

**2018 Memorandum of Agreement  
BETWEEN  
COUNTY OF YAKIMA BOARD OF COMMISSIONERS  
AND  
COUNCIL 2, WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES  
REPRESENTING  
LOCALS 87, 87P AND 87PS  
Master Agreement**

**For CBA effective January 1, 2017 through December 31, 2017**

Yakima County, hereinafter referred to as the Employer, and Council 2, of the Washington State Council of County and City Employees, representing, Local 87, 87P, and 87PS, American Federation of State County and Municipal Employees, AFL-CIO, hereinafter referred to as the Union, agree to adopt this Memorandum of Agreement (MOA) and agree that the provisions of this MOA will be included as part of the 2017 Collective Bargaining Agreement (CBA).

This MOA memorializes the agreements between the Employer and the Union regarding the issues described below, and the parties acknowledge that these issues have been agreed upon based on negotiated language in accordance with RCW 41.56.

The Employer and the Union agree that the provisions as set forth in this MOA supersede any conflicting provisions in the Collective Bargaining Agreement (CBA) covering the period of January 1, 2017 to December 31, 2017.

**The following language will replace Article X – Wages effective January 1, 2018.**

**ARTICLE X - WAGES**

- 10.1 The Pay Plan Structure is described in Exhibit “A” which is attached hereto and incorporated herein by reference.
- 10.2 The Pay Plan(s) for 2017-2018 is/are set forth in Exhibit “B” which is/are attached hereto and incorporated herein by reference. Effective April 1, 2017, the Employer will implement a one percent (1.0%) general increase to the Pay Plan. All calculations shall be determined by the Human Resources department.

IN WITNESS WHEREOF, the parties have agreed to this Agreement on this \_\_\_\_\_ day of \_\_\_\_\_, 2018.

**FOR THE UNION:**

**FOR THE EMPLOYER:**

\_\_\_\_\_  
Eddie Allan, Staff Representative  
Council 2, Washington State Council  
of County and City Employees

\_\_\_\_\_  
Ron Anderson, Chairman  
Yakima County Board of County Commissioner

\_\_\_\_\_  
Russ Fonder, Local 87 Steward  
Negotiations Team Member

\_\_\_\_\_  
Michael D. Leita, Commissioner  
Yakima County Board of County Commissioner

\_\_\_\_\_  
Kerrie Maybee, Local 87 Steward  
Negotiations Team Member

\_\_\_\_\_  
J. Rand Elliott, Commissioner  
Yakima County Board of County Commissioner

\_\_\_\_\_  
Ruthanne Cortez, Local 87P/87PS President  
Negotiations Team Member

\_\_\_\_\_  
W. Dave Cook, County Assessor

\_\_\_\_\_  
Lamont Wright, Local 87P/87PS Vice President  
Negotiations Team Member

\_\_\_\_\_  
Ilene Thomson, County Treasurer

\_\_\_\_\_  
Joseph Brusic, Prosecuting Attorney

\_\_\_\_\_  
Robyn Berndt, Court Services Director

\_\_\_\_\_  
Vern M. Redifer, Director of Public Services

\_\_\_\_\_  
Jacqui Lindsay, Human Resources Director

Adopted Copy Available at  
Yakima County Human Resources  
128 N. 2<sup>nd</sup> Street, Room B27  
Yakima, WA 98901

**Exhibit “A”**  
**Yakima County Master Contract**  
**2017-2018 Pay Plan Structure**

1. Effective April 1, 2014, the following pay plan structure was implemented:
  - a) The range for each Band, Grade, and Subgrade (i.e. B22, B23, B24, etc) will be divided into 14 data points. The percent change between adjacent data points will be equal.
    - i. Employees hired after December 31, 2013 may not progress above the ninth increment of their respective pay range for DBM levels A01, A11, A12, and A13.
    - ii. Employees hired after December 31, 2013, may not progress above the tenth increment of their respective pay range for DBM levels B21, B22, B23, B24 and B25.
    - iii. Employees hired after December 31, 2013, may not progress above the eleventh increment of their respective pay range for DBM levels C41, C42, C43, and C44.
    - iv. Employees hired after December 31, 2013, may not progress above the twelfth increment of the pay range for DBM level C45.
  - b) The first data point will represent the Market Entry Salary. The fourteenth data point will represent the Maximum Salary.
2. Employees hired on or before October 1, 2015, shall be eligible to advance one increment, if available, on April 1, 2016. An increment is “available” if the employee has not reached the maximum increment allowed under paragraph “a”, above. Employees hired after October 1, 2015, shall not be eligible for an increment advancement in 2016.
3. No employee shall receive an increment advancement after April 1, 2016.

**Salary Surveys**

Pay ranges in the Yakima County compensation structure are determined by a comparison of Yakima County benchmark positions to the comparable labor market. Determination of the market for each pay range is established by salary survey of comparable agencies and use of regression analysis methodology to establish a trend line for all Yakima County classifications in the Decision Band Method classification structure. The market survey includes benchmark classifications for each occupational group as well as classifications with an existing market premium. Market surveys will be conducted at least every two years for informational purposes only. Salary Survey information is intended to be used prospectively and shall not be used in establishing pay plans for the same year during which the salary survey is conducted. The Union will receive a copy of the completed survey for their review and response within one (1) week of completion. This Salary Survey subject matter is subject to the provisions of Section 10.5.

## **Market Premium**

If the market compensation study indicates that the trend line base salary range for a classification is 10% or more below the market target position's median at both entry and maximum, then the Union and the Employer shall meet to negotiate the appropriate method and economic adjustment (market premium or reclassification) for the classification. The results of the negotiation shall be applied in the following fiscal year. If the Union and Employer agree that reclassification is appropriate, the reclassification shall occur in accordance with the County Classification and Compensation Policy (HR 001). If the Union and Employer agree that a Market Premium is appropriate, the negotiated market premium amount will be applied to the entire salary range for the classification. The base salary range for the classification will remain unchanged. This Market Premium subject matter is subject to the provisions of Section 10.5.

Job classifications with market premiums added to the base salary range will continue to be included in all comprehensive surveys of Decision Band Method classifications within the occupational group until such time as the base salary range for the classification is within 10% of the target market level for the classification. The market premium amounts for a classification may change up or down each time the market is studied depending upon the data received from the market compensation study for the classification. Should the market premium amount fall to less than 10% below the target market position of the County, then the market premium will be eliminated and the salary for individual positions will be the individual's current increment in the base salary for the job classification. This paragraph is subject to the outcome of the provisions of Section 10.5.

**Exhibit "B"**  
**AFSCME Local 87, 87P, 87PS Pay Plan**  
**Effective January 1, 2017**

Pay Grade		Increment 1	Increment 2	Increment 3	Increment 4	Increment 5	Increment 6	Increment 7	Increment 8	Increment 9	Increment 10	Increment 11	Increment 12	Increment 13	Increment 14	
A01	8 hr	YR	21,288	21,840	22,404	22,980	23,580	24,192	24,816	25,464	26,124	26,796	27,492	28,200	28,932	29,676
	8 hr	MO	1,774	1,820	1,867	1,915	1,965	2,016	2,068	2,122	2,177	2,233	2,291	2,350	2,411	2,473
		HR	10.23	10.50	10.77	11.05	11.34	11.63	11.93	12.24	12.56	12.88	13.22	13.56	13.91	14.27
	7.5 hr	MO	1,663	1,706	1,750	1,795	1,842	1,890	1,939	1,989	2,041	2,093	2,148	2,203	2,260	2,318
	7.5 hr	YR	19,958	20,475	21,004	21,544	22,106	22,680	23,265	23,873	24,491	25,121	25,774	26,438	27,124	27,821
A11	8 hr	YR	26,412	27,096	27,804	28,524	29,268	30,024	30,804	31,608	32,436	33,276	34,140	35,028	35,940	36,876
	8 hr	MO	2,201	2,258	2,317	2,377	2,439	2,502	2,567	2,634	2,703	2,773	2,845	2,919	2,995	3,073
		HR	12.70	13.03	13.37	13.71	14.07	14.43	14.81	15.20	15.59	16.00	16.41	16.84	17.28	17.73
	7.5 hr	MO	2,063	2,117	2,172	2,228	2,287	2,346	2,407	2,469	2,534	2,600	2,667	2,737	2,808	2,881
	7.5 hr	YR	24,761	25,403	26,066	26,741	27,439	28,148	28,879	29,633	30,409	31,196	32,006	32,839	33,694	34,571
A12	8 hr	YR	28,632	29,352	30,084	30,840	31,620	32,412	33,228	34,068	34,920	35,796	36,696	37,620	38,568	39,540
	8 hr	MO	2,386	2,446	2,507	2,570	2,635	2,701	2,769	2,839	2,910	2,983	3,058	3,135	3,214	3,295
		HR	13.77	14.11	14.46	14.83	15.20	15.58	15.98	16.38	16.79	17.21	17.64	18.09	18.54	19.01
	7.5 hr	MO	2,237	2,293	2,350	2,409	2,470	2,532	2,596	2,662	2,728	2,797	2,867	2,939	3,013	3,089
	7.5 hr	YR	26,843	27,518	28,204	28,913	29,644	30,386	31,151	31,939	32,738	33,559	34,403	35,269	36,158	37,069
A13	8 hr	YR	30,864	31,620	32,388	33,180	33,984	34,812	35,664	36,528	37,416	38,328	39,264	40,224	41,208	42,216
	8 hr	MO	2,572	2,635	2,699	2,765	2,832	2,901	2,972	3,044	3,118	3,194	3,272	3,352	3,434	3,518
		HR	14.84	15.20	15.57	15.95	16.34	16.74	17.15	17.56	17.99	18.43	18.88	19.34	19.81	20.30
	7.5 hr	MO	2,411	2,470	2,530	2,592	2,655	2,720	2,786	2,854	2,923	2,994	3,068	3,143	3,219	3,298
	7.5 hr	YR	28,935	29,644	30,364	31,106	31,860	32,636	33,435	34,245	35,078	35,933	36,810	37,710	38,633	39,578
B21	8 hr	YR	33,804	34,596	35,400	36,228	37,080	37,944	38,832	39,744	40,668	41,616	42,588	43,584	44,604	45,648
	8 hr	MO	2,817	2,883	2,950	3,019	3,090	3,162	3,236	3,312	3,389	3,468	3,549	3,632	3,717	3,804
		HR	16.25	16.63	17.02	17.42	17.83	18.24	18.67	19.11	19.55	20.01	20.48	20.95	21.44	21.95
	7.5 hr	MO	2,641	2,703	2,766	2,830	2,897	2,964	3,034	3,105	3,177	3,251	3,327	3,405	3,485	3,566
	7.5 hr	YR	31,691	32,434	33,188	33,964	34,763	35,573	36,405	37,260	38,126	39,015	39,926	40,860	41,816	42,795

Pay Grade		Increment 1	Increment 2	Increment 3	Increment 4	Increment 5	Increment 6	Increment 7	Increment 8	Increment 9	Increment 10	Increment 11	Increment 12	Increment 13	Increment 14	
B22	8 hr	YR	36,732	37,560	38,412	39,276	40,164	41,076	42,000	42,948	43,920	44,916	45,924	46,956	48,012	49,092
	8 hr	MO	3,061	3,130	3,201	3,273	3,347	3,423	3,500	3,579	3,660	3,743	3,827	3,913	4,001	4,091
		HR	17.66	18.06	18.47	18.88	19.31	19.75	20.19	20.65	21.12	21.59	22.08	22.58	23.08	23.60
	7.5 hr	MO	2,870	2,934	3,001	3,068	3,138	3,209	3,281	3,355	3,431	3,509	3,588	3,668	3,751	3,835
	7.5 hr	YR	34,436	35,213	36,011	36,821	37,654	38,509	39,375	40,264	41,175	42,109	43,054	44,021	45,011	46,024
B23	8 hr	YR	39,672	40,536	41,424	42,324	43,248	44,196	45,156	46,140	47,148	48,180	49,236	50,316	51,420	52,548
	8 hr	MO	3,306	3,378	3,452	3,527	3,604	3,683	3,763	3,845	3,929	4,015	4,103	4,193	4,285	4,379
		HR	19.07	19.49	19.92	20.35	20.79	21.25	21.71	22.18	22.67	23.16	23.67	24.19	24.72	25.26
	7.5 hr	MO	3,099	3,167	3,236	3,307	3,379	3,453	3,528	3,605	3,683	3,764	3,847	3,931	4,017	4,105
	7.5 hr	YR	37,193	38,003	38,835	39,679	40,545	41,434	42,334	43,256	44,201	45,169	46,159	47,171	48,206	49,264
B24/B31	8 hr	YR	44,856	45,684	46,524	47,376	48,252	49,140	50,040	50,964	51,900	52,848	53,820	54,804	55,812	56,832
	8 hr	MO	3,738	3,807	3,877	3,948	4,021	4,095	4,170	4,247	4,325	4,404	4,485	4,567	4,651	4,736
		HR	21.57	21.96	22.37	22.78	23.20	23.63	24.06	24.50	24.95	25.41	25.88	26.35	26.83	27.32
	7.5 hr	MO	3,504	3,569	3,635	3,701	3,770	3,839	3,909	3,982	4,055	4,129	4,205	4,282	4,360	4,440
	7.5 hr	YR	42,053	42,829	43,616	44,415	45,236	46,069	46,913	47,779	48,656	49,545	50,456	51,379	52,324	53,280
B25/B32	8 hr	YR	49,536	50,400	51,276	52,164	53,076	54,000	54,936	55,896	56,868	57,864	58,872	59,904	60,948	62,016
	8 hr	MO	4,128	4,200	4,273	4,347	4,423	4,500	4,578	4,658	4,739	4,822	4,906	4,992	5,079	5,168
		HR	23.82	24.23	24.65	25.08	25.52	25.96	26.41	26.87	27.34	27.82	28.30	28.80	29.30	29.82
	7.5 hr	MO	3,870	3,938	4,006	4,075	4,147	4,219	4,292	4,367	4,443	4,521	4,599	4,680	4,762	4,845
	7.5 hr	YR	46,440	47,250	48,071	48,904	49,759	50,625	51,503	52,403	53,314	54,248	55,193	56,160	57,139	58,140
C41	8 hr	YR	51,768	52,884	54,024	55,188	56,376	57,588	58,824	60,084	61,368	62,688	64,032	65,400	66,804	68,232
	8 hr	MO	4,314	4,407	4,502	4,599	4,698	4,799	4,902	5,007	5,114	5,224	5,336	5,450	5,567	5,686
		HR	24.89	25.43	25.97	26.53	27.10	27.69	28.28	28.89	29.50	30.14	30.78	31.44	32.12	32.80
	7.5 hr	MO	4,044	4,132	4,221	4,312	4,404	4,499	4,596	4,694	4,794	4,898	5,003	5,109	5,219	5,331
	7.5 hr	YR	48,533	49,579	50,648	51,739	52,853	53,989	55,148	56,329	57,533	58,770	60,030	61,313	62,629	63,968
C42	8 hr	YR	54,816	55,968	57,144	58,344	59,568	60,816	62,088	63,384	64,716	66,072	67,452	68,868	70,308	71,784
		MO	4,568	4,664	4,762	4,862	4,964	5,068	5,174	5,282	5,393	5,506	5,621	5,739	5,859	5,982
	8 hr	HR	26.35	26.91	27.47	28.05	28.64	29.24	29.85	30.47	31.11	31.77	32.43	33.11	33.80	34.51
	7.5 hr	MO	4,283	4,373	4,464	4,558	4,654	4,751	4,851	4,952	5,056	5,162	5,270	5,380	5,493	5,608
	7.5 hr	YR	51,390	52,470	53,573	54,698	55,845	57,015	58,208	59,423	60,671	61,943	63,236	64,564	65,914	67,298

**AFSCME Local 87 87P 87PS**

**Effective April 1, 2017**

Pay Grade		Increment 1	Increment 2	Increment 3	Increment 4	Increment 5	Increment 6	Increment 7	Increment 8	Increment 9	Increment 10	Increment 11	Increment 12	Increment 13	Increment 14	
A01	8 hr	YR	21,501	22,058	22,628	23,210	23,816	24,434	25,064	25,719	26,385	27,064	27,767	28,482	29,221	29,973
	8 hr	MO	1,792	1,838	1,886	1,934	1,985	2,036	2,089	2,143	2,199	2,255	2,314	2,374	2,435	2,498
		HR	10.34	10.61	10.88	11.16	11.45	11.75	12.05	12.36	12.69	13.01	13.35	13.69	14.05	14.41
	7.5 hr	MO	1,680	1,723	1,768	1,813	1,861	1,909	1,958	2,009	2,061	2,114	2,169	2,225	2,283	2,342
	7.5 hr	YR	20,157	20,680	21,214	21,759	22,327	22,907	23,498	24,111	24,736	25,372	26,031	26,702	27,395	28,099
A11	8 hr	YR	26,676	27,367	28,082	28,809	29,561	30,324	31,112	31,924	32,760	33,609	34,481	35,378	36,299	37,245
	8 hr	MO	2,223	2,281	2,340	2,401	2,463	2,527	2,593	2,660	2,730	2,801	2,873	2,948	3,025	3,104
		HR	12.83	13.16	13.50	13.85	14.21	14.58	14.96	15.35	15.75	16.16	16.58	17.01	17.45	17.91
	7.5 hr	MO	2,084	2,138	2,194	2,251	2,309	2,369	2,431	2,494	2,559	2,626	2,694	2,764	2,836	2,910
	7.5 hr	YR	25,009	25,657	26,327	27,009	27,713	28,429	29,168	29,929	30,713	31,508	32,326	33,167	34,031	34,917
A12	8 hr	YR	28,918	29,646	30,385	31,148	31,936	32,736	33,560	34,409	35,269	36,154	37,063	37,996	38,954	39,935
	8 hr	MO	2,410	2,470	2,532	2,596	2,661	2,728	2,797	2,867	2,939	3,013	3,089	3,166	3,246	3,328
		HR	13.90	14.25	14.61	14.98	15.35	15.74	16.13	16.54	16.96	17.38	17.82	18.27	18.73	19.20
	7.5 hr	MO	2,259	2,316	2,374	2,433	2,495	2,558	2,622	2,688	2,755	2,825	2,896	2,968	3,043	3,120
	7.5 hr	YR	27,111	27,793	28,486	29,202	29,940	30,690	31,463	32,258	33,065	33,894	34,747	35,621	36,519	37,439
A13	8 hr	YR	31,173	31,936	32,712	33,512	34,324	35,160	36,021	36,893	37,790	38,711	39,657	40,626	41,620	42,638
	8 hr	MO	2,598	2,661	2,726	2,793	2,860	2,930	3,002	3,074	3,149	3,226	3,305	3,386	3,468	3,553
		HR	14.99	15.35	15.73	16.11	16.50	16.90	17.32	17.74	18.17	18.61	19.07	19.53	20.01	20.50
	7.5 hr	MO	2,435	2,495	2,556	2,618	2,682	2,747	2,814	2,882	2,952	3,024	3,098	3,174	3,252	3,331
	7.5 hr	YR	29,224	29,940	30,667	31,417	32,179	32,963	33,769	34,587	35,428	36,292	37,178	38,087	39,019	39,973
B21	8 hr	YR	34,142	34,942	35,754	36,590	37,451	38,323	39,220	40,141	41,075	42,032	43,014	44,020	45,050	46,104
	8 hr	MO	2,845	2,912	2,980	3,049	3,121	3,194	3,268	3,345	3,423	3,503	3,584	3,668	3,754	3,842
		HR	16.41	16.80	17.19	17.59	18.01	18.42	18.86	19.30	19.75	20.21	20.68	21.16	21.66	22.17
	7.5 hr	MO	2,667	2,730	2,793	2,859	2,926	2,994	3,064	3,136	3,209	3,284	3,360	3,439	3,520	3,602
	7.5 hr	YR	32,008	32,758	33,519	34,303	35,110	35,928	36,769	37,633	38,508	39,405	40,326	41,269	42,234	43,223

Pay Grade		Increment 1	Increment 2	Increment 3	Increment 4	Increment 5	Increment 6	Increment 7	Increment 8	Increment 9	Increment 10	Increment 11	Increment 12	Increment 13	Increment 14	
B22	8 hr	YR	37,099	37,936	38,796	39,669	40,566	41,487	42,420	43,377	44,359	45,365	46,383	47,426	48,492	49,583
	8 hr	MO	3,092	3,161	3,233	3,306	3,380	3,457	3,535	3,615	3,697	3,780	3,865	3,952	4,041	4,132
		HR	17.84	18.24	18.65	19.07	19.50	19.95	20.39	20.85	21.33	21.81	22.30	22.80	23.31	23.84
	7.5 hr	MO	2,898	2,964	3,031	3,099	3,169	3,241	3,314	3,389	3,466	3,544	3,624	3,705	3,788	3,874
	7.5 hr	YR	34,781	35,565	36,371	37,189	38,030	38,894	39,769	40,666	41,587	42,530	43,484	44,461	45,461	46,484
B23	8 hr	YR	40,069	40,941	41,838	42,747	43,680	44,638	45,608	46,601	47,619	48,662	49,728	50,819	51,934	53,073
	8 hr	MO	3,339	3,412	3,487	3,562	3,640	3,720	3,801	3,883	3,968	4,055	4,144	4,235	4,328	4,423
		HR	19.26	19.68	20.11	20.55	21.00	21.46	21.93	22.40	22.89	23.40	23.91	24.43	24.97	25.52
	7.5 hr	MO	3,130	3,199	3,269	3,340	3,413	3,487	3,563	3,641	3,720	3,802	3,885	3,970	4,057	4,146
	7.5 hr	YR	37,564	38,383	39,223	40,076	40,950	41,848	42,757	43,689	44,643	45,620	46,620	47,643	48,688	49,756
B24/B31	8 hr	YR	45,305	46,141	46,989	47,850	48,735	49,631	50,540	51,474	52,419	53,376	54,358	55,352	56,370	57,400
	8 hr	MO	3,775	3,845	3,916	3,987	4,061	4,136	4,212	4,289	4,368	4,448	4,530	4,613	4,698	4,783
		HR	21.78	22.18	22.59	23.00	23.43	23.86	24.30	24.75	25.20	25.66	26.13	26.61	27.10	27.60
	7.5 hr	MO	3,539	3,605	3,671	3,738	3,807	3,877	3,948	4,021	4,095	4,170	4,247	4,324	4,404	4,484
	7.5 hr	YR	42,473	43,257	44,052	44,859	45,689	46,529	47,382	48,257	49,143	50,040	50,961	51,893	52,847	53,813
B25/B32	8 hr	YR	50,031	50,904	51,789	52,686	53,607	54,540	55,485	56,455	57,437	58,443	59,461	60,503	61,557	62,636
	8 hr	MO	4,169	4,242	4,316	4,390	4,467	4,545	4,624	4,705	4,786	4,870	4,955	5,042	5,130	5,220
		HR	24.05	24.47	24.90	25.33	25.77	26.22	26.68	27.14	27.61	28.10	28.59	29.09	29.59	30.11
	7.5 hr	MO	3,909	3,977	4,046	4,116	4,188	4,261	4,335	4,411	4,487	4,566	4,645	4,727	4,809	4,893
	7.5 hr	YR	46,904	47,723	48,552	49,393	50,256	51,131	52,018	52,927	53,847	54,790	55,744	56,722	57,710	58,721
C41	8 hr	YR	52,286	53,413	54,564	55,740	56,940	58,164	59,412	60,685	61,982	63,315	64,672	66,054	67,472	68,914
	8 hr	MO	4,357	4,451	4,547	4,645	4,745	4,847	4,951	5,057	5,165	5,276	5,389	5,505	5,623	5,743
		HR	25.14	25.68	26.23	26.80	27.37	27.96	28.56	29.18	29.80	30.44	31.09	31.76	32.44	33.13
	7.5 hr	MO	4,085	4,173	4,263	4,355	4,448	4,544	4,642	4,741	4,842	4,946	5,053	5,160	5,271	5,384
	7.5 hr	YR	49,018	50,075	51,154	52,256	53,381	54,529	55,699	56,892	58,108	59,358	60,630	61,926	63,255	64,607
C42	8 hr	YR	55,364	56,528	57,715	58,927	60,164	61,424	62,709	64,018	65,363	66,733	68,127	69,557	71,011	72,502
		MO	4,614	4,711	4,810	4,911	5,014	5,119	5,226	5,335	5,447	5,561	5,677	5,796	5,918	6,042
	8 hr	HR	26.62	27.18	27.75	28.33	28.92	29.53	30.15	30.78	31.42	32.08	32.75	33.44	34.14	34.86
	7.5 hr	MO	4,325	4,416	4,509	4,604	4,700	4,799	4,899	5,001	5,106	5,213	5,322	5,434	5,548	5,664
	7.5 hr	YR	51,904	52,995	54,108	55,244	56,403	57,585	58,790	60,017	61,278	62,562	63,869	65,209	66,573	67,970



**AFSCME Local 87 87P 87PS  
Effective January 1, 2018**

Pay Grade		Increment 1	Increment 2	Increment 3	Increment 4	Increment 5	Increment 6	Increment 7	Increment 8	Increment 9	Increment 10	Increment 11	Increment 12	Increment 13	Increment 14
A11	8 hr YR	26,676	27,367	28,082	28,809	29,561	30,324	31,112	31,924	32,760	33,609	34,481	35,378	36,299	37,245
	8 hr MO	2,223	2,281	2,340	2,401	2,463	2,527	2,593	2,660	2,730	2,801	2,873	2,948	3,025	3,104
	HR	12.83	13.16	13.50	13.85	14.21	14.58	14.96	15.35	15.75	16.16	16.58	17.01	17.45	17.91
	7.5 hr MO	2,084	2,138	2,194	2,251	2,309	2,369	2,431	2,494	2,559	2,626	2,694	2,764	2,836	2,910
	7.5 hr YR	25,009	25,657	26,327	27,009	27,713	28,429	29,168	29,929	30,713	31,508	32,326	33,167	34,031	34,917
A12	8 hr YR	28,918	29,646	30,385	31,148	31,936	32,736	33,560	34,409	35,269	36,154	37,063	37,996	38,954	39,935
	8 hr MO	2,410	2,470	2,532	2,596	2,661	2,728	2,797	2,867	2,939	3,013	3,089	3,166	3,246	3,328
	HR	13.90	14.25	14.61	14.98	15.35	15.74	16.13	16.54	16.96	17.38	17.82	18.27	18.73	19.20
	7.5 hr MO	2,259	2,316	2,374	2,433	2,495	2,558	2,622	2,688	2,755	2,825	2,896	2,968	3,043	3,120
	7.5 hr YR	27,111	27,793	28,486	29,202	29,940	30,690	31,463	32,258	33,065	33,894	34,747	35,621	36,519	37,439
A13	8 hr YR	31,173	31,936	32,712	33,512	34,324	35,160	36,021	36,893	37,790	38,711	39,657	40,626	41,620	42,638
	8 hr MO	2,598	2,661	2,726	2,793	2,860	2,930	3,002	3,074	3,149	3,226	3,305	3,386	3,468	3,553
	HR	14.99	15.35	15.73	16.11	16.50	16.90	17.32	17.74	18.17	18.61	19.07	19.53	20.01	20.50
	7.5 hr MO	2,435	2,495	2,556	2,618	2,682	2,747	2,814	2,882	2,952	3,024	3,098	3,174	3,252	3,331
	7.5 hr YR	29,224	29,940	30,667	31,417	32,179	32,963	33,769	34,587	35,428	36,292	37,178	38,087	39,019	39,973
B21	8 hr YR	34,142	34,942	35,754	36,590	37,451	38,323	39,220	40,141	41,075	42,032	43,014	44,020	45,050	46,104
	8 hr MO	2,845	2,912	2,980	3,049	3,121	3,194	3,268	3,345	3,423	3,503	3,584	3,668	3,754	3,842
	HR	16.41	16.80	17.19	17.59	18.01	18.42	18.86	19.30	19.75	20.21	20.68	21.16	21.66	22.17
	7.5 hr MO	2,667	2,730	2,793	2,859	2,926	2,994	3,064	3,136	3,209	3,284	3,360	3,439	3,520	3,602
	7.5 hr YR	32,008	32,758	33,519	34,303	35,110	35,928	36,769	37,633	38,508	39,405	40,326	41,269	42,234	43,223
B22	8 hr YR	37,099	37,936	38,796	39,669	40,566	41,487	42,420	43,377	44,359	45,365	46,383	47,426	48,492	49,583
	8 hr MO	3,092	3,161	3,233	3,306	3,380	3,457	3,535	3,615	3,697	3,780	3,865	3,952	4,041	4,132
	HR	17.84	18.24	18.65	19.07	19.50	19.95	20.39	20.85	21.33	21.81	22.30	22.80	23.31	23.84
	7.5 hr MO	2,898	2,964	3,031	3,099	3,169	3,241	3,314	3,389	3,466	3,544	3,624	3,705	3,788	3,874
	7.5 hr YR	34,781	35,565	36,371	37,189	38,030	38,894	39,769	40,666	41,587	42,530	43,484	44,461	45,461	46,484

Pay Grade		Increment 1	Increment 2	Increment 3	Increment 4	Increment 5	Increment 6	Increment 7	Increment 8	Increment 9	Increment 10	Increment 11	Increment 12	Increment 13	Increment 14	
B23	8 hr	YR	40,069	40,941	41,838	42,747	43,680	44,638	45,608	46,601	47,619	48,662	49,728	50,819	51,934	53,073
	8 hr	MO	3,339	3,412	3,487	3,562	3,640	3,720	3,801	3,883	3,968	4,055	4,144	4,235	4,328	4,423
		HR	19.26	19.68	20.11	20.55	21.00	21.46	21.93	22.40	22.89	23.40	23.91	24.43	24.97	25.52
	7.5 hr	MO	3,130	3,199	3,269	3,340	3,413	3,487	3,563	3,641	3,720	3,802	3,885	3,970	4,057	4,146
	7.5 hr	YR	37,564	38,383	39,223	40,076	40,950	41,848	42,757	43,689	44,643	45,620	46,620	47,643	48,688	49,756
B24/B31	8 hr	YR	45,305	46,141	46,989	47,850	48,735	49,631	50,540	51,474	52,419	53,376	54,358	55,352	56,370	57,400
	8 hr	MO	3,775	3,845	3,916	3,987	4,061	4,136	4,212	4,289	4,368	4,448	4,530	4,613	4,698	4,783
		HR	21.78	22.18	22.59	23.00	23.43	23.86	24.30	24.75	25.20	25.66	26.13	26.61	27.10	27.60
	7.5 hr	MO	3,539	3,605	3,671	3,738	3,807	3,877	3,948	4,021	4,095	4,170	4,247	4,324	4,404	4,484
	7.5 hr	YR	42,473	43,257	44,052	44,859	45,689	46,529	47,382	48,257	49,143	50,040	50,961	51,893	52,847	53,813
B25/B32	8 hr	YR	50,031	50,904	51,789	52,686	53,607	54,540	55,485	56,455	57,437	58,443	59,461	60,503	61,557	62,636
	8 hr	MO	4,169	4,242	4,316	4,390	4,467	4,545	4,624	4,705	4,786	4,870	4,955	5,042	5,130	5,220
		HR	24.05	24.47	24.90	25.33	25.77	26.22	26.68	27.14	27.61	28.10	28.59	29.09	29.59	30.11
	7.5 hr	MO	3,909	3,977	4,046	4,116	4,188	4,261	4,335	4,411	4,487	4,566	4,645	4,727	4,809	4,893
	7.5 hr	YR	46,904	47,723	48,552	49,393	50,256	51,131	52,018	52,927	53,847	54,790	55,744	56,722	57,710	58,721
C41	8 hr	YR	52,286	53,413	54,564	55,740	56,940	58,164	59,412	60,685	61,982	63,315	64,672	66,054	67,472	68,914
	8 hr	MO	4,357	4,451	4,547	4,645	4,745	4,847	4,951	5,057	5,165	5,276	5,389	5,505	5,623	5,743
		HR	25.14	25.68	26.23	26.80	27.37	27.96	28.56	29.18	29.80	30.44	31.09	31.76	32.44	33.13
	7.5 hr	MO	4,085	4,173	4,263	4,355	4,448	4,544	4,642	4,741	4,842	4,946	5,053	5,160	5,271	5,384
	7.5 hr	YR	49,018	50,075	51,154	52,256	53,381	54,529	55,699	56,892	58,108	59,358	60,630	61,926	63,255	64,607
C42	8 hr	YR	55,364	56,528	57,715	58,927	60,164	61,424	62,709	64,018	65,363	66,733	68,127	69,557	71,011	72,502
		MO	4,614	4,711	4,810	4,911	5,014	5,119	5,226	5,335	5,447	5,561	5,677	5,796	5,918	6,042
	8 hr	HR	26.62	27.18	27.75	28.33	28.92	29.53	30.15	30.78	31.42	32.08	32.75	33.44	34.14	34.86
	7.5 hr	MO	4,325	4,416	4,509	4,604	4,700	4,799	4,899	5,001	5,106	5,213	5,322	5,434	5,548	5,664
	7.5 hr	YR	51,904	52,995	54,108	55,244	56,403	57,585	58,790	60,017	61,278	62,562	63,869	65,209	66,573	67,970