

**2014-2015  
SETTLEMENT SUMMARY  
AFSCME MULTI – UNIT  
Local 2822 Clerical  
Local 34 Social Services  
Local 552 Probation / Parole  
Local 1719 Adult Corrections  
Local 2864 Professional  
Local 2938 Legal**

**Terms of the Agreement**

- Two Year Agreement (2014 - 2015)

**Wages**

- 2014 Wages: 2.5% effective December 29, 2013
- 2015 Wages: 2.5% effective December 28, 2014

**Steps**

**Steps, 2014**

There shall be step increases, effective the first full payroll period in 2014, or upon the first full payroll period following County Board approval, whichever is later. Such step increases shall be paid the first full payroll period following the date the employee becomes eligible for such 2014 step increase, provided the employee's work performance evaluation is satisfactory (fully capable) or better.

**Steps, 2015**

There shall be step increases, effective the first full payroll period in 2015. Such step increases shall be paid the first full payroll period following the date the employee becomes eligible for such 2015 step increase, provided the employee's work performance evaluation is satisfactory (fully capable) or better.

**Cash Lump Sum**

- 2014--A \$350.00 cash lump sum shall be paid to all benefit earning employees of record earning less than \$18.01/hour, who remain employed through the date of payment. Such payment shall be made the first full payroll period in 2014 or upon the first full payroll period following county board approval, whichever is later.
- 2015--A \$350.00 cash lump sum shall be paid to all benefit earning employees of record earning less than \$18.01/hour, who remain employed through the date of payment. Such payment shall be made the first full payroll period in 2015.

**Health Insurance** *(See attached Memorandum of Understanding)*

- Premiums--No increase in premiums in 2014
- Plan Design—No change in 2014
- Tiers—No change in 2014
- New voluntary health plan offerings- ADVANTAGE PLAN
  - Singles save approximately \$400 per year in premiums
  - Families save approximately \$1100 per year in premiums
- In 2015 premiums, plan design and tiers shall be established by the employer in its sole authority.

**Article 9 - Work Schedules/Premium Pay**

Differentials

- Increase all shift differentials by \$.05 per hour in 2014 and \$.05 per hour in 2015.
- Delete “full-time’ in line one (1) and “as part of their regular schedule” in line two (2), and “full and part-time” in line four (4). *(Weekend differential will now apply to part-time employees and employees who work weekends on occasion).*

Foreign Language Pay

- Housekeeping change, delete “interpretation” and replace with “skills”.
- Delete reference to \$9.00 per day and replace with \$9.50 per day.
- Delete reference to \$45.00 per pay period and replace with \$47.50 per pay period.

**Article 11B – Paid Time Off**

PTO for health and fitness

- Housekeeping change, delete \$1,500 and replace with \$2,000.

PTO when joining bargaining unit

- Add the words: “...at their existing PTO schedule 1 or 2”. *(This change is consistent with the current practice of the parties).*

**Article 12A – Sick Leave**

Sick Leave for health and fitness

- Housekeeping change, delete \$1,500 and replace with \$2,000.

Change “immediate family” definition to reflect change in MN statute:

- ...The term "immediate family" shall be limited to spouse, children, including stepchildren, adopted and foster children, adult children, sibling, grandparent, stepparent a person regularly residing in the employee's immediate household, or parent ~~where the parent has no other person to provide the necessary nursing and care.~~ The amount of sick leave that can be used to care for an employee’s adult children, sibling, grandparent or stepparent may not exceed 160 hours in the

aggregate in any 12-month period. Sick leave usage shall be subject to approval and verification by the EMPLOYER who may, after three (3) consecutive days' absence, require the employee to furnish a report from a recognized physical or mental authority attesting to the necessity of the leave, and other information the EMPLOYER deems necessary, as provided in the Article herein titled "Fitness for Duty."

#### **Article 12B – Sick Leave**

Sick Leave for health and fitness

- Housekeeping change, delete \$1,500 and replace with \$2,000.

#### **Article 22 – Insurance**

Increased life insurance benefit

- The EMPLOYER shall pay the full cost of a ~~\$20,000~~ **\$25,000 accidental death and dismemberment double indemnity** individual term life insurance contract for each employee **in 2014. In 2015, the life insurance amount shall be \$30,000.**

HCSP Eligibility

- In the first line, after the word "permanent", add the word "benefits eligible." Delete the following phrase from the first line: "....."that are participating in the county's group health insurance program...." *(This change is consistent with the current practice of the parties)*

#### **Article 26 - Work Unit Vacancies**

NOTE: Labor Relations, Human Resources and union local presidents agree to meet and confer to discuss limited duration appointments.

#### **Article 37 - Voluntary Leave Without Pay**

Available in 2014-2015

- Delete reference to 2012 and replace with 2014.
- Delete reference to 2013 and replace with 2015.

#### **Article 39 – Automobile Travel Expenses**

Corresponds with IRS rules

- When employees are required by the EMPLOYER to use their private automobiles while engaged in County **business**, the employee shall be entitled to reimbursement at the rate established **by the IRS** for actual mileage incurred. **In the unlikely event the IRS does not provide advance notice of a rate change, the EMPLOYER shall execute such change within two payroll periods.**

- To obtain reimbursement the employee shall submit a claim at the end of each calendar month on a form **prescribed** by the EMPLOYER.
- ~~Once each year, all cost factors comprising the mileage reimbursement rate (i.e., all fixed and variable costs) will be analyzed by the EMPLOYER and rate adjustments will be provided accordingly. At the request of the UNION, two union representatives shall meet and confer with the EMPLOYER relative to automobile travel expenses.~~

Building Evacuation Procedures—meet with the County Safety Officer for briefing.

Benefit-earning employees who do not qualify for FMLA should review HR Rule 12.13

Health Care Fund audit information to be shared with the union.

## **Local 34**

### **Article 9 – Work Schedules/Premium Pay**

Shelter Team (NEW)

Employees in the job class of HSR and HSR, Sr., shall receive an additional \$1.50/hour when assigned to the Shelter Team, as defined by the Employer, provided such assignment is for a period of at least four (4) hours.

Market Adjustment

- Clinical Nursing Specialist—New top step \$53/hour. Move current employees to top step.
- Public Health Nurse - 1% to max rate in 2014.

### **Article 31 - Meet and Confer**

Employer agrees to meet and confer with employees in the job class of Child Protection Social Worker regarding On-Call issues.

### **Article 38 – Salary Rates**

Pay rates for new job classes Human Services Representative and Human Services Representative, Senior will be effective December 29, 2013.

- Employees in the current classifications of Human Services Representative 1 (HSR 1) and Human Services Representative 2 (HSR 2) shall be moved to the new classification of Human Services Representative (HSR). Employees in the current

classification of Human Services Representative 3 (HSR 3) shall be moved to the new classification of Human Services Representative, Senior (HSR Sr.)

- Employees in the current job classes of HSR 1 and HSR 2 shall be moved to a step in the new HSR range which is closest to their current rate of pay, but not lower. Two new full steps will be added to the newly constructed HSR pay range. Employees may progress to these new steps on their anniversary date and a satisfactory performance evaluation. (See exhibit attached.)
- Employees in the current classification of HSR 3 shall be moved to the new HSR, Sr. job class. Two new full steps will be added to the top of the new HRS, Sr. range. Employees may progress to these new steps on their anniversary date and a satisfactory performance evaluation.
- Employees in the new job class of HSR shall be eligible to move to the new job class of HSR, Sr. via a promotional process which shall be established by the Employer, in its sole authority.
- The Employer shall provide to the union information on its promotion process and its job specifications for the new HSR/HSR Sr. jobs as soon as practicable but no later than the end of the first quarter of 2014.
- It is possible that the step movement identified above may result in an employee with less seniority moving to a higher step before an employee with greater seniority. The Employer hereby places the union on notice that it will not address such perceived wage inequities, but rather shall administer pay as described above. The parties agree such perceived wage inequities are not grievable under the terms of our labor agreements.

**Certain Side Letters Removed and explanation page added. (See attached)**

## **Local 2864**

### **Article 2 – Recognition**

Add: Medical Examiner Investigator (MEI)

### **Article 6 - Seniority**

Shift Bidding Seniority (NEW)

“Seniority, for the purpose of shift bidding only, shall be determined from the date of most recent hire, rehire or reinstatement into a Medical Examiner’s Investigator position.”

## **Article 9 - Work Schedules/Premium Pay**

### Differentials

- MEI's to receive the same shift and weekend differentials as MEIA and MET.

### Training Pay (NEW)

- "Employees in the job class of Medical Examiner Investigator, who are required by the Employer to train employees or others designated by the Employer, shall receive an additional \$1.50/hour for all hours so assigned, provided such training is for a period of at least four (4) hours."

## **Article 31 - Meet and Confer**

Establish a Meet and Confer forum for Planners and Vocational Counselors to share issues.

## **Local 552**

### **Article 6 – Seniority**

#### **Section 1, D.**

"An employee appointed to a permanent position in the same job class and department as he/she was employed as a limited duration employee (except for an employee whose work schedule is intermittent, non-continuous or irregular in nature) shall have seniority for purposes of layoff and recall from the employee's most recent date of hire as a limited duration employee, provided such limited duration and permanent appointments are contiguous and sequential. "

### **Article 9 – Work Schedules/Premium Pay**

- **Section 12** *Delete entire section*  
~~(Shift and Weekend Differential same as HCMC).~~
- **Section 13** *Delete second sentence.*  
~~"This section shall not apply to employees assigned to the Intensive Supervised Release (ISR) program."~~
- **Section 15** *Delete entire section.*  
~~"Full time employees of the ISR unit who are specifically assigned as "Duty Officer" shall receive an additional \$25.00 per day for each Friday, Saturday or Sunday so assigned."~~

NOTE: ISR staff are now eligible for on-call rate.

## **Subcontracting—Renew letter for 2014-2015**

## Local 2822

### Article 9 – Work Schedules/Premium Pay

Section 16 *Delete entire section*  
(~~Shift and Weekend Differential same as HCMC).~~

Section (NEW) *The Employer agrees to place the following on-call language in the agreement, understanding that AFSCME may wish to meet and confer about on-call issues with MHP management.*

“Employees expressly assigned by the EMPLOYER to remain in “On-Call/Off Premises” status shall receive \$2.55/hour in 2014 and \$2.60/hour in 2015 for each hour so assigned.”

### Article 38 – Salary Rates

Market Adjustment

Sheriff’s Identification Clerk -1% to max rate in 2014.

### SHERIFF’S CIVILIAN UNIFORM (New Article)

- Section 1 The EMPLOYER will provide newly hired civilian employees with civilian uniform clothing items during their first year of employment. The initial items provided to each employee are:
- Five (5) authorized tan polo shirts with the HCSO logo (long and/or short sleeve)
  - One (1) authorized black knit cardigan with HCSO logo
- Section 2 The EMPLOYER will provide a clothing allowance of \$125.00 per year. Civilian employees may use the clothing allowance to purchase any authorized civilian uniform item.
- Section 3 Each civilian employee, after having completed one (1) full year of service, shall be eligible for a uniform clothing allowance in an amount not to exceed \$125. The civilian uniform shall be worn only when performing official duties as directed by the EMPLOYER or upon such special occasions as the EMPLOYER may authorize. Employees shall wear and maintain the uniform as specified by the EMPLOYER. Upon termination of employment, all uniform clothing shall be returned to the EMPLOYER.
- Section 4 Any uniform items found by supervisory inspection to be worn out or damaged shall be turned in to the EMPLOYER.
- Section 5 Further information regarding civilian uniforms is posted on the Sheriff’s Office internal web site.

## **Central Records Shift Bid**

*The Employer agrees to continue the Central Records shift bid in the jail project another year by replacing the expired "Shift Bid in the Jail letter" with the following updated "Letter of Agreement—Central Records Shift Bid in the Jail."*

### Letter of Agreement Central Records Shift Bid In the Jail

The parties agree to allow the Sheriff's Central Records clerks in the jail the opportunity to bid for their shifts in 2014 as a continuing pilot project.

The specifics are as follows:

- There will be two shift bids in 2014 bidding year.
- A clerk's bidding seniority will be their seniority within their job class.
- Sheriff's Clerks and Sheriff's Property Clerks will be grandfathered into the bidding process based on their Clerk job seniority.
- An employee with less than one year's job class seniority when a bid is conducted cannot bid.
- The parties will Meet and Confer near the end of the bidding year to re-evaluate the shift bid process and to discuss potential modifications to the process. At that time the parties will also discuss whether this Letter of Agreement will be extended an additional year through the end of 2015.
- Absent any agreement to extend this Central Records Shift Bid Letter of Agreement, this agreement will automatically expire on December 31, 2014.

This Letter of Agreement is effective immediately upon ratification of the parties' 2014-2015 collective bargaining agreement.

## **Local 2938**

### **Article 23 -Section 4**

*Delete entire section – (Housekeeping) and replace with the following:*

Employees who, for reasons other than layoff or death, are eligible to receive severance pay, shall have one hundred percent (100%) of severance pay, as defined in Section 1 of this Article, deposited to an MSRS health care savings account in lieu of cash.



## **Local 1719**

### **Article 9 – Work Schedules/Premium Pay**

#### Field Training Officer Pay (NEW)

- Employees specifically assigned by the Employer to serve as Field Training Officer (FTO), as defined by the Employer, shall receive an additional \$1.00/hour for all such training, provided the assignment is for a period of at least four (4) hours.

NOTE: This FTO differential applies only to Corrections Officers and Sr. Corrections Officers who perform formal FTO duties and not to general training which may be provided to individuals on mobility assignments, etc.

### **Article 39 – Clothing Allowance**

Section 1 Replace 2012, 2013 with 2014, 2015

### **Article 41 – Salary Rates**

#### Market adjustment

- Correctional Officer 1% to max rate in 2014 and 1% to max rate in 2015.
- Correctional Officer Senior 1% to max rate in 2014 and 1% to max rate in 2015.

## **Locals 34 and 2822**

Status Quo on Super Department

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
HENNEPIN COUNTY  
AND  
AFSCME COUNCIL 5  
LOCAL 34  
LOCAL 552  
LOCAL 2822  
LOCAL 2864  
LOCAL 1719  
LOCAL, 2938 (LEGAL)**

**September 13, 2013**

**The undersigned hereby agree to the following changes to our health insurance provisions which shall, where necessary, be incorporated into our 2014 – 2015 labor agreement**

**Health Insurance, 2014 and 2015**

**Premiums, Current Health Plan Offering**

There shall be **no health insurance premium increase in 2014**. 2014 premiums shall be the same as 2013.

The Employer shall, in its sole authority, set the health insurance premiums for **2015** after consulting with our third party administrator, our benefits consultants, and after discussions with and input from the Labor Management Health Care Committee (LMHCC).

**Employee Contributions toward Health Premiums, Current Health Plan Offering, 2014 - 2015**

2014 Single Coverage: Employees selecting Single coverage shall continue to pay **\$75.00/month** (11.2%) toward premium.

2014 Three (3) Family coverages Employees selecting one of the three (3) family coverages shall pay the **same percentage of premium in 2014 as they did in 2013**.

2015 Single Coverage Employees selecting Single coverage shall continue to pay **\$75.00/month** toward premium.

2015 Three (3) Family Coverages

Employees selecting one of the three (3) family coverages shall pay the **same percentage of premium in 2015 as they did in 2014.**

**Health Insurance Plan Design Changes, Current Health Plan Offering, 2014 – 2015**

There shall be no health insurance plan design changes to the current health plan offering in 2014. **2014 Plan design shall be the same as 2013.**

The Employer shall, in its sole authority, set the plan design for **2015** after consulting with our third party administrator, our benefits consultants, and after discussions with and input from the Labor Management Health Care Committee (LMHCC).

Like with our last round of bargaining, the plan design for the current health plan offering shall not be included in the labor agreements(s) but rather shall be as described and included in the Hennepin County Human Resources, Benefits website.

**Health Insurance Provider Tiers, Current Health Plan Offering, 2014 - 2015**

The Employer shall, in its sole authority, determine for 2014 and 2015 how many provider tiers are included in the current health plan offering and which health providers are in which tier. NOTE: ONLY CHANGE FOR 2014 INVOLVES MOVING HEALTH EAST FROM TIER 2 TO TIER 1 AND APPLE VALLEY MED CTR FROM TIER 1 TO TIER 2

**Voluntary Second Health Plan Offering, 2014 - 2015**

In 2014, the Employer shall create up to two (2) separate, stand alone, narrow network health plan option(s). Employees may, on a voluntary basis, select a new alternative health insurance option(s). NOTE: THE NETWORKS ARE HEALTH PARTNERS/PARK AND PREFERRED HEALTH (FAIRVIEW, HEALTH EAST AND NORTH MEMORIAL)

The Employer reserves the right to establish a third alternative option, with HCMC in 2015.

Two (2) Year Pilot

**Premiums**

The Employer shall, in its sole authority, set premiums for this/these New Voluntary Health Insurance Option(s) in 2014 and 2015.

**Employee Contributions toward Health Premiums, New Voluntary Health Plan Offering(s), 2014 - 2015**

2014 Single Coverage: Employees selecting Single coverage shall pay **\$41.86/month** toward premium, effective January, 2014 (**a savings of \$33.14/month**).

2014 Three (3) Family coverages Employees selecting one of the three (3) family coverages shall pay the following toward premium:

Single + Spouse: **\$313.82/month**  
Single + Child(ren): **\$240.34/month**  
Family: **\$345.34/month**  
**(savings of \$77.89/mo, \$59.66/mo and \$91.14/mo, respectively)**

2015 Single Coverage Employees selecting Single coverage shall pay the same percentage (%) of premium in **2015** as they did in 2014 (6.7%)

2015 Three (3) Family Coverages Employees selecting one of the three (3) family coverages shall pay the same percentage of premium in **2015** as they did in 2014.

Single + Spouse: 21.2%  
Single + Child(ren): 21.2%  
Family: 20.0%.

**Health Insurance Plan Design New Voluntary Health Plan Offering, 2014 – 2015**

The plan design features of the new voluntary health plan offering shall be the same as that offered in the current health plan offering at tier one in 2014, with the following exceptions:

**The first three (3) office visit co-pays for each enrollee shall be waived.**

The Employer shall, in its sole authority, set the plan design for the new voluntary health plan offering(s) for 2015 after consulting with our third party administrator, and our benefits consultants, and after discussions with and input from the Labor Management Health Care Committee (LMHCC).

**Health Insurance Provider(s) , New Voluntary Health Plan Offering(s), 2014 - 2015**

The Employer shall, in its sole authority, determine which provider(s) shall comprise the network(s) included in the new voluntary health plan offering(s).

**HEALTH INSURANCE DETAILS NOT IN AGREEMENTS**

Like with our last round of bargaining, the health insurance plan design and the provider networks / tiers, whether the current health plan offering or the new voluntary plan offering, shall not appear in the labor agreement(s), but rather shall reside on the Human Resources Benefits Unit website.

\_\_\_\_\_  
William P. Peters  
Labor Relations Director

\_\_\_\_\_  
Matthew Nelson  
Field Representative

\_\_\_\_\_  
Date

\_\_\_\_\_  
Jeff Dains  
Field Representative

\_\_\_\_\_  
Mark Baker  
Field Representative

\_\_\_\_\_  
Date

## AFSCME Local 34 Supplemental Negotiations

### Summary of discussion on end of contract documents

In a supplemental negotiation session on October 21, 2013, the parties discussed the continuing relevance of each of the following documents attached to the end of the Local 34 collective bargaining agreement. The parties agreed that some documents must remain and that others will be removed from the 2014-2015 contract. The documents are listed in the same order they appear at the end of the contract.

- |  |                       |
|--|-----------------------|
| 1. Attachment C—Funeral Leave Administration   | Remain                |
| 2. 11-22-99 Local 34 Issues Letter (Entry Rate)  | Remain                |
| 3. 12-14-95 Letter of Understanding—Workloads/Caseload (Perf Evals)                      | Remain                |
| <b>4. 12-12-97 Letter of Understanding—Classification Study</b>                          | <b>Remove</b>         |
| 5. 12-1-95 Clarification of Health Insurance Article                                     | Remain                |
| <b>6. 11-15-05 Transfer to Another Jurisdiction Letter</b>                               | <b>Remove</b>         |
| 7. 3-8-94 Clarification of Seniority Letter (Layoffs)                                    | Remain                |
| <b>8. 10-14-03 Memo of Understanding Military Reservists Benefits</b>                    | <b>Remove</b>         |
| 9. 12-3-07 Letter of Agreement—Social Worker & Senior Social Worker                      | Remain                |
| <b>10. 9-16-09 Memo of Understanding—Depletion of Leave Hour Balances</b>                | <b>Remove</b>         |
| <b>11. 8-17-09 Board Action Request 09-0380 Negative Sick Leave Balance</b>              | <b>Remove</b>         |
| <b>12. 8-25-09 Board Action 09-0380 Adopted</b>  | <b>Remove</b>         |
| <b>13. 7-14-09 Board Action Request 09-0339 ERHIP<br/>for Phased Retirement (2 pgs.)</b> | <b>Remove</b>         |
| <b>14. 8-11-09 Board Action 09-0339 Adopted</b>  | <b>Remove</b>         |
| <b>15. 12-12-11 Wage Steps &amp; Health Insurance Plan Design (2 pgs.)</b>               | <b>Remain--Update</b> |
| <b>16. Employees Time Off to Vote (link to MN Statute, no date)</b>                      | <b>Remove</b>         |

A page outlining which documents were removed or altered will be added to the end of the 2014-2015 contract. The proposed page content is noted on page 2 of this summary.

*The parties agree to remove the following documents from their 2014-2015 collective bargaining agreement. The document list below also includes a brief statement noting the reason why the parties agreed to remove the document.*

1. 12-12-97 Letter of Understanding—Classification Study  
*The concern was addressed by subsequent events.*
2. 11-15-05 Transfer to Another Jurisdiction Letter  
*The concern was addressed by subsequent events.*
3. 10-14-03 Memo of Understanding Military Reservists Benefits  
*The concern is addressed by Article 17- MILITARY LEAVE OF ABSENCE WITHOUT PAY and County practice.*
4. 9-16-09 Memo of Understanding—Depletion of Leave Hour Balances  
*The concern was addressed by subsequent events.*
5. 8-17-09 Board Action Request 09-0380 Negative Sick Leave Balance  
*The concern was addressed by subsequent events.*
6. 8-25-09 Board Action 09-0380 Adopted  
*The concern was addressed by subsequent events.*
7. 7-14-09 Board Action Request 09-0339 ERHIP for Phased Retirement (2 pgs.)  
*The concern addressed by subsequent events.*
8. 8-11-09 Board Action 09-0339 Adopted  
*The concern was addressed by subsequent events.*
9. Employees Time Off to Vote (link to MN Statute, no date)  
*The concern is addressed by Article 20 – ELECTION DAYS and in the MN statute cited in Article 20. An updated link to the MN Statute will be placed at the end of Article 20.*

*The parties agree that the following document will remain at the end of the contract with updated dates and web links:*

12-12-11 Wage Steps & Health Insurance Plan Design (2 pgs.)

*This page will be removed upon expiration of the 2014-2015 collective bargaining agreement.*

**Human Services Representative Series -- Current Range Data and Proposal  
Data Effective: November 4, 2013**

**Human Services Representative 1 (existing)**

<b>Step</b>	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0
<b>Hourly Wage</b>	\$ 15.63	\$ 15.98	\$ 16.33	\$ 16.71	\$ 17.08	\$ 17.51	\$ 17.92	\$ 18.36	\$ 18.83	\$ 19.30	\$ 20.22
<b>Employees</b>	0	0	0	0	113	0	38	1	3	1	18

**Human Services Representative 2 (existing)**

<b>Step</b>	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0	7.5	8.0
<b>Hourly Wage</b>	\$ 15.57	\$ 15.91	\$ 16.25	\$ 16.56	\$ 16.85	\$ 17.26	\$ 17.62	\$ 18.02	\$ 18.43	\$ 18.83	\$ 19.28	\$ 19.73	\$ 21.45	\$ 21.77	\$ 22.60
<b>Employees</b>	0	0	0	0	0	0	0	6	0	18	0	1	1	1	18

**CONDENSED STEPS - new proposed HSR**

<b>Step</b>	1.0	1.5	2.0	2.5	3.0	NEW			
<b>Hourly Wage</b>	\$ 17.08	\$ 17.83	\$ 18.58	\$ 19.40	\$ 20.22	\$ 20.73	\$ 21.23	\$ 21.92	\$ 22.60

**Human Services Representative 3 - new proposed Senior HSR**

<b>Step</b>	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0	7.5	8.0	8.5	9.0	NEW			
<b>Hourly Wage</b>	\$ 16.17	\$ 16.64	\$ 17.10	\$ 17.51	\$ 17.89	\$ 18.31	\$ 18.73	\$ 19.14	\$ 19.57	\$ 20.09	\$ 20.55	\$ 21.10	\$ 21.57	\$ 22.10	\$ 24.71	\$ 25.08	\$ 26.03	\$ 26.68	\$ 27.33	\$ 28.08	\$ 28.69
<b>Employees</b>	0	0	0	0	0	12	7	14	4	14	7	26	12	14	28	13	254	0	0	0	0

<b>HSR 1 Employees at Hourly Wage:</b>	<b>Go to HSR Wage:</b>
\$ 17.08	\$ 17.08
\$ 17.92	\$ 18.58
\$ 18.36	\$ 18.58
\$ 18.83	\$ 19.40
\$ 19.30	\$ 19.40
\$ 20.22	\$ 20.22

<b>HSR 2 Employees at Hourly Wage:</b>	<b>Go to HSR Wage:</b>
\$ 18.02	\$ 18.58
\$ 18.83	\$ 19.40
\$ 19.73	\$ 20.22
\$ 21.45	\$ 21.92
\$ 21.77	\$ 21.92
\$ 22.60	\$ 22.60

The hourly wage for HSR 3 employees moving to the new Senior HSR class will not change. Employees may progress to new additional steps on their anniversary date with acceptable performance and merit review.