2         Pringes         55.237         preps.           3         Prior Wages         * Third Yas: 15.05, effective Jay 1, 2016         151.5113           4         Prior Wages         * Third Yas: 15.05, effective Jay 1, 2016         151.5113           5         Sint or effective Control         55.277         593.8086           2         Sint or effective Control         593.8086           3         Retirement pick up         593.8086           4         Engloyee Control         (524.0743)           5         Sint or exceed 35% of total premium of second 10% of total premium	SETTLEMENT - TWU-250A (	9132)				
It mm         spear-air July 12014 and 20207         Item Methods         <				July Proposal	: ADDITIONAL COSTS/(SA	VINGS)
Instruction         First Varies         First Varies         Start           1         Simplify         Simplify         Simplify         Simplify           1         Simplify         Simplify         Simplify         Simplify           1         Simplify         Simplify         Simplify         Simplify           1         No         Simplify         Simplify         Simplify         Simplify           1         No         Simplify         Simplify         Simplify         Simplify         Simplify           1         No         Simplify         Simplify         Simplify         Simplify         Simplify         Simplify           2         Simplify         Simplify <td< th=""><th>TOPIC</th><th>PROPOSED CHANGE</th><th>FY2015</th><th>FY2016</th><th>FY2017</th><th>COMMENTS</th></td<>	TOPIC	PROPOSED CHANGE	FY2015	FY2016	FY2017	COMMENTS
Image: second	1 Term					no costing
3         Image: Returned pix jn         318.868         Image: Second Fiscil Yes 2052-2016         Second Fiscil Yes 2016-2016         Second Fiscil Yes 201600         Second Fiscind Yes 2016-2016 <th< td=""><td>FY15: Wages</td><td>First Year: 1.75%, effective October 11, 2014</td><td></td><td></td><td></td><td></td></th<>	FY15: Wages	First Year: 1.75%, effective October 11, 2014				
3         migne         318.88         migne         918.88           P150 Wages         Second Facil Year 2015-2016. Effective October 10, 2015         90	2	Salarv	\$59.612			
P116: Wages     Second Facal Year 2015: 2016: History December and Part 2015: 2016: History December and Part 2015: 2016: Second Yax- effective Dickler 10, 2015 s-3.10K wage increase of place of PMC pickup by SMTA     States and processes and place of PMC pickup by SMTA History December and Part 2015: 2016: Second Yax- effective Dickler 10, 2015 s-3.10K wage increase in place of PMC pickup by SMTA History December and Part 2016: History December 2016: History December and Part 2016: History December 20						
Image: section of the sectin of the section of the section	3	Retirement pick-up	\$0			
Image: second price of the control of the c	FY16: Wages	Second Fiscal Year 2015-2016:				-
Image: second problem         Signed Year-effective October 10, 2015         Signed Year-effective Oc		Effective October 10, 2015, represented employees will				
second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA         image: second year -effective actual pair of EMAC pick-up by SMTA <thimage: -effective="" actual="" pa<="" second="" td="" year=""><td></td><td>receive a base wage increase of one and one-half percent</td><td></td><td></td><td></td><td></td></thimage:>		receive a base wage increase of one and one-half percent				
Image: second						
Image: construction by lock of big lock of by lock of big lock of b						Care balance and the base
2         Stary Frage         Stary (Frage         Stary (Frage <thstary (Frage         Stary (Frage</thstary 		<ul> <li>3.18% wage increase in place of EPMC pick-up by SFMTA</li> </ul>				
3         Retirement pick-up         (522,112)         (522,112)           2         ************************************	2	Salary		\$188,854		increase and retrement pick-up
P137: Wages     • Third Year: LSD, effective July 1, 2016     Import Year effective Controls 2, 2016       • 3.05 Wage increase in place of EPMC pick-up by SMTA     Sistery       • 3.15 Wages     • Sistery       * Timpings     Sistery       * Timpinge Control     Sistery       * Timpinge Control     Sistery       * Enginger Dist.     Sistery       * Sistery     Sistery       * Enginger Dist.     Sistery       * Sistery     Sistery       * Enginger Dist.     Sistery       * Sistery     Sistery       * Sistery     Sistery       * Sistery     Sistery       * Frend T finantis Distery Sistery </td <td></td> <td>Fringes</td> <td></td> <td>\$56,297</td> <td></td> <td></td>		Fringes		\$56,297		
Image: Properties of the section of the sec				(\$125,115)		
Image: second	FY17: Wages					
Implementation         Implementation         Implementation         Implementation         Implementation           2         Salay						
Image: space						
AlternationAnd AlternationAlternationAlternation3Shary FriggsShary FriggsSharySign (Sign (Sig						
Image: space						
3         Retirement pic-up         (scale pressure)         (scale pressure)         (scale pressure)           4         ending pressure only the pice on the pice		Salary			\$335,086	
<ul> <li>Final of the second state of the</li></ul>						4
a       and not to exceed 33% of total premium of second highest-cost origination of total premium of second highest-cost insplay of total premium of second highest-cost plan       insplay of total premium of second highest-cost plan       insplay highest-cost plan       insplay	3				(\$240,743)	
a       plan       plan       project 2000       project 2000 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td></t<>						
i         i-inployee Plus One : Engloyee Plus Two or More: Engloyer contributes 83% of total premium of scoond highest-cost plan         issue intervent in the scoold 93% of total premium of scoond highest-cost plan         issue intervent interv						
a       remium, and not to exceed 33% of total premium of second injustat: safe y for the premium, and not to exceed 33% of total premium of second injustat: safe y for the premium, and not to exceed 33% of total premium for second injustat: safe y for the premium, and not to exceed 33% of total premium for second injustat: safe y for the premium, and not to exceed 33% of total premium for second injustat: safe y for the premium, and not to exceed 33% of total premium for second injustat: safe y for the premium, and not to exceed 33% of total premium for second injustat: safe y for the premium, and not to exceed 33% of total premium for second injustat: safe y for the premium, and not to exceed 33% of total premium for second injustat: safe y for the premium, and not to exceed 33% of total premium for second injustat: safe y for the premium for second injustat: safe y for the premium for second injustat: safe y for the premium for second 30% of total premium for secon						
i     i <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>						
i City 33/93/83 health is contribution plan         premium, and no to exceed 83% of total premium for second is contribution plan         (513,239)         (529,041)         (532,374)         islam           is contribution plan         highest-cost plan         highest-cost plan         (517,239)         (519,130)         (523,375)         salary           is progression through salary is the 3 1 year (flort year) - existing is the 3 1 year of flort year and thereafter) - existing is the 3 1 year of flort year and thereafter) - existing is the 3 1 year of flort year and thereafter) - existing is the 3 1 year of flort year and thereafter) - existing is the 3 1 year of flort year and thereafter) - existing is the 3 1 year of flort year and thereafter) - existing is the 3 1 year of flort year and thereafter) - existing is the 3 1 year of flort year and thereafter) - existing is the 3 1 year of flort year and thereafter) - existing is the 3 1 year of flort year and thereafter) - existing is the 3 1 year of flort year and thereafter) - existing is the 3 1 year of flort year of flort year of flort year of the 3 1 year of flort year of the 3 1 year of flort year of plort year of flort year of plort year of						
i       contribution plan       lights cost plan       (\$13,239)       (\$29,041)       (\$32,374)       (\$32,374)         i       istep 1: from 6 months to 1 year (first year) - negotiated Step 2: 1 year (second year) - existing Step 2: 1 year (first year) - first step 2: 1 year (first year (first year) - first step 2: 1 year (first						
Step 1: from 6 months to 1 year (first year) - negotiated - Step 2: 1 year (second year) - existing Schedule: from 42 months to 9 Kep 3: 1 year (furth year) - existing Schedule: from 42 months to 9 Kep 3: 1 year (furth year) - existing Schedule: from 42 months to 9 Kep 3: 1 year (furth year) - existing Schedule: from 42 months to 9 Kep 3: 1 year (furth year) - existing Schedule: from 42 months to 9 Kep 3: 1 year (furth year) - existing Schedule: from 42 months to 9 Kep 3: 1 year (furth year) - existing Schedule: from 42 months to 9 Kep 3: 1 year (furth year) - existing Schedule: from 42 months to 9 Kep 3: 1 year (furth year) - existing Schedule: from 42 months to 9 Kep 3: 1 year (furth year) - existing Schedule: from 42 months to 9 Kep 3: 1 year (furth year) - existing Schedule: from 42 months to 9 Kep 3: 1 year (furth year) - existing Schedule: from 42 months to 9 Kep 3: 1 year (furth year) - existing Schedule: from 42 month Schedule: from 42 months to 9 Kep 3: 1 year (furth year) - existing Schedule: from 42 months to 9 Kep 3: 1 year (furth year) - existing Schedule: from 42 months to 9 Kep 3: 1 year (furth year) - existing Schedule: from 42 months to 9 Kep 3: 1 year (furth year) - existing Schedule: from 42 months to 9 Kep 3: 1 year (furth year) - existing Schedule: from 42 months to 9 Kep 3: 1 year (furth year) - existing Schedule: from 42 months to 9 Kep 3: 1 year (furth year) - furth year (furth year)			(**** ****)	(100.044)	(100.074)	
Progression through Salary Schedule: from 42 months     • Step 3: 1 year (foront year) - existing · Step 3: 1 year (florit) year) - existing · Step 4: 1 year (florit) year) - existing · Uniform maintenance allowance of \$25 per month · Add to part of required unform: one pair of gloves and one sweater · Stah allowance of \$250 per year to buy 2 pairs of approve safety shoes · One step above 9132 current base salary (not at top step) · One step above 9132 current base salary (not at top step) · One step above 9132 current base salary (not at top step) · Stap 4: 1 year (florit) year) - year) - year) - year) · Stap 4: 1 year (florit) year) -	4 contribution plan		(\$13,239)	(\$29,041)	(\$32,374)	
Progression through Salary Schedule: from 42 months       • Step 4: 1 year (third year) - existing • Step 5: threafter (fifth year and thereafter) - existing • Step 5: threafter (fifth year and year and part of parts the parts threafter						
Solution:     Step 4:1 year (fourth year) - existing 48 months     (55,276)     (55,703)     (57,034)     variable fringe       Solution:     Finder (fifth year and thereafter) - existing 48 months     Sig.247     S21,889     S26,573     salary       Solution:     Finder (fifth year and thereafter) - existing 48 months     Sig.247     S21,889     S26,573     salary       Solution:     Finder (fifth year and thereafter) - existing 48 months     Sig.247     Solution:     Sig.255     S7,922     variable fringe       Solution:     Finder (fifth year and thereafter)     Solution:     Sig.250     S1,250     S1,250     S1,250       Solution:     Finder (fifth year and thereafter)     Finder (fifth year and thereafter)     Solution:     Sig.250     S1,250     Sig.250       Solution:     Finder (fifth year and thereafter)     Finder (fifth year and thereafter)     Solution:     Sig.250     Sig.250     Sig.250       Solution:     Finder (fifth year and thereafter)     Solution:     Sig.250     Sig.250     Sig.250     Sig.250       Solution:     Finder (fifth year and thereafter)     Solution:     Sig.250     Sig.250     Sig.250     Sig.250       Solution:     Finder (fifth year and thereafter)     Solution:     Sig.350     Sig.320     Sig.320     Sig.327       Solution:     Fi	Progression through Salary		(\$16,723)	(\$19,130)	(\$23,595)	salary
5     48 months     • Step 5: thereafter (fifth year and thereafter) - existing     (§5,703)     (§7,034)     variable fringe       6     Floating Holidays     • From 2 floating holidays to 3 floating holidays     \$6,073     \$6,525     \$7,922     variable fringe       7     Tuition Reimbursement     • Allocate the remaining balance only during the term of the agreement to the program     • Employees may not receive more than \$500 (from \$250) per YP     \$0     \$1,250     \$1,250     \$1,250       7     Tuition Reimbursement     • Uniform maintenance allowance of \$25 per month     • Add to part of required unform: one pair of gloves and one sweater     \$46,250     \$46,250     \$46,250     \$46,250     \$46,250       8     Uniform and Equipment     • One step above 9132 current base salary (not at top step)     • One step above 9132 current base salary (not at top step)     \$12,247     \$2,399     \$30,3024     \$267     \$alary       9     Acting Assignment Pay     • One step above 9132 current base salary (not at top step)     • One step above 9132 current base salary (not at top step)     \$50,52,739     \$46,250						
6       Floating Holidays       • From 2 floating holidays to 3 floating holidays       \$6,073       \$6,525       \$7,922       variable fringe         7       Tuition Reimbursement       • Allocate the remaining balance only during the term of the agreement to the program • Employees may not receive more than \$500 (from \$250) per FY from allocation from anite nance allowance of \$25 per month • Add to part of required uniform: one pair of gloves and one sweater • • Cash allowance of \$250 per year to buy 2 pairs of approve safety shoes       \$46,250       \$46,250       \$46,250         8       Uniform and Equipment       • One step above 9132 current base salary (not at top step) • 5% more than their base rate (at top step) • 5% more than their base rate (at top step) • 5% more than their base rate (at top step) * 5% more than their base rate (at			(\$5,276)	(\$5,703)	(\$7,034)	variable fringe
6       Floating Holidays       • From 2 floating holidays to 3 floating holidays       \$6,073       \$6,525       \$7,922       variable fringe         7       Tuition Reimbursement       • Allocate the remaining balance only during the term of the agreement to the program • Employees may not receive more than \$500 (from \$250) per FY from allocation from anite nance allowance of \$25 per month • Add to part of required uniform: one pair of gloves and one sweater • • Cash allowance of \$250 per year to buy 2 pairs of approve safety shoes       \$46,250       \$46,250       \$46,250         8       Uniform and Equipment       • One step above 9132 current base salary (not at top step) • 5% more than their base rate (at top step) • 5% more than their base rate (at top step) • 5% more than their base rate (at top step) * 5% more than their base rate (at			\$19.247	\$21.889	\$26,573	salary
<ul> <li>Allocate the remaining balance only during the term of the agreement to the program</li> <li>Employees may not receive more than \$500 (from \$250) per PY from allocation</li> <li>Uniform maintenance allowance of \$25 per month</li> <li>Add to part of required uniform: one pair of gloves and one sweater</li> <li>Sach allowance of \$250 per year to buy 2 pairs of approve safety shoes</li> <li>S46,250</li> <li>S46,2</li></ul>		- Franz 2 flasting halidays to 2 flasting halidays			· · · ·	
y       Tuition Reimbursement       agreement to the program	6 Floating Holidays		\$6,073	\$6,525	\$7,922	variable fringe
7       Tuition Reimbursement       • Employees may not receive more than \$500 (from \$250) per FY from allocation       \$0       \$1,250       \$1,250         8       Uniform and Equipment       • Add to part of required uniform: one pair of gloves and one sweater       \$46,250       \$46,250       \$46,250         9       Acting Assignment Pay       • One step above 9132 current base salary (not at top step)       \$(\$3,959)       \$(\$3,024)       \$267       salary         9       Acting Assignment Pay       • One step above 9132 current base salary (not at top step)       \$(\$1,249)       \$(\$901)       \$79       variable fringe         Paperless Pay Policy: Employees will receive pay electronically       Employees will receive pay and pay advices electronically       52,616       \$2,739       \$2,959       salary       Acting Assignment Pay       Nors per pay period         11       Peer Assistance       Provide Standby Pay of 10%       \$825       \$817       \$882       variable fringe         12       Compensatory Time       • Accrual cap of 120 from 240 and fiscal year carryover limited to 40 hours; • Balances paid out if appointed to a new position in another deganatement; • Balances paid out if appointed to a new position in another deganatement; • Balances paid out if appointed to higher, non "2", or to "2"       Salary       savings due to change i capping is offset by cos payout of CTO balance         12       Compensatory Time       educat						
7       Tuition Reimbursement       from allocation       \$0       \$1,250       \$1,250         8       Uniform maintenance allowance of \$25 per month -Add to part of required uniform: one pair of gloves and one sweater - Cash allowance of \$250 per year to buy 2 pairs of approve safety shoes       \$46,250       \$46,250       \$46,250         9       Acting Assignment Pay -One step above 9132 current base salary (not at top step)       (\$3,959)       (\$3,024)       \$2677       salary         9       Acting Assignment Pay -One step above 9132 current base salary (not at top step)       (\$1,249)       (\$901)       \$79       variable fringe         9       Acting Assignment Pay -Depertess Pay Policy: Employees will receive pay electronically       Employees will receive pay and pay advices electronically       \$2,616       \$2,739       \$2,959       salary - Assuming 1 Ee, hours per pay period         10       Peer Assistance       Provide Standby Pay of 10%       \$825       \$817       \$882       variable fringe         11       Peer Assistance       Provide Standby Pay of 10%       \$825       \$817       \$882       variable fringe         12       Compensatory Time       Geagrade dasifications       Gene dasifications       Gene dasifications       Gene dasifications       Gene dasifications       Gene dasifications         13       Compensatory Time       Gene dasifications <td></td> <td>0 1 0</td> <td></td> <td></td> <td></td> <td></td>		0 1 0				
a       -Add to part of required uniform: one pair of gloves and one sweater       -Add to part of required uniform: one pair of gloves and one sweater       -Add to part of required uniform: one pair of gloves and one sweater         a       Uniform and Equipment       safety shoes       -Add to part of required uniform: one pair of gloves and one sweater       -S46,250       S46,250       S46,250         a       Acting Assignment Pay       -One step above 9132 current base salary (not at top step)       (S1,249)       (S901)       S79       variable fringe         Paperless Pay Policy: Employees will receive pay and pay advices electronically       Employees will receive pay and pay advices electronically       -Compose set of the set of	7 Tuition Reimbursement		\$0	\$1,250	\$1,250	
sweater       ·Cash allowance of \$250 per year to buy 2 pairs of approve safety shoes       \$46,250       \$46,250       \$46,250         9       Acting Assignment Pay       ·One step above 9132 current base salary (not at top step)       (\$3,959)       (\$3,024)       \$267       salary         9       Acting Assignment Pay       ·S% more than their base rate (at top step)       (\$1,249)       (\$901)       \$79       variable fringe         Paperless Pay Policy: Employees will receive pay employees will receive pay electronically       Employees will receive pay and pay advices electronically       (\$1,249)       (\$901)       \$79       variable fringe         10       electronically       Employees will receive pay and pay advices electronically       \$2,616       \$2,739       \$2,959       hours per pay period         11       Peer Assistance       Provide Standby Pay of 10%       \$825       \$817       \$882       variable fringe         *Accrual cap of 120 from 240 and fiscal year carryover limited to d0 hours; *Balances paid out if appointed to a new position in another department; *Balances paid out if appointed to a new position in another department;       Salary       \$825       \$817       \$882       savings due to change in capping is offset by coss payout of CTO balance therefore, no cost/saving washout)						
8       Uniform and Equipment       • Cash allowance of \$250 per year to buy 2 pairs of approve safety shoes       \$46,250       \$46,250       \$46,250         8       Uniform and Equipment       • Cash allowance of \$250 per year to buy 2 pairs of approve safety shoes       \$46,250       \$46,250       \$46,250       \$46,250         9       Acting Assignment Pay • One step above 9132 current base salary (not at top step) • 5% more than their base rate (at top step)       (\$1,249)       (\$901)       \$79       variable fringe         9       Paperless Pay Policy: Employees will receive pay electronically       Paperless Pay Policy: Employees will receive pay and pay advices electronically       (\$1,249)       (\$901)       \$79       variable fringe         10       Peer Assistance       Provide Standby Pay of 10%       Salary       \$825       \$817       \$882       variable fringe         11       Peer Assistance       Provide Standby Pay of 10%       \$825       \$817       \$882       variable fringe         12       Compensatory Time       • Accrual cap of 120 from 240 and fiscal year carryover limited to 40 hours; • Balances paid out if appointed to a new position in another department; • Balances paid out if appointed to higher, non-"2", or to "2" designated classifications       Eastore pair washout)       pair washout)         12       Compensatory Time       Designated classifications       Designated classifications       D						
8       Uniform and Equipment       safety shoes       \$46,250       \$46,250       \$46,250       \$46,250         9       Acting Assignment Pay Paperless Pay Policy: Employees will receive pay electronically       -One step above 9132 current base salary (not at top step) · 5% more than their base rate (at top step)       (\$3,959)       (\$3,024)       \$267       salary         10       Paperless Pay Policy: Employees will receive pay electronically       Employees will receive pay and pay advices electronically       (\$1,249)       (\$901)       \$79       variable fringe         10       Peer Assistance       Provide Standby Pay of 10%       \$825       \$817       \$882       variable fringe         11       Peer Assistance       Provide Standby Pay of 10%       \$825       \$817       \$882       variable fringe         12       Compensatory Time       ealances paid out if appointed to a new position in another department; • Balances paid out if appointed to higher, non-"2", or to "2" degarted classifications       variable fringe       variable fringe         12       Compensatory Time       galances paid out if appointed to higher, non-"2", or to "2"       current output for to "2"       current output for to "2"         13       Compensatory Time       Gamma declassifications       current output for to "2"       current output for to "2"       current output for to "2"      <						
9       Acting Assignment Pay       •One step above 9132 current base salary (not at top step)       (\$1,249)       (\$901)       \$79       variable fringe         9       Acting Assignment Pay       •S% more than their base rate (at top step)       (\$1,249)       (\$901)       \$79       variable fringe         10       electronically       Employees will receive pay and pay advices electronically       no costing       no costing         11       Peer Assistance       Provide Standby Pay of 10%       \$825       \$817       \$882       variable fringe         11       Peer Assistance       Provide Standby Pay of 10%       \$825       \$817       \$882       variable fringe         11       Peer Assistance       Provide Standby Pay of 10%       \$825       \$817       \$882       variable fringe         12       Compensatory Time       • Accrual cap of 120 from 240 and fiscal year carryover limited to 40 hours;       • Balances paid out if appointed to a new position in another department;       • Balances paid out if appointed to higher, non-"Z", or to "Z"       assume therefore, no cost/savi (maximus)       assump therefore, no cost/savi (maximus)       assump therefore, no cost/savi (maximus)         12       Compensatory Time       Image therefore in the comp the comp therefore in the comp therefore	8 Uniform and Equipment		\$46,250	\$46,250	\$46,250	
9       Acting Assignment Pay       •One step above 9132 current base salary (not at top step)       (\$1,249)       (\$901)       \$79       variable fringe         9       Acting Assignment Pay       •S% more than their base rate (at top step)       (\$1,249)       (\$901)       \$79       variable fringe         10       electronically       Employees will receive pay and pay advices electronically       no costing       no costing         11       Peer Assistance       Provide Standby Pay of 10%       \$825       \$817       \$882       variable fringe         11       Peer Assistance       Provide Standby Pay of 10%       \$825       \$817       \$882       variable fringe         11       Peer Assistance       Provide Standby Pay of 10%       \$825       \$817       \$882       variable fringe         12       Compensatory Time       • Accrual cap of 120 from 240 and fiscal year carryover limited to 40 hours;       • Balances paid out if appointed to a new position in another department;       • Balances paid out if appointed to higher, non-"Z", or to "Z"       assume therefore, no cost/savi (maximus)       assump therefore, no cost/savi (maximus)       assump therefore, no cost/savi (maximus)         12       Compensatory Time       Image therefore in the comp the comp therefore in the comp therefore			/d=··	(A)	·	
9       Acting Assignment Pay       • 5% more than their base rate (at top step)       (\$1,249)       (\$901)       \$79       variable fringe         Paperless Pay Policy: Employees will receive pay       Employees will receive pay and pay advices electronically       Image: Complex co		One step above 9132 current base salary (not at top step)	(\$3,959)	(\$3,024)	\$267	salary
Paperless Pay Policy: Employees will receive pay electronically       Employees will receive pay and pay advices electronically       Image: Construct of the pay is the pay and pay advices electronically       Image: Construct of the pay advices electronically <td>9 Acting Assignment Pav</td> <td></td> <td>(\$1,249)</td> <td>(\$901)</td> <td>\$79</td> <td>variable fringe</td>	9 Acting Assignment Pav		(\$1,249)	(\$901)	\$79	variable fringe
10       electronically       Employees will receive pay and pay advices electronically       Image: Construct of the stands o	,					<b>V</b> .
11       Peer Assistance       Provide Standby Pay of 10%       \$2,616       \$2,739       \$2,959       salary - Assuming 1 Ee, hours per pay period         11       Peer Assistance       Provide Standby Pay of 10%       \$825       \$817       \$882       variable fringe         • Accrual cap of 120 from 240 and fiscal year carryover limited to 40 hours;       • Balances paid out if appointed to a new position in another department;       • Balances paid out if appointed to higher, non-"Z", or to "Z"       and therefore, no cost/savid (washout)         12       Compensatory Time       Compensatory Time       and the provide to the paid out if appointed to higher, non-"Z", or to "Z"       and the provide to the paid out if appointed to higher, non-"Z", or to "Z"						
11       Peer Assistance       Provide Standby Pay of 10%       \$825       \$817       \$882       variable fringe         11       Peer Assistance       Provide Standby Pay of 10%       \$825       \$817       \$882       variable fringe         11       Peer Assistance       Accrual cap of 120 from 240 and fiscal year carryover limited to 40 hours; • Balances paid out if appointed to a new position in another department; • Balances paid out if appointed to higher, non-"Z", or to "Z" designated classifications       Savings due to change i capping is offset by cos payout of CTO balance therefore, no cost/saving (washout)	10 electronically	Employees will receive pay and pay advices electronically				no costing
11       Peer Assistance       Provide Standby Pay of 10%       \$825       \$817       \$882       variable fringe         11       Peer Assistance       • Accrual cap of 120 from 240 and fiscal year carryover limited to 40 hours;       • Accrual cap of 120 from 240 and fiscal year carryover limited to 40 hours;       • Balances paid out if appointed to a new position in another department;       • Balances paid out if appointed to higher, non-"Z", or to "Z"       • Balances paid out if appointed to higher, non-"Z", or to "Z"       • Balances paid out if appointed to higher, non-"Z", or to "Z"       • Warkburget         12       Compensatory Time       • Balances paid out if appointed to higher, non-"Z", or to "Z"       • Balances paid out if appointed to higher, non-"Z", or to "Z"       • Balances paid out if appointed to higher, non-"Z", or to "Z"						salary - Assuming 1 Ee, 16
<ul> <li>Accrual cap of 120 from 240 and fiscal year carryover limited to 40 hours;</li> <li>Balances paid out if appointed to a new position in another department;</li> <li>Balances paid out if appointed to higher, non-"Z", or to "Z" designated classifications</li> <li>Compensatory Time</li> </ul>			\$2,616	\$2,739	\$2,959	
<ul> <li>Accrual cap of 120 from 240 and fiscal year carryover limited to 40 hours;</li> <li>Balances paid out if appointed to a new position in another department;</li> <li>Balances paid out if appointed to higher, non-"Z", or to "Z" designated classifications</li> <li>Compensatory Time</li> </ul>						
<ul> <li>Accrual cap of 120 from 240 and fiscal year carryover limited to 40 hours;</li> <li>Balances paid out if appointed to a new position in another department;</li> <li>Balances paid out if appointed to higher, non-"Z", or to "Z"</li> <li>Compensatory Time</li> </ul>	11 Peer Assistance	Provide Standby Pay of 10%	\$825	\$817	\$882	variable fringe
40 hours;       -Balances paid out if appointed to a new position in another department;       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or to "Z"       -Balances paid out if appointed to higher, non-"Z", or		· ·				
12     Compensatory Time     department; • Balances paid out if appointed to higher, non-"Z", or to "Z" designated classifications     a     a     payout of CTO balance therefore, no cost/savi (washout)						savings due to change in CTO
12     Compensatory Time        • Balances paid out if appointed to higher, non-"Z", or to "Z" designated classifications         therefore, no cost/savi (washout)						capping is offset by cost of
12     Compensatory Time     designated classifications     (washout)						
	12 Compensatory Time					
TOTAL <u>\$112,986</u> \$141,708 \$217,412	sompensatory nine			_		
		TOTAL	<u>\$112,986</u>	<u>\$141,708</u>	<u>\$217,412</u>	