

BENTON COUNTY

**FINAL OFFER
&
COST SUMMARY**

SUBMITTED OCTOBER 7TH, 2024

The County's final offer is all tentative agreements reached to date and the changes set forth as follows in Articles 5, 7, 8, 9, 10, 11, 12, 13, 14, 18 & 25.

BENTON COUNTY FINAL OFFER

Benton County & AFSCME Local 2064

In addition to the included proposals on unresolved articles, the County's final offer includes all tentative agreements previously reached by the parties. Articles not listed below are current contract language.

UNRESOLVED ARTICLES:

Article 5 – Union Activity

Article 7 – Hours of Work & Overtime

Article 8 – Holidays

Article 9 – Leave Due to Disaster or Adverse Weather Conditions

Article 10 – Vacation Leave

Article 11 – Sick Leave

Article 12 – Other Leaves of Absence

Article 13 – Wages & Salaries

Article 14 – Health & Welfare

Article 18 – Safety

Article 25 – Term of Agreement

TENTATIVE AGREEMENTS:

Preamble

Article 1 – Recognition

Article 2 – General Provision

Article 15 – Probationary Period

Article 16 – Seniority

Article 20 – Employee Discipline

Article 21 – Miscellaneous

Article 22 – Grievance Procedure

Article 23 – Labor Management Advisory Committee

ARTICLE 5. UNION ACTIVITY

Section 5.1. Non-Discrimination.

Neither the County nor the Union shall interfere with the rights of employees covered by this agreement to become or not to become members of the Union. The parties will not discriminate against any employee covered by this contract because of the membership in the Union, or legitimate activity as provided by this contract on behalf of the members of this bargaining unit. The provisions of this agreement shall be applied to all members of the bargaining unit equitably to the extent that specific wording of this agreement allows.

Section 5.2. Union Responsibility.

The Union recognizes its responsibility as bargaining agent and agrees to represent all members of the bargaining unit with respect to grievances as herein defined. Such representation shall be afforded any employee in the bargaining unit, whether or not that employee is a member of the Union. Nothing in this Section shall be construed to require the Union to pursue grievances that the Union considers invalid.

Section 5.3. Union Activity.

- A. The Employer shall allow the Union Representative, Stewards or Union appointee to engage in the following activities during regularly scheduled work hours without loss of compensation or benefits in addition to all other collective bargaining and employee relations activities protected by state law:
1. Investigate and process grievances and other workplace-related complaints;
 2. Attend investigatory meetings, hearings, and other due process proceedings;
 3. Participate in, or prepare for, proceedings that arise from a dispute involving the collective bargaining agreement, including arbitration proceedings, administrative hearings and other proceedings before the Employment Relations Board;
 4. Engage in collective bargaining;
 5. Attend labor-management meetings held by a committee composed of employers, employees and representatives of the Union to discuss employment relations;
 6. Provide information to newly hired employees per Section 5.4 below; and
 7. Testify in a legal proceeding in which the Union Representative has been subpoenaed as a witness.

Before engaging in Union business as listed in items 1-7 above on paid time, the Union representative, steward, or other Union official shall provide notice to ~~his or her~~their supervisor of the need for Union business and obtain their approval. It is further understood that Union Stewards and Union appointees will record Union Activity on paid

time in the County's timekeeping system.

It understood that Union activity outside of those listed in this article must be done outside of paid working hours.

- B. The Union agrees to provide written notification to the County within ten (10) working days following election or selection of Union representatives, stewards, or other Union officials.
- C. For purposes of facilitating labor/management business and to communicate to union members about labor/management issues the Union representative, steward or other Union appointees may use County telephones, electronic mail and fax machines without cost for Union business. Union representatives may also use County copiers under the same circumstances as mentioned above. However, they must pay the designated charge and use a County copier which has been specifically designated for personal copies.
 - a. The Union will comply with all of the County's policies on appropriate use of work time and County equipment when utilizing the provisions of this article.
 - b. The Union recognizes that the county's email system is the exclusive property of the county and that any communications or files generated or distributed by the Union on that system may be accessed by the County according to the County's general policies.
 - c. The Union will not use email to provide political information, solicit support for political causes, raise funds for political purposes, sell, purchase or trade private items or property, or raise funds for any purposes.
- ~~E~~D. Duties required by the Union of its stewards, excepting attending aggrieved employees concerning grievance matters, shall not interfere with their or other employees' regular work assignments.

~~D. A Union Council representative may enter County property to conduct Union business provided that they give notice of their presence to the appropriate Department Director or County representative.~~

- E. The Local Union President shall certify the name and position of AFSCME staff representatives to the County's Human Resources Director. The County agrees that the Union Representative certified by the Local Union shall be accorded reasonable access to County premises for the purpose of Union business, provided that the representative gives notice of their

presence to Management and that such access does not interfere with the performance by County employees of their duties or violate building use or authorized and enforced access policies.

Section 5.4. Orientation.

The County will establish a regular time schedule for new employee orientation (NEO) and notify the Union president and ~~Chief Steward of such designated AFSCME presenters of such. The designated AFSCME presenters will be identified by the president and will communicate that to Human Resources.~~ The Union will be allowed 30 minutes to present information to their bargaining unit members at the regularly scheduled Human Resources NEO meeting. ~~The Union will provide Human Resources with a current listing of members authorized by the Union to present the Union's new member orientation.~~

The Union will be responsible for confirming that members are scheduled for NEO before each session and the Employer will make a reasonable effort to provide the names and email addresses of new hires no later than one work day before the orientation.

The Parties understand that from time to time, new employees may be unable to attend regularly scheduled NEO and may not have participated in the Union's presentation. In these cases, the Union will ~~hold~~ schedule an individual orientation for the new employees with a designated AFSCME presenter for up to 30 minutes on paid time.

Section 5.5. Bulletin Boards.

The County agrees to provide bulletin boards for the Union's use in all County facilities where employees/members are based. These bulletin boards are to be used by the Union for posting Union related material of a non-controversial nature. The Union agrees to maintain all posted material on the bulletin boards in a neat and orderly fashion and promptly remove outdated information. The County retains ownership of the bulletin boards.

ARTICLE 7. HOURS OF WORK AND OVERTIME

Section 7.1. Application of This Article.

This Article is intended only as a basis for calculating overtime payments and nothing in this agreement shall be construed as a guarantee of hours of work per day or per week. Where this agreement covers matters addressed in ORS 279.340 and 279.342, the County and the Union specifically waive application of those statutes.

Section 7.2. Regular Hours.

Working hours for each employee shall be regular and consecutive except for meal periods.

Section 7.3. Flex Schedules.

A flexible work schedule may be approved or required by the County when the County determines that it is in the best interest of the organization. To be in the best interest of the County, a flexible work schedule would improve, or at least maintain, the efficiency of the work group, enhance customer service, provide a distinct value to the community or fulfill some other organizational value. The County and the Union acknowledge that job requirements and working environments vary greatly and flexible schedules may not be appropriate in every work area. The approval of flexible work schedules will be at the sole discretion of the County.

A. Employee-Requested Fixed Flex Schedule

Employee requests for fixed flex schedules (duration of more than two weeks, but no more than one year) will be considered by their supervisors and evaluated based on criteria that supports the goals listed above. Application for employee-requested flex schedules should be made to the employee's supervisor utilizing the Flex Schedule Request Form provided by the County. The application must show, at a minimum, that the following criteria can be met: will enhance the employee's work performance, sustain internal and external customer service levels and conform to regularly scheduled and/or seasonal departmental needs, meetings, and group projects. The final decision on the approval of employee-requested flex schedules shall be made by the Department Director.

Subsequent to the approval of a flex schedule, it shall be the responsibility of the employee to successfully maintain job performance and to adapt to changes in the workplace that impose demands on that schedule. Approved employee-request flex schedules can be revoked by the supervisor or the employee with 10 working ~~days~~days' notice.

B. County Required Flex Schedule

The County may require a flex schedule when it determines it is in its best interest.

When a flex schedule is required, the employee will be provided ten (10) working ~~days~~days' notice unless an emergency situation exists, in which case the schedule change may be immediate. The County shall declare all emergencies in writing, noting the beginning and the end of the emergency. If mutually agreed between the employee and the Department Director, the ten (10) working day notice period may be waived in non-emergency situations. A flex schedule is intended to accommodate the special needs of a department.

Section 7.4. Normal Workweek.

Excluding meal periods, the normal workweek shall consist of forty (40) hours per week, not to be worked in excess of five (5) consecutive days with at least two (2) consecutive days off, or four (4) consecutive days with three (3) consecutive days off. Department Directors shall have the authority to initiate either five (5) day or four (4) day workweeks, consistent with priorities and efficiencies established by the County. The normal workweek shall begin at 12:00 A.M. Sunday and end on the following Saturday at 11:59 P.M.

Section 7.5 9/80 Alternative (Flex) Schedule Workweek

When a full-time employee has been approved to work a 9/80 alternative work schedule, the work schedule shall consist of fourteen (14) calendar days consisting of any combination of seven (7) consecutive days consisting of four (4) nine (9) hour days and one eight (8) hour day and seven (7) consecutive days consisting of four (4) nine (9) hour days. The five (5) day work week will have two (2) consecutive days off and the four (4) day work week shall have three (3) consecutive days off. For purposes of this work schedule the one (1) eight (8) hour work day will be defined as the last four (4) hours of one work week and the first four (4) hours of the following work week to complete two (2) separate forty (40) hour work weeks.

(See also Article 8.3 Holiday Pay.)

Section 7.6. Overtime Premium.

Except when a flex schedule is mutually agreed to under Section 7.3, an overtime-eligible (FLSA non-exempt) employee shall be paid or granted compensatory time off at the County's discretion at one and one-half (1-1/2) times their regular rate of pay for all time worked in excess of forty (40) hours in any scheduled workweek. —All hours under County paid status shall apply. Payments from non-County sources, including but not limited to workers' comp and long-term disability, shall not constitute salary paid by County.

Accrued compensatory hours shall not exceed eighty (80) hours. Compensatory accruals in excess of eighty (80) hours shall be paid in the period earned. Upon request of the employee, with the approval of the Department Head and based upon available funding, compensatory time may be cashed out at any time. Upon termination of employment, all compensatory time will be paid out to the employee.

Employees who have reached their maximum 80 hours of compensatory time can request a three (3) month extension of the maximum rate in order to take the leave rather than get paid out. Extensions to the maximum accrual, not to exceed 20 hours, may be approved by the Human Resources Director when requested in writing by the employee's Department Director. Exceptions may be approved a maximum of once each fiscal year.

It is the intent of the County that employees will not be required to work schedules that do not provide at least twelve (12) hours rest between shifts on an on-going or routine basis. The County pledges that the frequency of such occurrences will not exceed past practice, and will be discouraged whenever possible.

Section 7.7. Overtime Distribution.

Insofar as reasonable and possible, overtime work shall be distributed equally to employees within the same job classification in each department.

Section 7.8. Work Schedules.

Excepting emergencies, normal work schedules shall not be changed unless ten (10) working ~~days~~^{days'} notice is provided to the employee; however, if mutually agreed by the Department Director and the employee, the ten (10) working day notice period may be waived.

Section 7.9. Standby Duty.

Employees on standby duty must be available to a telephone or other calling device at all times during a designated period. Employees on standby duty shall be responsible to perform assignments and respond to calls as may be required. Employees shall receive compensation of twelve (12) hours straight time for each seven (7) day period spent on standby duty, or prorated on a daily basis if the period of standby duty is less than seven (7) days. At the County's discretion, standby compensation may be in the form of a direct payment or added to the employee's compensatory accrual. Employees assigned to standby duty shall not be eligible for call-in pay pursuant to Section 7.1~~34~~, but shall be paid for all hours worked. An Employee required to work standby on a holiday will receive an additional two (2) hours of straight time.

Section 7.10. Remote Access – Standby

Upon prior authorization of a supervisor or manager, an off-duty employee who is asked to assist with a work situation via remote access will be compensated a minimum of one hour for time worked and actual time worked in excess of one hour.

Section 7.11. Back-up to Community Health Center Triage Service

Physician Assistants (PAs) will participate in the weekly rotation providing back-up to the contracted vendor providing after hours triage service for the Health Center.

PAs will be paid a minimum of \$50, or no less than the rate paid to other Benton County providers for the same work for serving as back-up to the triage service. The schedule will rotate weekly among designated employees determined by the Community Health Center Director.

Participation is required and not voluntary. PAs using their personal cell phones will be reimbursed per Benton County policy.

Section 7.12. Mental Health Standby Duty.

~~Exempt employees~~Employees who volunteer for Mental Health Standby Duty must be available by telephone or other calling device at all times during a designated period. Initial scheduling for Mental Health Standby Duty is voluntary for all employees, however, bargaining unit employees, who meet the minimum clinical qualifications, shall be given preference. Qualified employees shall be provided the first opportunity to schedule their stand-by shifts every quarter. Qualified employees may sign up for shifts in twelve (12) hour increments. In the event there are not enough volunteers to meet the operational needs of the program, the Department reserves the right to assign standby duties.

~~Exempt employees~~Employees on standby duty shall be responsible to perform assignments and respond to calls as may be required.

After Hours Crisis-~~QMHP~~ Sign-up Procedure:

1. A minimum of 30 days before the start of a new quarter the crisis program manager or designee will send an email ~~request to staff for 1st, 2nd, and 3rd preferences for upcoming quarterly scheduling. This will include any dates staff are not available and the number of shifts they are available to work each quarter if no specific preferences are identified. Staff may also volunteer for specific dates they prefer.~~requesting that staff send their preferred dates for working standby duty for the upcoming quarter to the program manager or designee.

~~The email will also provide a copy of the most recent reverse seniority roster based on previous shift assignments.~~

2. The crisis program manager or designee will schedule the dates volunteered for by staff in the calendar. Any dates that more than one staff volunteer for will be assigned based on seniority.
3. ~~Open shifts~~An email will be ~~discussed in a shared meeting with all covering staff. Staff and the crisis Program Manager will review the calendar and ask~~sent asking for additional volunteers for shifts that remain ~~available. This will take place at the MH All Crisis meeting preceding the beginning of the quarter. In the case where this meeting is cancelled the Program Manager will schedule a meeting to review available shifts~~open no less than 14 days before the end of the current quarter.
4. Any shifts remaining open ~~shifts~~five days after the email referred to in subpart 3 will be

offered to contractors for coverage.

5. Shifts not covered by volunteers or contractors will be offered to all covering staff for a last opportunity to volunteer for shifts.
6. Any open shifts not covered by contractors or volunteers will be assigned based on reverse seniority (least senior person gets first assignment). This will be kept as a rotating list for ongoing assignment past each quarter.

This list will be kept at L:\Mh\After Hours in the Crisis\program folder with the Crisis Calendar/Staff Seniority List/Calendars.

7. If the assigned staff member calls out sick coverage will be offered for volunteers to all covering staff, then offered to contractors. Shifts with no volunteers will be assigned based on above identified rotating reverse seniority list.
8. ~~Holiday coverage will be based on volunteers and will follow the above identified process for assign~~

~~Exempt Mental Health employees~~ QMHPs shall receive ninety-four (\$94.00) per day for standby duty during weekdays; one hundred forty-three (\$143.00) per day for holidays and weekends; pro-rated for partial day shifts. In addition, face to face interactions will be paid at a rate of one hundred fifty-one dollars (\$151) for each interaction. QMHPs shall receive seventy-five percent (75%) of the QMHP rates listed above. Peers shall receive fifty percent (50%) of the QMHP rates listed above. Mental Health employees assigned to standby duty shall not be eligible for call-in pay pursuant to Section 7.134. Exempt Mental Health Specialists eligible for Mental Health standby pay are not eligible for Personal Leave.

The employee may choose each pay period to be paid or may elect to have standby pay, or any portion thereof, reserved as relief time. Relief time may only be used for a workday or any portion thereof, following any standby duty. The reserved relief time may not exceed thirty (30) hours.

Employees may cash out their relief time in a December pay period of each year. In any event, the Department will cash out all outstanding relief time on the June 16th pay period of each year.

Section 7.13. Assertive Community Treatment Crisis Phone Standby Duty.

ACT Team members on coverage for the ACT Consult Crisis Phone Standby duty must be available to a telephone or other calling device at all times during a designated period. ACT Team members on ACT Consult Crisis Phone Standby duty shall be responsible to perform assignments and respond to calls as may be required. For each 24-hour shift, employees will be paid \$94.00 per day for standby duty during weekdays and \$143.00 per day for standby duty during weekends and holidays. Signups will be filled 3 months in advance, with priority given to QMHPs. Any dates for which more than one staff volunteer will be assigned based on seniority and unclaimed shifts will be assigned based on identified rotating reverse seniority. If the assigned ACT Team member calls out sick coverage will be offered for team member volunteers to cover the shift. Shifts with no volunteers will be assigned based on identified rotating reverse seniority list. Shift is identified as 24-hour shifts from 8:00 am to 8:00 am the individual covering the next shift must forward that ACT Consult Crisis Line at that time. Employees assigned to standby duty shall not

be eligible for call-in pay pursuant to Section 7.14.

Section 7.134. Call-In Time.

Excepting Caretakers employed in the Natural Areas, Parks, and Events Department, employees called in to work outside their regularly scheduled shift shall be paid a minimum of three (3) hours at one and one-half (1-1/2) times their regular rate of pay, or the actual time worked, whichever is greater.

Caretakers who are called in to work outside their regularly scheduled shift shall be paid a minimum of one (1) hour at one and one-half (1-1/2) times their regular rate of pay, or the actual time worked, whichever is greater.

Shift extensions do not qualify any employee for call-in-pay; however, shift extensions may qualify the employee for overtime payments pursuant to Section 7.6.

Section 7.145. Rest Periods.

All work schedules shall provide each employee a fifteen (15) minute rest period during each one-half (1/2) of an eight (8) hour or a ten (10) hour shift. Rest periods shall be scheduled at the middle of each shift whenever possible. Employees who are authorized by their supervisors to work beyond their regular quitting time shall receive an additional fifteen (15) minute rest period before they begin the next succeeding shift. In addition, employees shall be granted regular rest periods during each additional shift as noted herein.

Rest periods that are not utilized during any shift shall not be considered for the purpose of determining overtime payments. Rest periods shall be scheduled in a manner, which will not interrupt the efficient operation of the department.

Section 7.156. Meal Periods.

Employees shall receive a lunch period of at least one-half hour, and no more than one hour, during each work shift during which time employees are relieved from all duty during meal breaks. Whenever possible, lunch periods shall be scheduled at the middle of the shift. Length of meal periods shall be determined by and in accordance with existing routines in each department.

Section 7.167. Unused Rest and Meal Time.

Rest and mealtime not utilized as provided in this Article may not accumulate for later use.

Section 7.178. Clean Up Time.

When conditions of employment require, the Department Director may grant employees personal clean-up time, not to exceed fifteen (15) minutes, during their normal shift assignment. The Department Director shall designate all employees who are entitled to clean up time. Clean-up time will not be unreasonably denied.

Section 7.189. FLSA Exempt Flex Time.

Fair Labor Standards Act exempt employees shall be allowed to flex their work schedules across pay periods subject to the operational needs of the Department. Any hours worked pursuant to Sections 7.8, 7.9 and 7.10 shall not be eligible for FLSA exempt flex time. FLSA exempt flex time is not compensable.

Section 7.1920. Physician Assistants: Voluntary Extra Shifts.

Full-time Physician Assistants who volunteer to work a shift on a regularly scheduled day off shall be paid at the rate of one and one-half (1 ½) times their regular rate of pay for work performed on such days. In the event a part-time Physician Assistant volunteers to work a shift that results in their exceeding a forty (40) hour work week, they will be paid at a rate of one and one-half (1 ½) times their regular rate of pay for the shift hours in excess of forty (40) hours.

Section 7.21 Benton County 24 hour Crisis Center Re-Opener

At least 180 days prior to the opening of the Benton County 24 hour Crisis Center, the County and AFSCME will engage in Interim Bargaining for 90 days to discuss all mandatory subjects related to the operation of said facility.

ARTICLE 8. HOLIDAYS

Section 8.1. Holidays.

The following are recognized holidays:

1. New Years Day – January 1
2. Martin Luther King's Birthday on the third Monday in January
3. President's Day on the third Monday in February
4. Memorial Day on the last Monday in May
5. Juneteenth on June 19th
- ~~5-6.~~ Independence Day on July 4
- ~~7-7.~~ Labor Day on the first Monday in September
- ~~7-8.~~ Veteran's Day on November 11
- ~~8-9.~~ Thanksgiving Day on the fourth Thursday in November
- ~~9-10.~~ Christmas Day - December 25

Two floating holidays to be selected within the fiscal year by each employee with supervisor approval, except that no employee may utilize floating holidays during their probationary period. Floating holidays do not need to be used in full day increments. In addition to the above-approved holidays, any day declared or approved by the Board of Commissioners. –In the event the Board of Commissioners recognize and approve Juneteenth~~the day after Thanksgiving~~ as a paid holiday, it will be added to the current list of recognized holidays.

By mutual consent between the parties, newly declared holidays may be substituted for already approved holidays.

Section 8.2. Holiday Date Modification.

The above noted holidays may be modified by mutual consent if they are inconsistent with state and/or federal actions subsequent to this agreement.

Section 8.3. Holiday Pay.

- ~~All~~
1. Full-time eligible bargaining unit employees shall ~~receive eight (8) hours of pay~~be compensated for each ~~of the holidays listed in Section 8.1~~holiday as follows, provided that the employee is in paid status the last scheduled day before and the first scheduled day after the holiday. ~~Employees may flex their:~~
 - (a) When a bargaining unit employee has requested and is regularly working on an alternate work schedule while other employee withing the same division/section/work group are working a five (5) day, eight (8) hour work schedule shall have the option of reverting to a five (5) day, eight (8) hour schedule on a week including a holiday or use or remaining on the alternate schedule and using two (2) hours of vacation hours, compensatory time, or floating holiday accrual time to supplement the eight (8) hours to insure a forty (40) hour work week; or of holiday time off.
 - (b) When bargaining unit employees are assigned by the County to work an alternate schedule, for employees on approved 9/80 schedules, consistent with their regular schedule. example a nine-eighty or four (4) day, ten (10) hour work schedule, or all of the bargaining unit employees within the division/section/work group are on such alternate schedule, the eligible employees shall receive one full day's compensation for the holiday, for example nine hours for such employees who are assigned to work nine hours per day or ten hours for employees who are assigned to work ten hours per day.

2. Holiday pay shall be pro-rated for part-time employees based on their **position's** established FTE. Part-time employees may either flex their schedules or use accrued vacation or compensatory time in order to not increase or decrease the number of regularly scheduled work hours in a holiday week. **Part-time employees must also be in paid status the last scheduled day before and the first scheduled day after the holiday.**

Full-time employees working a 4 x 10 hour day work schedule as of July 1, 2013 will be grandparented in at 10 hour holiday pay for the duration of the 4 x 10 assignment.

Any day spent on County paid leave, including but not limited to sick leave and vacation leave shall be considered as a day worked pursuant to this Section. However, employees being paid by workers' comp or receiving long term disability payments shall not be considered as being paid by the County for purposes of this Section.

Section 8.4. Weekend Holidays.

Whenever a holiday falls on a weekend or on an employee's scheduled day off, the holiday will be observed on the scheduled workday nearest the holiday within that workweek.

Section 8.5. Observed Holidays.

Pursuant to this Section, designated holiday dates shall be published by Human Resources, which will send notice thereof to the Union and All County departments during the month of December.

Section 8.6. Holiday During Leave.

An employee shall receive holiday pay if the holiday falls during any authorized period of County leave with pay. Should an employee be on authorized sick or vacation leave with pay when a holiday occurs, the employee shall receive holiday pay, and such holiday shall not be charged against their sick or vacation accrual. Payments received from non-County sources, including but not limited to Workers' comp and long term disability, shall disqualify the employee from receiving holiday pay pursuant to Section 8.3.

Section 8.7. Holiday Work.

Any member of the bargaining unit who is required to work on any of the holidays listed in Section 8.1 shall be paid or granted paid time off at the County's discretion as follows:

- A. In addition to their regular salary, time and one-half for all hours worked for the first 8 or 10 hours of holiday work, whichever is applicable to their regular work schedule.

- B. For all hours worked in excess of the first 8 or 10 hours of holiday work, in addition to their regular salary, double time for all hours worked. –The intent of this language is to pay a total compensation for holiday work of two and one half times the regular rate of pay for the first

8 or 10 hours of holiday work, and a total of three times the regular rate of pay for all overtime work.

- C. Time off earned may be used on a date mutually agreed to by the employee and their supervisor. The County will make a reasonable effort to allow employees required to work holidays the option of using the paid time off as close to the holiday as possible. This Section shall apply when the employee is required to work on the day designated and observed as the holiday pursuant to Sections 8.4 and 8.5.

ARTICLE 9. _LEAVE DUE TO DISASTER OR ADVERSE WEATHER CONDITIONS

Section 9.1. Leave Due to Disaster.

In the event of a disaster (e.g., Act of God, earthquake, flood, tsunami, landslide, conflagration, air quality, civil unrest, war, power outage), which destroys or renders a County-occupied building unsafe or inaccessible, the employees who work in that building may be provided work at an alternate location, telework options or if no other work is available, released and their regular pay shall continue until the end of that working day. Thereafter, with prior supervisory approval, the employee may be allowed to continue telework or work at an alternative location or if no other work is available, may use authorized leave accruals until exhausted or until the employee is called back to work. If the employee has no leave accruals, all time off, excluding the day of the incident, shall be without pay.

Section 9.2. Travel and Delays During Adverse Weather Conditions.

In the event of adverse weather conditions that may jeopardize an employee's ability to travel to or from work (e.g., Act of God, snow or freezing rain, flood, tsunami, conflagration, air quality), the employee may request telework or paid leave. If granted leave, the employee may use any of their leave accruals, including sick leave, to cover this leave. If the employee has no leave accruals, this leave shall be without pay. (This provision does not apply to emergency personnel). Employees are expected to follow their department call-in procedures.

When the County establishes a late opening, those employees working in the department or unit subject to the late opening and work is not available at an alternate location, no telework options are available, or if no other work is available, non-emergency personnel will report to work at the modified start time without loss of pay.

Section 9.3. Declared Emergency.

If calamitous circumstances warrant, the Board of Commissioners may declare an emergency and close all or part of County operations. The Board's declaration shall be released to local media for publication and all County employees may call a specified telephone number (541) 766-6058 for further information concerning whether or not to report to work, and such other information as may be appropriate. Information will be up-graded on a daily basis.

In the event of an office closure, the HR director or designee will directly contact the union president. In the event that the Board of Commissioners determine either all or part(s) of County operations are closed or a County occupied building is unsafe, during a work shift, regular salarieswages shall continue

until the end of that shift.

Thereafter, those employees who are not required to report to work ~~shall, in person or remotely, shall be paid their regular wages for hours scheduled to work through the following work day, and not be required to utilize accruals.~~ Otherwise, employees unable to telework or report to work may use their earned leave accruals, including sick leave, to cover all periods not worked until the Board rescinds the emergency declaration or County operations re-open. In the event that an employee has no earned accruals, then all such periods shall be reported as leave without pay.

Section 9.4. Emergency Personnel Defined.

In the event an employee's location of work is closed due to inclement weather, ~~curtailment of County operations, office closure, or other emergency situations,~~ Department Directors shall designate which employees are to continue to work as designated emergency personnel, using the following criteria:

- A. The Department Director shall designate as emergency personnel only those employees whose job assignments are reasonably related to preserving critical services, public order and public safety. Subject to 9.2, Public Works, Health Services, District Attorney, and Sheriff's Office employees may be considered emergency personnel and required to report to work in person. Employees in those Departments must check with their supervisor before leaving or observing a closure notification, unless the manager or supervisor already has an established notification process in place. The County retains discretion, based on the nature of any other emergency, to designate any other employee as essential. In the event employees outside the Departments listed above are designated emergency personnel, the supervisors of those employees will contact them informing of the need to remain or report to work, giving as much notice as practicable.
- B. ~~All~~ Emergency personnel required to report to or remain at work in-person in the event of a closure as defined above will receive an additional premium of five percent (5%) of base hourly pay for all hours worked during a closure of county facilities. A list of all such designations shall be in writing and employees will be forwarded to the payroll office as soon as possible following the designation of emergency status.
- C. If the event is a FEMA reimbursable declared emergency event, and the County applies for reimbursement for overtime pay, then:

 - 1. Exempt employees who work on the FEMA reimbursable event more than eight (8) hours in a day or forty (40) hours in a workweek will be eligible for additional pay at the equivalent of one times their straight time hourly rate of pay; and

- 2. Non-exempt workers shall be eligible for overtime pay for work in excess of eight (8) hours a day at the rate of one and one half times their regular rate of pay.
- 3. This provision does not apply to mutual aid.

ARTICLE 10. VACATION LEAVE

Section 10.1. Accrual.

All regular full time employees shall accrue vacation leave as follows:

1st through 4th year	8 hours per month	20th through 24th year	16 hours per month
5th through 9th year	10 hours per month	25 years and over	18 hours per month
10th through 14th year	12 hours per month		
15th through 19th year	14 hours per month		

Following successful completion of their probationary period, full time regular employees shall be granted use of 48 hours of vacation leave and part time regular employees shall be granted vacation leave on a pro- rated basis, according to their position's established FTE.

Section 10.2. Scheduling.

Whenever practical, and consistent with the needs of the County and the availability of vacation relief, employees shall have the right to select split or full vacation leaves. The employee must request vacation leave in writing to their supervisor, ~~allowing providing~~ at least two full weeks' notice for foreseeable vacation and as much notice ~~to the supervisor as leave being requested, but in no event less than one full day.~~ practicable if vacation is used for an unforeseeable reason. The vacation will be considered granted unless the County makes a written denial ~~within the aforementioned notice period.~~ at least one week prior to the planned start of vacation if for foreseeable vacation, or within two business days after notice related to an unforeseeable event. With mutual consent of the supervisor and the employee, the notice period may be waived or shortened.

Selection of vacation leave shall be on the basis of seniority, however each employee will be permitted to exercise their right of seniority only once in each fiscal year. Such exercise of seniority shall be limited to one vacation period in each fiscal year.

Section 10.3. Vacation Accrual.

Vacation leave equivalent to the annual vacation accrued by the employee in the preceding fiscal year may be carried over for one (1) year. (i.e. the maximum vacation hours accumulated may not exceed twice the employee's annual accrual).

Every employee shall be granted reasonable opportunity to utilize their accrued vacation leave. Unreasonable denial by the County of an employee's request to use accrued vacation leave will not result in forfeiture of such leave.

The County will provide a current and accurate monthly accounting of accrued vacation leave on each employee's end of the month payroll check stub.

Section 10.4 Notice to Employees Nearing Maximum Accrual

~~The County will continue to notify employees, until December 31, 2021, by email when the employee is within four (4) pay periods of reaching their maximum vacation accrual.~~

~~In the event that a notice is not sent out by December 31, 2021, employees will be given additional time to use vacation accrued hours before losing them. Prior to December 31, 2021, the Union and the Employer will work together to ensure that all employees are instructed on how to track their own vacation accruals in the time entry system.~~

~~After December 31, 2021,~~ Employees who have reached their maximum accrual rate and are in jeopardy of losing additional vacation accruals can request a three-month extension of the maximum rate in order to take the leave rather than lose it. Extensions to the vacation maximum accrual may be approved by the Human Resources Director when requested in writing by the employee's Department Director. Exceptions may be approved a maximum of once each fiscal year.

Section 10.5. Termination or Death.

Upon voluntary or involuntary termination of an employee, all accrued vacation leave shall be paid to the employee. On the death of an employee, all accrued vacation leave shall be paid to their estate.

Section 10.6. Continued Vacation Credit.

In case of an absence due to an illness or injury, a full-time regular employee shall continue to earn vacation credit for a maximum period of six (6) months (1040 hours). A part-time regular employee's ability to earn vacation credit shall be pro-rated in direct proportion to their established FTE. In leave without pay situations, accruals do not continue with the exception of approved workers' compensation and approved PLO, OFLA, FMLA leaves.

Section 10.7. Vacation Cash-Out.

Employees shall have the option of cashing out a maximum of forty (40) hours of accrued vacation leave when a minimum of eighty (80) hours of accrued vacation leave is taken off in the same fiscal year. Qualifying time off shall consist of either eighty (80) consecutive hours or two separate periods of forty (40) consecutive hours each. This eighty (80) consecutive hour requirement will be prorated for part time employees. If a scheduled vacation period includes a paid holiday, that holiday shall qualify as part of the required consecutive hours for the vacation cash-out.

Employees with 2015 years' service or more shall have the option of cashing out a maximum of forty (40) hours of accrued vacation when a minimum of forty (40) consecutive hours of vacation are taken off in the same a fiscal year. If a scheduled vacation period includes a paid holiday, that holiday shall qualify as part of the required consecutive hours for the vacation cash-out. This forty (40) consecutive hour requirement will be prorated for part time employees. Cash-out may be requested once during a fiscal year. Cash-out requests must be approved by Human Resources.

ARTICLE 11. SICK LEAVE

Section 11.1. Accrual.

All full-time regular employees shall accrue paid sick leave at the rate of four (4) hours per semi-monthly pay period, ~~to be used in the event of illness (physical or mental) or injury of the employee or a member of their immediate family which may be used for any purpose provided in ORS 653.616.~~ Immediate family is defined as spouse, domestic partner, parent, biological child, adopted child, stepchild, foster child, domestic partner's child, adoptive parent, stepparent, foster parent, parent-in-law, domestic partner's parent, grandparent, grandchild, sibling, sibling-in-law, step sibling, or had an in loco parentis relationship, any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship, or other person living in the household. In relationships other than those set forth above, and under exceptional circumstances sick leave may be granted by the Department Director if requested by the employee. All part-time regular employees shall accrue paid sick leave on a pro-rated basis according to their established FTE.

Sick leave may accumulate to a maximum of 1260 hours. No employee may utilize sick leave before actually accruing such leave; however, new employees may use accrued sick leave during their probationary period. The County may, at its discretion, require verification of the usage of sick leave of more than three (3) days, or where an established pattern of sick leave usage suggests potential abuse, by requiring the employee to submit a physician's statement justifying their use of sick leave before payment of the sick leave is approved. Sick leave usage is limited to periods of illness (physical or mental) of the employee or member(s) of their immediate family as defined in this Section. Abuse of sick leave shall subject the employee to disciplinary action.

Section 11.2. On-The-Job Accident.

Any employee who sustains an accident while on the job for the County which results in a compensable workers' compensation illness or injury, shall be covered under the County's workers' compensation program.

A decision on acceptability/compensability of a claim is normally made within the first 14 calendar days of an injury and if not, the insurance carrier is required to pay time-loss during the term of the investigation or until such time as compensability is determined. The County shall allow employees who file a workers' compensation claim to use sick, vacation or compensatory time during the first 14 calendar days of an alleged workers' compensation injury. Once the workers' compensation carrier either accepts the claim or commences payment of time-loss to the employee, the County will cease salary payments, chargeable to the above-mentioned leaves, until the employee returns to work. The County will restore the used leave where time-loss is paid. The employee may select one of the following options:

- A. The employee will rely on time-loss payments from the workers' compensation carrier for their compensation.
- B. Alternatively, if the employee chooses to use paid leave to equal the difference, only that portion of sick leave needed to make-up for the difference between the workers' compensation payments and the employee's regular paycheck will be permanently deducted from the employee's accruals when the employee turns their workers' compensation payments over to the County.

Donated hours may not be used for this purpose. Adjustments to leave balances will be made on the next pay check after the County has been notified of a time-loss payment. Until the injured employee notifies the county to the contrary, the County will start using leave balances in the following order: sick, compensatory time, vacation.

The computed hourly rate normally used for payroll computation purposes during any given payroll period shall be used for computing compensation chargeable to leave from the County under this section.

During the term of the workers' compensation claim, the County shall continue the enrollment of an employee under all normal insurance coverage to which the employee was otherwise entitled prior to any workers' compensation injury. If the employee works less than or equal to fifty percent of the scheduled hours for any pay period, the County will pay the employee's "co-pay" portion of any insurance premiums. —If the employee works more than fifty percent of the scheduled hours, the employee will be responsible for paying the "co-pay" amounts. This continuation provision shall not extend for a period greater than that, which is specified in Rule 13.8.

For injuries which extend for partial pay periods, the County will make up for any premium co-payment which is not covered by the employee's normal payroll. For injuries, which extend beyond a pay period, the County will pay the full premium including any co-payment, which the employee was required to pay.

Section 11.3. Continued Sick Leave Credit.

In case of an absence due to an illness or injury, a full-time regular employee shall continue to earn sick leave for a maximum period of six (6) months (1040 hours). A part-time regular employee's ability to earn sick leave shall be pro-rated in direct proportion to their established FTE. In leave without pay situations, accruals do not continue with the exception of ~~workers' compensation and approved~~ FMLA protected leaves.

Section 11.4. Scope.

Employees may use sick leave for the treatment of a recognized mental health condition, illness or injury during which the employee is unable to adequately perform their normal work duties; or whenever as a result of the foregoing, it is necessary to seek medical, psychological or dental assistance; or if it is necessary for the employee to be quarantined. The County, at its discretion, may require the employee

to leave the workplace if it is reasonably believed that the employee's illness presents a risk to the health or safety of other employees. If the County requires the employee to leave work, sick leave accruals may be utilized if available. Sick leave may also be used in the case of an illness in the employee's immediate family, as defined in Section 11.1, provided that the employee states that it is medically necessary for him/her/them to care for the immediate family member. Additionally, sick leave may be used for medical, mental, or dental appointments without relation to illness or injury. As used in this Section, the term medical includes all services provided as part of the healing arts by Medical Practitioners who are legally licensed to practice. Employees using sick leave for any reason must give reasonable notice to their supervisor.

Section 11.5. Retirement, Disability or Death.

Those employees hired before August 1, 1999, who at the time of retirement are fully qualified to receive Oregon Public Employees Retirement System (PERS) benefits, shall have the option to receive payment of up to three-fourths (3/4) of their accumulated sick leave in cash, and their remaining accumulated sick leave shall be used to calculate their final average salary for retirement benefits by PERS in accordance with the provisions of ORS 238.350.

Employees hired on or after August 1, 1999, shall have the option to receive payment for all accumulated sick leave above 520 hours in cash, and their remaining accumulated sick leave shall be used to calculate their final average salary for retirement benefits by PERS in accordance with the provisions of ORS 238.350.

In case of an employee's death or permanent disability, the employee or their designated beneficiary shall receive full payment for all accrued sick leave.

Section 11.6. Unused Sick Leave Conversion.

At the completion of each fiscal year, each employee who maintains the following minimum sick leave banks may convert sick leave above the bank into vacation leave.

Sick leave accumulations above 260 hours may be converted to vacation leave at a rate of two (2) hours of sick leave to one (1) hour of vacation; and sick leave accumulations above 520 hours may be converted to vacation leave at the rate of one (1) hours of sick leave to one (1) hour of vacation. This shall be done as follows:

1. Part-time employees shall be eligible to participate in the above conversion utilizing minimum sick leave banks established on a pro-rated basis according to their established FTE.
2. Requests for sick leave conversion must be submitted to Payroll by the last day of the first full work week in August.
3. Sick leave conversion options shall not apply to any employee who is terminated or discharged for cause.

Section 11.7. Sick Leave Donations.

This section provides a method for employees to transfer or donate some of their accrued sick leave and/or vacation leave to a fellow employee who is out of sick leave and is temporarily off work due to a catastrophic or chronic illness, hospitalization, operation or accident. Leave may also be donated for an employee off work and out of sick leave in order to care for an immediate family member, defined in Section 11.1, who meets the medical conditions defined above. In order for one employee (donor) to transfer leave to another employee (donee), the following conditions must be met:

1. The donated leave may only be used for a catastrophic or chronic illness, hospitalization, operation or accident.
2. The donee must have exhausted all sick, compensatory and all but 40 hours of vacation leave prior to requesting donations.
3. Once the donee satisfies the ninety (90) day elimination period for Long Term Disability, requests for sick leave donations will not be granted; however, employees who filed a claim within the first sixty (60) days of the elimination period will be eligible for sick leave donations while claim is pending. Donations will be processed until first disability payment is mailed or issued.
4. Donor must maintain a minimum bank of ~~160~~80 hours sick leave to donate sick leave hours and 80 hours vacation leave to donate vacation leave (prorated by FTE) that is not eligible for transfer.
5. Sick leave hours cannot be transferred upon donor's termination of employment.
6. Donee requests for leave donations must be approved by the Human Resources Director. Only donee or Department Director is eligible to request leave donations. Requests must be accompanied by acceptable medical documentation. Upon approval, donation requests will be made by the Human Resources Director to County employees. All information regarding specific details of the medical emergency and/or donee's name shall be confidential unless release of information is authorized by the donee.
7. Donated leave will be used on a first-in, first-used basis. Any donated sick leave that is not utilized by donee to meet their leave needs related to the specific donated leave request, will be returned to the donor.
8. The County will continue to pay the employer's share of the medical and dental premiums while an employee is receiving long-term disability and is employed by the County.

9. Upon presentation of proper medical authorization of ability to return to work, any employee who is terminated from employment while on long term disability will be given recall rights for eighteen (18) months following termination.

ARTICLE 12. ~~OTHER LEAVES OF ABSENCE~~

Section 12.1. Leave Procedure.

Employees may request leaves of absence. Each request shall be judged by the Department Director on its individual merit and on the basis of the guidelines provided herein.

No leave of absence, with or without pay, shall be granted unless a request is submitted in writing by the employee to their Department Director. Approval of leaves of absence shall be obtained prior to beginning the leave. All paid leaves shall be considered time worked. Leaves of absence without pay shall not be considered time worked, and the employee shall not accrue benefits, seniority, or other conditions noted herein during leaves without pay.

Section 12.2 Leave of Absence Without Pay.

Department Heads, for any reasonable purpose, shall grant a leave of absence without pay for a period not to exceed 90 calendar days. Leaves of absence without pay for period in excess of 90 calendar days, shall be submitted in writing to the Department Director, and at their discretion, may be approved. Prior to beginning a leave of absence without pay, the employee must first exhaust all vacation and compensatory accruals, except for employees who are requesting leave for Union activities. Union activity leave shall not exceed ninety (90) days, and shall be verified in writing by the Union in advance of the activity. Leaves of absence without pay may not be granted on a recurring annual basis. Probationary employees may be granted a leave of absence without pay subject to the operational needs of the department.

Section 12.3. Family and Medical Leave.

Employees may request up to twelve (12) weeks (480 hours prorated) of leave during any 12-month period for the purpose of caring for a child following birth, adoption, or foster care; for a spouse or domestic partner, son, daughter, parent, or parent-in-law who has serious health conditions; or for a serious condition that renders the employee unable to perform their job. The employee may choose to utilize this leave on an incremental (hourly) or full-time basis, and may further, choose to coordinate this leave with an accepted Workers' Compensation claim.

Requests for this leave shall be made in writing to the Department Director and forwarded to Human Resources. The Human Resource Director may ask for verification of need for leave request.

To be eligible for family and medical leave, an employee must have completed their initial probationary period.

The employee shall be required to utilize accrued leave balances, including vacation leave, sick leave, compensatory leave, and personal leave before utilizing unpaid leave. For duration of this leave, the employee's health, dental, life, and disability insurance coverage shall continue provided that the

employee continues to pay the co-payment of premiums that existed prior to the commencement of this leave.

Any eligible employee who takes family or medical leave must be returned to the same position held prior to the leave or an equivalent position.

Employees who have exhausted family medical leave limits may refer to Section 12.2. Leave of Absence Without Pay.

Section 12.4. Bereavement Leave.

Employees shall be granted not more than three (3) days leave of absence with pay in the event of death in their immediate family to make household adjustments and to attend funeral services. In the event of a family death occurring more than two hundred (200) miles from the employee's home, an additional two (2) days paid leave shall be granted. Bereavement leave shall not be charged to any other leave accruals. An employee's immediate family shall be defined as spouse, domestic partner, parents, children, siblings, grandparents, grandchildren, parents-in-law, domestic partner's parent, children or siblings, siblings-in-law, step parents, son-in-law, daughter-in-law, or other member of the household. In relationships other than those set forth above, and under exceptional circumstances, the Department Director may approve bereavement leave.

In some situations, employees may be eligible for additional Bereavement Leave under the Oregon Family Leave Act (OFLA). In these cases, qualifying County-paid Bereavement Leave and OFLA Bereavement leave run concurrently and count against the employee's OFLA entitlement.

Section 12.5. Witness or Jury Duty.

When an employee is called for jury duty, or is subpoenaed as a witness as a result of official business for the county, they shall continue to receive their regular salary and shall transfer all compensation received for the performance of such duty to the County. Jury and subpoena fees are to be submitted to the Finance Department. Overnight or weekend expenses compensated because of jury duty or as a subpoenaed witness, as well as statutory mileage fees provided for the use of the employee's private vehicle, shall be retained by the employee. Failure to comply with this Section shall be cause for disciplinary action.

Section 12.6. Military.

An employee of the County who is a member of the National Guard or a reserve component of the armed forces for the United States shall be entitled to a leave of absence with pay and without impairment of other rights or benefits for a period not to exceed ~~fifteen (15)~~twenty-one (21) calendar days per year. Leaves in excess of ~~fifteen (15)~~twenty-one (21) calendar days per year shall be considered leave without pay. Military leaves of absence and reinstatement of employment shall conform to applicable state statutes.

Section 12.7 Union Leave.

Upon request of the Union, the Employer may grant leave with pay for no more than two (2) Union representatives, stewards, or other Union appointees from the bargaining unit to attend Union training programs not to exceed thirty (30) calendar days in a calendar year. Granting the leave will depend upon operational needs and available staffing. The Union will submit the request to the supervisor and Human Resources Director at least thirty (30) calendar days prior to the leave, unless otherwise agreed. The employee released under this Section shall receive full retirement credit for the entire duration of the release time. The Union will reimburse the Employer for the “fully burdened costs of the positions” the Employer incurs as a result of placing the employee on leave with pay during the period of absence. The Union will reimburse the Employer each month for the previous month, upon receipt of an itemized summary of the costs to be charged to the Union. For purposes of this provision, “fully burdened costs of the position” means the cost of wages, benefits, workers’ compensation insurance, and other administrative costs not to exceed 5% of the employee’s total salary.

Section 12.8. Seniority During Leave.

Any employee granted a leave of absence pursuant to this Article shall maintain their existing seniority. During workers’ compensation disability, military leave and unpaid union activity leave, employees will continue to accrue seniority.

Section 12.9. Short Term Leave of Absence without Pay for Reduction in Work Load.

This section provides for employees to voluntarily accept leave without pay for short duration to address reduction in workload or funding as determined by the Department Director.

Such leave without pay will not result in reduction in medical, dental benefits, sick leave or vacation accruals, holiday pay or seniority.

Leave without pay will not exceed a reduction of 10% of the employees regular FTE within a fiscal year.

The Department Director or employee may terminate short term leave arrangements with a 10 working day notice. The provisions of this section will apply to the employee’s regular schedule.

Section 12.10 Paid Leave Oregon

a. The County will pay the employer portion of PLO premiums and the bargaining unit member will pay the employee portion.

b. Upon request, an employee shall be allowed to utilize their accrued leave (of their own choice), to compensate for the difference between their PLO benefits and their normal rate of pay received from the County. Employees may use donated vacation leave for such supplementation.

c. Upon request, an employee may utilize their own accrued leave (of their choice), followed by donated vacation, to ensure they maintain their regular rate of pay pending the processing of their claim for PLO benefits. If an employee utilizes option (c), the employee will reimburse the County in an amount equal to the benefit they receive from the Employment Department or other equivalent plan provider, and will be credited with the accrued leave the employee utilized equal to that benefit.

ARTICLE 13. WAGES AND SALARIES

Section 13.1. The Total Compensation Package.

This contract represents a Total Compensation Package including adjustments in PERS, Long Term Disability, sick leave donation and conversion programs, retiree benefit programs, medical and dental insurance costs and cost of living adjustments (COLA).

Section 13.2. Wages.

AFSCME salary ranges are comprised of nine (9) merit steps.

Effective upon ratification or, if implemented by the County, January 1, 2025, whichever comes sooner, any employee who was at Step 8 on July 1, 2023, will move to the new Step 9. This move does not impact the employee's anniversary date.

Effective upon ratification or, if implemented by the County, January 1, 2025, whichever comes sooner, the County will make a one-time payment to each AFSCME member in the amount of \$1,500.

Wages will be as follows:

- a) Following ratification or, if implemented by the County, January 1, 2025, whichever comes sooner: An adjustment equal to a six (6) percent increase to all steps of the C Band salary schedule. This increase will be made prior to implementing the across-the-board general increase called for in subsection (b) below. This is a one-time increase to C Band rates of pay.
- b) Following ratification or, if implemented by the County, January 1, 2025, whichever comes sooner: A four-point four percent (4.4%) increase will be applied to all steps of all Bands of AFSCME salary schedule.
- c) Effective July 1, 2025: A three-and-one-half percent (3.5%) increase or increase equal to the actual all civilian ECI index for the twelve-month period ending March 31, 2025, whichever is greater, applied to all steps of all Bands of AFSCME salary schedule.

d) Effective July 1, 2026:

A four percent (4%) increase or increase equal to the actual all civilian ECI index for the twelve-month period ending March 31, 2026, whichever is greater, applied to all steps of all Bands of AFSCME salary schedule.

~~Section 13.2. Wages.~~

~~1. AFSCME salary ranges are comprised of eight (8) merit steps. The effective date for movement to the steps:~~

~~a. Effective July 1, 2021, any employee who has been at Step 6 for more than 1 year will move to Step 7 of the new salary schedule in place of their anniversary step increase.~~

~~b. July 1, 2022: employees who had been at Step 6 for more than two years as of July 1, 2021 will move to Step 8 in place of their anniversary step increase.~~

~~c. All other employees will be eligible for step increases on their anniversary dates as normal per section 13.3.~~

~~2. Effective July 1, 2021:~~

~~A three and one-half percent (3.5%) adjustment will be applied to steps 1-8 of the AFSCME salary schedule.~~

~~3. Effective July 1, 2022:~~

~~a. A three percent (3.0%) adjustment will be applied to steps 1-8 of the AFSCME salary schedule.~~

~~4. Effective July 1, 2023:~~

~~a. A three and one-quarter percent (3.25%) adjustment will be applied to steps 1-8 of the AFSCME salary schedule.~~

~~Selective salary adjustments for Building Inspector, Dental Hygienist, IT Analyst I, IT Specialist 2, and Engineers Classification Series (C band) are reflected in Appendix A: AFSCME Salary Schedule.~~

Section 13.3. Merit Increases.

Upon successful completion of the regular six (6) month probationary period, employees shall receive a step increase from their initial hire step to the next step in their position's salary range. In situations where a reduced probationary period is served or a probationary period is extended, upon successful completion of the probationary period the employee will receive a step increase from their initial hire step to the next step in their position's salary range. Thereafter, employees will become eligible for an additional merit step increase in their position's salary range on the anniversary of their appointment to the position.

~~Merit increases shall be based on satisfactory service. An employee will be eligible for an annual merit increase if the employee receives an evaluation rating of "successful" which is equal to an overall score of 3.0 or higher. This step increase will be granted, and subsequent step increases will be granted annually until the employee reaches the top step of their position's salary range, unless work performance is evaluated as unsatisfactory. For purposes of annual step increases, the anniversary date of appointment~~

for each employee shall be adjusted to the first day of the month in which they were hired or promoted.

~~If an employee's work performance is deemed to be unsatisfactory, at least ninety (90) days prior to an employee's step date, the supervisor shall counsel the employee. The supervisor and employee will develop a work plan, which will contain objective standards that the employee must meet over the next ninety (90) days in order to bring their performance to a satisfactory level. The work plan will specify regular meetings between the employee and supervisor to monitor progress. If the employee's performance becomes satisfactory within ninety (90) days, they will be granted the merit increase. If the employee's work performance remains unsatisfactory, the County may deny the employee a merit increase.~~

Section 13.4

Section 13.4. Exceptional Increases.

The County will establish three additional steps for all classifications, adding steps 10, 11, and 12, for exceptional pay increases. If a department head finds an employee's performance warrants, they may authorize an employee's advancement to the next available step upon the employee's anniversary date. Eligibility for such advancement shall be established solely at the discretion of the department head but must be approved by the Human Resources Director as being consistent with the overall job evaluation system and compensation plan. Such increase is limited to one additional step during a twelve-month period. In all cases a new personnel evaluation or a separate section in the annual evaluation must be forwarded with the proposed advancement that will support the exceptional increase.

Section 13.5 Overpayments and Payments in Violation of Contract

Any employee receiving unauthorized payments has the obligation to call such error to the attention of his or her supervisor once the overpayment is discovered.

A. Unauthorized Overpayments: Any employee who receives payments to which they are not entitled, including but not limited to premium pay, shift differential, overtime pay, step increases, or any other salary, wage, or reimbursement which is not authorized by this contract or County Personnel Rules, and which the employee knew or reasonably should have known they were not entitled to receive, shall reimburse the County for the full amount of the overpayment.

B. Payments in Error: When an employee receives payments due to a clerical, technical, or computer error, or if the county fails to deduct for authorized deductions or deductions that are required by law through no fault of the employee and where the employee did not and could not reasonably have known that the error occurred, the employee will only be liable for and the County shall only recover the overpayment for a period of one-hundred and eighty (180) days preceding the date of discovery of the error.

C. Repayment to the County: As soon as the overpayment is known, the County will recover overpayments as specified in subsections A or B above, by payroll deduction or by separate check/cash as chosen by the employee. Repayments over time are subject to approval by the County's Chief Financial Officer.

D. Repayment to the Employee: When an error occurs, which results in a negative impact on the employee, upon notification by the employee, and verification by the payroll division, payment in correction of the error shall be made in the employee's paycheck for the current pay period.

- E. Specifically for insurance premium contributions only: Individual employees shall be responsible for paying their portion of the insurance premium through payroll deduction. As necessary, the County is hereby authorized to advance such sum(s) for the express purpose of premium payment to the insurance providers and then make automatic retroactive payroll deductions from the earnings of any and all covered employees for reimbursement to the County for such advances. Those specific retroactive payroll deductions will only occur on paychecks issued within sixty (60) days of the advance (with the employee's portion of the premium amount evenly split between two (2) paychecks). If the amounts are not deducted as specified, the County is then responsible for the amounts and there will be no reimbursement from the employee. If an employee does not have sufficient wages in their paycheck to have their portion of the insurance premium deducted as required, the employee will arrange for payment of that amount to the County by means other than payroll deduction (at the employee's choice).

Section 13.56. Pay Periods.

Paydays for all employees shall be twice a month. Paydays shall be on the last day of the month and on the fifteenth (15th) of each month. If the last day of the month or the 15th should fall on a weekend or holiday, payday will be on the last working day prior. All payroll deductions shall be spread equitably between the two checks.

Section 13.67. License and Certification Pay.

As provided in Section 23.5, the Labor Management Advisory Committee may make recommendations to the Board of Commissioners and AFSCME for compensation for licenses and certification that are not required in a position description.

Employees who are directed to attend job-related training and/or education programs shall have necessary costs and travel expenses paid for by the County and shall not experience any loss of pay or require the usage of any accrued leave.

Section 13.78 Bilingual Pay

Effective upon ratification, Bilingual Skills Differential applies to employees who regularly use bilingual skills to perform assigned duties. "Bilingual skills" means translation to and from English, interpretation of another language or the use of sign language. To be eligible for the differential, the employee's supervisor must first assign the interpretation and translation duties. The supervisor documents the assignment in the employee's position description. The differential is 5 percent of base pay. Bilingual pay shall be effective at the beginning of the next pay period, following the successful passing of skills testing.

Section 13.89 Working Out of Classification/Lead Work

- A. An employee assigned the major duties and responsibilities of a higher classification shall receive compensation at step 1 of the higher classification, or a 5% increase in their base compensation, whichever is greater, provided such assignment is designated by the supervisor or manager in writing, and providing that the assignment is planned to extend, or actually extends, for more than three (3) continuous working days. In no case, however, will work out of class (WOC) pay be more than the top step of the higher classification. The County will not rotate these assignments for the purpose of avoiding work out of class pay. If the employee is assigned lead work, and that lead work is not among the major duties and responsibilities of a higher classification within the employee's band, the employee shall receive a 5% increase in their base

compensation.

This Section shall not apply to an employee working in a job-related training program that has been mutually agreed to by the County and the employee.

Section 13.910 Acting in Capacity (AIC)

Temporary appointment to a position in a higher level classification by the department director.

Bargaining unit employees assigned to a higher level position with management duties will not hire, discipline, terminate, or approve a personnel action.

Employees appointed to AIC for a minimum of three days will receive placement on a step in the higher classification that represents at least a 5% increase in regular pay rate starting on day one (1) of the assignment and continuing until the assignment is complete.

Section 13.1011 Job Assignment Outside of the Bargaining Unit

Employees may be offered a temporary professional development opportunity for work outside of the bargaining unit for a fixed period of time, not to exceed one year. During this time, the employee will:

- retain their right to seniority and total hours of service accrued.
- accrue seniority hours during the period of supervisory assignment.
- retain rights to their former position.
- maintain all bargaining unit benefits such as retirement, health savings, etc.
- continue step progression in the regular appointed position.
- be assigned or have the opportunity to enroll in a county-approved training course to gain additional supervisory or other experience that would ordinarily help satisfy the minimum qualifications for the work which the employee is doing. The cost of the training course will be paid by the county. This training course may be considered as part of a County Career Development Plan as outlined in Article 21.16
- receive credit for supervisory assignment towards fulfilling minimum qualifications, where applicable.

At the end of the fixed period of the job assignment, the employee may be offered the opportunity to continue with the job assignment for up to one additional year, provided that the employee has enrolled or will enroll in the county-approved training course. This extension must be approved by the department director. All other provisos of this article will continue to apply during the job extension.

To end a temporary assignment the employee or manager will give a written notice of 10 working days.

The County and the Union agree that employees working out of class in supervisory positions make meaningful recommendations to management related to hiring, performance evaluations, discipline, and discharge, without being in conflict with articles 13.8 and 13.9 or ORS 243.650. The Union will continue to provide fair representation to members both AIC and otherwise in grievance and discipline. Further, the parties are committed to supporting the success of members working out of class by problem-solving workplace issues collaboratively and at the lowest level.

Section 13.11-12. Short Term Reassignments Out of Classification.

To avoid reducing hours or a short term layoff, an employee may volunteer to be temporarily reassigned outside the duties of their classification without loss of wages or hours. The employee may return to their original job assignment when hours are restored or temporary assignment is no longer available.

Section 13.12-Heavy13. Specialty Equipment Operators.

A Road Maintenance Worker assigned the major duties and responsibilities of operating specialized equipment to construction and/or application specifications shall receive compensation ~~at step 1 of the next higher classification, or of~~ a five percent (5%) increase in their current salary, ~~whichever is greater,~~ provided such assignment is approved by the employee's supervisor in advance. ~~–~~This compensation will be paid in each payroll period for actual hours worked on heavy equipment. ~~Heavy Specialty~~ equipment operation is recognized for the purposes of this section as:

- ~~1. Road grader~~
- ~~2.1. Chip spreader~~
- ~~3.2. Paint striper~~
- ~~4. Dozer~~
- ~~5. Excavator (Rubber Tire or Track)~~
- ~~6.3. Computerized Herbicide Sprayer~~
- ~~7. Track Loader~~
- ~~8.4. Paving Machine~~
- ~~9.5. Distributor~~
- 6. Bridge Truck

A heavy specialty equipment operator acting in capacity of a Working Foreman – Road, shall receive one additional increase as described above provided such assignment is approved by the employee's supervisor in advance. In no case shall a heavy equipment operator acting in capacity of a Working Foreman – Road, receive greater than ten percent (10%) of their current salary. The pay increase is effective every day of the temporary assignment. For purposes of this section acting in the capacity of a Working Foreman-Road shall mean performance of the primary duties of that position with respect to planning, implementing, coordinating, and accountability for a job that requires oversight of a substantial crew. Examples include chip sealing, major bridge repair, and asphalt placement with a paving machine or other activities as determined by the employee's supervisor.

This Section shall not apply to an employee working in a job-related training program that has been mutually agreed to by the County and the employee.

Section 13.1314 Tool Replacement.

A. Through June 30, 2025, Employees regularly assigned to perform the duties of a fleet mechanic in the Maintenance and Operations classification series must supply their own tools and equipment unless required tools or equipment are unique to the County's work requirements. Personal tools or equipment shall be in good repair at the time of employment or when this Agreement becomes effective. The County will provide any specialty tools or equipment. The County shall provide a tool and equipment allowance to the employees in the amount of ~~six~~one thousand five hundred ~~and fifty~~ dollars (\$~~6501,500~~) per fiscal year. This amount shall be paid in the first pay period of each fiscal year. Mechanics appointed to their position mid-year shall be paid a prorated tool allowance amount. Fleet Mechanics will be allowed reasonable time on their scheduled shift to clean and maintain their personal equipment they use for County Fleet work.

The County assumes no responsibility whatsoever for the use of personal tools, unless the County specifically authorizes their use in writing. Personal tools specifically authorized by the County will be listed on an approved inventory list and shall be replaced if reported to law enforcement as stolen.

B. Beginning July 1, 2025, the provisions in 13.14.A expire and are null and void, and the County will provide the tools and equipment the County deems necessary. Fleet Mechanics may use their personally owned tools in performance of job duties only if the County specifically authorizes the use of such tool in writing. Personal tools specifically authorized by the County will be listed on an approved inventory list and shall be replaced if reported to law enforcement as stolen from County facilities or while performing County work.

ARTICLE 14. HEALTH AND WELFARE

Section 14.1. Medical/Vision/Dental.

Subject to the provisions of this Article, the County shall provide and maintain medical insurance, which includes vision insurance coverage and dental insurance coverage. These plans will be substantially equivalent to those in effect for each employee and their family as of the effective date of this contract. If a substantially equivalent plan is not available, as determined by mutual agreement of the parties, then the issue shall be referred to the Benefits & Wellness Committee. The Committee shall make a recommendation to the Union and the County for ratification. In addition, the County and Union agree to a re-opener of section 14.1 if State or National health care legislation makes major changes to the economics of healthcare. The Benefit and Wellness Committee will monitor these trends and determine if a re-opener is necessary. The Benefit and Wellness committee will make this decision by consensus and the issue will be given back to the negotiating teams.

The County shall provide a preferred provider dental plan that is substantially equivalent to the plans in effect for each employee and their family as of the effective date of this contract.

Preferred Provider

The County will pay eighty-five percent (85%) and the employee will pay fifteen percent (15%) of the Preferred Provider medical plan premium and the preferred provider dental plan premium. Part-time employee's insurance costs will be prorated by FTE with no employee paying more than thirty percent (30%) of the premium.

Consumer Driven High Deductible Plan (CDHDP)

The County shall also provide a consumer driven high deductible plan option with a health savings account (HSA). The County shall contribute eight hundred dollars (\$800) of the deductible for an individual, and one thousand, four hundred dollars (\$1,400) of the deductible for an employee and family to an employee's Health Savings Account (HSA) or Health Reimbursement Account (HRA/VEBA) based on the eligibility requirements determined by the IRS... For ~~2021-2024-2027~~, the County will pay the monthly premium for full-time employees not to exceed the monthly premium for the Preferred Provider Plan. Monthly premiums will be prorated for part-time employees as noted above.

Section 14.2. Life Insurance.

The County agrees to provide term life insurance coverage in the amount of \$50,000 per employee, plus an accidental death and dismemberment rider in the amount of \$100,000.00.

Section 14.3. Long Term Disability Insurance.

The County agrees to provide long term disability insurance coverage to members of the bargaining unit, with a maximum monthly benefit of 66.67% of actual salary. Eligibility for benefit payments shall be subject to rules established by the vendor. As an example, such rules normally include a ninety (90) day elimination period and coordination of other income sources in determining the maximum monthly benefit.

Employees with a potential eligibility for long term disability should file a claim within the first sixty (60) days of qualifying absence. (See article 11.7 regarding eligibility for sick leave donations.)

Section 14.4. Dependent Medical Insurance Continuation.

Dependent(s) of a regular Benton County employee who dies during the term of their employment may continue under the County's medical and dental plans for the term authorized under the Federal Consolidated Omnibus Budget Reconciliation Act of 1989 (COBRA). If the dependent(s) choose to continue under the County's medical/dental plans under COBRA regulations, the County will pay the first six months premium costs for the plans. Thereafter, the dependents shall be required to pay the premium as required by COBRA.

Section 14.5. Retirement Health and Dental Insurance.

The County shall provide funds for the purchase of medical insurance and access to dental insurance to qualified retirees as follows:

-
Regular status employees who have been continuously employed at Benton County since on or before July 1, 1996 shall be eligible to make a one time only choice, no later than 90 days from the execution of this agreement, to continue in the Premium Reimbursement benefit program described in Section 14.5 or to change to the Retirement Health Savings Plan. Regular part-time employees who work at least .5 FTE (20

hours or more per week) shall be eligible for pro-rated benefits according to their position's established FTE, provided that the part-time employee pays the difference.

1. On the day of retirement, the retiree must have completed a minimum of fifteen (15) continuous years of employment with Benton County.
2. On the day of retirement, the retiree must be fully eligible for and either receiving or have applied for retirement benefits from the Public Employee Retirement System (PERS).
3. Coverage shall be limited to the employee and spouse, beginning on the date of retirement and continuing until they are Medicare eligible but not more than seven (7) years. However, coverage shall be for the employee only if the retiree meets all the other qualifying criteria in this section and opts for early retirement as defined by the rules and regulations of PERS.
4. The County's share of insurance premiums shall be fixed according to premium rates, which are current on the day of retirement. In order to qualify for this benefit, the retiree must secure medical insurance from outside the County's existing medical plan (i.e. Portability, PERS, etc.). The County will reimburse retirees for their payment of outside insurance, up to set limits as set forth in Section 14.5(6) upon submission of proof of payment for medical insurance. Premium increases occurring during retirement shall be the responsibility of the retiree.
5. The County's share of the dental insurance premium shall be fixed according to dental premium rates, which are current on the day of retirement. This payment shall be used for coverage under the Current County dental plan according to limits set forth in No. 6.

Dental premium increases occurring during retirement shall be the responsibility of the retiree. Failure to pay required dental premiums on time shall result in canceling dental insurance coverage. Reinstatement, if possible, shall follow established Finance Department and vendor rules.

6. The County shall pay insurance premiums according to years of service as

follows: 15 through 19 years	25% of premium cost
20 through 24 years	50% of premium cost
25 through 29 years of service	75% of premium cost
30 or more years of service	100% of premium cost

7. The Finance Department shall administer this program and shall establish dates when premiums shall be paid and when reimbursements will be made.

Section 14.6. Retirement Health Savings Plan.

Employees who did not elect the Premium Reimbursement benefit under 14.5 or were hired after July 1, 1996, shall be eligible to receive Retirement Health Savings Plan (RHSP) benefits. The County shall make semi-monthly deposits in the RHSP for each eligible employee according to the following schedule based on years of completed continuous service (starting with the beginning of the 4th year of service):

Months of Completed Service	Amount per Pay Period	Annualized Amount
36 - 59	\$21	\$504
60 - 119	\$42	\$1008
120 - 179	\$63	\$1512
180 - 227	\$84	\$2016
228 and above	\$105	\$2520

Section 14.7. Deferred Compensation Plan.

The County will make available to bargaining unit members an approved deferred compensation plan(s). Eligibility for membership and regulations governing participating will follow all IRS regulations and all appropriate state and federal statutes.

The County will contribute one and one-half percent (1.5%) of an eligible employee’s base pay into the employee’s designated account. Employees are deemed eligible after six (6) months of continuous, active status in a regular position. The employee must be enrolled in a County plan to receive the County’s contribution.

Section 14.8. Health and Welfare Proration.

Part-time employee’s insurance costs will be prorated by FTE with no employee paying more than thirty percent (30%) of the premium.

ARTICLE 18. SAFETY

Section 18.1. Safety Rules Generally.

The County will make good faith efforts to resolve employee safety concerns and will make reasonable efforts to maintain safe working conditions and equipment for all employees. The County shall not discipline or in any manner discriminate against any employee who, in good faith and for good cause, reports the existence of an unsafe condition or practice to management, OSHA, the Union or other agency.

Employees shall comply with all County-wide and departmental safety rules that are in force and effect on the date of the signing of this agreement, or may thereafter become effective during the term of this agreement. Employees shall report all unsafe acts or conditions to their supervisors when such acts or conditions occur and the County will decide if the employee should continue with that assignment. The County shall inform all members of the

bargaining unit of all of the safety rules and procedures that apply to their positions.

Section 18.2. Immediate Safety Concerns

No employee shall be expected to operate any equipment or to perform any work assignment that would cause imminent or immediate danger to themselves or the public, and would reasonably be considered to be unsafe by a normally prudent person. Employees shall report all unsafe acts or conditions to their supervisors when such acts or conditions occur and the County will decide if the employee should continue with that assignment. If substantiated by the County, the unsafe condition shall be remedied. Nothing shall prevent the employee from reporting the immediate safety concern to the appropriate safety agency.

The County will continue to offer safety training during new employee orientation and provide annual emergency response and personal safety training to employees. ~~Examples of such training include, but are not limited to, fire drills, fire extinguisher, active shooter, earthquake, and emergency action plans.~~ The County will provide all drills, trainings, and activities as defined in the applicable Emergency Action Plan (“EAP”). The County will have an EAP in place for each facility and provide drills, trainings, and activities as defined in the applicable EAP as required by OSHA laws and regulations, and will additionally provide fire drills, fire extinguisher training, active shooter or situational awareness training, and earthquake awareness training or drills.

Section 18.3. Uniforms and Protective Clothing.

If an employee is required by the County to wear a uniform, protective clothing, or protective device, it shall be provided to the employee by the County, however, such uniform, protective clothing, or device shall remain the property of the County. If special shoes, work boots, glasses, or other equipment is required by the County, the County shall pay the additional cost appropriate to such equipment, and the Department Director shall determine this cost. The County retains the right to pre-approve purchases and to designate vendors.

Section 18.4. Safety Committee

The County will ~~establish~~ maintain a Safety Advisory Committee that will meet as needed, but no less than quarterly, to provide input for developing a comprehensive, County-wide safety program. At least ~~one~~ two employee representatives from the Union will be appointed by AFSCME Local 2064 to serve on the Safety Advisory Committee. The County shall also maintain 3 years of minutes for each of the Safety Committees accessible to any Union member for review.

ARTICLE 25. TERM OF AGREEMENT

This agreement covers the period of July 1, ~~2021~~ 2024, through ~~June 30, 2024~~ July 1, 2027. This agreement shall be effective as of the date of execution but in no event before July 1, ~~2021~~ 2024, and shall remain in full force and effect until June 30, ~~2024~~ 2027.

STATE OF OREGON, EMPLOYMENT RELATIONS BOARD

COST SUMMARY FORM

For ERB Use Only

Case No. ME-016-24

Date Filed 10/7/24

Projected Increase/Decrease in Each Year

(add or shade unused columns as needed)

Proposal Description including Article or Section Numbers	Current Cost	Year 1	Year 2	Year 3	Total Projected Increase / Decrease	Explain calculations. List all factors and assumptions used in calculating costs for each year. Attach additional sheet if necessary.
Section 13.2 - 2nd Paragraph Any employee who was at step 8 on July 1, 2023 will move to step 9 on the new salary schedule		\$ 179,262			\$ 179,262	Used query of any employee at step 8 of the current schedule with an effective date of 7/1/23; applied current salary for 7/1/24- 12/31/24; applied step 9 of schedule for 1/1/25- 6/30/25; calculated the difference between the total FY25 salary and the FY24 salary; this total includes taxes and benefits that are based on % of salary - see Appendix D
Section 13.2 - 3rd Paragraph Ratification Payment		\$ 803,498			\$ 803,498	\$1,500 payment applied to 390 employees/positions, including taxes & benefits that are based on % of salary
Section 13.2 a) 6% increase applied to C band pay grades in the salary schedule	\$ 15,737,671	\$ 16,681,931			\$ 944,260	Used query of any employee in C band of salary schedule showing salary effective 10/1/2024; applied 6% increase to employees' salaries; total projected increase includes any taxes & benefits that are based on % of salary - see Appendix C
Section 13.2 b) Following ratification or January 1, 2025, 4.4% increase	\$ 42,385,881	\$ 42,875,271			\$ 489,390	See below Appendix Listing for items used to calculate differences
Section 13.2 c) 3.5% increase		\$ 44,802,291	\$ 50,427,017		\$ 5,624,726	See below Appendix Listing for items used to calculate differences
Section 13.2 d) Effective July 1, 2026, 4% increase			\$ 50,427,017	\$ 53,489,250	\$ 3,062,233	See below Appendix Listing for items used to calculate differences
TOTAL (for each column)					\$ 11,103,369	TOTAL CONTRACT PROPOSAL INCREASE

Appendix Listing

A	Full projection details
B	Proposed salary schedule
C	Calculations of C band 6% increase
D	Calculations of step 8 to 9
E	Health insurance calculations
F	Dental insurance calculations
G	Retirement Health Savings benefit calculations

Notes:

- 1) Current salary, grade, & step on Appendix A as of 10/1/2024
- 2) Used current salary for 7/1/24-12/31/24 for 1st half of FY25
- 3) Applied new salary tables for 1/1/24 and beyond
- 4) For Vacant positions, used step 3 for current year
- 5) For Vacant positions, used consumer driven family coverage
- 6) For Dental...assumption of 3% increase for FY26 & FY27
- 7) For Medical...assumption of 5% increase for Consumer Driven Plan & 15% for Premium Share Plan
- 8) Records 336-342 are frozen positions during FY25]

Record Number	Grade	Step	FTE %	Annual Pay	Step Upon	7/1-12/31	1/1-6/30	FY25 Salary	FY26 Salary	FY27 Salary
					Ratification	Salary	2025 Salary			
1	A12	4	0.80	31,080	4	15,540	16,224	31,764	34,782	37,422
2	A12	5	1.00	40,237	5	20,119	21,004	41,122	44,978	48,368
3	A12	5	1.00	40,237	6	20,119	21,729	41,847	46,508	49,963
4	A12	8	1.00	44,460	8	22,230	23,208	45,438	49,579	51,562
5	A12	8	1.00	44,460	8	22,230	23,208	45,438	49,579	51,562
6	A12	8	1.00	44,460	8	22,230	23,208	45,438	49,579	51,562
7	A12	8	1.00	44,460	9	22,230	23,951	46,181	49,579	51,562
8	A13	2	1.00	39,571	3	19,786	21,458	41,244	46,060	49,608
9	A13	2	1.00	39,571	3	19,786	21,458	41,244	46,060	49,608
10	A13	2	1.00	39,571	3	19,786	21,458	41,244	46,060	49,608
11	A13	3	1.00	41,107	3	20,554	21,458	42,012	46,060	49,608
12	A13	3	1.00	41,107	3	20,554	21,458	42,012	46,060	49,608
13	A13	3	1.00	41,107	4	20,554	22,251	42,805	47,700	51,316
14	A13	4	1.00	42,626	4	21,313	22,251	43,564	47,700	51,316
15	A13	4	1.00	42,626	4	21,313	22,251	43,564	47,700	51,316
16	A13	4	1.00	42,626	4	21,313	22,251	43,564	47,700	51,316
17	A13	5	1.00	44,145	5	22,073	23,044	45,116	49,342	53,011
18	A13	5	1.00	44,145	6	22,073	23,837	45,909	49,342	54,653
19	A13	5	1.00	44,145	6	22,073	23,837	45,909	49,342	54,653
20	A13	5	1.00	44,145	6	22,073	23,837	45,909	49,342	54,653
21	A13	7	1.00	47,172	7	23,586	24,624	48,210	50,972	56,292
22	A13	8	1.00	48,634	8	24,317	25,387	49,704	52,551	56,292
23	A13	8	1.00	48,634	8	24,317	25,387	49,704	52,551	56,292
24	A13	8	1.00	48,634	8	24,317	25,387	49,704	52,551	56,292
25	A13	8	1.00	48,634	9	24,317	26,149	50,466	52,551	56,292
26	B21	1	1.00	41,346	2	20,673	22,549	43,222	48,691	52,719
27	B21	1	1.00	41,346	2	20,673	22,549	43,222	48,691	52,719
28	B21	3	1.00	45,061	3	22,531	23,522	46,053	50,691	54,814
29	B21	3	1.00	45,061	3	22,531	23,522	46,053	50,691	54,814
30	B21	3	1.00	45,061	4	22,531	24,489	47,019	52,706	56,913
31	B21	4	1.00	46,913	5	23,457	25,462	48,919	54,724	58,962
32	B21	4	0.75	35,185	5	17,592	19,097	36,689	41,043	44,222
33	B21	4	1.00	46,913	5	23,457	25,462	48,919	54,724	58,962
34	B21	4	1.00	46,913	5	23,457	25,462	48,919	54,724	58,962
35	B21	4	1.00	46,913	5	23,457	25,462	48,919	54,724	58,962
36	B21	5	1.00	48,778	5	24,389	25,462	49,851	54,724	58,962
37	B21	5	1.00	48,778	5	24,389	25,462	49,851	54,724	58,962
38	B21	5	1.00	48,778	6	24,389	26,437	50,826	56,694	60,966
39	B21	5	1.00	48,778	6	24,389	26,437	50,826	56,694	60,966
40	B21	5	1.00	48,778	6	24,389	26,437	50,826	56,694	60,966
41	B21	5	1.00	48,778	6	24,389	26,437	50,826	56,694	60,966
42	B21	5	1.00	48,778	6	24,389	26,437	50,826	56,694	60,966
43	B21	6	1.00	50,645	6	25,323	26,437	51,759	56,694	60,966
44	B21	6	1.00	50,645	6	25,323	26,437	51,759	56,694	60,966
45	B21	6	1.00	50,645	6	25,323	26,437	51,759	56,694	60,966
46	B21	6	1.00	50,645	6	25,323	26,437	51,759	56,694	60,966
47	B21	6	1.00	50,645	6	25,323	26,437	51,759	56,694	60,966
48	B21	6	1.00	50,645	7	25,323	27,389	52,711	58,621	62,918

Record Number	Grade	Step	FTE %	Annual Pay	Step Upon	7/1-12/31	1/1-6/30	FY25 Salary	FY26 Salary	FY27 Salary
					Ratification	Salary	2025 Salary			
49	B21	6	1.00	50,645	7	25,323	27,389	52,711	58,621	62,918
50	B21	6	1.00	50,645	7	25,323	27,389	52,711	58,621	62,918
51	B21	7	1.00	52,468	7	26,234	27,389	53,623	58,621	62,918
52	B21	7	1.00	52,468	7	26,234	27,389	53,623	58,621	62,918
53	B21	7	1.00	52,468	8	26,234	28,320	54,554	60,498	62,918
54	B21	7	1.00	52,468	8	26,234	28,320	54,554	60,498	62,918
55	B21	8	1.00	54,252	8	27,126	28,320	55,446	60,498	62,918
56	B21	8	1.00	54,252	8	27,126	28,320	55,446	60,498	62,918
57	B21	8	1.00	54,252	8	27,126	28,320	55,446	60,498	62,918
58	B21	8	1.00	54,252	8	27,126	28,320	55,446	60,498	62,918
59	B21	8	0.75	40,689	8	20,345	21,240	41,584	45,374	47,189
60	B21	8	1.00	54,252	8	27,126	28,320	55,446	60,498	62,918
61	B21	8	1.00	54,252	8	27,126	28,320	55,446	60,498	62,918
62	B21	8	1.00	54,252	8	27,126	28,320	55,446	60,498	62,918
63	B21	8	1.00	54,252	8	27,126	28,320	55,446	60,498	62,918
64	B21	8	1.00	54,252	8	27,126	28,320	55,446	60,498	62,918
65	B21	8	1.00	54,252	8	27,126	28,320	55,446	60,498	62,918
66	B21	8	1.00	54,252	8	27,126	28,320	55,446	60,498	62,918
67	B21	8	1.00	55,783	8	27,892	28,320	56,211	60,498	62,918
68	B21	8	0.60	32,551	9	16,276	17,536	33,811	36,299	37,751
69	B21	8	1.00	54,252	9	27,126	29,226	56,352	60,498	62,918
70	B21	8	1.00	54,252	9	27,126	29,226	56,352	60,498	62,918
71	B21	8	1.00	54,252	9	27,126	29,226	56,352	60,498	62,918
72	B21	8	1.00	54,252	9	27,126	29,226	56,352	60,498	62,918
73	B21	8	1.00	54,252	9	27,126	29,226	56,352	60,498	62,918
74	B21	8	0.60	32,551	9	16,276	17,536	33,811	36,299	37,751
75	B21	8	1.00	54,252	9	27,126	29,226	56,352	60,498	62,918
76	B21	8	1.00	54,252	9	27,126	29,226	56,352	60,498	62,918
77	B22	1	1.00	45,394	2	22,697	24,756	47,453	53,456	57,894
78	B22	2	1.00	47,425	3	23,713	25,824	49,537	55,667	60,192
79	B22	2	1.00	47,425	3	23,713	25,824	49,537	55,667	60,192
80	B22	3	1.00	49,471	3	24,736	25,824	50,560	55,667	60,192
81	B22	3	1.00	49,471	4	24,736	26,893	51,628	57,877	62,474
82	B22	4	1.00	51,518	4	25,759	26,893	52,652	57,877	62,474
83	B22	4	1.00	51,518	4	25,759	26,893	52,652	57,877	62,474
84	B22	4	1.00	51,518	4	25,759	26,893	52,652	57,877	62,474
85	B22	4	1.00	51,518	5	25,759	27,960	53,719	60,071	64,724
86	B22	4	1.00	51,518	5	25,759	27,960	53,719	60,071	64,724
87	B22	5	1.00	53,563	5	26,782	27,960	54,742	60,071	64,724
88	B22	5	1.00	53,563	5	26,782	27,960	54,742	60,071	64,724
89	B22	5	1.00	53,563	5	26,782	27,960	54,742	60,071	64,724
90	B22	5	1.00	53,563	5	26,782	27,960	54,742	60,071	64,724
91	B22	5	1.00	53,563	5	26,782	27,960	54,742	60,071	64,724
92	B22	5	1.00	53,563	6	26,782	29,020	55,802	62,235	66,924
93	B22	6	1.00	55,594	6	27,797	29,020	56,817	62,235	66,924
94	B22	6	1.00	55,594	6	27,797	29,020	56,817	62,235	66,924
95	B22	6	1.00	55,594	6	27,797	29,020	56,817	62,235	66,924
96	B22	6	0.80	44,475	7	22,238	24,052	46,290	51,480	55,253

Record Number	Grade	Step	FTE %	Annual Pay	Step Upon	7/1-12/31	1/1-6/30	FY25 Salary	FY26 Salary	FY27 Salary
					Ratification	Salary	2025 Salary			
97	B22	7	1.00	57,596	7	28,798	30,065	58,863	64,350	69,066
98	B22	7	0.80	46,077	7	23,038	24,052	47,090	51,480	55,253
99	B22	7	1.00	57,596	7	28,798	30,065	58,863	64,350	69,066
100	B22	7	1.00	57,596	8	28,798	31,087	59,885	66,410	69,066
101	B22	7	0.50	28,798	8	14,399	15,544	29,943	33,205	34,533
102	B22	8	1.00	59,554	8	29,777	31,087	60,864	66,410	69,066
103	B22	8	1.00	59,554	8	29,777	31,087	60,864	66,410	69,066
104	B22	8	1.00	59,554	8	29,777	31,087	60,864	66,410	69,066
105	B22	8	1.00	59,554	8	29,777	31,087	60,864	66,410	69,066
106	B22	8	1.00	59,554	8	29,777	31,087	60,864	66,410	69,066
107	B22	8	1.00	59,554	8	29,777	31,087	60,864	66,410	69,066
108	B22	8	1.00	59,554	8	29,777	31,087	60,864	66,410	69,066
109	B22	8	1.00	59,554	8	29,777	31,087	60,864	66,410	69,066
110	B22	8	1.00	59,554	8	29,777	31,087	60,864	66,410	69,066
111	B22	8	1.00	59,554	8	29,777	31,087	60,864	66,410	69,066
112	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
113	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
114	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
115	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
116	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
117	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
118	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
119	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
120	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
121	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
122	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
123	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
124	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
125	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
126	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
127	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
128	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
129	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
130	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
131	B22	8	1.00	59,554	9	29,777	32,082	61,859	66,410	69,066
132	B22E	2	1.00	56,909	3	28,455	30,989	59,444	66,800	72,231
133	B22E	6	1.00	66,713	7	33,357	36,079	69,435	77,219	82,879
134	B22E	8	1.00	71,464	8	35,732	37,304	73,036	79,691	82,879
135	B22E	8	1.00	71,464	8	35,732	37,304	73,036	79,691	82,879
136	B22E	8	1.00	71,464	8	35,732	37,304	73,036	79,691	82,879
137	B22E	8	1.00	71,464	9	35,732	38,498	74,230	79,691	82,879
138	B22F	2	1.00	59,280	3	29,640	32,280	61,920	69,583	75,242
139	B22F	4	1.00	64,397	4	32,199	33,615	65,814	72,348	78,094
140	B22M	8	1.00	65,509	9	32,755	35,290	68,045	73,050	75,972
141	B23	3	1.00	53,894	4	26,947	29,288	56,235	63,033	68,054
142	B23	4	1.00	56,107	4	28,054	29,288	57,342	63,033	68,054
143	B23	5	1.00	58,334	5	29,167	30,451	59,618	65,437	70,506
144	B23	6	1.00	60,559	7	30,280	31,612	61,892	70,097	75,235

Record Number	Grade	Step	FTE %	Annual Pay	Step Upon	7/1-12/31	1/1-6/30	FY25 Salary	FY26 Salary	FY27 Salary
					Ratification	Salary	2025 Salary			
145	B23	6	1.00	60,559	7	30,280	31,612	61,892	70,097	75,235
146	B23	6	1.00	60,559	7	30,280	31,612	61,892	70,097	75,235
147	B23	6	1.00	60,559	7	30,280	31,612	61,892	70,097	75,235
148	B23	7	1.00	62,740	7	31,370	31,612	62,982	70,097	75,235
149	B23	7	1.00	62,740	8	31,370	32,751	64,121	72,341	75,235
150	B23	7	1.00	62,740	8	31,370	32,751	64,121	72,341	75,235
151	B23	8	1.00	64,873	8	32,437	32,751	65,187	72,341	75,235
152	B23	8	1.00	64,873	8	32,437	32,751	65,187	72,341	75,235
153	B23	8	1.00	64,873	8	32,437	32,751	65,187	72,341	75,235
154	B23	8	1.00	64,873	8	32,437	32,751	65,187	72,341	75,235
155	B23	8	1.00	64,873	8	32,437	32,751	65,187	72,341	75,235
156	B23	8	1.00	64,873	8	32,437	32,751	65,187	72,341	75,235
157	B23	8	1.00	64,873	9	32,437	33,864	66,300	72,341	75,235
158	B23	8	1.00	64,873	9	32,437	33,864	66,300	72,341	75,235
159	B23	8	1.00	64,873	9	32,437	33,864	66,300	72,341	75,235
160	B23	8	1.00	64,873	9	32,437	33,864	66,300	72,341	75,235
161	B23	8	1.00	64,873	9	32,437	33,864	66,300	72,341	75,235
162	B23	8	1.00	64,873	9	32,437	33,864	66,300	72,341	75,235
163	B23	8	0.60	38,924	9	19,462	20,318	39,780	43,405	45,141
164	B23	8	1.00	64,873	9	32,437	33,864	66,300	72,341	75,235
165	B23	8	1.00	64,873	9	32,437	33,864	66,300	72,341	75,235
166	B23	8	1.00	64,873	9	32,437	33,864	66,300	72,341	75,235
167	B23	8	1.00	64,873	9	32,437	33,864	66,300	72,341	75,235
168	B23F	6	1.00	75,700	7	37,850	40,939	78,789	87,624	94,045
169	B23F	8	1.00	81,093	8	40,547	42,331	82,877	90,428	94,045
170	B23F	8	1.00	81,093	9	40,547	43,685	84,232	90,428	94,045
171	B23M	5	1.00	64,167	5	32,084	33,495	65,579	71,982	77,557
172	B23M	6	1.00	66,617	6	33,309	34,774	68,083	74,574	80,193
173	B23M	6	1.00	66,617	7	33,309	36,026	69,335	77,109	82,759
174	B23M	7	1.00	69,015	8	34,508	37,251	71,758	79,576	82,759
175	B23M	7	1.00	69,015	8	34,508	37,251	71,758	79,576	82,759
176	B24	5	1.00	62,923	5	31,462	32,846	64,308	70,819	76,598
177	B24	5	1.00	62,923	6	31,462	34,212	65,674	73,652	79,507
178	B24	8	1.00	70,751	9	35,376	38,262	73,637	79,201	82,369
179	B24	8	1.00	70,751	9	35,376	38,262	73,637	79,201	82,369
180	B24	8	1.00	70,751	9	35,376	38,262	73,637	79,201	82,369
181	B24F	8	0.80	70,752	8	35,376	36,932	72,308	79,202	82,370
182	B24F	8	0.80	70,752	8	35,376	36,932	72,308	79,202	82,370
183	B24F	8	1.00	88,440	9	44,220	47,828	92,048	99,003	102,963
184	B24F	8	1.00	88,440	9	44,220	47,828	92,048	99,003	102,963
185	B24M	8	1.00	77,827	9	38,914	42,088	81,002	87,122	90,607
186	B24M	8	1.00	77,827	9	38,914	42,088	81,002	87,122	90,607
187	B24M	8	1.00	77,827	9	38,914	42,088	81,002	87,122	90,607
188	B25F	6	1.00	88,131	7	44,066	47,845	91,911	102,802	110,764
189	B25F	8	1.00	95,140	9	47,570	51,451	99,021	106,504	110,764
190	C41	1	1.00	57,790	2	28,895	33,576	62,471	72,810	79,164
191	C41	2	1.00	60,680	3	30,340	35,174	65,514	76,119	82,605
192	C41	2	1.00	60,680	3	30,340	35,174	65,514	76,119	82,605

Record Number	Grade	Step	FTE %	Annual Pay	Step Upon	7/1-12/31	1/1-6/30	FY25 Salary	FY26 Salary	FY27 Salary
					Ratification	Salary	2025 Salary			
193	C41	2	1.00	60,680	3	30,340	35,174	65,514	76,119	82,605
194	C41	2	1.00	60,680	3	30,340	35,174	65,514	76,119	82,605
195	C41	3	1.00	63,569	3	31,785	35,174	66,959	76,119	82,605
196	C41	3	1.00	63,569	3	31,785	35,174	66,959	76,119	82,605
197	C41	3	1.00	63,569	4	31,785	36,773	68,557	79,428	86,046
198	C41	4	1.00	66,458	4	33,229	36,773	70,002	79,428	86,046
199	C41	4	1.00	66,458	5	33,229	38,371	71,600	82,737	89,488
200	C41	5	1.00	69,347	5	34,674	38,371	73,045	82,737	89,488
201	C41	5	1.00	69,347	5	34,674	38,371	73,045	82,737	89,488
202	C41	5	1.00	69,347	5	34,674	38,371	73,045	82,737	89,488
203	C41	5	1.00	69,347	5	34,674	38,371	73,045	82,737	89,488
204	C41	5	1.00	69,347	6	34,674	39,970	74,643	86,046	92,889
205	C41	5	1.00	69,347	6	34,674	39,970	74,643	86,046	92,889
206	C41	5	1.00	69,347	6	34,674	39,970	74,643	86,046	92,889
207	C41	6	1.00	72,236	6	36,118	39,970	76,088	86,046	92,889
208	C41	6	1.00	72,236	6	36,118	39,970	76,088	86,046	92,889
209	C41	6	1.00	72,236	6	36,118	39,970	76,088	86,046	92,889
210	C41	6	1.00	72,236	6	36,118	39,970	76,088	86,046	92,889
211	C41	6	1.00	72,236	7	36,118	41,568	77,686	89,316	96,232
212	C41	6	1.00	72,236	7	36,118	41,568	77,686	89,316	96,232
213	C41	6	1.00	72,236	7	36,118	41,568	77,686	89,316	96,232
214	C41	7	1.00	75,125	7	37,563	41,568	79,131	89,316	96,232
215	C41	7	1.00	75,125	7	37,563	41,568	79,131	89,316	96,232
216	C41	7	1.00	75,125	7	37,563	41,568	79,131	89,316	96,232
217	C41	7	1.00	75,125	8	37,563	43,148	80,711	92,531	96,232
218	C41	7	1.00	75,125	8	37,563	43,148	80,711	92,531	96,232
219	C41	7	1.00	75,125	8	37,563	43,148	80,711	92,531	96,232
220	C41	8	1.00	77,980	8	38,990	43,148	82,138	92,531	96,232
221	C41	8	1.00	77,980	8	38,990	43,148	82,138	92,531	96,232
222	C41	8	0.50	38,990	8	19,495	21,574	41,069	46,266	48,116
223	C41	8	1.00	77,980	8	38,990	43,148	82,138	92,531	96,232
224	C41	8	1.00	77,980	8	38,990	43,148	82,138	92,531	96,232
225	C41	8	1.00	77,980	8	38,990	43,148	82,138	92,531	96,232
226	C41	8	1.00	77,980	8	38,990	43,148	82,138	92,531	96,232
227	C41	8	1.00	77,980	8	38,990	43,148	82,138	92,531	96,232
228	C41	8	1.00	77,980	8	38,990	43,148	82,138	92,531	96,232
229	C41	8	1.00	77,980	8	38,990	43,148	82,138	92,531	96,232
230	C41	8	1.00	77,980	9	38,990	44,701	83,691	92,531	96,232
231	C41	8	1.00	77,980	9	38,990	44,701	83,691	92,531	96,232
232	C41	8	1.00	77,980	9	38,990	44,701	83,691	92,531	96,232
233	C41	8	1.00	77,980	9	38,990	44,701	83,691	92,531	96,232
234	C41	8	1.00	77,980	9	38,990	44,701	83,691	92,531	96,232
235	C41	8	1.00	77,980	9	38,990	44,701	83,691	92,531	96,232
236	C41	8	1.00	77,980	9	38,990	44,701	83,691	92,531	96,232
237	C42	1	1.00	61,448	2	30,724	35,707	66,431	77,430	84,183
238	C42	1	1.00	61,448	2	30,724	35,707	66,431	77,430	84,183
239	C42	1	1.00	61,448	2	30,724	35,707	66,431	77,430	84,183
240	C42	2	1.00	64,531	3	32,266	37,406	69,672	80,945	87,838

Record Number	Grade	Step	FTE %	Annual Pay	Step Upon	7/1-12/31	1/1-6/30	FY25 Salary	FY26 Salary	FY27 Salary
					Ratification	Salary	2025 Salary			
241	C42	2	1.00	64,531	3	32,266	37,406	69,672	80,945	87,838
242	C42	2	1.00	64,531	3	32,266	37,406	69,672	80,945	87,838
243	C42	3	1.00	67,603	3	33,802	37,406	71,208	80,945	87,838
244	C42	3	1.00	67,603	3	33,802	37,406	71,208	80,945	87,838
245	C42	3	1.00	67,603	3	33,802	37,406	71,208	80,945	87,838
246	C42	3	1.00	67,603	4	33,802	39,104	72,906	84,460	91,513
247	C42	3	1.00	67,603	4	33,802	39,104	72,906	84,460	91,513
248	C42	4	1.00	70,672	4	35,336	39,104	74,440	84,460	91,513
249	C42	4	1.00	70,672	4	35,336	39,104	74,440	84,460	91,513
250	C42	4	1.00	70,672	4	35,336	39,104	74,440	84,460	91,513
251	C42	4	1.00	70,672	4	35,336	39,104	74,440	84,460	91,513
252	C42	4	1.00	70,672	4	35,336	39,104	74,440	84,460	91,513
253	C42	4	1.00	70,672	5	35,336	40,802	76,138	87,993	95,172
254	C42	4	1.00	70,672	5	35,336	40,802	76,138	87,993	95,172
255	C42	4	1.00	70,672	5	35,336	40,802	76,138	87,993	95,172
256	C42	4	1.00	70,672	5	35,336	40,802	76,138	87,993	95,172
257	C42	4	1.00	70,672	5	35,336	40,802	76,138	87,993	95,172
258	C42	5	1.00	73,740	5	36,870	40,802	77,672	87,993	95,172
259	C42	5	1.00	73,740	5	36,870	40,802	77,672	87,993	95,172
260	C42	5	1.00	73,740	6	36,870	42,509	79,379	91,512	98,788
261	C42	5	1.00	73,740	6	36,870	42,509	79,379	91,512	98,788
262	C42	5	1.00	73,740	6	36,870	42,509	79,379	91,512	98,788
263	C42	5	1.00	73,740	6	36,870	42,509	79,379	91,512	98,788
264	C42	5	1.00	73,740	6	36,870	42,509	79,379	91,512	98,788
265	C42	5	1.00	73,740	6	36,870	42,509	79,379	91,512	98,788
266	C42	5	1.00	73,740	6	36,870	42,509	79,379	91,512	98,788
267	C42	5	1.00	73,740	6	36,870	42,509	79,379	91,512	98,788
268	C42	6	1.00	76,824	6	38,412	42,509	80,921	91,512	98,788
269	C42	6	1.00	76,824	7	38,412	44,209	82,621	94,988	102,344
270	C42	7	1.00	79,897	7	39,949	44,209	84,157	94,988	102,344
271	C42	7	1.00	79,897	7	39,949	44,209	84,157	94,988	102,344
272	C42	7	1.00	79,897	7	39,949	44,209	84,157	94,988	102,344
273	C42	7	1.00	79,897	8	39,949	45,888	85,837	98,408	102,344
274	C42	8	1.00	82,932	8	41,466	45,888	87,354	98,408	102,344
275	C42	8	1.00	82,932	8	41,466	45,888	87,354	98,408	102,344
276	C42	8	1.00	82,932	8	41,466	45,888	87,354	98,408	102,344
277	C42	8	1.00	82,932	8	41,466	45,888	87,354	98,408	102,344
278	C42	8	1.00	82,932	8	41,466	45,888	87,354	98,408	102,344
279	C42	8	1.00	82,932	8	41,466	45,888	87,354	98,408	102,344
280	C42	8	1.00	82,932	8	41,466	45,888	87,354	98,408	102,344
281	C42	8	1.00	82,932	8	41,466	45,888	87,354	98,408	102,344
282	C42	8	1.00	82,932	8	41,466	45,888	87,354	98,408	102,344
283	C42	8	1.00	82,932	9	41,466	47,540	89,006	98,408	102,344
284	C42	8	1.00	82,932	9	41,466	47,540	89,006	98,408	102,344
285	C42	8	1.00	82,932	9	41,466	47,540	89,006	98,408	102,344
286	C42	8	1.00	82,932	9	41,466	47,540	89,006	98,408	102,344
287	C42	8	1.00	82,932	9	41,466	47,540	89,006	98,408	102,344
288	C42	8	1.00	82,932	9	41,466	47,540	89,006	98,408	102,344

Record Number	Grade	Step	FTE %	Annual Pay	Step Upon	7/1-12/31	1/1-6/30	FY25 Salary	FY26 Salary	FY27 Salary
					Ratification	Salary	2025 Salary			
289	C42	8	1.00	82,932	9	41,466	47,540	89,006	98,408	102,344
290	C42	8	1.00	82,932	9	41,466	47,540	89,006	98,408	102,344
291	C42	8	1.00	82,932	9	41,466	47,540	89,006	98,408	102,344
292	C42	8	1.00	82,932	9	41,466	47,540	89,006	98,408	102,344
293	C42	8	1.00	82,932	9	41,466	47,540	89,006	98,408	102,344
294	C42M	8	1.00	94,751	8	47,376	52,428	99,803	112,432	116,929
295	C42M	8	1.00	94,751	9	47,376	54,315	101,691	112,432	116,929
296	C43	3	1.00	71,634	3	35,817	39,637	75,454	85,770	93,090
297	C43	3	1.00	71,634	4	35,817	41,435	77,252	89,510	96,961
298	C43	3	1.00	71,634	4	35,817	41,435	77,252	89,510	96,961
299	C43	6	1.00	81,399	6	40,700	45,040	85,739	96,962	104,673
300	C43	7	1.00	84,655	7	42,328	46,842	89,169	100,647	108,440
301	C43	7	1.00	84,655	8	42,328	48,622	90,949	104,269	108,440
302	C43	7	1.00	84,655	8	42,328	48,622	90,949	104,269	108,440
303	C43	8	1.00	87,872	8	43,936	48,622	92,558	104,269	108,440
304	C43	8	1.00	87,872	8	43,936	48,622	92,558	104,269	108,440
305	C43	8	1.00	87,872	8	43,936	48,622	92,558	104,269	108,440
306	C43	8	0.80	70,298	8	35,149	38,897	74,046	83,415	86,752
307	C43	8	1.00	87,872	9	43,936	50,372	94,308	104,269	108,440
308	C43	8	1.00	87,872	9	43,936	50,372	94,308	104,269	108,440
309	C43	8	1.00	87,872	9	43,936	50,372	94,308	104,269	108,440
310	C43	8	0.80	70,298	9	35,149	40,297	75,446	83,415	86,752
311	C43	8	1.00	87,872	9	43,936	50,372	94,308	104,269	108,440
312	C43	8	1.00	87,872	9	43,936	50,372	94,308	104,269	108,440
313	C43	8	1.00	87,872	9	43,936	50,372	94,308	104,269	108,440
314	C43	8	1.00	87,872	9	43,936	50,372	94,308	104,269	108,440
315	C43	8	1.00	87,872	9	43,936	50,372	94,308	104,269	108,440
316	C43	8	1.00	87,872	9	43,936	50,372	94,308	104,269	108,440
317	C43	8	1.00	87,872	9	43,936	50,372	94,308	104,269	108,440
318	C43	8	1.00	87,872	9	43,936	50,372	94,308	104,269	108,440
319	C43	8	1.00	87,872	9	43,936	50,372	94,308	104,269	108,440
320	C43	8	1.00	87,872	9	43,936	50,372	94,308	104,269	108,440
321	C43	8	1.00	87,872	9	43,936	50,372	94,308	104,269	108,440
322	C43M	8	1.00	100,393	8	50,197	55,550	105,746	119,126	123,891
323	C43M	8	1.00	100,393	9	50,197	57,549	107,746	119,126	123,891
324	C43M	8	1.00	100,393	9	50,197	57,549	107,746	119,126	123,891
325	C44	8	0.90	83,543	9	41,772	47,890	89,662	99,133	103,099
326	C44	8	0.80	74,261	9	37,130	42,569	79,700	88,118	91,643
327	C45	1	1.00	72,462	2	36,231	42,101	78,332	91,284	99,256
328	C45	8	1.00	97,780	8	48,890	54,104	102,994	116,027	120,668
329	C45	8	1.00	97,780	9	48,890	56,052	104,942	116,027	120,668
330	C45	8	1.00	97,780	9	48,890	56,052	104,942	116,027	120,668
331	C45M	8	1.00	111,713	9	55,857	64,039	119,895	132,560	137,862
332	C4PB	4	1.00	112,277	4	56,139	62,125	118,264	134,655	146,487
333	C4PB	6	1.00	122,976	6	61,488	68,045	129,533	147,051	159,356
334	C4PB	8	1.00	133,779	8	66,890	74,023	140,912	159,356	165,730
335	C4PB	8	1.00	133,779	9	66,890	76,984	143,873	159,356	165,730
336	A13		1.00		3			-	44,418	47,902

Record Number	Grade	Step	FTE %	Annual Pay	Step Upon Ratification	7/1-12/31 Salary	1/1-6/30 2025 Salary	FY25 Salary	FY26 Salary	FY27 Salary
337	A13		1.00		3			-	44,418	47,902
338	B21		1.00		3			-	48,691	52,719
339	B21		1.00		3			-	48,691	52,719
340	B21		1.00		3			-	48,691	52,719
341	B21		1.00		3			-	48,691	52,719
342	B22		1.00		3			-	53,456	57,894
343	A13		1.00	41,107	3	20,554	21,458	42,012	46,060	49,608
344	A13		1.00	41,107	3	20,554	21,458	42,012	46,060	49,608
345	A13		1.00	41,107	3	20,554	21,458	42,012	46,060	49,608
346	A13		1.00	41,107	3	20,554	21,458	42,012	46,060	49,608
347	B21		1.00	45,061	3	22,531	23,522	46,053	50,691	54,814
348	B21		1.00	45,061	3	22,531	23,522	46,053	50,691	54,814
349	B21		1.00	45,061	3	22,531	23,522	46,053	50,691	54,814
350	B21		1.00	45,061	3	22,531	23,522	46,053	50,691	54,814
351	B21		1.00	45,061	3	22,531	23,522	46,053	50,691	54,814
352	B21		1.00	45,061	3	22,531	23,522	46,053	50,691	54,814
353	B21		0.50	22,531	3	11,265	11,761	23,026	25,346	27,407
354	B21		1.00	45,061	3	22,531	23,522	46,053	50,691	54,814
355	B21		1.00	45,061	3	22,531	23,522	46,053	50,691	54,814
356	B21		1.00	45,061	3	22,531	23,522	46,053	50,691	54,814
357	B21		0.50	22,531	3	11,265	11,761	23,026	25,346	27,407
358	B21		1.00	45,061	3	22,531	23,522	46,053	50,691	54,814
359	B21		1.00	45,061	3	22,531	23,522	46,053	50,691	54,814
360	B21		1.00	45,061	3	22,531	23,522	46,053	50,691	54,814
361	B21		1.00	45,061	3	22,531	23,522	46,053	50,691	54,814
362	B21		1.00	45,061	3	22,531	23,522	46,053	50,691	54,814
363	B21		1.00	45,061	3	22,531	23,522	46,053	50,691	54,814
364	B22		1.00	49,471	3	24,736	25,824	50,560	55,667	60,192
365	B22		1.00	49,471	3	24,736	25,824	50,560	55,667	60,192
366	B23		1.00	53,894	3	26,947	28,133	55,080	60,626	60,192
367	B23		1.00	53,894	3	26,947	28,133	55,080	60,626	65,554
368	B23		1.00	53,894	3	26,947	28,133	55,080	60,626	65,554
369	B23		1.00	53,894	3	26,947	28,133	55,080	60,626	65,554
370	B23		1.00	53,894	3	26,947	28,133	55,080	60,626	65,554
371	B23		1.00	53,894	3	26,947	28,133	55,080	60,626	65,554
372	B24		1.00	57,671	3	28,836	30,105	58,940	65,145	70,711
373	B25F		1.00	77,542	3	38,771	40,477	79,248	87,611	95,065
374	B25F		1.00	77,542	3	38,771	40,477	79,248	87,611	95,065
375	C41		1.00	63,569	3	31,785	35,174	66,959	76,119	82,605
376	C41		1.00	63,569	3	31,785	35,174	66,959	76,119	82,605
377	C41		1.00	63,569	3	31,785	35,174	66,959	76,119	82,605
378	C42		1.00	67,603	3	33,802	37,406	71,208	80,945	87,838
379	C42		1.00	67,603	3	33,802	37,406	71,208	80,945	87,838
380	C42		1.00	67,603	3	33,802	37,406	71,208	80,945	87,838
381	C42		1.00	67,603	3	33,802	37,406	71,208	80,945	87,838
382	C42		1.00	67,603	3	33,802	37,406	71,208	80,945	87,838
383	C42		1.00	67,603	3	33,802	37,406	71,208	80,945	87,838
384	C42		1.00	67,603	3	33,802	37,406	71,208	80,945	87,838

Record Number	Grade	Step	FTE %	Annual Pay	Step Upon Ratification	7/1-12/31 Salary	1/1-6/30 2025 Salary	FY25 Salary	FY26 Salary	FY27 Salary		
385	C42		1.00	67,603	3	33,802	37,406	71,208	80,945	87,838		
386	C42		1.00	67,603	3	33,802	37,406	71,208	80,945	87,838		
387	C42		1.00	67,603	3	33,802	37,406	71,208	80,945	87,838		
388	C42		1.00	67,603	3	33,802	37,406	71,208	80,945	87,838		
389	C42		1.00	67,603	3	33,802	37,406	71,208	80,945	87,838		
390	C43		1.00	71,634	3	35,817	39,637	75,454	85,770	93,090		
				24,649,607				25,815,214	29,069,634	30,826,149		
						WAGES						
								585,000			ratification payment	585,000
				24,649,607		RATIFICATION INCENTIVE					benefits & taxes	218,498
				9,206,628		TOTAL WAGES		26,400,214	29,069,634	30,826,149	total effect	803,498
				9,206,628		TAXES & BENEFITS EXCLUDING HEALTH		9,860,480	12,276,106	13,017,883		
				7,726,104		MEDICAL INSURANCE		7,726,104	8,196,661	8,706,427		
				485,666		DENTAL INSURANCE		485,666	500,236	515,243		
				229,824		RHS		236,880	284,760	319,536		
				19,533		GROUP LIFE		19,890	19,890	19,890		
				6,894		GROUP AD&D		7,056	7,056	7,056		
				61,624		LTD		66,001	72,674	77,065		
				42,385,881		TOTAL WAGES & BENEFITS		44,802,291	50,427,017	53,489,250		
						EFFECT OF C BAND 6%		(944,260)				
						EFFECT OF RATIFICATION INCENTIVE		(803,498)				
						EFFECT OF STEP 8 TO 9		(179,262)				
						REMAINDER OF 1ST YEAR TOTAL		42,875,271				
						DIFFERENCES		489,390	5,624,726	3,062,233		

GROUP LIFE - 4.25/MO 4.25 19,890.00
AD&D - 1.50/MO 1.5 7,056.00

LTD - .25% * SALARY

GRADE	STEP	ANNUAL SALARY	C BAND 6%	Ratification 0.044	7/1/2025 0.035	7/1/2026 0.04	Spread between steps	Spread for full grade
A12	1	34,686		36,212	37,479	38,978		
A12	2	36,075		37,662	38,980	40,539	0.0400	
A12	3	37,461		39,109	40,478	42,097	0.0384	
A12	4	38,850		40,559	41,979	43,658	0.0371	
A12	5	40,237		42,007	43,477	45,216	0.0357	
A12	6	41,625		43,457	44,978	46,777	0.0345	
A12	7	43,041		44,935	46,508	48,368	0.0340	
A12	8	44,460		46,416	48,041	49,963	0.0330	
A12	9	45,883		47,902	49,579	51,562	0.0320	0.3228212
A13	1	38,051		39,725	41,115	42,760		
A13	2	39,571		41,312	42,758	44,468	0.0399	
A13	3	41,107		42,916	44,418	46,195	0.0388	
A13	4	42,626		44,502	46,060	47,902	0.0370	
A13	5	44,145		46,087	47,700	49,608	0.0356	
A13	6	45,664		47,673	49,342	51,316	0.0344	
A13	7	47,172		49,248	50,972	53,011	0.0330	
A13	8	48,634		50,774	52,551	54,653	0.0310	
A13	9	50,093		52,297	54,127	56,292	0.0300	0.3164758
B21	1	41,346		43,165	44,676	46,463		
B21	2	43,197		45,098	46,676	48,543	0.0448	
B21	3	45,061		47,044	48,691	50,639	0.0432	
B21	4	46,913		48,977	50,691	52,719	0.0411	
B21	5	48,778		50,924	52,706	54,814	0.0398	
B21	6	50,645		52,873	54,724	56,913	0.0383	
B21	7	52,468		54,777	56,694	58,962	0.0360	
B21	8	54,252		56,639	58,621	60,966	0.0340	
B21	9	55,988		58,452	60,498	62,918	0.0320	0.3541527
B21M	1	49,616		51,799	53,612	55,756		
B21M	2	51,837		54,118	56,012	58,252	0.0448	
B21M	3	54,075		56,454	58,430	60,767	0.0432	
B21M	4	56,295		58,772	60,829	63,262	0.0411	
B21M	5	58,534		61,109	63,248	65,778	0.0398	
B21M	6	60,773		63,447	65,668	68,295	0.0383	
B21M	7	62,961		65,731	68,032	70,753	0.0360	
B21M	8	65,101		67,965	70,344	73,158	0.0340	
B21M	9	67,184		70,140	72,595	75,499	0.0320	0.3540802
B22	1	45,394		47,391	49,050	51,012		
B22	2	47,425		49,512	51,245	53,295	0.0447	
B22	3	49,471		51,648	53,456	55,594	0.0431	
B22	4	51,518		53,785	55,667	57,894	0.0414	
B22	5	53,563		55,920	57,877	60,192	0.0397	
B22	6	55,594		58,040	60,071	62,474	0.0379	
B22	7	57,596		60,130	62,235	64,724	0.0360	
B22	8	59,554		62,174	64,350	66,924	0.0340	
B22	9	61,460		64,164	66,410	69,066	0.0320	0.353928
B22E	1	54,473		56,870	58,860	61,214		
B22E	2	56,909		59,413	61,492	63,952	0.0447	
B22E	3	59,366		61,978	64,147	66,713	0.0432	

GRADE	STEP	ANNUAL SALARY	C BAND 6%	Ratification			Spread between steps	Spread for full grade
				0.044	7/1/2025 0.035	7/1/2026 0.04		
B22E	4	61,821		64,541	66,800	69,472	0.0414	
B22E	5	64,276		67,104	69,453	72,231	0.0397	
B22E	6	66,713		69,648	72,086	74,969	0.0379	
B22E	7	69,116		72,157	74,682	77,669	0.0360	
B22E	8	71,464		74,608	77,219	80,308	0.0340	
B22E	9	73,751		76,996	79,691	82,879	0.0320	0.3538948
B22F	1	56,742		59,239	61,312	63,764		
B22F	2	59,280		61,888	64,054	66,616	0.0447	
B22F	3	61,838		64,559	66,819	69,492	0.0432	
B22F	4	64,397		67,230	69,583	72,366	0.0414	
B22F	5	66,955		69,901	72,348	75,242	0.0397	
B22F	6	69,493		72,551	75,090	78,094	0.0379	
B22F	7	71,995		75,163	77,794	80,906	0.0360	
B22F	8	74,443		77,718	80,438	83,656	0.0340	
B22F	9	76,825		80,205	83,012	86,332	0.0320	0.3539222
B22M	1	49,934		52,131	53,956	56,114		
B22M	2	52,167		54,462	56,368	58,623	0.0447	
B22M	3	54,418		56,812	58,800	61,152	0.0431	
B22M	4	56,669		59,162	61,233	63,682	0.0414	
B22M	5	58,920		61,512	63,665	66,212	0.0397	
B22M	6	61,154		63,845	66,080	68,723	0.0379	
B22M	7	63,355		66,143	68,458	71,196	0.0360	
B22M	8	65,509		68,391	70,785	73,616	0.0340	
B22M	9	67,605		70,580	73,050	75,972	0.0320	0.3538969
B23	1	49,441		51,616	53,423	55,560		
B23	2	51,668		53,941	55,829	58,062	0.0450	
B23	3	53,894		56,265	58,234	60,563	0.0431	
B23	4	56,107		58,576	60,626	63,051	0.0411	
B23	5	58,334		60,901	63,033	65,554	0.0397	
B23	6	60,559		63,224	65,437	68,054	0.0381	
B23	7	62,740		65,501	67,794	70,506	0.0360	
B23	8	64,873		67,727	70,097	72,901	0.0340	
B23	9	66,949		69,895	72,341	75,235	0.0320	0.3541344
B23F	1	61,800		64,519	66,777	69,448		
B23F	2	64,585		67,427	69,787	72,578	0.0451	
B23F	3	67,368		70,332	72,794	75,706	0.0431	
B23F	4	70,133		73,219	75,782	78,813	0.0410	
B23F	5	72,917		76,125	78,789	81,941	0.0397	
B23F	6	75,700		79,031	81,797	85,069	0.0382	
B23F	7	78,426		81,877	84,743	88,133	0.0360	
B23F	8	81,093		84,661	87,624	91,129	0.0340	
B23F	9	83,688		87,370	90,428	94,045	0.0320	0.3541747
B23M	1	54,385		56,778	58,765	61,116		
B23M	2	56,833		59,334	61,411	63,867	0.0450	
B23M	3	59,283		61,891	64,057	66,619	0.0431	
B23M	4	61,717		64,433	66,688	69,356	0.0411	
B23M	5	64,167		66,990	69,335	72,108	0.0397	
B23M	6	66,617		69,548	71,982	74,861	0.0382	
B23M	7	69,015		72,052	74,574	77,557	0.0360	

GRADE	STEP	ANNUAL SALARY	C BAND 6%	Ratification	7/1/2025	7/1/2026	Spread between steps	Spread for full grade
				0.044	0.035	0.04		
B23M	8	71,361		74,501	77,109	80,193	0.0340	
B23M	9	73,645		76,885	79,576	82,759	0.0320	0.3541336
B24	1	52,436		54,743	56,659	58,925		
B24	2	55,053		57,475	59,487	61,866	0.0499	
B24	3	57,671		60,209	62,316	64,809	0.0476	
B24	4	60,289		62,942	65,145	67,751	0.0454	
B24	5	62,923		65,692	67,991	70,711	0.0437	
B24	6	65,540		68,424	70,819	73,652	0.0416	
B24	7	68,162		71,161	73,652	76,598	0.0400	
B24	8	70,751		73,864	76,449	79,507	0.0380	
B24	9	73,298		76,523	79,201	82,369	0.0360	0.3978591
B24F	1	65,544		68,428	70,823	73,656		
B24F	2	68,815		71,843	74,358	77,332	0.0499	
B24F	3	72,090		75,262	77,896	81,012	0.0476	
B24F	4	75,360		78,676	81,430	84,687	0.0454	
B24F	5	78,654		82,115	84,989	88,389	0.0437	
B24F	6	81,925		85,530	88,524	92,065	0.0416	
B24F	7	85,201		88,950	92,063	95,746	0.0400	
B24F	8	88,440		92,331	95,563	99,386	0.0380	
B24F	9	91,624		95,655	99,003	102,963	0.0360	0.3978927
B24M	1	57,680		60,218	62,326	64,819		
B24M	2	60,558		63,223	65,436	68,053	0.0499	
B24M	3	63,440		66,231	68,549	71,291	0.0476	
B24M	4	66,316		69,234	71,657	74,523	0.0453	
B24M	5	69,214		72,259	74,788	77,780	0.0437	
B24M	6	72,094		75,266	77,900	81,016	0.0416	
B24M	7	74,978		78,277	81,017	84,258	0.0400	
B24M	8	77,827		81,251	84,095	87,459	0.0380	
B24M	9	80,629		84,176	87,122	90,607	0.0360	0.3978545
B25	1	56,392		58,873	60,934	63,371		
B25	2	59,222		61,828	63,992	66,552	0.0502	
B25	3	62,035		64,765	67,032	69,713	0.0475	
B25	4	64,864		67,718	70,088	72,892	0.0456	
B25	5	67,677		70,655	73,128	76,053	0.0434	
B25	6	70,505		73,607	76,183	79,230	0.0418	
B25	7	73,325		76,551	79,230	82,399	0.0400	
B25	8	76,112		79,461	82,242	85,532	0.0380	
B25	9	78,852		82,322	85,203	88,611	0.0360	0.398298
B25F	1	70,492		73,594	76,170	79,217		
B25F	2	74,026		77,283	79,988	83,188	0.0501	
B25F	3	77,542		80,954	83,787	87,138	0.0475	
B25F	4	81,080		84,648	87,611	91,115	0.0456	
B25F	5	84,596		88,318	91,409	95,065	0.0434	
B25F	6	88,131		92,009	95,229	99,038	0.0418	
B25F	7	91,657		95,690	99,039	103,001	0.0400	
B25F	8	95,140		99,326	102,802	106,914	0.0380	
B25F	9	98,565		102,902	106,504	110,764	0.0360	0.398239
C41	1	57,790	106.0% 61,257	63,953	66,191	68,839		

GRADE	STEP	ANNUAL SALARY	C BAND 6%	Ratification	7/1/2025	7/1/2026	Spread between steps	Spread for full grade
				0.044	0.035	0.04		
C41	2	60,680	64,321	67,151	69,501	72,281	0.0500	
C41	3	63,569	67,383	70,348	72,810	75,722	0.0476	
C41	4	66,458	70,445	73,545	76,119	79,164	0.0454	
C41	5	69,347	73,508	76,742	79,428	82,605	0.0435	
C41	6	72,236	76,570	79,939	82,737	86,046	0.0417	
C41	7	75,125	79,633	83,136	86,046	89,488	0.0400	
C41	8	77,980	82,659	86,296	89,316	92,889	0.0380	
C41	9	80,787	85,635	89,402	92,531	96,232	0.0360	0.3979329
C42	1	61,448	65,135	68,001	70,381	73,196		
C42	2	64,531	68,403	71,413	73,912	76,868	0.0502	
C42	3	67,603	71,659	74,812	77,430	80,527	0.0476	
C42	4	70,672	74,912	78,208	80,945	84,183	0.0454	
C42	5	73,740	78,164	81,604	84,460	87,838	0.0434	
C42	6	76,824	81,433	85,017	87,993	91,513	0.0418	
C42	7	79,897	84,691	88,417	91,512	95,172	0.0400	
C42	8	82,932	87,908	91,776	94,988	98,788	0.0380	
C42	9	85,918	91,073	95,080	98,408	102,344	0.0360	0.3982147
C42M	1	70,206	74,418	77,693	80,412	83,628		
C42M	2	73,729	78,153	81,591	84,447	87,825	0.0502	
C42M	3	77,237	81,871	85,474	88,466	92,005	0.0476	
C42M	4	80,742	85,587	89,352	92,479	96,178	0.0454	
C42M	5	84,250	89,305	93,234	96,497	100,357	0.0434	
C42M	6	87,772	93,038	97,132	100,532	104,553	0.0418	
C42M	7	91,283	96,760	101,017	104,553	108,735	0.0400	
C42M	8	94,751	100,436	104,855	108,525	112,866	0.0380	
C42M	9	98,162	104,052	108,630	112,432	116,929	0.0360	
C43	1	65,119	69,026	72,063	74,585	77,568		
C43	2	68,369	72,471	75,660	78,308	81,440	0.0499	
C43	3	71,634	75,932	79,273	82,048	85,330	0.0478	
C43	4	74,884	79,377	82,870	85,770	89,201	0.0454	
C43	5	78,149	82,838	86,483	89,510	93,090	0.0436	
C43	6	81,399	86,283	90,079	93,232	96,961	0.0416	
C43	7	84,655	89,734	93,683	96,962	100,840	0.0400	
C43	8	87,872	93,144	97,243	100,647	104,673	0.0380	
C43	9	91,035	96,498	100,743	104,269	108,440	0.0360	0.3979851
C43M	1	74,399	78,863	82,333	85,215	88,624		
C43M	2	78,113	82,800	86,443	89,469	93,048	0.0499	
C43M	3	81,843	86,754	90,571	93,741	97,491	0.0478	
C43M	4	85,557	90,690	94,681	97,995	101,915	0.0454	
C43M	5	89,286	94,643	98,807	102,265	106,356	0.0436	
C43M	6	92,997	98,577	102,914	106,516	110,777	0.0416	
C43M	7	96,717	102,520	107,031	110,777	115,208	0.0400	
C43M	8	100,393	106,417	111,099	114,987	119,586	0.0380	
C43M	9	104,007	110,248	115,098	119,126	123,891	0.0360	0.3979571
C44	1	68,790	72,917	76,126	78,790	81,942		
C44	2	72,236	76,570	79,939	82,737	86,046	0.0501	
C44	3	75,681	80,222	83,752	86,683	90,150	0.0477	
C44	4	79,112	83,859	87,549	90,613	94,238	0.0453	
C44	5	82,558	87,511	91,362	94,560	98,342	0.0436	

GRADE	STEP	ANNUAL SALARY	C BAND 6%	Ratification	7/1/2025	7/1/2026	Spread between steps	Spread for full grade
				0.044	0.035	0.04		
C44	6	85,989	91,148	95,159	98,490	102,430	0.0416	
C44	7	89,428	94,794	98,965	102,429	106,526	0.0400	
C44	8	92,826	98,396	102,725	106,320	110,573	0.0380	
C44	9	96,168	101,938	106,423	110,148	114,554	0.0360	0.3979849
C45	1	72,462	76,810	80,189	82,996	86,316		
C45	2	76,087	80,652	84,201	87,148	90,634	0.0500	
C45	3	79,698	84,480	88,197	91,284	94,935	0.0475	
C45	4	83,325	88,325	92,211	95,438	99,256	0.0455	
C45	5	86,950	92,167	96,222	99,590	103,574	0.0435	
C45	6	90,577	96,012	100,236	103,744	107,894	0.0417	
C45	7	94,200	99,852	104,245	107,894	112,210	0.0400	
C45	8	97,780	103,647	108,207	111,994	116,474	0.0380	
C45	9	101,300	107,378	112,103	116,027	120,668	0.0360	0.3979848
C45M	1	82,788	87,755	91,617	94,824	98,617		
C45M	2	86,929	92,145	96,199	99,566	103,549	0.0500	
C45M	3	91,057	96,520	100,767	104,294	108,466	0.0475	
C45M	4	95,201	100,913	105,353	109,040	113,402	0.0455	
C45M	5	99,342	105,303	109,936	113,784	118,335	0.0435	
C45M	6	103,484	109,693	114,520	118,528	123,269	0.0417	
C45M	7	107,624	114,081	119,101	123,270	128,201	0.0400	
C45M	8	111,713	118,416	123,626	127,953	133,071	0.0380	
C45M	9	115,735	122,679	128,077	132,560	137,862	0.0360	0.3979611
C4PB	1	98,378	104,281	108,869	112,679	117,186		
C4PB	2	101,692	107,794	112,536	116,475	121,134	0.0337	
C4PB	3	106,992	113,412	118,402	122,546	127,448	0.0521	
C4PB	4	112,277	119,014	124,250	128,599	133,743	0.0494	
C4PB	5	117,564	124,618	130,101	134,655	140,041	0.0471	
C4PB	6	122,976	130,355	136,090	140,853	146,487	0.0460	
C4PB	7	128,387	136,090	142,078	147,051	152,933	0.0440	
C4PB	8	133,779	141,806	148,045	153,227	159,356	0.0420	
C4PB	9	139,130	147,478	153,967	159,356	165,730	0.0400	0.414241

Employee			Job Class	Position		Next Effective				
Number	Last Name	First Name	Code	Number	Grade	Step	FTE %	Annual Pay	Date	6% Increase
13348	LOW	REBECCA	PC1	501074	C41	1	1.0000	57,790	12/17/2024	61,257
13544	PADILLA	JARIKO	HP1	501038	C41	2	1.0000	60,680	10/01/2024	64,321
13228	DELOACH	CADEN	HP1	501036	C41	2	1.0000	60,680	11/01/2024	64,321
13485	CHANDLER	OCTAVIA	HP1	501030	C41	2	1.0000	60,680	12/01/2024	64,321
13647	BEAUPRE	SUZANNE	PC1	500261	C41	2	1.0000	60,680	12/01/2024	64,321
13669	ARCH	SADIE	PC1	501072	C41	3	1.0000	63,569	03/01/2025	67,383
13428	CAMACHO	CHRISTINA	TA1	501007	C41	3	1.0000	63,569	03/17/2025	67,383
13611	STEPHENS	TYLER	HP1	500805	C41	3	1.0000	63,569	10/01/2024	67,383
13502	HANSEN	DYLAN	HP1	501029	C41	4	1.0000	66,458	07/01/2025	70,445
13563	SHAFER	HANNAH	PC1	501056	C41	4	1.0000	66,458	11/01/2024	70,445
13291	WOODS	CHARLES	HP1	500153	C41	5	1.0000	69,347	03/01/2025	73,508
13331	MASON	AVALON	PC1	500262	C41	5	1.0000	69,347	05/01/2025	73,508
13124	PEGG	JOHN	PC1	501008	C41	5	1.0000	69,347	07/01/2025	73,508
13194	DEGENNARO	NICOLE	HP1	500737	C41	5	1.0000	69,347	08/01/2025	73,508
13106	DIBBLE	GABRIELLE	BA1	500130	C41	5	1.0000	69,347	12/01/2024	73,508
12307	WOLGAMOT	MIQUEL	HP1	500747	C41	5	1.0000	69,347	01/01/2025	73,508
13260	DE LA TORR	CYNTHIA	PC1	500934	C41	5	1.0000	69,347	01/01/2025	73,508
11758	MOY-SANTI	SAW-LING	PC1	500107	C41	6	1.0000	72,236	03/01/2025	76,570
13338	HILLE	DAVID	IA1	500694	C41	6	1.0000	72,236	06/01/2025	76,570
12909	TALEFF	CLAIRE	HP1	500948	C41	6	1.0000	72,236	09/01/2025	76,570
13396	BRUTON	PAYTON	HP1	500988	C41	6	1.0000	72,236	09/01/2025	76,570
13384	PERKINS	ELIZABETH	HP1	500179	C41	6	1.0000	72,236	10/01/2024	76,570
12681	RESVALOSO	TYNISHA	PC1	500269	C41	6	1.0000	72,236	10/01/2024	76,570
12031	STOKES	JONNA VE	BA1	500114	C41	6	1.0000	72,236	02/01/2025	76,570
12942	VOGT	TANA	HP1	500145	C41	7	1.0000	75,125	05/01/2025	79,633
13220	GARCIA	ANGELICA	HP1	500930	C41	7	1.0000	75,125	09/01/2025	79,633
13383	CHYTKA	CHELSEA	PC1	500713	C41	7	1.0000	75,125	09/01/2025	79,633
12360	SARABIA	JAIME	PC1	500268	C41	7	1.0000	75,125	10/01/2024	79,633
11915	CHUINARD	ANDREW	PC1	500236	C41	7	1.0000	75,125	11/01/2024	79,633
13665	EXTON	JOSHUA	HP1	500167	C41	7	1.0000	75,125	01/17/2025	79,633
13555	SZABO	ELENA	HP1	500165	C41	8	1.0000	77,980	10/01/2024	82,659
12907	DELEPINE	JESSYCA	HP1	500681	C41	8	1.0000	77,980	11/01/2024	82,659
12606	BROWN	JENNIFER	PC1	500708	C41	8	0.5000	38,990	01/01/2025	41,329
13448	SLATER	DAMIAN	TA1	500315	C41	8	1.0000	77,980	01/01/2025	82,659
13279	VAUGHN	KAREN	BA1	500955	C41	8	1.0000	77,980	02/01/2025	82,659
13483	SHARP	JOHN	PC1	501022	C41	8	1.0000	77,980	05/01/2025	82,659
12885	MURPHY	TIMOTHY	TA1	500300	C41	8	1.0000	77,980	07/01/2025	82,659
13517	GAUTHIER	AMY	HP1	500743	C41	8	1.0000	77,980	08/01/2025	82,659
13174	NAVARRO S.	FRANCISCO	PC1	500887	C41	8	1.0000	77,980	08/01/2025	82,659
13374	SIRAK	ERIC	HP1	500897	C41	8	1.0000	77,980	08/01/2025	82,659
12146	BANGS	MICHELLE	HP1	500152	C41	8	1.0000	77,980	11/01/2024	82,659
12470	EMANG	LOREN	PC1	500644	C41	8	1.0000	77,980	02/01/2025	82,659
11979	WALTERS	TERRY	HP1	500146	C41	8	1.0000	77,980	06/01/2025	82,659
12249	GLASS	JAIMI	TA1	500272	C41	8	1.0000	77,980	07/01/2025	82,659
11998	GILLESPIE	JOSHUA	PC1	500267	C41	8	1.0000	77,980	08/01/2025	82,659
12108	WILLIAMS	ROBERT	HP1	500148	C41	8	1.0000	77,980	08/01/2025	82,659
12183	AMELSBERG	CORISSA	HP1	500144	C41	8	1.0000	77,980	09/01/2025	82,659
13616	SERVIAS	DAVID	IA1	500452	C42	1	1.0000	61,448	10/17/2024	65,135
13653	WILLIAMS	CHRISTYAN	PC2	500291	C42	1	1.0000	61,448	01/01/2025	65,135
13670	TINDALL	STACY	HP2	500625	C42	1	1.0000	61,448	02/01/2025	65,135
13253	ALLEY	HANNAH	PC2	500275	C42	2	1.0000	64,531	10/01/2024	68,403
13554	PHILLIPS	TRACY	PC2	500279	C42	2	1.0000	64,531	11/01/2024	68,403
13645	PAETH	MOLLY	HP2	501027	C42	2	1.0000	64,531	12/17/2024	68,403
13503	ROSENBERG	SARAH	HP2	501031	C42	3	1.0000	67,603	07/01/2025	71,659
13201	GARCIA AGL	SAMANTHA	PC2	500983	C42	3	1.0000	67,603	07/01/2025	71,659

Employee		Job Class		Position			Next Effective			
Number	Last Name	First Name	Code	Number	Grade	Step	FTE %	Annual Pay	Date	6% Increase
13521	MARR	NICOLE	HP2	501052	C42	3	1.0000	67,603	09/01/2025	71,659
13546	PEREZ	ISAAC	PC2	500283	C42	3	1.0000	67,603	10/01/2024	71,659
13666	BYERS	CHRISTOPHER	HP2	500173	C42	3	1.0000	67,603	01/17/2025	71,659
13233	SHELDON	ANDREW	HP2	500172	C42	4	1.0000	70,672	03/01/2025	74,912
13323	PAILLETTE	TESSA	HP2	500822	C42	4	1.0000	70,672	05/01/2025	74,912
13356	SWOFFORD	NED	PC2	500902	C42	4	1.0000	70,672	07/01/2025	74,912
13500	RYAN	JADE	PC2	500985	C42	4	1.0000	70,672	07/01/2025	74,912
13510	CANNING	DOTHA	PC2	500284	C42	4	1.0000	70,672	08/01/2025	74,912
13605	WEIDMAN	CLARA	TA2	500316	C42	4	1.0000	70,672	10/17/2024	74,912
13423	SIDDIQUI	SARAH	PC2	500237	C42	4	1.0000	70,672	11/01/2024	74,912
13635	MARSI	KATHERINE	TA2	500322	C42	4	1.0000	70,672	12/01/2024	74,912
11640	HATCHER	CHARLES	HP2	500158	C42	4	1.0000	70,672	01/01/2025	74,912
13269	ETCHEVERS	JASMINE	PC2	500278	C42	4	1.0000	70,672	02/01/2025	74,912
13347	GARCIA	AMANDA	PC2	500615	C42	5	1.0000	73,740	06/01/2025	78,164
13507	BASHAM	WILLIAM	PC2	501034	C42	5	1.0000	73,740	07/01/2025	78,164
13575	GREEN	BROOKLYN	HP2	500147	C42	5	1.0000	73,740	01/01/2024	78,164
13016	KLEPPERT	CLEOPATRA	PC2	500288	C42	5	1.0000	73,740	10/01/2024	78,164
13046	CRAFT	ANDREA	HP2	500937	C42	5	1.0000	73,740	12/01/2024	78,164
13236	RUSSELL	JOSHUA	HP2	500159	C42	5	1.0000	73,740	12/17/2024	78,164
13650	MARCUS	ASHLEY	PC2	500274	C42	5	1.0000	73,740	12/17/2024	78,164
12165	CARLSON	MEGHAN	HP2	500868	C42	5	1.0000	73,740	02/01/2025	78,164
12684	OLSON	KAILEE	PC2	500263	C42	5	1.0000	73,740	02/01/2025	78,164
13073	SCHUSTER	LOAM	PC2	500280	C42	5	1.0000	73,740	02/01/2025	78,164
13192	CASTILLO	BIENVENIDO	BA2	500142	C42	6	1.0000	76,824	08/01/2025	81,433
12936	GILBERT	JESSICA	PC2	500796	C42	6	1.0000	76,824	01/01/2025	81,433
12931	BRAMBILA-C	MARIA	PC2	500289	C42	7	1.0000	79,897	03/01/2025	84,691
12971	RUIZ-RODRI	LUIS	PC2	500816	C42	7	1.0000	79,897	04/01/2025	84,691
12794	GJOVIK	LARS	TA2	500766	C42	7	1.0000	79,897	05/01/2025	84,691
13042	ELLIS	DANIELLE	HP2	500585	C42	7	1.0000	79,897	12/01/2024	84,691
13264	STEINGASS	SHEANNA	TA2	500653	C42	8	1.0000	82,932	01/01/2025	87,908
13597	PAYNE	BAILEY	PC2	500784	C42	8	1.0000	82,932	02/01/2025	87,908
12814	BILLER	BENJAMIN	HP2	500900	C42	8	1.0000	82,932	04/01/2025	87,908
13122	DINSMORE	DONNA	HP2	500879	C42	8	1.0000	82,932	04/01/2025	87,908
12982	MESHNIK	KENDRA	PC2	500287	C42	8	1.0000	82,932	07/01/2025	87,908
12713	CONRADO	FREDMILG	HP2	500170	C42	8	1.0000	82,932	09/01/2025	87,908
12879	FLEMING	KRISTINE	BA2	500141	C42	8	1.0000	82,932	09/01/2025	87,908
13219	ROLSTON	LIESL	HP2	500938	C42	8	1.0000	82,932	09/01/2025	87,908
13404	WRIGHT	JAMES	TA2	500896	C42	8	1.0000	82,932	09/01/2025	87,908
12187	REED	REBECCA	PC2	500282	C42	8	1.0000	82,932	10/01/2024	87,908
12345	MCFARLANE	CHRIS	HP2	500627	C42	8	1.0000	82,932	11/01/2024	87,908
11730	SIMONSON	KATHLEEN	BA2	500140	C42	8	1.0000	82,932	11/01/2024	87,908
11764	PETERS	SUSANNE	PC2	500281	C42	8	1.0000	82,932	01/01/2025	87,908
11920	STEBBINS	ADAM	PC2	500290	C42	8	1.0000	82,932	02/01/2025	87,908
11228	DALE	DAWN	BA2	500143	C42	8	1.0000	82,932	05/01/2025	87,908
11786	SCHOSHA	BENJAMIN	PC2	500293	C42	8	1.0000	82,932	05/01/2025	87,908
13350	GROGAN	CORY	BA2	500825	C42	8	1.0000	82,932	06/01/2025	87,908
12250	RASSMANN	JEFFREY	PC2	500285	C42	8	1.0000	82,932	06/01/2025	87,908
12500	LYON HUBEI	KYLA	HP2	501001	C42	8	1.0000	82,932	08/01/2025	87,908
11822	BAUER	DEBORAH	BA2	500137	C42	8	1.0000	82,932	09/01/2025	87,908
12873	MCGUIRE	IAN	TA2	500320	C42M	8	1.0000	94,751	09/01/2025	100,436
11812	KURTZ	GORDON	TA2	500317	C42M	8	1.0000	94,751	08/01/2025	100,436
13371	KING	LUCAS	HP3	500332	C43	3	1.0000	71,634	08/01/2025	75,932
13638	NYE	ERIN	HP3	500620	C43	3	1.0000	71,634	11/01/2024	75,932
12094	PERRY	MATTHEW	IA2	501075	C43	3	1.0000	71,634	01/01/2025	75,932
12136	TAYLOR	REBECCA	PC3	500970	C43	6	1.0000	81,399	04/01/2025	86,283

Employee		Job Class	Position		Next Effective						
Number	Last Name	First Name	Code	Number	Grade	Step	FTE %	Annual Pay	Date	6% Increase	
13044	GEHR-SELO	ALIA	HP3	500150	C43	7	1.0000	84,655	04/01/2025	89,734	
13637	MACKIE	KEN	HP3	500695	C43	7	1.0000	84,655	11/01/2024	89,734	
13455	BARLOW	STEPHEN	IA2	500449	C43	7	1.0000	84,655	02/01/2025	89,734	
12781	HOLLY	KRISTIN	HP3	500181	C43	8	1.0000	87,872	02/01/2025	93,144	
13339	BUSH	SHANNON	PC3	500318	C43	8	1.0000	87,872	06/01/2025	93,144	
12835	SLOAN	MARIA	HP3	500175	C43	8	1.0000	87,872	06/01/2025	93,144	
12869	HEILWEIL	SHELLY	HP3	500178	C43	8	0.8000	70,298	08/01/2025	74,515	
11814	LEWIS	TOBY	TA3	500319	C43	8	1.0000	87,872	07/01/2023	93,144	
12895	ARENA	JULIE	PC3	500799	C43	8	1.0000	87,872	10/01/2024	93,144	
11938	BOWERS	ERIN	HP3	500176	C43	8	1.0000	87,872	10/01/2024	93,144	
11856	MORTON	CRAIG	HP3	500168	C43	8	0.8000	70,298	10/01/2024	74,515	
12017	MONTAGUE	RYAN	IA2	500450	C43	8	1.0000	87,872	10/17/2024	93,144	
12440	SVENDSEN	DAYNA	HP3	500987	C43	8	1.0000	87,872	11/01/2024	93,144	
13041	GAMACHE	ABBEY	HP3	500804	C43	8	1.0000	87,872	12/01/2024	93,144	
12767	SPANN	JUNITA	HP3	500174	C43	8	1.0000	87,872	01/01/2025	93,144	
11753	HOLDEN	ELIZABETH	HP3	500806	C43	8	1.0000	87,872	03/01/2025	93,144	
12283	MCGUIRE	SEAN	PC3	500292	C43	8	1.0000	87,872	03/01/2025	93,144	
11787	NEWMAN	PETER	IA2	500448	C43	8	1.0000	87,872	04/01/2025	93,144	
11890	BAKER	ROBERT	TA3	500321	C43	8	1.0000	87,872	06/01/2025	93,144	
11807	TURKISHER	ROBERT	TA3	500325	C43	8	1.0000	87,872	06/01/2025	93,144	
12116	CALDWELL	REBECCA	HP3	500169	C43	8	1.0000	87,872	07/01/2025	93,144	
12266	SANDERS	JOHN	HP3	500171	C43	8	1.0000	87,872	07/01/2025	93,144	
12706	JOHNSON	MICHAEL	TA3	500326	C43M	8	1.0000	100,393	08/01/2025	106,417	
11986	MALONE	DAVID	TA3	500314	C43M	8	1.0000	100,393	08/01/2025	106,417	
11936	MILLEHRER	OWEN	TA3	500353	C43M	8	1.0000	100,393	09/01/2025	106,417	
12166	KAYE	SARA	HP4	500151	C44	8	0.9000	83,543	06/01/2025	88,556	
11813	LOVRETTA	LYNDA	HP4	500177	C44	8	0.8000	74,261	09/01/2025	78,716	
13644	OLSON	INDIA	IA3	500451	C45	1	1.0000	72,462	12/01/2024	76,810	
13307	COWAN	SEAN	IA3	500872	C45	8	1.0000	97,780	04/01/2025	103,647	
11880	STRATTON	JON	IA3	500454	C45	8	1.0000	97,780	12/01/2024	103,647	
11922	SMITH	SEAN	IA3	500453	C45	8	1.0000	97,780	01/01/2025	103,647	
11713	MARDIS	JOSEPH	TA4	500324	C45M	8	1.0000	111,713	06/01/2025	118,416	
13501	LUBEJKO	LAUREN	HP5	500991	C4PB	4	1.0000	112,277	08/01/2025	119,014	
13518	SHAFFER	ALEX	HP4	501062	C4PB	6	1.0000	122,976	08/01/2025	130,355	
12855	SISNEROS	CONTESSA	HP5	500184	C4PB	8	1.0000	133,779	08/01/2025	141,806	
12740	LA ROSA SN'	MARTHA	HP5	500191	C4PB	8	1.0000	133,779	10/01/2024	141,806	
								SALARIES	11,458,078	12,145,563	687,485
								% BASED TAXES & BENEFITS	4,279,592	4,536,368	256,776
								TOTAL SALARIES & BENEFITS	15,737,671	16,681,931	944,260

Placement to step 9 at ratification

0.50

										Next					1/1-6/30			
Employee			Job Class	Position				Effective	Step Upon	7/1-12/31	1/1-6/30	FY25 Salary	Step Upon	7/1-12/31	2025	FY25	Difference	
Number	Last Name	First Name	Code	Number	Grade	Step	FTE %	Annual Pay	Date	Ratification	Salary	2025 Salary	Ratification	Salary	Salary	Salary		
12219	HALES	HARRIETT	MA2	500192	A12	8	1.0000	44,460.00	01/01/2025	8	22,230	23,208	45,438	9	22,230	23,951	46,181	743
12252	PENA	MARIA	AA3	500065	A13	8	1.0000	48,634.00	06/01/2025	8	24,317	25,387	49,704	9	24,317	26,149	50,466	762
12173	WATTS	MEGAN	AS1	500085	B21	8	0.6000	32,551.20	12/01/2024	8	16,276	16,992	33,267	9	16,276	17,536	33,811	544
12101	ZAVALA BUE	ROCIO	PS1	500651	B21	8	1.0000	54,252.00	12/01/2024	8	27,126	28,320	55,446	9	27,126	29,226	56,352	907
11723	MAGANA	MARIA	PS1	500234	B21	8	1.0000	54,252.00	03/01/2025	8	27,126	28,320	55,446	9	27,126	29,226	56,352	907
12232	GONZALEZ	VIVIANA	PS1	500248	B21	8	1.0000	54,252.00	04/01/2025	8	27,126	28,320	55,446	9	27,126	29,226	56,352	907
11881	LITTLE	JUANA	PS1	500233	B21	8	1.0000	54,252.00	04/01/2025	8	27,126	28,320	55,446	9	27,126	29,226	56,352	907
12510	SMALLWOOD	SUMMER	AS1	500666	B21	8	1.0000	54,252.00	05/01/2025	8	27,126	28,320	55,446	9	27,126	29,226	56,352	907
11888	DAILEY	MARCIA	AS1	500081	B21	8	0.6000	32,551.20	07/01/2025	8	16,276	16,992	33,267	9	16,276	17,536	33,811	544
12102	MURPHY	MELISSA	PS1	500874	B21	8	1.0000	54,252.00	07/01/2025	8	27,126	28,320	55,446	9	27,126	29,226	56,352	907
12028	FREDERICK	GLADYS	AS1	500090	B21	8	1.0000	54,252.00	08/01/2025	8	27,126	28,320	55,446	9	27,126	29,226	56,352	907
11779	RAMIREZ	MICHAEL	AS2	500109	B22	8	1.0000	59,554.00	10/01/2024	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
12201	BAGENSKI	DIANNA	BS2	500080	B22	8	1.0000	59,554.00	11/01/2024	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
11793	GARCIA DE I	MARCELA	HT2	500334	B22	8	1.0000	59,554.00	11/01/2024	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
11917	HERNANDEZ	DARLING	HT2	500335	B22	8	1.0000	59,554.00	11/01/2024	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
12052	SELVES	SHEENA	AS2	500096	B22	8	1.0000	59,554.00	11/01/2024	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
11800	GRAY	CHRISTOPHI	PS2	500264	B22	8	1.0000	59,554.00	12/01/2024	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
11820	ALICEA	MARIA	BS2	500121	B22	8	1.0000	59,554.00	01/01/2025	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
12460	HOFMAN	LEA	AS2	500106	B22	8	1.0000	59,554.00	01/01/2025	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
11785	SANGUINO	EMILIA	AS2	500083	B22	8	1.0000	59,554.00	01/01/2025	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
12018	IRVING STO	CHRISTINE	PL2	500223	B22	8	1.0000	59,554.00	02/01/2025	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
12175	MENDOZA	JESSICA	HT2	500340	B22	8	1.0000	59,554.00	02/01/2025	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
11804	POWELL	ISSAC	PS2	500265	B22	8	1.0000	59,554.00	02/01/2025	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
11796	JONES	CHARLENE	BS2	500124	B22	8	1.0000	59,554.00	04/01/2025	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
11790	VAUGHN	PAULA	BS2	500126	B22	8	1.0000	59,554.00	04/01/2025	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
11929	BUCK	LEANNA	AS2	500105	B22	8	1.0000	59,554.00	06/01/2025	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
12274	LIEN	SHEILA	HT2	500343	B22	8	1.0000	59,554.00	08/01/2025	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
12556	FELIPE	PAULA	AS2	500097	B22	8	1.0000	59,554.00	09/01/2025	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
11868	IHDE	CYNTHIA	BS2	500118	B22	8	1.0000	59,554.00	09/01/2025	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
12247	LORENZI	SHAWN	PS2	500238	B22	8	1.0000	59,554.00	09/01/2025	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
11788	WOLFF	SUSAN	BS2	500119	B22	8	1.0000	59,554.00	09/01/2025	8	29,777	31,087	60,864	9	29,777	32,082	61,859	995
11832	ALTENBACH	BERNARD	TS2	500298	B22E	8	1.0000	71,464.00	12/01/2024	8	35,732	37,304	73,036	9	35,732	38,498	74,230	1,194
11882	EMGE	SANDRA	TS2	500101	B22M	8	1.0000	65,509.00	10/01/2024	8	32,755	34,196	66,950	9	32,755	35,290	68,045	1,095
12122	FENN	JENNIFER	BS3	500133	B23	8	1.0000	64,873.00	11/01/2024	8	32,437	33,864	66,300	9	32,437	34,948	67,384	1,084
11844	CONKLIN	PATRICIA	AS3	500113	B23	8	1.0000	64,873.00	12/01/2024	8	32,437	33,864	66,300	9	32,437	34,948	67,384	1,084
11924	BARNES	DEAN	TS3	500305	B23	8	1.0000	64,873.00	02/01/2025	8	32,437	33,864	66,300	9	32,437	34,948	67,384	1,084
12614	HERTEL	MATTHEW	MS3	500209	B23	8	1.0000	64,873.00	02/01/2025	8	32,437	33,864	66,300	9	32,437	34,948	67,384	1,084
11780	SIMMONS	TAMMY	BS3	500120	B23	8	1.0000	64,873.00	02/01/2025	8	32,437	33,864	66,300	9	32,437	34,948	67,384	1,084
12152	ROPP	AMANDA	PS3	500099	B23	8	1.0000	64,873.00	05/01/2025	8	32,437	33,864	66,300	9	32,437	34,948	67,384	1,084
11927	KELSO	RICHELLE	HT3	500346	B23	8	0.6000	38,923.80	07/01/2025	8	19,462	20,318	39,780	9	19,462	20,969	40,430	650
12003	LINDSEY	AMANDA	HT3	500348	B23	8	1.0000	64,873.00	07/01/2025	8	32,437	33,864	66,300	9	32,437	34,948	67,384	1,084
11873	BEHYMER	SHELLEY	BS3	500135	B23	8	1.0000	64,873.00	08/01/2025	8	32,437	33,864	66,300	9	32,437	34,948	67,384	1,084
12150	NOLAN	DENISE	TS3	500301	B23	8	1.0000	64,873.00	08/01/2025	8	32,437	33,864	66,300	9	32,437	34,948	67,384	1,084
12327	OXFORD	KELLIE	BS3	500775	B23	8	1.0000	64,873.00	09/01/2025	8	32,437	33,864	66,300	9	32,437	34,948	67,384	1,084
12642	WALUND	LEWMAN	MS3	500657	B23F	8	1.0000	81,093.00	04/01/2025	8	40,547	42,331	82,877	9	40,547	43,685	84,232	1,355
12137	HALEY	BRADLEY	MS4	500217	B24	8	1.0000	70,751.00	03/01/2025	8	35,376	36,932	72,308	9	35,376	38,262	73,637	1,330
12021	BAILLIE	CHRISTOPHI	MS4	500218	B24	8	1.0000	70,751.00	04/01/2025	8	35,376	36,932	72,308	9	35,376	38,262	73,637	1,330

Employee		Job Class	Position			Next Effective	Step Upon	7/1-12/31	1/1-6/30			Step Upon	7/1-12/31	1/1-6/30	FY25	Difference			
Number	Last Name	First Name	Code	Number	Grade	Step	FTE %	Annual Pay	Date	Ratification	Salary	2025 Salary	FY25 Salary	Ratification	Salary	2025 Salary	Salary	Salary	Difference
11853	SKAGGS	JESSE	MS4	500216	B24	8	1.0000	70,751.00	07/01/2025	8	35,376	36,932	72,308	9	35,376	38,262	73,637	1,330	
11898	NELSON	WILLIAM	MS4	500221	B24F	8	1.0000	88,440.00	12/01/2024	8	44,220	46,166	90,386	9	44,220	47,828	92,048	1,662	
12025	PATEL	BAKULA	HT4	500350	B24F	8	1.0000	88,440.00	05/01/2025	8	44,220	46,166	90,386	9	44,220	47,828	92,048	1,662	
11848	COLLINS	MICHELE	TS4	500310	B24M	8	1.0000	77,827.00	10/01/2024	8	38,914	40,626	79,539	9	38,914	42,088	81,002	1,463	
11843	SELVEY	TARYN	TS4	500611	B24M	8	1.0000	77,827.00	12/01/2024	8	38,914	40,626	79,539	9	38,914	42,088	81,002	1,463	
12582	ROPP	KACIE	TS4	500633	B24M	8	1.0000	77,827.00	05/01/2025	8	38,914	40,626	79,539	9	38,914	42,088	81,002	1,463	
10598	LONG	DARYL	TS5	500313	B25F	8	1.0000	95,140.00	04/01/2025	8	47,570	49,663	97,233	9	47,570	51,451	99,021	1,788	
12146	BANGS	MICHELE	HP1	500152	C41	8	1.0000	77,980.00	11/01/2024	8	38,990	43,148	82,138	9	38,990	44,701	83,691	1,553	
12470	EMANG	LOREN	PC1	500644	C41	8	1.0000	77,980.00	02/01/2025	8	38,990	43,148	82,138	9	38,990	44,701	83,691	1,553	
11979	WALTERS	TERRY	HP1	500146	C41	8	1.0000	77,980.00	06/01/2025	8	38,990	43,148	82,138	9	38,990	44,701	83,691	1,553	
12249	GLASS	JAIMI	TA1	500272	C41	8	1.0000	77,980.00	07/01/2025	8	38,990	43,148	82,138	9	38,990	44,701	83,691	1,553	
11998	GILLESPIE	JOSHUA	PC1	500267	C41	8	1.0000	77,980.00	08/01/2025	8	38,990	43,148	82,138	9	38,990	44,701	83,691	1,553	
12108	WILLIAMS	ROBERT	HP1	500148	C41	8	1.0000	77,980.00	08/01/2025	8	38,990	43,148	82,138	9	38,990	44,701	83,691	1,553	
12183	AMELSBERG	CORISSA	HP1	500144	C41	8	1.0000	77,980.00	09/01/2025	8	38,990	43,148	82,138	9	38,990	44,701	83,691	1,553	
12187	REED	REBECCA	PC2	500282	C42	8	1.0000	82,932.00	10/01/2024	8	41,466	45,888	87,354	9	41,466	47,540	89,006	1,652	
12345	MCFARLANI	CHRIS	HP2	500627	C42	8	1.0000	82,932.00	11/01/2024	8	41,466	45,888	87,354	9	41,466	47,540	89,006	1,652	
11730	SIMONSON	KATHLEEN	BA2	500140	C42	8	1.0000	82,932.00	11/01/2024	8	41,466	45,888	87,354	9	41,466	47,540	89,006	1,652	
11764	PETERS	SUSANNE	PC2	500281	C42	8	1.0000	82,932.00	01/01/2025	8	41,466	45,888	87,354	9	41,466	47,540	89,006	1,652	
11920	STEBBINS	ADAM	PC2	500290	C42	8	1.0000	82,932.00	02/01/2025	8	41,466	45,888	87,354	9	41,466	47,540	89,006	1,652	
11228	DALE	DAWN	BA2	500143	C42	8	1.0000	82,932.00	05/01/2025	8	41,466	45,888	87,354	9	41,466	47,540	89,006	1,652	
11786	SCHOSHA	BENJAMIN	PC2	500293	C42	8	1.0000	82,932.00	05/01/2025	8	41,466	45,888	87,354	9	41,466	47,540	89,006	1,652	
13350	GROGAN	CORY	BA2	500825	C42	8	1.0000	82,932.00	06/01/2025	8	41,466	45,888	87,354	9	41,466	47,540	89,006	1,652	
12250	RASSMANN	JEFFREY	PC2	500285	C42	8	1.0000	82,932.00	06/01/2025	8	41,466	45,888	87,354	9	41,466	47,540	89,006	1,652	
12500	LYON HUBEI	KYLA	HP2	501001	C42	8	1.0000	82,932.00	08/01/2025	8	41,466	45,888	87,354	9	41,466	47,540	89,006	1,652	
11822	BAUER	DEBORAH	BA2	500137	C42	8	1.0000	82,932.00	09/01/2025	8	41,466	45,888	87,354	9	41,466	47,540	89,006	1,652	
11812	KURTZ	GORDON	TA2	500317	C42M	8	1.0000	94,751.00	08/01/2025	8	47,376	52,428	99,803	9	47,376	54,315	101,691	1,888	
11814	LEWIS	TOBY	TA3	500319	C43	8	1.0000	87,872.00	07/01/2023	8	43,936	48,622	92,558	9	43,936	50,372	94,308	1,750	
12895	ARENA	JULIE	PC3	500799	C43	8	1.0000	87,872.00	10/01/2024	8	43,936	48,622	92,558	9	43,936	50,372	94,308	1,750	
11938	BOWERS	ERIN	HP3	500176	C43	8	1.0000	87,872.00	10/01/2024	8	43,936	48,622	92,558	9	43,936	50,372	94,308	1,750	
11856	MORTON	CRAIG	HP3	500168	C43	8	0.8000	70,297.60	10/01/2024	8	35,149	38,897	74,046	9	35,149	40,297	75,446	1,400	
12017	MONTAGUE	RYAN	IA2	500450	C43	8	1.0000	87,872.00	10/17/2024	8	43,936	48,622	92,558	9	43,936	50,372	94,308	1,750	
12440	SVENDSEN	DAYNA	HP3	500987	C43	8	1.0000	87,872.00	11/01/2024	8	43,936	48,622	92,558	9	43,936	50,372	94,308	1,750	
13041	GAMACHE	ABBIEY	HP3	500804	C43	8	1.0000	87,872.00	12/01/2024	8	43,936	48,622	92,558	9	43,936	50,372	94,308	1,750	
12767	SPANN	JUNITA	HP3	500174	C43	8	1.0000	87,872.00	01/01/2025	8	43,936	48,622	92,558	9	43,936	50,372	94,308	1,750	
11753	HOLDEN	ELIZABETH	HP3	500806	C43	8	1.0000	87,872.00	03/01/2025	8	43,936	48,622	92,558	9	43,936	50,372	94,308	1,750	
12283	MCGUIRE	SEAN	PC3	500292	C43	8	1.0000	87,872.00	03/01/2025	8	43,936	48,622	92,558	9	43,936	50,372	94,308	1,750	
11787	NEWMAN	PETER	IA2	500448	C43	8	1.0000	87,872.00	04/01/2025	8	43,936	48,622	92,558	9	43,936	50,372	94,308	1,750	
11890	BAKER	ROBERT	TA3	500321	C43	8	1.0000	87,872.00	06/01/2025	8	43,936	48,622	92,558	9	43,936	50,372	94,308	1,750	
11807	TURKISHER	ROBERT	TA3	500325	C43	8	1.0000	87,872.00	06/01/2025	8	43,936	48,622	92,558	9	43,936	50,372	94,308	1,750	
12116	CALDWELL	REBECCA	HP3	500169	C43	8	1.0000	87,872.00	07/01/2025	8	43,936	48,622	92,558	9	43,936	50,372	94,308	1,750	
12266	SANDERS	JOHN	HP3	500171	C43	8	1.0000	87,872.00	07/01/2025	8	43,936	48,622	92,558	9	43,936	50,372	94,308	1,750	
11986	MALONE	DAVID	TA3	500314	C43M	8	1.0000	100,393.00	08/01/2025	8	50,197	55,550	105,746	9	50,197	57,549	107,746	2,000	
11936	MILLEHRER	OWEN	TA3	500353	C43M	8	1.0000	100,393.00	09/01/2025	8	50,197	55,550	105,746	9	50,197	57,549	107,746	2,000	
12166	KAYE	SARA	HP4	500151	C44	8	0.9000	83,543.40	06/01/2025	8	41,772	46,226	87,998	9	41,772	47,890	89,662	1,664	
11813	LOVRETTA	LYNDA	HP4	500177	C44	8	0.8000	74,260.80	09/01/2025	8	37,130	41,090	78,220	9	37,130	42,569	79,700	1,479	
11880	STRATTON	JON	IA3	500454	C45	8	1.0000	97,780.00	12/01/2024	8	48,890	54,104	102,994	9	48,890	56,052	104,942	1,948	
11922	SMITH	SEAN	IA3	500453	C45	8	1.0000	97,780.00	01/01/2025	8	48,890	54,104	102,994	9	48,890	56,052	104,942	1,948	
11713	MARDIS	JOSEPH	TA4	500324	C45M	8	1.0000	111,713.00	06/01/2025	8	55,857	61,813	117,670	9	55,857	64,039	119,895	2,226	

Employee Number	Last Name	First Name	Job Class Code	Position Number	Grade	Step	FTE %	Annual Pay	Next Effective Date	Step Upon Ratification	7/1-12/31 Salary	1/1-6/30 2025 Salary	FY25 Salary	Step Upon Ratification	7/1-12/31 Salary	1/1-6/30 2025 Salary	FY25 Salary	Difference				
12740	LA ROSA SN'	MARTHA	HP5	500191	C4PB	8	1.0000	133,779.00	10/01/2024	8	66,890	74,023	140,912	9	66,890	76,984	143,873	2,961				
																			total wage effect	130,515		
																				% based taxes & benefits	48,747	
																					total effect	179,262

Last Name	First Name	PLAN	TIER	LEVEL	ER RATE	ANNUAL		FY26	FY27
						AMT	HSA		
BROWN	JENNIFER	CONSUMER DRIVEN 85%	EE/1 DEP	.50 FTE	1,163.03	13,956	1,400	14,654	15,387
HAYNES	NICOLE	CONSUMER DRIVEN 85%	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
HOLT	ROBERT	CONSUMER DRIVEN 85%	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
HOGERVORST	AUBRIE	CONSUMER DRIVEN 85%	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
MARSI	KATHERINE	CONSUMER DRIVEN 85%	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
HUGHES	MICHAEL	CONSUMER DRIVEN 85%	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
NYE	ERIN	CONSUMER DRIVEN 85%	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
SIMMONS	TAMMY	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
NOLAN	WILLIAM	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
CONKLIN	PATRICIA	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
STRATTON	JON	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
NELSON	WILLIAM	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
BARNES	DEAN	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
BOWERS	ERIN	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
PATEL	BAKULA	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
MURPHY	MELISSA	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
NOLAN	DENISE	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
ISAACS	KYLE	CONSUMER DRIVEN AFSCME	EE/1 DEP	.80 FTE	1,462.09	17,545	1,400	18,422	19,343
LIEN	SHEILA	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
SMALLWOOD	SUMMER	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
OLSON	KAILEE	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
HOLLY	KRISTIN	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
GARCIA	NANCY	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
OUVERSON	ANDREW	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
FLEMING	KRISTINE	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
HAM	CHRISTOPHER	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
COVEY	DOUGLAS	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
BASL	REBECCA	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
SCHUSTER	LOAM	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
DIBBLE	GABRIELLE	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
BUTLER	AMELIA	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
SHELDON	ANDREW	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
FORD	CHRISTINA	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
VAUGHN	KAREN	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
ROBINSON	MCKENZIE	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
PUSZTAVARI	KATALIN	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
TRAIN	AUTUMN	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
GREEN	BROOKLYN	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
MENDOZA	JESSICA	CONSUMER DRIVEN AFSCME	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
RAMIREZ	MICHAEL	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
SANGUINO	EMILIA	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
WOLFF	SUSAN	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
POWELL	ISSAC	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
KURTZ	GORDON	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
SELVEY	TARYN	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
COLLINS	MICHELE	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
MILLEHRER	OWEN	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
TAYLOR	REBECCA	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
HALES	HARRIETT	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
LORENZI	SHAWN	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
BELYEU	PENNY	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
TOMPKINS	JONATHAN	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
SVENDSEN	DAYNA	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
POMMIER	MICHELE	CONSUMER DRIVEN AFSCME	EMPLOYEE	.80 FTE	672.15	8,066	800	8,469	8,893
VALENTINE	BLUE	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
RESVALOSO	TYNISHA	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
CONRADO	FREDMILG	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
OSULLIVAN	TIMOTHY	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
GJOVIK	LARS	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
HEILWEIL	SHELLY	CONSUMER DRIVEN AFSCME	EMPLOYEE	.80 FTE	672.15	8,066	800	8,469	8,893
ATWOOD	LEVON	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105

Last Name	First Name	PLAN	TIER	LEVEL	ER RATE	ANNUAL		FY26	FY27
						AMT	HSA		
TALEFF	CLAIRE	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
FRANKLIN	TRISHA	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
VOGT	TANA	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
KLEPPERT	CLEOPATRA	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
ELLIS	DANIELLE	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
GEHR-SELOOVER	ALIA	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
CRAFT	ANDREA	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
NAVARRO SANDOVAL	FRANCISCO	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
BLAYLOCK	ALEX	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
BIRENBAUM	AARON	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
GARCIA AGUILERA	SAMANTHA	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
BOUNDS	HALEY	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
DELOACH	CADEN	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
ALLEY	HANNAH	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
MONROY	OSCAR	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
LOW	REBECCA	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
CHANDLER	OCTAVIA	CONSUMER DRIVEN AFSCME	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
SCHOSHA	BENJAMIN	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
NEWMAN	PETER	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
VAUGHN	PAULA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
JONES	CHARLENE	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
GRAY	CHRISTOPHER	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
SKAGGS	JESSE	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
IHDE	CYNTHIA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
KUHNERT	KATY	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
BEHYMER	SHELLEY	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
HERNANDEZ	DARLING	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
STEBBINS	ADAM	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
BUCK	LEANNA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
GILLESPIE	JOSHUA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
MONTAGUE	RYAN	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
BAILLIE	CHRISTOPHER	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
STOKES	JONNA VE	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
SELVES	SHEENA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
ZAVALA BUENDIA	ROCIO	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
WILLIAMS	ROBERT	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
DURANT	DEVON	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
ROPP	AMANDA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
AMELSBERG	CORISSA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
REED	REBECCA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
GONZALEZ	VIVIANA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
RASSMANN	JEFFREY	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
BARRIENTOS TORRES	LAURA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
SANDERS	JOHN	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
BREWER	CAROLINE	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
OXFORD	KELLIE	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
OLSEN	KASEY	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
HOFMAN	LEA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
EMANG	LOREN	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
LYON HUBERT	KYLA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
CALVERY	GARY	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
GUZMAN	JESUS	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
ESTRADA	MIRIAM	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	.50 FTE	1,412.42	16,949	1,400	17,796	18,686
ROPP	KACIE	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
VERA TORRES	ANDREA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
WALUND	LEWMAN	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
NAZARIO NIEVES	YENNI	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
SCHMADEKA	HEATHER	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	.80 FTE	1,775.61	21,307	1,400	22,373	23,491
LA ROSA SNYDER CHAVEZ	MARTHA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
PARMELEE	TROY	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
BILLER	BENJAMIN	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695

Last Name	First Name	PLAN	TIER	LEVEL	ER RATE	ANNUAL		FY26	FY27
						AMT	HSA		
SISNEROS	CONTESSA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
COLLINS	KATHY	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
MCGUIRE	IAN	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
FLOWERS	CRYSTALYNN	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
MURPHY	TIMOTHY	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
ARENA	JULIE	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
MCGUIRE	CODY	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
GILBERT	JESSICA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
REESE	AMBER	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
LOCKMAN	CHARISA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	.80 FTE	1,775.61	21,307	1,400	22,373	23,491
RABINE	VANESSA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
DINSMORE	DONNA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
REED	DIESKAU	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
ALVARADO	MELISSA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
GARCIA	ANGELICA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
MCGUIRE	CRYSTAL	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
MENDOZA ARISTA	ZULEMA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
BATEMAN	KATHERINE	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
COWAN	SEAN	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
BRUTON	PAYTON	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
CAMACHO	CHRISTINA	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
DOWNER	EMALEAH	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
SELLERS MANDELKOW	KERRI	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
MORRISON	MEADOW	CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
MCGOWAN	JUSTIN	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
MOY-SANTIAGO	SAW-LING	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
ANDERSON	SHANNON	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
ANNACHI	ARI	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
BAKER	ROBERT	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
BAUER	DEBORAH	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
BIAGI	DAVE	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
BRAMBILA-ORTEGA	MARIA	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
BUTLER	MATTI	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
DEGENNARO	NICOLE	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
EMGE	KIMBERLY	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
EVELER	THOMAS	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
HEDGPETH	EMMA	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
LEWIS	TOBY	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
LUBEJKO	LAUREN	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
MEDINA	JESSICA	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
MEJIA LOPEZ	MIRNA	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
PHILLIPS	TRACY	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
POLANCO PERDOMO	PEDRO	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
POWELL	NICHOLAS	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
QUESENBERRY	JOHN	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
SERVIAS	DAVID	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
SHAFER	HANNAH	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
SHARP	JOHN	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
SLOAN	MARIA	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
STEPHENS	TYLER	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
STILLINGS	JOSEPH	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
WALTERS	TERRY	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
WEIDMAN	CLARA	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
WOODS	CHARLES	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
WRIGHT	JAMES	CONSUMER DRIVEN VSP	EE/1 DEP	1.0 FTE	1,661.47	19,938	1,400	20,935	21,981
AGBAYANI	QUEENIE LOVE	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
ALICEA	MARIA	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
AMADOR	LETICIA	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
BAGENSKI	DIANNA	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
BAILEY	SAMANTHA	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
BASHAM	WILLIAM	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105

Last Name	First Name	PLAN	TIER	LEVEL	ER RATE	ANNUAL		FY26	FY27
						AMT	HSA		
BECHTEL	ASH	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
BENNETT	SYDNEY	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
BRANAM	TAMMIE	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
CARLSON	MEGHAN	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
DALE	DAWN	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
ERNST	LISA	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
FENN	JENNIFER	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
FULLER	GREG	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
GAUTHIER	AMY	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
GUSTIN	ELIZABETH	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
HAMMOND	DANNE	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
HANSEN	DYLAN	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
HILLE	DAVID	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
HOLDEN	ELIZABETH	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
HUERTA	TAMY	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
IBARRA SERRANO	YAZMIN	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
JACOBS	PAUL	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
JESS	GAYLE	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
KERR	DAVID	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
KING	LUCAS	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
LANDA JAIME	MICHELLE	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
LANE	NICOLE	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	1,661.47	19,938	800	20,935	21,981
LITTLE	JULIE	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
MACKIE	KEN	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
MARINELLI	STACY	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
MARR	NICOLE	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
MCDERMID	KIMBERLE	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
MCGUIRE	SEAN	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
MESHNIK	KENDRA	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
MORALES	MARIAH	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
OLSON	INDIA	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
PADILLA	JARIKO	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
PAETH	MOLLY	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
PAYNE	BAILEY	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
PEREZ	ISAAC	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
PERKINS	ELIZABETH	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
QUAYLE	AMY	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
RYAN	JADE	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
SEVERNS	SARAH	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
SHAFFER	ALEX	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
SILBERNAGEL	LISA	CONSUMER DRIVEN VSP	EMPLOYEE	.75 FTE	649.24	7,791	800	8,180	8,589
SIMS	JOHANNA	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
SIRAK	ERIC	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
SLATER	DAMIAN	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
STEINGASS	SHEANNA	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
TENCOS MENDOZA	ESMIRNA	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
VANCE	LINDA	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
WRAY	KELSEY	CONSUMER DRIVEN VSP	EMPLOYEE	1.0 FTE	763.81	9,166	800	9,624	10,105
ANDERSON	DALE	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
BANGS	MICHELLE	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
BOWERS	LEANN	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
CALDWELL	REBECCA	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
CANNING	DOTHA	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
CARUSO	DANIEL	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
CHYTKA	CHELSEA	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
CLYMER	JULIA	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
CRAWFORD	SARA	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
CRUMP	TASHIA	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
DELEPINE	JESSYCA	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
DOEHRING	DANIEL	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
EXTON	JOSHUA	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695

Last Name	First Name	PLAN	TIER	LEVEL	ER RATE	ANNUAL		FY26	FY27
						AMT	HSA		
GAMACHE	ABBEY	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
GARCIA	AMANDA	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
GARCIA DE LOS SANTOS	MARCELA	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
GROGAN	CORY	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
HALEY	BRADLEY	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
HATCHER	CHARLES	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
HERTEL	MATTHEW	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
JOHNSON	MICHAEL	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
LAWRENCE	STEVEN	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
LINDSEY	AMANDA	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
MARCUS	ASHLEY	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
MARTINEZ	BLAKE	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
MCFARLAND	CHRIS	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
MOORE	JOSEPH	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
PADILLA	ERIC	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
PATTERSON	NICOLE	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
PENA	MARIA	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
PERRY	MATTHEW	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
REYNOSO	LISBEHT	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
ROLLINS	KELSEY	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
ROSENBERGER	SARAH	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
RUIZ-RODRIGUEZ	LUIS	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
RUSSELL	JOSHUA	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
SARABIA	JAIME	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
SCHOFIELD	RYAN	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
SHREVE	DAVID	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
SMITH	SEAN	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
SPANN	JUNITA	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
SZABO	ELENA	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
TINDALL	STACY	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
URRUTIA	KARA	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	.80 FTE	1,775.61	21,307	1,400	22,373	23,491
WOLGAMOTT	MIQUEL	CONSUMER DRIVEN VSP	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	24,213	1,400	25,424	26,695
ALTENBACH	BERNARD	PREMIUM SHARE 85%	EE/1 DEP	1.0 FTE	3,437.11	41,245		47,432	54,547
EMGE	SANDRA	PREMIUM SHARE 85%	EE/1 DEP	1.0 FTE	3,437.11	41,245		47,432	54,547
JONES	JASMINE	PREMIUM SHARE 85%	EE/1 DEP	1.0 FTE	3,437.11	41,245		47,432	54,547
LITTLE	JUANA	PREMIUM SHARE 85%	EE/1 DEP	1.0 FTE	3,437.11	41,245		47,432	54,547
MARDIS	JOSEPH	PREMIUM SHARE 85%	EE/1 DEP	1.0 FTE	3,437.11	41,245		47,432	54,547
SIMONSON	KATHLEEN	PREMIUM SHARE 85%	EE/1 DEP	1.0 FTE	3,437.11	41,245		47,432	54,547
TURKISHER	ROBERT	PREMIUM SHARE 85%	EE/1 DEP	1.0 FTE	3,437.11	41,245		47,432	54,547
HOFFMAN	ANASTASYA	PREMIUM SHARE 85%	EMPLOYEE	1.0 FTE	1,586.69	19,040		21,896	25,181
LOVRETTA	LYNDA	PREMIUM SHARE 85%	EMPLOYEE	.80 FTE	1,474.68	17,696		20,351	23,403
MALONE	DAVID	PREMIUM SHARE 85%	EMPLOYEE	1.0 FTE	1,586.69	19,040		21,896	25,181
IRVING STOTTER	CHRISTINE	PREMIUM SHARE 85%	EMPLOYEE/FAMILY	1.0 FTE	4,172.26	50,067		57,577	66,214
KAYE	SARA	PREMIUM SHARE 85%	EMPLOYEE/FAMILY	.90 FTE	4,025.00	48,300		55,545	63,877
LONG	DARYL	PREMIUM SHARE 85%	EMPLOYEE/FAMILY	1.0 FTE	4,172.26	50,067		57,577	66,214
MAGANA	MARIA	PREMIUM SHARE 85%	EMPLOYEE/FAMILY	1.0 FTE	4,172.26	50,067		57,577	66,214
ARCH	SADIE	PREMIUM SHARE AFSCME	EE/1 DEP	1.0 FTE	3,437.11	41,245		47,432	54,547
CARDER	CASSANDRA	PREMIUM SHARE AFSCME	EMPLOYEE	1.0 FTE	1,586.69	19,040		21,896	25,181
DE LA TORRE	CYNTHIA	PREMIUM SHARE AFSCME	EMPLOYEE	1.0 FTE	1,586.69	19,040		21,896	25,181
ETCHEVERS	JASMINE	PREMIUM SHARE AFSCME	EMPLOYEE	1.0 FTE	1,586.69	19,040		21,896	25,181
FELIPE	PAULA	PREMIUM SHARE AFSCME	EMPLOYEE	1.0 FTE	1,586.69	19,040		21,896	25,181
CASTILLO	BIENVENIDO	PREMIUM SHARE AFSCME	EMPLOYEE/FAMILY	1.0 FTE	4,172.26	50,067		57,577	66,214
ROLSTON	LIESL	PREMIUM SHARE AFSCME	EMPLOYEE/FAMILY	1.0 FTE	4,172.26	50,067		57,577	66,214
WOLF	JORDAN	PREMIUM SHARE AFSCME	EMPLOYEE/FAMILY	1.0 FTE	4,172.26	50,067		57,577	66,214
DAVIS	JENNIFER	PREMIUM SHARE VSP	EE/1 DEP	1.0 FTE	3,437.11	41,245		47,432	54,547
FREDERICK	GLADYS	PREMIUM SHARE VSP	EE/1 DEP	1.0 FTE	3,437.11	41,245		47,432	54,547
BARLOW	STEPHEN	PREMIUM SHARE VSP	EMPLOYEE	1.0 FTE	1,586.69	19,040		21,896	25,181
BEAUPRE	SUZANNE	PREMIUM SHARE VSP	EMPLOYEE	1.0 FTE	1,586.69	19,040		21,896	25,181
MEYERS	REBECCA	PREMIUM SHARE VSP	EMPLOYEE	1.0 FTE	1,586.69	19,040		21,896	25,181
PAILLETTE	TESSA	PREMIUM SHARE VSP	EMPLOYEE	1.0 FTE	1,586.69	19,040		21,896	25,181
SIDDIQUI	SARAH	PREMIUM SHARE VSP	EMPLOYEE	1.0 FTE	1,586.69	19,040		21,896	25,181

Last Name	First Name	PLAN	TIER	LEVEL	ER RATE	ANNUAL		HSA	FY26	FY27
						AMT				
SWOFFORD	NED	PREMIUM SHARE VSP	EMPLOYEE	1.0 FTE	1,586.69	19,040			21,896	25,181
THOMPSON	ALYSSA	PREMIUM SHARE VSP	EMPLOYEE	1.0 FTE	1,586.69	19,040			21,896	25,181
WILLIAMS	CHRISTYAN	PREMIUM SHARE VSP	EMPLOYEE	1.0 FTE	1,586.69	19,040			21,896	25,181
55 VACANCEIS		CONSUMER DRIVEN AFSCME	EMPLOYEE/FAMILY	1.0 FTE	2,017.74	1,331,708	77,000	77,000	1,398,294	1,468,209
						PREMIUM BENEFIT AMOUNT	7,320,304	405,800	7,790,861	8,300,627
						HSA CONTRIBUTIONS	405,800		405,800	405,800
						TOTAL BENEFIT AMOUNT	7,726,104		8,196,661	8,706,427

Last Name	First Name	Carrier	Tier	Monthly ER Rate	Annual Rate
DALE	DAWN	WILL	EMPLOYEE	52.10	625.20
LITTLE	JULIE	MODA	EMPLOYEE	53.64	643.68
HATCHER	CHARLES	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
MARDIS	JOSEPH	MODA	EE/1 DEP	98.61	1,183.32
MAGANA	MARIA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
SIMONSON	KATHLEEN	WILL	EE/1 DEP	89.65	1,075.80
HOLDEN	ELIZABETH	MODA	EMPLOYEE	53.64	643.68
MOY-SANTIAGO	SAW-LING	WILL	EE/1 DEP	89.65	1,075.80
RAMIREZ	MICHAEL	WILL	EMPLOYEE	52.10	625.20
SANGUINO	EMILIA	MODA	EMPLOYEE	53.64	643.68
SCHOSHA	BENJAMIN	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
NEWMAN	PETER	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
WOLFF	SUSAN	WILL	EMPLOYEE	52.10	625.20
VAUGHN	PAULA	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
GARCIA DE LOS SANTOS	MARCELA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
JONES	CHARLENE	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
GRAY	CHRISTOPHER	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
KURTZ	GORDON	MODA	EE/1 DEP	98.61	1,183.32
LOVRETTA	LYNDA	WILL	EMPLOYEE	49.86	598.32
LEWIS	TOBY	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
ALTENBACH	BERNARD	MODA	EE/1 DEP	98.61	1,183.32
NOLAN	WILLIAM	MODA	EMPLOYEE	53.64	643.68
SELVEY	TARYN	MODA	EMPLOYEE	53.64	643.68
CONKLIN	PATRICIA	MODA	EE/1 DEP	98.61	1,183.32
COLLINS	MICHELE	WILL	EMPLOYEE	52.10	625.20
SKAGGS	JESSE	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
MORTON	CRAIG	WILL	EMPLOYEE/FAMILY	137.59	1,651.08
IHDE	CYNTHIA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
KUHNERT	KATY	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
BEHYMER	SHELLEY	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
SARGENT	IRMA	WILL	EMPLOYEE	48.91	586.92
STRATTON	JON	MODA	EE/1 DEP	98.61	1,183.32
EMGE	SANDRA	WILL	EE/1 DEP	89.65	1,075.80
DAILEY	MARCIA	WILL	EE/1 DEP	84.69	1,016.28
BAKER	ROBERT	MODA	EE/1 DEP	98.61	1,183.32
NELSON	WILLIAM	MODA	EE/1 DEP	98.61	1,183.32
CHUINARD	ANDREW	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
HERNANDEZ	DARLING	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
STEBBINS	ADAM	MODA	EMPLOYEE	53.64	643.68
SMITH	SEAN	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
BARNES	DEAN	WILL	EE/1 DEP	89.65	1,075.80
KELSO	RICHELLE	WILL	EE/1 DEP	84.69	1,016.28
BUCK	LEANNA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
MILLEHRER	OWEN	WILL	EMPLOYEE	52.10	625.20
BOWERS	ERIN	MODA	EE/1 DEP	98.61	1,183.32
WALTERS	TERRY	WILL	EE/1 DEP	89.65	1,075.80
MALONE	DAVID	MODA	EMPLOYEE	53.64	643.68
GILLESPIE	JOSHUA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60

Last Name	First Name	Carrier	Tier	Monthly ER Rate	Annual Rate
LINDSEY	AMANDA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
MONTAGUE	RYAN	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
IRVING STOTTER	CHRISTINE	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
BAILLIE	CHRISTOPHER	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
PATEL	BAKULA	WILL	EE/1 DEP	89.65	1,075.80
FREDERICK	GLADYS	MODA	EE/1 DEP	98.61	1,183.32
STOKES	JONNA VE	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
SELVES	SHEENA	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
PERRY	MATTHEW	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
MCDERMID	KIMBERLE	WILL	EMPLOYEE	52.10	625.20
MURPHY	MELISSA	WILL	EE/1 DEP	89.65	1,075.80
WILLIAMS	ROBERT	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
CALDWELL	REBECCA	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
DURANT	DEVON	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
FENN	JENNIFER	MODA	EE/1 DEP	98.61	1,183.32
TAYLOR	REBECCA	WILL	EMPLOYEE	52.10	625.20
HALEY	BRADLEY	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
BANGS	MICHELLE	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
NOLAN	DENISE	MODA	EMPLOYEE	53.64	643.68
ROPP	AMANDA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
MARINELLI	STACY	WILL	EMPLOYEE	52.10	625.20
CARLSON	MEGHAN	WILL	EMPLOYEE	52.10	625.20
KAYE	SARA	MODA	EMPLOYEE/FAMILY	142.82	1,713.84
ISAACS	KYLE	MODA	EE/1 DEP	91.65	1,099.80
AMELSBERG	CORISSA	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
REED	REBECCA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
BAGENSKI	DIANNA	MODA	EMPLOYEE	53.64	643.68
HALES	HARRIETT	WILL	EMPLOYEE	52.10	625.20
GONZALEZ	VIVIANA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
LORENZI	SHAWN	MODA	EE/1 DEP	98.61	1,183.32
BELYEU	PENNY	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
BARRIENTOS TORRES	LAURA	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
SANDERS	JOHN	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
MCGUIRE	SEAN	MODA	EMPLOYEE	53.64	643.68
BREWER	CAROLINE	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
WOLGAMOTT	MIQUEL	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
OXFORD	KELLIE	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
MCFARLAND	CHRIS	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
SARABIA	JAIME	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
OLSEN	KASEY	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
TOMPKINS	JONATHAN	WILL	EMPLOYEE	52.10	625.20
SVENDSEN	DAYNA	WILL	EMPLOYEE	52.10	625.20
POMMIER	MICHELE	WILL	EMPLOYEE	49.86	598.32
HOFMAN	LEA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
EMANG	LOREN	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
LYON HUBERT	KYLA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
CALVERY	GARY	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
SMALLWOOD	SUMMER	WILL	EE/1 DEP	89.65	1,075.80

Last Name	First Name	Carrier	Tier	Monthly ER Rate	Annual Rate
GUZMAN	JESUS	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
ESTRADA	MIRIAM	WILL	EMPLOYEE/FAMILY	121.92	1,463.04
FELIPE	PAULA	MODA	EMPLOYEE	53.64	643.68
ROPP	KACIE	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
ROLLINS	KELSEY	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
WRAY	KELSEY	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
BROWN	JENNIFER	MODA	EE/1 DEP	81.21	974.52
VERA TORRES	ANDREA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
HERTEL	MATTHEW	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
BAILEY	SAMANTHA	WILL	EMPLOYEE	52.10	625.20
WALUND	LEWMAN	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
HAMMOND	DANNE	MODA	EMPLOYEE	53.64	643.68
RESVALOSO	TYNISHA	MODA	EMPLOYEE	53.64	643.68
VALENTINE	BLUE	WILL	EMPLOYEE	52.10	625.20
OLSON	KAILEE	WILL	EE/1 DEP	89.65	1,075.80
HOLT	ROBERT	WILL	EMPLOYEE	52.10	625.20
JOHNSON	MICHAEL	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
CONRADO	FREDMILG	MODA	EMPLOYEE	53.64	643.68
NAZARIO NIEVES	YENNI	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
SCHMADEKA	HEATHER	WILL	EMPLOYEE/FAMILY	137.59	1,651.08
LA ROSA SNYDER CHAVEZ	MARTHA	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
OSULLIVAN	TIMOTHY	WILL	EMPLOYEE	52.10	625.20
BRANAM	TAMMIE	WILL	EMPLOYEE	52.10	625.20
SPANN	JUNITA	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
GARCIA	NANCY	WILL	EE/1 DEP	89.65	1,075.80
HOLLY	KRISTIN	MODA	EE/1 DEP	98.61	1,183.32
GJOVIK	LARS	WILL	EMPLOYEE	52.10	625.20
SILBERNAGEL	LISA	WILL	EMPLOYEE	48.91	586.92
PARMELEE	TROY	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
MOORE	JOSEPH	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
BILLER	BENJAMIN	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
SLOAN	MARIA	MODA	EMPLOYEE	53.64	643.68
COLLINS	KATHY	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
SISNEROS	CONTESSA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
HEILWEIL	SHELLY	MODA	EMPLOYEE	49.86	598.32
MCGUIRE	IAN	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
FLOWERS	CRYSTALYNN	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
MURPHY	TIMOTHY	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
CLYMER	JULIA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
ATWOOD	LEVON	MODA	EMPLOYEE	53.64	643.68
ARENA	JULIE	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
DELEPINE	JESSYCA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
TALEFF	CLAIRE	WILL	EMPLOYEE	52.10	625.20
FRANKLIN	TRISHA	WILL	EMPLOYEE	52.10	625.20
HAM	CHRISTOPHER	MODA	EE/1 DEP	98.61	1,183.32
MCGUIRE	CODY	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
BRAMBILA-ORTEGA	MARIA	MODA	EE/1 DEP	98.61	1,183.32
REESE	AMBER	WILL	EMPLOYEE/FAMILY	152.30	1,827.60

Last Name	First Name	Carrier	Tier	Monthly ER Rate	Annual Rate
WOLF	JORDAN	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
RUIZ-RODRIGUEZ	LUIS	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
LOCKMAN	CHARISA	MODA	EMPLOYEE/FAMILY	137.59	1,651.08
CRUMP	TASHIA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
MESHNIK	KENDRA	MODA	EMPLOYEE	53.64	643.68
KLEPPERT	CLEOPATRA	WILL	EMPLOYEE	52.10	625.20
GAMACHE	ABBEY	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
ELLIS	DANIELLE	WILL	EMPLOYEE	52.10	625.20
GEHR-SELOOVER	ALIA	MODA	EMPLOYEE	53.64	643.68
CRAFT	ANDREA	WILL	EMPLOYEE	52.10	625.20
BASL	REBECCA	MODA	EE/1 DEP	98.61	1,183.32
RABINE	VANESSA	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
FLORES	VICTORIA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
SCHUSTER	LOAM	WILL	EE/1 DEP	89.65	1,075.80
DIBBLE	GABRIELLE	WILL	EE/1 DEP	89.65	1,075.80
MENDOZA ARISTA	ZULEMA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
AGBAYANI	QUEENIE LOVE	WILL	EMPLOYEE	52.10	625.20
BATEMAN	KATHERINE	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
VAUGHN	KAREN	MODA	EE/1 DEP	98.61	1,183.32
CARDER	CASSANDRA	WILL	EMPLOYEE	52.10	625.20
WOODS	CHARLES	WILL	EE/1 DEP	89.65	1,075.80
ROBINSON	MCKENZIE	WILL	EE/1 DEP	89.65	1,075.80
POLANCO PERDOMO	PEDRO	MODA	EE/1 DEP	98.61	1,183.32
MONROY	OSCAR	WILL	EMPLOYEE	52.10	625.20
COWAN	SEAN	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
GUSTIN	ELIZABETH	MODA	EMPLOYEE	53.64	643.68
JACOBS	PAUL	WILL	EMPLOYEE	52.10	625.20
PAILLETTE	TESSA	WILL	EMPLOYEE	52.10	625.20
HILLE	DAVID	WILL	EMPLOYEE	52.10	625.20
BUSH	SHANNON	WILL	EE/1 DEP	89.65	1,075.80
GARCIA	AMANDA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
LOW	REBECCA	MODA	EMPLOYEE	53.64	643.68
GROGAN	CORY	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
SWOFFORD	NED	WILL	EMPLOYEE	52.10	625.20
ANDERSON	SHANNON	MODA	EE/1 DEP	98.61	1,183.32
KING	LUCAS	WILL	EMPLOYEE	52.10	625.20
SIRAK	ERIC	MODA	EMPLOYEE	53.64	643.68
CHYTKA	CHELSEA	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
PERKINS	ELIZABETH	WILL	EMPLOYEE	52.10	625.20
PADILLA	ERIC	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
POWELL	NICHOLAS	MODA	EE/1 DEP	98.61	1,183.32
BRUTON	PAYTON	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
WRIGHT	JAMES	WILL	EE/1 DEP	89.65	1,075.80
TENCOS MENDOZA	ESMIRNA	WILL	EMPLOYEE	52.10	625.20
MEJIA LOPEZ	MIRNA	WILL	EE/1 DEP	89.65	1,075.80
STILLINGS	JOSEPH	WILL	EE/1 DEP	89.65	1,075.80
SIDDIQUI	SARAH	WILL	EMPLOYEE	52.10	625.20
CAMACHO	CHRISTINA	MODA	EMPLOYEE/FAMILY	148.04	1,776.48

Last Name	First Name	Carrier	Tier	Monthly ER Rate	Annual Rate
MEYERS	REBECCA	WILL	EMPLOYEE	52.10	625.20
SEVERNS	SARAH	MODA	EMPLOYEE	53.64	643.68
BUTLER	MATTI	MODA	EE/1 DEP	98.61	1,183.32
TRAIN	AUTUMN	WILL	EE/1 DEP	89.65	1,075.80
MEDINA	JESSICA	WILL	EE/1 DEP	89.65	1,075.80
SLATER	DAMIAN	WILL	EMPLOYEE	52.10	625.20
HUERTA	TAMY	WILL	EMPLOYEE	52.10	625.20
SCHOFIELD	RYAN	WILL	EE/1 DEP	89.65	1,075.80
BARLOW	STEPHEN	WILL	EMPLOYEE	52.10	625.20
QUAYLE	AMY	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
DAVIS	JENNIFER	WILL	EE/1 DEP	89.65	1,075.80
ANDERSON	DALE	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
SHARP	JOHN	MODA	EE/1 DEP	98.61	1,183.32
AMADOR	LETICIA	WILL	EMPLOYEE	52.10	625.20
CHANDLER	OCTAVIA	MODA	EMPLOYEE	53.64	643.68
HOGERVORST	AUBRIE	WILL	EMPLOYEE	52.10	625.20
HUGHES	MICHAEL	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
RYAN	JADE	MODA	EMPLOYEE	53.64	643.68
LUBEJKO	LAUREN	WILL	EE/1 DEP	89.65	1,075.80
HANSEN	DYLAN	WILL	EMPLOYEE	52.10	625.20
ROSENBERGER	SARAH	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
BASHAM	WILLIAM	WILL	EMPLOYEE	52.10	625.20
REYNOSO	LISBEHT	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
CANNING	DOTHA	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
ANNACHI	ARI	WILL	EE/1 DEP	89.65	1,075.80
SHAFFER	ALEX	WILL	EMPLOYEE	52.10	625.20
GAUTHIER	AMY	WILL	EMPLOYEE	52.10	625.20
VANCE	LINDA	WILL	EMPLOYEE	52.10	625.20
IBARRA SERRANO	YAZMIN	WILL	EMPLOYEE	52.10	625.20
THOMPSON	ALYSSA	MODA	EMPLOYEE	53.64	643.68
LANDA JAIME	MICHELLE	WILL	EMPLOYEE	52.10	625.20
EMGE	KIMBERLY	MODA	EE/1 DEP	98.61	1,183.32
MARR	NICOLE	MODA	EMPLOYEE	53.64	643.68
CRAWFORD	SARA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
HOFFMAN	ANASTASYA	WILL	EMPLOYEE	52.10	625.20
LAWRENCE	STEVEN	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
PADILLA	JARIKO	WILL	EMPLOYEE	52.10	625.20
PEREZ	ISAAC	WILL	EMPLOYEE	52.10	625.20
SZABO	ELENA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
PHILLIPS	TRACY	WILL	EE/1 DEP	89.65	1,075.80
MARTINEZ	BLAKE	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
BENNETT	SYDNEY	WILL	EMPLOYEE	52.10	625.20
SHAFER	HANNAH	WILL	EE/1 DEP	89.65	1,075.80
BOWERS	LEANN	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
GREEN	BROOKLYN	WILL	EE/1 DEP	89.65	1,075.80
ERNST	LISA	WILL	EMPLOYEE	52.10	625.20
SELLERS MANDELKOW	KERRI	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
DOWNER	EMALEAH	WILL	EMPLOYEE/FAMILY	152.30	1,827.60

Last Name	First Name	Carrier	Tier	Monthly ER Rate	Annual Rate
BIAGI	DAVE	WILL	EE/1 DEP	89.65	1,075.80
PAYNE	BAILEY	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
JESS	GAYLE	MODA	EMPLOYEE	53.64	643.68
PATTERSON	NICOLE	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
SHREVE	DAVID	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
WEIDMAN	CLARA	MODA	EE/1 DEP	98.61	1,183.32
DOEHRING	DANIEL	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
STEPHENS	TYLER	MODA	EE/1 DEP	98.61	1,183.32
SERVIAS	DAVID	MODA	EE/1 DEP	98.61	1,183.32
HAYNES	NICOLE	MODA	EE/1 DEP	98.61	1,183.32
MACKIE	KEN	MODA	EMPLOYEE	53.64	643.68
NYE	ERIN	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
MARSI	KATHERINE	WILL	EMPLOYEE	52.10	625.20
MCGOWAN	JUSTIN	MODA	EMPLOYEE	53.64	643.68
SIMMONS	TAMMY	MODA	EE/1 DEP	98.61	1,183.32
BAUER	DEBORAH	MODA	EE/1 DEP	98.61	1,183.32
ALICEA	MARIA	MODA	EMPLOYEE	53.64	643.68
RASSMANN	JEFFREY	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
LIEN	SHEILA	WILL	EE/1 DEP	89.65	1,075.80
MENDOZA	JESSICA	MODA	EMPLOYEE	53.64	643.68
VOGT	TANA	WILL	EMPLOYEE	52.10	625.20
URRUTIA	KARA	MODA	EMPLOYEE/FAMILY	137.59	1,651.08
BUTLER	AMELIA	MODA	EE/1 DEP	98.61	1,183.32
FULLER	GREG	WILL	EMPLOYEE	52.10	625.20
EVELER	THOMAS	MODA	EE/1 DEP	98.61	1,183.32
NAVARRO SANDOVAL	FRANCISCO	MODA	EMPLOYEE	53.64	643.68
BIRENBAUM	AARON	WILL	EMPLOYEE	52.10	625.20
CASTILLO	BIENVENIDO	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
DEGENNARO	NICOLE	WILL	EMPLOYEE	52.10	625.20
HEDGPETH	EMMA	MODA	EE/1 DEP	98.61	1,183.32
GARCIA	ANGELICA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
DELOACH	CADEN	WILL	EMPLOYEE	52.10	625.20
QUESENBERRY	JOHN	WILL	EE/1 DEP	89.65	1,075.80
SHELDON	ANDREW	WILL	EE/1 DEP	89.65	1,075.80
RUSSELL	JOSHUA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
ALLEY	HANNAH	MODA	EMPLOYEE	53.64	643.68
CRAWFORD	SHAWN	WILL	EMPLOYEE	52.10	625.20
FORD	CHRISTINA	WILL	EE/1 DEP	89.65	1,075.80
STEINGASS	SHEANNA	MODA	EMPLOYEE	53.64	643.68
MORALES	MARIAH	WILL	EMPLOYEE	52.10	625.20
BOUNDS	HALEY	WILL	EMPLOYEE	52.10	625.20
LANE	NICOLE	WILL	EMPLOYEE	52.10	625.20
OLSON	INDIA	MODA	EMPLOYEE	53.64	643.68
PAETH	MOLLY	WILL	EMPLOYEE	52.10	625.20
BEAUPRE	SUZANNE	WILL	EMPLOYEE	52.10	625.20
MARCUS	ASHLEY	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
WILLIAMS	CHRYSTYAN	WILL	EMPLOYEE	52.10	625.20
CARUSO	DANIEL	MODA	EMPLOYEE/FAMILY	148.04	1,776.48

Last Name	First Name	Carrier	Tier	Monthly ER Rate	Annual Rate
BECHTEL	ASH	MODA	EMPLOYEE	53.64	643.68
EXTON	JOSHUA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
ARCH	SADIE	WILL	EMPLOYEE	52.10	625.20
TINDALL	STACY	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
MORRISON	MEADOW	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
ROLSTON	LIESL	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
ETCHEVERS	JASMINE	WILL	EMPLOYEE	52.10	625.20
DE LA TORRE	CYNTHIA	WILL	EMPLOYEE	52.10	625.20
MCGUIRE	CRYSTAL	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
GARCIA AGUILERA	SAMANTHA	MODA	EMPLOYEE	53.64	643.68
JONES	JASMINE	WILL	EE/1 DEP	89.65	1,075.80
BLAYLOCK	ALEX	WILL	EMPLOYEE	52.10	625.20
COVEY	DOUGLAS	WILL	EE/1 DEP	89.65	1,075.80
LONG	DARYL	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
DINSMORE	DONNA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
ALVARADO	MELISSA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
REED	DIESKAU	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
GILBERT	JESSICA	MODA	EMPLOYEE	53.64	643.68
FLEMING	KRISTINE	WILL	EE/1 DEP	89.65	1,075.80
OUSERSON	ANDREW	WILL	EE/1 DEP	89.65	1,075.80
PENA	MARIA	WILL	EMPLOYEE/FAMILY	152.30	1,827.60
WATTS	MEGAN	WILL	EMPLOYEE/FAMILY	127.14	1,525.68
ZAVALA BUENDIA	ROCIO	MODA	EMPLOYEE/FAMILY	148.04	1,776.48
LITTLE	JUANA	WILL	EE/1 DEP	89.65	1,075.80
POWELL	ISSAC	WILL	EMPLOYEE	52.10	625.20
TURKISHER	ROBERT	MODA	EE/1 DEP	98.61	1,183.32
MENDOZA	JESSICA	MODA	DOMESTIC PARTNER/EE	44.97	539.64
LANE	NICOLE	WILL	DOMESTIC PARTNER/EE	37.55	450.60
ARCH	SADIE	WILL	DOMESTIC PARTNER/EE	37.55	450.60
MCGOWAN	JUSTIN	MODA	DOMESTIC PARTNER/EE	44.97	539.64
55 VACANT POSITIONS		WILL	FAMILY	152.30	100,518.00
				FY25	485,666.04
				FY26	500,236.02
				FY27	515,243.10

Employee Number	Last Name	First Name	Service Date	Service	Service	Service	RHS FY25	RHS FY26	RHS FY27	Annual Amt	Months of Service
				Months @ 7/1/24	Months @ 7/1/25	Months @ 7/1/26					
13500	RYAN	JADE	07/01/2023	12	24	36			504		
13502	HANSEN	DYLAN	07/01/2023	12	24	36			504	504	36-59
13503	ROSENBERGER	SARAH	07/01/2023	12	24	36			504	1,008	60-119
13507	BASHAM	WILLIAM	07/01/2023	12	24	36			504	1,512	120-179
13443	MEDINA	JESSICA	06/01/2023	13	25	37			504	2,016	180-227
13484	AMADOR	LETICIA	06/01/2023	13	25	37			504	2,520	228-9999
13485	CHANDLER	OCTAVIA	06/01/2023	13	25	37			504		
13499	HUGHES	MICHAEL	06/01/2023	13	25	37			504		
13483	SHARP	JOHN	05/17/2023	13	25	37			504		
13477	ANDERSON	DALE	05/01/2023	14	26	38			504		
13468	DAVIS	JENNIFER	04/17/2023	14	26	38			504		
13457	QUAYLE	AMY	03/17/2023	15	27	39			504		
13452	HUERTA	TAMY	02/17/2023	16	28	40			504		
13453	SCHOFIELD	RYAN	02/17/2023	16	28	40			504		
13455	BARLOW	STEPHEN	02/17/2023	16	28	40			504		
13442	TRAIN	AUTUMN	02/01/2023	17	29	41			504		
13448	SLATER	DAMIAN	01/17/2023	17	29	41			504		
13440	BUTLER	MATTI	12/01/2022	19	31	43			504		
13426	STILLINGS	JOSEPH	11/17/2022	19	31	43			504		
13428	CAMACHO	CHRISTINA	11/17/2022	19	31	43			504		
13432	MEYERS	REBECCA	11/17/2022	19	31	43			504		
13433	SEVERNS	SARAH	11/17/2022	19	31	43			504		
12157	MARINELLI	STACY	11/01/2022	20	32	44			504		
13423	SIDDIQUI	SARAH	11/01/2022	20	32	44			504		
13384	PERKINS	ELIZABETH	10/17/2022	20	32	44			504		
13408	TENCOS MENDOZA	ESMIRNA	10/17/2022	20	32	44			504		
13410	MEJIA LOPEZ	MIRNA	10/17/2022	20	32	44			504		
13396	BRUTON	PAYTON	09/17/2022	21	33	45			504		
13404	WRIGHT	JAMES	09/17/2022	21	33	45			504		
13383	CHYTKA	CHELSEA	09/01/2022	22	34	46			504		
13390	PADILLA	ERIC	09/01/2022	22	34	46			504		
13394	POWELL	NICHOLAS	09/01/2022	22	34	46			504		
13403	DRIGGS	CARRIE	09/01/2022	22	34	46			504		
13370	ANDERSON	SHANNON	08/01/2022	23	35	47			504		
13371	KING	LUCAS	08/01/2022	23	35	47			504		
13374	SIRAK	ERIC	08/01/2022	23	35	47			504		

Employee Number	Last Name	First Name	Service Date	Service	Service	Service	RHS FY25	RHS FY26	RHS FY27
				Months @	Months @	Months @			
				7/1/24	7/1/25	7/1/26			
13377	KEETON	BENJAMIN	08/01/2022	23	35	47			504
11464	BINDRIM	CODY	07/01/2022	24	36	48		504	504
13356	SWOFFORD	NED	07/01/2022	24	36	48		504	504
13347	GARCIA	AMANDA	06/17/2022	24	36	48		504	504
13348	LOW	REBECCA	06/17/2022	24	36	48		504	504
13350	GROGAN	CORY	06/17/2022	24	36	48		504	504
13338	HILLE	DAVID	06/01/2022	25	37	49		504	504
13339	BUSH	SHANNON	06/01/2022	25	37	49		504	504
12942	VOGT	TANA	05/23/2022	25	37	49		504	504
13324	JACOBS	PAUL	05/17/2022	25	37	49		504	504
13332	ARMSTRONG	CAITLIN	05/17/2022	25	37	49		504	504
13323	PAILLETTE	TESSA	05/01/2022	26	38	50		504	504
13331	MASON	AVALON	05/01/2022	26	38	50		504	504
13312	GUSTIN	ELIZABETH	04/17/2022	26	38	50		504	504
13318	PUSZTAVARI	KATALIN	04/17/2022	26	38	50		504	504
12136	TAYLOR	REBECCA	04/11/2022	26	38	50		504	504
13297	ROBINSON	MCKENZIE	04/01/2022	27	39	51		504	504
13303	MONROY	OSCAR	04/01/2022	27	39	51		504	504
13307	COWAN	SEAN	04/01/2022	27	39	51		504	504
13291	WOODS	CHARLES	03/17/2022	27	39	51		504	504
13299	POLANCO PERDOMO	PEDRO	03/17/2022	27	39	51		504	504
12254	BELYEU	PENNY	03/01/2022	28	40	52		504	504
13279	VAUGHN	KAREN	02/17/2022	28	40	52		504	504
13282	BATEMAN	KATHERINE	02/17/2022	28	40	52		504	504
13283	CARDER	CASSANDRA	02/17/2022	28	40	52		504	504
13269	ETCHEVERS	JASMINE	02/01/2022	29	41	53		504	504
13276	AGBAYANI	QUEENIE LOVE	02/01/2022	29	41	53		504	504
13277	MENDOZA ARISTA	ZULEMA	02/01/2022	29	41	53		504	504
13264	STEINGASS	SHEANNA	01/17/2022	29	41	53		504	504
13265	FORD	CHRISTINA	01/17/2022	29	41	53		504	504
13267	MCGUIRE	CRYSTAL	01/17/2022	29	41	53		504	504
13268	MORALES	MARIAH	01/17/2022	29	41	53		504	504
11640	HATCHER	CHARLES	01/01/2022	30	42	54		504	504
13253	ALLEY	HANNAH	01/01/2022	30	42	54		504	504
13254	CRAWFORD	SHAWN	01/01/2022	30	42	54		504	504
13260	DE LA TORRE	CYNTHIA	01/01/2022	30	42	54		504	504
13236	RUSSELL	JOSHUA	11/17/2021	31	43	55		504	504
13233	SHELDON	ANDREW	11/01/2021	32	44	56		504	504

Employee Number	Last Name	First Name	Service Date	Service	Service	Service	RHS FY25	RHS FY26	RHS FY27
				Months @	Months @	Months @			
				7/1/24	7/1/25	7/1/26			
13228	DELOACH	CADEN	10/17/2021	32	44	56		504	504
13230	QUESENBERRY	JOHN	10/17/2021	32	44	56		504	504
13213	JONES	JASMINE	09/17/2021	33	45	57		504	504
13216	BOUNDS	HALEY	09/17/2021	33	45	57		504	504
13219	ROLSTON	LIESL	09/17/2021	33	45	57		504	504
13220	GARCIA	ANGELICA	09/17/2021	33	45	57		504	504
13196	HEDGPETH	EMMA	08/17/2021	34	46	58		504	504
13201	GARCIA AGUILERA	SAMANTHA	08/17/2021	34	46	58		504	504
13191	BIRENBAUM	AARON	08/01/2021	35	47	59		504	504
13192	CASTILLO	BIENVENIDO	08/01/2021	35	47	59		504	504
13194	DEGENNARO	NICOLE	08/01/2021	35	47	59		504	504
13188	BLAYLOCK	ALEX	07/17/2021	35	47	59		504	504
13060	BASL	REBECCA	07/01/2021	36	48	60	504	504	1008
13154	URRUTIA	KARA	06/01/2021	37	49	61	504	504	1008
13163	EVELER	THOMAS	06/01/2021	37	49	61	504	504	1008
13164	BUTLER	AMELIA	06/01/2021	37	49	61	504	504	1008
13165	FULLER	GREG	06/01/2021	37	49	61	504	504	1008
13136	REED	DIESKAU	05/01/2021	38	50	62	504	504	1008
13138	ALVARADO	MELISSA	05/01/2021	38	50	62	504	504	1008
13122	DINSMORE	DONNA	04/17/2021	38	50	62	504	504	1008
13124	PEGG	JOHN	04/01/2021	39	51	63	504	504	1008
13106	DIBBLE	GABRIELLE	03/17/2021	39	51	63	504	504	1008
13062	RABINE	VANESSA	02/01/2021	41	53	65	504	504	1008
13072	FLORES	VICTORIA	02/01/2021	41	53	65	504	504	1008
13073	SCHUSTER	LOAM	02/01/2021	41	53	65	504	504	1008
12888	CLYMER	JULIA	12/17/2020	42	54	66	504	504	1008
13046	CRAFT	ANDREA	12/15/2020	42	54	66	504	504	1008
13041	GAMACHE	ABBEY	12/01/2020	43	55	67	504	504	1008
13042	ELLIS	DANIELLE	12/01/2020	43	55	67	504	504	1008
13044	GEHR-SELOOVER	ALIA	12/01/2020	43	55	67	504	504	1008
13016	KLEPPERT	CLEOPATRA	10/01/2020	45	57	69	504	504	1008
12982	MESHNIK	KENDRA	07/01/2020	48	60	72	504	1008	1008
12180	ISAACS	KYLE	06/01/2020	49	61	73	504	1008	1008
12973	LOCKMAN	CHARISA	06/01/2020	49	61	73	504	1008	1008
12975	CRUMP	TASHIA	06/01/2020	49	61	73	504	1008	1008
12971	RUIZ-RODRIGUEZ	LUIS	04/01/2020	51	63	75	504	1008	1008
12931	BRAMBILA-ORTEGA	MARIA	03/17/2020	51	63	75	504	1008	1008
12951	WOLF	JORDAN	03/01/2020	52	64	76	504	1008	1008

Employee Number	Last Name	First Name	Service Date	Service	Service	Service	RHS FY25	RHS FY26	RHS FY27
				Months @	Months @	Months @			
				7/1/24	7/1/25	7/1/26			
12948	REESE	AMBER	02/17/2020	52	64	76	504	1008	1008
12941	COVEY	DOUGLAS	02/01/2020	53	65	77	504	1008	1008
12936	GILBERT	JESSICA	01/17/2020	53	65	77	504	1008	1008
12915	FRANKLIN	TRISHA	01/02/2020	53	65	77	504	1008	1008
12916	HAM	CHRISTOPHER	12/01/2019	55	67	79	504	1008	1008
12917	MCGUIRE	CODY	12/01/2019	55	67	79	504	1008	1008
11915	CHUINARD	ANDREW	11/17/2019	55	67	79	504	1008	1008
12907	DELEPINE	JESSYCA	11/01/2019	56	68	80	504	1008	1008
12909	TALEFF	CLAIRE	11/01/2019	56	68	80	504	1008	1008
12895	ARENA	JULIE	10/01/2019	57	69	81	504	1008	1008
12885	MURPHY	TIMOTHY	09/17/2019	57	69	81	504	1008	1008
12891	ATWOOD	LEVON	09/17/2019	57	69	81	504	1008	1008
12873	MCGUIRE	IAN	09/01/2019	58	70	82	504	1008	1008
12876	FLOWERS	CRYSTALYNN	09/01/2019	58	70	82	504	1008	1008
12879	FLEMING	KRISTINE	09/01/2019	58	70	82	504	1008	1008
12855	SISNEROS	CONTESSA	08/01/2019	59	71	83	504	1008	1008
12869	HEILWEIL	SHELLY	08/01/2019	59	71	83	504	1008	1008
12856	COLLINS	KATHY	07/01/2019	60	72	84	1008	1008	1008
12835	SLOAN	MARIA	06/01/2019	61	73	85	1008	1008	1008
12814	BILLER	BENJAMIN	04/17/2019	62	74	86	1008	1008	1008
12816	MOORE	JOSEPH	04/17/2019	62	74	86	1008	1008	1008
12807	PARMELEE	TROY	04/01/2019	63	75	87	1008	1008	1008
12809	NEWPORT	LORI	04/01/2019	63	75	87	1008	1008	1008
12794	GJOVIK	LARS	03/01/2019	64	76	88	1008	1008	1008
12798	SILBERNAGEL	LISA	03/01/2019	64	76	88	1008	1008	1008
12781	HOLLY	KRISTIN	02/17/2019	64	76	88	1008	1008	1008
12785	GARCIA	NANCY	02/17/2019	64	76	88	1008	1008	1008
12792	OUPERSON	ANDREW	02/17/2019	64	76	88	1008	1008	1008
12681	RESVALOSO	TYNISHA	01/01/2019	66	78	90	1008	1008	1008
12767	SPANN	JUNITA	01/01/2019	66	78	90	1008	1008	1008
12638	BAILEY	SAMANTHA	11/17/2018	67	79	91	1008	1008	1008
12736	SCHMADEKA	HEATHER	11/17/2018	67	79	91	1008	1008	1008
12762	OSULLIVAN	TIMOTHY	11/17/2018	67	79	91	1008	1008	1008
12763	BRANAM	TAMMIE	11/17/2018	67	79	91	1008	1008	1008
12740	LA ROSA SNYDER CHAVEZ	MARTHA	10/01/2018	69	81	93	1008	1008	1008
12713	CONRADO	FREDMILG	09/17/2018	69	81	93	1008	1008	1008
12729	NAZARIO NIEVES	YENNI	09/17/2018	69	81	93	1008	1008	1008
12706	JOHNSON	MICHAEL	08/17/2018	70	82	94	1008	1008	1008

Employee Number	Last Name	First Name	Service Date	Service	Service	Service	RHS FY25	RHS FY26	RHS FY27
				Months @	Months @	Months @			
				7/1/24	7/1/25	7/1/26			
12702	HOLT	ROBERT	08/01/2018	71	83	95	1008	1008	1008
12677	VALENTINE	BLUE	07/01/2018	72	84	96	1008	1008	1008
12684	OLSON	KAILEE	07/01/2018	72	84	96	1008	1008	1008
12307	WOLGAMOTT	MIQUEL	06/01/2018	73	85	97	1008	1008	1008
12649	HAMMOND	DANNE	04/30/2018	74	86	98	1008	1008	1008
12644	WOOSLEY	JESSICA	04/17/2018	74	86	98	1008	1008	1008
12642	WALUND	LEWMAN	04/10/2018	74	86	98	1008	1008	1008
12614	HERTEL	MATTHEW	02/26/2018	76	88	100	1008	1008	1008
12613	VERA TORRES	ANDREA	02/06/2018	76	88	100	1008	1008	1008
12606	BROWN	JENNIFER	01/22/2018	77	89	101	1008	1008	1008
12602	WRAY	KELSEY	01/08/2018	77	89	101	1008	1008	1008
12593	ROLLINS	KELSEY	12/12/2017	78	90	102	1008	1008	1008
12582	ROPP	KACIE	11/01/2017	80	92	104	1008	1008	1008
12556	FELIPE	PAULA	09/18/2017	81	93	105	1008	1008	1008
12554	ESTRADA	MIRIAM	09/06/2017	81	93	105	1008	1008	1008
12513	GUZMAN	JESUS	06/01/2017	85	97	109	1008	1008	1008
12508	CALVERY	GARY	05/30/2017	85	97	109	1008	1008	1008
12510	SMALLWOOD	SUMMER	05/22/2017	85	97	109	1008	1008	1008
12500	LYON HUBERT	KYLA	05/01/2017	86	98	110	1008	1008	1008
12470	EMANG	LOREN	02/17/2017	88	100	112	1008	1008	1008
12460	HOFMAN	LEA	01/17/2017	89	101	113	1008	1008	1008
12452	POMMIER	MICHELE	12/13/2016	90	102	114	1008	1008	1008
12345	MCFARLAND	CHRIS	11/01/2016	92	104	116	1008	1008	1008
12440	SVENDSEN	DAYNA	11/01/2016	92	104	116	1008	1008	1008
12420	TOMPKINS	JONATHAN	09/01/2016	94	106	118	1008	1008	1008
12394	OLSEN	KASEY	08/01/2016	95	107	119	1008	1008	1008
11599	LITTLE	JULIE	06/01/2016	97	109	121	1008	1008	1512
12360	SARABIA	JAIME	05/09/2016	97	109	121	1008	1008	1512
12327	OXFORD	KELLIE	04/01/2016	99	111	123	1008	1008	1512
12165	CARLSON	MEGHAN	12/17/2015	102	114	126	1008	1008	1512
12294	BREWER	CAROLINE	11/01/2015	104	116	128	1008	1008	1512
12283	MCGUIRE	SEAN	10/01/2015	105	117	129	1008	1008	1512
12274	LIEN	SHEILA	08/17/2015	106	118	130	1008	1008	1512
12266	SANDERS	JOHN	07/17/2015	107	119	131	1008	1008	1512
12249	GLASS	JAIMI	07/01/2015	108	120	132	1008	1512	1512
12250	RASSMANN	JEFFREY	06/01/2015	109	121	133	1008	1512	1512
12252	PENA	MARIA	06/01/2015	109	121	133	1008	1512	1512
12255	BARRIENTOS TORRES	LAURA	06/01/2015	109	121	133	1008	1512	1512

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				Months @	Months @	Months @			
				7/1/24	7/1/25	7/1/26			
12247	LORENZI	SHAWN	05/17/2015	109	121	133	1008	1512	1512
12232	GONZALEZ	VIVIANA	04/01/2015	111	123	135	1008	1512	1512
12175	MENDOZA	JESSICA	02/17/2015	112	124	136	1008	1512	1512
12219	HALES	HARRIETT	01/17/2015	113	125	137	1008	1512	1512
12173	WATTS	MEGAN	12/01/2014	115	127	139	1008	1512	1512
12201	BAGENSKI	DIANNA	11/01/2014	116	128	140	1008	1512	1512
12187	REED	REBECCA	10/01/2014	117	129	141	1008	1512	1512
12183	AMELSBERG	CORISSA	09/17/2014	117	129	141	1008	1512	1512
12166	KAYE	SARA	06/01/2014	121	133	145	1512	1512	1512
11936	MILLEHRER	OWEN	05/17/2014	121	133	145	1512	1512	1512
12025	PATEL	BAKULA	05/01/2014	122	134	146	1512	1512	1512
12146	BANGS	MICHELLE	04/01/2014	123	135	147	1512	1512	1512
12152	ROPP	AMANDA	03/01/2014	124	136	148	1512	1512	1512
12150	NOLAN	DENISE	01/17/2014	125	137	149	1512	1512	1512
12017	MONTAGUE	RYAN	12/17/2013	126	138	150	1512	1512	1512
12021	BAILLIE	CHRISTOPHER	10/17/2013	128	140	152	1512	1512	1512
12137	HALEY	BRADLEY	10/17/2013	128	140	152	1512	1512	1512
12108	WILLIAMS	ROBERT	08/01/2013	131	143	155	1512	1512	1512
12122	FENN	JENNIFER	07/17/2013	131	143	155	1512	1512	1512
12121	DURANT	DEVON	07/01/2013	132	144	156	1512	1512	1512
12052	SELVES	SHEENA	05/01/2013	134	146	158	1512	1512	1512
12116	CALDWELL	REBECCA	04/17/2013	134	146	158	1512	1512	1512
12101	ZAVALA BUENDIA	ROCIO	12/17/2012	138	150	162	1512	1512	1512
12102	MURPHY	MELISSA	12/17/2012	138	150	162	1512	1512	1512
11813	LOVRETTA	LYNDA	02/01/2012	149	161	173	1512	1512	1512
11228	DALE	DAWN	10/17/2011	152	164	176	1512	1512	1512
12031	STOKES	JONNA VE	09/17/2011	153	165	177	1512	1512	1512
12028	FREDERICK	GLADYS	08/01/2011	155	167	179	1512	1512	1512
12018	IRVING STOTTER	CHRISTINE	03/17/2011	159	171	183	1512	1512	2016
11998	GILLESPIE	JOSHUA	08/17/2010	166	178	190	1512	1512	2016
12003	LINDSEY	AMANDA	07/01/2010	168	180	192	1512	2016	2016
11986	MALONE	DAVID	01/01/2010	174	186	198	1512	2016	2016
11979	WALTERS	TERRY	09/17/2009	177	189	201	1512	2016	2016
11920	STEBBINS	ADAM	09/01/2008	190	202	214	2016	2016	2016
11938	BOWERS	ERIN	06/17/2008	192	204	216	2016	2016	2016
11927	KELSO	RICHELLE	05/17/2008	193	205	217	2016	2016	2016
11929	BUCK	LEANNA	03/17/2008	195	207	219	2016	2016	2016
11924	BARNES	DEAN	02/01/2008	197	209	221	2016	2016	2016

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				Months @	Months @	Months @			
				7/1/24	7/1/25	7/1/26			
11922	SMITH	SEAN	01/17/2008	197	209	221	2016	2016	2016
11917	HERNANDEZ	DARLING	11/17/2007	199	211	223	2016	2016	2016
11898	NELSON	WILLIAM	11/01/2006	212	224	236	2016	2016	2520
11890	BAKER	ROBERT	09/17/2006	213	225	237	2016	2016	2520
11888	DAILEY	MARCIA	09/01/2006	214	226	238	2016	2016	2520
11882	EMGE	SANDRA	05/01/2006	218	230	242	2016	2520	2520
11881	LITTLE	JUANA	04/17/2006	218	230	242	2016	2520	2520
11879	SARGENT	IRMA	03/28/2006	219	231	243	2016	2520	2520
11880	STRATTON	JON	03/17/2006	219	231	243	2016	2520	2520
11873	BEHYMER	SHELLEY	12/17/2005	222	234	246	2016	2520	2520
11872	KUHNERT	KATY	11/17/2005	223	235	247	2016	2520	2520
11868	IHDE	CYNTHIA	11/01/2005	224	236	248	2016	2520	2520
11856	MORTON	CRAIG	10/01/2004	237	249	261	2520	2520	2520
11853	SKAGGS	JESSE	09/17/2004	237	249	261	2520	2520	2520
11848	COLLINS	MICHELE	08/01/2004	239	251	263	2520	2520	2520
11843	SELVEY	TARYN	12/17/2003	246	258	270	2520	2520	2520
11844	CONKLIN	PATRICIA	12/17/2003	246	258	270	2520	2520	2520
10598	LONG	DARYL	11/17/2003	247	259	271	2520	2520	2520
11834	NOLAN	WILLIAM	02/17/2003	256	268	280	2520	2520	2520
11832	ALTENBACH	BERNARD	12/01/2002	259	271	283	2520	2520	2520
11814	LEWIS	TOBY	06/17/2002	264	276	288	2520	2520	2520
11822	BAUER	DEBORAH	12/01/2001	271	283	295	2520	2520	2520
11820	ALICEA	MARIA	11/01/2001	272	284	296	2520	2520	2520
11812	KURTZ	GORDON	08/01/2001	275	287	299	2520	2520	2520
11807	TURKISHER	ROBERT	06/01/2001	277	289	301	2520	2520	2520
11804	POWELL	ISSAC	02/01/2001	281	293	305	2520	2520	2520
11800	GRAY	CHRISTOPHER	12/01/2000	283	295	307	2520	2520	2520
11785	SANGUINO	EMILIA	11/01/2000	284	296	308	2520	2520	2520
11796	JONES	CHARLENE	10/01/2000	285	297	309	2520	2520	2520
11793	GARCIA DE LOS SANTOS	MARCELA	07/01/2000	288	300	312	2520	2520	2520
11788	WOLFF	SUSAN	05/01/2000	290	302	314	2520	2520	2520
11790	VAUGHN	PAULA	05/01/2000	290	302	314	2520	2520	2520
11786	SCHOSHA	BENJAMIN	04/01/2000	291	303	315	2520	2520	2520
11787	NEWMAN	PETER	04/01/2000	291	303	315	2520	2520	2520
11780	SIMMONS	TAMMY	11/01/1999	296	308	320	2520	2520	2520
11779	RAMIREZ	MICHAEL	10/01/1999	297	309	321	2520	2520	2520
11764	PETERS	SUSANNE	09/01/1998	310	322	334	2520	2520	2520
11753	HOLDEN	ELIZABETH	07/01/1998	312	324	336	2520	2520	2520

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				Months @	Months @	Months @			
11758	MOY-SANTIAGO	SAW-LING	04/01/1998	7/1/24	7/1/25	7/1/26	2520	2520	2520
11723	MAGANA	MARIA	06/01/1996	315	327	339	2520	2520	2520
11730	SIMONSON	KATHLEEN	08/01/1995	337	349	361	2520	2520	2520
11713	MARDIS	JOSEPH	10/01/1989	347	359	371	2520	2520	2520
				417	429	441	236,880	284,760	319,536
			07/01/2024						
			07/01/2025						
			07/01/2026						