

BOARD MEETING DATE: January 5, 2018

AGENDA NO. 20

PROPOSAL: Approve Three-Year Labor Agreement with Teamsters Local 911

SYNOPSIS: SCAQMD management and Teamsters Local 911, representing the Technical & Enforcement and Office Clerical & Maintenance bargaining units, have completed the bargaining process, and have reached a tentative agreement on a new 3-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 Teamsters MOU, concerning the Technical & Enforcement and Office Clerical & Maintenance bargaining units. Provisions for the proposed 2018-2020 Teamsters MOU are shown in Attachment A. All other provisions remain unchanged from the previous (2015-2017) MOU.

Wayne Nastri
Executive Officer

AJO:mm

Background

SCAQMD negotiators have met and conferred with the representatives for Teamsters Local 911, representing the Technical & Enforcement and Office Clerical & Maintenance bargaining units. The Teamsters bargaining unit members have approved the proposed terms of the new agreement. This action is to present the proposed Teamsters Memorandum of Understanding (MOU) to the Board for its consideration. The new and revised provisions for the proposed 2018-2020 Teamsters 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 Teamsters MOU include: the addition of three new Salary Steps (6,7,8) with a 3% salary increase with each Step advance; 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 \$2 increase to the Standby Pay rate; a \$1 increase to the Night Service Differential; a modification to Call Back Pay requirements and pay; expansion of the eligibility for Rideshare incentives to all members; increases to the allocations for safety shoe allowances and for tuition reimbursement; 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 – Teamsters MOU Changes

ATTACHMENT A

**SOUTH COAST AIR QUALITY
MANAGEMENT DISTRICT**

**MEMORANDUM
OF
UNDERSTANDING**

**TECHNICAL & ENFORCEMENT
AND
OFFICE CLERICAL & MAINTENANCE
UNITS**

January 1, 2018 – December 31, 2020

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 ~~6~~180 consecutive calendar ~~months~~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. It is not SCAQMD's intent to work employees out-of-class as defined below without appropriate compensation. If an employee works out-of-class for more than 80 work hours, the employee shall receive the pay for the classification worked beginning with the first day of the working-out-of-class assignment.

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 except that management may designate alternative work days for individual employees when operational needs require it.

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

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

Employees shall be entitled to two 15-minute breaks (one in the morning and one in the afternoon) and a 30- or 60-minute lunch period in a work day. Management reserves the right to schedule break and lunch times.

ARTICLE 8

(Salary Resolution, Section 23, “Differential for Night Service”)

DIFFERENTIAL FOR NIGHT SERVICE

Section 1. Differential For Night Service.

- a. For purposes of this section only:
 - (1) An evening shift is a regularly established work shift at least 1/2 of which falls between the hours of 4 p.m. and 11 p.m.
 - (2) A night shift is a regularly established work shift at least 1/2 of which falls between the hours of 9 p.m. and 8 a.m.
- b. A ~~\$1,002.00~~-per-hour bonus shall be paid to employees for each hour they work during an evening or night shift, except as otherwise provided herein.

ARTICLE 9

STANDBY PAY

(Salary Resolution, Section 24, “Standby Pay”)

Section 1. Standby Pay. When authorized, a \$~~13.00~~-per-hour payment ~~may~~will 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 designeebe 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.

Section 1.1. Assignment. Assignment of standby service at off-duty times shall be on a voluntary basis. If no volunteers are available for standby service in a department for at least 30 days, SCAQMD and the Union will meet to discuss options to resolve the lack of standby service in that department.

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 to duty 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,

(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.

- (3) 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.

The term "regular rate" shall be as defined by the FLSA.

ARTICLE 11

(Administrative Code, Section 110)

MILEAGE ALLOWANCE

Section 8. Reimbursement for ~~O~~ccasional Parking.
SCAQMD employees required to drive on SCAQMD business shall be entitled to reimbursement for actual expenses incurred for ~~o~~ccasional parking as a necessary part of official travel.

ARTICLE 12

(Administrative Code, Section 120)

TRAVEL EXPENSES

Section 1. Travel Expenses.

Expenses for travel shall ~~not exceed~~ be reimbursed in accordance with SCAQMD Administrative Code, Section 120.

- a. ~~— The actual cost of transportation when by public carrier.~~
- b. ~~— The actual cost of meals and lodging not to exceed the limits specified in Administrative Code, Section 120.~~
- c. ~~— Employee meal expenses within AQMD shall be reimbursed only when approved by the Executive Officer or designee.~~
- d. ~~— Meals and travel expenses for other than AQMD employees shall be reimbursed only when approved by the Executive Officer or designee. Reimbursement will be made for the actual cost of the meal and travel, subject to the limitations presented elsewhere in this Agreement.~~
- e. ~~— Meals and travel for other than AQMD employees asked to sit on oral boards, used for interviewing prospective employees of AQMD, will be reimbursed for the actual cost of the meal and travel subject to the limitations presented elsewhere in this Agreement. The Executive Officer, or designee, must approve a request in advance.~~

Requests for Travel Expenses:

~~All demands against AQMD for travel expenses shall be filed in duplicate on forms and at times prescribed by the Chief Financial Officer. Receipts must be presented for all expenses in excess of \$25 incurred under this section.~~

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 an 8-hour-per-day schedule) in lieu of celebrating Admissions Day. On each February 1 during the term of this 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 basis shall be entitled to paid leave for holidays as defined by above, as follows:

- 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 work 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 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.

b. Part-time Employees. Any part-time employee employed on a biweekly basis shall be allowed paid leave for each said holiday in the manner set forth in this Section, but in an amount equal to the fraction of 10 hours or 8 hours equivalent to the basis for compensating said position.

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 January 1, 2018, or as soon as practicable, accrued holiday earned time will be tracked separately from accrued compensation time. Within 60 days from the effective date of the MOU, an employee may transfer up to 70 holiday earned hours accrued and unused during the previous 26 pay periods from the employee's compensation time balance to the employee's holiday earned balance.

(2) From the effective date of the MOU until March 31, 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.

Beginning April 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 5. 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. ~~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 Technical and Enforcement 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.

An Office Clerical and Maintenance employee who has 180 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 40 hours 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. For employees in the Technical and Enforcement Unit, effective ~~September 1, 2010,~~ ~~†~~The total monthly contribution to be paid by SCAQMD for health, dental, life and vision insurance for employees shall be an amount not to exceed \$1,401.92.

Section 3. For employees in the Office Clerical and Maintenance Unit, effective September 1, 2010, the total monthly contribution to be paid by ~~AQMD~~ for health, dental, life, and vision insurance shall be an amount not to exceed \$1,401.92.

~~AQMD shall pay on behalf of each employee an additional amount of \$90.00 per month directly to the health insurance providers resulting in a reduction of premiums paid by employees. This monthly amount shall be retroactive to premiums effective September 1, 2011, for persons in AQMD employment as of March 2, 2012.~~

~~Beginning August 1, 2013, AQMD shall pay on behalf of each T&E and OCM bargaining unit member an additional amount of \$50.00 per month (for a total 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 \$100.00^{385.00} per month (for a total of \$240.00 per month) on behalf of each T&E and OCM bargaining unit member directly to the health insurance providers, resulting in a reduction of premiums paid by employees.~~

Section 7. No earlier than ~~October 1, 2015~~September 15, 2018 and ~~2016~~September 15, 2019, the parties agree to a reopener of Article 17, Sections 2 and 3 of the MOU for purposes of discussing potential health insurance premium increases effective January 1, ~~2016~~2019 and ~~2017~~January 1, 2020, respectively.

ARTICLE 25

SAFETY AND HEALTH

Section 3. In accordance with law, SCAQMD will provide safety equipment where required by law or regulations for the safe performance of assigned duties. Employees to whom such equipment is issued will wear or use the equipment when required and each will be responsible for the equipment issued. Employees shall adhere to SCAQMD rules regarding the use, maintenance, and replacement of safety equipment. Employees requiring such equipment will notify SCAQMD and SCAQMD will provide the necessary equipment.

~~Effective February 14, 1997, e~~Employees required to wear safety shoes will receive an allowance for a single expenditure of up to either 1) ~~\$80~~110 per year or 2) ~~\$125~~155 per 2-year period.
Employees in Administrative Office units required to wear safety shoes will receive an allowance for a single expenditure of up to \$200 per year.

ARTICLE 26

EMPLOYEE PARKING

(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 27

TRAINING

Section 2. Tuition Reimbursement. The objective of the program is to aid employees in career development within the scope of SCAQMD service.

The Executive Officer, or designee, shall administer SCAQMD's Tuition Reimbursement Program. Tuition reimbursement will apply to any class taken to qualify for a degree, if that degree is pursued to meet the minimum requirements for another classification for which the employee plans to apply. Classes that are job related or of benefit to SCAQMD will be reimbursed whether or not they apply to a degree. Applications for tuition reimbursement must be reviewed and approved by the employee's director.

An employee of SCAQMD, who has been appointed to a full-time permanent position, is eligible to apply for tuition reimbursement. Employees must successfully pass courses with a grade of "C" or better (or a "pass", if a "pass/no pass" system) in order to be reimbursed. Effective for classes beginning February 14, 1997 to December 31, 2017, or later, employees eligible for tuition reimbursement shall be entitled to receive a maximum of \$1,250 per calendar year. Under no condition will the amount exceed \$1,250 per calendar year. Effective for classes beginning January 1, 2018, or later, employees eligible for tuition reimbursement shall be entitled to receive a maximum of \$2,250 per calendar year. Under no condition will the amount exceed \$2,250 per calendar year.

The necessary financing for reimbursement of employees shall be determined by SCAQMD's Board in the annual budget.

ARTICLE 31

EMPLOYEE LIST AND NEW HIRE ORIENTATION

Section 1. Within 60 calendar days from the effective date of this MOU, Pursuant to Government Code sections 3555-3559, SCAQMD shall provide the Union with a list of the names, addresses, and classifications of all employees in the Units represented by the Union. A QMD shall provide the Union with the name, address, and classification of any new employee thereafter within 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, whichever is sooner.

Section 2. Quarterly, A QMD 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. Pursuant to Government Code sections 3555-3559, 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 4. 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
21685 Copley Drive, Diamond Bar, CA 91765-4182
Telephone No.: (909) 396-~~3018~~2309

2. The Teamsters Local 911 principal authorized agent shall be:

Ray Whitmer
Secretary-Treasurer, Teamsters Local 911
9900 Flower Street, Bellflower, CA 90706
Telephone No.: (562) 595-4518

ARTICLE 42

RENEGOTIATION

~~Section 2. In the event of a financial crisis (i.e., budget shortfall, passage of legislation that impacts staffing levels, working conditions, etc.) the Union agrees to meet and discuss with management options that might be used in addition, or as alternatives, to short-term and long-term layoffs. If a mutually agreed upon solution to the above referenced provision is reached that requires an amendment to this Memorandum of Understanding or incorporated documents, the parties agree to make the amendments, subject to approval by the membership of the Union and AQMD's Board.~~

~~Nothing contained herein shall be construed to limit management rights regarding short-term and long-term layoffs in accordance with existing provisions contained in Article 45, Section 9, Layoffs and Reductions.~~

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. Upon request by the Union, Human Resources will provide an electronic copy of any eligible list maintained by Human Resources. 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 46

UNION SECURITY

Section 2. Agency Shop.

- a. All employees covered by this Agreement and all employees subsequently hired must, as a condition of employment, either become and remain members of the Union in good standing for the term of this agreement or pay to the Union an agency fee equal to Union dues. Unit members must authorize payroll deductions for their dues payment, agency fee or charitable contribution.

If the agency shop arrangement in Section 2 is unenforceable as a matter of law during the term of this MOU, the parties shall reopen this Article.

- b. Dues, agency fees and charitable contributions shall be deducted by SCAQMD from the first pay warrant of each month. Dues and agency fees shall be remitted to the Union no later than 10 days from the pay date.

SCAQMD shall provide the Union, on a quarterly basis, with a list of the names of all employees employed in the Teamster bargaining units.

ARTICLE 47

USE OF SCAQMD VEHICLES

Section 3. Effective June 1, 1997, vVehicle assignments will be made solely at management's discretion and no employee will be entitled by virtue of his or her classification to an assigned vehicle. Employees who have long-term vehicle assignments who subsequently have their long-term vehicle assignment ended by management within the term of this agreement will receive a one-time \$3,000 transition allowance. The allowance will be paid, at management's discretion, in a single payment or in two equal payments within a 60-day period. Those receiving the transition allowance may designate some or all of the amount to their deferred compensation accounts. The \$3,000 transition allowance provision is in effect only through June 30, 2005. Effective January 1, 2018, Supervising Air Quality Inspectors may be given a long-term vehicle assignment, at management's discretion.

ARTICLE 48

TELECOMMUTING SUBCOMMITTEE

~~Telecommuting Subcommittee. An ad hoc labor-management telecommuting subcommittee will be established to develop a telecommuting policy recommendation. The telecommuting subcommittee will consist of one member appointed by the Union from each bargaining unit, as well as one management representative and a representative from the Transportation Unit recommended by the Designated Deputy over Administrative and Human Resources and approved by the Executive Officer. Once developed, the policy recommendation will be brought to the full Labor-Management Committee for discussion, and a final recommendation will be provided to the Executive Council for consideration.~~

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 period, the committee will meet on a quarterly basis and submit a report to the Executive Officer.

APPENDIX A
TECHNICAL & ENFORCEMENT
EFFECTIVE WITH PAY PERIOD ENCOMPASSING JANUARY 1, 2017-2018

<u>Title</u>	<u>Unit</u>	<u>Schedule</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>
AQ Inspector	T/E	37E	\$48,900	\$60,606	\$62,424
AQ Inspector I	T/E	39C	\$51,419	\$63,689	\$65,600
AQ Inspector II	T/E	47H	\$64,815	\$80,285	\$82,694
AQ Inspector III	T/E	50L	\$70,919	\$87,814	\$90,447
AQ Instrument Specialist I	T/E	44G	\$59,540	\$73,764	\$75,978
AQ Instrument Specialist II	T/E	47H	\$64,815	\$80,285	\$82,694
Asst. AQ Instrument Specialist	T/E	37E	\$48,900	\$60,606	\$62,424
Asst. Computer Operator	T/E	32C	\$42,409	\$52,545	\$54,121
<u>Asst. Info. Tech. Specialist</u>	<u>T/E</u>	<u>35H</u>	<u>\$46,648</u>	<u>\$57,791</u>	<u>\$59,525</u>
Asst. Programmer	T/E	40H	\$53,494	\$66,267	\$68,255
Asst. Telecommunications Tech	T/E	37L	\$49,641	\$61,495	
Audio Visual Specialist	T/E	43J	\$58,205	\$72,106	
Computer Operations Supervisor	T/E	39L	\$52,398	\$64,933	
Computer Operator	T/E	35H	\$46,647	\$57,791	
Engineering Technician	T/E	45B	\$60,429	\$74,862	
Graphic Arts Illustrator I	T/E	34J	\$45,462	\$56,339	\$58,029
Graphic Arts Illustrator II	T/E	38J	\$50,768	\$62,918	\$64,806
<u>Info. Tech. Supervisor</u>	<u>T/E</u>	<u>14T</u>	<u>\$89,573</u>	<u>\$108,907</u>	<u>\$112,174</u>
<u>Information Tech. Specialist I</u>	<u>T/E</u>	<u>34J</u>	<u>\$49,641</u>	<u>\$61,496</u>	<u>\$63,341</u>
<u>Information Tech. Specialist II</u>	<u>T/E</u>	<u>38J</u>	<u>\$60,725</u>	<u>\$75,217</u>	<u>\$77,474</u>
Investigator	T/E	53D	\$75,691	\$93,740	\$96,552
Laboratory Technician	T/E	39E	\$51,657	\$64,014	\$65,935
Meteorologist Technician	T/E	50D	\$69,675	\$86,330	\$88,921
Paralegal	T/E	45B	\$60,429	\$74,862	\$77,108
Prin. AQ Instrument Specialist	T/E	54J	\$78,773	\$97,593	\$100,521
Programmer	T/E	47B	\$63,866	\$79,130	\$81,503
Programmer Analyst	T/E	53B	\$75,276	\$93,265	\$96,064

APPENDIX A
TECHNICAL & ENFORCEMENT
EFFECTIVE WITH ~~PAY PERIOD ENCOMPASSING~~ JANUARY 1, 20172018

<u>Title</u>	<u>Unit</u>	<u>Schedule</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>
Sr. AQ Instrument Specialist	T/E	50L	\$70,919	\$87,814	\$90,447
<u>Sr. Information Tech. Specialist</u>	<u>T/E</u>	<u>53B</u>	<u>\$75,277</u>	<u>\$93,266</u>	<u>\$96,064</u>
Sr. Paralegal	T/E	48B	\$65,644	\$81,322	\$83,762
Supv. AQ Inspector	T/E	54J	\$78,773	\$97,593	\$100,521
Supv. Investigator	T/E	55G	\$80,551	\$99,786	\$102,780
Telecommunications Technician I	T/E	45D	\$60,725	\$75,217	
Telecommunications Technician II	T/E	47H	\$64,815	\$80,285	
Transportation Plan Reviewer	T/E	42F	\$56,250	\$69,675	\$71,765

APPENDIX A
TECHNICAL & ENFORCEMENT
EFFECTIVE WITH PAY PERIOD ENCOMPASSING JANUARY 1, 20172019

<u>Title</u>	<u>Unit</u>	<u>Schedule</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>	<u>Approximate Annual 7th Step</u>
AQ Inspector	T/E	37E	\$48,900	\$60,606	\$62,424	\$64,297
AQ Inspector I	T/E	39C	\$51,419	\$63,689	\$65,600	\$67,568
AQ Inspector II	T/E	47H	\$64,815	\$80,285	\$82,694	\$85,174
AQ Inspector III	T/E	50L	\$70,919	\$87,814	\$90,447	\$93,161
AQ Instrument Specialist I	T/E	44G	\$59,540	\$73,764	\$75,978	\$78,257
AQ Instrument Specialist II	T/E	47H	\$64,815	\$80,285	\$82,694	\$85,174
Asst. AQ Instrument Specialist	T/E	37E	\$48,900	\$60,606	\$62,424	\$64,297
Asst. Computer Operator	T/E	32C	\$42,409	\$52,545	\$54,121	\$55,745
<u>Asst. Info. Tech. Specialist</u>	<u>T/E</u>	<u>35H</u>	<u>\$46,648</u>	<u>\$57,791</u>	<u>\$59,525</u>	<u>\$61,310</u>
Asst. Programmer	T/E	40H	\$53,494	\$66,267	\$68,255	\$70,303
Asst. Telecommunications Tech	T/E	37L	\$49,641	\$61,495		
Audio Visual Specialist	T/E	43J	\$58,205	\$72,106		
Computer Operations Supervisor	T/E	39L	\$52,398	\$64,933		
Computer Operator	T/E	35H	\$46,647	\$57,791		
Engineering Technician	T/E	45B	\$60,429	\$74,862		
Graphic Arts Illustrator I	T/E	34J	\$45,462	\$56,339	\$58,029	\$59,770
Graphic Arts Illustrator II	T/E	38J	\$50,768	\$62,918	\$64,806	\$66,750
<u>Info. Tech. Supervisor</u>	<u>T/E</u>	<u>14T</u>	<u>\$89,573</u>	<u>\$108,907</u>	<u>\$112,174</u>	<u>\$115,539</u>
<u>Information Tech. Specialist I</u>	<u>T/E</u>	<u>34J</u>	<u>\$49,641</u>	<u>\$61,496</u>	<u>\$63,341</u>	<u>\$65,241</u>
<u>Information Tech. Specialist II</u>	<u>T/E</u>	<u>38J</u>	<u>\$60,725</u>	<u>\$75,217</u>	<u>\$77,474</u>	<u>\$79,798</u>
Investigator	T/E	53D	\$75,691	\$93,740	\$96,552	\$99,449
Laboratory Technician	T/E	39E	\$51,657	\$64,014	\$65,935	\$67,914
Meteorologist Technician	T/E	50D	\$69,675	\$86,330	\$88,921	\$91,589
Paralegal	T/E	45B	\$60,429	\$74,862	\$77,108	\$79,421
Prin. AQ Instrument Specialist	T/E	54J	\$78,773	\$97,593	\$100,521	\$103,536
Programmer	T/E	47B	\$63,866	\$79,130	\$81,503	\$83,948
Programmer Analyst	T/E	53B	\$75,276	\$93,265	\$96,064	\$98,946

APPENDIX A
TECHNICAL & ENFORCEMENT
EFFECTIVE WITH ~~PAY PERIOD ENCOMPASSING~~ JANUARY 1, 20172019

<u>Title</u>	<u>Unit</u>	<u>Schedule</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>	<u>Approximate Annual 7th Step</u>
Sr. AQ Instrument Specialist	T/E	50L	\$70,919	\$87,814	\$90,447	\$93,161
<u>Sr. Information Tech. Specialist</u>	<u>T/E</u>	<u>53B</u>	<u>\$75,277</u>	<u>\$93,266</u>	<u>\$96,064</u>	<u>\$98,946</u>
Sr. Paralegal	T/E	48B	\$65,644	\$81,322	\$83,762	\$86,275
Supv. AQ Inspector	T/E	54J	\$78,773	\$97,593	\$100,521	\$103,536
Supv. Investigator	T/E	55G	\$80,551	\$99,786	\$102,780	\$105,863
Telecommunications Technician I	T/E	45D	\$60,725	\$75,217		
Telecommunications Technician II	T/E	47H	\$64,815	\$80,285		
Transportation Plan Reviewer	T/E	42F	\$56,250	\$69,675	\$71,765	\$73,918

APPENDIX A
TECHNICAL & ENFORCEMENT
EFFECTIVE WITH PAY PERIOD ENCOMPASSING JANUARY 1, 2017-2020

<u>Title</u>	<u>Unit</u>	<u>Schedule</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>	<u>Approximate Annual 7th Step</u>	<u>Approximate Annual 8th Step</u>
AQ Inspector	T/E	37E	\$48,900	\$60,606	\$62,424	\$64,297	\$66,226
AQ Inspector I	T/E	39C	\$51,419	\$63,689	\$65,600	\$67,568	\$69,595
AQ Inspector II	T/E	47H	\$64,815	\$80,285	\$82,694	\$85,174	\$87,730
AQ Inspector III	T/E	50L	\$70,919	\$87,814	\$90,447	\$93,161	\$95,956
AQ Instrument Specialist I	T/E	44G	\$59,540	\$73,764	\$75,978	\$78,257	\$80,605
AQ Instrument Specialist II	T/E	47H	\$64,815	\$80,285	\$82,694	\$85,174	\$87,730
Asst. AQ Instrument Specialist	T/E	37E	\$48,900	\$60,606	\$62,424	\$64,297	\$66,226
Asst. Computer Operator	T/E	32C	\$42,409	\$52,545	\$54,121	\$55,745	\$57,417
<u>Asst. Info. Tech. Specialist</u>	<u>T/E</u>	<u>35H</u>	<u>\$46,648</u>	<u>\$57,791</u>	<u>\$59,525</u>	<u>\$61,310</u>	<u>\$63,150</u>
Asst. Programmer	T/E	40H	\$53,494	\$66,267	\$68,255	\$70,303	\$72,412
Asst. Telecommunications Tech	T/E	37L	\$49,644	\$61,495			
Audio Visual Specialist	T/E	43J	\$58,205	\$72,106			
Computer Operations Supervisor	T/E	39L	\$52,398	\$64,933			
Computer Operator	T/E	35H	\$46,647	\$57,791			
Engineering Technician	T/E	45B	\$60,429	\$74,862			
Graphic Arts Illustrator I	T/E	34J	\$45,462	\$56,339	\$58,029	\$59,770	\$61,563
Graphic Arts Illustrator II	T/E	38J	\$50,768	\$62,918	\$64,806	\$66,750	\$68,752
<u>Info. Tech. Supervisor</u>	<u>T/E</u>	<u>14T</u>	<u>\$89,573</u>	<u>\$108,907</u>	<u>\$112,174</u>	<u>\$115,539</u>	<u>\$119,006</u>
<u>Information Tech. Specialist I</u>	<u>T/E</u>	<u>34J</u>	<u>\$49,641</u>	<u>\$61,496</u>	<u>\$63,341</u>	<u>\$65,241</u>	<u>\$67,198</u>
<u>Information Tech. Specialist II</u>	<u>T/E</u>	<u>38J</u>	<u>\$60,725</u>	<u>\$75,217</u>	<u>\$77,474</u>	<u>\$79,798</u>	<u>\$82,192</u>
Investigator	T/E	53D	\$75,691	\$93,740	\$96,552	\$99,449	\$102,432
Laboratory Technician	T/E	39E	\$51,657	\$64,014	\$65,935	\$67,914	\$69,951
Meteorologist Technician	T/E	50D	\$69,675	\$86,330	\$88,921	\$91,589	\$94,336
Paralegal	T/E	45B	\$60,429	\$74,862	\$77,108	\$79,421	\$81,804
Prin. AQ Instrument Specialist	T/E	54J	\$78,773	\$97,593	\$100,521	\$103,536	\$106,643
Programmer	T/E	47B	\$63,866	\$79,130	\$81,503	\$83,948	\$86,466
Programmer Analyst	T/E	53B	\$75,276	\$93,265	\$96,064	\$98,946	\$101,914

APPENDIX A
TECHNICAL & ENFORCEMENT
EFFECTIVE WITH PAY PERIOD ENCOMPASSING JANUARY 1, 20172020

<u>Title</u>	<u>Unit</u>	<u>Schedule</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>	<u>Approximate Annual 7th Step</u>	<u>Approximate Annual 8th Step</u>
Sr. AQ Instrument Specialist	T/E	50L	\$70,919	\$87,814	\$90,447	\$93,161	\$95,956
<u>Sr. Information Tech. Specialist</u>	<u>T/E</u>	<u>53B</u>	<u>\$75,277</u>	<u>\$93,266</u>	<u>\$96,064</u>	<u>\$98,946</u>	<u>\$101,914</u>
Sr. Paralegal	T/E	48B	\$65,644	\$81,322	\$83,762	\$86,275	\$88,863
Supv. AQ Inspector	T/E	54J	\$78,773	\$97,593	\$100,521	\$103,536	\$106,643
Supv. Investigator	T/E	55G	\$80,551	\$99,786	\$102,780	\$105,863	\$109,039
Telecommunications Technician I	T/E	45D	\$60,725	\$75,217			
Telecommunications Technician II	T/E	47H	\$64,815	\$80,285			
Transportation Plan Reviewer	T/E	42F	\$56,250	\$69,675	\$71,765	\$73,918	\$76,136

APPENDIX B
OFFICE CLERICAL & MAINTENANCE
EFFECTIVE WITH PAY PERIOD ENCOMPASSING JANUARY 1, 2017-2018

<u>Title</u>	<u>Unit</u>	<u>Schedule</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>
Accounting Technician	OCM	37E	\$46,723	\$57,907	\$59,645
Building Supervisor	OCM	45K	\$58,899	\$72,972	\$75,161
Contracts Assistant	OCM	33G	\$42,078	\$52,132	\$53,695
Data Technician	OCM	35F	\$44,344	\$54,934	\$56,582
Deputy Clerk	OCM	34C	\$42,787	\$53,008	\$54,599
Deputy Clerk/Transcriber	OCM	37H	\$47,062	\$58,303	\$60,053
District Storekeeper	OCM	36B	\$45,081	\$55,868	\$57,545
Facilities Services Specialist	OCM	37L	\$47,430	\$58,757	\$60,520
Facilities Services Technician	OCM	41C	\$51,848	\$64,251	\$66,179
Fiscal Assistant	OCM	29J	\$37,859	\$46,893	\$48,299
Fleet Services Supervisor	OCM	38J	\$48,506	\$60,117	\$61,919
Fleet Services Worker I	OCM	28D	\$36,387	\$45,080	\$46,432
Fleet Services Worker II	OCM	33B	\$41,569	\$51,480	\$53,024
General Maintenance Helper	OCM	28J	\$36,812	\$45,619	\$46,987
General Maintenance Worker	OCM	43A	\$54,538	\$67,564	\$69,591
Mail / Subscription Services Clerk	OCM	28D	\$36,387	\$45,080	\$46,432
Mail / Subscription Services Supv.	OCM	36A	\$44,995	\$55,728	\$57,399
Office Assistant	OCM	28D	\$36,387	\$45,080	\$46,432
Offset Press Operator	OCM	34J	\$43,438	\$53,830	\$55,445
Payroll Technician	OCM	34F	\$43,126	\$53,406	\$55,007
Prin. Office Assistant	OCM	39G	\$49,611	\$61,447	\$63,290
Print Shop Duplicator	OCM	29J	\$37,859	\$46,893	\$48,299
Print Shop Supervisor	OCM	40L	\$51,480	\$63,770	\$65,682
Purchasing Assistant	OCM	38K	\$48,620	\$60,229	\$62,037
Purchasing Supervisor	OCM	48B	\$62,722	\$77,700	\$80,032
Radio Telephone Operator	OCM	28H	\$36,726	\$45,477	\$46,841
Secretary	OCM	33G	\$42,078	\$52,132	\$53,695
Sr. Deputy Clerk	OCM	41A	\$51,621	\$63,940	\$65,857
Sr. Fiscal Assistant	OCM	33G	\$42,078	\$52,132	\$53,695
Sr. Office Assistant	OCM	32C	\$40,521	\$50,205	\$51,712
Staff Assistant	OCM	34K	\$43,579	\$54,000	\$55,620

APPENDIX B
OFFICE CLERICAL & MAINTENANCE
EFFECTIVE WITH PAY PERIOD ENCOMPASSING JANUARY 1, 2017~~2018~~

<u>Title</u>	<u>Unit</u>	<u>Schedule</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>
Stock Clerk	OCM	28D	\$36,387	\$45,080	\$46,432
Supv. Office Assistant	OCM	36A	\$44,995	\$55,728	\$57,399
Supv. Radio Telephone Operator	OCM	36A	\$44,995	\$55,728	\$57,399
Technical Writer	OCM	43J	\$55,614	\$68,894	\$70,959

**APPENDIX B
OFFICE CLERICAL & MAINTENANCE
EFFECTIVE WITH PAY PERIOD ENCOMPASSING JANUARY 1, 2017-2019**

<u>Title</u>	<u>Unit</u>	<u>Schedule</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>	<u>Approximate Annual 7th Step</u>
Accounting Technician	OCM	37E	\$46,723	\$57,907	\$59,645	\$61,435
Building Supervisor	OCM	45K	\$58,899	\$72,972	\$75,161	\$77,416
Contracts Assistant	OCM	33G	\$42,078	\$52,132	\$53,695	\$55,306
Data Technician	OCM	35F	\$44,344	\$54,934	\$56,582	\$58,279
Deputy Clerk	OCM	34C	\$42,787	\$53,008	\$54,599	\$56,237
Deputy Clerk/Transcriber	OCM	37H	\$47,062	\$58,303	\$60,053	\$61,855
District Storekeeper	OCM	36B	\$45,081	\$55,868	\$57,545	\$59,271
Facilities Services Specialist	OCM	37L	\$47,430	\$58,757	\$60,520	\$62,335
Facilities Services Technician	OCM	41C	\$51,848	\$64,251	\$66,179	\$68,164
Fiscal Assistant	OCM	29J	\$37,859	\$46,893	\$48,299	\$49,748
Fleet Services Supervisor	OCM	38J	\$48,506	\$60,117	\$61,919	\$63,777
Fleet Services Worker I	OCM	28D	\$36,387	\$45,080	\$46,432	\$47,825
Fleet Services Worker II	OCM	33B	\$41,569	\$51,480	\$53,024	\$54,615
General Maintenance Helper	OCM	28J	\$36,812	\$45,619	\$46,987	\$48,396
General Maintenance Worker	OCM	43A	\$54,538	\$67,564	\$69,591	\$71,679
Mail / Subscription Services Clerk	OCM	28D	\$36,387	\$45,080	\$46,432	\$47,825
Mail / Subscription Services Supv.	OCM	36A	\$44,995	\$55,728	\$57,399	\$59,121
Office Assistant	OCM	28D	\$36,387	\$45,080	\$46,432	\$47,825
Offset Press Operator	OCM	34J	\$43,438	\$53,830	\$55,445	\$57,108
Payroll Technician	OCM	34F	\$43,126	\$53,406	\$55,007	\$56,657
Prin. Office Assistant	OCM	39G	\$49,611	\$61,447	\$63,290	\$65,189
Print Shop Duplicator	OCM	29J	\$37,859	\$46,893	\$48,299	\$49,748
Print Shop Supervisor	OCM	40L	\$51,480	\$63,770	\$65,682	\$67,653
Purchasing Assistant	OCM	38K	\$48,620	\$60,229	\$62,037	\$63,898
Purchasing Supervisor	OCM	48B	\$62,722	\$77,700	\$80,032	\$82,433
Radio Telephone Operator	OCM	28H	\$36,726	\$45,477	\$46,841	\$48,247
Secretary	OCM	33G	\$42,078	\$52,132	\$53,695	\$55,306
Sr. Deputy Clerk	OCM	41A	\$51,621	\$63,940	\$65,857	\$67,833
Sr. Fiscal Assistant	OCM	33G	\$42,078	\$52,132	\$53,695	\$55,306
Sr. Office Assistant	OCM	32C	\$40,521	\$50,205	\$51,712	\$53,264
Staff Assistant	OCM	34K	\$43,579	\$54,000	\$55,620	\$57,289

APPENDIX B
OFFICE CLERICAL & MAINTENANCE
EFFECTIVE WITH PAY PERIOD ENCOMPASSING JANUARY 1, 2017~~2019~~

<u>Title</u>	<u>Unit</u>	<u>Schedule</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>	<u>Approximate Annual 7th Step</u>
Stock Clerk	OCM	28D	\$36,387	\$45,080	\$46,432	\$47,825
Supv. Office Assistant	OCM	36A	\$44,995	\$55,728	\$57,399	\$59,121
Supv. Radio Telephone Operator	OCM	36A	\$44,995	\$55,728	\$57,399	\$59,121
Technical Writer	OCM	43J	\$55,614	\$68,894	\$70,959	\$73,088

APPENDIX B
OFFICE CLERICAL & MAINTENANCE
EFFECTIVE WITH PAY PERIOD ENCOMPASSING JANUARY 1, 2017-2020

<u>Title</u>	<u>Unit</u>	<u>Schedule</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>	<u>Approximate Annual 7th Step</u>	<u>Approximate Annual 8th Step</u>
Accounting Technician	OCM	37E	\$46,723	\$57,907	\$59,645	\$61,435	\$63,278
Building Supervisor	OCM	45K	\$58,899	\$72,972	\$75,161	\$77,416	\$79,738
Contracts Assistant	OCM	33G	\$42,078	\$52,132	\$53,695	\$55,306	\$56,965
Data Technician	OCM	35F	\$44,344	\$54,934	\$56,582	\$58,279	\$60,028
Deputy Clerk	OCM	34C	\$42,787	\$53,008	\$54,599	\$56,237	\$57,924
Deputy Clerk/Transcriber	OCM	37H	\$47,062	\$58,303	\$60,053	\$61,855	\$63,710
District Storekeeper	OCM	36B	\$45,081	\$55,868	\$57,545	\$59,271	\$61,050
Facilities Services Specialist	OCM	37L	\$47,430	\$58,757	\$60,520	\$62,335	\$64,205
Facilities Services Technician	OCM	41C	\$51,848	\$64,251	\$66,179	\$68,164	\$70,209
Fiscal Assistant	OCM	29J	\$37,859	\$46,893	\$48,299	\$49,748	\$51,240
Fleet Services Supervisor	OCM	38J	\$48,506	\$60,117	\$61,919	\$63,777	\$65,690
Fleet Services Worker I	OCM	28D	\$36,387	\$45,080	\$46,432	\$47,825	\$49,260
Fleet Services Worker II	OCM	33B	\$41,569	\$51,480	\$53,024	\$54,615	\$56,254
General Maintenance Helper	OCM	28J	\$36,812	\$45,619	\$46,987	\$48,396	\$49,848
General Maintenance Worker	OCM	43A	\$54,538	\$67,564	\$69,591	\$71,679	\$73,829
Mail / Subscription Services Clerk	OCM	28D	\$36,387	\$45,080	\$46,432	\$47,825	\$49,260
Mail / Subscription Services Supv.	OCM	36A	\$44,995	\$55,728	\$57,399	\$59,121	\$60,894
Office Assistant	OCM	28D	\$36,387	\$45,080	\$46,432	\$47,825	\$49,260
Offset Press Operator	OCM	34J	\$43,438	\$53,830	\$55,445	\$57,108	\$58,821
Payroll Technician	OCM	34F	\$43,126	\$53,406	\$55,007	\$56,657	\$58,357
Prin. Office Assistant	OCM	39G	\$49,611	\$61,447	\$63,290	\$65,189	\$67,145
Print Shop Duplicator	OCM	29J	\$37,859	\$46,893	\$48,299	\$49,748	\$51,240
Print Shop Supervisor	OCM	40L	\$51,480	\$63,770	\$65,682	\$67,653	\$69,682
Purchasing Assistant	OCM	38K	\$48,620	\$60,229	\$62,037	\$63,898	\$65,815
Purchasing Supervisor	OCM	48B	\$62,722	\$77,700	\$80,032	\$82,433	\$84,906
Radio Telephone Operator	OCM	28H	\$36,726	\$45,477	\$46,841	\$48,247	\$49,694
Secretary	OCM	33G	\$42,078	\$52,132	\$53,695	\$55,306	\$56,965
Sr. Deputy Clerk	OCM	41A	\$51,621	\$63,940	\$65,857	\$67,833	\$69,868
Sr. Fiscal Assistant	OCM	33G	\$42,078	\$52,132	\$53,695	\$55,306	\$56,965
Sr. Office Assistant	OCM	32C	\$40,521	\$50,205	\$51,712	\$53,264	\$54,861
Staff Assistant	OCM	34K	\$43,579	\$54,000	\$55,620	\$57,289	\$59,007

APPENDIX B
OFFICE CLERICAL & MAINTENANCE
EFFECTIVE WITH PAY PERIOD ENCOMPASSING JANUARY 1, 2017~~2020~~

<u>Title</u>	<u>Unit</u>	<u>Schedule</u>	<u>Approximate Annual 1st Step</u>	<u>Approximate Annual 5th Step</u>	<u>Approximate Annual 6th Step</u>	<u>Approximate Annual 7th Step</u>	<u>Approximate Annual 8th Step</u>
Stock Clerk	OCM	28D	\$36,387	\$45,080	\$46,432	\$47,825	\$49,260
Supv. Office Assistant	OCM	36A	\$44,995	\$55,728	\$57,399	\$59,121	\$60,894
Supv. Radio Telephone Operator	OCM	36A	\$44,995	\$55,728	\$57,399	\$59,121	\$60,894
Technical Writer	OCM	43J	\$55,614	\$68,894	\$70,959	\$73,088	\$75,280