

2005 - 2008

C O N T R A C T

By and Between

CLARK COUNTY HEALTH DISTRICT

and

GENERAL & SUPERVISORY EMPLOYEES

HEALTH DISTRICT CHAPTER

SERVICE EMPLOYEES INTERNATIONAL UNION

S.E.I.U. LOCAL 1107

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Preamble

1. The District and the Union agree that the Clark County Health District will strive to ensure that all Clark County residents and visitors can live in a healthy environment.
2. The District and the Union agree that the Clark County Health District will work toward its mission of protecting and promoting the health, the environment and the well-being of Clark County residents and visitors through the ten essential public health services and other appropriate means.
3. The District and the Union recognize that in order to reach these goals, Clark County Health District will foster a work place that is safe, fair, honest, efficient, and free from harassment at all times, and at which all staff and clients are treated with dignity and respect.

Article 1. Recognition and Bargaining Unit Membership

1. Bargaining Unit Membership
 - A. Pursuant to the provisions of the Local Government Employee-Management Relations Act, Chapter 288 of the Nevada Revised Statutes, the Clark County Health District, hereinafter referred to as the "District," recognizes the Service Employees International Union, S.E.I.U. Local 1107, hereinafter referred to as the "Union" as the exclusive representative of Health District employees who are eligible to be represented by the Union except as limited by NRS 288.
 - B. As described herein, this contract covers two (2) bargaining units, which were established pursuant to the procedures as contained in NRS 288. For simplicity purposes only, the parties have combined all contract terms applicable to each bargaining unit under this one agreement. Nevertheless, it is the express intention of both parties that each bargaining unit will be deemed to have its own collective bargaining agreement with the relevant terms separately applicable to each. Thus, each article contained herein will have its appropriate and separate application as to the general unit and the supervisory unit.
 - C. The term "eligible employee" as used in this Agreement applies to those persons having a regular appointment (including grant funded employees) to the work force of the District, excluding however, division directors, managers, administrative (as defined by NRS 288.025), confidential employees, temporary (excluding grant funded employees) and less than half-time employees throughout the District.
 - D. Other than those already agreed to in Appendix A, the District shall determine after consultation with the Union which of its employees shall be placed in the general or supervisory bargaining unit. Supervisory employees shall not be a member of the same bargaining unit as the employees under their direction. Any unresolved dispute between the parties as to whether an employee is a

supervisor shall be submitted to the Local Government Employee-Management Relations Board.

2. Determination of Bargaining Unit Status
 - A. The District and the Union agree to comply with the provisions of NRS 288.160 and NRS 288.170.
 - B. The District shall notify the Union in writing of its intent to eliminate a bargaining unit classification twenty (20) working days in advance. Upon receipt of the notification from the District, the Union shall notify the District in writing within ten (10) working days if it believes the elimination is inappropriate. The parties shall meet within five (5) working days to attempt to resolve the dispute. If the Union and the District cannot agree, the dispute may be submitted to the Employee-Management Relations Board as provided under NRS 288.
 - C. The District shall notify the Union, in writing, of its intent to establish any new classification, at least three (3) working days prior to presentation to the District Board of Health, and state its determination whether the new classification is or is not a bargaining unit classification. Upon receipt of the notification from the District, the Union shall, within five (5) working days, notify the District, in writing, if it believes the new classification belongs in the bargaining unit. The parties shall meet within five (5) working days to attempt to resolve the dispute. If the Union and the District cannot agree, the District's action may be submitted to the Employee-Management Relations Board as provided under NRS 288.
3. A copy of the Board of Health agenda shall be mailed to the Union Executive Director and District Chapter Vice President at least three (3) working days prior to the meeting.
4. Bargaining unit eligible classifications for the general and supervisory units may be found in an appendix to this Agreement.

Article 2. Definitions

Unless the context otherwise requires, the words and terms used in this Agreement shall have the meanings ascribed to them below. Any words or terms not ascribed below shall be interpreted in their context as such appears in this Agreement and, if no context is apparent, shall be given their plain and ordinary meaning.

- (1) **Actual Service** - The number of continuous days actually worked on the job. Paid absence from work due to sick leave, approved vacation, occupational injury or illness incurred in the District's service, and temporary military duty, shall be deemed actual service.
- (2) **Adjusted Work Schedule (AWS)** - A business work schedule mutually adopted by the employee with written approval from appropriate District management for

purposes of serving legitimate business need outside the standard work schedule of Monday through Friday 8:00 am – 4:30 pm.

- (3) **Adjusted Work Week (AWW)** - A business work week schedule assigned by appropriate District management for purposes of serving a legitimate business need outside the standard work schedule and within a specific biweekly pay period.
- (4) **Appointing Authority** - Clark County Health District Board of Health who, having the authority legally to make appointments to positions in the District service, may delegate the authority to the Chief Health Officer or appropriate nominee.
- (5) **Break In Service** - A period during which an employee is not in paid status and is ineligible to accrue sick leave, vacation leave, longevity, and other benefits unless otherwise delineated in this Agreement. Actual service and performance evaluation periods shall be subject to date adjustment for a break in service unless otherwise delineated in this Agreement.
- (6) **Classification** - A group of positions sufficiently similar with respect to their duties and responsibilities that the same job title may reasonably and fairly be used to designate each position allocated to the class, that substantially the same tests of fitness may be used, that substantially the same minimum qualifications may be required and that the same schedule of compensation may be made to apply with equity. A position description, salary schedule and title approved by the Board.
- (7) **Class Specification** - A written job description of a classification including but not limited to: title, knowledge, skills, abilities, position definition, minimum qualifications and examples of essential responsibilities and duties.
- (8) **Day** - A consecutive 24 hour period within a Sunday through Saturday week. A day begins at 12:01 a.m. and ends at midnight each day of the week.
- (9) **Demotion** - Movement of an employee from one classification to another classification with a lower salary range.
- (10) **Employee** - A person legally holding a position in the public service of the District under any appointment employing them as an employee. The District observes the following employee categories:
 - A. **Grant Employee** - An employee occupying a position funded by grant monies. Such employees accrue fringe benefits in the manner set forth in this Agreement and the Grant. The term of employment is subject to the continuance of grant funds.
 - B. **Less Than 20 Hours Employee** - An employee working nineteen (19) hours or less per week. Less Than 20 Hours employees are not eligible for fringe benefits covered by this Agreement.
 - C. **Part-Time Employee** - An employee working twenty (20) hours or more per week but less than forty (40) hours per week. Such employees accrue fringe benefits in the manner set forth in this Agreement.

- D. **Probationary Employee** - A newly hired employee that has not satisfied the probationary period of six months and 1040 hours as part of final selection. Probationary employees are not covered by this Agreement. Hours worked during the probationary period shall be deemed actual service.
 - E. **Provisional Employee or Emergency Employee** - An employee temporarily appointed, for a term not to exceed six (6) months, to fill a vacancy for which there is no appropriate list of eligible candidates available. Provisional appointments may be extended only for extenuating circumstances which are made a matter of record.
 - F. **Regular Employee** - An employee legally holding a position in the public service of the District under any appointment employing them as an employee and who has been lawfully retained after completion of the probationary period of six months and 1040 hours.
 - G. **Temporary Employee** - an employee that may be selected from the appropriate list of eligible candidates to be employed for a period of less than six (6) months.
- (11) **Merit System** is an established procedure for administering rules and regulations of employment which insures that equity of practice prevails.
 - (12) **Nevada Revised Statutes (NRS)** - The applicable section(s) of the Nevada Revised Statutes and all amendments enacted during the term of this Agreement.
 - (13) **Position** is a group of duties and responsibilities that have been assigned to a single employee on a full-time or part-time basis.
 - (14) **Promotion** is any movement of an employee from a position in a classification to a position in a classification having a higher maximum salary range, excluding general salary adjustments.
 - (15) **Regular Pay** - The hourly rate of compensation payable to an employee in exchange for services rendered during a scheduled hour within a work day.
 - (16) **Rehire** - The appointment of a former regular employee who separated from District service in good standing.
 - (17) **Reinstatement** - The reinstatement of a former regular employee who separated from District less than six (6) months, left service in good standing and is reinstated to the employee's last classification held prior to separation. Total service for a reinstated employee shall be adjusted less the duration of a period of separation not to exceed six (6) consecutive months.
 - (18) **Schedule** - A term used to designate a salary range. All classes placed in the same salary schedule have the same salary range or rate.
 - (19) **Step** - One pay increment within the 14-step salary schedule.
 - (20) **Supervisor** - A District employee holding a supervisor title in a Board approved classification who is responsible for supervising the work of others. Individuals that

conduct lead duties that include some supervisory functions are not deemed to be supervisors.

- (21) **Transfer** - is any movement of an employee from one position to another position in the same classification or related classification with the same salary grade; or the movement of the employee with his/her position to another location.
- (22) **Voluntary** - shall mean at the election of the employee.
- (23) **Workday** - An operational business day for the District on a Monday through Friday schedule. Holidays will not be considered a District workday.

Article 3. District Management Rights

- 1. The District and the Union agree that (1) all rights and responsibilities of the District not specifically modified by this Agreement shall remain the function of the District. (2) The exercise or non-exercise of any right or responsibility hereby reserved to the District shall not be considered a requirement or a waiver of the District's right to exercise such right or responsibility. (3) The parties are bound by the statutory provisions of NRS 288 concerning management rights.

Article 4. No Strike

- 1. The Union agrees that there shall be no strikes against the District under any circumstances and that all District employees shall continue work under all circumstances.
- 2. The District and the Union agree to be bound by the provisions of NRS 288 concerning strikes.

Article 5. Non-Discrimination

- 1. The District and the Union will not discriminate either directly or indirectly, nor will they, through any of their agents or representatives, discriminate either directly or indirectly against any employee by reason of race, color, creed, sex, sexual orientation, marital status, age, national origin, disability, ancestry, medical disability, physical or visual disability, religion, veteran status, HIV status, political affiliation, membership, nonmembership, or activity in the Union or any other consideration made unlawful by federal, state or local laws. This commitment applies to all persons involved in the operations of the District and prohibits unlawful discrimination by any employee or contractor of the District.
- 2. Non-discrimination is governed by federal and state statutes. Violations of this article will not be subject to the grievance process.

Article 6. District Decorum

1. Employees of the District are routinely and constantly exposed to and in close contact with the public and with fellow employees. Each employee shall always present a courteous and cooperative attitude toward the public and fellow employees, and shall give full and serious attention to assigned job duties and shall conduct same in a professional manner.
2. The District's administration of public health functions requires that a clean and professional image be maintained by District employees. Employees shall always dress appropriately, in a manner consistent with their current job duties.

Article 7. Union Rights

1. New Employees and Orientation

An integral part of each employee's tenure with the District is an understanding of the Collective Bargaining Agreement and the role of the Union in the employment setting. As such, each new employee, as part of their quarterly District-Wide orientation, shall be required to attend a mandatory thirty (30) minute session, not to be the last session, where they will receive an overview of the Union and its programs. The session will be conducted by Union representatives designated by the Union. Each employee must sign that they attended and failure to attend will carry the same consequence as if the employee missed any other part of new employee orientation. No disparaging comments will be made regarding management or the District and the District shall receive prior copies, where possible, of all materials to be distributed and presented at the orientation, which shall include but not be limited to a copy of the Agreement, a Union membership card, a Union COPE card, and a list of shop stewards prepared by the Union showing their division/section and/or work areas and telephone numbers. The District shall provide to the Union a list of all employees attending the orientation as many days as possible prior to such orientation and no later than the day before the orientation.

2. Field Representatives

- A. An authorized field representative of the Union shall be permitted to enter the facility at reasonable times for union business, to check upon complaints of bargaining unit employees, and to participate in meetings with management.
- B. The field representative will abide by District policies while on premises. Field representatives shall give reasonable advance notice to the Chief Health Officer or designee of the intended visit, before entering work areas.
- C. The union representative shall not interfere in any way with the work of any employee. Field representatives shall not direct any employee how to perform the assigned work, shall not countermand the order of any supervisor and shall not interfere with the normal operations of the District or any employee.

D. This shall not prevent a union field representative from conferring with an employee and the employee's supervisor or a District representative on District time in connection with a complaint or problem concerning the employee.

3. Union Shop Stewards and Union Business

A. The Union shall provide the District with a written list of up to thirteen (13) union stewards after their designation, and shall notify the District of changes as they occur. Additionally, the Union may designate one chief steward and one Vice-President. The District is not obligated to recognize a Union steward under this Article until after the District's receipt of written Union designation.

B. The functions of the union steward include the authority (1) to settle or assist in settling problems arising in connection with the application or interpretation of the Agreement, (2) to resolve grievances at Step 1 or 2 of the grievance procedure, and (3) to serve as a Union representative for disciplinary meetings.

C. For each separate fiscal year covered by this agreement, the union will be allocated a total of six hundred (600) hours of union business bank time for designated union members to attend monthly stewards meetings, conferences, legislative sessions or conventions, and other union business. Such union bank time will be shared between the supervisory and non-supervisory unit. The District will not be responsible for any industrial accidents resulting from activities performed on behalf of the union on or away from District work locations during normal duty hours.

D. Business and activities on behalf of the Union may be conducted during regular working hours, provided that employees who are designated by the Union to participate in such business or activities obtain prior approval for leave from their division director or designee. When such approval is obtained, the employee may utilize vacation, accrued compensatory time or union business bank time. The type of time taken shall be at the employee's option. Such leave shall be taken in cumulative increments of fifteen minutes with a half hour minimum for each occasion. A leave request will be submitted and approved prior to the time leave is taken. Release time as specifically addressed in this Agreement will not be unreasonably withheld. union business bank time requests will be approved by the chief steward, the union's executive director or president and shall be forwarded to human resources for proper time card recording no later than twelve p.m. (12:00 pm) on the last Friday of the pay period in which the time was used. Any union business bank time that is not approved shall be charged to the employee's accrued vacation leave.

E. Up to fifteen (15) members of the Union shall be released from work at 3:00 pm for renegotiation of this agreement.

- F. Union stewards shall perform their functions or Union related activities with the use of bank time. However, if a meeting is mutually agreed to with the union steward during the union steward's work shift, the District will pay for that time. If the union steward wishes to schedule a meeting with an employee during the union steward's work shift, union business bank time shall be used.
- G. Union stewards shall not direct any employee how to perform work, shall not countermand the order of any supervisor, and shall not interfere with the normal operations of the District or any employee.
- H. Upon advance written request and subject to staffing and scheduling needs, duly recognized shop stewards will be permitted to leave their normal work to attend the monthly shop steward meeting. The District shall not unreasonably deny such requests. Such leave time shall be charged to the union business bank time balance.

4. Discipline and Grievances

- A. One union steward shall be granted leave from duty with full pay for the purpose of investigating and processing filed grievances or disciplinary appeals when such business takes place at a time during which the representatives are scheduled to be on duty. One union steward may be granted leave with pay for pre-disciplinary meetings with the District when such meetings take place at a time when the steward is scheduled to be on duty.
- B. Employees who are needed as witnesses or because of direct knowledge of or involvement in the incident may be called without loss of pay or leave time by the Union or the District to scheduled meetings between the District and the Union regarding filed grievances, disciplinary appeals, or joint investigatory meetings. Employees shall report at the time specified and shall report back to work upon conclusion of their statement.
- C. Such leave from duty shall be reported under the union time payroll tracking code on the employee's timecard and shall not be considered "bank time."

Article 8. Bulletin Boards-Meeting Rooms

- 1. The District will provide three bulletin boards measuring at least 2' x 3' for the exclusive use of the Union at the main District Health Center. One will be placed outside the cafeteria. The remaining two bulletin boards will be placed in Nursing and Environmental Health. The specific placement of these bulletin boards will be determined by mutual agreement between the Union and the division directors. The District will also provide space or a bulletin board for the Union's use at various off-campus permanent worksites where at least ten (10) bargaining unit members are assigned.

2. All notices which appear on the space provided to the Union on bulletin boards shall be dated and signed by the chief steward of the Union or designee. For the first ten (10) working days properly dated and posted notices may only be removed by an authorized member of the bargaining unit, except as specified in Section 4. Union notices shall relate to items of interest to members. The Union agrees to submit a copy of all notices it posts to the Chief Health Officer at or before the time of posting.
3. The Union may send one mass e-mail per month to the bargaining unit. Mass e-mails will be provided to Human Resources for distribution via the District e-mail system and shall be sent within one working day from the time of receipt.
4. It is also understood that no material may be posted on bulletin boards or sent to CCHD e-mail addresses at any time which contains any of the following:
 - A. Personal attacks upon any member or any non-member employee;
 - B. Scandalous, scurrilous or derogatory attacks upon the District and/or District Administration;
 - C. Attacks on any other employee organization, regardless of whether the organization has local membership; or
 - D. Attacks on and/or favorable comments regarding a candidate for a partisan political office.

If materials containing any of the preceding are posted, they will be removed by District Administration.
5. The District, upon written request of the Union, shall provide space for meetings of the Union in the District Health Center, at reasonable times and dates.

Article 9. Dues and COPE (Committee on Political Education)

1. The District agrees, consistent with the provisions contained herein, to deduct from the pay check of each employee within the bargaining unit who has signed an authorized payroll deduction card for the current contract period such amount as has been officially voted by the membership and designated by the Union as dues and is so certified by the appropriate Union treasurer.
2. Such funds will be remitted biweekly by the District to the appropriate Union treasurer. Dues deduction authorization is continuous unless withdrawn by written request to the human resources office and copied to the Union by a member between October 1st and October 15th of the calendar year.
3. The Union agrees to indemnify and hold the District harmless against any and all claims, suits, orders or judgments brought or issued against the District as a result of any action taken or not taken by the District under the provisions of this Article.

4. The District will not be required to honor any biweekly deduction authorizations that are delivered to the district payroll department after the beginning of the pay period during which the deductions should start.
5. No later than the fifteenth of each month, the District shall provide to the Union the following related to District employees eligible for inclusion in the unit. The format of the report will be a standard computer database importable electronic file in a format agreed upon by the parties.
 - A. All union eligible employees by name, address, hire date, hourly wage, classification, most recent employment action, effective date, section and division. Additionally, for employees separated from employment, termination reason and date will be included. Social security numbers will be included for employees who are Union members.
6. Deduction of COPE Monies
 - A. The District hereby agrees to honor all COPE contribution deduction authorizations from its employees who are Union members. The District will make the COPE contributions payable on the same schedule as the dues payments, but send them in a separate check.
 - B. The District will transmit the COPE report to the Union in the same manner as described in Section 5A of this Article.
 - C. The Union will hold the District harmless against any claim which may be made by any person by reason of the COPE deductions described herein, including the cost of defending such claim. The Union will have no monetary claim against the District by reason of failure to perform under this Article.

Article 10. Joint Labor Management Committee

1. There shall be a Joint Labor Management Committee (JLMC) consisting of eight (8) District management representatives and eight (8) Union representatives. Both the Union and the Health District retain the authority to choose who represents their side of the JLMC. Each side of the JLMC shall choose representatives from at least three different divisions within the District. The Union and the Health District shall advise each other in writing of the appointments to the JLMC, and on written notice to the other, the Union and/or the Health District may change representatives from time to time.
2. Meetings shall be held no less than bi-monthly at a site mutually determined. The parties may jointly agree on an informal agenda for discussion prior to the meeting.
3. As a courtesy and to assure adequacy of District staff for established work schedules, the Union representatives will be required to notify their immediate supervisor(s) of the date and time for such meetings as soon as possible after the meeting is scheduled and noticed to the members. District staffing requirements will

take precedence in the scheduling of any meetings. However, union representative's attendance shall not be unreasonably denied for any reason including staffing.

4. If an employee is scheduled to work during the time in which the meeting is held, the employee representative shall be paid straight time pay for attendance at, and travel related to, committee meetings (hours paid shall not exceed the number of hours in the employee's regularly scheduled shift). Attendance at committee meetings will not be considered time worked for the purposes of overtime calculation.
5. The JLMC is formed for the purpose of discussing issues of mutual concern. The Union and the Health District acknowledge that neither shall use this committee for the purposes of collective bargaining.

Article 11. Quality Services Committee

1. Composition

A Quality Services Committee shall be established comprised of six (6) bargaining unit employees selected by the Union and six (6) representatives of the District selected by the District. Of the six (6) appointees from each team, at least three shall be from distinct programmatic divisions.

2. Purpose

The purpose of this committee is to monitor the quality of client services as they relate to the day-to-day working conditions of the employees and to make recommendations to improve services in the context of working conditions related to work design, services provided, language issues and translation of signage/client forms, diversity issues, or in the current method or system of client service delivery.

3. Meetings

The Employer will allow three (3) hours per month of paid time for each employee member of the committee to attend meetings and participate in related activities, as deemed related by the committee.

4. Dispute Resolution

In the event the Quality Services Committee is unable to reach agreement on a recommendation two opposing recommendations shall be presented to the Chief Health Officer, for final decision.

Article 12. Safety

1. The District shall remain in compliance with the state and federal laws with respect to the health and safety of employees during their employment. The District may furnish at its expense any required personal standard safety and protective devices.

2. The District has the right to adopt reasonable safety rules in accordance with the Federal Occupational Safety and Health Act and will notify the Union prior to implementation. Should the District adopt a safety requirement that is more restrictive or not necessarily required by OSHA, the District will notify and discuss with the Union prior to implementation.
3. The Clark County Health District Safety Committee will meet bi-monthly or more often if the parties agree. The Union will appoint one union member from each division; Environmental Health, Nursing, Community Health Services and Administration and the Health District shall appoint a management representative from each division as well. The purpose of this committee is to monitor the health and safety of the work environment of the employees and to make recommendations related to health and safety. The human resources manager or designee shall provide appropriate administrative support to the Safety Committee.
4. It is the duty of each employee to comply with all health and safety regulations and if any safety or health hazard is detected by an employee, the employee shall promptly report the safety hazard to the Health District. The Union shall promptly notify the Health District of health and safety hazards, violations or problems of which the Union is aware. The Health District shall have a reasonable period of time to remedy any problems or situations and respond to the notices brought to the attention of the Health District by the employees or the Union. No adverse action shall be taken for reporting employee health and safety concerns to the Health District, the Union, and federal or state authorities.
5. Any employee having a physical safety concern may complete the required form for submission to the human resources manager and the safety committee which shall review the concern and respond in writing to the employee(s) initiating the concern as to the committee's disposition of same.

Article 13. Employee Evaluations

1. The District shall give each employee a current copy of the classification specification applicable to the position occupied by the employee. The District shall maintain a uniform and consistent performance evaluation program for all employees of the bargaining unit. Employees shall be given a written evaluation of work performance by their immediate supervisor within the first six (6) months following employment and annually thereafter, regardless of placement within their salary range.
2. The supervisor shall review the performance evaluation with the employee and provide a copy of the evaluation to the employee. Twice annually, May and October of each year, employees whose performance is tracking below an overall standard rating of three (3) will be notified by their supervisory and management staff that there are performance deficiencies.
3. In the event a permanent employee's overall performance is rated substandard (below a rating of 3) the employee may request a review of the performance

evaluation with the appropriate section manager and division director. At that review, the employee may present appropriate information regarding comments and issues put forward in the performance evaluation. The section manager and division director shall, after appropriate consideration, but within five (5) business days of the review, issue a formal decision upholding or modifying the performance evaluation.

4. Any employee on site and working who is scheduled to receive a performance evaluation in order to determine their qualifications for a step advancement shall receive said evaluation within thirty (30) days of the scheduled review date. If the above mentioned evaluation is not received within the required thirty (30) day period a two step advancement shall automatically be granted to the maximum of the salary range. Management staff failing to submit evaluations within the required thirty (30) day period will be subject to disciplinary action.
5. Human Resources must notify the division of upcoming performance evaluations due at least thirty (30) days prior to the evaluation due date.
6. Step advancements shall be effective as of the date the evaluation is due. When a salary adjustment is delayed solely through administrative delay or clerical error or is miscalculated in error, the employee shall receive the appropriate salary adjustment, retroactive to the date it was due.
7. The evaluation date shall be adjusted by the number of unpaid hours for employees who have eighty (80) or more hours of unpaid leave during the one year evaluation period.

Article 14. Outside Employment

1. Each employee shall, during hours of active duty, devote the whole time, attention and efforts to employment, and may not be required to perform any service except for the benefit of the District. No employee of the District may engage in any employment activity or enterprise which has been determined to be inconsistent, incompatible or in conflict with the assigned duties or with the duties, functions and responsibilities of the District. A conflict occurs whenever outside employment:
 - A. Involves the use for private gain or advantage of District time, facilities, equipment and supplies, or the badge, uniform, prestige or influence of one's District position, office or equipment; or
 - B. Involves receipt or acceptance by the employee of any money or other consideration for the performance of an act required or expected to be rendered in the regular course or hours of District employment; or
 - C. Involves the performance of an act in other than the employee's capacity as a District employee, which act may later be subject directly or indirectly to the control, inspection, review, audit or enforcement of any other officer or employee of the District within the employee's division; or

- D. Causes a decrease in the performance of assigned job duties as a District employee.
2. Each employee wishing to engage in outside employment shall make appropriate written request for approval through their division director or designee. Prior to undertaking any outside employment, approval must be secured. Approval or denial of outside employment will occur within ten (10) business days of the receipt of the request for approval. The reasons for a denial will be provided in writing to the employee, with an explanation of how the outside employment would conflict with the duties, functions or responsibilities on behalf of the District.

Article 15. Probation And Seniority

1. All new employees shall be regarded as probationary for the first six (6) months of employment; the probationary period may be extended one time for a period of time not to exceed three (3) months for any employee at the sole discretion of the Chief Health Officer or designee. The probationary period is a part of the selection process during which the District shall determine whether the performance of the employee is adequate, and whether the employee shall continue in the employment of the District. Each probationary employee may be terminated at will and without recourse to any appeal or grievance process.
2. Seniority shall be the uninterrupted length of service from the most recent date of employment by the District. Seniority shall serve as a tie breaker for selection of vacation periods when requests are submitted on the same day for the same period of time.
3. An employee's seniority rights shall cease upon separation from employment.
4. Upon reinstatement of a former employee, said employee shall receive adjusted seniority. Seniority will be adjusted for the period of time that the employee was absent from the District.
5. When an employee has been reinstated by an arbitrator pursuant to the grievance process or by a court order, the employee shall have full seniority reinstated from the most recent date of hire.

Article 16. Discipline, Demotion, Or Discharge

1. The right to issue discipline is vested exclusively in the District.
2. The purpose of disciplinary action is to be corrective and will be used by the District to prevent work deficiencies, to seek improvement to the appropriate standards, and to ensure that District policies/procedure are followed.
3. The District will follow progressive discipline, unless circumstances warrant more severe actions. The District reserves the right to skip one or more steps in appropriate cases. Progressive discipline may include one or more of the following steps:

- A. Documented Verbal Counseling;
 - B. Written Reprimand, (sometimes also referred to as a “Written Warning”);
 - C. Suspension of no more than twenty (20) working days;
 - D. Demotion; and
 - E. Termination.
4. The District may only discipline, demote, or terminate an employee who has completed the initial probationary period under Article 15 with just cause.
5. The purpose of each discipline shall be as follows:
- A. Documented Verbal Counseling – to communicate to the employee a violation of a work rule, District policy or procedure, or deficiencies in their work and that a repeat action may result in further discipline. It shall also contain direction on how the employee is to correct the violation.
 - B. Written Reprimand – a written communication to the employee for the same purposes as set out in 5(A) above or to inform the employee that a same or similar offense has been committed, and that a repeat offense may result in more severe discipline. It shall also contain direction on how the employee is to correct the violation.
 - C. Suspension – is the removal of an employee from duties for up to twenty (20) working days without pay. The notice of the suspension shall contain the reasons for the suspension, past discipline on which the District relied, if any, to issue the suspension, and may include direction to the employee on how to correct the violation.
 - D. Demotion – is the reduction of an employee’s pay step or classification. The notice of demotion shall contain the reasons for the demotion, past discipline on which the District relied, if any, to issue the demotion.
 - E. Termination – is the dismissal of the employee from service with the District. The notice of termination shall contain the reasons for the termination, and past discipline on which the District relied, if any, to issue the termination.
6. When an allegation is made against an employee(s), or when the District receives an allegation against an employee and the District determines an investigation is warranted, if the District determines it is in its best interest to remove the employee from the premises, it may suspend the employee pending the termination of the investigation. Any employee suspended during the investigation will be placed on paid administrative leave. A suspension pending investigation is not considered disciplinary action.

7. Any employee who receives a documented verbal counseling, written warning, suspension, demotion or is terminated shall receive a copy of the notice and shall sign a receipt to acknowledge having received the document. Such acknowledgement of receipt is not an admission to any allegations contained in the notice. A document in an employee's file without signature, or indication that the employee refused to sign the document shall not be considered discipline.
8. Employees shall receive copies of all disciplinary notices placed in their personnel files and shall have a right, within five (5) working days of issuance of the disciplinary notice, in addition to any appeal and/or grievance rights, to submit a written rebuttal. The written rebuttal shall be reasonable in length, relate directly to the disciplinary notice and be filed with the disciplinary notice.
9. The following notices of discipline and rebuttals may be removed from files in the following manner and upon the employee's written request to Human Resources:
 - A. Written Reprimands shall be removed from an employee's file after twenty-four (24) months have passed with no disciplinary notices having been issued to that employee;
 - B. Documented Verbal Counselings shall be removed from an employee's file after twelve (12) months have passed with no disciplinary notices having been issued to that employee.
10. Any employee of the District shall be entitled to have a union representative (field representative or union steward) present during an investigatory interview which may result in discipline.

Article 17. Discipline Appeal and Arbitration Procedure

1. When an employee receives a disciplinary notice, the employee may, subject to the deadlines and procedures below:
 - A. Appeal the Written Reprimand; or
 - B. File a grievance on a Suspension, Demotion, or Termination.
2. Appeal
 - A. An appeal shall be made in writing and received by the division director within ten (10) working days and state the reason why the employee is disputing the written reprimand.
 - B. The division director shall have a meeting with the employee, and the union representative, within ten (10) working days of receiving the appeal. For the purpose of attempting to resolve appeals as early as possible, the parties, at any meeting prior to and at the meeting described in this section, shall make full disclosure to each other of all facts and evidence then known to them which bear on the grievance. This shall include the right of the employee to inspect the employee's personnel file.

- C. If the meeting does not resolve the appeal, the division director will have ten (10) working days to provide a written statement with a decision upholding the discipline, modifying the discipline, or removing the discipline. Such statement will contain the reasons for the decision, with a copy to the employee, the employee's personnel file, and the Union.
- D. If the employee disagrees with the decision, the employee may, within ten (10) working days of the decision, submit a written rebuttal, reasonable in length and relating directly to the written reprimand and which will be filed with the discipline notice and the division director's decision.
- E. Except as set out below, the division director's decision shall be final and not subject to arbitration. However, if the written reprimand is used to support a subsequent suspension, demotion, or termination, the employee and the Union are entitled to grieve the written reprimand at the time of the suspension, demotion or termination provided that the employee and the Union have filed in a timely manner and participated in an appeal of the written reprimand under this Section.

3. Grievance

- A. A disciplinary grievance shall be made in writing and received by the division director within ten (10) working days of the disciplinary notice and state the reason why the employee is disputing the suspension, demotion or termination.
- B. The division director or designee shall have a meeting with the employee, and the union representative within ten (10) working days of receiving the disciplinary grievance. For the purpose of attempting to resolve disciplinary grievances as early as possible, the parties, at any meeting prior to, and at the meeting described in this section, shall make full disclosure to each other of all facts and evidence then known to them which bear on the grievance. This shall include the right of the employee to inspect the employee's personnel file.
- C. If the disciplinary grievance is not resolved at the meeting described in B above, the division director shall have five (5) working days to provide a written statement with a decision upholding the discipline, modifying the discipline, or removing the discipline. Such statement will contain the reasons for the decision, with a copy to the employee, the employee's personnel file, and the Union. The grievance may be referred to arbitration by written notice from the union or the party who filed the grievance within five (5) working days from receipt of the written decision from management.
- D. Until the permanent panel of arbitrators is selected, such notice shall contain a Request for Arbitrator from the Federal Mediation and Conciliation Service. The human resources office shall sign the joint request and forward it to the FMCS. Each party shall pay half the cost of the fee.

- E. Upon receipt of the list of seven arbitrators, the parties shall contact each other and take alternative strikes, with the Union striking first. Each side shall have the option to once reject the panel in its entirety.
 - F. The arbitrator so selected shall hold a hearing at a time and place convenient to both parties and shall take such evidence as in the arbitrator's judgment is appropriate for the disposition of the grievance.
 - G. Upon close of the hearing, the arbitrator shall have thirty (30) days to reduce the decision to writing and submit it to the respective parties.
 - H. The arbitrator shall neither add to, subtract from, nor modify the language of the Contract in arriving at a determination. The arbitrator shall expressly confine the arbitration award to the specific issue(s) submitted for arbitration and shall have no authority to determine any other issue not so submitted, or in the absence thereof, the question raised by the parties. The decision of the arbitrator shall be final and binding on the parties.
- 4. Each party shall be responsible for bearing its own costs for representation and preparation of the case, including witnesses and transcript if requested.
 - 5. The fees and expenses of the arbitrator, the cost of the hearing room, and the cost of the court reporter, if requested by the arbitrator, shall be shared jointly by the parties. Should an individual employee file a disciplinary appeal or grievance the District shall promptly notify the Union.
 - 6. An employee has the right to have a union representative at each step of the process, and a union representative has the right to participate in each step of the process.
 - 7. The time limits in this Article may be waived or extended by mutual agreement of the parties in writing. Any grievance filed or arbitration demand filed after the time limit shall be null and void.

Article 18. Grievance and Arbitration

1. Definitions

In this Article the following definition shall apply:

- "Grievance" – means a dispute raised by an employee, or the Union, concerning the interpretation or application of any provision in this Agreement.

Throughout this article, the following definitions shall apply:

- "Days" – means calendar days.

- “Working Days” - means the days Monday through Friday but excluding any holiday set forth in Article 26. Whenever a period of time is specified the day of the event or action which commences the period shall not be included calculating the length of the period. If the last day for responding and acting is a Saturday, Sunday or contract holiday, the period shall be extended to the next day which is not a Saturday, Sunday or contract holiday.
2. The District and the Union recognize that the goal of this grievance and arbitration procedure is to attempt to resolve the grievance at the lowest level possible with the least amount of time and resources.
 - A. A representative of the Union, designated by the Union, shall be promptly notified by the District of any grievances filed by individual employees.
 - B. A union representative or steward, designated by the Union, has the right to be present at any grievance meeting called for the purpose of discussing an employee grievance.

3. Informal Resolution

The employee, or union representative (field representative or shop steward), should first confer with the supervisor or with such other person as the District may designate and attempt to settle the matter.

4. Initiating a Grievance

- A. An employee, in the case of an individual grievance, or the Union must initiate the grievance procedure by completing a grievance form which must be received by the Human Resources Department, with a copy to the Chief Health Officer within ten (10) working days of the date upon which either the grievant (in an individual grievance) or Union first became aware, or reasonably should have first become aware, of the events or circumstances which give rise to the grievance.
- B. A meeting shall be held with the division director or designee and the Union to resolve the grievance within ten (10) working days following the receipt of the written grievance. For the purpose of attempting to resolve grievances prior to arbitration, the parties, at any meeting prior to, and at the meeting described in this section, shall make full disclosure to each other of all facts and evidence then known to them which bear on the grievance.
- C. If the grievance is not resolved in the meeting described in B above, the division director shall, within five (5) working days, provide a written statement with a decision sustaining or denying the grievance. Such statement will contain the reasons for the decision, with a copy to the employee, if an employee initiated the grievance, and the Union. The grievance may be referred to arbitration by written notice from the Union within five (5) working days of the meeting described in B above. Until the permanent panel of arbitrators is selected, such notice shall contain a Request for Arbitrator from

the Federal Mediation and Conciliation Service. The Human Resources Office shall sign such joint request and forward to the FMCS. Each party shall pay half the cost of the fee.

D. Within ninety (90) days of the ratification of this contract, the parties shall meet to discuss and implement a permanent panel of seven (7) arbitrators to hear cases as prescribed by this article and Article 17. Any cases referred to arbitration prior to the implementation of the permanent panel shall have the arbitrator selected from a list of seven which have been jointly requested from the FMCS. Once the list is received the arbitrator will be selected by alternately striking a name until one is left. The party to strike first will be chosen by lot. Such arbitrators will have public sector experience.

E. Arbitration Hearing And Decision

The arbitrator shall hear the submitted grievances as expeditiously as possible, and shall render a decision in writing within thirty (30) days after the closing of the hearing.

F. Arbitration Fees And Costs

The fees and expenses of the arbitrator, the cost of the hearing room, and the cost of the court reporter, if requested by the arbitrator or jointly agreed to by the parties, shall be shared jointly by the parties. Each party will bear its own expenses of representation and presentation of its case, including witnesses, and including the cost of any transcript for the party's own use.

G. Arbitrator's Authority

The Arbitrator shall have no power to add to, to subtract from or to change any of the terms or provisions of the Agreement. His or her jurisdiction shall extend solely to claims of violation of specific written provisions of the Agreement and involve only the interpretation and application of such Agreement. The award shall be based upon the joint submission agreement of the parties, or in the absence thereof, the questions raised by the parties in respect to the specific interpretation and application of the Agreement. Further, the arbitrator's decision will be final and binding upon all parties concerned.

Article 19. Personnel Reduction

1. The District and the Union agree that reduction in personnel as it pertains to employees covered under the provisions of this Agreement shall be as hereinafter prescribed. When the District deems a reduction in force is necessary, it shall provide notification to the Union no later than notification is provided to the affected employees. Meetings with the Union for discussion of the effects of the proposed reduction will be scheduled upon request. Reductions shall be accomplished in accordance with the following provisions:

- A. Requests shall be made for volunteers in the affected classifications within the division.
 - B. Competition for retention shall be limited to other employees holding positions in the affected classifications within the division.
 - C. Temporary and initial probationary positions within the class, within the division, within the District shall first be eliminated.
 - D. The determination regarding a layoff shall be based on the following criteria:
 - 1. The relative ability and qualifications of the employees as determined by the division director within the affected classifications of the affected division to be reduced.
 - 2. The relative seniority of the employees in the affected classification within the given division.
2. Proposed layoffs/terminations may be appealed to the Chief Health Officer through the creation of a reduction in force committee as follows:
- A. In the event of an appeal, the Union will select two (2) representatives and the District will select two (2) representatives comprising a reduction in force fact-finding committee.
 - B. These representatives shall select a fifth member who shall serve as the chairperson of the committee to hear such appeal(s).
 - C. The committee shall review the appeal, investigate any allegations, and receive statements from the appealing employee, the division director and other relevant persons as determined by the committee. The committee shall submit a statement of findings to the Chief Health Officer within seven (7) calendar days of the selection of the fifth member. The committee shall also state a recommended action upon a majority vote of the committee members. The reduction in force fact-finding committee will serve as an advisory committee to the Chief Health Officer and recommend action as they may agree upon. Any decision shall require a majority of the committee members.
 - D. The Chief Health Officer shall review the fact-finding committee report and issue a decision that either adopts the fact-finding committee recommendation, denies the appeal, or, in the event there is no fact-finding committee recommended action, directs the implementation of some other action. The decision of the Chief Health Officer is final.
3. Recall/Voluntary Demotion

- A. All personnel who are affected by reduction in force shall have the right to volunteer for demotion to a lower classification that they are qualified to fill providing a position vacancy exists.
 - B. Any employee demoted or terminated under this article shall have their name placed on the District's recall list for a period of eighteen (18) months. These employees shall be notified once by certified mail return receipt requested, at their last known address and shall respond within fourteen (14) calendar days of receipt by certified mail or in person that they are accepting any offer of re-employment on the date specified in the offer or they shall be deemed to have refused the offer of re-employment. In the event that the notice of delivery is not returned within fourteen (14) calendar days of mailing, the District may proceed to fill the position. An employee who refuses the offer of reemployment or fails to respond within fourteen (14) days shall be passed over for that position and shall be entitled to one (1) additional offer of reemployment within the eighteen (18) month recall period. Should a second offer be refused or unanswered, the employee shall forfeit all seniority and/or rehire rights and privileges.
 - C. Termination under this rule shall require the giving of at least six (6) weeks notice or payment in any combination of notice and payment. A copy of the notice will be provided to the Union.
 - D. Whenever positions become available in a class within the eighteen month recall period, personnel who have been laid off or reduced in grade in that class shall be recalled in inverse order of layoff or reduction in grade.
 - E. Providing a position vacancy exists, laid off employees may be offered, within recall order a position of equal or lower salary schedule assignment within their former position's classification series, e.g., Public Health Nurse I, II.
4. It is agreed that the District and the Union will comply with all applicable federal laws and executive orders pertaining to nondiscrimination and equal employment opportunity, including all orders issued by the Office of Federal Contract Compliance and any other properly empowered governmental agency vested with power over these matters with regard to the District.

Article 20. Vacancies

- 1. The Union acknowledges that the District has the exclusive right to fill or not fill vacancies and make reassignments.
- 2. When a new position is created or an existing position becomes vacant, the Chief Health Officer or designee shall determine if the vacancy is to be filled by transfer, rehire, re-employment, in-house closed promotional examination or open competitive examination.
- 3. It is the mutual intent of the District and the Union to provide the highest level of service possible to the public. It is the intent of the District to promote from within

when it is in the best interests of the District to do so. The decision of the District as to use of in-house closed promotion or open competitive method for filling an open position shall not be grievable.

4. In addition to posting vacancies on the intranet, internet (open competitive recruitments only), and bulletin boards, Human Resources will notify employees of all vacancies via the District e-mail system. These notices will post within the District system concurrently with the external posting dates.
5. If a current employee who applies for a position is determined not to meet the minimum qualifications of the classification specification to proceed in the examination process, the employee may request written explanation detailing the reasons for the determination, including the relevance of the qualifications. Such response will be provided within five (5) business days of receipt of the request. The employee may also have the decision explained to them upon receipt of the written explanation. The employee is entitled to have union representation at this meeting.

Article 21. Hours of Work, Overtime, Call Back and Premium Pay

1. Hours of Work
 - A. The standard work week for employees covered by this Agreement shall consist of forty (40) hours, exclusive of the daily lunch period. The standard workday shall start at 0800 (8:00 am PST) and end at 1630 (4:30 pm PST).
 - B. Employees will be granted one fifteen (15) minute work break for each period encompassing four (4) hours during the course of their shift(s). In the event an employee is required to work four (4) hours or more beyond the end of their standard scheduled shift, the employee shall be granted an additional fifteen minute work break at the beginning of the overtime period. Meal breaks are neither time worked nor time on pay status. The standard meal break shall be one-half hour long and near the middle of the employee's shift. Supervisors and section managers are responsible for scheduling break times and meal periods based on the District's needs and public service requirements. Written requests to combine meal and work breaks shall not be unreasonably denied. Employees who are required to return to duty by a supervisor during their meal break shall be placed on paid status. An employee shall not remain at the work station during the meal break.
 - C. Employees working a 5-day, 40-hour week (designated 5/40) shall work eight (8) hours per shift for five (5) shifts within the official workweek, and shall receive two (2) consecutive "24-hour periods off."
 - D. Employees working a 4-day, 40-hour week (designated 4/40) shall work ten (10) hours per shift for four (4) shifts within the official workweek, and shall receive three (3) "24-hour periods off" of which two (2) 24-hour periods must be consecutive.

- E. Employees working an Alternate Work Schedule (AWS) shall work the approved and agreed upon workday and biweekly scheduled daily work cycle.
- F. When business need indicates, the District may adjust an employee's work schedule on a temporary basis as an Adjusted Work Week (AWW) within the standard biweekly pay period. District temporary AWW may be developed by the supervisor and section manager. The proposed schedule shall be offered to the affected employees and may be modified by mutual agreement so long as eighty (80) regular work hours are offered to the affected employee(s) within the pay period. Any required overtime hours shall be recorded as such and will be processed as paid overtime unless the employee requests comp time payment and is eligible for comp time accrual at the time of request.

2. Overtime Pay / Comp Time in lieu of Overtime Pay

- A. Overtime pay is additional compensation earned by an employee who is held over on a regularly scheduled shift, or is requested to return to duty at a time that is more than twelve (12) hours after notice is given. All overtime must be officially ordered and/or approved by the division director or designee. Overtime will be paid at one and one-half (1½) times the eligible employee's regular rate or, upon the employee's request, may be credited toward the employee's comp time balance up to a maximum of forty (40) hours total comp time accrual. Bargaining unit employees will be compensated at an overtime rate of time and one-half (1½) for hours worked in excess of eight (8) in one work day (unless the employee is on an Adjusted Work Week or Adjusted Work Schedule) or forty (40) in any work week. Employees may be required to work overtime. Overtime and standby pay will be added to the payroll for the period during which work is performed. Overtime will not be paid for work periods of less than fifteen (15) minutes.

3. Compensatory Time

- A. All hours of work officially approved and/or ordered as overtime in excess of an employee's normal work day or work week may be accumulated as compensatory time in lieu of overtime when requested by the employee. The purpose of compensatory time is to allow employees to accumulate compensatory time as a voluntary alternative to paid overtime.
- B. Compensatory time will be calculated on a time and one half (1½) rated basis. No employee eligible for overtime will be required to accumulate compensatory time rather than paid overtime.
- C. Use of compensatory time must be approved in advance by the appropriate supervisor or division director in accordance with established leave policies. Approval of compensatory time use shall be subject to District staffing needs.
- D. Accumulated compensatory time may not exceed forty (40) hours. Employees will be compensated for any unused accumulation of compensatory time at the time of separation from District service.

4. Call-back Pay

- A. Call-back pay is compensation earned for returning to duty after the employee has completed a regular shift, and is off duty for any period of time and is requested to return to duty with less than twelve (12) hours notice. In emergency situations requiring immediate attention where the division director or designee feels that it is necessary to call back one or more members in the department, an employee shall be paid overtime on a time and one-half (1½) rated basis. Said employee shall be paid for a minimum of three (3) hours regardless of having worked less than three (3) hours.

However, in the event that the period of call back extends into the employee's normal working shift, such employee shall be paid only for the time actually worked in addition to the normal working shift. If the period of call back exceeds three (3) hours, the employee shall be paid for the amount of time actually worked.

- B. An employee who works less than three (3) hours on the initial call back and is then called back a second time during the initial three (3) hour period shall not be entitled to any additional overtime pay unless the aggregate time worked for both occurrences shall exceed three (3) hours, in which case the employee shall be paid for the aggregate time so worked. In the event an employee is called back for a second time after the expiration of three (3) hours from the first call back, the employee shall be paid for a minimum of three (3) hours for each call back.
- C. Employees who are called back on a holiday shall be paid at the rate of time and one-half (1½), for all hours worked in addition to holiday pay at the employee's hourly rate of pay as provided under Article 26.

5. Standby Duty

- A. District service needs may require 24 hour response capability. In order to address this need, standby duty is scheduled by the division director and section manager.
- B. Employees shall be duly compensated for accepting standby duty assignments.
1. Standby duty pay: Employees on standby duty shall be compensated at a rate of \$50 per 24 hour shift on standby duty, or \$350 per week, if standby assignments are made weekly.
 2. Telephone pay: Employees on standby duty shall receive 1/2 hour of overtime pay or compensatory time for each phone call received while on standby duty at a maximum of two (2) phone calls per hour. Phone calls lasting more than 30 minutes shall be compensated at the actual

amount of time spent on the phone, in 15 minute increments up to a maximum of sixty (60) minutes for each hour.

3. If an employee on standby duty must report for on-site duty, the actual time spent on duty will be compensated as overtime pay or compensatory time. Employees on standby duty are ineligible for call-back pay.
 - C. Standby duty time is voluntary. No employee may be required to assume standby duty.
 - D. An employee not on standby duty who is contacted during off duty hours by appropriate personnel and is requested to complete telephone communication with a District client shall, for each such incident, receive telephone pay in accordance with paragraph B above.
6. Out of Class Pay
- A. When a permanent employee is assigned, in writing, to work on a temporary basis in a higher classification, for five (5) or more consecutive working days, the employee shall be paid at the lowest step equal to at least 5% above the employee's regular hourly rate of pay for the entire period. Such assignment must be approved in writing by the section manager and division director in advance and shall be given to the employee at the time of assignment.
 - B. These provisions do not apply to employees granted the opportunity to train and improve their effectiveness in the higher classification.

7. Shift Differential

Shift differential is defined as the amount of compensation paid to an employee in addition to the employee's normal hourly salary for working a regularly scheduled shift other than day shift. A regularly scheduled shift is a shift created by the division/section that is the same schedule for at least a month. Any employee working a regularly scheduled shift that begins prior to 4:00 am or ends later than 9:00 pm must be paid a shift differential equal to one dollar (\$1.00) per hour for the entire shift.

Article 22. Wages

1. The District and the Union agree to maintain a fourteen (14) step salary plan which reflects:
 - A. A three and one half percent (3.5%) salary adjustment retroactive to July 2, 2005.
 - B. A three and three quarters percent (3.75%) salary adjustment effective the first full pay period in July, 2006.

- C. A three and three quarters percent (3.75%) salary adjustment effective the first full pay period in July, 2007.
2. Additionally, the District further agrees to pay the employee's portion of any increase in retirement contributions in lieu of an additional basic salary increase for each year of this Agreement.
 3. An incumbent within a specific job classification will not be paid at a lower rate than a new hire within the same classification. If the incumbent's rate is lower than the new hire's rate the incumbent's rate will be increased to the new hire's rate.
 4. On initial hire, an employee will be eligible for a maximum of one (1) step salary increase at successful completion of the initial probationary period.
 5. An existing employee who is reclassified to a new position having a higher salary schedule will be eligible for a maximum of two (2) steps after completion of one (1) year in the new classification.
 6. When an employee is promoted, the employee shall be entitled to the lowest step in the higher salary schedule that provides a minimum of five (5%) percent over the salary rate last received up to the maximum of the salary range. Promoted employees who do not receive their scheduled performance evaluation in the previous position due to the promotion will be eligible for a performance evaluation upon reassignment that provides a maximum of one step on the new salary scale for each complete six month period completed in the previous position, up to the maximum of the salary range.
 7. It is the mutual intent of the parties that the employees of the District be eligible for a maximum of two (2) salary step increments on an annual basis, with the exception of initial hire period as described in section 4 above, and steps received for promotion as described in section 6 above. Annual performance evaluations will serve to determine the number of steps.

Article 23. Retirement

1. The Health District shall pay the employee's portion of the standard retirement contribution to the Public Employees' Retirement System for employees who qualify under the rules of the system.
2. The term "standard retirement contribution" does not include any payment for the purpose of previous credit service on behalf of the employee.

Article 24. Group Health Insurance

1. The District shall contract for and maintain a group insurance plan for the members of the Bargaining Unit and their dependents which shall include coverage for basic hospital and physician charges; and shall bear the total cost of said insurance for the individual employee. Effective July 1, 2006, the District shall pay fifty percent (50%) of the premium cost for plan eligible employee dependents. It is further agreed that

the District shall utilize its best efforts to insure that said policy provide coverage for the employees no less than that coverage currently provided under the Public Employees Benefits Program (PEBP).

2. In the event the District ceases to be part of the PEBP in order to insure Union participation in the selection of an insurance carrier or the establishment of a self insured health, life and other related insurance program including the scope of benefits and the cost of the program to the Health District and the covered employees, the District shall include two (2) members, selected by the Union, to serve on a four person "study committee" to review and recommend the prospective carrier(s) and/or the establishment of a self insurance program. The committee's first order of business shall be to explore the possibility of becoming part of Clark County's Self Funded Health Plan. The Union and the District shall discuss any committee recommendation prior to presentation to the District Board of Health. Because the District Board of Health must be the contracting authority for any such program the District will be the final decision making authority in adopting or rejecting the committee recommendation.

Article 25. Disability

All eligible members shall be covered by a Workers Compensation Program of the District's choice that conforms with the provisions of the Nevada Industrial Insurance Act (NRS Chapter 616) and the Nevada Occupational Diseases Act (NRS Chapter 617) and that provides for payment of industrial accident benefits and compensation for partial and total disability arising from industrial injuries and occupational diseases.

1. In the event an employee is absent from work due to a service-connected disability, approved pursuant to NRS Chapter 616 or 617, the employee may receive, in addition to the compensation as provided by NRS Chapter 616 or 617, a supplemental amount from the District which would cause the total amount received by the employee from the service-connected disability and the District to equal the employee's full salary at the time of the employee's disability. The supplemental compensation will start from the first day of absence or illness, but shall not exceed seven weeks or 280 work hours for the same incident. During this period, the employee shall not forfeit any accrued sick leave. Successful completion of the probationary period is required in order to qualify for the supplemental compensation from the District.
2. It is the intent of the District to pay the on-the-job injured employee whose claim has been recorded and accepted by the District Workers Compensation Insurer and/or Administrator the difference between full biweekly salary and that provided pursuant to NRS Chapter 616 or 617 as salary continuance. Therefore, the employee shall return to the District all disability payments received which were made under NRS Chapter 616 or 617 covering the period enumerated in Section 1 of this Article. Failure to surrender disability payments within 7 working days of receipt shall result in verbal notification that the requested disability payments must be surrendered within three (3) working days or the employee shall be subject to supplemental pay disqualification and retroactive overpayment recovery. Supplemental pay may not be returned to reinstate accrued time adjusted for overpayment recovery.

3. If an employee entitled to disability compensation has not completed the probationary period, or if an employee who has received supplemental compensation for the maximum seven weeks or 280 work hours is unable to return to work, the employee may elect to utilize accrued sick leave, during which period the employee shall receive compensation from the District as provided in NRS Chapter 281.390. If the employee is receiving no compensation for time missed from work through the Worker's Compensation Program, the employee must use leave benefits to fully account for any absence.
4. When accrued sick leave has expired, if the employee is still unable to work and the employee is receiving compensation for time missed from work through the Worker's Compensation Program, the employee will be permitted to use accrued vacation leave as sick leave. Subsequent to the expiration of both the employee's sick and vacation leave, provided that the employee has so elected to use vacation leave as sick leave, the employee's compensation will be limited to that provided by NRS Chapter 616 or 617 and the employee will be placed in a leave without pay status until nine (9) months of temporary disability occurs or until permanent disability is determined. Thereafter, the employee will be medically separated from employment. The employee remains eligible for Workers Compensation provisions under NRS 616 or 617 which may include but are not limited to ongoing disability compensation, vocational rehabilitation or other benefits. Remaining unpaid accrued sick and vacation balances will be paid out in accordance with this agreement. The employee shall be required to provide the District with medical certification substantiating fitness-for-duty prior to rehire consideration.
5. Employees may solicit catastrophic leave hours after exhausting their continuous accrued vacation, sick and compensatory hours to remain in paid status.
6. The District may require the employee to be available for light duty work assignments with appropriate physician review and approval.

Article 26. Holidays

1. The following 8-hour holidays shall be paid legal holidays for all members of the bargaining unit:
 - (1) January 1st (New Year's Day);
 - (2) Third Monday in January (Martin Luther King's Birthday);
 - (3) Third Monday in February (Washington's Birthday);
 - (4) Last Monday in May (Memorial Day);
 - (5) July 4th (Independence Day);
 - (6) First Monday in September (Labor Day);

- (7) Last Friday in October (Nevada Day);
 - (8) November 11th (Veteran's Day);
 - (9) Fourth Thursday in November (Thanksgiving Day);
 - (10) Fourth Friday in November (Day after Thanksgiving);
 - (11) December 25th (Christmas Day);
 - (12) Floating Holiday
2. Each District employee covered shall be entitled to one (1) 8-hour Floating Holiday annually, which will be credited January 1st. Said holiday must be scheduled in advance by the employee with the supervisor and must be taken during the calendar year in which it is earned.
 3. The District will observe as a holiday any day appointed by the president of the United States, or the governor of the state of Nevada for public fast, thanksgiving, or as a legal holiday except for any presidential appointment of the fourth Monday in October as Veteran's Day.
 4. If any holiday listed above falls upon a Sunday, the Monday following shall be observed as a legal holiday. If any holiday listed above falls upon a Saturday, the Friday preceding shall be observed as a legal holiday. Employees whose scheduled days off fall on holidays because they work other than the standard work week (that is, Monday through Friday) are entitled to the same holidays as employees working the standard work week. The equivalent time will be allowed within ten (10) working days of the officially designated holiday. Holidays will not be payable in addition to the hours in the pay period, but must be taken as paid leave.
 5. Employees on an approved adjusted work schedule (AWS) with shifts in excess of eight hours will be assigned an Alternate Work Week (AWW) for the holiday pay period that will ensure 80 paid hours. Employees may take paid leave instead of working the AWW with Supervisor approval.
 6. Any employee scheduled to work or called back on the holiday will be paid holiday pay in addition to overtime or compensatory time earned in accordance with Article 21, Hours of Work.
 7. Employees working less than a full time schedule have a prorated paid holiday schedule based on hours of work.

Article 27. Vacation Leave

1. The District and the Union agree that vacation is provided to employees for the purpose of rest and relaxation from their duties and for attending to personal business.
2. Employees shall be eligible to take vacation after completion of six (6) months of continuous service.
3. Vacation Accrual
 - A. Vacation shall accrue from the date of entry on duty to those employees, except those employed on a less than twenty hour or temporary appointment basis.
 - B. Clark County Health District employees working on a full-time basis employed in the classified and exempt service shall earn credits on the following basis:
 - 0 to 1 Year - 10 Days per Annum (.03846 Hours/Paid Hour)
 - 1 to 8 Years - 15 Days per Annum (.05769 Hours/Paid Hour)
 - 8 TO 13 Years - 18 Days per Annum (.06923 Hours/Paid Hour)
 - 13 Years and Over - 20 Days per Annum (.07692 Hours/Paid Hour)
 - C. All accumulations will be computed on the basis of paid hours, excluding overtime of service; part-time employees working regularly twenty (20) hours or more per week shall be granted vacation on a prorated basis. Unpaid hours will not be used to compute vacation accruals.
4. Vacation Usage
 - A. Vacation may only be taken with approval of the division director or section manager. District staffing needs are to take precedence. Subject to such priorities, granting of vacation shall not be unreasonably withheld. Absences not specifically covered by the provisions of this Agreement may be chargeable to vacation after approval of the division director or section manager, to the extent that vacation has been accrued.
 - B. An employee may request vacation up to six (6) months in advance of the requested date(s). Barring any specific staffing conflicts, such leave requests shall be approved or denied and returned no less than ninety (90) calendar days prior to the date(s) for which vacation is requested providing the leave request was received no less than ten (10) days prior to the required approval or denial date.
 - C. This provision does not require an employee submit all requests for vacation usage at least one hundred (100) days in advance. An employee desiring to use accrued vacation time may request approval to do so any time.

5. Annual Vacation Carryover

A. Vacation credit may not be accumulated at the beginning of any calendar year to exceed twice the employee's annual allocation - maximum accumulation based on years of service as follows:

0 TO 1 YEARS - 20 DAYS (160 hours)

1 TO 8 YEARS - 30 DAYS (240 hours)

8 TO 13 YEARS - 36 DAYS (288 hours)

13 YEARS AND OVER - 40 DAYS (320 hours)

B. Amounts in excess of the above schedule at the beginning of any calendar year shall be forfeited or, with written permission of the employee, all or part of the excess may be transferred to the Catastrophic Leave Bank. Exceptions to the above will be only with the Chief Health Officer's approval in writing.

C. Human Resources will notify employees in writing by October 31st of each year if they will exceed their maximum vacation carryover by December 31st of the same year.

6. Payment for Unused Vacation:

A. At separation: Upon separation from service for any cause, an employee shall be paid a lump sum payment for any unused or accumulated vacation earned through the last day of employment.

B. Upon death of employee: Upon the death of a person in the employ of the District, a lump sum payment for vacation time accrued to the employee's credit will be made to the employee's estate or beneficiaries if a beneficiary designation has been filed pursuant to NRS 281.155.

Article 28. Sick Leave

1. Sick Leave Accrual

From date of employment to one hundred twenty (120) months an employee shall be entitled to one (1) day of sick leave for each month of full-time service. After completion of one hundred twenty (120) months an employee shall be entitled to one and one-fourth (1 1/4) days of sick leave each month of full-time service, based on actual paid hours, excluding overtime. There is no limit on the amount of sick leave that can be accumulated. Part-time employees working regularly twenty (20) hours or more per week shall be granted sick leave on a prorated basis. Sick leave accruals shall be earned on the following basis:

0 - 10 Years - 12 Days per Annum (.04615 hours/hour worked)

Over 10 Years - 15 Days per Annum (.05769 hours/hour worked)

2. Sick Leave Usage

Sick leave with pay can only be granted to an employee upon approval of the division director or designee for the following reasons:

- A. Bonafide (defined as in good faith without fraud or deceit) injury, illness or pregnancy of employee;
- B. Bonafide illness of a member of the employee's immediate family and if residing with the employee, the immediate step children;
 - a. "Immediate Family" is defined as including only the employee's spouse, parent, brother, sister, child, adopted child, foster child or other legal dependant(s).
- C. Necessary medical or dental office visits which cannot be scheduled outside normal working hours.
- D. Bereavement leave not to exceed five (5) days, in the event of a death of a person close to the employee for the purpose of bereavement and attending services.

3. Whenever an employee's personal illness absence equals or exceeds three (3) working days, a medical release may be requested to ensure the employee may safely return to work without adversely impacting or compromising their personal health or the health of others. Medical release may also be required if there is reason to suspect abuse of sick leave, e.g. multiple instances of illness that equal two working days.

4. A person claiming sick leave with pay, and any supervisor approving the same, where it is shown that such claim was made or approved by such claimant or supervisor, knowing that such claimant was not, in fact, sick or otherwise entitled thereto, shall be subject to disciplinary action.

5. Payment of Unused Sick Leave:

- A. Pay-off at termination: An employee who leaves the service of the District after three (3) years of employment, shall receive payment for 100% of sick leave accumulated for the first 100 days accumulation; 50% of sick leave accumulated from 101 days through 200 days and 25% of sick leave accumulated over 200 days.

1 through 100 days @ 100%

101 through 200 days @ 50%

201 days and up @ 25%

- B. Pay-off upon death of employees: Upon the death of a person in the employ of the District, a lump sum payment for accrued sick leave credit will be made to the employee's estate or beneficiaries if a beneficiary designation has been filed pursuant to NRS 281.155.
6. The Union may, by written notice to the District on or after January 1, 2007 but before January 15, 2007, request that the parties reopen negotiations on this Article 28, paragraph 2, section B, subsection a, for the sole purpose of negotiating whether the term "domestic partner" and a definition, be added.

Article 29. Catastrophic Leave

1. When an eligible employee or the eligible employee's spouse, child, or parent suffers a catastrophic illness or injury, and the eligible employee has exhausted all accrued leave as a result of the illness/injury, then the eligible employee may file a request for donations of leave with the Union.

For purposes of application of this Article and Section, children are those that are:

Unmarried and under age 19;

Unmarried and age 19 to 24 if enrolled in an accredited school full time or;

Unmarried and over age 19 if incapable of self-support due to physical or mental disability.

Children include the employee's natural children, adopted children, children placed for adoption, stepchildren and any other child who is related to the employee and is legally in the employee's care at the time of the incident. Children must primarily depend on the employee for care and support and live with the employee.

- 2. A. The request must be accompanied by a medical statement from the attending physician, explaining the nature of the illness/injury, and an estimated amount of time the employee or other eligible person will be incapacitated.
 - B. The employee applying for catastrophic leave must provide any additional information requested by the catastrophic leave committee.
3. A five member committee comprised of three (3) members appointed by the Union, and two (2) members appointed by the Chief Health Officer will review the request to verify the employee's eligibility to receive leave donations.
4. The Union will conduct the solicitation of donations and will be limited to an information only solicitation, with no personal lobbying by employees. Solicitations will be conducted for two-week periods of time quarterly for general donations. Donations for a specific individual will be accepted at any time. All donations will be submitted to the Union and human resources on a form agreed to by the

Catastrophic Leave Committee. Human resources will maintain appropriate records available to the Catastrophic Leave Committee detailing time donated, the converted dollar value available and the projected and actual cost of all approved grants.

5. Donations can be made from the donor's accrued vacation leave and/or floating holiday.
6. The minimum donation is four (4) hours, the maximum donation is forty (40) hours per solicitation, excluding hours donated in lieu of forfeiture. Employees must have a vacation balance of at least forty (40) hours after the donation.
7. The donated time will be converted to dollars at the hourly rate of the donor. The dollars will then be converted to catastrophic leave at the hourly rate of the recipient. If any donated catastrophic leave hours remain unused at the end of the Catastrophic Leave, they will remain in the general Catastrophic Leave Bank for future use.
8. Catastrophic Leave will be granted in increments of 80 or less hours not to exceed a total allocation of 240 hours for any single event.
9. Eligible Employees
 - A. The Catastrophic Leave Program is available to all District employees, excluding temporary and less than half time employees. Employees must have successfully completed six (6) months of employment and the initial probationary period.
 - B. Employees with a work related Workers' Compensation claim are not eligible for the Catastrophic Leave Program.
 - C. Any employee who receives catastrophic leave benefits and is subsequently awarded workers' compensation shall reimburse the Catastrophic Leave Bank for all benefits received that are covered by workers' compensation payments.
10. Catastrophic illness/injury is defined as an illness or injury that requires in-patient care at a medical facility or that renders an employee bed-ridden at home. Bed-ridden is defined as limiting an individual's ambulatory status to home, allowing attention to in-home care personal needs, attend physicians' appointments, and receiving necessary medical treatments related to the catastrophic illness. The illness or accident can neither be a result of an illegal act, nor can it be self-inflicted.
11. The parties agree that should any problem arise in the administration of this program or should any abusive practice arise, that the parties agree to meet to make reasonable adjustments to facilitate the administration of the program or to eliminate any abusive practices.
12. The Union may, by written notice to the District on or after January 1, 2007 but before January 15, 2007, request that the parties reopen negotiations on this Article

29, for the sole purpose of negotiating whether the term “domestic partner” and a definition, be added.

Article 30. Court Leave

1. Eligible employees called to serve on jury duty during their normal working hours shall receive their regular pay and return all jury pay to the District. Those persons called but not selected to serve on the jury shall report back to work when excused.
2. Eligible employees subpoenaed to appear as a witness in any civil, criminal, or administrative proceeding shall receive their regular pay providing that all witness fees or pay is returned to the District.

This section shall not apply to persons whose appearance in court is the result of their status as defendants in a criminal proceeding or to persons called or appearing as a party in civil proceedings unrelated to District business.

Article 31. Military Leave

1. In the event that a District employee is absent due to being called into the military service of the United States Army Reserve, the United States Naval Reserve, the United States Marine Corps Reserve, the United States Coast Guard Reserve, the United States Air Force Reserve, or the Nevada National Guard for duty, the employee shall continue to receive regular compensation from the District, for a period of not more than fifteen (15) working days in any one (1) calendar year. This military leave will be in addition to the employee's annual vacation.

Article 32. Educational Leave & Tuition Reimbursement

1. Educational Leave
 - A. A full-time permanent employee may, with prior approval of the Chief Health Officer or designee, be granted leave with pay to attend work related courses, seminars and training programs that are conducted away from District facilities to assist in improving quality of service to the District or to satisfy minimum state license requirements.
 - B. Upon written application to the division director, a full-time permanent employee may, with the Chief Health Officer's prior approval, be granted educational leave with pay to attend educational courses on Health District premises during duty hours to assist in improving quality of service to the District or to satisfy minimum State license requirements. The District will pay full tuition and/or registration costs for such continuing education programs officially sponsored or co-sponsored by the District which occur on its premises.
 - C. District staffing needs will take precedence in the granting of educational leave.

2. Tuition Reimbursement

A. Eligibility

The District will reimburse tuition to employees who meet the requirements of the tuition reimbursement policy. No change will be made to the District policy without agreement by the Union. Eligible employees include all active full-time permanent employees who have completed twelve months of continuous employment. Eligible employees must maintain eligibility during the entire length of the course.

Employees must apply for tuition reimbursement in accordance with the requirements of the District's tuition reimbursement policy.

Employees must achieve a passing grade of "B" or higher to be eligible for tuition reimbursement; "C" or below will not be eligible for reimbursement. Pass or fail courses must be passed in order for reimbursement to be granted.

Graduate Equivalency Diploma (GED) must be successfully obtained in order for tuition reimbursement for the GED program to be approved.

B. Approved Coursework

To be eligible for tuition reimbursement, courses must be:

1. Undergraduate or graduate level courses offered by an accredited college or university on a semester or quarter basis, or approved GED preparation programs.
2. Related to a career path within the District. The employee must demonstrate how the course will benefit the District by enabling the employee to perform more effectively.

C. Amount of Reimbursement

The District shall reimburse the employee for fees paid for tuition and text books for approved courses up to \$3,000 (three thousand dollars) per calendar year. GED equivalency reimbursement will be limited to \$1500.

D. Repayment

Employees must agree to work for the District at least 24 calendar months after reimbursement. If the employee fails to work for the District for the full 24 months, the employee must agree to refund to the District the full amount the District paid for course(s) and/or books.

Article 33. Longevity

1. After completion of five (5) years of accredited service (10400 hours) with the District, employees shall receive longevity payments at the rate of \$110.00 per year of service credit paid semiannually.
 - A. Entitlement to the full amount of any semi-annual installment of longevity pay is based upon full-time employment with the District for the immediate preceding six (6) month period. Longevity payments will be prorated commensurate with actual hours worked.
 - B. In order to be eligible for longevity payments, employees must be active on the dates payments are made, i.e. June 1st and December 1st.

Article 34. Employee Assistance Program

1. The Clark County Health District will provide an Employee Assistance Program for all Health District employees.
2. The District will ensure the confidentiality of all employees who utilize the Employee Assistance Program. All employee information will remain in the confidence of the program administrator and the employee.

Article 35. Bilingual Pay

1. An employee will be eligible to receive Bilingual Pay provided the following conditions are met:
 - A. The employee's assigned duties require them to communicate in a second language, including sign language, a minimum of 15% of the time; and
 - B. The employee has successfully completed a Bilingual Oral Proficiency Examination. Competency testing verifies fluency in English and the required language or languages. Written proficiency examinations may be required if the employee's assigned duties require written communication skills in the second language.
2. The parties further recognize and agree that:
 - A. Payment of bilingual pay to an employee will not occur simply because the employee is bilingual and occasionally uses bilingual skills in the course of their work;
 - B. The employee's regularly assigned duties must require the use of the second language for communication, defined as:

An encounter in which information is directly exchanged between a District employee and a client or associate who speak a common language, and/or written material in the common language intended for

distribution to such clients/associates.

- C. Bilingual testing will be scheduled by the District, no less than quarterly;
 - D. Bilingual premium pay shall be \$75.00 per pay period in a stipend form for each employee determined to be eligible pursuant to Section 1 herein. Eligible half time employees will be entitled to \$37.50. The stipend will not be included in the base pay and is not used in the calculation of PERS or longevity; and
 - E. Approved bilingual pay will be subject to biannual re-authorization according to the conditions specified in Section 1 herein, with the exception of bilingual proficiency examinations which may be required every two (2) years under the reauthorization process, or when needed if there are concerns regarding an employee's competency to communicate in the second language.
- 3. Bilingual pay will cease when the employee is transferred, promoted, or demoted to a position which does not meet the requirements of Sections 1 (A and B) herein, as determined by the employee's division director.
 - 4. Nothing in this agreement shall prevent the District from using interpreter services where deemed appropriate. The District will not create classifications solely to circumvent bilingual pay, but maintains the right to create classifications that include a requirement for a second language as operational needs or statute dictate.
 - 5. The District, in consultation with its division directors, will develop the testing and approval mechanisms for Bilingual Pay within four and a half (4 ½) months from the signing of this agreement.

Article 36. Certification Pay

- 1. Upon successful completion of probation, certification pay will be authorized for a permanent District employee provided:
 - A. The division director and the Chief Health Officer request in writing that the employee receive new certification; and,
 - B. The employee obtains and maintains the certification; and,
 - C. The certifications are not required in the employee's classification specification. The District will not create classifications solely to circumvent certification pay, but the District will maintain the rights to create classifications that include a requirement for certification as operational needs or statute dictate; and,
 - D. Approved certification pay will be subject to annual reauthorization according to the conditions specified in Section 1A, B, and C of this article.
- 2. Certification pay shall be paid a rate of one step (two and one half percent 2.5%) of

base salary, and shall not be limited by the maximum salary designated for an employee's salary schedule.

3. Certification pay ceases upon promotion, demotion and/or transfer. Multiple certifications do not increase the certification pay.
4. An employee may request certification pay for an existing certification by demonstrating in writing to the Chief Health Officer usage of a certification 15% or more of the time. The decision of the Chief Health Officer to grant or deny the request will be final and shall not be subject to the grievance process.

Article 37. Use of Personal Vehicles

1. When a Health District employee is required to utilize a private vehicle for District purposes, the employee shall receive monthly reimbursement at the established IRS mileage rate for each mile driven on behalf of the District. Reimbursement shall be based upon verification of miles driven, in accordance with District Policies and Procedures. In addition, each month the employee shall receive an allowance of \$50.00 toward repairs and/or maintenance of the employee's private vehicle for each 200 or more miles driven.

Article 38. Savings Clause

1. Nothing herein contained shall be interpreted in any way to conflict with any Federal, state or local statute or regulations governing the organization and operations of the District. In the event of a determination by any administrative agency or court of competent jurisdiction affecting or invalidating any provision of this Agreement, the District and the Union will meet within thirty (30) days thereafter for the purpose of renegotiating such invalid provisions only.

Article 39. Full Agreement

1. The parties agree that this Agreement is intended to evidence their understanding on the matters set forth therein and supersedes all prior negotiations and understandings between the parties with respect to those matters. Except as otherwise expressly provided in this Agreement, neither party during the term of this Agreement will be required to negotiate on any further matters.

Article 40. Term Of Agreement

1. The term of this Agreement shall be from the date this Agreement is signed through June 30, 2008.

Signatures

IN WITNESS WHEREOF we have set forth our hands at Las Vegas, Clark County, Nevada, this 15th day of December 2005.

HEALTH DISTRICT CHAPTER
SERVICE EMPLOYEES INTERNATIONAL
UNION, SEIU LOCAL 1107

CLARK COUNTY HEALTH DISTRICT

BY: _____
Diana Daniels
Vice President

BY: _____
Stephanie Smith, Chairperson
District Board of Health

Vicky Hedderman, President
Service Employees International Union,
SEIU Local 1107

Donald S. Kwalick, MD, MPH
Chief Health Officer

Jane M. McAlevey
Executive Director
Services Employees International Union,
SIEU Local 1107

APPROVED AS TO FORM:

Mark Ricciardi
Attorney for the District Board of Health

Appendix A Bargaining Unit Classifications

The District hereby recognizes the Union is the sole and exclusive collective bargaining representative of the District employees assigned to the classifications listed below who are eligible to be represented by the Union, except as limited by Section 1 of Article 1, Recognition and Bargaining Unit Membership.

General Unit

Accounting Technician I
Accounting Technician II
Accountant I
Accountant II
Administrative Aide
Administrative Analyst
Administrative Assistant I
Administrative Assistant II
Administrative Clerk II (F)
Administrative Secretary
Advanced Practitioner of Nursing
Applications Programmer Analyst
Bilingual Customer Service Assistant
Biopreparedness Planner
Central Supply Assistant
Centralized Case Manager Coordinator
Certified Nursing Assistant
Chief Laboratory Technologist
Client Care Assistant
Clinical Laboratory Scientist/Microbiologist
Communicable Disease-AIDS Services Coordinator
Computer Programmer
Computer Systems Analyst
Disaster Recovery Specialist
Disease Data Collection Specialist/Interviewer
Disease Investigation and Intervention Specialist I
Disease Investigation and Intervention Specialist II
Duplicating Technician
EMS Field Representative
EMS Program/Project Coordinator
EMS Quality Improvement Coordinator
Environmental Health Assistant
Environmental Health Engineer
Environmental Health Specialist I
Environmental Health Specialist II
Environmental Health Training Officer
Epidemiologist
Epidemiologist I
Epidemiologist II
Grant Analyst
Graphic Artist

Health Educator I
Health Educator II
Health Records Assistant
Health Records Clerk
Health Records Lead Assistant
HVAC Technician
Immunization Project Specialist
IT Security Specialist
IT Systems Administrator I
IT Systems Administrator II
Janitor
Laboratory Assistant
Laboratory Technologist I
Laboratory Technologist II
Landscape Maintenance Technician
Librarian/Grant Writer
Licensed Practical Nurse
Maintenance Specialist
Maintenance Technician
Maintenance Worker
Nurse Case Manager
Nursing Development & Community Outreach Educator
Nursing Trainer
Physician's Assistant
Prevention Activities Coordinator
Program / Project Coordinator
Program Systems Specialist I
Program Systems Specialist II
Public Health Nurse I
Public Health Nurse II
Public Health Preparedness Training Coordinator
Public Information Specialist
Security Aide
Senior Accounting Technician
Senior Administrative Assistant
Senior Administrative Clerk (F)
Senior Disease Invest and Intervention Specialist
Senior Environmental Health Specialist
Senior Epidemiologist
Senior Health Educator
Senior Health Records Assistant
Senior Janitor
Senior Public Health Nurse
Senior Security Aide
Social Worker
Social Work Technician
Storeroom / Mail Clerk
Surveillance Biostatistician I
Surveillance Biostatistician II

Vital Records Clerk
Volunteer Coordinator
Web Content Specialist
WIC Program Coordinator

Supervisory Unit

Environmental Health Engineer-Supervisor
Environmental Health Supervisor
Epidemiologist Supervisor
Grant Administrative Supervisor
Health Education Supervisor
Health Records Supervisor
Public Health Nurse Supervisor

Appendix B Longevity Schedule

Hired Between	12/1/05	6/1/06	12/1/06	6/1/07	12/1/07	6/1/08
9/2/68	10/1/68	2044.17	2071.67	2099.17	2126.67	2154.17
10/2/69	11/1/69	1984.58	2012.08	2039.58	2067.08	2094.58
8/2/74	9/1/74	1718.75	1746.25	1773.75	1801.25	1828.75
10/2/74	11/1/74	1709.58	1737.08	1764.58	1792.08	1819.58
8/2/75	9/1/75	1663.75	1691.25	1718.75	1746.25	1773.75
2/2/77	3/1/77	1581.25	1608.75	1636.25	1663.75	1691.25
5/2/77	6/1/77	1567.50	1595.00	1622.50	1650.00	1677.50
10/2/77	11/1/77	1544.58	1572.08	1599.58	1627.08	1654.58
8/2/78	9/1/78	1498.75	1526.25	1553.75	1581.25	1608.75
3/2/79	4/1/79	1466.67	1494.17	1521.67	1549.17	1576.67
8/2/79	9/1/79	1443.75	1471.25	1498.75	1526.25	1553.75
4/2/80	5/1/80	1407.08	1434.58	1462.08	1489.58	1517.08
10/2/80	11/1/80	1379.58	1407.08	1434.58	1462.08	1489.58
11/2/80	12/1/80	1375.00	1402.50	1430.00	1457.50	1485.00
4/2/81	5/1/81	1352.08	1379.58	1407.08	1434.58	1462.08
5/2/81	6/1/81	1347.50	1375.00	1402.50	1430.00	1457.50
7/2/81	8/1/81	1338.33	1365.83	1393.33	1420.83	1448.33
11/2/81	12/1/81	1320.00	1347.50	1375.00	1402.50	1430.00
9/2/82	10/1/82	1274.17	1301.67	1329.17	1356.67	1384.17
2/2/83	3/1/83	1251.25	1278.75	1306.25	1333.75	1361.25
11/2/84	12/1/84	1155.00	1182.50	1210.00	1237.50	1265.00
1/2/85	2/1/85	1145.83	1173.33	1200.83	1228.33	1255.83
2/2/85	3/1/85	1141.25	1168.75	1196.25	1223.75	1251.25
7/2/85	8/1/85	1118.33	1145.83	1173.33	1200.83	1228.33
4/2/86	5/1/86	1077.08	1104.58	1132.08	1159.58	1187.08
6/2/86	7/1/86	1072.50	1100.00	1127.50	1155.00	1182.50
6/2/87	7/1/87	1012.92	1040.42	1067.92	1095.42	1122.92
9/2/87	10/1/87	999.17	1026.67	1054.17	1081.67	1109.17
10/2/87	11/1/87	994.58	1022.08	1049.58	1077.08	1104.58
1/2/88	2/1/88	980.83	1008.33	1035.83	1063.33	1090.83
3/2/88	4/1/88	971.67	999.17	1026.67	1054.17	1081.67
6/2/88	7/1/88	957.92	985.42	1012.92	1040.42	1067.92
8/2/88	9/1/88	948.75	976.25	1003.75	1031.25	1058.75
1/2/89	2/1/89	925.83	953.33	980.83	1008.33	1035.83
2/2/89	3/1/89	921.25	948.75	976.25	1003.75	1031.25
3/2/89	4/1/89	916.67	944.17	971.67	999.17	1026.67
4/2/89	5/1/89	912.08	939.58	967.08	994.58	1022.08
5/2/89	6/1/89	907.50	935.00	962.50	990.00	1017.50
6/2/89	7/1/89	902.92	930.42	957.92	985.42	1012.92
7/2/89	8/1/89	898.33	925.83	953.33	980.83	1008.33
8/2/89	9/1/89	893.75	921.25	948.75	976.25	1003.75
9/2/89	10/1/89	889.17	916.67	944.17	971.67	999.17
10/2/89	11/1/89	884.58	912.08	939.58	967.08	994.58
11/2/89	12/1/89	880.00	907.50	935.00	962.50	990.00
12/2/89	1/1/90	875.42	902.92	930.42	957.92	985.42
1/2/90	2/1/90	870.83	898.33	925.83	953.33	980.83
2/2/90	3/1/90	866.25	893.75	921.25	948.75	976.25
3/2/90	4/1/90	861.67	889.17	916.67	944.17	971.67
4/2/90	5/1/90	857.08	884.58	912.08	939.58	967.08
5/2/90	6/1/90	852.50	880.00	907.50	935.00	962.50

Hired	Between	12/1/05	6/1/06	12/1/06	6/1/07	12/1/07	6/1/08
6/2/90	7/1/90	847.92	875.42	902.92	930.42	957.92	985.42
7/2/90	8/1/90	843.33	870.83	898.33	925.83	953.33	980.83
8/2/90	9/1/90	838.75	866.25	893.75	921.25	948.75	976.25
9/2/90	10/1/90	834.17	861.67	889.17	916.67	944.17	971.67
10/2/90	11/1/90	829.58	857.08	884.58	912.08	939.58	967.08
11/2/90	12/1/90	825.00	852.50	880.00	907.50	935.00	962.50
12/2/90	1/1/91	820.42	847.92	875.42	902.92	930.42	957.92
1/2/91	2/1/91	815.83	843.33	870.83	898.33	925.83	953.33
2/2/91	3/1/91	811.25	838.75	866.25	893.75	921.25	948.75
3/2/91	4/1/91	806.67	834.17	861.67	889.17	916.67	944.17
4/2/91	5/1/91	802.08	829.58	857.08	884.58	912.08	939.58
5/2/91	6/1/91	797.50	825.00	852.50	880.00	907.50	935.00
6/2/91	7/1/91	792.92	820.42	847.92	875.42	902.92	930.42
7/2/91	8/1/91	788.33	815.83	843.33	870.83	898.33	925.83
8/2/91	9/1/91	783.75	811.25	838.75	866.25	893.75	921.25
9/2/91	10/1/91	779.17	806.67	834.17	861.67	889.17	916.67
10/2/91	11/1/91	774.58	802.08	829.58	857.08	884.58	912.08
11/2/91	12/1/91	770.00	797.50	825.00	852.50	880.00	907.50
12/2/91	1/1/92	765.42	792.92	820.42	847.92	875.42	902.92
1/2/92	2/1/92	760.83	788.33	815.83	843.33	870.83	898.33
2/2/92	3/1/92	756.25	783.75	811.25	838.75	866.25	893.75
3/2/92	4/1/92	751.67	779.17	806.67	834.17	861.67	889.17
4/2/92	5/1/92	747.08	774.58	802.08	829.58	857.08	884.58
5/2/92	6/1/92	742.50	770.00	797.50	825.00	852.50	880.00
6/2/92	7/1/92	737.92	765.42	792.92	820.42	847.92	875.42
7/2/92	8/1/92	733.33	760.83	788.33	815.83	843.33	870.83
8/2/92	9/1/92	728.75	756.25	783.75	811.25	838.75	866.25
9/2/92	10/1/92	724.17	751.67	779.17	806.67	834.17	861.67
10/2/92	11/1/92	719.58	747.08	774.58	802.08	829.58	857.08
11/2/92	12/1/92	715.00	742.50	770.00	797.50	825.00	852.50
12/2/92	1/1/93	710.42	737.92	765.42	792.92	820.42	847.92
1/2/93	2/1/93	705.83	733.33	760.83	788.33	815.83	843.33
2/2/93	3/1/93	701.25	728.75	756.25	783.75	811.25	838.75
3/2/93	4/1/93	696.67	724.17	751.67	779.17	806.67	834.17
4/2/93	5/1/93	692.08	719.58	747.08	774.58	802.08	829.58
5/2/93	6/1/93	687.50	715.00	742.50	770.00	797.50	825.00
6/2/93	7/1/93	682.92	710.42	737.92	765.42	792.92	820.42
7/2/93	8/1/93	678.33	705.83	733.33	760.83	788.33	815.83
8/2/93	9/1/93	673.75	701.25	728.75	756.25	783.75	811.25
9/2/93	10/1/93	669.17	696.67	724.17	751.67	779.17	806.67
10/2/93	11/1/93	664.58	692.08	719.58	747.08	774.58	802.08
11/2/93	12/1/93	660.00	687.50	715.00	742.50	770.00	797.50
12/2/93	1/1/94	655.42	682.92	710.42	737.92	765.42	792.92
1/2/94	2/1/94	650.83	678.33	705.83	733.33	760.83	788.33
2/2/94	3/1/94	646.25	673.75	701.25	728.75	756.25	783.75
3/2/94	4/1/94	641.67	669.17	696.67	724.17	751.67	779.17
4/2/94	5/1/94	637.08	664.58	692.08	719.58	747.08	774.58
5/2/94	6/1/94	632.50	660.00	687.50	715.00	742.50	770.00
6/2/94	7/1/94	627.92	655.42	682.92	710.42	737.92	765.42
7/2/94	8/1/94	623.33	650.83	678.33	705.83	733.33	760.83
8/2/94	9/1/94	618.75	646.25	673.75	701.25	728.75	756.25
9/2/94	10/1/94	614.17	641.67	669.17	696.67	724.17	751.67

Hired Between		12/1/05	6/1/06	12/1/06	6/1/07	12/1/07	6/1/08
10/2/94	11/1/94	609.58	637.08	664.58	692.08	719.58	747.08
11/2/94	12/1/94	605.00	632.50	660.00	687.50	715.00	742.50
12/2/94	1/1/95	600.42	627.92	655.42	682.92	710.42	737.92
1/2/95	2/1/95	595.83	623.33	650.83	678.33	705.83	733.33
2/2/95	3/1/95	591.25	618.75	646.25	673.75	701.25	728.75
3/2/95	4/1/95	586.67	614.17	641.67	669.17	696.67	724.17
4/2/95	5/1/95	582.08	609.58	637.08	664.58	692.08	719.58
5/2/95	6/1/95	577.50	605.00	632.50	660.00	687.50	715.00
6/2/95	7/1/95	572.92	600.42	627.92	655.42	682.92	710.42
7/2/95	8/1/95	568.33	595.83	623.33	650.83	678.33	705.83
8/2/95	9/1/95	563.75	591.25	618.75	646.25	673.75	701.25
9/2/95	10/1/95	559.17	586.67	614.17	641.67	669.17	696.67
10/2/95	11/1/95	554.58	582.08	609.58	637.08	664.58	692.08
11/2/95	12/1/95	550.00	577.50	605.00	632.50	660.00	687.50
12/2/95	1/1/96	545.42	572.92	600.42	627.92	655.42	682.92
1/2/96	2/1/96	540.83	568.33	595.83	623.33	650.83	678.33
2/2/96	3/1/96	536.25	563.75	591.25	618.75	646.25	673.75
3/2/96	4/1/96	531.67	559.17	586.67	614.17	641.67	669.17
4/2/96	5/1/96	527.08	554.58	582.08	609.58	637.08	664.58
5/2/96	6/1/96	522.50	550.00	577.50	605.00	632.50	660.00
6/2/96	7/1/96	517.92	545.42	572.92	600.42	627.92	655.42
7/2/96	8/1/96	513.33	540.83	568.33	595.83	623.33	650.83
8/2/96	9/1/96	508.75	536.25	563.75	591.25	618.75	646.25
9/2/96	10/1/96	504.17	531.67	559.17	586.67	614.17	641.67
10/2/96	11/1/96	499.58	527.08	554.58	582.08	609.58	637.08
11/2/96	12/1/96	495.00	522.50	550.00	577.50	605.00	632.50
12/2/96	1/1/97	490.42	517.92	545.42	572.92	600.42	627.92
1/2/97	2/1/97	485.83	513.33	540.83	568.33	595.83	623.33
2/2/97	3/1/97	481.25	508.75	536.25	563.75	591.25	618.75
3/2/97	4/1/97	476.67	504.17	531.67	559.17	586.67	614.17
4/2/97	5/1/97	472.08	499.58	527.08	554.58	582.08	609.58
5/2/97	6/1/97	467.50	495.00	522.50	550.00	577.50	605.00
6/2/97	7/1/97	462.92	490.42	517.92	545.42	572.92	600.42
7/2/97	8/1/97	458.33	485.83	513.33	540.83	568.33	595.83
8/2/97	9/1/97	453.75	481.25	508.75	536.25	563.75	591.25
9/2/97	10/1/97	449.17	476.67	504.17	531.67	559.17	586.67
10/2/97	11/1/97	444.58	472.08	499.58	527.08	554.58	582.08
11/2/97	12/1/97	440.00	467.50	495.00	522.50	550.00	577.50
12/2/97	1/1/98	435.42	462.92	490.42	517.92	545.42	572.92
1/2/98	2/1/98	430.83	458.33	485.83	513.33	540.83	568.33
2/2/98	3/1/98	426.25	453.75	481.25	508.75	536.25	563.75
3/2/98	4/1/98	421.67	449.17	476.67	504.17	531.67	559.17
4/2/98	5/1/98	417.08	444.58	472.08	499.58	527.08	554.58
5/2/98	6/1/98	412.50	440.00	467.50	495.00	522.50	550.00
6/2/98	7/1/98	407.92	435.42	462.92	490.42	517.92	545.42
7/2/98	8/1/98	403.33	430.83	458.33	485.83	513.33	540.83
8/2/98	9/1/98	398.75	426.25	453.75	481.25	508.75	536.25
9/2/98	10/1/98	394.17	421.67	449.17	476.67	504.17	531.67
10/2/98	11/1/98	389.58	417.08	444.58	472.08	499.58	527.08
11/2/98	12/1/98	385.00	412.50	440.00	467.50	495.00	522.50
12/2/98	1/1/99	380.42	407.92	435.42	462.92	490.42	517.92
1/2/99	2/1/99	375.83	403.33	430.83	458.33	485.83	513.33

Hired	Between	12/1/05	6/1/06	12/1/06	6/1/07	12/1/07	6/1/08
2/2/99	3/1/99	371.25	398.75	426.25	453.75	481.25	508.75
3/2/99	4/1/99	366.67	394.17	421.67	449.17	476.67	504.17
4/2/99	5/1/99	362.08	389.58	417.08	444.58	472.08	499.58
5/2/99	6/1/99	357.50	385.00	412.50	440.00	467.50	495.00
6/2/99	7/1/99	352.92	380.42	407.92	435.42	462.92	490.42
7/2/99	8/1/99	348.33	375.83	403.33	430.83	458.33	485.83
8/2/99	9/1/99	343.75	371.25	398.75	426.25	453.75	481.25
9/2/99	10/1/99	339.17	366.67	394.17	421.67	449.17	476.67
10/2/99	11/1/99	334.58	362.08	389.58	417.08	444.58	472.08
11/2/99	12/1/99	330.00	357.50	385.00	412.50	440.00	467.50
12/2/99	1/1/00	325.42	352.92	380.42	407.92	435.42	462.92
1/2/00	2/1/00	320.83	348.33	375.83	403.33	430.83	458.33
2/2/00	3/1/00	316.25	343.75	371.25	398.75	426.25	453.75
3/2/00	4/1/00	311.67	339.17	366.67	394.17	421.67	449.17
4/2/00	5/1/00	307.08	334.58	362.08	389.58	417.08	444.58
5/2/00	6/1/00	302.50	330.00	357.50	385.00	412.50	440.00
6/2/00	7/1/00	297.92	325.42	352.92	380.42	407.92	435.42
7/2/00	8/1/00	293.33	320.83	348.33	375.83	403.33	430.83
8/2/00	9/1/00	288.75	316.25	343.75	371.25	398.75	426.25
9/2/00	10/1/00	284.17	311.67	339.17	366.67	394.17	421.67
10/2/00	11/1/00	279.58	307.08	334.58	362.08	389.58	417.08
11/2/00	12/1/00	275.00	302.50	330.00	357.50	385.00	412.50
12/2/00	1/1/01		297.92	325.42	352.92	380.42	407.92
1/2/01	2/1/01		293.33	320.83	348.33	375.83	403.33
2/2/01	3/1/01		288.75	316.25	343.75	371.25	398.75
3/2/01	4/1/01		284.17	311.67	339.17	366.67	394.17
4/2/01	5/1/01		279.58	307.08	334.58	362.08	389.58
5/2/01	6/1/01		275.00	302.50	330.00	357.50	385.00
6/2/01	7/1/01			297.92	325.42	352.92	380.42
7/2/01	8/1/01			293.33	320.83	348.33	375.83
8/2/01	9/1/01			288.75	316.25	343.75	371.25
9/2/01	10/1/01			284.17	311.67	339.17	366.67
10/2/01	11/1/01			279.58	307.08	334.58	362.08
11/2/01	12/1/01			275.00	302.50	330.00	357.50
12/2/01	1/1/02				297.92	325.42	352.92
1/2/02	2/1/02				293.33	320.83	348.33
2/2/02	3/1/02				288.75	316.25	343.75
3/2/02	4/1/02				284.17	311.67	339.17
4/2/02	5/1/02				279.58	307.08	334.58
5/2/02	6/1/02				275.00	302.50	330.00
6/2/02	7/1/02					297.92	325.42
7/2/02	8/1/02					293.33	320.83
8/2/02	9/1/02					288.75	316.25
9/2/02	10/1/02					284.17	311.67
10/2/02	11/1/02					279.58	307.08
11/2/02	12/1/02					275.00	302.50
12/2/02	1/1/03						297.92
1/2/03	2/1/03						293.33
2/2/03	3/1/03						288.75
3/2/03	4/1/03						284.17
4/2/03	5/1/03						279.58
5/2/03	6/1/03						275.00

Appendix C Salary Schedule July 2, 2005

	STEP													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
10	12.875	13.197	13.527	13.877	14.229	14.633	14.984	15.385	15.789	16.210	16.614	17.053	17.492	17.946
11	13.527	13.877	14.229	14.633	14.984	15.385	15.789	16.210	16.614	17.053	17.492	17.946	18.402	18.894
12	14.229	14.633	14.984	15.385	15.789	16.210	16.614	17.053	17.492	17.946	18.402	18.894	19.368	19.878
13	14.984	15.385	15.789	16.210	16.614	17.053	17.492	17.946	18.402	18.894	19.368	19.878	20.387	20.930
14	15.789	16.210	16.614	17.053	17.492	17.946	18.402	18.894	19.368	19.878	20.387	20.930	21.472	22.034
15	16.614	17.053	17.492	17.946	18.402	18.894	19.368	19.878	20.387	20.930	21.472	22.034	22.595	23.175
16	17.492	17.946	18.402	18.894	19.368	19.878	20.387	20.930	21.472	22.034	22.595	23.175	23.769	24.402
17	18.402	18.894	19.368	19.878	20.387	20.930	21.472	22.034	22.595	23.175	23.769	24.402	25.000	25.667
18	19.368	19.878	20.387	20.930	21.472	22.034	22.595	23.175	23.769	24.402	25.000	25.667	26.314	27.000
19	20.387	20.930	21.472	22.034	22.595	23.175	23.769	24.402	25.000	25.667	26.314	27.000	27.701	28.438
20	21.472	22.034	22.595	23.175	23.769	24.402	25.000	25.667	26.314	27.000	27.701	28.438	29.158	29.929
21	22.595	23.175	23.769	24.402	25.000	25.667	26.314	27.000	27.701	28.438	29.158	29.929	30.667	31.489
22	23.769	24.402	25.000	25.667	26.314	27.000	27.701	28.438	29.158	29.929	30.667	31.489	32.297	33.139
23	25.000	25.667	26.314	27.000	27.701	28.438	29.158	29.929	30.667	31.489	32.297	33.139	33.982	34.874
24	26.314	27.000	27.701	28.438	29.158	29.929	30.667	31.489	32.297	33.139	33.982	34.874	35.772	36.716
25	27.701	28.438	29.158	29.929	30.667	31.489	32.297	33.139	33.982	34.874	35.772	36.716	37.647	38.664
26	29.158	29.929	30.667	31.489	32.297	33.139	33.982	34.874	35.772	36.716	37.647	38.664	39.629	40.683

Appendix D Salary Schedule July 1, 2006

	STEP													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
10	13.358	13.692	14.034	14.397	14.763	15.182	15.546	15.962	16.381	16.818	17.237	17.692	18.148	18.619
11	14.034	14.397	14.763	15.182	15.546	15.962	16.381	16.818	17.237	17.692	18.148	18.619	19.092	19.603
12	14.763	15.182	15.546	15.962	16.381	16.818	17.237	17.692	18.148	18.619	19.092	19.603	20.094	20.623
13	15.546	15.962	16.381	16.818	17.237	17.692	18.148	18.619	19.092	19.603	20.094	20.623	21.152	21.715
14	16.381	16.818	17.237	17.692	18.148	18.619	19.092	19.603	20.094	20.623	21.152	21.715	22.277	22.860
15	17.237	17.692	18.148	18.619	19.092	19.603	20.094	20.623	21.152	21.715	22.277	22.860	23.442	24.044
16	18.148	18.619	19.092	19.603	20.094	20.623	21.152	21.715	22.277	22.860	23.442	24.044	24.660	25.317
17	19.092	19.603	20.094	20.623	21.152	21.715	22.277	22.860	23.442	24.044	24.660	25.317	25.938	26.630
18	20.094	20.623	21.152	21.715	22.277	22.860	23.442	24.044	24.660	25.317	25.938	26.630	27.301	28.013
19	21.152	21.715	22.277	22.860	23.442	24.044	24.660	25.317	25.938	26.630	27.301	28.013	28.740	29.504
20	22.277	22.860	23.442	24.044	24.660	25.317	25.938	26.630	27.301	28.013	28.740	29.504	30.251	31.051
21	23.442	24.044	24.660	25.317	25.938	26.630	27.301	28.013	28.740	29.504	30.251	31.051	31.817	32.670
22	24.660	25.317	25.938	26.630	27.301	28.013	28.740	29.504	30.251	31.051	31.817	32.670	33.508	34.382
23	25.938	26.630	27.301	28.013	28.740	29.504	30.251	31.051	31.817	32.670	33.508	34.382	35.256	36.182
24	27.301	28.013	28.740	29.504	30.251	31.051	31.817	32.670	33.508	34.382	35.256	36.182	37.113	38.093
25	28.740	29.504	30.251	31.051	31.817	32.670	33.508	34.382	35.256	36.182	37.113	38.093	39.059	40.114
26	30.251	31.051	31.817	32.670	33.508	34.382	35.256	36.182	37.113	38.093	39.059	40.114	41.115	42.209

Appendix F Salary Schedule July 14, 2007

	STEP													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
10	13.859	14.205	14.560	14.937	15.317	15.751	16.129	16.561	16.995	17.449	17.883	18.355	18.829	19.317
11	14.560	14.937	15.317	15.751	16.129	16.561	16.995	17.449	17.883	18.355	18.829	19.317	19.808	20.338
12	15.317	15.751	16.129	16.561	16.995	17.449	17.883	18.355	18.829	19.317	19.808	20.338	20.848	21.396
13	16.129	16.561	16.995	17.449	17.883	18.355	18.829	19.317	19.808	20.338	20.848	21.396	21.946	22.529
14	16.995	17.449	17.883	18.355	18.829	19.317	19.808	20.338	20.848	21.396	21.946	22.529	23.112	23.717
15	17.883	18.355	18.829	19.317	19.808	20.338	20.848	21.396	21.946	22.529	23.112	23.717	24.321	24.946
16	18.829	19.317	19.808	20.338	20.848	21.396	21.946	22.529	23.112	23.717	24.321	24.946	25.585	26.266
17	19.808	20.338	20.848	21.396	21.946	22.529	23.112	23.717	24.321	24.946	25.585	26.266	26.911	27.629
18	20.848	21.396	21.946	22.529	23.112	23.717	24.321	24.946	25.585	26.266	26.911	27.629	28.325	29.063
19	21.946	22.529	23.112	23.717	24.321	24.946	25.585	26.266	26.911	27.629	28.325	29.063	29.818	30.610
20	23.112	23.717	24.321	24.946	25.585	26.266	26.911	27.629	28.325	29.063	29.818	30.610	31.385	32.215
21	24.321	24.946	25.585	26.266	26.911	27.629	28.325	29.063	29.818	30.610	31.385	32.215	33.010	33.895
22	25.585	26.266	26.911	27.629	28.325	29.063	29.818	30.610	31.385	32.215	33.010	33.895	34.765	35.671
23	26.911	27.629	28.325	29.063	29.818	30.610	31.385	32.215	33.010	33.895	34.765	35.671	36.576	37.539
24	28.325	29.063	29.818	30.610	31.385	32.215	33.010	33.895	34.765	35.671	36.576	37.539	38.505	39.521
25	29.818	30.610	31.385	32.215	33.010	33.895	34.765	35.671	36.576	37.539	38.505	39.521	40.524	41.618
26	31.385	32.215	33.010	33.895	34.765	35.671	36.576	37.539	38.505	39.521	40.524	41.618	42.657	43.792