

**AGREEMENT****Between****JEFFERSON COUNTY PUBLIC WORKS DEPARTMENT****AND****LABORERS' UNION LOCAL NO. 737****PORTLAND, OREGON****PREAMBLE**

This Agreement is entered into as of July 1, 2019, by and between Jefferson County Public Works Department, hereinafter referred to as the County, and Oregon and Southern Idaho District Council of Laborers, Laborers' International Union of North America, AFL-CIO, hereinafter collectively referred to as the Union, and shall be a six year agreement, beginning July 1, 2019 and ending June 30, 2025. It is recognized that there is a statutory division of responsibility that will control in the event of conflict with any provision of this Agreement. Unless indicated otherwise, references to the "Employer" or the "County" herein shall include the County or elected officials or department heads directly responsible to the County for operation of the department covered by the Agreement.

The purpose of this Agreement is to set forth those matters pertaining to rates of pay, hours of work, fringe benefits, and other matters pertaining to employment.

**SCOPE OF AGREEMENT**

This Agreement shall apply to County Public Works Department personnel and employees under the conditions prescribed in Article 4, Section 3 hereof.

The parties agree as follows:

**ARTICLE 1  
RECOGNITION**

The County recognizes the union as the sole and exclusive bargaining agent for the purpose of establishing salaries, wages, hours, and other conditions of employment for all of its Public Works Department employees, but excluding supervisory employees and confidential employees, or any employee who is employed on a part-time basis (defined as employees working an average of less than 80 hours per month computed over any three-consecutive calendar month period).

**ARTICLE 2  
UNION MEMBERSHIP**

Section 1. Membership or non-membership in the Union shall be the individual choice of employees covered by this Agreement. The County agrees to deduct from the paycheck of each employee who provides written authorization the regular initiation fee and regular monthly dues required of members of the Union.

The amounts deducted shall be transmitted monthly to the Union on behalf of the employees involved. Authorization by the employees shall be on forms furnished by the Union and may be revoked by the employee upon request. The performance of this service is at no cost to the Union.

Section 2. The County will introduce all new hires to the Union shop steward in the bargaining unit. The shop steward will give new employees a copy of the Agreement and it will be the responsibility of the Union representative to explain the contents of the Agreement, wage rates, fringe benefits and all aspects to the new employee. Such activity can take place during work as long as it does not unreasonably disrupt the performance of duties. The County will provide a copy of the Personnel Rules of Jefferson County to each new employee and make sure that the Union representative has a copy. Provided, however, that the Union's practice does not supplant other employer practices such as new employee orientation and exit interviews as conducted by the County's Human Resources personnel.

Section 3. The County shall provide the Union upon request with all information that is reasonably necessary for the Union to conduct its business. This will include periodically updated financial information, and names, addresses, and phone numbers of all new Union members and notification of the termination of any Union member.

Section 4. The Union will indemnify, defend, and hold the County harmless from all suits, actions, proceedings and claims against the County or persons acting on behalf of the County, whether for damages, compensation, reinstatement or any combination thereof, arising from the application of this Article.

### ARTICLE 3 MANAGEMENT RIGHTS

The County retains all the customary, usual and exclusive rights, decision-making, prerogatives, functions, and authority connected with or in any way incident to its responsibility to manage the affairs of the County or any part of it. The rights of employees in the bargaining unit and the Union are limited to those specifically set forth in this Agreement, and the County retains all prerogatives, functions, and rights not specifically limited to the terms of this Agreement. The County shall have no obligation to bargain with the Union with respect to any such subjects or the exercise of its discretion and decision making with regard thereto, any subjects covered by the terms of the Agreement, and closed to further bargaining for the term hereof, and any subject which was or might have been raised in the course of collective bargaining.

Without limitation, but by way of illustration, the exclusive prerogatives, functions, and rights of the County shall include the following:

1. To direct and supervise all operations, functions, and policies of the department in which the employees in the bargaining unit are employed and operations, functions and policies in the remainder of the County as they may affect employees in the bargaining unit.
2. To close or liquidate an office, branch operation or facility, or combination of facilities, or to relocate, reorganize or combine the work of divisions, offices, branches, operations or facilities for budgetary or other reasons.
3. To determine the need for a reduction or an increase in the work force and the implementation of any decision with regard thereto.
4. To establish, revise and implement standards for hiring, classification, promotion, quality of work, safety, materials, equipment, uniforms, appearance, methods and procedures.
5. To implement new, and to revise or discard, in whole or in part, old methods, procedures, materials, equipment, facilities and standards.
6. To assign and distribute work.

7. To assign shifts, workdays, hours of work, and work location.
8. To designate and to assign all work duties.
9. To introduce new duties and to revise job classifications and duties within the unit.
10. To determine the need for the qualifications of new employees, transfers, and promotions.
11. To discipline, suspend, demote or discharge an employee so long as such action is not arbitrary, in bad faith, or without just cause.
12. To determine the need for additional educational courses, training programs, on-the-job training and cross training, and to assign employees to such duties for periods to be determined by the County.

The exercise of any management prerogative, function or right which is not specifically modified by this Agreement is not subject to the grievance procedure, to arbitration or, as set forth above, to bargaining during the term of this Agreement.

#### **ARTICLE 4 STRIKES AND LOCKOUTS**

Section 1. The Union and its members, as individuals or as a group, will not initiate, cause, permit or participate or join in any strike, work stoppage, or slowdown, picketing or any other restriction of work at any location in the county. Employees in the bargaining unit, while acting in the course of their employment, shall not honor any picket line established in the County by the Union or by any other labor organization when called upon to cross such picket line in the line of duty. Disciplinary action, including discharge, may be taken by the County against any employee or employees engaged in a violation of the Article. Such disciplinary action may be undertaken selectively at the options of the County and shall not preclude or restrict recourse to any other remedies, including an action for damages, which may be available to the County.

Section 2. In the event of a strike, work stoppage, slowdown, picketing, observance of a picket line, or other restriction of work in any form, either on the basis of individual choice or collective employee conduct, the Union will immediately upon notification attempt to secure an immediate and orderly return to work. This obligation and the obligations set forth in Section 1 above shall not be affected or limited by the subject matter involved in the dispute giving rise to the stoppage or by whether such subject matter is or is not subject to the grievance and arbitration provisions of the Agreement.

Section 3. There will be no lockout of employees in the unit by the County as a consequence of any dispute arising during the period of this Agreement.

#### **ARTICLE 5 HOLIDAYS**

Section 1. Holidays. When a holiday falls on a regularly scheduled ten hour day, an employee required to work shall be paid overtime. An employee who is regularly scheduled to work ten hour days but not required to work on the holiday shall receive ten hours straight time pay.

The following shall be recognized as holidays:

New Year's Day	Labor Day
Martin Luther King Day	Veterans Day
Presidents' Day	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	

Whenever a holiday falls on Sunday, the succeeding Monday will be observed as the holiday. If an employee is on authorized vacation, sick leave, or other leave with pay when a holiday occurs, such holiday shall not be charged against leave.

**ARTICLE 6  
VACATIONS**

**Section 1. Eligibility and Vacation Leave Accrual**

All full-time regular and part-time regular employees working 20 or more hours per week shall be entitled to vacation with pay at the following rate (all hours shall be prorated for employees working less than 40 hours per week):

<b><u>Months of cont. service</u></b>	<b><u>Earned Vacation Leave</u> <u>Monthly employees</u> <u>(40 hrs./week) accrual</u></b>
less than 60 months	8.00 hrs./ month
61-120 months	11.34 hrs./ month
121-240 months	14.67 hrs./ month
more than 240 months	15.34 hrs./month

1.1 Employees that have a seniority date prior to July 1, 2013 shall not have vacation leave accruals prorated for working less than 40 hours per week.

**Section 2.** Continuous service for the purpose of accumulating vacation leave credit shall be service unbroken by separation from the County, except that time spent by an employee on military leave, Peace Corps duty, or sick leave resulting from an injury incurred in the course of employment shall be included as continuous service. Time spent on other types of authorized leave will not be counted as part of continuous service, provided that employees returning from such leave and employees on layoff status shall be entitled to credit for service prior to the leave or layoff.

**Section 3.** Employees shall be permitted to request vacation on either a split or an entire basis, or to request vacation on an one-day-at-a-time basis. Vacation times shall be scheduled by Supervisor or department head based on his/her judgment as to the needs of efficient operations and the availability of vacation relief. Subject to the foregoing, employees shall have the right to determine vacation times. Vacation times shall be selected on the basis of seniority; provided, however, that each employee will be permitted to exercise his rights of seniority only once annually. Scheduling of vacation periods, to the extent consistent with operation requirements of the County and vacation credits of the employee shall be in weekly units. Vacation time shall not accrue during any period of leave without pay.

**Section 4. Termination.** It shall be the choice of the employee to use unused vacation or to take pay upon termination. In the event of death, the employee's beneficiary shall receive all benefits that the employee has accrued. (Earned but unused vacation leave shall be paid in the same manner as salary due the deceased employee.)

**Section 5. Maximum Vacation Accrual.** Vacation shall accrue from year to year. An employee's vacation accrual shall not exceed a maximum of 176 hours at any time. An employee shall lose any vacation

accrual in excess of 176 hours. Upon separation from the County, the employee shall be paid for unused but accrued vacation hours in an amount not to exceed 160 hours.

## ARTICLE 7 HOURS OF WORK

Section 1. Workweek. The workweek shall consist of five (5) consecutive days as scheduled by the Supervisor or Department Director. Workweek may be scheduled on the basis of four consecutive days of ten (10) hours straight time per day as assigned by the County. Beginning the Monday of the first full week in April and ending the Monday after the last weekend in October, the workweek may consist of four (4) consecutive days at ten (10) hours per day at straight time wages.

Section 2. Hours. The regular hours of work each day shall be consecutive, except for interruptions for rest and meal periods. Beginning the Monday of the first full week in April and ending the Monday after the last weekend in October, the workweek may consist of four (4) consecutive days at ten (10) hours per day at straight time wages. The remainder of the year, workweek shall consist of five (5) consecutive days at eight (8) hours per day.

Section 3. Work Schedules. Subject to Section 1 and 2 of this Article, the work shifts shall consist of those prevailing on the effective date of this Agreement. All employees shall be scheduled to work on a regular work shift, and each shift shall have regular starting and quitting times. Work schedules showing the employees' shifts, workdays and hours shall be posted on department bulletin boards. Except for emergency situations and for the duration of the emergency, changes in work schedules shall be posted seven (7) days prior to the effective date of the change.

Section 4. Rest Periods. A rest period of 15 minutes shall be permitted for all employees during each half shift, which shall be scheduled in accordance with the operating requirements of each employee's duties.

Section 5. Meal Periods. All employees shall be granted a meal period during each work shift. To the extent consistent with operating requirements of the Public Works Department, meal periods shall be scheduled in the middle of the work shift.

## ARTICLE 8 SICK LEAVE

Section 1. Accumulation. Full time employees will earn eight (8) hours of sick leave with pay for each full calendar month during their employment. Employees working less than 40 hours per week shall receive prorated sick leave hours. There is no limit on the maximum accrual of sick leave.

1.1 Employees that have a seniority date prior to July 1, 2013 and work eleven (11) or more workdays in a month, shall not have sick leave accruals prorated for working less than 40 hours per week.

Section 2. Utilization Employees may utilize their accrued sick leave for reason of illness or injury, or for any of the purposes required by state or federal law. Additionally, employees may utilize their sick leave allowance for medical or dental appointments for themselves or their children under the age of 18 or incapable of self-care due to mental or physical disability. Up to forty hours of sick leave each year may be used for medical or dental appointments for an employee's spouse in accordance with Oregon law.

An employee shall not work for other than the County while on sick leave, until such time as he or she has requested and received permission from the County governing body, in writing. Permission may be given where the work requested to be performed will not aggravate, prolong or complicate the illness, injury or disability.

When an employee takes leave for an OFLA/FMLA qualifying event, the order in which paid leave must be utilized is: sick leave, compensatory time, vacation leave, all other paid leave.

Section 2(a) Illness or injury. Employees may utilize their allowance for sick leave when unable to perform their work duties for reason of illness or injury. In such event, the employee shall notify the Supervisor or department head of absence due to illness or injury, the nature and expected length thereof, at least 30 minutes prior to the beginning of the shift, unless unable to do so because of serious illness or injury. A physician's statement of the nature and identity of the illness, the need for the employee's absence, and the estimated duration of the absence may be required at the option of the Supervisor or department head for absences of over three (3) days prior to payment of any sick leave benefits.

Section 2(b) Medical or Dental Appointments: In the event that an employee desires to utilize his or her sick leave benefits for the purpose of going to a pre-scheduled medical or dental appointment, the employee shall inform his or her supervisor in advance of the appointment and provide the estimated duration of absence from work. Should the employee exceed his or her estimated absence duration or be unable to give an estimate, the employer may require the employee to provide written verification from the medical or dental provider of the need for the absence which specifies the duration thereof.

Section 3. Sick Leave Without Pay. Upon application by the employee, sick leave without pay may be granted by the County for the remaining period of disability after accrued sick leave has been exhausted. The County may require that the employee submit a certificate from a physician periodically during the period of such disability.

Section 4. Funeral and Bereavement Leave. In addition to regular sick leave, an employee shall be granted not more than three (3) days funeral leave unless out of state then not more than five (5) days funeral leave with regular salary in the event of death in the immediate family of the employee. An employee's immediate family shall include spouse, parent or "in loco parentis" parent, parent-in-law, step-parent, biological, adopted, foster or "in loco parentis" child, same sex domestic partner, grandparent, grandchild, brother or sister or as defined in the Jefferson County Personnel Policy or the Family Leave Act of Oregon.

Section 5. Termination. Sick leave is provided by the County in the nature of insurance against loss of income due to illness or injury. No compensation or accrued sick leave shall be provided for any employee upon his/her death or termination of employment, for whatever reason. Sick leave shall not accrue during any period of leave of absence without pay.

Section 6. Sick Leave Contribution. The employer agrees to comply with the provisions of ORS 238.350, or any subsequent future amendment or deletion, to specifically credit retiring employees with one half (1/2) of their accumulated sick leave toward PERS retirement benefits for Tier I/II employees only. For OPSRP employees, the County will pay out up to 174 hours of unused, accrued sick leave upon an employee's death, in the same manner as the employee's final wages.

## ARTICLE 9 OTHER LEAVES OF ABSENCE

**Section 1. Criteria and Procedure.** Leaves of absence without pay, not to exceed 90 calendar days, may be granted upon establishment of reasonable justification thereof in instances where the work of the department will not be seriously handicapped by the temporary absence of the employee. Requests for such leaves must be in writing. Normally such leave will not be approved for any employee for the purpose of accepting employment outside the service of the county.

**Section 2. Jury Duty.** Employees shall be granted leave with pay for service upon a jury; provided, however, that the salary paid to such an employee shall be turned over to the County, and upon being excused from jury service any day, an employee shall immediately contact the Supervisor or department head for assignment for the remainder of his/her regular workday.

**Section 3. Parental Leave.** In addition to OFLA and FMLA parental leave, employees who have worked for the County for at least 12 consecutive months shall be granted an additional 30 days of leave, without pay to care for the medical needs of the employee or newborn. A physician's statement of the nature and identity of the illness, the need for the employee's absence, and the estimated duration of the absence may be required at the option of the County.

**Section 4. Union Business.** Employees elected to any Union office or selected by the Union to do work which takes them from their employment with the County shall upon written request of the Union and the employee, be recommended by the employer for a leave of absence without pay. Members of the Union selected to participate in other Union activity shall, to the extent consistent with the operating requirements of the department, be granted a leave of absence without pay at the request of the Union and the employee.

Any employee who has been granted such a leave of absence and who, for any reason, fails to return to work at the expiration of said leave of absence, shall be considered as having resigned his position with the County unless the employee, prior to expiration of his leave of absence, has made application for and has been granted an extension of said leave of absence or has furnished evidence that he is unable to return to work by reason of sickness or injury.

The County and the Union agree that the steward system exists for employee representation and that stewards shall be allowed reasonable time off, without pay, during regularly scheduled work hours to investigate grievances. Time spent by stewards in meetings representing employees with management representatives, shall be with pay, if held during regular work hours. Only one steward at a time shall be allowed to represent an employee during a grievance procedure on paid time, and no more than two stewards at a time shall attend a grievance proceeding on behalf of an employee. The second steward shall only attend for training purposes and shall be required to use vacation time off in so doing.

**Section 5. Educational Leave.** After completing one year of continuous service, a fulltime employee, upon written request, may be granted a leave of absence without pay by the Supervisor or department head for the purpose of upgrading his professional ability through enrollment in educational courses related to their employment at an accredited school. The period of such leave of absence shall not exceed one year, but may be renewed or extended upon request of the employee and approval of the supervisor or department head. One-year leaves of absence, with requested extensions for educational purposes, may not be provided more than once in any three-year period.

**Section 6. Military Leave With Pay.** A full-time employee who has served with the County for six months or more immediately preceding an application for military leave and who is a member of the National Guard

or any reserve component of the Armed Forces of the United States, is entitled to leave of absence from their duties for a period not exceeding 15 calendar days in any calendar year. Such leave shall be granted without loss of pay and without impairment of other benefits to which they are entitled. Military leave with pay may be granted only when an employee receives bona fide order to active duty for a temporary period and shall not be paid unless the employee returns to their position with the County immediately following expiration of the period for which they were ordered to duty. Leave with pay shall not be granted to employees entering the military service for extended and indefinite periods of active duty.

Section 7. Military Leave Without Pay. A full-time employee shall be entitled to a military leave of absence without pay during a period of extended service with the Armed Forces of the United States. Employees shall, upon honorable separation from such service, be returned to a position in the same grade as they last held position, at the salary rate prevailing for such grade, without loss of seniority or employment rights. If it is established that they are not physically qualified to perform the duties of their former position by reason of such service, they shall be reinstated in other work, if available, that they are able to perform at the nearest appropriate level of pay to that of their former grade. Such employee shall make application for reinstatement within ninety (90) days and shall report for duty within six months following separation from active duty with the Armed Forces. Failure to comply shall terminate military leave. An employee who voluntarily re-enlists or extends their period of military service shall be deemed to have canceled his military leave, and terminated their employment by the County. Full time employees who are ordered to active duty for disciplinary reasons related to their service in the National Guard or reserve components of the United States Armed Forces shall be granted military leave without pay under the provisions of this section and shall qualify for leave with pay under the provisions of the preceding section.

## ARTICLE 10 COMPENSATION

Section 1. Salary Schedule. Employees shall be compensated in accordance with the salary schedule attached to this agreement and marked Exhibit A, which is hereby incorporated into and made a part of this Agreement. Effective July 1, 2019, the salary structure for employees will be 10 steps (2.0% between steps). The salary matrixes are adopted as “Matrix ‘A’” & “Matrix ‘B’”.

Beginning on September 21, 2019, the salary matrix shall be divided into two different matrixes. The County shall make employee contributions to the Public Employee's Retirement for Tier I/II employees. OPSRP employees are required to pay the 6%. OPSRP employees received a 6.95% wage increase effective September 21, 2019 for this exchange.

Matrix “A” represents the Salary Schedule for Tier I/II employees and other Non-OPSRP employees. For these employees the County will make the required 6% “employee share” of PERS.

Matrix “B” represents the Salary Schedule for OPSRP employees. For these employees the County does not make the required 6% “employee share” of PERS.

Effective July 1, 2019, both Matrixes will increase by 3%.  
 Effective July 1, 2020, both Matrixes will increase by 2%.  
 Effective July 1, 2021, both Matrixes will increase by 2%.  
 Effective July 1, 2022, both Matrixes will increase by 2%.  
 Effective July 1, 2023, both Matrixes will increase by 2%.  
 Effective July 1, 2024, both Matrixes will increase by 2.5%.



**Section 2. Pay Periods.** Salaries of employees shall be paid on a monthly basis. Employees shall be paid on the last day of each month or on the preceding workday should the last day of the month occur on Saturday, Sunday, or Holiday.

**Section 3. Overtime.** Subject to the condition relative to funding set forth in Article 20, Section 2, employees shall be compensated at the rate of time and one-half for work under the following conditions, but in no event shall such compensation be received twice for the same hours:

1. All assigned worked in excess of 40 hours in any workweek.
2. All assigned work performed on Saturdays or Sundays except when such days are included in the regularly scheduled workweek for the individual employee. Such employees shall be compensated for all work performed on the sixth and seventh days of their regular workweek.
3. Paid sick leave, vacation time, and all other paid time off will not be considered as time worked for purposes of computing a non-exempt employee's entitlement to and amount of overtime pay or compensatory time. Holidays and compensatory time taken will be considered as time worked for purposes of computing a non-exempt employee's entitlement to and amount of overtime pay or compensatory time earned.
4. Overtime is intended to meet the Employer's needs only and must be authorized in advance by the supervisor or department manager. Overtime is defined as time actually worked in excess of forty (40) hours per week. The employee will be paid straight time through forty (40) hours per week and will be paid overtime on hours worked over forty (40) hours per week. The overtime rate of pay is computed at 1-1/2 times the regular rate of pay. All hours worked in addition to those regularly scheduled must be approved in advance by the employee's supervisor or department manager.
5. The rate of compensation for overtime worked by non-exempt employees shall be 1.5 times the regular rate of pay if budgeted funds are available.

**Section 4. Step-Up-Pay.** When a member of the bargaining unit is put to work at a higher classification than their regular activity, on a part-time basis, after forty hours of said work, within one monthly pay period, he/she shall then be paid at the higher classification pay rate.

**Section 6. Promotion.** Opportunities to work at higher job classification or jobs carrying premium pay shall be offered as much as practical to employees based on seniority with the Department, provided they are the best qualified to perform the work in the opinion of the Department Director. Repeated disqualification in such instances shall be subject to a grievance by the employee. Prior to filling of any full-time job vacancy, the County shall post notices of said vacancy at the County's shop bulletin board for ten (10) consecutive days. The nine (9) months probationary period shall apply the same as new personnel if an employee takes the opportunity to work at higher job classification. During a promotional probationary period, the promoted employee may be demoted at any time without appeal, provided that the probationary employee is reinstated in the position from which he/she was promoted, even though this may necessitate the layoff of the employee occupying the position.

**Section 7. Form of Compensation.** Compensation for work performed as prescribed in Section 3 above, shall be paid for at time and one-half the employee's regular straight-time hourly rate. All such time must be approved in advance by the Supervisor or Department Director, except in the case of emergency which must be subsequently submitted to the Supervisor or Department Director for approval, and shall be recorded and reported to the Supervisor or Department Director or designated supervisor within twenty-four (24) hours of the time worked. Such overtime shall be compensated in the form of compensatory time off and it shall be scheduled by agreement between the Supervisor or Department Director and the employee involved at such time as is mutually convenient. Compensatory time off which accumulates in an amount

in excess of forty (40) hours will be paid for if not scheduled by mutual agreement prior to the beginning of the next pay period. **Annual "Comp Time" Payout:** Prior to September 15<sup>th</sup>, of each calendar year, employees may request a payout of accrued Comp Time. The payout will be included in the October paycheck.

**Section 8. Mileage.** An employee required to report for special duty or assignment at any location other than their permanent reporting location and who is required to use his/her personal automobile for transportation to such location shall, upon prior approval by the Supervisor or Department Director, be compensated at the rate applicable by county standards per mile for the use of such automobile directly in the line of work.

**Section 9. Call Back Time.** Employees that are called back to work on their day(s) off, or after their day's work has ended, shall be paid a minimum of four hours of wages at time and a half or compensatory time off.

**Section 10. New Positions.** When any position not listed on the salary schedule is established, the County shall designate a job classification and pay rate for the position. The Union shall be notified and that pay rate established by the County shall be considered tentative until the Union has been afforded an opportunity to meet and discuss the matter. If the Union does not agree that the classification or rate is proper, the Union may submit the issue as a grievance according to the grievance procedure.

## ARTICLE 11 MAINTENANCE OF STANDARDS

The Employer agrees that all conditions of employment in its individual operations relating to wages, hours of work, overtime differentials and general working conditions shall be maintained at not less than the highest standards in effect at the time of the signing of this Agreement, and the conditions of employment shall be improved wherever specific provisions for improvements are made elsewhere in this Agreement. It is agreed that the provisions of this section shall not apply to inadvertent or bona fide errors made by the Employer or the Union in complying with terms and conditions of this agreement, if such error is corrected within ninety (90) days from the date of error. Any disagreement between the Local Union and the Employer with respect to this matter shall be subject to the grievance procedure.

## ARTICLE 12 DISCIPLINE AND DISCHARGE

**Section 1. Discipline.** Disciplinary action shall include the following:

- (a) Oral reprimand by Supervisor and/or department head.
- (b) Meeting with supervisor or designated representative.
- (c) Written reprimand.
- (d) Demotion.
- (e) Suspension.
- (f) Discharge.

Disciplinary action may be imposed upon any employee for failing to fulfill his/her responsibilities as an employee. Conduct which is direct hindrance to the effective performance of County functions shall be considered good cause for disciplinary action. Such cause may also include inefficiency, incompetency, insubordination, the willful giving of false information or the withholding of information with intent to deceive when making application for employment, or willful violation of departmental rules. Any

disciplinary action imposed upon an employee shall be protested only as a grievance through the regular grievance procedure. If the Supervisor or Department Director has reason to discipline an employee he/she shall make reasonable efforts to impose such discipline in a manner that will not embarrass or humiliate the employee before other employees or the public.

Section 2. Discharge. An employee having less than nine (9) months of continuous employment shall serve at the pleasure of the Supervisor or department head but must be given a reasonable explanation for being dismissed. An employee having continuous service in excess of nine (9) months shall be discharged only for cause.

If the Supervisor or department head determines that there is cause for discharge, they shall suspend the employee without pay for five days and shall deliver to the employee and the Union a written notice of such suspension and pending dismissal. Such notice shall specify the principle grounds for such action. Unless otherwise resolved, the dismissal shall become effective at the end of the five day suspension. Protest of the discharge of any employee shall be made only through the grievance procedure set forth in Article 13. The union may process a grievance concerning suspension without pay or discharge at Step 3 of the grievance procedure. At no time shall a probationary period exceed nine (9) months.

Section 3. Oral or written warnings may not be used as the basis for new disciplinary action after a period of two years, provided no similar conduct has occurred in the preceding two year period.

## ARTICLE 13 SETTLEMENT OF DISPUTES

Section 1. Grievance and Mediation procedure. Any grievance or dispute which may arise between the parties concerning the application, meaning, or interpretation of this Agreement shall be settled in the following manner:

Step 1. The affected employee shall submit the grievance or dispute to the Supervisor or Department Director within 72 hours of its occurrence, excluding Saturday and Sunday (and holidays). The grievance must be in writing and include a brief statement of the issue, relevant facts, and the remedy sought. The Employer shall attempt to adjust the matter or respond in writing within three working days.

Step 2. If the grievance has not been settled between the affected employee and the employer, it may be presented in writing by the Union representative to the employer within 72 hours, excluding Saturday and Sunday (and holidays), after the Employer's response is due. The Employer shall respond to the Union representative in writing within three (3) working days after receipt thereof. Failure to serve timely notice or referral shall constitute a waiver of the grievance.

Step 3. If the grievance is not resolved at Step 2, it shall be referred to a Board of Adjustment by written notice by the Union representative within five (5) working days of receiving the County's Step 2 response. Failure to serve timely notice or referral to the Board of Adjustment shall constitute waiver of the grievance. The Board of Adjustment shall consist of two (2) representatives appointed by the County and two (2) representatives appointed by the Union. The Board shall hear the matter at a mutually convenient time and place within ten (10) working days following written referral to the Board of Adjustment.

A decision by the Board of Adjustment must have a majority vote of at least three votes and be in writing, issued within twenty four hours of the hearing. Each member of the Board of Adjustment shall be entitled to one (1) vote. A decision by the Board of Adjustment shall be final and binding on all parties, including the County, the Union and the grievant(s) and will not be subject to Step 4. In the event the Board of

Adjustment is deadlocked, such result will be noted in writing and no decision issued. The parties may, by mutual agreement, waive submission of a grievance to the Board of Adjustment.

**Step 4.** In the event the parties waive submission to the Board of Adjustments or the Board fails to issue a majority decision or is deadlocked, either party may, within five (5) working days of the waiver or Board of Adjustments action, have the right to have the matter submitted to final and binding arbitration by a third party jointly agreed upon by the County and the Union. Failure to serve timely notice of referral to arbitration shall constitute waiver of the grievance.

If the parties are unable to agree upon an arbitrator, the Oregon State Mediation and Conciliation Service shall be requested to submit a list of seven (7) names. Both the County and the Union shall have the right to strike three (3) names from the list. The party requesting arbitration shall strike the first name and the other party shall then strike one name. The process shall be repeated and the remaining person shall be the arbitrator. The designated arbitrator shall hear both parties and take testimony and evidence in a hearing on the disputed matter and shall issue a decision which shall be final and binding on the parties if within the scope of this Agreement. Expenses for the arbitrator shall be borne by the losing party; however, each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim recording of the proceedings, it may cause such a record to be made, provided it pays for the record and makes a copy available without charge to the arbitrator. If the other party desires a copy, both parties shall jointly share the cost of the transcript and all copies. The time limits prescribed in this Article shall be binding on all parties and shall be jurisdictional in nature unless extended by mutual consent.

**Section 2.** Employees selected by the Union to act as Union representatives, shall be known as "stewards." The name of the employees selected as stewards, and the name of Local Union representatives who may represent employees shall be certified in writing to the County by the Union. Duties required by the Union of stewards, excepting attendance at meetings with county supervisory personnel and aggrieved employees arising out of a grievance already initiated by an employee under Section 1 hereof, shall not interfere with their, or other employees, regular work assignments as employees of the County. Contacts between stewards and employees or the Union, except the aforementioned meetings, shall be made outside of working hours.

**Section 3.** The County shall meet at mutually convenient times with the Union grievance committee. All grievance committee meetings with the county shall be held, if practicable, during working hours, on County premises, and without loss of pay to authorized participating employees. The Union grievance committee shall consist of two members selected by the Union.

The purpose of grievance committee meetings will be to adjust pending grievances and to discuss procedures for avoiding future grievances. In addition, the committee may discuss with the County other issues which would improve relationships between the parties. Prior notice of topics for discussion at such meetings shall be furnished by each party to the other.

## **ARTICLE 14 PROBATIONARY PERIOD**

**Section 1. Purpose.** The probationary period is an integral part of the employee selection process and provides the County with the opportunity to upgrade and improve the department by observing a new employee's work, training and aiding new employees in adjusting to their positions, and by providing an opportunity to reject any employee whose work performance fails to meet required work standards.

**Section 2. Duration of Probationary Period.** Every new employee hired into the bargaining unit shall serve a probationary period of nine full months.

Section 3. The Union recognizes the right of the County to terminate probationary employees for any reason and to exercise all rights not specifically modified by this Agreement with respect to such employees, including, but not limited to, the shifting of work schedules and job classifications, and assignment of on-the-job training, cross-training in other classifications.

## ARTICLE 15 GENERAL PROVISIONS

Section 1. No Discrimination. The provisions of this agreement shall be applied equally to all employees in this bargaining unit without discrimination as to marital status, race, color, creed, national origin, or political affiliations. The Union shall share equally with the County this responsibility for applying the provisions of the Agreement.

All references to employees in this agreement designated both sexes, and wherever the male gender is used, it shall be construed to include the male and female employees.

Employees shall have the right to form, join and participate in the activities of the Union or any other labor organization, or to refrain from any of all such activities, and there shall be no discrimination by either the County or the Union by reason of the exercise of such right except as specifically provided herein. Nothing in this Agreement shall be construed as precluding or limiting the right of an individual employee to represent himself in individual personal matters.

Section 2. Bulletin Boards. The County agrees to furnish and maintain suitable bulletin boards in convenient places in each work area to be used by the Union. The Union shall limit its posting of notices and bulletins to such bulletin boards.

Section 3. Visits by Union Representatives. The County agrees that accredited representatives of the District Council of Laborers and Laborers Union, Local 737, upon reasonable and proper introduction, shall have reasonable access to the premises of the County at any time during working hours for the purpose of assisting in the administration of this Agreement.

Section 4. Existing Conditions. Only such existing and future work rules and benefits as are specifically covered by the terms of this Agreement shall be affected by recognition of the Union and the execution of this Agreement. The County agrees that no one covered by this Agreement shall suffer a loss of compensation by reason thereof. It is further agreed that if modification of work rules or benefits covered by a specific provision of this Agreement is proposed any such modification shall be negotiated between the parties hereto. Whenever any conditions are changed or new conditions are established, they shall be posted prominently on all bulletin boards for a period of ten (10) consecutive workdays. The Union and the County will jointly participate in making recommendations concerning all new classifications.

Section 5. Rules. The parties jointly recognize that as elected officials the County Commission of Jefferson County is directly responsible to the citizens of the County and the public for performance of the functions and services performed by the County and the Public Works Department. These responsibilities cannot be delegated. For this reason, it is jointly recognized that the County Commission must retain broad authority to fulfill and implement their responsibilities and may do so by work rule, oral or written, existing or future. It is agreed, however, that no work rule will be promulgated or implemented which is inconsistent with a specific provision of this Agreement, provided that the requirements of Oregon law will always be paramount. All work rules which have been or shall be reduced to writing will be furnished to the Union and to affected employees.

**Section 6. Protective Clothing.** In lieu of a protective clothing allowance, in FY 13-14 the hourly rate for Maintenance Workers (I, II, III, IV, and Road Foreman), Mechanics (I & II), Dog Control Officer, and Kennel Operator was increased. The increases in FY 2013-2014 became part of the permanent wage for calculating future COLAs.

**Section 7. Seniority.** This shall be defined as the total length of unbroken service within the Jefferson County Public Works Department.

**(a) Layoff.** In the event a reduction in personnel is determined to be necessary by the County, length of service shall be the determining factor in such layoff providing skill; competency, ability and past performance of employees are substantially equal in the opinion of the County.

**(b) Reinstatement.** A full time employee who is laid off may be reinstated in an identical position if such a position is available within one year of the layoff. Reinstatement would preclude the use of the open competitive process. The employee shall be reinstated at the status (range, step, and seniority) which he or she held at the time of layoff. A new anniversary date will be calculated based upon total time spent in the position held at the time of the layoff but shall not include layoff time.

**Section 8. Labor-Management Committee.** A four-member committee will be established consisting of two members from the department selected by employees in the department by majority vote and two members designated by the County Commission.

The ongoing function of this committee will be to meet at mutually convenient times to discuss working conditions, safety issues, and other matters of mutual concern and make written recommendations for consideration by the County Commission.

**Section 9. Special Licenses/Physical Examinations.** The County shall pay the cost of any special license or physical examination it requires an employee to obtain.

## ARTICLE 16 HEALTH AND WELFARE AND RETIREMENT

**Section 1. Health and Welfare.** Jefferson County agrees to provide Active and Associate coverage for the employees and their dependents in the bargaining Unit which work 80 hours or more per month, for fiscal year 2019-2020 to fiscal year 2024-2025. Employees working less than 40 hours per week shall receive prorated benefits. County shall submit payments equally (of 90% of the cost with the remaining 10% being deducted from the employee's paycheck) each month on behalf of eligible employees for the preceding month to the Administrators (identified by the Union) of the fund unless changed pursuant to Section 2 below. The purpose of the foregoing is to provide family protection for eligible employees and their eligible dependents. The County contribution for all employee health benefits shall not exceed:

FY 2019-20	\$1,252/month or whatever amount the Non-Represented Employees/Management group receives as a "county cap", whichever is higher.
FY 2020-21	\$1,277/month or whatever amount the Non-Represented Employees/Management group receives as a "county cap", whichever is higher.
FY 2021-22	\$1,302/month or whatever amount the Non-Represented Employees/Management group receives as a "county cap", whichever is higher.

FY 2022-23	\$1,327/month or whatever amount the Non-Represented Employees/Management group receives as a “county cap”, whichever is higher.
FY 2023-24	\$1,352/month or whatever amount the Non-Represented Employees/Management group receives as a “county cap”, whichever is higher.
FY 2024-25	\$1,377/month or whatever amount the Non-Represented Employees/Management group receives as a “county cap”, whichever is higher.

1.1 Employees that have a seniority date prior to July 1, 2013 and work 80 hours or more per month shall not have benefits in this section prorated for working less than 40 hours per week.

The following situations shall be handled as outlined below:

1. Married couple-both belonging to Union:

In the event two employees covered by this Agreement are in the same immediate family so as to be in the relationship of primary insured and dependent under the Health and Welfare, the County shall not be obligated to duplicate either contributions or benefits for the same family unit. Supplementary payment insurance would not be available to the party listed as 'dependent'. Standard life will be available to the dependent. No remuneration shall be paid to the employee in lieu of benefit.

2. Married Couple - one belongs to Union, one non-union:

The County shall not be obligated to duplicate either contributions or benefits for the same family unit. The parties shall select whether they want to be covered by Union insurance ODA July 1 each year. In the event ODS is chosen, supplementary payment insurance will not be available to the Union employee. Standard Life will be available to both parties. No remuneration shall be paid to the employee in lieu of the benefit.

3. Fair Share Bargaining Unit members:

An employee who is categorized as a Fair Share Bargaining Unit member shall be allowed to choose between Union Insurance or CIS plan, if allowed by CIS rules. The employee must notify the County by July 1 of their decision. The County's share of the employee's benefit will be the same as that paid to those belonging to the Non-Represented employees' group.

4. The MOU between the Union and County that is recorded as M-206-12 became effective on December 5, 2012 shall be incorporated as follows:

Voluntary Declination of Benefits. Employees who decline benefits because they can be covered by group medical coverage shall receive a \$400.00 contribution each month into the employee's HRA/VEBA account. This contribution will be in addition to the contribution in Section 4 of this Article (subject to the subsection below). In the event the Affordable Care Act prohibits HRA/VEBA contributions to employees not enrolled in an employer sponsored health plan, the alternative is the contribution will be made to a HRA/VEBA “Post-Separation” plan, if allowed. In the event, a HRA/VEBA “Post-Separation” plan is not allowed, the County shall contribute this amount to an employee's 457(b) Deferred Compensation account on behalf of the employee (if an employee fails to open a deferred compensation account the County is not obligated to make an employee “whole” in another manner).

Section 2. Union's health plan shall not be recognized as the sole option for employees. Employees shall have a choice of either the union health plan or whatever other plans the County may have in place at the time.

**Section 3. Public Employees Retirement System.** Beginning on September 21, 2019, the salary matrix shall be divided into two different matrixes. The County shall make employee contributions to the Public Employee's Retirement for Tier I/II employees. OPSRP employees are required to pay the 6%. OPSRP employees received a 6.95% wage increase effective September 21, 2019 for this exchange.

**Section 4. Health Reimbursement Arrangement/ Voluntary Employees' Beneficiary Associate (HRA VEBA).** The County agrees to contribute for each eligible employee that works 80 hours or more per month into a HRA VEBA plan. Employees working less than 40 hours per week shall receive prorated benefits. The plan does not require a vesting period.

FY 2019-20	\$68.00/month.
FY 2020-21	\$68.00/month.
FY 2021-22	\$68.00/month.
FY 2022-23	\$68.00/month.
FY 2023-24	\$68.00/month.
FY 2024-25	\$68.00/month.

4.1 Employees that have a seniority date prior to July 1, 2013 and work 80 hours or more per month shall not have benefits in this section prorated for working less than 40 hours per week.

## **ARTICLE 17 TRAINING**

**Section 1. Training.** The County and the Union agree to promote training whenever possible. The Union agrees to offer job related training classes to County employees at no cost to the County. Schedules for all such classes will be provided to the County by the Union. The County Director of Public Works shall have the unconditional authority to determine whether any offered trainings are relevant or necessary. All attendance of training classes by employees is voluntary as to the employees but must be approved in advance by both the Public Works Director and the Union. Should any employees attend such training classes, the county agrees to pay the employee's benefits and wages for all time spent during actual training sessions and travel time to and from the training location up to a maximum of 40 hours paid time per year.

## **ARTICLE 18 WORKERS' COMPENSATION**

All County employees will be insured under the provisions of the Oregon State Workmen' Compensation Act for injuries received while at work for the County.

## **ARTICLE 19 LIABILITY INSURANCE**

The County shall continue to purchase liability insurance for all employees and elected officials as presently covered by the County group liability insurance policy.



**ARTICLE 20  
SAVINGS CLAUSE AND FUNDING**

Section 1. Savings Clause. Should any article, section, or portion thereof of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific article, section, or portion thereof, directly specified in the decision; upon the issuance of such a decision, the parties agree immediately to negotiate a substitute, if possible, for the invalidated article, section, or portion thereof.

Section 2. Funding. The parties recognize that revenue needed to fund the wages and benefits provided by the agreement must be approved annually by established budget procedures and in certain circumstances by vote of the citizens of Jefferson County. All such wages and benefits are therefore contingent upon sources of revenue and, where applicable, annual voter budget approval. The County has no intention of cutting the wages and benefits specified in the Agreement because of budgetary limitations, but cannot and does not guarantee any level of employment in the bargaining unit covered by this Agreement. The County agrees to include in its annual budget request amounts sufficient to fund the wages and benefits provided by this Agreement, but makes no guarantee as to passage of such budget requests or voter approval thereof.

**ARTICLE 21  
TERMINATION AND REOPENING**

This Agreement is to be for six (6) years, July 1, 2019 to June 30, 2025, closed on all issues, subject to EXHIBIT "A".

LABORERS' INTERNATIONAL UNION  
OF NORTH AMERICA, LOCAL #737

JEFFERSON COUNTY

  
Mae Huston, Commission Chair

\_\_\_\_\_  
Zack Culver, Business Manager/Secretary-Treasurer

  
Wayne Fording, Commissioner

Date: \_\_\_\_\_

UNION STEWARD

  
Kelly Simmelink, Commissioner

  
Jacob Tarvin

Date: 6-25-19

OREGON & S. IDAHO DISTRICT COUNCIL OF LABORERS'

\_\_\_\_\_  
Greg Held, Business Manager/Secretary-Treasurer

Date: \_\_\_\_\_

EXHIBIT "A"  
NARRATIVE ATTACHMENT TO EXHIBIT "A" SALARY EXHIBIT  
JEFFERSON COUNTY PUBLIC WORKS DEPARTMENT

- 1) Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.
  
- 2) Roadmap: Roadmap to Advancement Public Works will be used as a guiding document for advancement; however, inclusion in this Agreement does not supersede any Management Rights reserved in Section 3.

JEFFERSON COUNTY PUBLIC WORKS EMPLOYEES  
2019-20 SALARY SCHEDULE

**MATRIX A: NON OPSRP (Employer pays 6%)**

EFFECTIVE JULY 1, 2019

BASED ON A 3% ADJUSTMENT (Not less than Non-Reps) and 174 monthly hours

Position	Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Maintenance Worker I	HR	16.87	17.71	18.42	19.37	19.35	19.64	19.74	19.94		
	Monthly	2,935.36	3,081.54	3,205.08	3,300.78	3,386.90	3,399.96	3,434.76	3,469.56		
Maintenance Worker II	HR	19.77	19.87	20.16	20.37	20.57	20.78	20.98	21.19	21.40	21.62
	Monthly	3,439.98	3,474.78	3,507.84	3,544.36	3,579.18	3,615.72	3,650.52	3,687.06	3,723.60	3,761.89
Maintenance Worker III	HR	20.56	20.77	20.97	21.18	21.61	21.82	22.04	22.26	22.49	22.98
	Monthly	3,577.44	3,613.98	3,648.78	3,685.32	3,721.86	3,760.14	3,796.68	3,834.98	3,873.24	3,913.26
MW III-Weed Lead	HR	21.59	21.81	22.03	22.25	22.47	22.69	22.92	23.15	23.38	23.61
	Monthly	3,756.66	3,794.94	3,833.22	3,871.50	3,909.78	3,948.06	3,988.08	4,026.10	4,068.12	4,108.14
Maintenance Worker IV	HR	21.56	21.77	21.98	22.20	22.43	22.66	22.88	23.11	23.34	23.57
	Monthly	3,749.70	3,787.98	3,824.52	3,862.60	3,902.82	3,941.10	3,981.12	4,021.14	4,061.16	4,101.18
Road Forman <i>1/13/2018</i>	HR	26.40	26.66	26.93	27.20	27.47	27.74	28.02	28.30	28.58	28.87
	Monthly	4,593.60	4,638.84	4,685.92	4,732.80	4,779.78	4,826.76	4,875.48	4,924.20	4,972.92	5,023.38
Mechanic I	HR	17.40	17.76	18.10	18.46	18.83	19.21	19.59	19.99	20.39	20.79
	Monthly	3,027.60	3,088.50	3,149.40	3,212.04	3,276.42	3,342.54	3,408.66	3,478.26	3,547.86	3,617.48
Mechanic II	HR	21.08	21.50	21.93	22.37	22.82	23.28	23.74	24.22	24.70	25.19
	Monthly	3,667.92	3,741.00	3,815.92	3,892.38	3,970.68	4,050.72	4,130.76	4,214.28	4,297.80	4,383.06
Public Works Tech	HR	20.43	21.26	21.88	22.18	22.12	22.58	23.01	23.47	23.94	24.42
	Monthly	3,554.82	3,628.16	3,698.24	3,772.32	3,848.88	3,925.44	4,003.78	4,083.78	4,166.56	4,249.08
Staff Assistant I	HR	13.22	13.48	13.75	14.03	14.31	14.59	14.89	15.18	15.49	15.80
	Monthly	2,300.28	2,345.52	2,392.50	2,441.22	2,489.94	2,538.66	2,586.98	2,641.32	2,695.26	2,749.20
Staff Assistant III	HR	16.98	16.27	16.59	16.93	17.26	17.61	17.96	18.32	18.69	19.06
	Monthly	2,775.30	2,830.98	2,886.66	2,946.82	3,003.24	3,064.14	3,125.04	3,187.68	3,252.06	3,316.44
Staff Assistant IV	HR	18.71	19.09	19.47	19.86	20.26	20.68	21.07	21.50	21.93	22.36
	Monthly	3,255.54	3,321.66	3,387.78	3,455.64	3,525.24	3,595.64	3,666.18	3,741.00	3,815.82	3,890.64
Kennel Operator	HR	14.14	14.28	14.42	14.56	14.71	14.86	15.01	15.16	15.31	15.46
	Monthly	2,460.38	2,484.72	2,509.06	2,533.44	2,558.64	2,583.84	2,611.74	2,637.84	2,663.94	2,690.04
Dog Control Officer	HR	15.44	15.59	15.75	15.91	16.07	16.23	16.39	16.55	16.72	16.89
	Monthly	2,666.58	2,712.66	2,758.50	2,798.34	2,798.18	2,824.02	2,851.66	2,879.70	2,909.28	2,938.86
Dog Control Officer Lead	HR	16.21	16.37	16.54	16.70	16.87	17.04	17.21	17.39	17.58	17.73
	Monthly	2,820.54	2,848.38	2,877.96	2,906.80	2,935.38	2,964.96	2,994.54	3,024.12	3,053.70	3,083.28

Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.

JEFFERSON COUNTY PUBLIC WORKS EMPLOYEES  
2019-20 SALARY SCHEDULE

**MATRIX B: OPSRP ONLY (Employee pays 6%)**

EFFECTIVE JULY 1, 2019

BASED ON A 3% ADJUSTMENT (Not less than Non-Reps) and 174 monthly hours

Position	Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
Maintenance Worker I	MW I	HR	16.04	18.70	20.29	20.90	21.11	21.32	21.53	21.74	21.95	
		Monthly	3,136.96	3,295.56	3,477.80	3,530.46	3,601.80	3,673.14	3,709.88	3,792.88	3,878.12	3,965.60
		Annual	37,643.52	39,546.72	41,733.60	42,365.52	43,221.60	44,071.68	44,916.56	46,074.56	47,137.04	48,204.72
Maintenance Worker II	MW II	HR	21.14	21.35	21.57	21.78	22.00	22.22	22.44	22.67	22.89	
		Monthly	3,676.36	3,714.90	3,753.18	3,789.72	3,826.00	3,862.28	3,898.56	3,934.84	3,971.12	3,997.40
		Annual	44,116.32	44,578.80	45,041.28	45,468.24	45,895.20	46,322.16	46,749.12	47,176.08	47,603.04	48,030.00
Maintenance Worker III	MW III	HR	21.99	22.21	22.43	22.65	22.88	23.11	23.34	23.57	23.81	
		Monthly	3,826.26	3,864.54	3,902.82	3,941.10	3,981.12	4,021.14	4,061.16	4,101.18	4,141.20	4,181.22
		Annual	45,915.12	46,368.48	46,821.84	47,275.20	47,728.56	48,181.92	48,635.28	49,088.64	49,542.00	49,995.36
MW III-Weed Lead	MW III	HR	23.09	23.32	23.56	23.79	24.03	24.27	24.51	24.76	25.01	
		Monthly	4,017.66	4,057.68	4,099.44	4,139.46	4,181.22	4,222.98	4,264.74	4,308.24	4,351.74	4,395.24
		Annual	48,211.92	48,692.16	49,173.28	49,654.40	50,135.52	50,616.64	51,097.76	51,578.88	52,059.00	52,539.12
Maintenance Worker IV	MW IV	HR	23.05	23.28	23.51	23.76	23.98	24.22	24.47	24.71	24.96	
		Monthly	4,010.70	4,050.72	4,090.74	4,132.50	4,175.52	4,214.28	4,257.78	4,299.54	4,343.04	4,386.54
		Annual	48,128.40	48,608.64	49,088.88	49,572.96	50,061.36	50,550.16	51,039.36	51,528.56	52,017.76	52,506.96
Road Foreman	RF	HR	28.23	28.51	28.80	29.09	29.38	29.67	29.97	30.27	30.57	
		Monthly	4,912.02	4,960.74	5,011.20	5,061.66	5,112.12	5,162.58	5,214.78	5,266.98	5,319.18	5,373.12
		Annual	58,944.24	59,528.96	60,123.84	60,725.52	61,332.48	61,945.80	62,565.26	63,190.91	63,822.82	64,461.05
Mechanic I	Mech I	HR	18.61	18.98	19.36	19.75	20.14	20.56	20.96	21.38	21.80	
		Monthly	3,238.14	3,302.52	3,368.64	3,436.50	3,504.38	3,575.70	3,647.04	3,720.12	3,793.20	3,866.76
		Annual	38,857.68	39,630.24	40,419.52	41,223.06	42,042.96	42,888.46	43,748.23	44,623.16	45,513.58	46,423.85
Mechanic II	Mech II	HR	22.55	23.00	23.46	23.93	24.40	24.89	25.39	25.90	26.42	
		Monthly	3,923.70	4,002.00	4,082.04	4,163.82	4,246.50	4,330.86	4,417.86	4,506.50	4,597.08	4,687.56
		Annual	47,084.40	48,024.00	48,984.48	49,947.11	50,946.05	51,964.97	53,004.27	54,064.36	55,145.64	56,248.56
Public Works Tech	PWT	HR	21.86	22.29	22.74	23.19	23.65	24.13	24.61	25.10	25.60	
		Monthly	3,601.90	3,678.46	3,756.76	3,836.80	3,918.60	4,002.16	4,087.40	4,164.40	4,243.20	4,323.80
		Annual	43,222.80	44,141.52	45,071.52	46,013.76	46,968.72	47,936.32	48,916.56	49,909.44	50,914.88	51,932.96
Staff Assistant I	SA I	HR	14.14	14.42	14.71	15.00	15.30	15.61	15.92	16.24	16.56	
		Monthly	2,450.36	2,509.08	2,559.54	2,610.00	2,662.20	2,716.14	2,770.08	2,825.76	2,881.44	2,938.86
		Annual	29,404.32	30,108.96	30,714.48	31,322.71	31,933.97	32,577.75	33,229.30	33,893.89	34,571.77	35,263.20
Staff Assistant III	SA III	HR	17.06	17.40	17.75	18.10	18.46	18.83	19.21	19.59	19.99	
		Monthly	2,968.44	3,027.80	3,088.50	3,149.40	3,212.04	3,276.42	3,342.54	3,409.68	3,478.28	3,547.88
		Annual	35,621.28	36,333.60	37,046.80	37,770.08	38,514.42	39,279.72	40,067.08	40,877.44	41,700.72	42,537.12
Staff Assistant IV	SA IV	HR	20.01	20.41	20.82	21.24	21.65	22.10	22.54	22.99	23.45	
		Monthly	3,481.74	3,551.34	3,622.68	3,695.76	3,769.60	3,845.40	3,921.96	4,000.26	4,080.30	4,162.08
		Annual	41,780.88	42,616.08	43,464.16	44,325.12	45,200.16	46,090.40	47,005.92	47,937.80	48,886.16	49,851.04
Kennel Operator	Kennel Op	HR	15.12	15.27	15.42	15.58	15.73	15.88	16.05	16.21	16.37	
		Monthly	2,500.88	2,566.98	2,633.08	2,700.20	2,768.36	2,837.68	2,908.26	2,980.10	3,053.20	3,127.60
		Annual	30,010.56	32,803.76	33,196.96	33,602.40	34,020.56	34,451.76	34,896.96	35,356.16	35,829.44	36,306.72
Dog Control Officer	Dog Control Officer	HR	16.51	16.68	16.84	17.01	17.18	17.36	17.53	17.70	17.88	
		Monthly	2,872.74	2,902.32	2,930.16	2,958.24	2,986.56	3,015.12	3,043.92	3,073.04	3,102.40	3,132.00
		Annual	34,472.88	34,827.84	35,159.92	35,511.53	35,866.64	36,225.31	36,587.56	36,953.44	37,322.97	37,696.20
Dog Control Officer Lead	Dog Control Lead	HR	17.34	17.51	17.69	17.86	18.04	18.22	18.40	18.59	18.77	
		Monthly	3,017.16	3,046.74	3,076.06	3,107.64	3,139.96	3,172.28	3,205.60	3,234.86	3,266.98	3,298.04
		Annual	36,199.48	36,560.88	36,912.72	37,275.68	37,639.12	38,003.12	38,367.60	38,732.56	39,098.00	39,463.92

Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.

JEFFERSON COUNTY PUBLIC WORKS EMPLOYEES  
2020-21 SALARY SCHEDULE

**MATRIX A: NON OPSRP (Employer pays 6%)**

EFFECTIVE JULY 1, 2020

BASED ON A 2% ADJUSTMENT (Not less than Non-Reps) and 174 monthly hours

Position	Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
Maintenance Worker I	MW I	HR	17.21	18.07	18.79	19.35	19.74	19.94	20.14	20.34		
		Monthly Annual	2,994.54 36,914.76	3,144.18 37,710.50	3,289.46 39,218.92	3,366.90 40,395.48	3,434.76 41,203.43	3,489.56 41,816.43	3,504.36 42,031.58	3,538.16 42,451.90		
Maintenance Worker II	MW II	HR	20.16	20.36	20.57	20.77	20.98	21.19	21.40	21.62	21.83	22.05
		Monthly Annual	3,507.84 42,088.35	3,542.64 42,510.24	3,579.18 42,935.34	3,613.98 43,364.70	3,650.52 43,798.34	3,687.06 44,236.33	3,723.60 44,678.69	3,761.88 45,125.48	3,798.42 45,576.73	3,836.70 46,032.50
Maintenance Worker III	MW III	HR	20.97	21.18	21.39	21.61	21.82	22.04	22.26	22.48	22.71	22.94
		Monthly Annual	3,648.78 43,777.36	3,685.32 44,215.13	3,721.86 44,657.28	3,760.14 45,103.85	3,796.68 45,564.89	3,834.96 46,010.44	3,873.24 46,470.55	3,911.52 46,935.25	3,951.54 47,404.60	3,991.56 47,878.65
MW III-Weed Lead	MW III - Weed Lead	HR	22.02	22.24	22.47	22.69	22.92	23.15	23.38	23.61	23.85	24.09
		Monthly Annual	3,831.48 45,976.22	3,869.76 46,435.98	3,908.78 46,900.34	3,948.06 47,369.35	3,988.08 47,843.04	4,028.10 48,331.47	4,068.12 48,804.68	4,108.14 49,292.73	4,149.90 49,765.66	4,191.66 50,283.52
Maintenance Worker IV	MW IV	HR	21.98	22.20	22.42	22.65	22.87	23.10	23.33	23.57	23.80	24.04
		Monthly Annual	3,824.52 45,897.38	3,862.80 46,346.26	3,901.08 46,809.72	3,941.10 47,277.82	3,979.39 47,750.59	4,019.40 48,228.10	4,059.42 48,710.38	4,101.18 49,197.48	4,141.20 49,889.46	4,182.98 50,186.35
Road Foreman <i>1/13/2016</i>	RF	HR	26.93	27.20	27.47	27.74	28.02	28.30	28.58	28.87	29.16	29.45
		Monthly Annual	4,885.82 56,211.40	4,732.80 56,773.51	4,779.78 57,341.25	4,826.76 57,914.66	4,875.48 58,493.81	4,924.20 59,078.74	4,972.92 59,669.53	5,023.38 60,266.23	5,073.84 60,868.89	5,124.30 61,477.58
Mechanic I	Mech I	HR	18.10	18.46	18.83	19.21	19.59	19.98	20.39	20.79	21.21	
		Monthly Annual	3,088.50 37,047.51	3,149.40 37,789.46	3,212.04 38,543.23	3,276.42 39,315.11	3,342.54 40,101.41	3,408.86 40,903.44	3,476.28 41,721.51	3,547.86 42,568.84	3,617.46 43,407.06	3,690.54 44,275.20
Mechanic II	Mech II	HR	21.50	21.93	22.37	22.82	23.28	23.74	24.22	24.70	25.19	25.70
		Monthly Annual	3,741.00 44,887.89	3,815.82 45,785.65	3,892.38 46,701.36	3,970.68 47,635.39	4,050.72 48,588.10	4,130.76 49,559.86	4,210.28 50,551.06	4,297.80 51,562.08	4,383.06 52,583.32	4,471.80 53,645.19
Public Works Tech	PWT	HR	20.84	21.26	21.68	22.12	22.56	23.01	23.47	23.94	24.42	24.91
		Monthly Annual	3,828.16 43,508.87	3,899.24 44,379.04	3,772.32 45,266.62	3,848.88 46,171.96	3,925.44 47,096.40	4,003.74 48,037.30	4,083.78 48,998.06	4,165.56 49,978.01	4,249.08 50,977.57	4,334.34 51,997.12
Staff Assistant I	SA III	HR	13.48	13.75	14.03	14.31	14.59	14.89	15.18	15.49	15.80	16.11
		Monthly Annual	2,345.52 28,141.00	2,392.50 28,703.82	2,441.20 29,277.90	2,489.94 29,863.46	2,538.56 30,460.73	2,590.86 31,069.94	2,641.32 31,691.34	2,695.26 32,325.17	2,749.20 32,971.67	2,803.14 33,631.10
Staff Assistant III	SA III	HR	16.27	16.69	16.93	17.26	17.61	17.96	18.32	18.69	19.06	19.44
		Monthly Annual	2,830.98 33,860.21	2,868.86 34,539.42	2,945.82 35,332.21	3,023.24 36,168.85	3,064.14 36,759.63	3,125.04 37,494.82	3,187.69 38,244.72	3,252.06 39,009.61	3,316.44 39,789.80	3,382.56 40,585.60
Staff Assistant IV	SA IV	HR	19.09	19.47	19.86	20.26	20.66	21.07	21.50	21.93	22.36	22.81
		Monthly Annual	3,321.66 39,846.05	3,367.78 40,642.97	3,455.64 41,455.83	3,525.24 42,284.95	3,594.84 43,130.65	3,665.18 43,993.26	3,741.00 44,873.13	3,815.82 45,770.59	3,890.64 46,686.00	3,969.54 47,619.72
Kennel Operator	Kennel Op	HR	14.42	14.96	14.71	14.86	15.00	15.16	15.31	15.46	15.61	15.77
		Monthly Annual	3,095.08 30,095.55	2,533.44 30,395.51	2,569.54 30,700.47	2,585.64 31,007.48	2,610.00 31,317.55	2,636.14 31,630.73	2,663.94 31,947.03	2,690.04 32,268.50	2,716.14 32,589.17	2,743.98 32,916.08
Dog Control Officer	Dog Control Officer	HR	15.75	15.91	16.06	16.23	16.39	16.55	16.72	16.88	17.05	17.22
		Monthly Annual	2,740.50 32,871.89	2,768.34 33,200.51	2,794.44 33,532.61	2,824.02 33,867.94	2,851.86 34,206.62	2,879.70 34,548.68	2,909.26 34,924.11	2,937.12 35,243.11	2,966.70 35,895.50	2,996.28 36,951.50
Dog Control Officer Lead	Dog Control Lead	HR	16.54	16.70	16.87	17.04	17.21	17.38	17.55	17.73	17.91	18.08
		Monthly Annual	2,877.98 34,515.48	2,905.60 34,860.83	2,935.38 35,205.24	2,964.96 35,561.33	2,994.54 36,276.11	3,024.12 36,638.87	3,063.70 37,006.26	3,116.34 37,375.32	3,146.54 37,749.07	

Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.

JEFFERSON COUNTY PUBLIC WORKS EMPLOYEES  
2020-21 SALARY SCHEDULE

**MATRIX B: OPSRP ONLY (Employee pays 6%)**

EFFECTIVE JULY 1, 2020

BASED ON A 2% ADJUSTMENT (Not less than Non-Reps) and 174 monthly hours

Position	Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
Maintenance Worker I	MW I	HR	18.40	19.32	20.09	20.70	21.11	21.32	21.53	21.75	-	-
		Monthly	3,201.60	3,361.68	3,495.66	3,601.60	3,673.14	3,709.88	3,746.22	3,784.50	-	-
		Annual	38,410.84	40,331.38	41,944.83	43,202.97	44,067.03	44,507.70	44,952.78	45,402.31	-	-
Maintenance Worker II	MW II	HR	21.56	21.78	22.00	22.22	22.44	22.66	22.89	23.12	23.35	23.58
		Monthly	3,751.44	3,769.72	3,828.00	3,866.28	3,904.56	3,942.84	3,982.86	4,022.88	4,062.90	4,102.92
		Annual	45,014.56	45,464.70	45,919.35	46,378.54	46,842.33	47,310.75	47,783.66	48,261.70	48,744.31	49,231.76
Maintenance Worker III	MW III	HR	22.43	22.86	23.11	23.34	23.57	23.81	24.05	24.29	24.53	24.77
		Monthly	3,902.82	3,941.10	3,981.12	4,021.14	4,061.16	4,101.18	4,142.94	4,184.70	4,226.46	4,268.22
		Annual	46,819.88	47,286.08	47,760.96	48,238.57	48,720.96	49,208.17	49,695.25	50,187.25	50,679.25	51,171.25
MW III-Weed Lead	MW III - Weed Lead	HR	23.55	23.79	24.03	24.27	24.51	24.76	25.00	25.25	25.51	25.76
		Monthly	4,097.70	4,139.46	4,181.22	4,222.98	4,264.74	4,306.24	4,350.00	4,393.50	4,438.74	4,482.24
		Annual	49,171.57	49,663.28	50,159.92	50,661.52	51,168.13	51,679.81	52,196.61	52,718.58	53,245.76	53,778.22
Maintenance Worker IV	MW IV	HR	23.51	23.74	23.98	24.22	24.46	24.71	24.96	25.20	25.46	25.71
		Monthly	4,090.74	4,130.76	4,172.52	4,214.28	4,256.04	4,297.54	4,343.04	4,384.80	4,430.04	4,473.54
		Annual	49,076.58	49,567.32	50,062.88	50,563.62	51,069.26	51,579.95	52,087.75	52,616.71	53,142.88	53,674.31
Road Foreman	RF	HR	28.80	29.09	29.38	29.67	29.97	30.27	30.57	30.88	31.19	31.50
		Monthly	5,011.20	5,061.88	5,112.12	5,162.58	5,214.78	5,266.98	5,319.18	5,373.12	5,427.06	5,481.00
		Annual	60,118.09	60,719.27	61,325.46	61,939.73	62,559.12	63,184.72	63,815.56	64,454.73	65,099.28	65,750.27
Mechanic I	Mech I	HR	19.98	19.36	19.75	20.14	20.55	20.96	21.38	21.80	22.24	22.68
		Monthly	3,302.62	3,388.04	3,436.50	3,504.36	3,576.70	3,647.04	3,720.12	3,793.20	3,869.76	3,946.32
		Annual	39,822.31	40,414.76	41,223.05	42,047.51	42,888.48	43,746.23	44,621.16	45,513.58	46,423.85	47,352.33
Mechanic II	Mech II	HR	23.00	23.46	23.93	24.40	24.89	25.39	25.90	26.42	26.94	27.48
		Monthly	4,002.00	4,082.04	4,163.82	4,245.60	4,330.86	4,417.86	4,506.60	4,597.08	4,689.56	4,781.52
		Annual	48,000.60	48,984.75	49,947.11	50,946.05	51,964.87	53,004.27	54,064.36	55,145.64	56,248.56	57,373.53
Public Works Tech	PWT	HR	22.29	22.74	23.19	23.65	24.13	24.61	25.10	25.60	26.12	26.64
		Monthly	3,878.48	3,956.78	4,035.06	4,115.10	4,198.82	4,282.14	4,367.40	4,454.40	4,544.86	4,635.36
		Annual	46,532.73	47,463.39	48,412.66	49,380.91	50,368.53	51,375.90	52,403.41	53,451.48	54,520.51	55,610.92
Staff Assistant I	SA I	HR	14.71	15.00	15.30	15.61	15.92	16.24	16.56	16.89	17.23	17.57
		Monthly	2,509.08	2,559.54	2,610.00	2,662.20	2,716.14	2,770.08	2,825.76	2,881.44	2,938.86	2,996.02
		Annual	30,096.80	30,699.74	31,312.71	31,938.97	32,577.75	33,229.30	33,893.69	34,571.77	35,263.20	35,968.47
Staff Assistant III	SA III	HR	17.40	17.75	18.10	18.46	18.83	19.21	19.59	19.98	20.39	20.79
		Monthly	3,027.60	3,088.50	3,149.40	3,212.04	3,276.42	3,342.54	3,408.66	3,478.26	3,547.86	3,617.46
		Annual	36,320.45	37,046.86	37,787.80	38,543.55	39,314.42	40,100.71	40,902.72	41,720.78	42,555.19	43,406.30
Staff Assistant IV	SA IV	HR	20.41	20.82	21.24	21.66	22.10	22.54	22.99	23.45	23.92	24.40
		Monthly	3,551.34	3,622.68	3,695.76	3,768.84	3,845.40	3,921.96	4,000.26	4,080.30	4,162.08	4,245.60
		Annual	42,615.35	43,467.68	44,317.01	45,223.76	46,128.23	47,050.79	47,991.81	48,951.65	49,930.68	50,929.29
Kennel Operator	Kennel Op	HR	18.42	18.87	19.33	19.79	20.26	20.74	21.22	21.70	22.19	22.68
		Monthly	3,063.08	3,129.18	3,195.02	3,261.60	3,328.94	3,397.04	3,465.84	3,535.36	3,605.60	3,676.54
		Annual	36,736.96	37,546.08	38,340.24	39,129.60	39,914.28	40,694.28	41,469.68	42,240.72	43,007.52	43,770.08
Dog Control Officer	Dog Control Officer	HR	18.84	19.01	19.18	19.35	19.53	19.70	19.88	20.06	20.24	20.42
		Monthly	2,930.16	2,959.74	2,989.32	3,018.90	3,050.22	3,079.60	3,111.12	3,142.44	3,173.76	3,205.08
		Annual	35,156.48	35,508.05	35,863.13	36,221.78	36,583.08	36,949.82	37,319.32	37,692.51	38,069.43	38,450.13
Dog Control Officer Lead	Dog Control Lead	HR	17.68	17.86	18.04	18.22	18.40	18.59	18.77	18.96	19.15	19.34
		Monthly	3,076.32	3,107.84	3,138.96	3,170.28	3,201.60	3,233.66	3,265.98	3,298.04	3,332.10	3,366.16
		Annual	36,914.30	37,283.45	37,656.28	38,032.84	38,413.17	38,797.30	39,185.28	39,577.13	39,972.90	40,372.63

Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.

JEFFERSON COUNTY PUBLIC WORKS EMPLOYEES  
2021-22 SALARY SCHEDULE

**MATRIX A: NON OPSRP (Employer pays 6%)**

EFFECTIVE JULY 1, 2021

BASED ON A 2% ADJUSTMENT (Not less than Non-Reps) and 174 monthly hours

Position	Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
Maintenance Worker I	MW I	HR	17.56	18.43	19.16	19.74	20.13	20.33	20.64	20.74		
		Monthly Annual	3,053.70 36,633.06	3,206.82 39,464.71	3,333.64 40,003.30	3,434.76 41,203.40	3,502.82 42,447.74	3,573.42 43,300.94	3,608.76 43,300.94			
Maintenance Worker II	MW II	HR	20.57	20.77	20.98	21.19	21.40	21.61	21.83	22.05	22.27	22.49
		Monthly Annual	3,578.18 42,931.13	3,613.98 43,360.45	3,650.52 43,794.05	3,687.06 44,231.99	3,723.60 44,674.31	3,760.14 45,121.05	3,796.42 45,572.28	3,836.70 46,027.99	3,874.98 46,488.27	3,913.26 46,953.15
Maintenance Worker III	MW III	HR	21.89	21.80	21.82	22.04	22.28	22.48	22.71	22.93	23.16	23.39
		Monthly Annual	3,758.40 44,652.90	3,798.88 45,099.43	3,834.96 45,550.43	3,873.24 46,006.93	3,911.52 46,465.99	3,951.54 46,930.86	3,989.82 47,395.96	4,029.84 47,873.96	4,069.86 48,336.22	4,110.00 48,836.22
MW III-Weed Lead	MW III - Weed Lead	HR	22.46	22.69	22.92	23.15	23.38	23.61	23.85	24.08	24.33	24.57
		Monthly Annual	3,908.04 46,895.75	3,948.06 47,364.70	3,988.08 47,838.35	4,028.10 48,316.73	4,068.12 48,799.90	4,108.14 49,278.59	4,148.90 49,760.78	4,189.92 50,248.59	4,233.42 50,718.37	4,275.18 51,190.08
Maintenance Worker IV	MW IV	HR	22.42	22.86	22.87	23.10	23.33	23.56	23.80	24.04	24.28	24.52
		Monthly Annual	3,801.08 46,805.13	3,841.10 47,273.18	3,879.38 47,745.81	4,019.40 48,223.37	4,059.42 48,705.81	4,099.44 49,182.86	4,141.20 49,664.59	4,182.96 50,148.43	4,224.72 50,628.25	4,266.48 51,100.08
Road Foreman	RF	HR	27.46	27.73	28.01	28.29	28.57	28.86	29.15	29.44	29.73	30.03
		Monthly Annual	4,778.04 57,335.82	4,825.02 57,908.98	4,873.74 58,488.07	4,922.46 59,072.95	4,971.18 59,663.68	5,021.84 60,260.32	5,072.10 60,862.92	5,122.56 61,471.55	5,173.02 62,086.27	5,225.22 62,707.13
Mechanic I	Mech I	HR	18.10	18.46	18.83	19.21	19.59	19.98	20.39	20.78	21.21	21.63
		Monthly Annual	3,148.40 37,788.46	3,212.04 38,544.23	3,276.42 39,318.11	3,342.64 40,101.41	3,409.66 40,893.44	3,478.28 41,721.51	3,547.86 42,585.20	3,617.86 43,407.06	3,689.54 44,275.20	3,763.82 45,160.70
Mechanic II	Mech II	HR	21.93	22.37	22.82	23.28	23.74	24.22	24.70	25.19	25.70	26.21
		Monthly Annual	3,815.82 45,785.65	3,892.38 46,701.36	3,970.68 47,635.39	4,050.72 48,588.10	4,130.76 49,559.86	4,214.28 50,551.06	4,303.06 51,562.08	4,393.06 52,593.32	4,471.80 53,645.19	4,560.54 54,718.09
Public Works Tech	PWT	HR	21.88	22.12	22.56	23.01	23.47	23.94	24.42	24.91	25.41	25.91
		Monthly Annual	3,899.24 44,379.04	3,772.32 45,268.62	3,848.88 46,171.98	3,926.44 47,095.40	4,003.74 48,037.30	4,083.78 48,998.06	4,166.56 49,978.57	4,248.08 50,977.57	4,334.34 51,997.12	4,421.34 53,037.96
Staff Assistant I	SA I	HR	13.75	14.03	14.31	14.59	14.89	15.18	15.49	15.80	16.11	16.43
		Monthly Annual	2,392.50 28,703.82	2,441.22 29,277.90	2,489.94 29,863.46	2,538.66 30,460.73	2,590.88 31,069.84	2,641.32 31,691.34	2,695.28 32,325.17	2,749.20 32,971.67	2,803.14 33,631.10	2,858.82 34,303.73
Staff Assistant II	SA II	HR	16.89	16.93	17.26	17.61	17.96	18.32	18.69	19.06	19.44	19.83
		Monthly Annual	2,866.66 34,639.42	2,945.82 35,332.21	3,003.24 36,038.85	3,064.14 36,759.63	3,125.04 37,494.82	3,187.68 38,244.72	3,252.06 38,909.61	3,316.44 39,609.61	3,382.56 40,334.34	3,450.42 41,097.12
Staff Assistant III	SA III	HR	19.47	19.86	20.26	20.66	21.07	21.50	21.93	22.36	22.81	23.27
		Monthly Annual	3,387.78 40,642.97	3,455.64 41,455.83	3,525.24 42,284.95	3,594.84 43,130.65	3,665.18 43,993.26	3,741.00 44,873.13	3,815.82 45,770.59	3,890.64 46,666.00	3,968.94 47,619.72	4,048.98 48,572.12
Staff Assistant IV	SA IV	HR	20.59	20.86	21.14	21.43	21.73	22.04	22.36	22.68	23.01	23.34
		Monthly Annual	3,599.24 43,899.24	3,682.32 44,788.62	3,765.44 45,701.98	3,848.88 46,640.40	3,932.64 47,531.41	4,016.86 48,440.96	4,101.54 49,322.64	4,186.66 50,205.64	4,272.22 51,080.42	4,358.22 51,900.00
Kennel Operator	Kennel Op	HR	14.71	14.85	15.00	15.15	15.30	15.46	15.61	15.77	15.92	16.08
		Monthly Annual	2,559.54 30,987.46	2,610.00 31,314.48	2,662.20 31,643.80	2,716.14 32,000.00	2,772.64 32,383.36	2,830.84 32,765.12	2,890.84 33,240.96	2,952.64 33,694.56	3,016.24 34,130.40	3,081.66 34,600.00
Dog Control Officer	Dog Control Officer	HR	16.06	16.22	16.39	16.55	16.72	16.88	17.05	17.22	17.39	17.57
		Monthly Annual	2,784.44 33,529.32	2,822.28 34,038.62	2,861.86 34,550.30	2,902.28 35,064.48	2,943.44 35,594.16	2,985.24 36,137.52	3,027.68 36,670.56	3,070.68 37,205.28	3,114.24 37,770.64	3,158.46 38,300.00
Dog Control Officer Lead	Dog Control Officer Lead	HR	16.87	17.03	17.20	17.38	17.55	17.73	17.90	18.08	18.26	18.45
		Monthly Annual	2,938.38 35,268.78	2,982.80 35,836.28	3,028.12 36,410.40	3,074.44 36,990.16	3,121.76 37,574.56	3,170.08 38,164.80	3,219.36 38,750.88	3,269.60 39,338.40	3,320.82 39,927.36	3,373.02 40,500.00

Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade Differentials, employees should use the annual salary amounts.

JEFFERSON COUNTY PUBLIC WORKS EMPLOYEES  
2021-22 SALARY SCHEDULE

**MATRIX B: OPSRP ONLY (Employee pays 6%)**

EFFECTIVE JULY 1, 2021

BASED ON A 2% ADJUSTMENT (Not less than Non-Reps) and 174 monthly hours

Position	Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Maintenance Worker I	HR	18.77	19.71	20.50	21.11	21.53	21.76	21.96	22.18		
	Monthly Annual	3,265.98 39,178.06	3,429.54 41,138.01	3,567.00 42,783.53	3,673.14 44,067.03	3,748.22 44,948.37	3,794.50 45,387.86	3,821.04 45,611.84	3,848.32 45,811.84	3,868.32 46,011.84	
Maintenance Worker II	HR	21.99	22.21	22.44	22.66	22.89	23.12	23.35	23.58	23.82	24.05
	Monthly Annual	3,826.26 45,914.85	3,864.54 46,374.00	3,904.56 46,837.74	3,942.86 47,306.11	3,982.86 47,779.18	4,022.86 48,256.97	4,062.86 48,739.54	4,102.92 49,226.93	4,144.68 49,719.20	4,184.68 50,216.39
Maintenance Worker III	HR	22.88	23.11	23.34	23.57	23.81	24.04	24.28	24.53	24.77	25.02
	Monthly Annual	3,981.12 47,756.28	4,021.14 48,233.84	4,061.16 48,716.18	4,101.18 49,203.34	4,142.94 49,685.38	4,182.96 50,162.33	4,224.72 50,644.25	4,268.22 51,121.21	4,309.98 51,584.21	4,353.48 52,043.34
MW III-Weed Lead	HR	24.03	24.27	24.51	24.75	25.00	25.25	25.50	25.76	26.02	26.28
	Monthly Annual	4,181.22 50,155.00	4,222.98 50,666.55	4,264.74 51,183.11	4,306.50 51,715.67	4,350.50 52,253.18	4,393.50 52,785.68	4,437.00 53,318.18	4,482.24 53,854.68	4,527.48 54,384.18	4,572.72 54,953.68
Maintenance Worker IV	HR	23.98	24.22	24.46	24.71	24.96	25.20	25.45	25.71	25.97	26.23
	Monthly Annual	4,172.52 50,058.09	4,214.28 50,588.67	4,256.04 51,118.25	4,298.54 51,648.83	4,341.30 52,179.39	4,384.30 52,730.95	4,428.30 53,283.51	4,473.54 53,838.07	4,518.78 54,390.63	4,564.02 54,948.19
Road Foreman 1/13/2016)	HR	29.37	29.66	29.96	30.26	30.56	30.87	31.18	31.49	31.80	32.12
	Monthly Annual	5,110.38 61,320.45	5,160.84 61,933.66	5,213.04 62,552.99	5,265.24 63,178.52	5,317.44 63,810.31	5,371.38 64,448.41	5,425.32 65,092.89	5,479.26 65,743.82	5,533.20 66,401.26	5,588.88 67,065.27
Mechanic I	HR	19.36	19.76	20.14	20.56	20.96	21.38	21.80	22.24	22.68	23.14
	Monthly Annual	3,188.64 40,414.76	3,438.50 41,223.03	3,504.36 42,047.51	3,575.70 42,888.46	3,647.04 43,746.23	3,720.12 44,621.16	3,793.20 45,511.58	3,866.32 46,423.85	3,940.32 47,352.33	4,028.36 48,299.37
Mechanic II	HR	23.46	23.93	24.40	24.89	25.39	25.90	26.42	26.94	27.48	28.03
	Monthly Annual	4,082.04 48,967.75	4,163.82 49,947.11	4,245.60 50,946.05	4,330.86 51,964.97	4,417.86 52,994.27	4,506.50 54,064.36	4,597.08 55,145.64	4,687.56 56,248.56	4,781.52 57,373.53	4,877.22 58,521.00
Public Works Tech	HR	22.74	23.19	23.65	24.13	24.61	25.10	25.60	26.12	26.64	27.17
	Monthly Annual	3,856.76 47,483.38	4,035.06 48,412.65	4,115.10 49,360.91	4,198.82 50,368.53	4,282.14 51,378.90	4,367.40 52,401.41	4,454.88 53,451.48	4,544.88 54,520.51	4,636.36 55,610.92	4,727.58 56,723.14
Staff Assistant I	HR	14.71	15.00	15.30	15.61	15.92	16.24	16.56	16.89	17.23	17.58
	Monthly Annual	2,559.54 30,698.74	2,692.20 31,312.71	2,825.20 31,938.97	2,962.20 32,577.75	3,103.97 33,259.30	3,250.08 33,893.89	3,401.44 34,577.77	3,558.86 35,263.20	3,722.02 35,968.47	3,898.02 36,687.84
Staff Assistant III	HR	17.75	18.10	18.46	18.83	19.21	19.59	19.99	20.39	20.79	21.21
	Monthly Annual	3,089.50 37,048.86	3,149.40 37,787.80	3,212.04 38,543.56	3,276.42 39,314.42	3,342.54 40,100.71	3,408.66 40,922.72	3,476.28 41,720.78	3,545.19 42,555.19	3,615.00 43,406.30	3,685.00 44,274.42
Staff Assistant IV	HR	20.82	21.24	21.66	22.10	22.54	22.99	23.45	23.92	24.40	24.88
	Monthly Annual	3,822.88 43,467.66	3,995.78 44,337.01	4,168.64 45,223.76	4,345.40 46,128.23	4,527.06 47,050.79	4,712.54 47,991.81	4,902.00 48,951.65	5,095.00 49,930.68	5,291.00 50,929.29	5,490.00 51,947.88
Kennel Operator	HR	16.73	16.89	17.04	17.21	17.37	17.52	17.68	17.82	18.00	18.17
	Monthly Annual	2,737.02 32,930.94	2,764.96 33,159.24	2,790.96 33,480.84	2,820.54 33,825.75	2,848.38 34,164.00	2,876.22 34,505.64	2,905.80 34,860.70	2,933.64 35,199.21	2,963.20 35,551.20	2,992.80 35,908.71
Dog Control Officer	HR	17.18	17.35	17.52	17.70	17.87	18.06	18.24	18.42	18.60	18.79
	Monthly Annual	2,899.32 35,859.61	3,019.90 36,218.21	3,148.48 36,580.39	3,276.42 36,946.20	3,401.44 37,315.66	3,525.00 37,688.81	3,648.00 38,066.70	3,770.00 38,446.36	3,891.00 38,830.82	4,010.00 39,216.13
Dog Control Officer Lead	HR	18.04	18.22	18.40	18.58	18.77	18.96	19.15	19.34	19.53	19.73
	Monthly Annual	3,139.98 37,862.88	3,170.28 38,029.11	3,201.60 38,409.41	3,232.92 38,793.50	3,265.98 39,181.44	3,299.04 39,573.25	3,332.10 39,968.67	3,366.16 40,368.67	3,398.22 40,772.38	3,433.02 41,180.08

Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.



**JEFFERSON COUNTY PUBLIC WORKS EMPLOYEES  
2022-23 SALARY SCHEDULE**

**MATRIX A: NON OPSRP (Employer pays 6%)**

**EFFECTIVE JULY 1, 2022**

**BASED ON A 2% ADJUSTMENT (Not less than Non-Reps) and 174 monthly hours**

Position	Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
Maintenance Worker I	MW I	HR	17.90	18.60	19.55	20.13	20.54	20.74	20.95	21.16		
		Monthly	3,114.60	3,271.20	3,401.70	3,502.62	3,573.96	3,606.76	3,646.30	3,681.84		
		Annual	37,367.22	39,234.00	40,803.36	42,027.62	42,888.01	43,296.68	43,728.66	44,168.96		
Maintenance Worker II	MW II	HR	20.98	21.19	21.40	21.61	21.83	22.05	22.27	22.49	22.71	22.94
		Monthly	3,650.52	3,687.06	3,723.60	3,760.14	3,796.42	3,836.70	3,874.98	3,913.26	3,951.54	3,991.56
		Annual	43,789.76	44,227.65	44,669.93	45,116.63	45,567.50	46,023.47	46,483.71	46,948.55	47,418.03	47,892.21
Maintenance Worker III	MW III	HR	21.82	22.04	22.26	22.48	22.70	22.93	23.16	23.39	23.63	23.86
		Monthly	3,796.88	3,834.96	3,873.24	3,911.52	3,949.80	3,988.82	4,029.84	4,069.86	4,111.52	4,151.54
		Annual	45,546.56	46,001.42	46,461.44	46,926.05	47,395.31	47,865.28	48,347.96	48,831.44	49,319.78	49,812.96
MW III - Weed Lead	MW III - Weed Lead	HR	22.91	23.14	23.37	23.61	23.84	24.08	24.32	24.57	24.81	25.06
		Monthly	3,986.34	4,026.36	4,066.38	4,108.14	4,148.16	4,189.92	4,231.68	4,275.18	4,316.94	4,360.44
		Annual	47,833.66	48,312.00	48,795.12	49,283.07	49,775.90	50,273.66	50,776.39	51,284.16	51,787.00	52,314.97
Maintenance Worker IV	MW IV	HR	22.87	23.10	23.33	23.56	23.80	24.04	24.28	24.52	24.76	25.01
		Monthly	3,979.38	4,019.40	4,059.42	4,099.44	4,141.20	4,182.96	4,224.72	4,266.48	4,308.24	4,351.74
		Annual	47,741.23	48,218.64	48,700.83	49,187.84	49,679.72	50,175.51	50,676.28	51,185.06	51,686.91	52,213.88
Road Forman	RF	HR	28.01	28.29	28.57	28.86	29.15	29.44	29.73	30.03	30.33	30.63
		Monthly	4,873.74	4,922.46	4,971.18	5,021.64	5,072.10	5,122.56	5,173.02	5,225.22	5,277.42	5,329.62
		Annual	58,482.34	59,067.16	59,657.83	60,254.41	60,856.95	61,465.52	62,080.18	62,700.98	63,327.99	63,961.27
Mechanic I	Mech I	HR	18.46	18.63	19.21	19.59	20.39	20.79	21.21	21.63	22.07	22.07
		Monthly	3,212.04	3,276.42	3,342.54	3,408.66	3,478.28	3,547.86	3,617.46	3,689.54	3,763.82	3,840.18
		Annual	38,544.23	39,315.11	40,101.44	40,903.44	41,721.51	42,565.94	43,437.06	44,335.20	45,260.70	46,213.88
Mechanic II	Mech II	HR	22.37	22.82	23.28	23.74	24.22	24.70	25.19	25.70	26.21	26.74
		Monthly	3,892.38	3,970.68	4,050.72	4,130.76	4,214.28	4,297.80	4,383.06	4,471.80	4,560.54	4,652.76
		Annual	46,701.36	47,635.39	48,588.10	49,559.86	50,551.06	51,562.08	52,593.32	53,646.19	54,718.09	55,812.45
Public Works Tech	PWT	HR	21.88	22.12	22.56	23.01	23.47	23.94	24.42	24.91	25.41	25.91
		Monthly	3,772.32	3,848.88	3,926.44	4,003.74	4,083.78	4,166.56	4,249.58	4,334.34	4,421.34	4,508.34
		Annual	45,266.62	46,171.96	47,098.40	48,037.30	48,998.06	49,978.91	50,977.57	51,997.12	53,037.06	54,097.81
Staff Assistant I	SA I	HR	14.03	14.31	14.59	14.89	15.18	15.49	15.80	16.11	16.43	16.75
		Monthly	2,441.22	2,489.94	2,538.66	2,587.38	2,641.32	2,695.26	2,749.20	2,803.14	2,858.82	2,916.24
		Annual	29,277.90	29,863.46	30,460.73	31,069.94	31,691.34	32,325.17	32,971.67	33,631.10	34,303.73	34,989.80
Staff Assistant III	SA III	HR	16.93	17.26	17.61	17.96	18.32	18.69	19.06	19.44	19.83	20.23
		Monthly	2,945.82	3,003.24	3,064.14	3,125.04	3,187.98	3,252.06	3,316.44	3,382.66	3,460.42	3,520.02
		Annual	35,332.21	36,034.86	36,759.63	37,494.82	38,244.72	39,009.61	39,789.80	40,585.60	41,397.31	42,225.26
Staff Assistant IV	SA IV	HR	19.86	20.26	20.66	21.07	21.50	21.93	22.38	22.81	23.27	23.73
		Monthly	3,455.84	3,525.24	3,594.84	3,666.18	3,741.13	3,815.82	3,890.64	3,968.94	4,048.98	4,129.02
		Annual	41,455.83	42,244.93	43,130.65	43,993.26	44,873.13	45,770.59	46,686.00	47,619.72	48,572.12	49,543.56
Kennel Operator	Kennel Op	HR	18.00	18.16	18.30	18.48	18.61	18.77	18.92	19.08	19.24	19.41
		Monthly	2,810.00	2,836.10	2,862.20	2,889.04	2,916.14	2,943.98	2,970.92	2,997.92	3,025.78	3,055.34
		Annual	31,311.41	31,624.52	31,940.77	32,260.18	32,582.78	32,908.61	33,237.69	33,570.07	33,905.77	34,244.63
Dog Control Officer	Dog Control Officer	HR	16.38	16.55	16.71	16.88	17.05	17.22	17.39	17.57	17.74	17.92
		Monthly	2,850.12	2,879.70	2,907.54	2,937.12	2,966.70	2,996.28	3,025.86	3,055.18	3,086.76	3,118.08
		Annual	34,199.91	34,541.91	34,887.33	35,236.20	35,588.56	35,944.45	36,303.90	36,666.93	37,033.60	37,403.94
Dog Control Officer Lead	Dog Control Lead	HR	17.20	17.38	17.56	17.72	17.90	18.08	18.26	18.44	18.63	18.81
		Monthly	2,982.60	3,024.12	3,063.70	3,083.28	3,114.60	3,145.92	3,177.24	3,208.56	3,241.62	3,272.94
		Annual	35,909.90	36,289.00	36,631.69	36,998.01	37,367.99	37,741.67	38,119.09	38,500.28	38,886.28	39,274.13

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**JEFFERSON COUNTY PUBLIC WORKS EMPLOYEES  
2022-23 SALARY SCHEDULE**

**MATRIX B: OPSRP ONLY (Employee pays 6%)**

**EFFECTIVE JULY 1, 2022**

**BASED ON A 2% ADJUSTMENT (Not less than Non-Reps) and 174 monthly hours**

Position	Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
Maintenance Worker I	MW I	HR	19.14	20.10	20.90	21.53	21.98	22.18	22.40	22.63		
		Monthly	3,330.36	3,497.40	3,636.60	3,746.22	3,821.04	3,869.32	3,897.60	3,926.88	3,956.16	
		Annual	39,962.83	41,968.77	43,639.20	44,948.33	46,051.68	46,431.76	46,715.36	46,998.96	47,282.56	
Maintenance Worker II	MW II	HR	22.43	22.66	22.89	23.11	23.35	23.58	23.81	24.05	24.29	
		Monthly	3,802.62	3,942.84	3,992.66	4,021.14	4,062.90	4,102.92	4,142.94	4,184.70	4,226.46	
		Annual	46,033.15	47,301.48	47,774.49	48,252.24	48,734.76	49,222.11	49,714.33	50,211.47	50,713.59	
Maintenance Worker III	MW III	HR	23.33	23.57	23.80	24.04	24.28	24.52	24.77	25.02	25.27	
		Monthly	4,059.42	4,101.18	4,141.20	4,182.96	4,224.72	4,266.48	4,309.98	4,353.48	4,396.98	
		Annual	49,711.41	49,194.52	49,690.51	50,197.41	50,699.28	51,196.18	51,708.14	52,225.22	52,747.47	
MW III-Weed Lead	MW III-Weed Lead	HR	24.51	24.75	25.00	25.25	25.50	25.76	26.01	26.27	26.54	
		Monthly	4,264.74	4,306.50	4,350.00	4,393.50	4,437.00	4,482.24	4,525.74	4,570.98	4,617.96	
		Annual	51,158.10	51,669.68	52,186.38	52,708.24	53,235.32	53,767.68	54,305.35	54,848.41	55,396.89	
Maintenance Worker IV	MW IV	HR	24.48	24.70	24.95	25.20	25.45	25.71	25.96	26.22	26.48	
		Monthly	4,256.04	4,297.80	4,341.30	4,384.80	4,428.30	4,473.54	4,517.04	4,562.28	4,607.52	
		Annual	51,069.25	51,569.84	52,085.54	52,608.38	53,132.46	53,663.78	54,200.42	54,742.42	55,289.85	
Road Foreman	RF	HR	29.96	30.26	30.56	30.87	31.18	31.49	31.80	32.12	32.44	
		Monthly	5,213.04	5,285.24	5,317.44	5,371.38	5,425.32	5,479.26	5,533.20	5,588.88	5,644.56	
		Annual	62,546.86	63,172.33	63,804.05	64,442.09	65,086.51	65,737.38	66,394.75	67,058.70	67,729.29	
Mechanic I	Mech I	HR	19.75	20.14	20.55	20.96	21.38	21.80	22.24	22.68	23.14	
		Monthly	3,438.60	3,504.36	3,575.70	3,647.04	3,720.12	3,793.20	3,869.76	3,946.32	4,026.36	
		Annual	41,223.06	42,047.51	42,898.46	43,748.23	44,621.16	45,513.58	46,423.85	47,352.33	48,299.37	
Mechanic II	Mech II	HR	23.93	24.40	24.89	25.39	25.90	26.42	26.94	27.48	28.03	
		Monthly	4,163.82	4,245.60	4,330.86	4,417.86	4,506.60	4,597.08	4,687.56	4,781.22	4,874.66	
		Annual	49,947.11	50,948.05	51,964.97	53,004.27	54,064.36	55,145.64	56,248.56	57,373.53	58,521.00	
Public Works Tech	PWT	HR	23.19	23.66	24.13	24.61	25.10	25.60	26.12	26.64	27.17	
		Monthly	4,035.06	4,115.10	4,198.62	4,292.14	4,384.40	4,484.54	4,584.85	4,684.36	4,777.58	
		Annual	48,412.66	49,380.91	50,368.53	51,376.90	52,403.41	53,451.48	54,520.51	55,610.92	56,723.14	
Staff Assistant I	SA I	HR	15.00	15.30	15.61	15.92	16.24	16.56	16.89	17.23	17.58	
		Monthly	2,610.00	2,662.20	2,716.14	2,770.08	2,825.76	2,881.44	2,938.86	2,998.02	3,058.92	
		Annual	31,312.71	31,936.97	32,577.75	33,229.30	33,893.88	34,571.77	35,263.20	35,968.47	36,687.94	
Staff Assistant III	SA III	HR	18.10	18.46	18.83	19.21	19.59	19.99	20.39	20.79	21.21	
		Monthly	3,149.40	3,212.04	3,276.42	3,342.54	3,409.66	3,478.26	3,547.96	3,617.46	3,689.54	
		Annual	37,787.90	38,543.55	39,314.42	40,100.71	40,902.72	41,720.78	42,565.19	43,436.30	44,274.42	
Staff Assistant IV	SA IV	HR	21.24	21.66	22.10	22.54	22.99	23.45	23.92	24.40	24.88	
		Monthly	3,695.76	3,768.84	3,845.40	3,921.96	4,000.26	4,080.30	4,162.08	4,245.60	4,329.12	
		Annual	44,337.01	45,223.76	46,128.23	47,050.79	47,991.81	48,951.65	49,930.88	50,929.29	51,947.68	
Kennel Operator	Kennel Op	HR	16.04	16.20	16.37	16.53	16.69	16.86	17.03	17.20	17.37	
		Monthly	2,790.96	2,816.80	2,846.38	2,876.22	2,904.00	2,931.64	2,962.22	2,992.80	3,023.70	
		Annual	33,487.55	33,822.43	34,160.65	34,502.28	34,847.28	35,196.76	35,547.71	35,903.19	36,262.22	
Dog Control Officer	Dog Control Officer	HR	17.52	17.70	17.87	18.05	18.23	18.42	18.60	18.79	18.97	
		Monthly	3,048.48	3,078.60	3,109.38	3,140.70	3,172.62	3,205.08	3,236.46	3,269.46	3,300.78	
		Annual	36,576.81	36,942.57	37,312.00	37,685.12	38,061.97	38,442.59	38,827.02	39,215.29	39,607.44	
Dog Control Officer Lead	Dog Control Lead	HR	18.40	18.58	18.77	18.96	19.15	19.34	19.53	19.73	19.92	
		Monthly	3,201.60	3,232.92	3,265.98	3,299.04	3,332.10	3,365.16	3,398.22	3,433.02	3,468.08	
		Annual	38,406.54	38,796.70	39,177.59	39,569.37	39,965.06	40,364.71	40,768.36	41,176.05	41,587.61	

Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.

**JEFFERSON COUNTY PUBLIC WORKS EMPLOYEES  
2023-24 SALARY SCHEDULE**

**MATRIX A: NON OPSRP (Employer pays 6%)  
EFFECTIVE JULY 1, 2023**

BASED ON A 2% ADJUSTMENT (Not less than Non-Reps) and 174 monthly hours

Position	Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Maintenance Worker I	HR	18.26	19.17	19.94	20.54	20.95	21.16	21.37	21.58		
	Monthly	3,177.24	3,335.58	3,489.56	3,573.96	3,645.30	3,681.84	3,718.38	3,754.92		
	Annual	38,113.03	40,018.88	41,819.43	42,888.01	43,725.37	44,182.63	44,604.25	45,050.30		
Maintenance Worker II	HR	21.40	21.61	21.83	22.04	22.27	22.49	22.71	22.94	23.17	23.40
	Monthly	3,723.60	3,760.14	3,798.42	3,834.96	3,874.98	3,915.26	3,951.54	3,991.58	4,031.58	4,071.60
	Annual	44,685.55	45,112.21	45,563.33	46,018.96	46,479.15	46,943.94	47,413.38	47,887.52	48,366.39	48,850.06
Maintenance Worker III	HR	22.25	22.48	22.70	22.93	23.18	23.39	23.62	23.86	24.10	24.34
	Monthly	3,971.50	3,911.52	3,949.80	3,989.82	4,029.84	4,069.86	4,109.88	4,151.84	4,193.40	4,235.16
	Annual	46,456.88	46,921.45	47,390.66	47,864.57	48,343.22	48,826.85	49,314.92	49,808.06	50,306.15	50,809.21
MW III-Weed Lead	HR	23.37	23.61	23.84	24.08	24.32	24.56	24.81	25.06	25.31	25.56
	Monthly	4,056.38	4,108.14	4,148.16	4,189.92	4,231.68	4,273.44	4,315.94	4,358.44	4,401.94	4,447.44
	Annual	48,780.33	49,278.24	49,771.02	50,268.73	50,771.42	51,279.13	51,791.92	52,309.84	52,832.94	53,361.27
Maintenance Worker IV	HR	23.33	23.56	23.80	24.03	24.27	24.52	24.76	25.01	25.26	25.51
	Monthly	4,069.42	4,099.44	4,141.20	4,181.22	4,222.98	4,266.48	4,309.24	4,351.74	4,395.24	4,438.74
	Annual	48,886.06	49,183.02	49,674.85	50,171.60	50,673.31	51,180.06	51,691.85	52,208.78	52,730.86	53,258.16
Road Foreman <i>(1/13/2016)</i>	HR	28.57	28.86	29.15	29.44	29.73	30.03	30.33	30.63	30.94	31.25
	Monthly	4,971.18	5,021.64	5,072.10	5,122.56	5,173.02	5,223.22	5,277.42	5,329.62	5,383.56	5,437.50
	Annual	59,651.98	60,248.50	60,850.99	61,459.50	62,074.08	62,694.83	63,321.78	63,955.00	64,594.55	65,240.50
Mechanic I	HR	18.83	19.21	19.59	19.98	20.39	20.79	21.21	21.63	22.07	22.51
	Monthly	3,276.42	3,342.54	3,408.66	3,478.28	3,547.86	3,617.46	3,690.54	3,763.82	3,840.18	3,918.74
	Annual	39,315.11	40,101.41	40,903.44	41,721.51	42,565.54	43,437.06	44,338.20	45,269.76	46,233.92	47,139.20
Mechanic II	HR	22.82	23.28	23.74	24.22	24.70	25.19	25.70	26.21	26.74	27.27
	Monthly	3,970.88	4,050.72	4,130.76	4,214.28	4,297.80	4,383.06	4,471.80	4,560.54	4,652.76	4,744.98
	Annual	47,635.39	48,588.10	49,559.86	50,551.05	51,562.08	52,593.32	53,645.19	54,718.09	55,812.45	56,928.70
Public Works Tech	HR	22.12	22.56	23.01	23.47	23.94	24.42	24.91	25.41	25.91	26.43
	Monthly	3,648.88	3,825.44	4,003.74	4,083.78	4,165.56	4,249.08	4,334.34	4,421.34	4,508.34	4,598.82
	Annual	46,171.96	47,096.40	48,037.30	48,998.05	49,979.01	50,971.57	51,997.12	53,037.06	54,098.81	55,178.78
Staff Assistant I	HR	14.31	14.59	14.89	15.18	15.49	15.80	16.11	16.43	16.76	17.10
	Monthly	2,489.94	2,538.66	2,590.86	2,641.32	2,695.26	2,749.20	2,803.14	2,859.82	2,916.24	2,975.40
	Annual	29,863.46	30,460.73	31,069.94	31,681.34	32,295.17	32,911.67	33,531.10	34,153.73	34,789.80	35,439.60
Staff Assistant III	HR	17.26	17.61	17.96	18.32	18.69	19.06	19.44	19.83	20.23	20.63
	Monthly	3,003.24	3,084.14	3,125.04	3,187.88	3,252.06	3,316.44	3,382.56	3,450.42	3,520.02	3,589.62
	Annual	36,038.86	36,759.63	37,484.82	38,244.72	39,009.61	39,799.80	40,595.80	41,397.31	42,225.26	43,098.78
Staff Assistant IV	HR	20.26	20.56	21.07	21.50	21.93	22.36	22.81	23.27	23.73	24.21
	Monthly	3,525.24	3,594.84	3,666.18	3,741.00	3,815.92	3,890.94	3,968.94	4,048.98	4,129.02	4,212.54
	Annual	42,284.95	43,130.65	43,993.26	44,873.13	45,776.59	46,686.00	47,619.72	48,572.12	49,543.56	50,534.43
Kennel Operator	HR	16.30	16.45	16.61	16.76	16.92	17.08	17.24	17.40	17.57	17.73
	Monthly	2,662.20	2,688.30	2,716.14	2,742.24	2,770.38	2,797.92	2,828.76	2,853.80	2,883.18	2,911.02
	Annual	31,937.84	32,257.02	32,579.58	32,906.58	33,234.44	33,566.78	33,902.48	34,241.47	34,583.89	34,929.73
Dog Control Officer	HR	16.71	16.88	17.05	17.22	17.39	17.56	17.74	17.92	18.10	18.28
	Monthly	2,907.54	2,937.12	2,966.70	2,996.28	3,025.86	3,055.44	3,086.76	3,118.08	3,149.40	3,180.72
	Annual	34,883.91	35,232.75	35,585.08	35,940.93	36,300.34	36,663.34	37,029.97	37,400.27	37,774.28	38,152.02
Dog Control Officer Lead	HR	17.55	17.72	17.90	18.08	18.26	18.44	18.63	18.81	19.00	19.19
	Monthly	3,063.70	3,083.28	3,114.80	3,145.92	3,177.24	3,208.56	3,241.82	3,272.94	3,305.00	3,338.06
	Annual	36,828.10	36,994.38	37,364.33	37,737.97	38,115.35	38,496.50	38,881.47	39,270.28	39,662.98	40,059.61

*Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.*

JEFFERSON COUNTY PUBLIC WORKS EMPLOYEES  
2023-24 SALARY SCHEDULE

**MATRIX B: OPSRP ONLY (Employee pays 6%)**

EFFECTIVE JULY 1, 2023

BASED ON A 2% ADJUSTMENT (Not less than Non-Reps) and 174 monthly hours

Position	Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
Maintenance Worker I	MW I	HR	19.53	20.50	21.32	21.98	22.40	22.83	22.85	23.09		
		Monthly	3,398.22	3,567.00	3,709.68	3,821.04	3,897.80	3,937.62	3,976.90	4,015.92	4,054.94	
		Annual	40,781.89	42,795.98	44,511.96	45,847.34	46,764.29	47,231.93	47,704.25	48,181.29		
Maintenance Worker II	MW II	HR	22.88	23.11	23.34	23.58	23.81	24.05	24.29	24.53	24.78	25.03
		Monthly	3,981.12	4,021.14	4,061.16	4,102.92	4,142.94	4,184.70	4,226.46	4,268.22	4,311.72	4,356.22
		Annual	47,769.81	48,247.51	48,729.98	49,217.28	49,709.45	50,208.55	50,708.61	51,215.70	51,727.86	52,245.14
Maintenance Worker III	MW III	HR	23.80	24.04	24.28	24.52	24.77	25.01	25.25	25.52	25.77	26.03
		Monthly	4,141.20	4,182.96	4,224.72	4,266.48	4,308.98	4,351.74	4,395.24	4,440.48	4,483.98	4,529.22
		Annual	49,885.63	50,182.49	50,694.32	51,191.16	51,703.07	52,220.10	52,742.30	53,269.73	53,802.42	54,340.46
MW III-Weed Lead	MW III - Weed Lead	HR	25.00	25.25	25.50	25.75	26.01	26.27	26.53	26.80	27.07	27.34
		Monthly	4,350.00	4,393.50	4,437.00	4,480.50	4,525.74	4,570.98	4,616.22	4,663.20	4,710.18	4,757.15
		Annual	52,181.26	52,703.07	53,230.10	53,762.41	54,300.03	54,843.03	55,391.46	55,945.37	56,504.83	57,069.88
Maintenance Worker IV	MW IV	HR	24.95	25.20	25.45	25.70	25.96	26.22	26.48	26.75	27.01	27.28
		Monthly	4,341.30	4,384.80	4,428.30	4,471.80	4,517.04	4,562.28	4,607.52	4,654.50	4,699.74	4,746.72
		Annual	52,080.43	52,601.24	53,127.25	53,658.52	54,195.11	54,737.06	55,284.43	55,837.27	56,395.66	56,969.60
Road Foreman	RF	HR	30.56	30.87	31.18	31.49	31.80	32.12	32.44	32.76	33.09	33.42
		Monthly	5,317.44	5,371.38	5,425.32	5,479.26	5,533.20	5,588.88	5,644.56	5,700.24	5,757.56	5,816.08
		Annual	63,797.80	64,435.78	65,080.13	65,730.93	66,388.24	67,052.13	67,722.65	68,399.87	69,083.87	69,774.71
Mechanic I	Mech I	HR	20.14	20.55	20.96	21.38	21.80	22.24	22.68	23.14	23.60	24.07
		Monthly	3,504.36	3,576.70	3,647.04	3,720.12	3,793.20	3,869.78	3,946.32	4,028.36	4,108.40	4,188.18
		Annual	42,047.51	42,888.46	43,748.23	44,621.16	45,513.58	46,423.58	47,352.33	48,299.37	49,265.36	50,250.67
Mechanic II	Mech II	HR	24.40	24.89	25.39	25.90	26.42	26.94	27.48	28.03	28.59	29.16
		Monthly	4,245.60	4,330.86	4,417.86	4,506.60	4,597.08	4,687.56	4,781.52	4,877.22	4,974.56	5,074.84
		Annual	50,946.05	51,964.97	53,004.27	54,064.36	55,145.64	56,248.56	57,373.53	58,521.00	59,691.42	60,885.25
Public Works Tech	PWT	HR	23.66	24.13	24.61	25.10	25.60	26.12	26.64	27.17	27.71	28.27
		Monthly	4,116.10	4,198.62	4,282.14	4,367.40	4,454.40	4,544.88	4,636.36	4,727.58	4,821.54	4,918.98
		Annual	49,380.91	50,383.53	51,376.90	52,407.41	53,461.48	54,540.51	55,650.93	56,793.14	57,967.90	59,174.78
Staff Assistant I	SA I	HR	15.30	15.61	15.92	16.24	16.56	16.89	17.23	17.58	17.93	18.29
		Monthly	2,662.20	2,716.14	2,770.08	2,825.76	2,881.44	2,938.86	2,998.02	3,058.92	3,119.62	3,182.46
		Annual	31,938.97	32,577.75	33,229.30	33,893.89	34,571.77	35,263.20	35,968.47	36,687.84	37,421.59	38,170.02
Staff Assistant II	SA II	HR	18.46	18.83	19.21	19.59	19.99	20.39	20.79	21.21	21.63	22.07
		Monthly	3,212.04	3,276.42	3,342.54	3,408.66	3,476.28	3,547.66	3,617.46	3,690.84	3,763.92	3,840.18
		Annual	38,543.56	39,314.42	40,100.71	40,902.72	41,720.78	42,565.19	43,436.30	44,344.42	45,289.91	46,274.11
Staff Assistant IV	SA IV	HR	21.66	22.10	22.54	22.99	23.45	23.92	24.40	24.88	25.38	25.89
		Monthly	3,769.94	3,845.40	3,921.96	4,000.28	4,080.30	4,162.08	4,245.60	4,329.12	4,416.12	4,504.86
		Annual	45,223.76	46,128.23	47,050.79	47,991.81	48,951.65	49,930.68	50,929.29	51,947.88	52,986.64	54,046.57
Kennel Operator	Kennel Op	HR	16.38	16.53	16.69	16.86	17.03	17.20	17.37	17.54	17.72	17.90
		Monthly	2,846.64	2,876.22	2,904.06	2,933.64	2,963.22	2,992.80	3,022.80	3,052.88	3,083.28	3,114.00
		Annual	34,157.31	34,498.88	34,843.87	35,192.31	35,544.23	35,899.67	36,258.67	36,621.25	36,987.47	37,357.34
Dog Control Officer	Dog Control Officer	HR	17.87	18.05	18.23	18.41	18.60	18.78	18.97	19.16	19.35	19.55
		Monthly	3,109.36	3,140.70	3,172.02	3,203.34	3,236.40	3,267.72	3,300.78	3,333.94	3,366.90	3,401.70
		Annual	37,308.34	37,681.42	38,058.24	38,438.82	38,823.21	39,211.44	39,603.56	39,999.59	40,399.59	40,803.58
Dog Control Officer Lead	Dog Control Lead	HR	18.77	18.95	19.14	19.33	19.53	19.72	19.92	20.12	20.32	20.52
		Monthly	3,266.98	3,297.30	3,330.36	3,363.42	3,398.22	3,431.28	3,466.08	3,500.88	3,536.68	3,570.48
		Annual	39,173.76	39,565.49	39,961.15	40,360.76	40,764.37	41,172.01	41,583.73	41,999.57	42,419.56	42,843.76

Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.

JEFFERSON COUNTY PUBLIC WORKS EMPLOYEES  
2024-25 SALARY SCHEDULE

**MATRIX A: NON OPSRP (Employer pays 6%)**

EFFECTIVE JULY 1, 2024

BASED ON A 2.5% ADJUSTMENT (Not less than Non-Reps) and 174 monthly hours

Position	Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Maintenance Worker I	HR	18.71	19.65	20.44	21.05	21.47	21.69	21.90	22.12		
	Monthly Annual	3,255.54 3,419.10	3,566.56 3,736.78	3,862.70 4,039.71	4,168.15 44,839.71	4,468.92 48,118.36	4,768.88 51,400.00	5,068.84 54,681.64	5,368.80 57,963.28	5,668.76 61,245.00	5,968.72 64,526.72
Maintenance Worker II	HR	21.93	22.15	22.37	22.60	22.82	23.05	23.28	23.51	23.75	23.99
	Monthly Annual	3,815.62 4,018.15	4,120.65 4,323.18	4,423.18 4,625.71	4,725.71 4,928.24	5,028.24 5,230.77	5,330.77 5,533.30	5,632.80 5,835.33	5,934.83 6,137.36	6,236.86 6,439.89	6,538.89 6,741.42
Maintenance Worker III	HR	22.81	23.04	23.27	23.50	23.74	23.97	24.21	24.46	24.71	24.96
	Monthly Annual	3,968.94 4,171.47	4,271.50 4,474.03	4,574.03 4,776.56	4,876.56 5,079.09	5,179.09 5,381.62	5,481.62 5,684.15	5,784.15 5,986.68	6,086.68 6,289.21	6,389.21 6,591.74	6,691.74 6,894.27
MW III - Weed Lead	HR	23.96	24.20	24.44	24.68	24.93	25.18	25.43	25.68	25.94	26.20
	Monthly Annual	4,189.04 4,391.57	4,491.60 4,694.13	4,794.13 5,000.00	5,096.66 5,302.53	5,399.19 5,605.06	5,701.72 5,907.59	6,004.25 6,210.12	6,306.78 6,512.65	6,609.31 6,815.18	6,911.84 7,117.71
Maintenance Worker IV	HR	23.91	24.15	24.39	24.63	24.88	25.13	25.38	25.63	25.89	26.15
	Monthly Annual	4,160.34 4,362.87	4,462.90 4,665.43	4,765.43 4,967.96	5,067.96 5,270.49	5,370.49 5,573.02	5,672.52 5,875.05	5,974.55 6,177.08	6,276.58 6,479.11	6,578.61 6,781.14	6,880.64 7,083.17
Road Foreman <i>(7/3/2016)</i>	HR	29.29	29.58	29.88	30.18	30.48	30.78	31.09	31.40	31.71	32.03
	Monthly Annual	5,096.46 5,298.99	5,398.52 5,601.05	5,698.58 5,901.11	6,000.64 6,203.17	6,302.70 6,505.23	6,604.76 6,807.29	6,906.82 7,109.35	7,208.88 7,411.41	7,510.94 7,713.47	7,813.00 8,015.53
Mechanic I	HR	19.30	19.69	20.08	20.48	20.90	21.31	21.74	22.20	22.62	23.07
	Monthly Annual	3,356.20 3,558.73	3,658.76 3,861.29	3,961.32 4,163.85	4,263.88 4,466.41	4,566.44 4,768.97	4,868.97 5,071.50	5,171.53 5,374.06	5,474.06 5,676.59	5,776.62 5,979.15	6,079.18 6,281.71
Mechanic II	HR	23.39	23.86	24.33	24.82	25.32	25.82	26.34	26.87	27.40	27.95
	Monthly Annual	4,089.86 4,292.39	4,391.92 4,594.45	4,693.98 4,896.51	5,000.00 5,202.53	5,302.06 5,504.59	5,604.12 5,806.65	5,906.18 6,108.71	6,208.24 6,410.77	6,510.30 6,712.83	6,812.36 7,014.89
Public Works Tech	HR	22.87	23.12	23.59	24.06	24.54	25.03	25.53	26.04	26.56	27.09
	Monthly Annual	3,944.58 4,147.11	4,246.64 4,449.17	4,548.70 4,751.23	4,850.76 5,053.29	5,152.82 5,355.35	5,454.88 5,657.41	5,756.94 5,959.47	6,059.00 6,261.53	6,361.06 6,563.59	6,663.12 6,865.65
Staff Assistant I	HR	14.66	14.96	15.26	15.56	15.87	16.19	16.51	16.84	17.18	17.53
	Monthly Annual	2,550.84 2,753.37	2,855.40 3,057.93	3,160.00 3,364.53	3,464.56 3,669.09	3,769.12 3,973.65	4,073.68 4,278.21	4,378.24 4,582.77	4,682.80 4,887.33	4,987.36 5,191.89	5,291.92 5,496.45
Staff Assistant III	HR	17.70	18.06	18.41	18.78	19.15	19.54	19.93	20.33	20.73	21.15
	Monthly Annual	3,079.80 3,282.33	3,384.36 3,586.89	3,688.92 3,891.45	4,000.00 4,202.53	4,302.06 4,504.59	4,604.12 4,806.65	4,906.18 5,108.71	5,208.24 5,410.77	5,510.30 5,712.83	5,812.36 6,014.89
Staff Assistant IV	HR	20.76	21.18	21.60	22.03	22.47	22.92	23.38	23.85	24.33	24.81
	Monthly Annual	3,612.24 3,814.77	3,917.30 4,119.83	4,222.36 4,424.89	4,527.42 4,729.95	4,832.48 5,035.01	5,137.54 5,339.57	5,442.60 5,644.63	5,747.66 5,949.69	6,052.72 6,254.75	6,357.78 6,559.81
Kennel Operator	HR	16.68	16.84	17.00	17.16	17.32	17.48	17.65	17.81	17.98	18.15
	Monthly Annual	2,728.32 2,930.85	2,932.38 3,134.91	3,134.42 3,336.95	3,336.46 3,538.99	3,538.50 3,741.03	3,740.54 3,943.07	3,942.58 4,145.11	4,144.62 4,347.15	4,346.66 4,549.19	4,548.70 4,751.23
Dog Control Officer	HR	17.13	17.30	17.47	17.65	17.82	18.00	18.18	18.36	18.55	18.73
	Monthly Annual	2,980.62 3,183.15	3,185.18 3,387.71	3,387.74 3,590.27	3,590.30 3,792.83	3,792.86 3,995.39	3,995.42 4,197.95	4,197.98 4,400.51	4,400.54 4,603.07	4,603.10 4,805.63	4,805.66 5,008.19
Dog Control Officer Lead	HR	17.99	18.17	18.35	18.53	18.72	18.90	19.09	19.28	19.48	19.67
	Monthly Annual	3,130.26 3,332.79	3,334.82 3,537.35	3,536.86 3,739.39	3,738.90 3,941.43	3,940.94 4,143.47	4,142.98 4,345.51	4,345.02 4,547.55	4,547.58 4,750.11	4,750.14 4,952.67	4,952.70 5,155.23

Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.

JEFFERSON COUNTY PUBLIC WORKS EMPLOYEES  
2024-25 SALARY SCHEDULE

**MATRIX B: OPSRP ONLY (Employee pays 6%)**

EFFECTIVE JULY 1, 2024

BASED ON A 2.5% ADJUSTMENT (Not less than Non-Reps) and 174 monthly hours

Position	Codes	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
Maintenance Worker I	MW I	HR	20.02	21.02	21.86	22.51	22.98	23.19	23.42	23.68		
		Monthly	3,483.48	3,657.48	3,803.64	3,916.74	3,996.04	4,036.06	4,075.06	4,116.84		
Maintenance Worker II	MW II	HR	23.46	23.69	23.93	24.17	24.41	24.65	24.90	25.15	25.40	25.65
		Monthly	4,082.04	4,122.06	4,163.82	4,205.58	4,247.34	4,289.10	4,332.60	4,376.10	4,419.60	4,463.10
Maintenance Worker III	MW III	HR	24.40	24.64	24.89	25.13	25.39	25.64	25.90	26.16	26.42	26.68
		Monthly	4,245.60	4,287.36	4,330.86	4,372.62	4,417.86	4,461.36	4,506.60	4,551.84	4,597.08	4,642.32
MW III - Weed Lead	MW III - Weed Lead	HR	25.62	25.88	26.14	26.40	26.66	26.93	27.20	27.47	27.74	28.02
		Monthly	4,457.68	4,503.12	4,548.36	4,593.60	4,638.84	4,685.82	4,732.80	4,779.78	4,826.76	4,875.48
Maintenance Worker IV	MW IV	HR	25.57	25.83	26.09	26.35	26.61	26.88	27.14	27.42	27.69	27.97
		Monthly	4,449.18	4,494.42	4,539.66	4,584.90	4,630.14	4,677.12	4,723.36	4,771.06	4,818.06	4,866.78
Road Foreman	RF	HR	31.32	31.63	31.95	32.27	32.59	32.92	33.25	33.59	33.92	34.25
		Monthly	5,449.68	5,503.62	5,559.30	5,614.98	5,670.66	5,726.32	5,782.92	5,842.92	5,902.08	5,961.24
Mechanic I	Mech I	HR	20.66	21.06	21.48	21.91	22.35	22.79	23.25	23.72	24.19	24.67
		Monthly	3,093.10	3,184.44	3,273.52	3,361.34	3,448.90	3,536.46	3,624.50	3,712.28	3,800.06	3,888.94
Mechanic II	Mech II	HR	25.01	25.51	26.02	26.55	27.08	27.62	28.17	28.73	29.31	29.89
		Monthly	4,351.74	4,438.74	4,527.48	4,619.70	4,711.92	4,805.68	4,901.58	4,999.02	5,099.94	5,200.86
Public Works Tech	PWT	HR	24.25	24.73	25.23	25.73	26.24	26.77	27.30	27.85	28.41	28.98
		Monthly	4,219.50	4,303.02	4,390.02	4,477.02	4,566.76	4,658.98	4,750.20	4,845.90	4,943.34	5,042.52
Staff Assistant I	SA I	HR	15.68	16.00	16.32	16.64	16.98	17.32	17.66	18.02	18.38	18.74
		Monthly	2,729.32	2,784.00	2,839.68	2,895.36	2,954.52	3,013.68	3,072.84	3,135.48	3,196.12	3,260.76
Staff Assistant III	SA III	HR	18.93	19.30	19.69	20.08	20.49	20.90	21.31	21.74	22.17	22.62
		Monthly	3,293.82	3,358.20	3,426.06	3,493.92	3,566.28	3,636.60	3,707.94	3,782.76	3,862.58	3,946.88
Staff Assistant IV	SA IV	HR	22.21	22.55	23.10	23.56	24.04	24.52	25.01	25.51	26.02	26.54
		Monthly	3,864.54	3,941.10	4,019.40	4,099.44	4,182.96	4,268.48	4,351.74	4,438.74	4,527.48	4,617.96
Kennel Operator	Kennel Op	HR	16.77	16.94	17.11	17.28	17.46	17.63	17.80	17.98	18.16	18.34
		Monthly	2,917.96	2,947.56	2,977.14	3,006.72	3,036.30	3,067.26	3,097.20	3,128.52	3,159.84	3,191.16
Dog Control Officer	Dog Control Officer	HR	18.32	18.50	18.67	18.87	19.06	19.25	19.45	19.64	19.84	20.04
		Monthly	3,187.68	3,219.00	3,252.06	3,283.38	3,316.44	3,349.50	3,384.30	3,417.36	3,452.16	3,486.96
Dog Control Officer Lead	Dog Control Lead	HR	19.24	19.43	19.62	19.82	20.02	20.22	20.42	20.62	20.83	21.04
		Monthly	3,347.76	3,380.82	3,413.88	3,448.68	3,483.48	3,518.28	3,553.08	3,587.88	3,624.42	3,660.96

Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.

# Roadmap to Advancement Public Works

## **MW I**

- High school graduate or equivalent
- Experience preferred, but not required
- CDL, with Tanker endorsement or able to obtain within 9 months
- First Aid Card
- Certified Flaggers Card

## **MW II**

- 3 years as MW I, or equivalent
- Journey-level demonstrated skill in all road maintenance areas, heavy equipment, & incident response.
- Demonstrates control, situational awareness, and planning when using heavy equipment.
- Operates heavy equipment with skill
- Extensive skills and knowledge

## **MW III**

- 2 years as MW II, & 5 years in PW or equivalent
- Road Scholar 1 Certification & other leadership training
- Basic understanding of weed characteristics (weed identification)
- Positive performance appraisals for last 2 years
- Consistently exceeds PW management training standards
- Performs general labor and highly skilled PW maintenance activities such as grader and rock crusher.

## **MW IV Team Lead**

- Demonstrated ability to perform complex diagnostics and labor, plan and prioritize assignments, train other Maintenance Workers in PPE, hazard identification, situational awareness, and perform peer level quality review of completed work with a strong safety track record
- Positive performance appraisals as a MW III for the most recent 2 years.

Typically requires:

- At least two years as a MW III , and 5 years in Public Works, or equivalent
- Road Scholar 1 & 2 certifications
- Training certificates such as APWA's 90 hour's of instruction in Public Works Supervision and Management, ODOT's ACP, Bridge, Environmental, or Construction Inspector Training Certification