

ARTICLE 31

02-10-15  
13-MED-10-1291  
1469-04  
K30477

WAGES

- 31.1 Effective December 1, 2014 hourly wages shall be increased by 0.5%
- Effective April 1, 2015 hourly wages shall be increased by 3.75%
- Effective January 1, 2016 hourly wages shall be increased by 3.25%
- Effective July 1, 2016 hourly wages shall be increased by 0.5%
- Wages shall be as defined within Appendix A of this agreement.

Computations for pay rates reflected in Appendix A shall be as follows;

50 Hour work week; Hourly rate X 100= Bi-weekly pay Rate

40 Hour work week; 50 hour work week hourly pay rate x2600/2080= Hourly rate

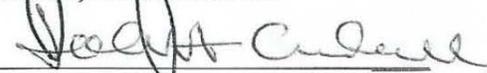
40 Hour work week hourly pay rate x 80= Bi-weekly pay Rate

31.2 Each pay step as defined in Appendix A shall be defined to be 26 pay periods (1 year).

**FOR THE EMPLOYER:**

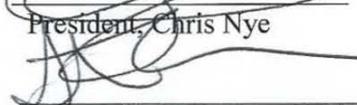
  
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Trustee, Neal Mahoney

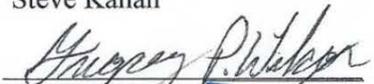
  
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Trustee, John Jennewine

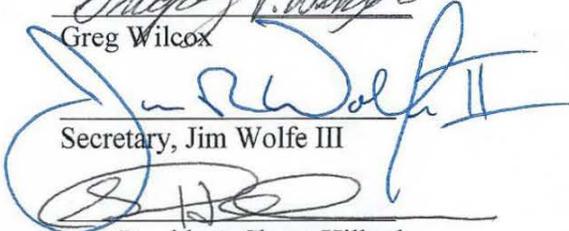
  
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Trustee, John Crandall

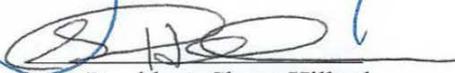
**FOR THE UNION:**

  
\_\_\_\_\_  
President, Chris Nye

  
\_\_\_\_\_  
Steve Kahan

  
\_\_\_\_\_  
Greg Wilcox

  
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Secretary, Jim Wolfe III

  
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Vice-President, Shane Hillard

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APPENDIX A

50 HOUR WEEK PAY RATE

STEP	12/1/2014	
	BIWEEKLY	HOURLY
1	\$1,756.00	\$17.56
1P	\$1,790.00	\$17.90
2	\$1,823.00	\$18.23
2P	\$1,859.00	\$18.59
3	\$1,994.00	\$19.94
3P	\$2,034.00	\$20.34
4	\$2,272.00	\$22.72
4P	\$2,320.00	\$23.20
LT.	\$2,613.00	\$26.13
LT.P	\$2,664.00	\$26.64
CAPT.	\$2,809.00	\$28.09
CAPT.P	\$2,865.00	\$28.65

40 HOUR WEEK PAY RATE

STEP	BIWEEKLY	HOURLY
1	\$1,756.00	\$21.95
1P	\$1,790.40	\$22.38
2	\$1,823.20	\$22.79
2P	\$1,859.20	\$23.24
3	\$1,994.40	\$24.93
3P	\$2,034.40	\$25.43
4	\$2,272.00	\$28.40
4P	\$2,320.00	\$29.00
LT.	\$2,612.80	\$32.66
LT.P	\$2,664.00	\$33.30
CAPT.	\$2,808.80	\$35.11
CAPT.P	\$2,864.80	\$35.81

*J. Justice*

*OK  
Squidwood  
1-23-15*

**APPENDIX A**

**50 HOUR WEEK PAY RATE**

STEP	4/1/2015	
	BIWEEKLY	HOURLY
1	\$1,822.00	\$18.22
1P	\$1,857.00	\$18.57
2	\$1,891.00	\$18.91
2P	\$1,929.00	\$19.29
3	\$2,069.00	\$20.69
3P	\$2,110.00	\$21.10
4	\$2,357.00	\$23.57
4P	\$2,407.00	\$24.07
LT.	\$2,711.00	\$27.11
LT.P	\$2,764.00	\$27.64
CAPT.	\$2,914.00	\$29.14
CAPT.P	\$2,972.00	\$29.72

**40 HOUR WEEK PAY RATE**

STEP	BIWEEKLY	HOURLY
1	\$1,822.40	\$22.78
1P	\$1,856.80	\$23.21
2	\$1,891.20	\$23.64
2P	\$1,928.80	\$24.11
3	\$2,068.80	\$25.86
3P	\$2,110.40	\$26.38
4	\$2,356.80	\$29.46
4P	\$2,407.20	\$30.09
LT.	\$2,711.20	\$33.89
LT.P	\$2,764.00	\$34.55
CAPT.	\$2,914.40	\$36.43
CAPT.P	\$2,972.00	\$37.15

*John Fisher*  
*OK Wood*  
*1-23-15*  
*1-23-15*

**APPENDIX A**

**50 HOUR WEEK PAY RATE**

STEP	1/1/2016	
	BIWEEKLY	HOURLY
1	\$1,881.00	\$18.81
1P	\$1,917.00	\$19.17
2	\$1,952.00	\$19.52
2P	\$1,992.00	\$19.92
3	\$2,136.00	\$21.36
3P	\$2,179.00	\$21.79
4	\$2,434.00	\$24.34
4P	\$2,485.00	\$24.85
LT.	\$2,799.00	\$27.99
LT.P	\$2,854.00	\$28.54
CAPT.	\$3,009.00	\$30.09
CAPT.P	\$3,069.00	\$30.69

**40 HOUR WEEK PAY RATE**

STEP	BIWEEKLY	HOURLY
1	\$1,880.80	\$23.51
1P	\$1,916.80	\$23.96
2	\$1,952.00	\$24.40
2P	\$1,992.00	\$24.90
3	\$2,136.00	\$26.70
3P	\$2,179.20	\$27.24
4	\$2,434.40	\$30.43
4P	\$2,484.80	\$31.06
LT.	\$2,799.20	\$34.99
LT.P	\$2,854.40	\$35.68
CAPT.	\$3,008.80	\$37.61
CAPT.P	\$3,068.80	\$38.36

*John Zwick*

*OK 1-23-15  
59 Wood  
1-23-15*

**APPENDIX A**

**50 HOUR WEEK PAY RATE**

STEP	7/1/2016	
	BIWEEKLY	HOURLY
1	\$1,890.00	\$18.90
1P	\$1,927.00	\$19.27
2	\$1,962.00	\$19.62
2P	\$2,002.00	\$20.02
3	\$2,147.00	\$21.47
3P	\$2,190.00	\$21.90
4	\$2,446.00	\$24.46
4P	\$2,497.00	\$24.97
LT.	\$2,813.00	\$28.13
L.T.P	\$2,868.00	\$28.68
CAPT.	\$3,024.00	\$30.24
CAPT.P	\$3,084.00	\$30.84

**40 HOUR WEEK PAY RATE**

STEP	BIWEEKLY	HOURLY
1	\$1,890.40	\$23.63
1P	\$1,927.20	\$24.09
2	\$1,962.40	\$24.53
2P	\$2,002.40	\$25.03
3	\$2,147.20	\$26.84
3P	\$2,190.40	\$27.38
4	\$2,446.40	\$30.58
4P	\$2,496.80	\$31.21
LT.	\$2,812.80	\$35.16
L.T.P	\$2,868.00	\$35.85
CAPT.	\$3,024.00	\$37.80
CAPT.P	\$3,084.00	\$38.55

*John Z...*

*OK 1-23-15*  
*SP Wood*  
*1-23-15*