. AQ Chemist	46F	63,633	78,803	<u>80,969</u>
Asst. AQ Engineer	49E	68,624	85,025	<u>87,362</u>
Asst. AQ Specialist	49E	68,624	85,025	<u>87,362</u>
Meteorologist	54K	79,757	98,791	<u>101,508</u>
Principal AQ Chemist	62F	97,953	121,327	<u>124,663</u>
Program Supervisor	62F	97,953	121,327	<u>124,663</u>
Public Affairs Specialist	44H	60,275	74,730	<u>76,784</u>
Sr. AQ Chemist	56D	82,989	102,802	<u>105,629</u>
Sr. AQ Engineer	58D	89,049	110,317	<u>113,350</u>
Sr. Meteorologist	58B	87,119	107,919	<u>110,887</u>
Sr. Staff Specialist	58B	87,119	107,919	<u>110,887</u>
Sr. Transportation Specialist	58B	87,119	107,919	<u>110,887</u>
Staff Specialist	55E	80,955	100,288	<u>103,046</u>
Supv. AQ Engineer	62F	97,953	121,327	<u>124,663</u>
Tech. Info Center Librarian	46G	63,507	78,680	<u>80,844</u>

APPENDIX A  
PROFESSIONAL BARGAINING UNIT  
EFFECTIVE WITH PAY PERIOD ENCOMPASSING JANUARY JULY 1, 201719

		Approximate Annual 1 <sup>st</sup> Step	Approximate Annual 5 <sup>th</sup> Step	<u>Approximate Annual 6<sup>th</sup> Step</u>	<u>Approximate Annual 7<sup>th</sup> Step</u>
AQ Analysis & Compliance Supv.	62F	97,953	121,327	<u>124,663</u>	<u>128,092</u>
AQ Chemist	53D	76,436	94,662	<u>97,264</u>	<u>99,939</u>
AQ Engineer I	53D	76,436	94,662	<u>97,264</u>	<u>99,939</u>
AQ Engineer II	55E	80,955	100,288	<u>103,046</u>	<u>105,880</u>
AQ Specialist	55E	80,955	100,288	<u>103,046</u>	<u>105,880</u>
Asst. AQ Chemist	46F	63,633	78,803	<u>80,969</u>	<u>83,196</u>
Asst. AQ Engineer	49E	68,624	85,025	<u>87,362</u>	<u>89,765</u>
Asst. AQ Specialist	49E	68,624	85,025	<u>87,362</u>	<u>89,765</u>
Meteorologist	54K	79,757	98,791	<u>101,508</u>	<u>104,299</u>
Principal AQ Chemist	62F	97,953	121,327	<u>124,663</u>	<u>128,092</u>
Program Supervisor	62F	97,953	121,327	<u>124,663</u>	<u>128,092</u>
Public Affairs Specialist	44H	60,275	74,730	<u>76,784</u>	<u>78,896</u>
Sr. AQ Chemist	56D	82,989	102,802	<u>105,629</u>	<u>108,534</u>
Sr. AQ Engineer	58D	89,049	110,317	<u>113,350</u>	<u>116,467</u>
Sr. Meteorologist	58B	87,119	107,919	<u>110,887</u>	<u>113,936</u>
Sr. Staff Specialist	58B	87,119	107,919	<u>110,887</u>	<u>113,936</u>
Sr. Transportation Specialist	58B	87,119	107,919	<u>110,887</u>	<u>113,936</u>
Staff Specialist	55E	80,955	100,288	<u>103,046</u>	<u>105,880</u>
Supv. AQ Engineer	62F	97,953	121,327	<u>124,663</u>	<u>128,092</u>
Tech. Info Center Librarian	46G	63,507	78,680	<u>80,844</u>	<u>83,067</u>



APPENDIX A  
PROFESSIONAL BARGAINING UNIT  
EFFECTIVE WITH PAY PERIOD ENCOMPASSING JANUARY JULY 1, 201720

		Approximate Annual 1 <sup>st</sup> Step	Approximate Annual 5 <sup>th</sup> Step	<u>Approximate Annual 6<sup>th</sup> Step</u>	<u>Approximate Annual 7<sup>th</sup> Step</u>	<u>Approximate Annual 8<sup>th</sup> Step</u>
AQ Analysis & Compliance Supv.	62F	97,953	121,327	<u>124,663</u>	<u>128,092</u>	<u>131,614</u>
AQ Chemist	53D	76,436	94,662	<u>97,264</u>	<u>99,939</u>	<u>102,687</u>
AQ Engineer I	53D	76,436	94,662	<u>97,264</u>	<u>99,939</u>	<u>102,687</u>
AQ Engineer II	55E	80,955	100,288	<u>103,046</u>	<u>105,880</u>	<u>108,791</u>
AQ Specialist	55E	80,955	100,288	<u>103,046</u>	<u>105,880</u>	<u>108,791</u>
Asst. AQ Chemist	46F	63,633	78,803	<u>80,969</u>	<u>83,196</u>	<u>85,484</u>
Asst. AQ Engineer	49E	68,624	85,025	<u>87,362</u>	<u>89,765</u>	<u>92,233</u>
Asst. AQ Specialist	49E	68,624	85,025	<u>87,362</u>	<u>89,765</u>	<u>92,233</u>
Meteorologist	54K	79,757	98,791	<u>101,508</u>	<u>104,299</u>	<u>107,167</u>
Principal AQ Chemist	62F	97,953	121,327	<u>124,663</u>	<u>128,092</u>	<u>131,614</u>
Program Supervisor	62F	97,953	121,327	<u>124,663</u>	<u>128,092</u>	<u>131,614</u>
Public Affairs Specialist	44H	60,275	74,730	<u>76,784</u>	<u>78,896</u>	<u>81,065</u>
Sr. AQ Chemist	56D	82,989	102,802	<u>105,629</u>	<u>108,534</u>	<u>111,519</u>
Sr. AQ Engineer	58D	89,049	110,317	<u>113,350</u>	<u>116,467</u>	<u>119,670</u>
Sr. Meteorologist	58B	87,119	107,919	<u>110,887</u>	<u>113,936</u>	<u>117,069</u>
Sr. Staff Specialist	58B	87,119	107,919	<u>110,887</u>	<u>113,936</u>	<u>117,069</u>
Sr. Transportation Specialist	58B	87,119	107,919	<u>110,887</u>	<u>113,936</u>	<u>117,069</u>
Staff Specialist	55E	80,955	100,288	<u>103,046</u>	<u>105,880</u>	<u>108,791</u>
Supv. AQ Engineer	62F	97,953	121,327	<u>124,663</u>	<u>128,092</u>	<u>131,614</u>
Tech. Info Center Librarian	46G	63,507	78,680	<u>80,844</u>	<u>83,067</u>	<u>85,351</u>