

Current

Proposal For

AFSCME 401

From
County

A lump sum payment of \$1,000.00 for Full-Time employees will be paid January 1, 2021.

A lump sum payment of \$500.00 for Part-Time employees will be paid January 1, 2021.

Effective October 2, 2021, a 1% increase will be added to each step of the Professional Technical Administrative (PTA) Salary Schedule.

The parties further agree that, effective October 2, 2021, the following change will be made to Article 12, Sick Leave, of the 2020-2022 Collective Bargaining Agreement:

- A. Regular full time employees, except for participants in the Deferred Retirement Option Plan, shall be entitled to accrue Sick Leave at a rate equivalent to twelve days per year. Sick Leave shall accumulate only on hours paid.

~~END THE UNION~~

2021 Professional Technical Administrative (PTA) Pay Grades - Part Time 75										
Pay Grades	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	10.57	10.79	11.01	11.23	11.44	11.67	11.91	12.15	12.39	13.41
2	12.50	12.74	12.99	13.25	13.53	13.80	14.07	14.35	14.64	15.85
3	13.93	14.20	14.49	14.78	15.08	15.38	15.69	16.00	16.31	17.67
4	15.61	15.92	16.23	16.56	16.90	17.23	17.57	17.93	18.28	19.79
5	16.33	16.67	17.00	17.33	17.69	18.04	18.39	18.77	19.14	20.71
6	18.65	19.03	19.41	19.80	20.19	20.60	21.02	21.43	21.86	23.66
7	19.91	20.31	20.71	21.13	21.56	21.98	22.42	22.88	23.33	25.25
8	22.85	23.30	23.77	24.25	24.73	25.23	25.73	26.25	26.77	28.99
8a	24.67	25.16	25.67	26.18	26.70	27.24	27.78	28.33	28.90	31.28
9	26.48	27.01	27.55	28.10	28.66	29.24	29.82	30.42	31.02	33.58
10	28.73	29.30	29.88	30.47	31.09	31.71	32.35	32.99	33.65	36.42
11	30.97	31.60	32.22	32.87	33.53	34.20	34.88	35.58	36.29	39.29
12	34.70	35.38	36.09	36.82	37.55	38.31	39.07	39.85	40.65	44.00
13	38.42	39.18	39.97	40.77	41.58	42.42	43.27	44.13	45.02	48.72
14	43.46	44.33	45.22	46.12	47.04	47.98	48.94	49.92	50.92	55.12
15	49.34	50.32	51.33	52.35	53.40	54.48	55.57	56.67	57.80	62.57
16	54.76	55.86	56.97	58.12	59.27	60.46	61.66	62.90	64.16	69.45

Current
PT
For
2021

10.2.2021 Professional Technical Administrative (PTA) Pay Grades - Part Time 75										
Pay Grades	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	10.68	10.90	11.12	11.34	11.56	11.79	12.03	12.27	12.52	13.54
2	12.62	12.87	13.12	13.39	13.66	13.93	14.21	14.49	14.78	16.00
3	14.07	14.34	14.64	14.93	15.23	15.53	15.85	16.16	16.48	17.84
4	15.76	16.08	16.39	16.73	17.07	17.40	17.75	18.11	18.46	19.99
5	16.50	16.83	17.17	17.51	17.86	18.22	18.58	18.96	19.33	20.92
6	18.84	19.22	19.61	20.00	20.40	20.81	21.23	21.65	22.08	23.90
7	20.11	20.51	20.92	21.34	21.77	22.20	22.64	23.11	23.56	25.50
8	23.08	23.54	24.01	24.49	24.98	25.48	25.99	26.51	27.04	29.28
8a	24.91	25.41	25.92	26.44	26.96	27.51	28.06	28.61	29.19	31.60
9	26.74	27.28	27.83	28.38	28.95	29.53	30.12	30.73	31.33	33.92
10	29.01	29.59	30.18	30.78	31.40	32.03	32.67	33.32	33.98	36.79
11	31.28	31.91	32.54	33.19	33.87	34.54	35.23	35.94	36.65	39.68
12	35.04	35.74	36.45	37.19	37.92	38.69	39.46	40.25	41.05	44.44
13	38.81	39.57	40.37	41.18	42.00	42.84	43.70	44.58	45.47	49.21
14	43.89	44.77	45.67	46.58	47.51	48.46	49.43	50.42	51.43	55.67
15	49.83	50.83	51.85	52.88	53.94	55.02	56.12	57.24	58.38	63.20
16	55.30	56.42	57.54	58.70	59.86	61.06	62.28	63.53	64.80	70.14

Proposed
1%
10-2-21

2022 Professional Technical Administrative (PTA) Pay Grades - Part Time 75										
Pay Grades	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	10.89	11.11	11.34	11.56	11.79	12.03	12.27	12.52	12.77	13.82
2	12.87	13.13	13.39	13.65	13.93	14.21	14.49	14.78	15.08	16.32
3	14.35	14.63	14.93	15.23	15.53	15.84	16.16	16.48	16.81	18.20
4	16.08	16.40	16.72	17.06	17.41	17.75	18.10	18.47	18.83	20.39
5	16.83	17.17	17.51	17.86	18.22	18.59	18.95	19.34	19.72	21.34
6	19.22	19.60	20.00	20.40	20.80	21.22	21.65	22.08	22.52	24.37
7	20.51	20.92	21.34	21.77	22.21	22.65	23.10	23.57	24.03	26.01
8	23.54	24.01	24.49	24.98	25.48	25.99	26.51	27.04	27.58	29.86
8a	25.41	25.92	26.44	26.97	27.50	28.06	28.62	29.19	29.78	32.23
9	27.28	27.82	28.38	28.95	29.53	30.12	30.72	31.34	31.96	34.60
10	29.59	30.18	30.78	31.39	32.03	32.67	33.32	33.99	34.66	37.52
11	31.91	32.55	33.19	33.86	34.54	35.23	35.94	36.66	37.39	40.47
12	35.75	36.45	37.18	37.93	38.68	39.46	40.25	41.05	41.88	45.33
13	39.58	40.36	41.18	42.00	42.84	43.70	44.58	45.47	46.38	50.19
14	44.77	45.67	46.58	47.51	48.46	49.43	50.42	51.43	52.45	56.79
15	50.83	51.84	52.88	53.93	55.02	56.12	57.25	58.38	59.55	64.46
16	56.41	57.55	58.69	59.87	61.06	62.28	63.53	64.80	66.10	71.54

New
2022
after
2%

Full
Time

Full Time Employees

2021 - Professional Technical Administrative (PTA) Pay Grades										
Pay Grades	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	20,701.34	21,115.37	21,537.68	21,968.42	22,407.79	22,855.95	23,313.07	23,779.33	24,254.92	26,254.30
2	24,455.02	24,944.12	25,443.00	25,951.86	26,470.90	27,000.32	27,540.33	28,091.14	28,652.95	31,014.87
3	27,262.99	27,808.25	28,364.40	28,931.69	29,510.33	30,100.54	30,702.55	31,316.60	31,942.93	34,576.05
4	30,546.56	31,157.48	31,780.64	32,416.25	33,064.58	33,725.87	34,400.38	35,088.40	35,790.16	38,740.42
5	31,977.33	32,616.89	33,269.22	33,934.60	34,613.29	35,305.56	36,011.67	36,731.90	37,466.54	40,554.99
6	36,522.05	37,252.49	37,997.54	38,757.49	39,532.64	40,323.29	41,129.76	41,952.36	42,791.41	46,318.79
7	38,979.21	39,758.79	40,553.97	41,365.05	42,192.35	43,036.20	43,896.92	44,774.86	45,670.36	49,435.07
8	44,730.56	45,625.18	46,537.68	47,468.43	48,417.80	49,386.17	50,373.88	51,381.36	52,408.99	56,729.18
8a	48,283.38	49,249.05	50,234.04	51,238.71	52,263.48	53,308.75	54,374.94	55,462.44	56,571.68	61,235.01
9	51,836.21	52,872.93	53,930.38	55,009.00	56,109.18	57,231.35	58,375.98	59,543.51	60,734.37	65,740.84
10	56,219.98	57,344.38	58,491.27	59,661.10	60,854.32	62,071.40	63,312.84	64,579.09	65,870.67	71,300.53
11	60,633.46	61,846.13	63,083.05	64,344.71	65,631.60	66,944.23	68,283.11	69,648.78	71,041.76	76,897.89
12	67,911.39	69,269.61	70,655.00	72,068.09	73,509.46	74,979.65	76,479.24	78,008.82	79,569.00	86,128.05
13	75,203.74	76,707.81	78,241.97	79,806.82	81,402.95	83,031.01	84,691.63	86,385.46	88,113.17	95,376.53
14	85,069.96	86,771.36	88,506.79	90,276.93	92,082.47	93,924.12	95,802.59	97,718.64	99,673.02	107,889.29
15	96,579.39	98,510.98	100,481.21	102,490.82	104,540.64	106,631.46	108,764.08	110,939.37	113,158.16	122,486.02
16	107,192.51	109,336.36	111,523.10	113,753.56	116,028.62	118,349.20	120,716.18	123,130.50	125,593.11	135,946.03

Current
with
Raise
in
contract
2021

10-2-2021 Professional Technical Administrative (PTA) Pay Grades										
Pay Grades	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	20,908.35	21,326.52	21,753.06	22,188.10	22,631.87	23,084.51	23,546.20	24,017.12	24,497.47	26,516.84
2	24,699.57	25,193.56	25,697.43	26,211.38	26,735.61	27,270.32	27,815.73	28,372.05	28,939.48	31,325.02
3	27,535.62	28,086.33	28,648.04	29,221.01	29,805.43	30,401.55	31,009.58	31,629.77	32,262.36	34,921.81
4	30,852.03	31,469.05	32,098.45	32,740.41	33,395.23	34,063.13	34,744.38	35,439.28	36,148.06	39,127.82
5	32,297.10	32,943.06	33,601.91	34,273.95	34,959.42	35,658.62	36,371.79	37,099.22	37,841.21	40,960.54
6	36,887.27	37,625.01	38,377.52	39,145.06	39,927.97	40,726.52	41,541.06	42,371.88	43,219.32	46,781.98
7	39,369.00	40,156.38	40,959.51	41,778.70	42,614.27	43,466.56	44,335.89	45,222.61	46,127.06	49,929.42
8	45,177.87	46,081.43	47,003.06	47,943.11	48,901.98	49,880.03	50,877.62	51,895.17	52,933.08	57,296.47
8a	48,766.21	49,741.54	50,736.38	51,751.10	52,786.11	53,841.84	54,918.69	56,017.06	57,137.40	61,847.36
9	52,354.57	53,401.66	54,469.68	55,559.09	56,670.27	57,803.66	58,959.74	60,138.95	61,341.71	66,398.25
10	56,782.18	57,917.82	59,076.18	60,257.71	61,462.86	62,692.11	63,945.97	65,224.88	66,529.38	72,013.54
11	61,239.79	62,464.59	63,713.88	64,988.16	66,287.92	67,613.67	68,965.94	70,345.27	71,752.18	77,666.87
12	68,590.50	69,962.31	71,361.55	72,788.77	74,244.55	75,729.45	77,244.03	78,788.91	80,364.69	86,989.33
13	75,955.78	77,474.89	79,024.39	80,604.89	82,216.98	83,861.32	85,538.55	87,249.31	88,994.30	96,330.30
14	85,920.66	87,639.07	89,391.86	91,179.70	93,003.29	94,863.36	96,760.62	98,695.83	100,669.75	108,968.18
15	97,545.18	99,496.09	101,486.02	103,515.73	105,586.05	107,697.77	109,851.72	112,048.76	114,289.74	123,710.88
16	108,264.44	110,429.72	112,638.33	114,891.10	117,188.91	119,532.69	121,923.34	124,361.81	126,849.04	137,305.49

Proposed
New
with
10%
10.1.21

2022 - Professional Technical Administrative (PTA) Pay Grades										
Pay Grades	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	21,326.52	21,753.05	22,188.12	22,631.86	23,084.51	23,546.20	24,017.12	24,497.46	24,987.42	27,047.18
2	25,193.56	25,697.43	26,211.38	26,735.61	27,270.32	27,815.73	28,372.04	28,939.49	29,518.27	31,951.52
3	28,086.33	28,648.06	29,221.00	29,805.43	30,401.54	31,009.58	31,629.77	32,262.37	32,907.61	35,620.25
4	31,469.07	32,098.43	32,740.42	33,395.22	34,063.13	34,744.39	35,439.27	36,148.07	36,871.02	39,910.38
5	32,943.04	33,601.92	34,273.95	34,959.43	35,658.61	36,371.79	37,099.23	37,841.20	38,598.03	41,779.75
6	37,625.02	38,377.51	39,145.07	39,927.96	40,726.53	41,541.05	42,371.88	43,219.32	44,083.71	47,717.62
7	40,156.38	40,959.51	41,778.70	42,614.27	43,466.56	44,335.89	45,222.61	46,127.06	47,049.60	50,928.01
8	46,081.43	47,003.06	47,943.12	48,901.97	49,880.02	50,877.63	51,895.17	52,933.07	53,991.74	58,442.40
8a	49,741.53	50,736.37	51,751.11	52,786.12	53,841.83	54,918.68	56,017.06	57,137.40	58,280.15	63,084.31
9	53,401.66	54,469.69	55,559.07	56,670.27	57,803.68	58,959.73	60,138.93	61,341.73	62,568.54	67,726.22
10	57,917.82	59,076.18	60,257.70	61,462.86	62,692.12	63,945.95	65,224.89	66,529.38	67,859.97	73,453.81
11	62,464.59	63,713.88	64,988.16	66,287.92	67,613.68	68,965.94	70,345.26	71,752.18	73,187.22	79,220.21
12	69,962.31	71,361.56	72,788.78	74,244.55	75,729.44	77,244.04	78,788.91	80,364.69	81,971.98	88,729.12
13	77,474.90	79,024.39	80,604.88	82,216.99	83,861.32	85,538.55	87,249.32	88,994.30	90,774.19	98,256.91
14	87,639.07	89,391.85	91,179.70	93,003.29	94,863.36	96,760.63	98,695.83	100,669.75	102,683.15	111,147.54
15	99,496.08	101,486.01	103,515.74	105,586.04	107,697.77	109,851.73	112,048.75	114,289.74	116,575.53	126,185.10
16	110,429.73	112,638.31	114,891.10	117,188.92	119,532.69	121,923.34	124,361.81	126,849.05	129,386.02	140,051.60

New
Scale
with
20%
For
2022

Current Pay Grades when new contract pages

APPENDIX A PAY GRADES AND ASSIGNED CLASSIFICATIONS

AFSCME 411	
Classification	PTA Grade
Commercial/Industrial Appraiser	10
Psychologist	10
Auto Mechanic	9
Communications Systems Technician	9
Payroll Specialist	9
Senior Registered Nurse	9
Therapist	9
Administrative Assistant	8
Collection Specialist	8
Geographic Information System Technician	8
Inspector Senior	8
Legislative Assistant	8
Veterans Services Officers II	8
Administrative Coordinator	7
Case Manager	7
Draftsperson/Technical Writer	7
Inspector	7
Judicial Court Clerk	7
Laborer	7
Morgue Specialist	7
Wastewater Field Operator	7
Wastewater Operator	7
Veterans Services Officers I	7
Appraiser Technician	6
Cashier II	6
Drain Account Specialist	6
Elections Specialist	6
Human Resources Assistant	6
Investment Assistant	6
Medical Billing Specialist	6
Payroll Specialist	6
Retirement Assistant	6
Specialist II	6
Technical Writer Assistant	6
Cashier	5
Community Health Technician	5
Court Recorder	5

AFSCME 411	
Classification	PTA Grade
Deputy Court Clerk	5
Emergency Services Aide (PEM)	5
Office Assistant Senior	5
Records Clerk	5
Senior Court Clerk	5
Specialist I	5
#Court Officer	4
#Emergency Services Aide (Non-PEM)	4
#Historical Records Clerk	4
#Installer	4
#Inventory & Delivery Clerk	4
#Mental Health Worker	4
#Office Assistant	4
#Printing and Graphics Specialist	4
#School Immunization Program Assessor	4
Security Guard Lead	4
#Warehouse Services Assistant	4
#Community Health Worker	3
#Custodian	3
#Custodian/Groundskeeper	3
#Housekeeper	3
#Mail Services Clerk	3
#Security Guard	3
#Security Guard, Armed	3
#Telephone Operator	3

Part-time positions are the same PTA grade as full-time positions

Please refer to Appendix J for Head Start classification information

Designates entry level

2021 Professional Technical Administrative (PTA) Pay Grades - Part Time 80										
Pay Grades	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	9.92	10.11	10.31	10.52	10.73	10.95	11.16	11.39	11.62	12.58
2	11.71	11.94	12.18	12.43	12.68	12.93	13.19	13.45	13.72	14.86
3	13.06	13.32	13.59	13.86	14.13	14.42	14.70	15.00	15.29	16.56
4	14.63	14.92	15.22	15.52	15.83	16.16	16.48	16.80	17.15	18.55
5	15.31	15.62	15.93	16.25	16.57	16.91	17.25	17.59	17.95	19.42
6	17.49	17.84	18.20	18.56	18.94	19.31	19.69	20.09	20.50	22.18
7	18.66	19.04	19.42	19.81	20.20	20.61	21.03	21.44	21.87	23.68
8	21.42	21.85	22.29	22.73	23.19	23.65	24.13	24.61	25.10	27.16
8a	23.13	23.59	24.05	24.54	25.03	25.53	26.04	26.56	27.09	29.33
9	24.82	25.32	25.83	26.34	26.87	27.41	27.96	28.52	29.09	31.48
10	26.93	27.47	28.02	28.57	29.14	29.72	30.32	30.93	31.54	34.15
11	29.04	29.62	30.21	30.82	31.43	32.07	32.70	33.36	34.02	36.83
12	32.52	33.18	33.83	34.52	35.21	35.91	36.63	37.36	38.11	41.25
13	36.02	36.74	37.48	38.22	38.98	39.76	40.57	41.38	42.20	45.67
14	40.74	41.55	42.39	43.24	44.10	44.99	45.88	46.80	47.73	51.67
15	46.26	47.18	48.12	49.09	50.06	51.07	52.09	53.13	54.19	58.66
16	51.33	52.36	53.41	54.48	55.57	56.68	57.82	58.97	60.15	65.11

Current
People
80
=
2021

10.2.2021 Professional Technical Administrative (PTA) Pay Grades - Part Time 80										
Pay Grades	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	10.01	10.21	10.41	10.62	10.83	11.05	11.28	11.51	11.74	12.70
2	11.83	12.06	12.30	12.56	12.81	13.06	13.32	13.59	13.86	15.01
3	13.19	13.45	13.72	14.00	14.27	14.56	14.85	15.15	15.45	16.73
4	14.77	15.07	15.37	15.68	15.99	16.32	16.64	16.97	17.32	18.74
5	15.47	15.77	16.09	16.41	16.74	17.08	17.42	17.77	18.13	19.62
6	17.66	18.02	18.38	18.75	19.12	19.50	19.89	20.29	20.70	22.40
7	18.85	19.23	19.62	20.01	20.41	20.82	21.24	21.66	22.09	23.92
8	21.64	22.07	22.51	22.96	23.42	23.88	24.37	24.85	25.36	27.44
8a	23.36	23.82	24.29	24.79	25.28	25.79	26.30	26.83	27.36	29.62
9	25.07	25.58	26.09	26.61	27.14	27.69	28.24	28.80	29.38	31.80
10	27.19	27.74	28.30	28.86	29.43	30.02	30.62	31.24	31.86	34.49
11	29.33	29.92	30.52	31.12	31.74	32.39	33.03	33.69	34.36	37.20
12	32.85	33.51	34.17	34.87	35.56	36.27	37.00	37.73	38.49	41.66
13	36.38	37.10	37.85	38.61	39.37	40.16	40.97	41.79	42.62	46.13
14	41.15	41.97	42.81	43.67	44.54	45.44	46.34	47.27	48.21	52.18
15	46.72	47.65	48.60	49.58	50.56	51.58	52.61	53.66	54.74	59.24
16	51.85	52.89	53.95	55.02	56.12	57.25	58.39	59.56	60.75	65.76

Proposed
2021
For
10.1.20

2022 Professional Technical Administrative (PTA) Pay Grades - Part Time 80										
Pay Grades	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	10.21	10.42	10.62	10.84	11.05	11.28	11.50	11.74	11.97	12.96
2	12.07	12.30	12.55	12.81	13.07	13.32	13.59	13.86	14.14	15.31
3	13.45	13.72	14.00	14.28	14.56	14.86	15.14	15.46	15.76	17.06
4	15.07	15.37	15.68	15.99	16.31	16.65	16.98	17.31	17.66	19.11
5	15.78	16.09	16.41	16.74	17.07	17.42	17.77	18.12	18.49	20.01
6	18.02	18.38	18.75	19.12	19.51	19.89	20.29	20.70	21.11	22.85
7	19.23	19.61	20.01	20.41	20.81	21.23	21.66	22.09	22.53	24.39
8	22.07	22.51	22.96	23.42	23.89	24.36	24.86	25.35	25.86	27.99
8a	23.83	24.30	24.78	25.28	25.79	26.30	26.83	27.36	27.91	30.21
9	25.57	26.09	26.61	27.14	27.69	28.24	28.80	29.38	29.97	32.43
10	27.74	28.30	28.86	29.43	30.02	30.62	31.23	31.87	32.50	35.18
11	29.91	30.51	31.13	31.75	32.38	33.03	33.69	34.36	35.05	37.94
12	33.51	34.18	34.86	35.56	36.27	37.00	37.74	38.49	39.26	42.50
13	37.11	37.85	38.61	39.38	40.16	40.96	41.79	42.63	43.47	47.05
14	41.97	42.81	43.67	44.54	45.43	46.35	47.27	48.21	49.18	53.23
15	47.65	48.61	49.57	50.57	51.58	52.62	53.67	54.74	55.83	60.43
16	52.88	53.94	55.03	56.12	57.25	58.39	59.56	60.75	61.96	67.07

2022
after
Proposed
one