

**APPENDIX A  
AFSCME LOCAL 1632**

**CORRELATION OF JOB CLASSIFICATIONS TO PAY RANGES**

**[Effective at the beginning of the pay period following the acceptance of this agreement by City Council the following changes will take effect.]**

<b><u>Class Code</u></b>	<b><u>Classifications</u></b>	<b><u>Pay Range(s)</u></b>
0438	311 Service Representative I	18 to 24 <b>21 to 27</b>
0439	311 Service Representative II	21 to 26 <b>24 to 29</b>
3003	911 Emergency Call Taker	20 to 24 <b>26 to 29</b>
3004	911 Emergency Dispatcher	25 to 28 <b>28 to 31</b>
1234	Accountant I	25
1565	Alcohol and Drug Abuse Counselor	24 to 29
3468	Automotive Body Mechanic	24 <b>27 to 29</b>
3469	Automotive Body Repair Supervisor	26 <b>30</b>
3464	Automotive Mechanic Helper	12 to <b>17</b>
3459	Automotive Mechanic	24 to 25 <b>30</b>
3456	Automotive Mechanic Supervisor I	26 <b>31</b>
1350	Automotive Parts Keeper	17 to 21 <b>18 to 22</b>
1351	Automotive Parts Keeper Supervisor	25 to 28
3452	Automotive Tire Repairer	19 to 21 <b>20 to 22</b>
3453	Automotive Tire Repairer Supervisor	22 to 24
3855	Boiler Operator	20 to 25 <b>25 to 28</b>
<b>0769</b>	<b>Biosolids Specialist</b>	<b>28</b>
1768	Building Inspector I	28 to 32 <b>30 to 34</b>
3486	Building Maintenance Electrician	23 to 25 <b>27 to 29</b>
3494	Building Maintenance Worker	21 <b>22 to 23</b>
1115	Building Plan Examiner I (retitled)	29 to 34
3126	Cable Broadcast Assistant (retitled)	9 to 15
3127	Cable Broadcast Production Technician (retitled)	20 to 25
3128	Cable Broadcast Writer/Producer (retitled)	25 to 30
3555	Cable Worker I (replaced with new series)	25 to 30
3556	Cable Worker II (replaced with new series)	28 to 32
3557	Cable Worker Supervisor I (replaced with new series)	30 to 34
3111	Care Coordination Assistant	17 to 23
1295	Cashier I	20
1296	Cashier II	22
0798	Community Relations Representative	23 to 26

<u>Class Code</u>	<u>Classifications</u>	<u>Pay Range(s)</u>
<b>3952</b>	<b>Collection Systems Cleaning Equipment Operator</b>	<b>24 to 25</b>
<b>3968</b>	<b>Collection Systems Supervisor I</b>	<b>26 to 27</b>
<b>3967</b>	<b>Collection Systems Technician</b>	<b>21 to 25</b>
<b>3973</b>	<b>Collection Systems Telemonitoring Operator</b>	<b>21 to 24</b>
1019	Construction Inspector I (Civil)	<del>23 to 26</del> <b>25-28</b>
1020	Construction Inspector II (Civil)	<del>26 to 27</del> <b>28 to 30</b>
0771	Contract Compliance Investigator	23 to 26
3426	Crane Operator	24 <del>NA</del>
3529	Custodial Supervisor I	<del>17 to 21</del> <b>19 to 22</b>
3525	Custodial Worker	15 <b>16 to 17</b>
0434	Customer Service Representative I	<del>18 to 24</del> <b>21 to 27</b>
0435	Customer Service Representative II	<del>21 to 26</del> <b>24 to 29</b>
0539	Data Center Technician	24 to 30
1482	Dietitian	23 to 29
1183	Drafter/CAD Operator	<del>18 to 21</del> <del>NA</del>
1182	Drafting Trainee	16 <del>NA</del>
1619	Education Program Instructor	<del>\$8.70 to \$14.50/hr</del> <b>\$10.10 - \$22.50/hr</b>
1132	Electrical Engineering Associate I	25 <b>27</b>
1133	Electrical Engineering Associate II	28 <b>30</b>
1782	Electrical Inspector I	<del>28 to 32</del> <b>30 to 34</b>
3305	Electricity Consumer Servicer	23
3626	Electric Meter Technician	25 to 30
3618	Electric Metering Supervisor I	29 to 32
3668	Electronic System Technician	<del>25 to 29</del> <b>27 to 31</b>
1626	EMS Instructor I	30 to 34
1006	Engineering Aide I	17 <del>NA</del>
1007	Engineering Aide II	21 <b>23</b>
1031	Engineering Associate I	25 to 26
1032	Engineering Associate II	28
3420	Equipment Operator I	<del>19 to 22</del> <b>23 to 26</b>
3421	Equipment Operator II	<del>21 to 23</del> <b>27 to 29</b>
3430	Excavator	<del>21 to 24</del> <b>27 to 29</b>
0813	Field Services Dispatcher	<del>18 to 20</del> <b>21 to 25</b>
3013	Fingerprint Technician	21 to 24
3015	Fingerprint Technician Specialist (AFIS)	25 to 28
3014	Fingerprint Technician Supervisor	25 to 28
3012	Fingerprint Technician Trainee	18
3025	Firing Range Assistant	13 to 20

<u>Class Code</u>	<u>Classifications</u>	<u>Pay Range(s)</u>
1232	Fiscal Assistant I	12 to 24
1233	Fiscal Assistant II	15 to 26
<del>3744</del>	<del>Fleet Attendant</del>	<del>14 NA</del>
3745	Fleet Attendant (CDL)	46 <b>27 to 28</b>
1911	Forensic Scientist I	<del>28 to 30</del> <b>29 to 31</b>
<b>3759</b>	<b>Forestry Technician Trainee</b>	<b>18 to 19</b>
<b>3760</b>	<b>Forestry Technician I</b>	<del>20 to 22</del> <b>21 to 24</b>
<b>3761</b>	<b>Forestry Technician II</b>	<del>23 to 25</del> <b>24 to 26</b>
3750	Fuel System Specialist	30
3748	Fuel System Technician	24 to 26
3696	Gardener	20 to 23
2030	Graphics Technician	28
3712	Greenskeeper	20 to 25
3713	Golf Course Superintendent	25 to 30
3902	Heating, Ventilation and Air Conditioning Technician	<del>23 to 25</del> <b>26 to 29</b>
2044	Housing Rehabilitation Technician	27 to 31
0660	Income Tax Auditor I	25 to 30
0546	Information Systems Technician	22 <b>25</b> to 29
1971	Laboratory Assistant	18 to 23
3682	Laborer	<del>12 to 18</del> <b>15 to 19</b>
3616	Lamp Servicer ( <b>replaced with new series</b> )	20 to 28
3009	Latent Print Examiner I Trainee	<del>23 to 25</del> <b>to 27</b>
1891	License Officer	28 to 29
<b>3181</b>	<b>Lifeguard (Year Round)</b>	<b>6 to 15</b>
3507	Locksmith	23 to 25
<del>3825</del>	<del>Machinist (abolished)</del>	<del>25 NA</del>
0411	Mail Clerk	10 to 18
0937	Mail Specialist	16 to 25
<b>3660</b>	<b>Maintenance Apprentice (Electrical/Electronic)</b>	<b>19</b>
<b>3810</b>	<b>Maintenance Apprentice (Mechanical)</b>	<b>19</b>
3515	Maintenance Carpenter	<del>23 to 25</del> <b>24 to 26</b>
3516	Maintenance Carpenter Supervisor	26 <b>27</b>
3720	Maintenance Painter	23 to 25
3911	Maintenance Plumber	<del>23 to 25</del> <b>24 to 26</b>
1815	Mechanical Inspector I	<del>28 to 32</del> <b>30 to 34</b>
<b>3126</b>	<b>Multimedia Assistant</b>	<b>9 to 15</b>



<u>Class Code</u>	<u>Classifications</u>	<u>Pay Range(s)</u>
<b>3127</b>	<b>Multimedia Specialist</b>	<b>20 to 25</b>
<b>3128</b>	<b>Multimedia Producer</b>	<b>25 to 30</b>
3153	Nature Programs Educator	24 to 26
<b>1716</b>	<b>Occupational Safety Technician</b>	<b>20 to 23</b>
0407	Office Assistant I	12 to 23
0408	Office Assistant II	15 to 24
0406	Office Support Clerk	10 to 17
<del>3872</del>	<del>Operator In Training (retitled)</del>	<del>18-23</del>
3112	Outreach Worker	13 to 18
3022	Parking Enforcement Officer	17 to 22
1300	Parking Meter Collector <b>Technician</b>	<del>18 to 21</del> <b>18 to 22</b>
1301	Parking Meter Collection Supervisor	<del>22 to 26</del> <b>26 to 28</b>
3784	Parking Meter Repairer	23
3785	Parking Meter Repairer Supervisor	28
1206	Parks Development Associate	24 to 27
3769	Parks Irrigation Specialist	20 to 23
3772	Parks Maintenance Supervisor	23 to <b>26</b>
3770	Parks Maintenance Worker	<del>20-23</del>
1944	Photography Technician	21
2010	Planner I	25 to 30
3799	Plant Maintenance Electrician I	<del>25 to 29</del> <b>27 to 31</b>
3800	Plant Maintenance Electrician II	<del>28 to 30</del> <b>31 to 33</b>
3812	Plant Maintenance Helper	21
3813	Plant Maintenance Mechanic	<del>24 to 29</del> <b>26 to 31</b>
3814	Plant Maintenance Supervisor I	<del>26 to 30</del> <b>28 to 32</b>
<b>3872</b>	<b>Plant Operator in Training</b>	<b>18-23</b>
1775	Plumbing Inspector I	<del>28 to 32</del> <b>30 to 34</b>
1345	Police Property Clerk	<del>18 to 24</del> <b>27 to 29</b>
0445	Police Records Technician	<del>17 to 24</del> <b>22 to 26</b>
<b>3577</b>	<b>Power Distribution Line Trainee</b>	<b>25 to 28</b>
<b>3578</b>	<b>Power Distribution Line Worker</b>	<b>30 to 32</b>
<b>3579</b>	<b>Power Distribution Supervisor I</b>	<b>33 to 34</b>
3589	Power Distribution <b>System Operator II</b> Load Dispatcher	30 to 34
3588	Power Distribution <b>System</b> Load Operator I	27 to 31
<del>3587</del>	<del>Power Distribution Load Trainee (abolished)</del>	<del>23</del> <i>N.A.</i>
3566	Power Line Worker I (replaced with new series)	25 to 30
3567	Power Line Worker II (replaced with new series)	28 to 32
3565	Power Line/Cable Worker Trainee (replaced with new series)	21
3568	Power Line Worker Supervisor I (replaced with new series)	30 to 34

<u>Class Code</u>	<u>Classifications</u>	<u>Pay Range(s)</u>
1630	Practical Nurse	24 to 26
0767	Prevailing Wage Coordinator	30
0629	Print Services Specialist	19
0631	Print Services Coordinator	24 to 27
0627	Print Services Technician	13 to 17
1796	Property Maintenance Inspection Supervisor	33 to 34
1789	Property Maintenance Inspection Trainee	24 to 25
1790	Property Maintenance Inspector	28 to 32***
0783	Purchasing Expediter	20 to 29
3215	Recreation Instructor	<del>\$8.70 to 14.50/hr</del> <b><u>\$10.10 to 22.50/hr</u></b>
3162	Recreation Leader	23 to 25
3151	Recreation <b>and Parks Aide (Year-Round)</b> Service Representative	5 to 9
3193	Recreation Program Assistant	20
3923	Refuse Collector and Vehicle Operator (Manual)	<del>21 to 23</del> <b>24</b>
3929	Refuse Container Assembler and Repairer	<del>12 to 18</del> <b>16 to 20</b>
3922	Refuse Collection Vehicle Operator (Automated)	<del>22 to 23</del> <b><u>25 to 27</u></b>
3924	Refuse Collector	19
<b>1866</b>	<b>Refuse Compliance Investigator</b>	<b>21 to 23</b>
2034	Relocation Specialist	25 to 30
<b>1115</b>	<b>Residential Plans Examiner</b>	<b><del>29</del> 30 to 34</b>
<b>1002</b>	<b>Right-of-Way/Traffic Investigator</b>	<b>30</b>
1716	Safety Technician <b>(retitled)</b>	20 to 23
3538	Security Specialist	<del>13 to 16</del> <b><u>15 to 18</u></b>
3952	Sewer Cleaning Equipment Operator <b>(retitled)</b>	24 to 25
3968	Sewer Maintenance Supervisor I <b>(retitled)</b>	24 to 25
3967	Sewer Maintenance Worker <b>(retitled)</b>	19 to 23
3313	Sewer <b>Maintenance Investigator</b> Service Worker (Emergency)	21 to 23
3973	Sewer Telemonitoring Operator <b>(retitled)</b>	21 to 24
4013	Sign Painter-Fabricator	25 <b>to 26</b>
<b>1866</b>	<b>Solid Waste Inspector Investigator (retitled)</b>	<b>21 to 23</b>
1329	Storekeeper	17 to 19
1330	Senior Storekeeper	22 to 25 <b>26</b>
3774	Sports Field Maintenance Worker	20 to 22
3318	Stormwater Investigator	19 to 24
3994	Street Maintenance Worker	21 to 23
1002	Street/Traffic Maintenance Investigator <b>(retitled)</b>	26
3596	Substation Maintenance Supervisor	27 to 34
3595	Substation Maintenance Technician	25 to 32



<u>Class Code</u>	<u>Classifications</u>	<u>Pay Range(s)</u>
1015	Surveyor-in-Training	28 to 30
<del>0609</del>	<del>Telecommunications Specialist I</del>	<del>13 to 22</del> <b>NA</b>
<del>0610</del>	<del>Telecommunications Specialist II</del>	<del>21 to 24</del> <b>NA</b>
3173	Therapeutic Recreation Specialist	26 to 28
<b>1778</b>	<b>Trade Inspector Trainee</b>	<b>28 to 29</b>
3549	Trades Helper (Electrical)	19
4024	Traffic Line Worker	25 to 27
4018	Traffic Maintenance Supervisor I	27 to 28
4015	Traffic Maintenance Worker	21
4016	Traffic Paint and Sign Worker	24
<del>3760</del>	<del>Tree Trimmer (retitled)</del>	<del>20 to 22</del>
<del>3761</del>	<del>Tree Trimmer Supervisor (retitled)</del>	<del>23 to 25</del>
4055	Utility Line Locator	22 <b>23 to 24</b>
<b>1042</b>	<b>Utilities Permits Specialist</b>	<b>30</b>
<del>1928</del>	<del>Wastewater Chemist I (retitled)</del>	<del>28 to 30</del>
<del>3873</del>	<del>Wastewater Plant Operator (retitled)</del>	<del>20 to 25</del> <b>27 to 29</b>
<del>3875</del>	<del>Wastewater Plant Supervisor I</del>	<del>26 to 29</del> <b>30 to 33</b>
3316	Wastewater Pretreatment Specialist	24 to 29
1860	Wastewater Pretreatment Technician	19 to 24
<del>0769</del>	<del>Wastewater Soil Applications Coordinator (retitled)</del>	<del>28</del>
3260	Water Service Technician I	22 to 24
3276	Water Service Technician II	25 to 28
3864	Water Distribution Operator I	26 <b>26 to 29</b>
4040	Water Maintenance Supervisor I	24 to 25 <b>26 to 27</b>
4039	Water Maintenance Worker	19 to 23 <b>21 to 25</b>
3881	Water Plant Operator I	26 <b>26 to 29</b>
<b>1928</b>	<b>Water Reclamation Chemist I</b>	<b>28 to 30</b>
<b>3873</b>	<b>Water Reclamation Plant Operator</b>	<b>20 to 25 27 to 29</b>
<b>3875</b>	<b>Water Reclamation Plant Supervisor I</b>	<b>26 to 29 30 to 33</b>
1886	Weights and Measures Inspector	23 to 28
3830	Welder	24 <b>26</b>

\*\*\* ~~Minimum criteria for an incumbent in this class to attain the two highest pay ranges (Pay Range 31 and 32) would include, but not be limited to, successful completion of the Building Officials and Code Administrators (BOCA) 1 and 2 Family Dwelling Combination Inspector examination.~~

N/A - classification is not relevant to the bargaining unit because of classification abolishment, retitlement through the Civil Service Commission, or seasonal designation.

<u>Class Code</u>	<u>Classifications</u>	<u>Pay Range(s)</u>
1230	Account Clerk	N/A
1231	Account Clerk II	N/A
0878	Aging Programs Coordinator	N/A
1864	Air Pollution Control Officer I	N/A
0720	Airport Television Security System Monitor	N/A
0533	Billing Specialist I	N/A
0534	Billing Specialist II	N/A
	Billing Specialist I (Electricity)	N/A
	Billing Specialist II (Electricity)	N/A
0528	Bookkeeping Machine Operator I	N/A
0529	Bookkeeping Machine Operator II	N/A
3424	Bridge Crane Operator	N/A
1257	Business Development Assistant	N/A
3437	Chauffeur	N/A
0704	City Clean-Up Program Worker	N/A
0429	Clerical Aide	N/A
0430	Clerk I	N/A
0431	Clerk II	N/A
0432	Clerk III	N/A
0557	Clerk Specialist	N/A
3896	Composting Operator	N/A
0538	Computer Operator I	N/A
0539	Computer Operator II	N/A
3461	Construction Equipment Attendant	N/A
1143	Construction Inspector (Electrical)	N/A
1886	Consumer Affairs Inspector	N/A
1887	Consumer Affairs Specialist	N/A
3528	Custodial Supervisor I	N/A
3640	Data Communications Specialist I	N/A
0554	Data Entry Operator	N/A
0555	Data Entry Operator I	N/A
0556	Data Entry Operator II	N/A
0537	Data Processing Computer Operator Trainee	N/A
3634	Data Processing Electronics Shop Supervisor I	N/A

<b><u>Class Code</u></b>	<b><u>Classifications</u></b>	<b><u>Pay Range(s)</u></b>
0535	Data Processing Operations Assistant	N/A
0578	Data Processing Programmer Trainee	N/A
1789	Development Inspection Trainee	N/A
1790	Development Inspector I	N/A
1791	Development Inspector II	N/A
2024	Development Project Assistant I (Community Development)	N/A
2025	Development Project Assistant II (Community Development)	N/A
1278	Development Project Assistant I (Loans and Grants)	N/A
1279	Development Project Assistant II (Loans and Grants)	N/A
2020	Development Project Assistant (Planning)	N/A
0753	Development Project Assistant I (Research)	N/A
0754	Development Project Assistant II (Research)	N/A
2007	Development Services Assistant	N/A
	Development Technician I (Relocation)	N/A
	Development Technician II (Relocation)	N/A
1190	Drafter (Architectural)	N/A
1184	Drafter II (Civil)	N/A
1187	Drafter I (Electrical)	N/A
1188	Drafter II (Electrical)	N/A
0627	Duplicating Machines Operator	N/A
0628	Duplicating Machines Operator II	N/A
0631	Duplicating Services Supervisor	N/A
3115	Education Planner I	N/A
1148	Electrical Engineer I	N/A
1138	Electrical Engineer-In-Training I	N/A
1139	Electrical Engineer-In-Training II	N/A
3601	Electricity Maintenance Supervisor I	N/A
3600	Electricity Maintenance Worker	N/A
3802	Electricity Plant Electrician	N/A
3625	Electric Meter Installer	N/A
	Employment Opportunity Officer	N/A
3677	Environmental Blight Abatement Worker	N/A
0768	Environmental Program Specialist	N/A
	Gardener I	N/A
	Gardener II	N/A
3870	Generator Station Operator I	N/A



<u>Class Code</u>	<u>Classifications</u>	<u>Pay Range(s)</u>
3706	Groundskeeper Groundskeeper I Groundskeeper II	N/A N/A N/A
3848	Heating Inspector I (Convection) High Pressure Boiler Operator	N/A N/A
3123	Incinerator and Boiler Operator Incinerator and Boiler Operator Supervisor I Incinerator Operator Instructor	N/A N/A N/A N/A
1970	Laboratory Assistant I Landfill Operations Supervisor I	N/A N/A
1205	Landscape Architect Associate II Lifeguard	N/A N/A
0936	Mail Handler I	N/A
3478	Maintenance Blacksmith Manpower Placement Officer I	N/A N/A
1122	Mechanical Engineer I	N/A
1102	Mechanical Engineering Associate I	N/A
1103	Mechanical Engineering Associate II	N/A
1108	Mechanical Engineer-In-Training I	N/A
1109	Mechanical Engineer-In-Training II	N/A
0450	Messenger	N/A
0613	Micrographics Machine Operator I	N/A
0614	Micrographics Machine Operator	N/A
2039	Mobile Tool Technician	N/A
0520	Network Technician	N/A
1610	Nurse Instructor (Cardiovascular)	N/A
3767	Nursery Supervisor I	N/A
1480	Nutrition Assistant	N/A
1482	Nutritionist	N/A
0629	Offset Print Operator	N/A
3749	Parking Attendant	N/A
0742	Parking Facility Attendant	N/A
0741	Parking Facility Supervisor	N/A

<u>Class Code</u>	<u>Classifications</u>	<u>Pay Range(s)</u>
1290	Payroll Clerk I	N/A
1943	Photography Technician Trainee	N/A
3860	Plant Conveyor Operator	N/A
3668	Plant Instruments Technician	N/A
3867	Plant Pulverizer Operator	N/A
0561	Police Coder and Key Punch Operator	N/A
1346	Police Property Room Supervisor	N/A
0606	Posting Machine Operator I	N/A
0607	Posting Machine Operator II	N/A
3576	Power Line Troubleshooter	N/A
3608	Power Line Truck Operator	N/A
1628	Practical Nurse I	N/A
1637	Professional Nurse	N/A
3102	Public Information Assistant Trainee	N/A
0795	Public Receptionist	N/A
3055	Public Safety Aide	N/A
	Quality Control Supervisor	N/A
3019	Questioned Documents Examiner	N/A
	Radio Technician	N/A
3635	Real Estate Relocation Specialist II	N/A
2035	Receptionist-Secretary	N/A
0467	Recreation and Parks Aide	N/A
3684	Recreation Facility Attendant	N/A
	Recreation Playground Leader	N/A
3169	Refuse Collector and Packer Operator	N/A
3925	Research Analyst	N/A
2081	Research Analyst II	N/A
2082		
	Safety Programs Assistant Coordinator	N/A
1720	Sanitation District Assistant Supervisor	N/A
3931	Shelterhouse Caretaker	N/A
3534	Sign Inspector I	N/A
1805	Skip Tracer	N/A
0818	Soundex Clerk I	N/A
0443	Soundex Clerk II	N/A
0444	Steam Operating Engineer	N/A
3849	Stenographer	N/A
0476	Stenographer-Clerk I	N/A
0475	Street Assessment Investigator	N/A
1192	Street Cleaning Supervisor I	N/A
3988		

<u>Class Code</u>	<u>Classifications</u>	<u>Pay Range(s)</u>
3997	Street Maintenance Supervisor	N/A
3995	Street Maintenance Worker	N/A
0781	Student Intern I	N/A
0782	Student Intern II	N/A
3680	Summer Worker	N/A
0624	Telephone Operator	N/A
0625	Telephone Operator Supervisor	N/A
3650	Telephone Technician	N/A
3503	Trades Helper (Buildings)	N/A
	Traffic Engineer I	N/A
	Traffic Engineer II	N/A
	Traffic Engineering Aide I	N/A
	Traffic Engineering Aide II	N/A
	Traffic Engineer-In-Training I	N/A
	Traffic Engineer-In-Training II	N/A
	Traffic Line Worker I	N/A
	Traffic Line Worker II	N/A
	Traffic Line Worker Supervisor I	N/A
	Treatment Plant Attendant	N/A
1875	Tree Inspector	N/A
3417	Truck Driver	N/A
0464	Typist-Clerk II	N/A
0465	Typist-Clerk III	N/A
2068	Urban Sociologist I	N/A
2069	Urban Sociologist II	N/A
3473	Upholsterer	N/A
3878	Wastewater Heat Treatment Unit Operator	N/A
1262	Water Accounts Assistant Supervisor	N/A
	Water Chemist I	N/A
0726	Water Contracts Assistant Supervisor	N/A
0727	Water Contracts Supervisor	N/A
	Water Pumping Plant Operator	N/A
	Weed and Encroachment Inspector	N/A
3918	Weighmaster	N/A
3536	Window Cleaner	N/A
0708	Youth Service Aide	N/A
0709	Youth Service Counselor I	N/A
	Youth Training Counselor	N/A



0926 Youth Work Trainee

N/A

FOR THE CITY:

FOR THE UNION:

\_\_\_\_\_  
Jennifer E. Edwards  
Chief Negotiator

\_\_\_\_\_  
Kimm Massengill-Bernardin  
Chief Negotiator

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

\_\_\_\_\_  
Wendy S. Kane  
Labor Relations Manager

\_\_\_\_\_  
William M. Harmon  
AFSCME 1632 President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date