

**PARK & FORESTRY LABOR ASSOCIATION
WAGE SCHEDULE**

Effective with payroll period in which October 1, 2015 occurs
September 20, 2015

Position	Start 95% of Base	Base After 1 year	Start of 8th year	Start of 12th year	Start of 16th year
Park Maintenance Worker Forestry Worker I Stores Clerk	\$ 21.13	\$ 22.24	\$ 22.31	\$ 22.37	\$ 22.43
Maintenance Specialist I Forestry Worker II	\$ 22.06	\$ 23.23	\$ 23.30	\$ 23.36	\$ 23.42
Maintenance Specialist II	\$ 22.52	\$ 23.70	\$ 23.78	\$ 23.84	\$ 23.90
Maintenance Specialist III	\$ 23.59	\$ 24.83	\$ 24.90	\$ 24.96	\$ 25.02
Master Licensed Plumber	\$ 26.01	\$ 27.38	\$ 27.45	\$ 27.51	\$ 27.57

Regular full-time employees start at the base rate which is 95% of the rate at the start of year 2, the employee will move to the rate at the start of year 2 rate upon successful completion of their probationary period.

Wage increases at the start of year 8, year 12 and year 16 represent longevity steps.

The following guidelines are listed for informational purposes and not subject to bargaining.

1. The Parks Maintenance Lead Worker and Forestry Lead Worker will receive \$0.70 per hour above the regular classified rate for each hour worked. Supervisors may assign lead worker duties in situations in which such additional supervision or direction is warranted.
2. Plumber license to be reimbursed at \$300 every 2-years effective in the first pay period in February.
3. Maintenance Specialist or Park Maintenance Workers who perform mechanic duties between 2:30 PM and 10:30 PM will receive an additional \$0.25 per hour for those hours.